



## OFFICE OF THE GOVERNOR

OCT 08 2023

To the Members of the California State Assembly:

I am returning Assembly Bill 524 without my signature.

This bill would add "family caregiver status" as a characteristic protected under the Fair Employment and Housing Act's employment provisions.

During my tenure as Governor I have consistently advanced policies to help parents and families, including expanding paid family leave and increasing the state's investment in childcare. While I appreciate the intent of this bill, I am concerned about the large burden it will place on employers, particularly small businesses, especially given the ambiguous nature of the language.

Although the bill does not require employers to provide "special accommodations" based on "family caregiver status," it is not clear what types of acts would constitute unlawful discrimination and what types of acts would be lawful denials of "special accommodations." Given this ambiguity, this bill would be difficult to implement and lead to costly litigation for employers in California.

For these reasons, I cannot sign this bill.

Sincerely,

Gavin Newsom

