City of SACRAMENTO
Department of Human Resources

October 22, 2026

Ryan Henry
Sacramento Area Fire Fighters, Local 522
3720 Folsom Boulevard
Sacramento, California 95816
Rhenry522@gmail.com

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

Dear Mr. Henry:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento ("City") and the Sacramento Area Fire Fighters, Local 522 ("Local 522") (collectively, the "Parties") regarding the above-referenced matter.

Specifically, the agreement is as follows:

Articles 10.3 (Holiday Benefit for Administrative Assignment Pay) and 11.5 (Holiday Benefit) of the Parties' existing Labor Agreement Covering All Employees in the Fire Department Unit (Unit 05) shall be amended as follows:

10.3 HOLIDAY BENEFIT FOR ADMINISTRATIVE ASSIGNMENT PAY

a. The following shall be the recognized holidays for employees covered by this Article:

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

11.5 HOLIDAY BENEFIT

a. Except for the Fire Investigator I, the following shall be the recognized holidays for employees covered by this Article:

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 26, 2026 14:19:33 PDT)

Tina Gallegos Thompson 10/26/2026
Director of Human Resources

AGREED TO:

A. Donato
Aaron Donato (Oct 22, 2026 11:24:54 PDT)

Aaron Donato 10/22/2026
Labor Relations Manager

Labor Relations Division
Main: (916) 808-5424; Fax: (916) 307-6163
915 I Street, Historic City Hall, Suite 106
Sacramento, CA 95814-2604

AGREED TO:

Ryan Henry
Ryan Henry (Oct 26, 2026 14:27:25 PDT)

Ryan Henry 10/26/2026
Vice President, Local 522

APPROVED AS TO FORM:

Maila Hansen
Maila Hansen (Oct 26, 2026 14:11:13 PDT)

Maila Hansen 10/26/2026
Senior Deputy City Attorney

Labor Relations Division
Main: (916) 808-5424; Fax: (916) 307-6163
915 I Street, Historic City Hall, Suite 106
Sacramento, CA 95814-2604