

The California Business & Industrial Alliance

California's Only Trade Organization Dedicated to Fighting PAGA

The **California Business and Industrial Alliance (CABIA)** is a trade organization founded in 2017 by business executives and entrepreneurs who were tired of complaining about the state's hostile job creation climate — and ready to do something about it. **CABIA's goal is to fix California's worst law: the Private Attorneys General Act (PAGA).**

More than 35,000 PAGA complaints have been filed against employers since 2004. The problem has grown worse in recent years: In 2016, more than 5,000 PAGA complaints were filed — an astonishing 1,440 percent increase from the law's first year in effect.

Our Strategy

Lawsuit: Because a legislative fix to PAGA has proved elusive, CABIA is suing the state, arguing that PAGA is unconstitutional. We want the state to enforce its own labor laws, rather than giving trial attorneys the power to do so. A nationally recognized legal team at Epstein Becker Green authored CABIA's groundbreaking 54-page complaint. One legal observer asked whether there might now be "an end in sight" to PAGA, and said that — because of CABIA— "the fight to end PAGA has been initiated."

Los Angeles Daily News

We're suing California to fix state's broken labor laws

By: Tom Manzo

SAN FERNANDO VALLEY BUSINESS JOURNAL THE COMMUNITY OF BUSINESS

Business People Protest California's PAGA Law

Attorney Protests: The number of PAGA complaints has increased ten-fold since the law passed in 2004. Business owners have paid millions in settlements and fees, but they've never protested the attorneys responsible for this abuse—until now. This fall, CABIA launched the first in a series of direct protests at the offices of some of the state's worst PAGA violators.

Storytelling: Complaining in bars and boardrooms about bad business conditions will not cut it. Instead, we're telling the story of PAGA abuse to the public, through dozens of news interviews, opinion editorials, video testimonials, and social media posts. Legislators and the public need to understand that PAGA is bad for small businesses, and it's bad for working people.

THE SACRAMENTO BEE

California's less sexy industries are struggling, and trial lawyers aren't helping

By: Tom Manzo

Our Ask

If you are ready to get off the sidelines and join the fight to fix PAGA, join CABIA today.

Email CABIA President Tom Manzo at TomManzo@CABIA.org

Call us at 818-823-7611

Or visit our website CABIA.org