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## SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair  
2025 - 2026 Regular Session

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### SB 1149 (Durazo) - Employees: bereavement leave

**Version:** March 26, 2026  
**Urgency:** No  
**Hearing Date:** May 14, 2026

**Policy Vote:** L., P.E. & R. 5 - 0  
**Mandate:** No  
**Consultant:** Robert Ingenito

**Bill Summary:** SB 1149 would add a “designated person,” as specified, to the list of individuals for whom an employee may take up to five days of bereavement leave upon the death of such family member.

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

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

#### Fiscal Impact:

- The California Civil Rights Department (CRD) anticipates minor and absorbable administrative costs.
- The California Department of Human Resources (CalHR) has yet to determine the bill’s fiscal impact to the State. However, the department’s costs to (1) notice the bill’s proposed changes to bereavement leave for the 21 bargaining units that represent state employees, and (2) update policies, would probably be minor.
- The bill potentially could result in increased staffing costs for state departments relative to current law. The aggregate annual magnitude is unknown, but potentially significant (General and special funds).

**Committee Amendments:** Add Senator Cervantes as a principal coauthor.

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