



OFFICE OF THE GOVERNOR

OCT 08 2023

To the Members of the California State Senate:

I am returning Senate Bill 725 without my signature.

This bill would require a successor grocery employer to provide an eligible grocery employee a dislocated worker allowance equal to one week of pay for each year of employment with the incumbent grocery employer, if the successor grocery employer does not hire or retain an eligible grocery worker as required in grocery worker retention laws.

While the goal of limiting the disruptions caused by grocery mergers and acquisitions amongst essential grocery store workers and local communities is laudable, existing law already provides protections for displaced workers, including WARN Act notice requirements, grocery worker retention requirements which require successor grocery employers to retain eligible grocery workers for 90-days during a store transitional period, and unemployment insurance benefits. The additional obligations in this bill are unduly prescriptive and overly burdensome.

For these reasons, I cannot sign this bill.

Sincerely,

Gavin Newsom

