City of SACRAMENTO
Department of Human Resources

October 28, 2026

Richard Morales
2020 Williams Street, Suite A1
San Leandro, California 94577
richard@dc16.us

Re: Letter of Understanding: Replacing Cesar Chavez Birthday with Farmworkers Day

Dear Mr. Morales:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento ("City") and the Auto, Marine and Specialty Painters, Local 1176 ("L1176") (collectively, the "Parties") regarding the above-referenced matter.

Specifically, the agreement is as follows:

Article 9.1 (Recognized Holidays) of the Parties' existing Labor Agreement Covering All Employees in the Traffic Engineering Unit (Unit 08) shall be amended as follows:

9.1 HOLIDAYS

a. The following shall be the recognized holidays for all employees covered under this Agreement:

Holiday	Date
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
~~Cesar Chavez's Birthday~~Farmworkers Day	March 31
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

This agreement does not establish a precedent, nor does it interpret any employee rights under the language of the Labor Agreement, the Rules and Regulations of the Civil Service Board, or any applicable policies and procedures of the City of Sacramento except as expressly stated herein.

This agreement memorializes and constitutes the entire understanding between the Parties as to all matters referred to or included herein and supersedes and replaces all prior negotiations and proposed discussions, whether written or oral.

If this is your understanding of the agreement reached, please sign and date as indicated below.

Sincerely,

Leslie Wisniewski

Leslie Wisniewski
Labor Relations Officer

AGREED TO:

Tina Gallegos Thompson
Tina Gallegos Thompson (Nov 4, 2026 14:00:01 PST)

11/04/2026

Tina Gallegos Thompson
Director of Human Resources

AGREED TO:

A. Donato
Aaron Donato (Oct 28, 2026 14:05:10 PDT)

10/28/2026

Aaron Donato
Labor Relations Manager

AGREED TO:

Richard Morales
Richard Morales (Nov 4, 2026 14:14:19 PST)

11/04/2026

Richard Morales
Business Representative

APPROVED AS TO FORM:

Maila Hansen
Maila Hansen (Oct 28, 2026 10:25:19 PDT)

10/28/2026

Maila Hansen
Senior Deputy City Attorney

Labor Relations Division
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