

PERSONNEL AND HIRING COMMITTEE REPORT relative to accommodating City employees experiencing menopause.

Recommendation for Council action, pursuant to Motion (Yaroslavsky – Raman – Jurado):

INSTRUCT the Personnel Department, with support from other City Departments, the Chief Legislative Analyst (CLA), and City Administrative Officer (CAO), to report within 120 days on:

- a. How the City's leave and benefits policies can accommodate people experiencing menopause, including but not limited to ensuring menopause is made explicit in the City's allowance for sick leave.
- b. Options to mandate training for supervisors on how to support employees experiencing menopause, and to make available menopause workplace resource guides for all city employees.
- c. Practical workplace solutions and securing additional workplace accommodations, such as desktop fans or lighter-weight uniforms, to be made available to all employees as needed.

Fiscal Impact Statement: Neither the CAO nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On November 5, 2025, your Committee considered a Motion (Yaroslavsky – Raman – Jurado) relative to accommodating City employees experiencing menopause. According to the Motion, menopause is a natural stage of life for millions of women in the United States. With increased life expectancy, the average woman may spend 40% of her life in some phase of menopause, and approximately 1.3 million women in the U.S. enter menopause each year. Menopause is a physiological transition with more than 80 recognized physical, cognitive, and emotional symptoms, and 80% of women experience some combination of these effects. These symptoms can significantly impact the daily activities of these mid-life employees, who represent 20% of the U.S. workforce, with negative impacts on job satisfaction and organization-wide productivity.

Despite its prevalence, menopause remains stigmatized. A 2021 study published by the Society for Women's Health found that one in three employees concealed their symptoms at work, citing fear of judgment and general stigma around the topic. According to that same research, one in three menopausal people considered reducing their workload because of their menopause symptoms, and two in five employees either considered

finding or found a new job. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	ABSENT
SOTO-MARTINEZ:	YES

ARL

11/5/25

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