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**State of Wisconsin  
Office of the Governor**

February 4, 2022

The Honorable, the Senate:

I am vetoing **Senate Bill 332** in its entirety.

This bill would expand the starting and ending times in a day a minor under age 16 is allowed to work for employers not covered by the federal Fair Labor Standards act.

I am vetoing this bill in its entirety because I object to creating two separate systems of work requirements for employers, which would increase the amount of administrative work for businesses when determining the permissible hours and days they are allowed to employ minors. By creating two legal frameworks on this topic, one for employers subject to the Federal Labor Standards Act and a different one for those that are not, the bill will increase complexity for employers, and could result in unintended consequences.

At a time when our state has the lowest unemployment rate in Wisconsin state history at 2.8 percent and the fewest number of people unemployed in our state ever, we must find meaningful, sustainable, and long-term solutions to the workforce challenges that have long plagued our state. For example, I allocated \$130 million in innovative, community-based solutions to address Wisconsin's longstanding workforce challenges. This includes \$100 million for a Workforce Innovation Grant program to encourage regions and communities to develop leading-edge, long-term solutions to the workforce challenges the state faces in the wake of the coronavirus pandemic; \$20 million toward the Worker Advancement Initiative, which will offer subsidized employment and skills training opportunities with local employers to unemployed individuals; and \$10 million for a Worker Connection Program which will provide workforce career coaches who will connect with individuals attempting to reengage in the workforce post-pandemic.

I also recently proposed putting some of our state's unprecedented projected revenue surplus toward reducing barriers to employment by decreasing the costs for childcare and caregiving. My plan expanded the newly created Child and Dependent Care Credit from 50 percent of the federal credit to 100 percent, providing nearly \$30 million in tax relief to the 107,000 Wisconsinites who claim the credit. I also proposed providing more than \$100 million to create a new income tax credit for qualified expenses incurred by a family caregiver.

By injecting funding into innovative solutions and providing economic relief to those struggling with the cost of childcare and caregiving, we can truly begin to address our workforce challenges, support working families, and get more people back into the workforce. This bill does not further those goals, and I hope the Legislature will join me in addressing this issue with real, meaningful solutions.

Respectfully submitted,  
*TONY EVERS*  
Governor