



Office of the City Manager

CONSENT CALENDAR

March 25, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Monica Walker, Interim Director of Human Resources

Subject: Amend Memorandums of Understanding for Represented Employee Groups to Include Cesar Chavez Day as a Paid City Holiday

RECOMMENDATION

Adopt a Resolution amending Memorandums of Understanding (MOUs) for represented employee groups to include Cesar Chavez Day as a paid city holiday, to be observed on the last Monday of March beginning in 2025.

FISCAL IMPACT

The estimated fiscal impact of adding the paid holiday for the remaining bargaining units whose memorandum of understanding does not already include Cesar Chavez Day is approximately \$176,000 based on the current base pay rates of active employees, plus any overtime costs incurred on the holiday.

CURRENT SITUATION AND ITS EFFECTS

Given the significance of Cesar Chavez Day and the honor it accords to a labor icon, the City proposes to amend the Memorandums of Understanding (MOUs) of all other represented employee groups in the City who did not receive it during the most recent round of labor negotiations and include Cesar Chavez Day as a paid city holiday, to be observed on the last Monday of March beginning in 2025.

BACKGROUND

Cesar Chavez was a prominent civil rights activist who improved work and living conditions for workers and advocated for their rights. In 1994, President Bill Clinton posthumously awarded Cesar Chavez the Presidential Medal of Freedom, the nation's highest civilian honor. In 2014, President Obama declared March 31 as Cesar Chavez

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Day, followed by the State of California in 2023. The City of Berkeley recognizes the value that city staff provide for our community. Establishing Cesar Chavez Day as a city holiday serves as an opportunity to honor and celebrate his life and honor his contributions as well as his selfless service to others.

During labor negotiations in 2024, the City of Berkeley added Cesar Chavez Day as a paid holiday for three represented employee groups (SEIU-MC, SEIU-CSU, Local One) as well as the Unrepresented Employees group, to be observed on the last Monday of March beginning in 2025.

The City seeks to amend the MOUs of the remaining represented employee groups and add Cesar Chavez Day as a paid holiday, to be observed on the last Monday of March beginning in 2025. The addition of the holiday has undergone the meet-and-confer process.

- Berkeley Police Association (BPA)
- Berkeley Firefighters Association (BFFA)
- Berkeley Firefighters Association, Berkeley Chief Fire Officers Association (BFCOA)
- Berkeley Firefighters Association, EMS Professionals (EMS)
- International Brotherhood of Electrical Workers Local 1245 A.F.L. C.I.O. (IBEW)

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, climate impacts, or sustainability opportunities associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

Adding Cesar Chavez Day as a paid holiday to the remaining represented employee groups recognizes its significance and the honor it accords to a labor icon.

ALTERNATIVE ACTIONS CONSIDERED

None.

CONTACT PERSON

Monica Walker, Interim Director of Human Resources, (510) 981-6818.

ATTACHMENTS

1. Resolution

Internal

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Consent Calendar
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RESOLUTION NO. ##,###-N.S.

AMEND MEMORANDUMS OF UNDERSTANDING FOR REPRESENTED EMPLOYEE GROUPS TO INCLUDE CESAR CHAVEZ DAY AS A PAID CITY HOLIDAY TO BE OBSERVED ON THE LAST MONDAY OF MARCH

WHEREAS, Cesar Chavez was a prominent civil rights activist who improved work and living conditions for workers and advocated for their rights; and

WHEREAS, in 1994, President Bill Clinton posthumously awarded Cesar Chavez the Presidential Medal of Freedom, the nation's highest civilian honor; and

WHEREAS, in 2014, President Barack Obama declared March 31 as Cesar Chavez Day; and

WHEREAS, in 2023, Governor Gavin Newsom declared March 31 as Cesar Chavez Day in the State of California; and

WHEREAS, on June 25, 2024, per Resolution No. 71,408–N.S., the City of Berkeley added Cesar Chavez Day as a paid holiday to be observed on the last Monday of March, and amended the Memorandum of Understanding between the City of Berkeley and Service Employees International Union Local 1021, Maintenance and Clerical; and

WHEREAS, on June 25, 2024, per Resolution No. 71,409–N.S., the City of Berkeley added Cesar Chavez Day as a paid holiday to be observed on the last Monday of March, and amended the Unrepresented Employees Manual; and

WHEREAS, on December 3, 2024, per Resolution No. 71,583–N.S., the City of Berkeley added Cesar Chavez Day as a paid holiday to be observed on the last Monday of March, and amended the Memorandum of Understanding between the City of Berkeley and Service Employees International Union Local 1021, Community Services and PTRLA; and

WHEREAS, on December 3, 2024, per Resolution No. 71,586–N.S., the City of Berkeley added Cesar Chavez Day as a paid holiday to be observed on the last Monday of March, and amended the Memorandum of Understanding between the City of Berkeley and Service Employees International Union Local 1021, Public Employees Union, Local One AFSCME.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that Cesar Chavez Day will be added as a paid holiday to be observed on the last Monday of March to the Memorandums of Understanding between the City of Berkeley and the Berkeley

Internal

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Police Association; the Berkeley Firefighters Association; the Berkeley Firefighters Association – Berkeley Chief Fire Officers Association; the Berkeley Firefighters Association – EMS Professionals; and the International Brotherhood of Electrical Workers Local 1245 A.F.L. C.I.O.