



OFFICE OF THE GOVERNOR

OCT 13 2025

To the Members of the California State Assembly:

I am returning Assembly Bill 1136 without my signature.

This bill would allow workers to take up to five days of unpaid leave to attend adjudications, legal proceedings, detainments, or other immigration-related matters. It also would require employers to reinstate employees who were terminated for failing to provide proof of work authorization if the employee presents valid authorization within 12 months of termination. In addition, the bill would require employers who are aware that an employee is detained or incarcerated due to a pending deportation or immigration proceeding to place the employee on unpaid leave for up to 12 months, during which the employee would have the same reinstatement rights as employees terminated for lacking work authorization.

I commend the author for her efforts to protect our most vulnerable workers amid the indiscriminate raids that have rounded up American citizens, people with legal status, and hardworking parents. However, this measure could cause significant confusion for both employees and employers, exacerbated by the shifting tactics of federal law enforcement. The bill duplicates existing discrimination protections and is inconsistent with other leave frameworks in state law, which will lead to compliance challenges and inefficiencies with enforcement.

This measure's 12-month rehire provisions also present logistical and compliance challenges that may undermine their effectiveness. For local education agencies, this measure interferes with existing rehire protections. Moreover, the



12-month window for these requirements, which can be extended even longer in some situations, is impractical for many employers and employees.

Finally, this measure imposes a significant but preventable burden on the Labor Commissioner that will undermine other enforcement efforts. As drafted, this bill will require the Labor Commissioner to undertake costly and time-consuming civil actions to enforce its requirements, resulting in annual costs exceeding \$10 million.

I encourage the author to introduce a measure next year that takes a more surgical approach to protecting workers and our economy, which are now under attack by the federal government. In the meantime, I am directing the Department of Industrial Relations, the Labor Commissioner's Office, Cal/OSHA, and the Civil Rights Department to aggressively fulfill their commitment to protect all California workers, regardless of their immigration status, against labor or civil rights violations. These departments will work closely with community partners to advance strategies, informed by the Rural Strategic Engagement Program and the California Workplace Outreach Project, that reinforce trust that even in the face of this assault on our communities by federal actors, California's labor and civil rights laws still protect every worker in the state, regardless of their immigration status. This helps keep all workers safe and supports a fair playing field for law-abiding employers. That vital work will not stop.

For these reasons, I cannot sign this bill.

Sincerely,



Gavin Newsom