

## Tell Representative Walters: Hands Off Our Paid Sick Days!

Thank you for your help in calling Representative Mimi Walters' office to ask her to back down from authoring federal preemption legislation that would negatively impact our local and state paid sick days laws. The bill has not yet been introduced, but Congresswomen Mimi Walters (CA-45) has been working with corporate and HR groups on national legislation that would create a voluntary threshold for paid sick days or flexible schedules – any employer who meets this federal threshold would NO LONGER HAVE TO COMPLY with state and local paid sick days laws. This legislation would set a horrible precedent and negatively impact the health and well-being of our families and communities. They will pitch this bill as 'workplace flexibility,' but the employer gets to decide if the time you want would 'unduly disrupt' their business, and would likely control when a worker could take the time. The legislation will be introduced soon and **we need as many people in CA-45 as possible to let Rep. Walters' Office know that we're aware, we care, and we're not going to stand by and let these outside business groups negatively impact our communities and overturn the will of the people.**

For more on pre-emption efforts, read this [article](#).

**Congresswoman Walters' District Office Phone:** [949-263-8703](tel:949-263-8703)

### Sample Script:

Hello, my name is \_\_\_\_\_. I am a constituent and I'm calling **Congresswoman Mimi Walters (CA-45)** to ask her to back down from introducing a bill that would pre-empt our local and state paid sick days and other family-friendly laws. I heard about this proposed legislation and I am concerned because the health of our families and communities depends on basic workplace protections like paid sick days. Please respect the will of the people and stop trying to create ways for large corporations to dodge these laws that benefit workers and their families.

**Add who you are and why this is important to you, for example:** "I'm a health care worker/librarian/mother/father/grandparent/priest . . .and this impacts me/my community in these ways . . ." **You can refer to one or more of the key talking points below:**

- It is undemocratic to create a way for wealthy companies to avoid complying with the law.
- This legislation would reinforce existing inequities and giant loopholes.
- This means flexibility for big corporations and robs flexibility from employees/people like me.
- This bill could mean we'd have no option if our employer violates their paid sick days policy.
- It would create an uneven playing field for small businesses.

**Will the Congresswoman reconsider her support for this harmful legislation?**