



OFFICE OF THE GOVERNOR

OCT 12 2019

To the Members of the California State Senate:

I am returning Senate Bill 218 without my signature.

This bill would amend the Fair Employment and Housing Act (FEHA) to permit local jurisdictions in Los Angeles County to enact and enforce their own laws prohibiting employment discrimination as long as they are at a minimum as protective as the FEHA.

I am committed to combating and eradicating discrimination and have signed several measures this year to address discriminatory practices. However, I don't support lifting a preemption that has been in place for decades in the manner proposed in this bill. As crafted, this measure could create confusion, inconsistent enforcement of the law and increase costs without a corresponding increase in worker protections.

This bill leaves ambiguities about local governments' ability to enforce both local ordinances and FEHA. I invite the Legislature to come back with a measure that makes it clear that local enforcement measures are exclusively focused on local ordinances.

Sincerely,

Gavin Newsom