
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 13, 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.

***** ANALYSIS ADDENDUM – SUSPENSE FILE *****

The following information is revised to reflect amendments
adopted by the committee on August 13, 2026

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)

Author Amendments:

- Provide that "medical condition" as used in the definition of "sex" in FEHA and the Unruh Act includes, but is not limited to, the conditions included in the definition of "medical condition" in FEHA.
- Deletes the requirement that the commission, beginning July 1, 2027, 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.

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