

The Honorable Gray Davis  
Governor, State of California  
State Capitol Building  
Sacramento, CA 95814

**RE: AB 274 (KORETZ) – VETO REQUEST**

Dear Governor Davis:

I write on behalf of my small business to respectfully request your veto on AB 274 (Koretz).

This bill would create a rebuttable presumption that an adverse employment action taken within 60 days after an employee exercises his or her employment rights is retaliatory, unless there is clear and convincing evidence that the employee made up the claim in order to prevent the employer from taking adverse employment action.

This bill unnecessarily increases my legal liabilities and overall costs of doing business while diminishing my ability to properly and efficiently manage my small business. AB 274 would clearly open the door to abuse and harassment by problem employees. This bill would make my small business subject to frequent and false claims of retaliation and force me to legally prove in each and every instance that the termination or disciplinary action was justified and not retaliatory.

I believe we need more jobs in this state *NOT* more costly, endless and unnecessary litigation. For these reasons, I respectfully request your ‘VETO’ on AB 274. If you should have any questions, please do not hesitate to contact me at (\_\_\_\_) \_\_\_\_-\_\_\_\_. Thank you.

Very truly yours,