
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair

2025 - 2026 Regular Session

SB 1024 (Menjivar) - Firefighter postpartum and recovery leave

Version: March 16, 2026

Urgency: No

Hearing Date: May 14, 2026

Policy Vote: L., P.E. & R. 5 - 0

Mandate: No

Consultant: Robert Ingenito

Bill Summary: SB 1024 would (1) provide active firefighting members of specified fire departments 26 weeks of fully paid postpartum and recovery leave for birth, stillbirth or miscarriage of a child, and (2) require that, upon return, the firefighter be restored to their prior position, as specified.

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

The following information is revised to reflect amendments
adopted by the committee on May 14, 2026

Fiscal Impact:

- The California Department of Forestry and Fire Protection (CAL FIRE), the state entity most affected by this bill's proposed changes, has yet to determine the bill's resulting fiscal impacts. However, total costs to CAL FIRE, at a minimum, would likely reach the low millions of dollars annually (General Fund).
- Any costs to the California Department of Human Resources (CalHR) and the California State University (CSU) system also have yet to be identified (General Fund). However, CSU campuses are generally protected by local city and county fire departments, not by firefighters directly employed by CSU.
- The University of California (UC) indicates that it would incur ongoing annual General Fund costs of up to \$50,000 to implement the provisions of the bill.

Author Amendments: Establish an eligibility requirement of having worked a minimum of 1,250 hours in the last 12 months, and add Senator Richardson as a coauthor.

Committee Amendments: Add Senator Cervantes as a coauthor.

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