



OFFICE OF THE GOVERNOR

SEP 29 2024

To the Members of the California State Senate:

I am returning Senate Bill 1022 without my signature.

This bill would clarify a number of unsettled procedural matters involving the Fair Employment and Housing Act (FEHA).

I thank the author for introducing this measure, which intends to limit litigation and help resolve civil rights disputes quickly and more efficiently. However, I am concerned with specific provisions in this bill that provide the Civil Rights Department (CRD) with a seven-year period to file a group or class complaint under FEHA. This limitations period is significantly longer than the limitations period for similar civil matters, including class action litigation on behalf of employees.

For this reason, I cannot sign this bill.

However, I encourage the Legislature to pursue legislation next year that enacts the other changes that this bill would make, together with a more reasonable period for CRD to initiate a group or class complaint.

Sincerely,

Gavin Newsom

