



The Honorable Senator Susan Rubio  
1021 O Street, Suite 8710  
Sacramento, CA 95814

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**Subject: Support Letter for SB 848 (Rubio) Employment: leave for loss related to reproduction or adoption**

Dear Senator Rubio,

On behalf of the American Society for Reproductive Medicine (ASRM) I write in support of your Senate Bill 848.

ASRM is a multidisciplinary organization of nearly 8,000 professionals dedicated to the advancement of the art, science, and practice of reproductive medicine. Distinguished members of ASRM include obstetricians and gynecologists, urologists, reproductive endocrinologists, embryologists, mental health professionals and others.

SB 848 will protect the jobs of Californians who experience the trauma of a miscarriage, failed adoption, or other reproductive loss event by providing them with up to 5 days of job-protected leave, similar to the existing 5-day Bereavement Leave benefit under the California Family Rights Act.

Reproductive loss is one of the most traumatizing events a person can experience, and unfortunately, it is far too common. Though approximately half of all pregnancies end in miscarriage, and up to 15 percent of known pregnancies end in the traumatizing event of miscarriage or stillbirth, existing statewide family leave programs such as California’s 5-day Bereavement Leave do not apply to parents experiencing reproductive loss. However, several states and local governments have recently enacted laws to provide leave for reproductive loss events, and many private employers voluntarily provide this leave as

well.

SB 848 will create a Reproductive Loss Leave benefit to provide up to 5 days of job-protected leave for individuals who suffer from reproductive loss events, including miscarriage, a failed adoption, or an unsuccessful assisted reproductive technology procedure. The bill would require that the leave be completed within three months of the reproductive loss and prohibit an employer from discriminating against or firing an employee for exercising their right to Reproductive Loss Leave.

For these reasons, ASRM is proud to support this important measure.

For more information, feel free to contact me at [Stipton@asrm.org](mailto:Stipton@asrm.org) or 202-421-5112.

Sincerely,

Sean Tipton  
Chief Advocacy and Policy Officer  
American Society of Reproductive Medicine