

CONCURRENCE IN SENATE AMENDMENTS

AB 1841 (Ramos)

As Amended August 28, 2026

Majority vote

SUMMARY

Entitles state employees to a holiday on the fourth Friday in September, known as "Native American Day," as provided, upon an appropriation by the Legislature.

Senate Amendments

- 1) Remove the holiday's contingency that it be implemented upon a determination by the Department of Human Resources (CalHR) that sufficient funds exist and, *instead*, require implementation to be upon appropriation by the Legislature.
- 2) Incorporate additional changes proposed by Assembly Bill 2017 (Haney) that proposes to add "Eid" as a state holiday, as provided, and Senate Bill 1394 (Gonzalez) regarding "Farmworkers Day," to resolve code conflicts.

COMMENTS

Native American Day. Under existing law, "Native American Day," the fourth Friday of September, is listed as one of the available holidays state employees may observe using their yearly allowance of personal holidays. (Section 19853, Gov. Code.) In 2021, the Legislature enacted Chapter 283, Statutes of 2021 (Assembly Bill 855, Ramos) that made "Native American Day" a paid judicial holiday and removed 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. This bill proposes to expand that effort to the Executive Branch of state government.

Please refer to the various policy committee analyses 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

Generally, the various supporters express that this bill will serve as an opportunity for the public to learn more about California's history, and encourage communities to dedicate time to learn.

Arguments in Opposition

None.

FISCAL COMMENTS

According to the Senate Committee on Appropriations, the 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.

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

ASSEMBLY FLOOR: 76-0-4

YES: Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Castillo, Chen, Connolly, Davies, Dixon, Elhawary, Ellis, Flora, Fong, Gabriel, Garcia, Gipson, Jeff Gonzalez, Mark González, Hadwick, Haney, Harabedian, Hart, Hoover, Irwin, Jackson, Johnson, Kalra, Krell, Lackey, Lee, Lowenthal, Macedo, McKinnor, Nguyen, Ortega, Pacheco, Papan, Patel, Patterson, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Michelle Rodriguez, Rogers, Blanca Rubio, Sanchez, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Ta, Tangipa, Valencia, Wallis, Ward, Wicks, Wilson, Zbur, Rivas

ABS, ABST OR NV: DeMaio, Gallagher, Muratsuchi, Celeste Rodriguez

UPDATED

VERSION: August 18, 2026

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