



OFFICE OF THE GOVERNOR

OCT 12 2019

To the Members of the California State Assembly:

I am returning Assembly Bill 1478 without my signature as it is unnecessary.

Under current law, employers are prohibited from retaliating against survivors of domestic violence, sexual assault or stalking when they seek time off work to obtain relief that helps ensure the health and safety of survivors or their children. AB 1478 expressly states that employees may file a private lawsuit when such anti-retaliation provisions are violated by an employer, and they may recover attorney's fees in addition to reinstatement and damages.

Survivors of domestic violence, sexual assault or stalking already have the ability under current law to file a retaliation claim through the Labor Commissioner's Office, file a Private Attorneys General Act (PAGA) claim, and to seek reinstatement and reimbursement for lost wages and benefits.

I look forward to continuing to work with the Legislature to ensure the state vigorously enforces laws that protect workers and survivors of abuse.

Sincerely,

A handwritten signature in black ink, appearing to read "Gavin Newsom", written over a large, stylized, abstract graphic element that resembles a signature or a large letter 'N'.

Gavin Newsom

