

August 1, 2014

**SENATE BILL NO. 1038**

**ADVANCE COPY**

To the Senate:

Pursuant to Article V, Section I, Paragraph 14 of the New Jersey Constitution, I am returning Senate Bill No. 1038 without my approval.

This bill would require every employer that enters into a contract with the State to report to the Commissioner of Labor and Workforce Development information regarding the gender, race, job title, occupational category, and rate of total compensation of every employee employed in connection with the contract. The bill would also require such employers to provide the Commissioner with updated reports every time there is a significant change in the information required to be reported. Moreover, under the bill, the Commissioner would be required to make the reported information available to the employer's employees.

This bill is nearly identical to legislation I vetoed last session. At that time, the bill was part of a patchwork of proposals that were passed together ostensibly to address and remedy workplace discrimination. I wholeheartedly supported and approved several of those proposals, which have served to strengthen our laws and enhance protections afforded to all of our State's workers. Regrettably, however, this bill would not meaningfully improve New Jersey's anti-discrimination laws or advance workplace equality. As I explained when I vetoed this proposal last session, expanding the existing rigorous reporting requirements of the Prevailing Wage Act would simply impose costly and burdensome mandates upon our State's businesses, and would do nothing to tangibly advance the bill's purported goals.

While I fully support the principle of workplace equality, I will not sign into law a bill that promotes bureaucracy over the real progress of our citizens.

Accordingly, I am returning Senate Bill No. 1038 without my approval.

Respectfully,

[seal]

/s/ Chris Christie  
Governor

Attest:

/s/ Paul B. Matey

Deputy Chief Counsel to the Governor