



OFFICE OF THE GOVERNOR

OCT 07 2021

To the Members of the California State Senate:

I am returning Senate Bill 76 without my signature.

SB 76 would allow state employee supervisors to request binding arbitration as part of the grievance process. Current law allows managers and supervisors to pursue resolution of disagreements through a four-step grievance process and pursue a claim with the State Personnel Board. SB 76 would add a costly step to this process.

Additionally, SB 76 would permit excluded employees to arbitrate the Department of Human Resources' (CalHR) authorizing statutes, regulations, policies, and/or practices before non-governmental entities. This could lead to conflicts with the statutory authority delegated to CalHR and the Legislature. These are the same concerns I had with a previous, nearly-identical bill, SB 179 (2019), which I also vetoed.

Sincerely,



Gavin Newsom

