



OFFICE OF THE GOVERNOR

SEP 29 2020

To the Members of the California State Assembly:

I am returning Assembly Bill 2114 without my signature.

This bill would require certain higher education employers to provide an arbitration or hearing officer process to challenge a termination of employment or a disciplinary action for medical and dental interns and residents. The bill excludes disciplinary actions and terminations based on academic or clinical matters, making arbitration available only for matters within the scope of representation.

These residents and interns represent our State's pipeline of medical professionals, and they have been on the frontlines of the COVID-19 pandemic. They deserve an opportunity to challenge a disciplinary action or termination of employment that may be wrongful and that could potentially jeopardize their professional career. However, I believe that the definition of "academic" and "clinical" in this bill is too narrow and does not fully consider the various criteria used in determining a resident's readiness to safely practice.

I encourage the affected parties to agree upon a definition that both protects employees' due process rights and patient safety.

Sincerely,



Gavin Newsom

