City of SACRAMENTO
Department of Human Resources

October 30, 2026

Diane Dillon, Executive Director
Western Council of Engineers (WCE)
367 Sterling Way
San Rafael, California 95814
DillonWCE@gmail.com

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

Dear Ms. Dillon:

This Letter of Understanding (LOU) confirms the agreement reached between the City of Sacramento ("City") and the Western Council of Engineers ("WCE") (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 Engineering Unit (Unit 11) shall be amended as follows:

12.1 HOLIDAYS

a. The following shall be the 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
New Year's Eve (4 hours)	December 31

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

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 15:51:31 PDT)

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

AGREED TO:

A. Donato
Aaron Donato (Oct 30, 2026 14:02:31 PDT)

Aaron Donato 10/30/2026
Labor Relations Manager

AGREED TO:

Diane Dillon
Diane Dillon (Oct 30, 2026 15:56:19 PDT)

10/30/2026
Diane Dillon
Executive Director

APPROVED AS TO FORM:

Maila Hansen
Maila Hansen (Oct 30, 2026 14:01:19 PDT)

Maila Hansen 10/30/2026
Senior Deputy City Attorney

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