



SB 1149 expands bereavement leave to include a “designated person” – someone the employee identifies as having a family-like relationship – recognizing the reality of how families are formed across our state. This definition is already reflected in other California workplace and family leave policies and ensures California workers are supported in their most difficult moments, consistent with how families actually live and care for one another.

- 2) **Background. Designated Person.** AB 1041 (Wicks), Chapter 748, Statutes of 2022, expanded California Family Rights Act (CFRA) job protections and paid sick leave to an employee caring for a “designated person,” defined as any individual related by blood or whose association with the employee is the equivalent of a family relationship. The employee may identify the designated person at the time leave is requested and the employer may limit an employee to one designated person per 12-month period for CFRA and paid sick leave, respectively.

**Bereavement Leave.** AB 1949 (Low), Chapter 767, Statutes of 2022, required employers to provide employees with up to five days of unpaid bereavement leave, making it an unlawful employment practice for an employer to refuse to grant an employee’s request to take such leave, or to discharge, demote, suspend, or discriminate against an employee who exercises their right to take such leave. Existing law also requires CRD to mediate alleged violations of an employee’s right to bereavement leave through CRD’s small employer family leave mediation pilot program, applicable to employers with five to 19 employees. This bill adds a “designated person” to the definition of a family member for purposes of bereavement leave.

- 3) **Support and Opposition.** This bill is co-sponsored by nine organizations, including the California Work and Family Coalition, which argues, “Under current California law, workers can take job-protected leave to care for a chosen or extended family member, but they do not have the right to take bereavement leave if that family member dies.” This bill is also supported by a large coalition of community groups, economic and social justice organizations, and workers’ rights groups.

This bill is opposed by the California Landscape Contractors Association, which argues, “Creating a broad, undefined category of bereavement eligibility disrupts workforce management and could create operational challenges.”

- 4) **Related Legislation.** SB 590 (Durazo), Chapter 772, Statutes of 2025, expands Paid Family Leave benefits, beginning July 1, 2028, to a person who takes time off work to care for a seriously ill “designated person.”

**Analysis Prepared by:** Irene Ho / APPR. / (916) 319-2081