

Date of Hearing: March 18, 2026

ASSEMBLY COMMITTEE ON PUBLIC EMPLOYMENT AND RETIREMENT

Tina S. McKinnor, Chair

AB 1841 (Ramos) – As Introduced February 11, 2026

SUBJECT: State holidays: Native American Day

SUMMARY: Entitles state employees to a holiday on the 4th Friday in September, known as “Native American Day,” among other provisions. Specifically, **this bill:**

- 1) Entitles all state employees to a holiday on the fourth Friday in September, known as “Native American Day,” in lieu of that day as an elective holiday under existing law, upon determination by the California Department of Human Resources (CalHR) that sufficient funds exist to provide the holiday for all state employees.
- 2) Authorizes any state bargaining unit to negotiate to receive this day as a paid holiday as part of their memorandum of understanding.

EXISTING LAW:

- 1) Establishes the holidays of the state as: Every Sunday; January 1; Dr. Martin Luther King, Jr. Day (the third Monday in January); Lunar New Year (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); Lincoln Day (February 12); the third Monday in February; Cesar Chavez Day (March 31); Genocide Remembrance Day (April 24); Diwali (the 15th day of the month of Kartik in the Hindu calendar each year); the last Monday in May; Juneteenth (June 19); July 4; the first Monday in September, Admission Day (September 9); Native American Day (the fourth Friday in September); Columbus Day (the second Monday in October); Veterans Day (November 11); December 25; Good Friday (from 12 noon until 3 p.m.); and every day appointed by the President or Governor as a public fast, thanksgiving, or holiday, as provided. (Section 6700, Gov. Code.)
- 2) Entitles state employees 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 and day after; December 25; the day chosen by an employee as a personal holiday; and every day appointed by the Governor of this state for a public fast, thanksgiving, or holiday. (Section 19853(a), Gov. Code.)
- 3) Allows a state employee to elect to receive eight hours of holiday credit for the Lunar New Year, Genocide Remembrance Day, Juneteenth, Native American Day, and Diwali in lieu of receiving eight hours of personal holiday credit. (Section 19853(e), Government (Gov.) Code.)
- 4) Authorizes certain state employees to elect to receive holiday credit to observe their religion, culture, or heritage, among other provisions, including those relating to collective bargaining. (Section 19853.2, Gov. Code.)
- 5) Includes “Diwali” to the list of state holidays; authorized state employees to elect to take time off with pay for this day; authorized community colleges and public schools to close on

Diwali, as specified; and, added this day to the list of holidays excluded from designation as a judicial holiday. (Section 135, CCP; Sections 37220.7, 45203, 79020, and 88203, Educ. Code., and Sections 6700, 19853, and 19853.1 Gov. Code.)

- 6) Establishes the day for observance of a state holiday when the holiday falls on a Saturday or Sunday. (Section 6701, Gov. Code.)
- 7) Provides that if specified holidays fall on a Sunday, the following Monday must be deemed to be the holiday in lieu of the day observed. If November 11 falls upon a Saturday, the preceding Friday must be deemed to be the holiday in lieu of the day observed. (Section 19853(b), Gov. Code.)
- 8) Entitles a state employee required to work on specified holidays to receive straight-time pay and eight hours of holiday credit. (Section 19853(c), Gov. Code.)
- 9) Provides for the payment of compensation and specified state employees through the annual Budget Act. (Sections 19829.7 *et seq.*, Gov. Code.)
- 10) Excludes holidays and other specified time off from the calculation for overtime pay or compensating time off. (Section 19853(d), Gov. Code.)
- 11) Governs collective bargaining in the private sector under the federal National Labor Relations Act (NLRA) but leaves to the states the regulation of collective bargaining in their respective public sectors. (Sections 151 *et seq.*, Title 29, United States Code.)

While the NLRA and the decisions of its National Labor Relations Board (NLRB) often provide persuasive precedent in interpreting state collective bargaining law, public employees generally have no collective bargaining rights absent specific statutory authority establishing those rights.

- 12) Provides several statutory frameworks under California law to provide public employees collective bargaining rights, govern public employer-employee relations, and limit labor strife and economic disruption in the public sector through a reasonable method of resolving disputes regarding wages, hours and other terms and conditions of employment between public employers and recognized public employee organizations or their exclusive representatives. These statutory frameworks include the Dills Act governing employment relations for certain executive branch employees. (Sections 3512 *et seq.*, Gov. Code.)
- 13) Creates the CalHR and vests it with the powers, duties, and authorities necessary to operate the state civil service system pursuant to Article VII of the California Constitution, the Government Code, the merit principle, and applicable rules duly adopted by the State Personnel Board. (Sections 18500 *et seq.*, Gov. Code.)
- 14) Requires the Governor and the recognized state employee organizations to meet and confer in good faith regarding wages, hours, and other terms and conditions of employment and, if they reach an agreement, to jointly prepare a written memorandum of understanding (MOU), which the Governor must present, when appropriate, to the Legislature for determination. (Sections 3517 *et seq.*, Gov. Code.)

- 15) Establishes the Public Employment Relations Board (PERB), a quasi-judicial administrative agency, charged with administering the several statewide collective bargaining statutes covering public employees including school, college, state, local agency, and trial court employees. (Sections 3541 *et seq.*, Gov. Code)
- 16) Provides that if the current statutory provisions entitling state employees to specified holidays, straight time and a holiday credit for working holidays, and the exclusion of holiday and other time off from overtime calculations conflicts with an MOU pursuant to Ralph C. Dills Act, the MOU shall control, as specified. (Section 19853(g), Gov. Code.)

FISCAL EFFECT: Unknown. This bill is flagged as fiscal by Legislative Counsel.

COMMENTS:

Among other things, information provided by the author states that, “[under] Section 19853 of the Gov. Code, Native American Day, the 4th Friday of September, is listed as one of the available holidays state employees may observe using their yearly allowance of personal holidays. While this policy acknowledges Native American Day as a holiday and allows state employees the option to observe it with pay, the policy does not adequately emphasize the significance of this day to California's history and culture. In 2021, the California Legislature passed AB 855 (Chapter 283, Statutes of 2021) making Native American Day a paid judicial holiday and removing Columbus Day from its approved list of observed holidays. This change was part of the Judicial Branch’s ongoing efforts to modernize itself and provide recognition to the importance of diversity within the court system. However, while the Judicial Branch now formally observes Native American Day, the remainder of state government does not. Under current law, most state employees may observe the day only by using a personal holiday, which results in an uneven recognition and inconsistent treatment of this important cultural holiday for California tribes. This bill is needed to correct that disparity and ensure that Native American Day is truly recognized uniformly across all branches of state government.”

Conflict Notice to the Author

The author is informed that the Office of Legislative Counsel has issued a conflict notice regarding this bill and AB 2017 (Haney).

A conflict exists when two or more bills and/or constitutional amendments amend, add, repeal, or amend and renumber the same section, article, chapter, division, title, or heading. The enactment of these measures in their present form could give rise to a serious legal problem that may be avoided by appropriate amendments.

Author’s Statement

“Native American Day is a celebration honoring California’s First People, their cultures, their achievements, and their resilience after centuries of violence and discrimination. It serves as a reminder that while the state has taken meaningful steps toward addressing the historical injustices committed against Native communities, the work of healing the deep scars that remain has only begun. Establishing Native American Day as an official state holiday affirms the state’s commitment to building a long and meaningful relationship with its sovereign tribes. It

acknowledges that despite years of displacement and violence, California’s First People remain and will continue to be an essential part of the state’s history and culture.”

Comments by Supporters

Stating that it “believes this bill will help truly recognize the history of California’s First People and their role in shaping the course of this state’s history[,]” the Service Employees International Union, Local 1000 further expresses that “[its] Native American Committee recognizes as a nation we have yet to fully acknowledge our history of injustice, including the legacy of marginalization of indigenous peoples. Before we can effectively address contemporary issues, we must work to fully acknowledge and tell the truth about our history. The struggle of California’s First People is not separate, it is the foundation of every fight for fair wages, safety, and dignity on the job. [This bill] would make the Native American Day – the fourth Friday in September – an official paid holiday for state employees. We believe this bill elevates the importance of this historic day, not just for native people, but for all Californians. Native American Day is a celebration of the resilience of California’s First People, their struggle for survival, and serves as a reminder to all that there is still more work to be done to help heal the scars of violence and discrimination that many tribes bear to this day.”

Comments by Opponents

None on file.

Prior or Related Legislation

Assembly Bill 2017 (Haney, 2026) proposes to add the first day of the month of Shawwal in the Islamic lunar calendar, known as “Eid al-Fitr,” and the 10th day of the month of Dhu al-Hijjah in the Islamic lunar calendar, known as “Eid al-Adha” to the existing list of state holidays by authorizing state employees to elect to take time off with pay for this day; authorizes community colleges and public schools to close on these days, and, adds these days to the list of holidays excluded from designation as a judicial holiday. This bill is currently pending in the Assembly Committee on Government Organization, and is dual referred to the Assembly Committee on Public Employment and Retirement.

Assembly Bill 2294 (Ta, 2026) proposes to add April 15, to be known as “Sylvia Mendez Day” as a state holiday and includes uncodified legislative findings and declarations for these purposes. This bill is currently pending in the Assembly Committee on Government Organization.

Assembly Bill 989 (Ramos, 2025) proposed to remove the “fourth Friday in September, known as Native American Day” as an elective holiday for state employees and, instead, make it a paid state holiday for those employees. This bill was held in the Assembly Committee on Appropriations.

Chapter 358, Statutes of 2025 (Assembly Bill 268, Kalra) added “Diwali” to the list of state holidays; authorized state employees to elect to take time off with pay for this day; authorized community colleges and public schools to close on Diwali, as specified; and, added this day to the list of holidays excluded from designation as a judicial holiday.

Resolution Chapter 166, Statutes of 2024 (Assembly Concurrent Resolution 140, Ramos) recognized the importance of California Native American Day, as provided.

Resolution Chapter 164, Statutes of 2023 (Assembly Concurrent Resolution 17, Ramos) recognized the importance of California Native American Day, as provided.

Resolution Chapter 70, Statutes of 2023 (Senate Concurrent Resolution 37, Wahab) celebrates “NowRoz,” Tuesday, March 21, 2023, as the beginning of the Persian New Year and extends best wishes for a peaceful and prosperous “NowRuz” to all Californians.

Resolution Chapter 122, Statutes of 2023 (Assembly Concurrent Resolution 94, Jones-Sawyer) recognizes June 19, 2023, as Juneteenth and urges the people of California to join in celebrating this day as a day of honor and reflect on the significant role that African Americans have played in the history of the United States and how they enriched society through their steadfast commitment to promoting unity and equality. This resolution is currently pending in the Senate.

Chapter 792, Statutes of 2022 (Assembly Bill 2596, Low) recognizes Lunar New Year as a state holiday and authorizes eligible state employees to elect to receive eight hours of holiday credit for that date in lieu of receiving eight hours of personal credit, as provided.

Assembly Bill 1872 (Low, 2022) proposed to make the day of a statewide general election in even-numbered years a state holiday and eliminate Washington Day (sometimes referred to as Presidents’ Day) as a holiday in those years. This bill was held in the Assembly Committee on Appropriations.

Chapter 753, Statutes of 2022 (Assembly Bill 1655, Jones-Sawyer) added June 19, known as “Juneteenth,” to the list of state holidays and authorized state employees to elect to take time off with pay in recognition of Juneteenth, as specified.

Chapter 761, Statutes of 2022 (Assembly Bill 1801, Nazarian), added April 24, known as “Genocide Remembrance Day,” to the list of state holidays and authorized state employees to elect to take time off with pay in recognition of this day, as specified.

Chapter 283, Statutes of 2021 (Assembly Bill 855, Ramos) replaced Columbus Day with Native American Day as an approved judicial holiday.

Assembly Bill 53 (Low, 2021) was substantially similar to Assembly Bill 1872 (Low, 2022). This bill was held in the Assembly Committee on Appropriations.

Resolution Chapter 95, Statutes of 2021 (Assembly Concurrent Resolution 82, Cooper) recognized June 19, 2021, as “Juneteenth,” and urged the people of California to join in celebrating Juneteenth as a day to honor and reflect on the significant role that African Americans have played in the history of the United States, and how they have enriched society through their steadfast commitment to promoting unity and equality.

Assembly Bill 177 (Low, 2019) proposed to make the first Tuesday after the first Monday in November of each even-numbered year a state holiday. This bill was held in the Assembly Committee on Appropriations.

Assembly Bill 2165 (Low, 2018) was substantially similar to Assembly Bill 177 (Low, 2019). This bill was held in the Assembly Committee on Appropriations.

Resolution Chapter 112, Statutes of 2018 (Senate Concurrent Resolution 145, Bradford) was substantially similar to Resolution Chapter 95, Statutes of 2021 (Assembly Concurrent Resolution 82, Cooper).

Assembly Bill 674 (Low, 2017) was substantially similar to Assembly Bills 2165 (Low, 2018). This bill was held in the Assembly Committee on Appropriations.

Senate Resolution 47 (Bradford, 2017) recognized June 19, 2017, as “Juneteenth.” This resolution was adopted by the Senate.

Resolution Chapter 116, Statutes of 2017 (Assembly Concurrent Resolution 100, Holden) was substantially similar to Resolution Chapter 112, Statutes of 2018 (Senate Concurrent Resolution 145, Bradford).

Assembly Bill 1023 (Brough, 2017) proposed to recognize February 6 as “Ronald Reagan Day,” as a state holiday, among other provisions. This bill was held in the Assembly Committee on Public Employees, Retirement, and Social Security.

Chapter 114, Statutes of 2010 (Senate Bill 944, Runner), designates February 6 each year as “Ronald Reagan Day;” encourages public schools and educational institutions to engage in exercises remembering the life of Ronald Reagan, and requires the Governor to annually proclaim February 6 as “Ronald Reagan Day.”

Assembly Bill 2634 (Torrico, 2008) proposed to make the first Tuesday after the first Monday in November of each year in which a statewide or national election is held a state holiday. This bill was held in the Assembly Committee on Governmental Organization.

Resolution Chapter 10, Statutes of 2004 (Assembly Concurrent Resolution 164, Haynes) recognized February 6, as “Ronald Reagan Day.”

Resolution Chapter 88, Statutes of 2003 (Senate Concurrent Resolution 37, Vincent) was substantially similar to Resolution Chapter 112, Statutes of 2018 (Senate Concurrent Resolution 145, Bradford).

Chapter 213, Statutes of 2000 (Senate Bill 984, Polanco) established and designated March 31 as “Cesar Chavez Day” a state holiday in which employees receive compensated time off from work.

Chapter 637, Statutes of 1998 (Assembly Bill 1953, Baca) renamed “California Native American Indian Day” as “Native American Day” on the 4th Friday in September, among other provisions.

REGISTERED SUPPORT / OPPOSITION:

Support

Service Employees International Union, Local 1000

Opposition

None on file.

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