

Expansion of Victims of Crime Protections and Transfer of Jurisdiction to Civil Rights Department

Effective January 1, 2025, Assembly Bill (AB) 2499 expanded and strengthened protection for victims of crime and transferred jurisdiction over most claims from the Labor Commissioner (LCO) to the [Civil Rights Department](#) (CRD). AB 2499 moved the protections under Labor Code sections 230 and 230.1 to the [Government Code section 12945.8](#) under the Fair Employment and Housing Act (FEHA) enforced by CRD.

Effective October 1, 2025, AB 406 clarified that the Labor Commissioner retains jurisdiction over complaints under Labor Code sections 230 and 230.1 in which the adverse action occurred on or before December 31, 2024. Starting January 1, 2026, AB 406 also transferred remaining crime victim time off protections under Labor Code sections 230.2 and 230.5 to [Government Code section 12945.8](#) to be enforced by CRD. The Labor Commissioner retains jurisdiction over complaints under Labor Code sections 230.2 and 230.5 in which the adverse action occurred on or before December 31, 2025.

Paid Sick Leave for Crime Victims:

The Labor Commissioner will continue to have jurisdiction over paid sick leave claims for victims and family members of victims under Labor Code section 246.5, which has been updated to reference [Government Code section 12945.8](#). In addition, AB 2499 and 406 broaden allowable uses of paid sick leave. Prior to January 1, 2025, the Labor Commissioner enforced paid sick leave laws related to when workers took time off after being a crime victim. Starting January 1, 2025, workers can continue to use paid sick days for these purposes, but now they can also use paid sick leave to assist their family members who are victims of crimes, for jury duty, and to appear in court to comply with a subpoena as a witness. Even with the transfer of crime victim protections to CRD, the Labor Commissioner will continue to enforce paid sick leave and retaliation related to paid sick leave, including when paid sick days are taken for purposes related to an employee or their family member being a victim of a crime.