

SENATE JUDICIARY COMMITTEE
Senator Thomas Umberg, Chair
2025-2026 Regular Session

AB 1940 (Calderon)
Version: June 4, 2026
Hearing Date: June 16, 2026
Fiscal: Yes
Urgency: No
AWM

SUBJECT

Unlawful practices: discrimination: menopause

DIGEST

This bill adds, to the definition of “sex” within the California Fair Employment and Housing Act (FEHA), perimenopause, menopause, or postmenopause, or medical conditions related to perimenopause, menopause, and postmenopause; and requires the California Commission on the Status of Women and Girls and the Civil Rights Department (CRD) to take specified steps to notify persons about their rights relating to perimenopause, as specified.

EXECUTIVE SUMMARY

The FEHA protects against discrimination on the basis of specified characteristics in employment and housing. Protected characteristics include sex, which includes pregnancy, gender, and gender identity, and age, beginning with persons aged 40 years or older. The FEHA also prohibits discrimination on the basis of an intersection of protected characteristics.

This bill expressly adds “perimenopause, menopause, or postmenopause, or medical conditions related to perimenopause, menopause, and postmenopause” to the FEHA’s definition of “sex.” While these characteristics should already be covered under the definition of sex, or as a form of intersectional discrimination combining sex and age, this bill is intended to remove any ambiguity and to make clear that employees experiencing menopause are protected even if their menopause symptoms are not so severe that they qualify as a disability or medical condition under the FEHA. The bill also seeks to expand awareness about menopause-related conditions by (1) requiring the CRD to update posters on discrimination to notify employees of their rights and protections in regard to perimenopause, menopause, and post-menopause, and (2) requiring the Commission on the Status of Women and Girls to raise awareness of the

employment rights of persons experiencing perimenopause, menopause, post-menopause, or related medical conditions.

This bill is sponsored by the California Commission on the Status of Women and Girls and is supported by the American College of Obstetricians and Gynecologists, District IX, the California Teachers Association, and the Menopause Education Center. This bill is opposed by the California Apartment Association, the California Chamber of Commerce, the California Restaurant Association, the National Federation of Independent Businesses, and two individuals. If this Committee passes this bill, it will be referred to the Senate Labor, Public Employment and Retirement Committee.

PROPOSED CHANGES TO THE LAW

Existing law:

- 1) Establishes the Commission on the Status of Women and Girls, which was created to develop recommendations which will enable women to make the maximum contribution to society. (Gov. Code, tit. 2, div. 1, ch. 3.1, §§ 8240 et seq.)
- 2) Establishes the FEHA, which makes it an unlawful employment practice, unless based upon a bona fide occupational qualification, or, except where based upon applicable security regulations, for an employer, on the basis of a person's protected characteristics, to refuse to hire or employ the person or to refuse to select the person for a training program leading to employment, or to bar or to discharge the person from employment or from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment. (Gov. Code, § 12940.)
- 3) Provides that the protected characteristics under FEHA are: race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status. (Gov. Code, § 12940.)
- 4) Defines the following relevant terms for purposes of 2):
 - a) "Age" refers to the chronological age of any individual who has reached a 40th birthday.
 - b) "Employer" includes any person regularly employing five or more persons, with specified exceptions for religious associations and nonprofit organizations.
 - c) "Medical condition" means either (1) any health impairment related to, or associated with, a diagnosis of cancer or a record or history of cancer, or (2) genetic characteristics, as defined.
 - d) "Physical disability" includes, but is not limited to, all of the following:

- i. Having any physiological disease, disorder, condition, cosmetic disfigurement, or anatomical loss that either affects one or more specified body systems or limits a major life activity, as specified.
 - ii. Any other health impairment not described in (i) that requires special education or related services.
 - iii. Having a record or history of a condition or impairment described in (i) or (ii), which is known to the employer or other covered entity.
 - iv. Being regarded or treated by the employer or other covered entity as having, or having had, any physical condition that makes achievement of a major life activity difficult, or as having a condition or impairment described in (i) or (ii).
- e) "Race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, age, sexual orientation, reproductive health decisionmaking, or veteran or military status" includes any of the following:
 - i. Any combination of those characteristics.
 - ii. A perception that the person has any of those characteristics or any combination of those characteristics.
 - iii. A perception that the person is associated with a person who has, or is perceived to have, any of those characteristics or any combination of those characteristics.
- f) "Reasonable accommodation" may include either of the following: (1) making existing facilities used by employees readily accessible to, and useable by, individuals with disabilities; or (2) job-restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, adjustment or modifications of examinations, training materials, or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.
- g) "Sex" includes, but is not limited to, all of the following:
 - i. Pregnancy or medical conditions related to pregnancy.
 - ii. Childbirth or medical conditions related to childbirth.
 - iii. Breastfeeding or medical conditions related to breastfeeding.
 - iv. A person's gender, which means sex, and includes a person's gender identity and gender expression; "gender expression" means a person's gender-related appearance and behavior whether or not stereotypically associated with the person's assigned sex at birth.
- h) "Undue hardship" means an action requiring significant disability or expense, when considered in light of the following factors:
 - i. The nature and cost of the accommodation needed.
 - ii. The overall financial resources of the facilities involved in the provision of the reasonable accommodations, the number of persons employed at the facility, and the effect on expenses and resources or the impact otherwise of these accommodations upon the operation of the facility.

- iii. The overall financial resources of the covered entity, the overall size of the business of a covered entity with respect to the number of employees, and the number, type, and location of its facilities.
 - iv. The type of operations, including the composition, structure, and functions of the workforce of the entity.
 - v. The geographic separateness or administrative or fiscal relationship of the facility or facilities. (Gov. Code, § 12926.)
- 5) Requires the CRD to create a poster on discrimination in employment and the illegality of sexual harassment that sets forth specified information, which an employer must post in a prominent and accessible location in the workplace. (Gov. Code, § 12950.)

This bill:

- 1) Requires the Commission on the Status of Women and Girls, beginning July 1, 2027, to raise awareness of the employment rights of women experiencing perimenopause, menopause, and postmenopause by doing all of the following:
- a) Developing and distributing public education materials that clearly explain employment rights and workplace protections applicable to employees experiencing menopause-related symptoms, including, but not limited to, rights related to reasonable accommodations and retaliation under state and federal law.
 - b) Ensuring culturally competent and linguistically appropriate outreach by making all public education materials available in the languages required by state law, as defined, and tailoring messaging to reach diverse communities, including women of color, low-income workers, immigrant workers, older workers, and workers in industries with historically limited access to workplace protections information.
 - c) Coordinating with relevant state agencies, including the CRD, the Department of Industrial Relations, the Employment Development Department, and the State Department of Public Health, to ensure accuracy, consistency, and clarity of information regarding menopause-related employment rights and resources.
 - d) Partnering with community-based organizations, labor organizations, employer associations, and health advocacy organizations to expand the reach of outreach efforts and ensure materials are distributed through trusted messengers and accessible community channels.
 - e) Conducting statewide public awareness campaigns, including digital, print, and media outreach, to educate both employees and employers about menopause in the workplace, with an emphasis on reducing stigma, promoting understanding, and encouraging compliance with existing employment laws.

- f) Providing referrals to enforcement and support resources, including information on how employees may file complaints, seek accommodations, or access legal, medical, or workplace support related to menopause-related employment issues.
 - g) Periodically evaluating the effectiveness of outreach efforts, using available data and community feedback, and updating strategies and materials as necessary to address identified gaps and emerging needs.
- 2) Provides that the definition of “sex” within the FEHA includes perimenopause, menopause, or postmenopause or medical conditions related to perimenopause, menopause, and postmenopause.
- 3) Requires the CRD, on or before July 1, 2027, to update its employment discrimination and sexual harassment poster to notify people of their rights and protections in regard to perimenopause, menopause, or postmenopause or medical conditions related to perimenopause, menopause, or postmenopause.

COMMENTS

1. Author’s comment

According to the author:

For too long, workers experiencing menopause have navigated the workplace without a clear understanding of their rights. AB 1940 makes it clear that no one should face discrimination or harassment because of a natural biological transition, and it ensures employees know the protections available to them. With women representing roughly half of the population, and approximately 57.3% participating in the workforce, menopause will impact a significant portion of employees during their careers. Supporting women during this stage of life helps ensure they can navigate this transition with dignity, stability, and the resources they need to continue thriving professionally.

This bill directly affects women in the workplace and promotes economic equity by recognizing the challenges associated with a significant biological transition. Women often experience physical, emotional, and cognitive changes during menopause while still being expected to meet workplace standards that were historically designed without these realities in mind. Too often, women are not provided with reasonable accommodations, and many are unaware that they have rights that allow them to request support. By increasing awareness and encouraging workplace protections, this bill helps ensure that women can continue to contribute fully and fairly in their professional roles. When workers understand their rights and businesses understand their responsibilities, we

create healthier workplaces and retain experienced employees who are vital to our economy.

2. Background on the FEHA

California’s prohibits invidious discrimination in the workplace and in housing.¹ With respect to employment discrimination, the FEHA governs claims involving workplace harassment, discrimination, and civil rights-related retaliation.² The list of characteristics protected from discrimination under FEHA is as follows:

[R]ace, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status.³

The FEHA also provides definitions to clarify the scope of some of these characteristics. “Sex” includes a range of traits traditionally associated with one gender, such as pregnancy, as well as gender, gender expression, and gender identity.⁴ “Physical disability” includes, but is not limited to, diseases and conditions that affect major body systems or limit a major life activity.⁵ And in 2024, the Legislature enacted SB 1137 (Smallwood-Cuevas, Ch. 779, Stats. 2024), which clarified that the FEHA’s prohibitions on discrimination extend to discrimination on the basis of a combination of protected characteristics, to reflect the prevalence of intersectional discrimination.⁶

The FEHA requires an employee who believes they have experienced prohibited discrimination to first exhaust their administrative remedies by filing a claim with the CRD.⁷ Once a claim is filed with the CRD, the CRD investigates the claim; it must finish the investigation within one year, or two years for a group or class complaint.⁸ If the CRD determines that a FEHA violation took place, then the department has discretion to file a civil action in court on behalf of the worker, either individually or as a class complaint.⁹ Alternatively, if the CRD is unable to determine that a violation took place, or if the worker requests it at any time, then the department will provide the worker

¹ Gov. Code, tit. 2, div. 3, pt. 2.8, §§ 12940 et seq.

² *Id.*, § 12940.

³ *Ibid.*

⁴ *Id.*, § 12926(r).

⁵ *Id.*, § 12926(m).

⁶ See SB 1137 (Smallwood-Cuevas, Ch. 779, Stats. 2024); Gov. Code, § 12926(o). Legal scholar Kimberlé Williams Crenshaw is credited with the introduction of the term “intersectionality” to describe how the interaction of multiple traits is necessary to avoid excluding individuals from discussions around, and solutions for combatting, discrimination. (See Crenshaw, *Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics* (1989) 1989 U. Chi. Legal F. 139, 140.)

⁷ Gov. Code, § 12965.

⁸ *Id.*, § 12965.

⁹ *Id.*, §§ 12960, 12961.

with a right-to-sue letter.¹⁰ Only upon receipt of the right-to-sue letter may the worker proceed to file a civil action in court.¹¹ The worker has one year from the date of the right-to-sue letter to do so.¹²

3. Background on menopause and menopause discrimination

Society treats cisgender men as normal and all other genders as aberrant. Thus, although around half the population will go through perimenopause and menopause at some point, and up to one in five people in the United States workforce are currently going through menopause,¹³ many still treat perimenopause and menopause as burdens on an employer, rather than simply a feature of a workforce that welcomes women.¹⁴

“Medically speaking, menopause is the cessation of menstruation for at least twelve months in a person who previously menstruated.”¹⁵ Menopause symptoms can include “hot flashes, night sweats, trouble sleeping, joint and muscle discomfort, pain during sex, moodiness and irritability, forgetfulness, difficulty concentrating, or a combination of these,” which can vary in frequency and severity.¹⁶ Perimenopause is the stage that precedes menopause, when estrogen levels start to rise and fall and periods become more irregular; persons in perimenopause can also experience hot flashes, sleep problems, mood changes, and other symptoms of menopause.¹⁷ This analysis refers to the entire perimenopausal-to-menopausal transition stage as “menopause.”

Menopause “is especially stigmatized because of its intersection with age and a perception that a woman’s value ends with her reproductive ability.”¹⁸ There is significant cultural discomfort around menopause, which has contributed to a (now-lesening) reluctance to discuss the topic, as well as dramatically disparaging portrayals, such as “[menopause is] a time in a woman’s life when she goes batty for a few years, subject to wild rage and deep depression, and after it she mourns her lost

¹⁰ *Id.*, § 12965(c).

¹¹ *Id.*, § 12960(f).

¹² *Ibid.*

¹³ Weiss-Wolf, *Menopause and the Menstrual Equity Agenda* (2021) 41 Colum. J. Gender & L. 228, 233.

¹⁴ Because women are the overwhelming majority of people who experience menopause, and stereotypes about menopause are intertwined with stereotypes about women, this analysis mostly uses “women” to refer to people experiencing menopause.

¹⁵ Cahn, Crawford, & Waldman, *Managing and Monitoring the Menopausal Body* (2022) 22 U. Chi. Legal. F. 41, 42.

¹⁶ National Institute on Aging, *What is Menopause?* (last reviewed Oct. 16, 2024)

<https://www.nia.nih.gov/health/menopause/what-menopause>. All links in this analysis are current as of June 11, 2206.

¹⁷ Mayo Clinic Staff, *Perimenopause Overview* (Dec. 18, 2025) Mayo Clinic,

<https://www.mayoclinic.org/diseases-conditions/perimenopause/symptoms-causes/syc-20354666>.

¹⁸ Mullins, *Is it Hot in Here or Is It Just Me?: A Call for Menopause Equity in the Workplace* (Spr. 2022) 25 U. DC. L. Rev. 34, 34.

youth and fades into the woodwork.”¹⁹ In the workplace, stigma around menopause can lead to discrimination in two main forms: comments and employment actions based on stereotypes about how menopausal women, or “women of a certain age,” act and/or should act; and employer refusals to accommodate menopausal employees’ symptoms.

Menopause stereotypes have long prevented women from enjoying equal rights. For a period of time in the 20th century, courts recognized a “menopause defense” against plaintiffs who were women old enough to be going through menopause, based on the assumption that “a woman approaching mid-life was either mentally ill, physically ill, or both.”²⁰ A Missouri judge, for example, reduced a jury’s damages award by nearly a third based on his assumption that the woman, who suffered injuries from being electrically shocked, “was at the age the menopause condition sets in and nervousness accompanies that condition” and was, therefore, overstating her injuries.²¹ Menopause, at the intersection of age and gender, also leads some to argue that women have no place or function in the workplace after a certain age. For example, Vice President J.D. Vance agreed that “the whole purpose of the postmenopausal female in history” is to take care of grandchildren.²² These stereotypes can infect the workplace and lead to hostile work environments.²³

With respect to accommodations, as noted above, the cisgender male body and its aging process are often treated as “normal,” while menopause is either treated as women’s burden to bear or pathologized. The bill’s opponents, for example, argue that the FEHA’s protections for menopause are already sufficient because people whose menopause-related symptoms that rise to the level of a medical condition or disability require reasonable accommodations under the FEHA. This approach, however, leaves a gap in protections for women whose menopause symptoms are not so severe as to qualify as a disability or medical condition, but which still meaningfully affect their conditions at work. Similarly, federal antidiscrimination law requires a female plaintiff in a sex-discrimination claim to show that she was treated less favorably than a “male comparator,” i.e., a similarly situated male—but since men, for the most part, don’t go

¹⁹ *Id.* at p. 38 (internal quotation marks omitted).

²⁰ Bookspan & Kline, *On Mirrors and Gavels: A Chronicle of How Menopause Was Used as a Legal Defense Against Women* (1999) 32 *Ind. L. Rev.* 1267, 1272.

²¹ *Tate v. Western Union Telegraph Co.* (Mo. 1936) 339 Mo. 262, 269.

²² Skinner, *JD Vance Comment in Podcast Chat on ‘Postmenopausal’ Women Draws Backlash* (Aug. 14, 2024, updated Aug. 16, 2024) *Newsweek*, <https://www.newsweek.com/jd-vance-postmenopausal-women-podcast-1939927>.

²³ See, e.g., *Bailey v. Henderson* (D.D.C. 2000) 94 F.Supp.2d 68, 76 (statements including a supervisor’s statement that certain employees “were ‘just some [B]lack women going through menopause’ ” gave rise to a triable question of fact as to whether employer created a hostile work environment on the basis of sex); *E.E.O.C. v. Massey Yardley Chrysler Plymouth, Inc.* (11th Cir. 1997) 117 F.3d 1244, 1247, 1249 (comments to employee about her age, including a statement from a younger colleague that the younger colleague “ ‘would never go through [menopause] and become an old lady like [the plaintiff] was’ ” were sufficient to support jury’s verdict on plaintiff’s age discrimination claim). The fact that courts have treated menopause-related statements as both sex-based and age-based speaks to the intersectional nature of menopause-based discrimination.

through menopause, there is simply no way to show that the adverse employment actions arising from her menopause wouldn't have happened to a man.²⁴ Under this framework, an employer can often get away with discriminating on the basis of the natural aging process experienced by the vast majority of women, precisely because men don't age the same way.

4. This bill adds “perimenopause, menopause, or postmenopause or medical conditions related to perimenopause, menopause, and postmenopause” to the definition of “sex” under the FEHA

Because the FEHA prohibits discrimination on the basis of sex, age, and intersectionality, menopause should already be covered by the FEHA. To avoid any doubt, however, this bill expressly adds “perimenopause, menopause, or postmenopause or medical conditions related to perimenopause, menopause, and postmenopause” to the FEHA's definition of “sex.” The placement of perimenopause within the definition of sex is consistent with the Legislature's treatment of pregnancy discrimination, which is also defined as a sub-characteristic of sex discrimination because pregnancy is (1) closely associated with gender and gender stereotypes, and (2) a frequent life occurrence which does not automatically result in disability or a medical condition. Given that menopause is even more prevalent than pregnancy – not everyone with a uterus will get pregnant, but everyone with a uterus will go through menopause at some point – adding menopause as a component of sex aligns with the Legislature's overall approach to the FEHA.

By erasing any ambiguity as to whether menopause discrimination is prohibited under the FEHA, this bill will ensure that employees and employers know their rights and obligations with respect to employees going through menopause. Additionally, this bill makes clear to employers that they cannot ignore an employee's menopause symptoms merely because they do not rise to the statutory definitions of medical condition or disability. To ensure that employers and employees are properly informed of the FEHA's protection against menopause discrimination, the bill also (1) requires the CRD to update posters on discrimination to notify employees of their rights and protections in regard to perimenopause, menopause, and post-menopause, and (2) requires the Commission on the Status of Women and Girls to raise awareness of the employment rights of persons experiencing perimenopause, menopause, post-menopause, or related medical conditions.

Other states have already taken steps to protect against menopause discrimination. Last year, Rhode Island enacted legislation requiring employers to provide reasonable accommodations for menopause-related conditions, along the same lines as the

²⁴ Although transgender men can go through menopause, the intersectionality at play in such cases – age plus gender identity plus sex – would make evidence of an employer's treatment of a transgender male employee's menopause of questionable relevance in a cisgender woman's case.

reasonable accommodations required for pregnancy.²⁵ This year, on June 1, 2026, the Governor of Washington signed an executive order recognizing that menopause is linked to premature departure from the workforce, that employees experiencing perimenopause or menopause may experience symptoms that may require reasonable accommodation under Washington’s antidiscrimination statutes, and that employees experiencing perimenopause or menopause may benefit from workplace adjustments designed to facilitate their wellbeing and full participation at work.²⁶ The order instructs state agencies to, among other things, “have appropriate workplace reasonable accommodation policies that apply to, and account for the needs of, employees experiencing menopause and/or perimenopause.”²⁷

5. Arguments in support

According to the American College of Obstetricians and Gynecologists, District IX:

From a clinical standpoint, menopause is not a single event; it is a transition that can last years, often coinciding with a woman’s peak professional responsibilities. Many women experience significant symptoms, including hot flashes, sleep disruption, cognitive changes, anxiety, depression, and musculoskeletal pain. These are not trivial inconveniences. They can materially impact a person’s ability to perform at work without reasonable support.

Too often, however, these experiences are stigmatized, misunderstood, or dismissed. As a result, women may suffer in silence, reduce their hours, or leave the workforce entirely. That is a loss not only to those individuals, but also to employers and to California’s economy.

AB 1940 does two important things. First, it provides legal clarity so that workers experiencing menopause-related conditions are protected from discrimination and have access to reasonable accommodations, just as California law already recognizes protections for pregnancy and related conditions. Second, it promotes education and awareness so employers better understand both their obligations and the practical, low-cost accommodations that can make a meaningful difference, such as flexible scheduling, temperature control, or access to breaks.

Supporting menopausal women in the workplace is not burdensome; it is sound workforce policy. It improves retention, productivity, and equity for a substantial portion of California’s workforce.

²⁵ R.I. Gen. Laws § 28-5-7.4.

²⁶ Wash. Governor’s Exec. Order No. 26-01 (June 1, 2026) p. 1.

²⁷ *Id.* at pp. 1-2.

6. Arguments in opposition

According to a coalition of the bill's opponents:

We agree that women experiencing symptoms due to perimenopause, menopause, and post menopause should have protections. Under current law, where menopause-related symptoms rise to the level of a medical condition or disability under FEHA, employers are already required to engage in the interactive process and provide reasonable accommodation where appropriate. *See Sipple v. Crossmark, Inc.*, 2012 WL 2798791 (E.D. Cal. 2012). That framework allows for a conversation between the employee and employer to find an appropriate accommodation and takes into account potential fiscal impacts, especially on small businesses. It also protects employee privacy because employers are prohibited from ever asking what an employee's medical condition is – they are only supposed to know what accommodations are being requested or recommended by a medical professional. FEHA therefore already provides broad remedies and expansive protections for menopause-related conditions, and we are concerned that AB 1940's language will open public and private employers up to litigation as explained below...

By adding perimenopause, menopause, and post menopause to the definition of "sex" in FEHA, our concern is that this creates a new, automatic basis on which to challenge any adverse employment action rather than keeping those conditions under the accommodation framework as described above. Women ages 35-54 represent roughly 40% of all women participating in California's workforce, making this one of the largest demographic segments of the California labor market according to Employment Development Department's 2025 Labor Market Report³. Because employers are prohibited from asking employees to disclose any medical conditions, employers would effectively have to *assume* that 40% of the workforce falls in this new protected category. That would make it difficult for employers to ever take any disciplinary action against an employee who falls in this group out of concern for litigation.

SUPPORT

California Commission on the Status of Women and Girls (sponsor)
American College of Obstetricians and Gynecologists, District IX
California Teachers Association
Menopause Education Center
Two individuals

OPPOSITION

California Apartment Association
California Chamber of Commerce

California Restaurant Association
National Federation of Independent Businesses

RELATED LEGISLATION

Pending legislation: AB 2563 (Pacheco) uniformly codifies within the California Codes provisions clarifying existing law regarding the meaning of discrimination on the basis of sex or gender, and the scope of those terms. AB 2563 is pending before this Committee and is set to be heard on the same date as this bill.

Prior legislation:

SB 1137 (Smallwood-Cuevas, Ch. 779, Stats. 2024) clarified that the FEHA and other antidiscrimination laws protect against discrimination on the basis of an intersection of protected traits. SB 1137 is discussed further in Comment 2 of this analysis.

AB 524 (Wicks, 2023) would have added “family caregiver status” to the list of protected characteristics under the FEHA. Governor Newsom vetoed AB 524, stating in his veto message that, “[a]lthough the bill does not require employers to provide ‘special accommodations’ based on ‘family caregiver status,’ it is not clear what types of acts would constitute unlawful discrimination and what types of acts would be lawful denials of ‘special accommodations.’ Given this ambiguity, this bill would be difficult to implement and lead to costly litigation for employers in California.”

PRIOR VOTES:

Assembly Floor (Ayes 61, Noes 9)
Assembly Appropriations Committee (Ayes 11, Noes 3)
Assembly Judiciary Committee (Ayes 9, Noes 3)
Assembly Labor and Employment Committee (Ayes 7, Noes 0)
