

ASSEMBLY THIRD READING
AB 1841 (Ramos)
As Introduced February 11, 2026
Majority vote

SUMMARY

Entitles state employees to a holiday on the fourth Friday in September, known as "Native American Day," among other provisions.

Major Provisions

- 1) Entitle 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.

COMMENTS

Please refer to the policy committee analysis for a full discussion of this bill.

According to the Author

"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."

Arguments in Support

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."

Arguments in Opposition

None on file.

FISCAL COMMENTS

According to the Assembly Committee on Appropriations, this bill would result in annual costs of approximately \$16.3 million to the state to provide state employees with an additional paid holiday, including \$12.2 million General Fund, the remainder special fund.

According to the CalHR, bargaining units may negotiate for holidays under current law and the determination of sufficient funds, though it is undefined, is the jurisdiction of the Department of Finance, not the CalHR. To the extent implementation of this holiday occurs over time across multiple bargaining units until all state employees received the paid holiday, overall state costs would change depending on bargaining unit membership and associated salary ranges and increases.

VOTES**ASM PUBLIC EMPLOYMENT AND RETIREMENT: 7-0-0**

YES: McKinnor, Lackey, Alanis, Boerner, Garcia, Nguyen, Michelle Rodriguez

ASM APPROPRIATIONS: 15-0-0

YES: Wicks, Hoover, Aguiar-Curry, Calderon, Caloza, Dixon, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache, Ta, Tangipa

UPDATED

VERSION: February 11, 2026

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