City of SACRAMENTO
Department of Human Resources

October 30, 2026

Tom Aten, Business Agent
Plumbers and Pipefitters, Local 447
5841 Newman Court
Sacramento, California 95819
taten@ualocal447.org

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

Dear Mr. Aten:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento ("City") and the Plumbers and Pipefitters, Local 447 ("L447") (collectively, the "Parties") regarding the above-referenced matter.

Specifically, the agreement is as follows:

Article 10.1 (Recognized Holidays) of the Parties' existing Labor Agreement Covering All Employees in the Water and Sewer Unit (Unit 07) shall be amended as follows:

10.1 RECOGNIZED HOLIDAYS

a. The following shall be the recognized holidays 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 (Oct 30, 2026 15:49:04 PDT)

10/30/2026

Tina Gallegos Thompson
Director of Human Resources

**AGREED TO:**

A. Donato
Aaron Donato (Oct 30, 2026 14:03:25 PDT)

10/30/2026

Aaron Donato
Labor Relations Manager

**AGREED TO:**

Tom Aten
Tom Aten (Nov 2, 2026 08:47:32 PST)

11/02/2026

Tom Aten
Business Agent

**APPROVED AS TO FORM:**

Maila Hansen
Maila Hansen (Oct 30, 2026 13:55:09 PDT)

Maila Hansen 10/30/2026
Senior Deputy City Attorney

Labor Relations Division
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Sacramento, CA 95814-2604