
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 1940 (Calderon) - Unlawful practices: discrimination: menopause

Version: June 23, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: JUD. 9 - 0, L., P.E. & R. 4 - 0

Mandate: No

Consultant: Bob Franzoia

Bill Summary: AB 1940 would add to the definition of sex with the California Fair Employment and Housing Act (FEHA) menopause and related conditions. The bill would require the Commission on the Status of Women and Girls (CSWG) to raise awareness of the employment rights of women experiencing menopause and to develop and distribute public education materials that explain workplace protections.

Fiscal Impact: Minor and absorbable costs annually to the Civil Rights Department (CRD). Because this bill primarily clarifies existing law rather than expanding it, CRD does not anticipate a significant increase in complaints upon implementation. (General Fund).

Estimated \$610,000 in FY 2026-27, \$580,000 ongoing to the Department of Industrial Relations for the investigation and enforcement of Equal Pay Act claims by the Labor Commissioner's Office. (Occupational Safety and Health Fund)

Annual costs of an unknown, but potentially significant amount, to the state as an employer to ensure compliance with expanded workplace protections for employees experiencing menopause. The magnitude of costs depends on the number of protected employees and the state's existing practices regarding such employees. (special funds, General Fund)

Significant costs annually to the CSWG for outreach and public education materials. (General Fund)

Background: 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.

Proposed Law: Existing law requires the CRD to provide a poster on discrimination in employment to an employer or a member of the public upon request and requires each employer to post the poster in a prominent and accessible location in the workplace, as prescribed.

This bill would require CDR, on or before July 1, 2027, to update the poster to notify people of their rights and protections regarding perimenopause, menopause, postmenopause, or related medical conditions.

Existing law creates the Commission on the Status of Women and Girls within state government and requires the commission to study specified policy areas, including gender in the workplace and employment and the health and safety of women and girls.

This bill would require the commission, beginning July 1, 2027, to raise awareness of the employment rights of women experiencing perimenopause, menopause, or postmenopause by taking specified actions, including developing and distributing public education materials that explain workplace protections applicable to employees experiencing menopause-related symptoms.

Staff Comments: To the extent this bill would require CRD to update its sexual harassment posters and coordinate with the CSWG to ensure accuracy and consistency of their public information campaign materials and resources, those activities may be absorbed using existing staff and resources. However, over time, increased public awareness resulting from outreach and education provisions have the potential to increase the number of complaints CRD receives. Should complaint volumes increase materially, CRD may seek additional resources.

Recommended Amendments: Staff Recommend deleting the CSWG as it does not have the staff or budget to conduct the statewide public education campaign envisioned by the bill.