

AB 406: Expanded Paid Sick Leave & Victim Leave Protections

California law has expanded employee leave protections under **Assembly Bill 406 (AB 406)**. These updates take effect **January 1, 2026**.

Expanded Uses of Paid Sick Leave

Beginning January 1, 2026, employees may use accrued paid sick leave not only for their own medical needs, but also for the following reasons:

- Jury duty service
 - Court appearances to comply with a subpoena or court order as a witness
 - Judicial proceedings related to a qualifying act of violence involving:
 - The employee, or
 - In certain cases, an immediate family member
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Expanded Protections for Victims of Violence

AB 406 strengthens protections for employees who are victims of:

- Domestic violence
- Sexual assault
- Stalking
- Other qualifying acts of violence

Employees may take job-protected leave, which may be paid or unpaid depending on available sick leave, to:

- Attend court or legal proceedings
 - Seek medical attention or counseling
 - Obtain victim services or take steps to ensure personal or family safety
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Important Reminders

- Paid sick leave use is subject to available accruals and applicable law.

- Employees should notify HR or staffing as soon as practicable when requesting leave.
- Documentation may be requested where permitted by law.
- Retaliation for using protected leave is strictly prohibited.
- All information related to victim leave will be handled confidentially.

If you have questions about your leave rights or need assistance requesting time off, please contact **Human Resources** at hr@culinarystaffing.com