

Date

The Honorable (legislator's full name)
Washington State Senate or Washington State House of Representatives (as appropriate)
Olympia, Washington 98504

Dear Senator/Representative (legislator's last name)

As a small business owner from ___ your city or area ___ we want to advise you of our position on a number of important pieces of legislation that directly affect our small business. Thank you for considering our input and position on these important pieces of legislation.

HB 1006 and SB 5567 Wage violations and damages As small business owners we oppose HB 1006 and SB 5567 because they add new complexity to state wage and hour laws and will allow employees to file frivolous lawsuits against small employers like us that we will have to spend \$10,000's to defend against when we have done nothing wrong. Please oppose HB 1006 and SB 5567.

HB 1163 Mandatory Paid vacation leave As small business owners we oppose HB 1163 because they add new and unnecessary complexity to state wage and hour laws for providing paid vacations. Small businesses already are overwhelmed with recordkeeping and paperwork requirements. HB 1163 only adds to that burden unnecessarily. Please oppose HB 1163.

SHB 1273 and SB 5459 Family & medical leave insurance As small business owners we oppose HB 1273 and SB 5459 because they add new complexity to state employment laws and adds new costs (taxes) to hire and retain employees. Please oppose HB 1273 and SB 5459.

HB 1354 and SB 5569 Employment Anti retaliation Act As small business owners we oppose HB 1354 and SB 5569 because they add great new complexity to state employment laws and adds potentially huge new costs and risks to employing worker because it will allow employees to file frivolous lawsuits against small employers like us that we will have to spend \$10,000's to defend against when we have done nothing wrong. Please oppose HB 1354 and SB 5569.

HB 1355 and SB 5285 Minimum hourly wage increase As small business owners we oppose HB 1355 and SB 5285 because Washington State already has one of the highest minimum wage rates in the nation and is killing employment opportunities for teen workers and low skilled workers. Increasing the minimum wage will increase pressure to generally increase all wages which hurt the state's economy. The current Please oppose HB 1355 and SB 5285.

HB 1356 and SB 5306 Sick & safe employment As small business owners we oppose HB 1356 and SB 5306 because they add new costs and unnecessary complexity to state wage and hour laws by requiring employers to provide paid sick/safe leave. It requires small employers who are already are overwhelmed with recordkeeping and paperwork requirements to keep more complex and detailed records or face new fines for failing to keep the new records.. Please oppose HB 1356 and SB 5306.

HB 1484 and SB 5699 Capital gains excise tax As small business owners we oppose HB 1484 and SB 5699 that propose to add a new Washington State Capital Gains Income Tax. This new Capital Gains Income Tax will apply to most small businesses and will impose this new tax whenever the business is sold or transferred to another family member. Based on IRS statistics, this new Capital Gains Income Tax will apply disproportionately more heavily on small businesses than other taxpayers. Please oppose HB 1484 and SB 5699.

HB 1519 and SB 5566 Employee status enforcement As small business owners we oppose HB 1519 and SB 5566 because they add new complexity to state wage and hour laws with respect to independent contractors. Every day, tens of thousands of independent contractors are hired by individuals and small businesses to do work. This legislation requires the individual or business to prove the independent contractor is not an employee or face significant new state fines and penalties or a costly frivolous lawsuit that will cost the individual or small business \$10,000's to defend against. Please oppose HB 1519 and SB 5566.

ESHB 1646 Equal pay and opportunities As small business owners we oppose HB 1646 because it adds unnecessary new complexity to state wage and hour laws. It will allow employees to file frivolous lawsuits against small employers like us that we will have to spend \$10,000's to defend against when we have done nothing wrong. There are already legal mechanisms available to ensure equal pay for workers. Please oppose HB 1646.

HB 1701 and SB 5608 Employment applicants/convictions, arrests, etc. As small business owners we oppose HB 1701 and SB 5508 because they add new complexity to state wage and hour laws with respect to hiring new employees. This legislation requires the individual or business to not inquire about any convictions or arrests prior to making a job offer and adds a great deal of complexity to the hiring process for small businesses and allows job applicants to file costly frivolous lawsuit that will cost the small business \$10,000's to defend against. Please oppose HB 1701 and SB 5508.

HB 1894 Protection of workers As small business owners we oppose HB 1894 because it adds great new complexity to state employment laws and adds potentially huge new costs and risks to employing worker because it will allow employees to make claims against small employers like us that we will have to spend \$10,000's to defend against when we have done nothing wrong. Please oppose HB 1894.

HB 1934 and SB 5332 Local employment laws As small business owners we support HB 1934 and SB 5332 ensure that all businesses must operate on the same level playing field. Many local governments have begun to adopt local employment laws that differ from state laws. These local employment laws allow an exemption from the local labor laws for employers under a collective bargaining agreement. This creates a very unfair marketplace for small businesses in Washington State. HB 1934 and SB 5332 will ensure a fair and competitive marketplace for all businesses. Please support HB 1934 and SB 5332.

Thank you,

Your name
Company Name
Mailing Address
City, WA Zip
Phone number (optional)