

California Expands Leave Protections

On October 1, 2025, Governor Gavin Newsom signed [Assembly Bill 406](#), expanding California's Healthy Workplaces, Healthy Families Act (HWHFA), which is the state's paid sick and safe leave (PSSL) law. The bill broadens paid safe time protections to include victims of certain crimes and their family members, allowing protected time off for crime victims to attend legal and administrative proceedings under the HWHFA.

Employers Impacted: Employers with one or more employees performing work in California.

Effective Dates: October 1, 2025, and January 1, 2026.

Employer Actions:

- Review and revise, if necessary, your PSSL policies and practices to reflect these expanded rights to ensure compliance with AB 406.
- Ensure HR and management teams are trained on the expanded reasons for PSSL usage and clearly communicate these updates to employees to promote consistent understanding and alignment.
- Required poster and notice reminders:
 - Notice to Employee: You must provide written notice to all new hires as part of the onboarding process and upon request. The notice can be located on the California Labor Commissioner's [HWHFA site](#).

Summary:

Effective October 1, 2025, the HWHFA has been amended to expand the list of covered reasons employees may use PSSL, including the following:

- If the employee is a victim of any crime and is required to appear in court as a witness under subpoena or court order; or
- If the employee is serving on an inquest jury or trial jury.

Additionally, beginning January 1, 2026, employees will be eligible to use PSSL if they or a family member are victims of certain crimes and are participating in judicial proceedings related to those crimes. Covered proceedings may include, but are not limited to:

- Delinquency hearings;
- Post-arrest release decisions;
- Plea and sentencing hearings;
- 1• Post-conviction release decisions; and
- Any proceeding where a legal right of the victim is at issue.

For this specific leave purpose, the law defines a "victim" as someone against whom a violent felony, serious felony or felony theft/embezzlement has been committed. The definition also includes individuals who suffer direct or threatened physical, psychological or financial harm due to the commission or attempted commission of the following crimes:

- Vehicular manslaughter while intoxicated
- Felony child abuse likely to cause great bodily harm or death
- Assault resulting in the death of a child under eight
- Felony domestic violence
- Felony elder or dependent adult abuse
- Felony stalking
- Solicitation for murder
- Serious felonies
- Hit-and-run causing death or injury
- Felony DUI causing injury
- Sexual assault

For questions, log in to TriNet (login.TriNet.com) and go to the Administrator Dashboard. Use the "Contact HR Plus Support" Quick Link to connect with an HR Advisor. If you have an assigned HR Manager, you may also reach out to them directly or through the "Contact HR Plus Support" link.



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