



Tony Evers

OFFICE OF THE GOVERNOR

October 31, 2025

To the Honorable Members of the Assembly:

I am vetoing Assembly Bill 39 in its entirety.

This bill requires the vast majority of the state's 30,000 workers to perform assigned work duties in physical office space for at least 80 percent of their regularly scheduled work hours every month, effective December 31, 2025. The requirement applies to state agencies, including any board, commission, committee, council or department; the Board of Regents of the University of Wisconsin System; the Legislature; courts; and most state authorities.

I am vetoing this bill in its entirety because I object to the Wisconsin State Legislature encroaching on the executive branch, which is overseen by the governor of the state of Wisconsin, and the ability of state government agencies to develop and implement employee telework policies that work best to meet the needs of the Wisconsinites they serve. I further object to the fact this bill will come at great cost to Wisconsin taxpayers.

Under my administration, state government is working smarter and faster than ever before. State agencies already are implementing robust accountability measures to ensure all state workers are fulfilling their responsibilities to the people of this state. Instead of helping build upon this important work, this bill takes a one-size-fits-all approach to state government that would jeopardize the efficiencies and savings realized under my administration's ongoing real estate and workplace consolidation projects aimed at saving taxpayer dollars and reducing the size of state government's physical footprint.

My administration's "Vision 2030" plan, which is an effort to consolidate physical building space owned and leased by the state, is projected to generate over \$7.4 million in occupancy savings for Wisconsin taxpayers every year while saving taxpayers over \$541 million in deferred maintenance costs. The space consolidations that have already taken place across more than a dozen state agencies and multiple areas of the state were done based on current and modernized workforce needs, understanding that state government—much like many large employers in Wisconsin and across the country—is transitioning to a more modern and hybrid work environment in order to continue to be a competitive employer and bolster our efforts to recruit, train, and retain workers statewide.

Put simply: the important progress my administration has made on our Vision 2030 goals means that it would not be possible to return to largely in-office-only work arrangements without leasing more space or having to re-open buildings that are slated for closure and sale—both of which will cost taxpayers more money.



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Moreover, a critical component of my administration's Vision 2030 plan is our "Anywhere in Wisconsin" initiative, which ensures that state workers can be located anywhere in Wisconsin, not based solely in our largest metro areas of Madison and Milwaukee. It is important to me—as it should be to the Legislature—that state workers reflect the people we work hard every day to serve. That means state workers should be able to live in Rhinelander, Hudson, Marinette, or anywhere in between, and still have the opportunity to join our state workforce.

Finally, I would be remiss if I did not acknowledge the important work our state workers do every day in service of the people of this state. I will continue to support their good work, which is perhaps today more important than ever as the federal government reaches Day 31 of a shutdown that has no certain end in sight. Our state workers go above and beyond the ordinary call of duty to serve Wisconsinites every day, and this work—no matter where it occurs—deserves our gratitude, respect, and appreciation.

Respectfully submitted,

A handwritten signature in cursive script that reads "Tony Evers".

Tony Evers
Governor