



OFFICE OF THE GOVERNOR

**OCT 12 2019**

To the Members of the California State Assembly:

I am returning Assembly Bill 589 without my signature.

This bill makes it unlawful for an employer to knowingly destroy, conceal, remove, confiscate, or possess any passport, immigration document or government identification in the course of committing human trafficking or a coercive labor practice. Employers who violate this provision are subject to criminal and civil penalties.

The bill also requires all employers to provide a "Worker's Bill of Rights" to every employee.

Human trafficking is a problem of international proportions, and California must continue to act forcefully to protect workers against these heinous crimes. The provision in this bill that levies a hefty civil penalty on employers who engage in document abuse in order to commit trafficking is a step in the right direction.

Nonetheless, I take issue with the bill's requirement that every employer in the state provide each employee with an enumerated list of rights. Workers should be informed of their rights, including protections against document abuse and trafficking. But the proposed notice requirement is not the answer. It is overly burdensome for law-abiding employers and may not actually help workers who are the targets of trafficking.

Sincerely,

Gavin Newsom