



OFFICE OF THE GOVERNOR

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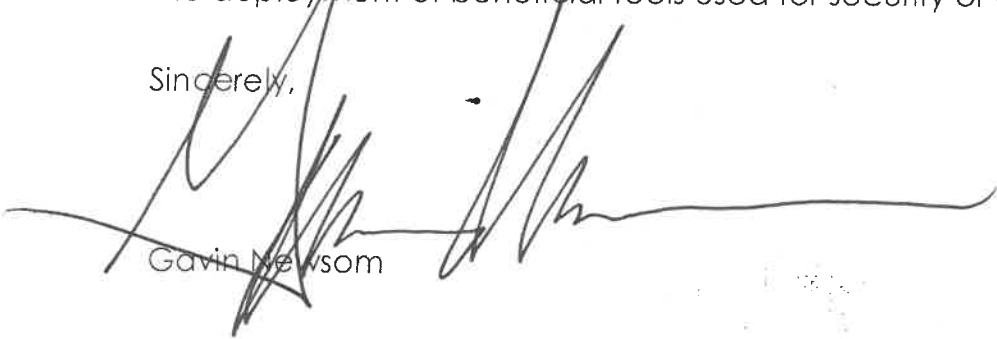
To the Members of the California State Assembly:

I am signing Assembly Bill 1331 and Assembly Bill 1883, which regulate how employers can use surveillance tools in the workplace. Assembly Bill 1331 restricts the use of surveillance tools in restrooms, and Assembly Bill 1883 prohibits the use of these tools to collect a worker's neural data or predict a worker's emotional state.

As surveillance technology becomes increasingly sophisticated, it is appropriate to establish guardrails over how employers use it on their employees. Bad-actor employers can now collect vast amounts of granular, personal information, leaving employees vulnerable to manipulative or abusive practices.

However, more work remains. I encourage the Legislature to refine these two measures to address ambiguities and possible unintended consequences. For example, Assembly Bill 1331 may interfere with systems used by employees to access locked facilities. Assembly Bill 1883 lacks key definitions, which may create confusion about which tools are covered. Clarifying the scope of both pieces of legislation will help ensure workers are protected from the harmful use of new and emerging workplace surveillance technologies without preventing the deployment of beneficial tools used for security or other legitimate purposes.

Sincerely,



Gavin Newsom