

California State Senate

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SENATOR
STEVEN S. CHOI, PH.D.
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PROTECTION AND ENERGY

September 26, 2025

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

Veto Request: SB 7 (McNerney) – Employment: Automated Decision Systems

Dear Governor Newsom,

I respectfully request your veto of Senate Bill 7, which would regulate Automated Decision Systems (ADS) used by all public and private employers by banning certain types and uses of ADS.

SB 7 unfairly targets private businesses of all sizes, across every industry, and regulates even low-risk applications of automated decision systems (ADS), as well as where there is human involvement in a decision in addition to ADS. The bill also includes independent contractors within the definition of “workers.” However, unions are not subject to the same rules, as SB 7 will allow them to waive this bill’s requirements in their negotiated collective bargaining contracts.

SB 7 does not simply regulate ADS, as the language of the bill is too broad and would impact simple, routine workplace technologies such as spreadsheets and basic data analytic applications. If signed, the overly-broad language would cause confusion and create compliance hurdles for our business community, and increase the likelihood of litigation. At a time when many small businesses across the state are closing their doors or taking their operations to other states because of California’s burdensome regulatory environment, SB 7 would ultimately add another hurdle for our state’s small businesses.

For these reasons, I respectfully request your veto of SB 7. If you have any questions or concerns, please do not hesitate to contact my office at (916) 651-4037.

Sincerely,

A handwritten signature in blue ink that reads "Steven S. Choi".

Senator Steven Choi, Ph.D.
37th Senate District