



## OFFICE OF THE GOVERNOR

OCT 08 2023

To Members of the California State Senate:

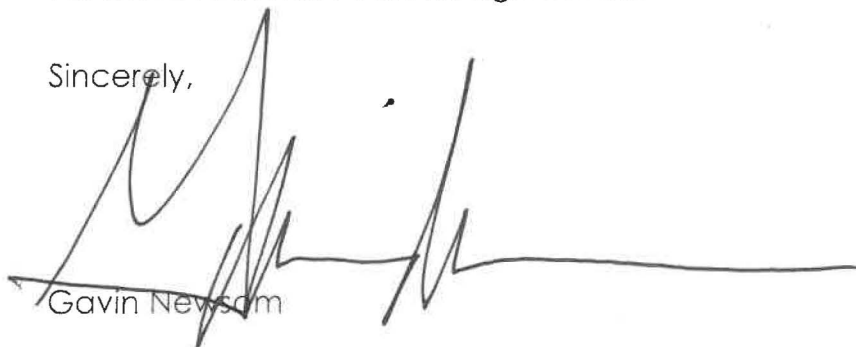
I am returning Senate Bill 716 without my signature.

This bill would enact the Excluded Employee Arbitration Act to provide state excluded employees the option 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 challenge grievance decisions in court. This bill would add a costly step to this process by permitting excluded employees to arbitrate the Department of Human Resources' (CalHR) authorizing statutes, regulations, policies, and practices before non-governmental entities. This could lead to conflicts with the statutory authority delegated to CalHR. These are the same concerns I had with previous, nearly identical bills, AB 1714 (2022), SB 76 (2021), and SB 179 (2019), which I also vetoed.

For these reasons, I cannot sign this bill.

Sincerely,

A handwritten signature in black ink, appearing to read "Gavin Newsom", written over a horizontal line. The signature is stylized and somewhat abstract.