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## SENATE COMMITTEE ON APPROPRIATIONS

Senator Anthony Portantino, Chair  
2021 - 2022 Regular Session

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### AB 1801 (Nazarian) - State holidays: Genocide Remembrance Day

**Version:** June 20, 2022

**Urgency:** No

**Hearing Date:** August 1, 2022

**Policy Vote:** G.O. 14 - 0, ED. 6 - 0

**Mandate:** No

**Consultant:** Janelle Miyashiro

**Bill Summary:** AB 1801 adds April 24, known as “Genocide Remembrance Day,” to the list of state holidays, authorizes public schools and community colleges, as specified, to close on April 24, and authorizes specified state employees to elect to take time off with pay in recognition of Genocide Remembrance Day.

**Fiscal Impact:** Unknown potentially significant General Fund cost pressures, likely in the millions of dollars, to create another negotiable paid holiday for eligible state workers.

Unknown, potentially significant reimbursable mandate costs to the extent school districts need to adjust their calendars and summer work hours, resulting in local bargaining implications for their classified employees. This assumes school districts would need to adjust their school calendars and ensure minimum days of instruction. Staff notes that most school years conclude before June 19, however some schools go beyond June 19 for their regular school year. To address learning loss and other significant needs, these schools have increased summer programs. The associated costs are unknown.

Unknown fiscal impact to the courts. The Judicial Council notes that by adding a new state holiday, the bill also creates a new judicial holiday, which adds a day that the courts will be closed. This may exacerbate court backlogs, however the associated costs are indeterminate.

**Background:** California law does not require a private employer to provide its employees with paid holidays, that it closes its business on any holiday, or that employees be given the day off for any particular holiday. If an employer closes its business on holidays and gives its employees time off from work with pay, that occurred pursuant to a policy or practice adopted by the employer, pursuant to the terms of a collective bargaining agreement, or pursuant to the terms of an employment agreement between the employer and employee, as there is nothing in law that requires such a practice.

At the local level, cities have the liberty to specify by charter, ordinance or resolution what paid holidays the city will provide to its city employees. Similarly, most state workers are bound by the memorandum of understanding that they have negotiated with the Governor.

For all other state employees, they are entitled to the following holidays: January 1, the third Monday in January, the third Monday in February, March 31, the last Monday in May, July 4, the first Monday in September, November 11, Thanksgiving Day, the day

after Thanksgiving, December 25, a personal holiday after six months of work, and every day appointed by the Governor for a public fast, thanksgiving, or holiday.

K-12 public schools and community colleges and required to provide a minimum number of days of instruction per year. Community colleges are specifically required to be in session unless closed on specified holidays.

**Proposed Law:**

- Authorizes public schools to close on April 24, known as “Genocide Remembrance Day,” if the governing board agrees to close the school for that purpose pursuant to a memorandum of understanding (MOU).
  - On April 24, or if schools are closed on that date, on an alternate day determined by the governing board, authorizes public schools and educational institutions throughout this state to include exercises, funded through existing resources, remembering and honoring the many contributions that survivors of genocide have made to this country. Authorizes the State Board of Education to adopt a model curriculum guide to be available for use by public schools for exercises related to Genocide Remembrance Day.
- Provides that classified service employees may be entitled to a paid holiday on April 24 known as “Genocide Awareness Day,” provided they are in paid status during any portion of the working day immediately preceding or succeeding the holiday, if the governing board, pursuant to a memorandum of understanding, as specified, agrees to the paid holiday.
- Authorizes a community college to close on April 24, known as “Genocide Remembrance Day,” if the governing board agrees to close the CC for that purpose pursuant to a MOU.
- Updates the authority for Glendale Community College to close on April 24 to observe “Genocide Remembrance Day,” rather than “Armenian Genocide Remembrance Day.”
- Adds April 24, known as “Genocide Remembrance Day” to the list of state holidays.
- Authorizes any state employee, as defined, to elect to receive eight hours of holiday credit for April 24, known as “Genocide Remembrance Day” in lieu of receiving eight hours of personal holiday credit.
- Authorizes any employee, as defined, to elect to use eight hours of vacation, annual leave, or compensating time off consistent with departmental operational needs and collective bargaining agreements for April 24, known as “Genocide Remembrance Day.”
- States legislative findings and declarations that Genocide Remembrance Day would be a day for all to reflect on past and present genocides, but especially those that have felt the impact of these atrocities and groups that have found refuge in

California, including, but not limited to, the Holocaust, Holodomor, and the Genocides of the Armenian, Assyrian, Greek, Cambodian, and Rwandan communities. Genocide Remembrance Day would be observed annually on April 24, also known as Armenian Genocide Remembrance Day, during the week the state of California traditionally recognizes Genocide Awareness Week.

- Make technical changes.

**Related Legislation:** AB 1655 (Jones-Sawyer, 2022) would add June 19, known as “Juneteenth,” to the list of state holidays, require public schools, as specified, to close on June 19, and authorize specified state employees to elect to take time off with pay in recognition of Juneteenth. AB 1655 is pending in this committee.

AB 2596 (Low, 2022) would add the date corresponding with the second new moon following the winter solstice, or the third new moon following the winter solstice should an intercalary month intervene, known as “Lunar New Year” to the list of state holidays and authorize specified state employees to elect to take time off with pay in recognition of Lunar New Year. AB 2596 is pending in this committee.

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