



Tony Evers

OFFICE OF THE GOVERNOR

March 27, 2026

To the Honorable Members of the Senate:

I am vetoing Senate Bill 431 in its entirety.

This bill would modify the Wisconsin Fair Employment Act such that it would not be discrimination to make an employment or licensing decision based on *any* pending charge facing an individual, regardless of whether the charge is noncriminal, if the circumstances of the charge substantially relate to the job or licensing activity.

I am vetoing this bill because I object to weakening longstanding protections against employment discrimination for Wisconsin workers. Wisconsin has a proud history and tradition of ensuring workers receive fair, equal, and dignified treatment in the workplace. Under this bill, an individual could face an adverse employment or licensing action based on noncriminal allegations against them that have not been reviewed by an attorney and before they have an opportunity to dispute the charges in court. This flies in the face of the presumption of innocence and due process that Wisconsinites and Americans expect and deserve.

Wisconsin's fair employment laws protect workers and job seekers by prohibiting employers from refusing to hire, or making suspension or termination decisions, based on pending civil or noncriminal charges or citations. Removing this protection from the law would erode due process protections afforded to workers and job seekers and create new barriers to accessing and retaining employment.

Respectfully submitted,

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

Tony Evers
Governor