



## OFFICE OF THE GOVERNOR

SEP 28 2022

To the Members of the California State Assembly:

I am returning Assembly Bill 2464 without my signature.

This bill requires the California State University (CSU) system to grant an employee a leave of absence with pay for one semester of an academic year, or an equivalent duration in a one-year period, following the birth of a child or in connection with the adoption or foster care placement of a child by an employee.

The CSU Board of Trustees recently ratified a collective bargaining agreement with the California Faculty Association (CFA) that maintained existing parental leave benefits. As part of their negotiations, the CSU and CFA signed a memorandum of understanding establishing a parental support workgroup, charged with reviewing parental support for faculty and making suggestions to relevant leaders. The report is anticipated to be delivered in December 2022. Notably, the MOU states "that the CSU may increase the numbers of paid parental leave days... at any time." It is my expectation that CSU will seriously consider these recommendations and take appropriate action.

While I share the goal of supporting working parents employed at our nation's largest and most diverse public university system, this bill creates an estimated \$24 million in ongoing General Fund cost pressures not accounted for in the state budget. Further, as the MOU and workgroup illustrate, potential changes to CSU's parental leave policy are more appropriately addressed through the collective bargaining process, which best enables labor and management



interest-holders to collaboratively decide issues that impact the system and the people who power it.

For these reasons, I cannot sign this bill.

Sincerely,



Gavin Newsom