
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 1841 (Ramos) - State holidays: Native American Day

Version: February 11, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: G.O. 14 - 0

Mandate: No

Consultant: Janelle Miyashiro

Bill Summary: AB 1841 upon determination by the California Department of Human Resources (CalHR) that sufficient funds exist to provide a state holiday to all state employees, entitles state employees to a holiday on the fourth Friday in September, known as “Native American Day,” as specified.

Fiscal Impact: CalHR reports annual costs of approximately \$16.3 million (\$12.2 million General Fund) to provide state employees with an additional paid holiday. While the bill makes the holiday contingent upon a determination by CalHR, the department notes that assessing fund sufficiency falls under the jurisdiction of the Department of Finance. Additionally, if the holiday is phased in over time across multiple bargaining units, CalHR notes that overall state costs will change, and likely increase, depending on unit membership, salary ranges, and future wage increases.

Background: CalHR oversees a wide range of matters related to employee salaries and benefits, job classifications, civil rights, training, exams, recruitment and retention. For most employees, many of these matters are determined through the collective bargaining process managed by CalHR.

Native American Day. 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 of 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.”

Proposed Law:

- Provides, upon CalHR’s determination that sufficient funds exist to provide a holiday for all state employees, all state employees shall be entitled to a holiday on the

fourth Friday in September, known as “Native American Day,” in lieu of the personal holiday.

- Authorizes any state bargaining unit to negotiate to receive this day as a paid holiday as a part of their memorandum of understanding (MOU).

Related Legislation: AB 2017 (Haney, 2026) establishes Eid al-Fitr and Eid al-Adha as state holidays, authorizes related closures for K-12 schools and community colleges, and permits state employees to exchange their personal holiday credit for time off during these observances, as specified. AB 2017 is pending in this committee.

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