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California State Senate

SENATOR
BRIAN DAHLE
FIRST SENATE DISTRICT



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NATURAL RESOURCES
& WATER
TRANSPORTATION

October 3, 2023

The Honorable Gavin Newsom
Governor, State of California
1021 O Street, Suite 9000
Sacramento, CA 95814

RE: Request for Veto of AB 524 (Wicks)

Dear Governor Newsom:

I respectfully request your veto of Assembly Bill 524 (Wicks), which adds “family caregiver status” to the list of protected classes under the Fair Employment and Housing Act.

This bill creates a vaguely defined protected class which opens to door to litigation whenever an employer takes an adverse action against a “family caregiver.” CalChamber has labeled this bill as a “Job Killer” because it is another vague and onerous regulation that businesses must comply with. With businesses needing to accommodate “family caregivers,” the job market will be further restricted and businesses will have less flexibility.

The Fair Employment and Housing Act includes a private right of action for any discrimination against protected classes. The vague definition of “family caregiver” means businesses can be unfairly targeted in lawsuits alleging discrimination. Accounting for litigation and meeting the requirements of this bill, operating costs of businesses will be increased throughout the state. Those increased costs will then be passed to the consumer.

AB 524 is bad for California businesses and if policy like this is continued to be enacted, more employers will be forced to leave the state or close their doors.

For these reasons, I respectfully request your veto of this measure.

Sincerely,

A handwritten signature in blue ink that reads "Brian Dahle".

Brian Dahle, Senator
1st Senate District