



AGENDA REPORT

Human Resources

DATE:	May 21, 2024
TO:	Mayor Martinez and Members of the City Council
FROM:	Shasa Curl, City Manager Nickie Mastay, Deputy City Manager, Internal Services Sharrone Taylor, Director of Human Resources
Subject:	Adoption of Cesar Chavez Day and Juneteenth as Official City Holidays
FINANCIAL IMPACT:	The estimated fiscal impact of two paid holidays for all bargaining units is approximately \$1.6 million.
PREVIOUS COUNCIL ACTION:	Not Applicable
STATEMENT OF THE ISSUE:	City Council approval is required to approve side letter agreements between the City and the unions to adopt Cesar Chavez Day and Juneteenth as paid holidays for all bargaining groups.
RECOMMENDED ACTION:	ADOPT a resolution approving the Side Letters between the City of Richmond and Service Employees International Union (SEIU) Local 1021 (Full-Time and Part-Time Units), International Federation of Professional and Technical Engineers (IFPTE) Local 21 (Mid-Management and Executive Management Units), Richmond Police Officers Association (RPOA), Richmond Police Management Association (RPMA), International Association of Fire Fighters (IAFF) Local 188, Richmond Fire Management Associations (RFMA) – Human Resources Department (Sharrone Taylor/Nickie Mastay 510-620-6602).

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DISCUSSION:

The City of Richmond strives to be an employer of choice and recognizes the value City staff provide to our community. Cesar Chavez Day and Juneteenth holidays serve as an opportunity to honor historical figures and events that have significantly shaped our society.

Cesar Chavez Day (March 31st) celebrates the life and work of Cesar Chavez, a prominent civil rights activist who co-founded the United Farm Workers Union. Chavez's efforts were pivotal in improving work and living conditions for farm workers and advocating for their rights through non-violent methods. Recognizing Cesar Chavez Day as a City of Richmond holiday underscores the value of advocacy, perseverance, and the impact of collective action in achieving social justice and labor rights.

Juneteenth (June 19th), also known as Freedom Day, commemorates June 19, 1865, the day when the last enslaved African Americans in the Confederacy were informed of their freedom, two and a half years after the Emancipation Proclamation was issued. Observing Juneteenth as a City of Richmond holiday acknowledges a crucial turning point in American history. It provides an opportunity to reflect on the ongoing fight for civil rights, while also celebrating the progress made towards achieving equality for all citizens.

By recognizing these days as official City holidays, the City of Richmond sets an example in valuing diversity, equity, and inclusion. It encourages education and awareness among City of Richmond employees and the broader community about the significance of these historical events and figures. Moreover, it reinforces the commitment to continue working towards a community that upholds the principles of justice, equity, and human rights for all.

With the City Council's approval, Cesar Chavez Day (March 31st) and Juneteenth (June 19th) will be added to the City's Holiday Schedule and City Hall will be closed in observance of these two holidays. The first observance of Juneteenth will be June 19, 2024. Since Cesar Chavez Day has already occurred in 2024, the first observance will occur in 2025.

Additionally, the City has met and conferred in good faith with the City's eight bargaining units regarding the adoption of the two new City holidays. Side letters are required to

amend the Memorandums of Understanding (MOU) to add Cesar Chavez and Juneteenth holidays to the existing holiday provisions of each MOU prospectively.

NEXT STEPS:

City staff is requesting that the City Council adopt the resolution approving the Cesar Chavez Day and Juneteenth holiday side letter agreements between the City of Richmond and Service Employees International Union (SEIU) Local 1021 (Full-Time and Part-Time Units), International Federation of Professional and Technical Engineers (IFPTE) Local 21 (Mid-Management and Executive Management Units), Richmond Police Officers Association (RPOA), Richmond Police Management Association (RPMA), International Association of Fire Fighters (IAFF) Local 188, Richmond Fire Management Associations (RFMA).

DOCUMENTS ATTACHED:

- Attachment 1 – Resolution
- Attachment A – Side Letter with SEIU Local 1021 General Employees
- Attachment B – Side Letter with SEIU Local 1021 Part-Time and Intermittent Employees
- Attachment C – Side Letter with Local 21 Mid-Management Unit
- Attachment D – Side Letter with Local 21 Executive Management Unit
- Attachment E – Side Letter with RPOA (Richmond Police Officers Association)
- Attachment F – Side Letter with RPMA (Richmond Police Management Association)
- Attachment G – Side Letter with IAFF Local 188 (International Association of Fire Fighters)
- Attachment H – Side Letter with RFMA (Richmond Fire Management Association)