



OFFICE OF THE GOVERNOR

SEP 30 2026

To the Members of the California State Assembly:

I am returning Assembly Bill 1940 without my signature.

This bill would amend the Fair Employment and Housing Act (FEHA) to include perimenopause, menopause, postmenopause, and related medical conditions within the definition of "sex."

I strongly support the author's goal of protecting women experiencing menopause and related conditions. For that reason, my budget proposal included improvements to prescription drug coverage for symptoms of menopause, required plans to screen enrollees age 40 and older for menopause during primary care and OB/GYN appointments, and provided professional training incentives for physicians and other healthcare professionals who specialize in menopause care.

The characteristics this bill seeks to include in the definition of sex are already covered under FEHA to the extent that menopause-related symptoms rise to the level of a medical condition or disability. Under those circumstances, current state law requires employers to provide reasonable accommodations. The approach taken by this measure may have the unintended consequence of authorizing a FEHA lawsuit for all adverse employment decisions made against a very large segment of the working population. The ensuing litigation could result

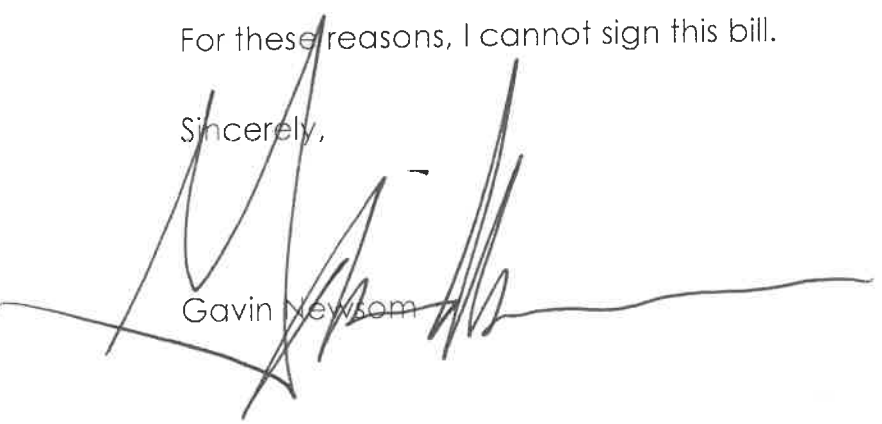


in substantial General Fund impacts and cost pressures without meaningfully addressing the needs of the people the bill is intended to protect.

For these reasons, I cannot sign this bill.

Sincerely,

Gavin Newsom

A large, stylized handwritten signature in black ink, which appears to be "Gavin Newsom", is written over the printed name and extends across the page.