City of SACRAMENTO
Department of Human Resources

October 30, 2026

Heather Hoekstra, President
Sacramento City Exempt Employees Association (SCXEA)
1017 L Street #503
Sacramento, California 95814
president@scxea.org

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

Dear Ms. Hoekstra:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento ("City") and the Sacramento City Exempt Employees Association ("SCXEA") (collectively, the "Parties") regarding the above-referenced matter.

Specifically, the agreement is as follows:

Article 12.1 (Holidays) of the Parties' existing Labor Agreement Covering All Employees in the Exempt Management Unit (Unit 01), Exempt Management Support Unit (Unit 14), and the Confidential/Administrative Unit (Unit 10) shall be amended as follows:

12.1 HOLIDAYS

a. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays:

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

Labor Relations Division
Main: (916) 808-5424; Fax: (916) 307-6163
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Sacramento, CA 95814-2604

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 15:50:53 PDT)

Tina Gallegos Thompson 10/30/2026
Director of Human Resources

AGREED TO:

A. Donato
Aaron Donato (Oct 30, 2026 14:02:58 PDT)

Aaron Donato 10/30/2026
Labor Relations Manager

AGREED TO:

Heather Hoekstra
Heather Hoekstra (Nov 2, 2026 20:52:06 PST)

Heather Hoekstra 11/02/2026
President, SCXEA

APPROVED AS TO FORM:

Maila Hansen
Maila Hansen (Oct 30, 2026 13:59:21 PDT)

Maila Hansen 10/30/2026
Senior Deputy City Attorney

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