



OFFICE OF THE GOVERNOR

OCT 08 2019

To the Members of the California State Assembly:

I am returning Assembly Bill 372 without my signature.

This bill would allow a state agency to adopt an Infant at Work pilot program, and adopt the necessary regulations that would permit an employee, who is a new parent or caregiver to an infant, the option to bring their infant to the workplace.

I recognize the value of this program, which is in line with my commitment to strengthening parent and caregiver bonding during the earliest months of a child's life. As such, an Infant at Work program might be worth exploring, but the bill as written exposes the state to a high level of risk of lawsuits and should be handled administratively or through collective bargaining. Moreover, the timeline stipulated does not provide adequate time to establish a policy and regulations for a program of this magnitude.

Therefore, I am directing CalHR to develop a pilot program to implement this concept in a thoughtful manner.

Sincerely,



Gavin Newsom