



## OFFICE OF THE GOVERNOR

OCT 08 2023

To the Members of the California State Assembly:

I am returning Assembly Bill AB 1677 without my signature.

This bill requires the University of California, Berkeley, Labor Center to study the salary structure of state scientists represented by State Bargaining Unit 10 and requires the state to implement any increase in compensation resulting from the study.

This bill's requirement to implement any increase in compensation resulting from the study effectively circumvents the collective bargaining process and limits the state's ability to consider various economic factors that impact the state or Bargaining Unit 10 members when proposing compensation packages during negotiations.

For this reason, I cannot sign this bill.

Sincerely,

Gavin Newsom

