



OFFICE OF THE GOVERNOR

**OCT 06 2021**

To the Members of the California State Senate:

I am returning Senate Bill 665 without my signature.

This bill allows private employers to create a temporary veterans' preference for hiring and deems these policies as not violating anti-discrimination laws, until January 1, 2028.

Honoring veterans and assisting them in securing employment are vitally important goals of my Administration. However, I am concerned that the veterans' preference policies that would be permitted by this legislation could negatively impact employment opportunities for women and other protected groups underrepresented among veterans, such as people with disabilities.

There are ways to make the preference workable and I look forward to working with the author to advance such a policy.

Sincerely,

A handwritten signature in black ink, appearing to read "Gavin Newsom", written over a horizontal line.

Gavin Newsom

