



OFFICE OF THE GOVERNOR

OCT 12 2019

To the Members of the California State Assembly:

I am returning Assembly Bill 403 without my signature.

This bill would extend the period to file a whistleblower retaliation complaint with the Labor Commissioner from six months to within two years after the retaliation has occurred. This bill would also authorize a court to award reasonable attorney's fees to a plaintiff who brings a successful anti-retaliation action.

I commend the Legislature's recent work to enact strong anti-retaliation measures, including providing the Labor Commissioner's Office with authority to investigate retaliation when workers are too fearful to file a formal complaint, as well as the power to issue an administrative citation to enforce anti-retaliation statutes.

The Legislature has recognized that swift enforcement action by the Labor Commissioner is one of the most effective tools to combat retaliation and mitigate against its chilling effect on the rights of workers. I urge the Legislature to consider an approach that is consistent with other anti-retaliation statute of limitations in the Labor Code which are set to one year.

Sincerely,

Gavin Newsom