



OFFICE OF THE GOVERNOR

OCT 08 2023

To the Members of the California State Senate:

I am returning Senate Bill 731 without my signature.

This bill would require employers, before requiring an employee who is working from home to return to in-person work, to provide 30 calendar days' advance written notice. The bill would also require the notice to include specified text informing employees of their right to request continuing to work remotely as a reasonable accommodation for a disability.

My administration supports reasonable advance notice by employers, where feasible, to employees of return to work requirements, in order to allow for employees to prepare for the change. My administration also strongly supports the existing legal requirement that employers must reasonably accommodate employees with disabilities, which includes the possibility that working from home could be a reasonable accommodation in appropriate circumstances, and encourages that information to be included in employer communications with employees about return to work.

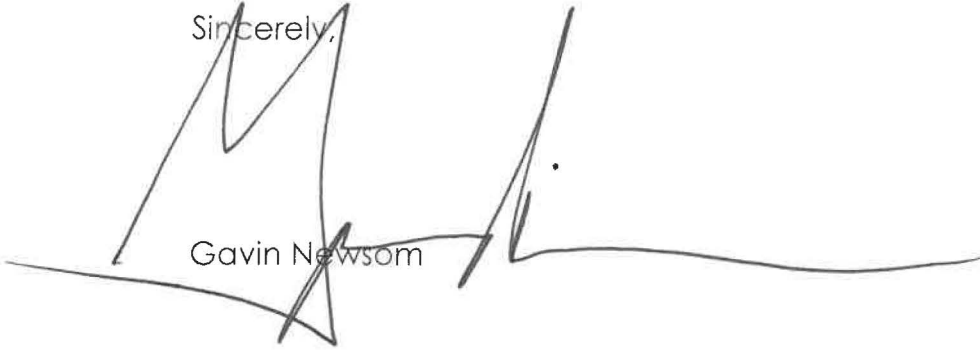
However, SB 731 would impose an inflexible 30-day advance notice requirement to return-to-work that would not take into account the needs of any particular employer. Businesses, especially small businesses, may have limited employees to staff in-person positions and the 30-day advance notice requirement of return-to-work could be impractical, especially in times of critical need or emergencies.



For these reasons, I cannot sign this bill.

Sincerely,

Gavin Newsom

A handwritten signature in black ink, appearing to be 'Gavin Newsom', written over the printed name. The signature is stylized and somewhat abstract, with a long horizontal stroke extending to the right.