

Date of Hearing: April 22, 2026

ASSEMBLY COMMITTEE ON PUBLIC EMPLOYMENT AND RETIREMENT

Tina S. McKinnor, Chair

AB 2017 (Haney) – As Introduced February 17, 2026

**SUBJECT:** State holidays: Eid

*The committee is informed that this bill was also heard and passed by the Assembly Committee on Government Organization (19-0) on April 8, 2026.*

**SUMMARY:** Adds “Eid-al-Fitr” and “Eid al-Adha” to the list of state holidays, but excludes them from designation as a judicial holiday, and authorizes public schools, educational institutions throughout the state, and community colleges to close on these days, among other provisions. Specifically, **this bill:**

- 1) Adds the first day of the month of Shawwal in the Islamic lunar calendar, known as “Eid al-Fitr,” and the 10<sup>th</sup> day of the month of Dhu al-Hijjah in the Islamic lunar calendar, known as “Eid al-Adha” to the list of state holidays.
- 2) Authorizes any state employee, as specified, to elect to receive eight hours of holiday credit for these on the dates that their religious group designates for those holidays, and authorizes a state employees in State Bargaining Unit 5 (Highway Patrol) to elect to use eight hours of vacation, annual leave, or compensating time off consistent with departmental operational needs and collective bargaining agreements for these days.
- 3) Authorizes public schools to be closed on these days if the governing board, pursuant to a memorandum of understanding (MOU) under the Educational Employment Relations Act (EERA), agrees to close school for that purpose, or if schools are closed on those dates, on an alternate day determined by the governing board public schools and educational institutions throughout this state may include exercises funded through existing resources acknowledging and celebrating the meaning and importance of these holidays.
- 4) Authorizes the State Board of Education to adopt a model curriculum guide to be available for use by public schools for exercises related to these holidays.
- 5) Authorizes community colleges to close on these days if the governing board, pursuant to a MOU under the EERA, agrees to close the community college for that purpose.
- 6) Provides that probationary and permanent classified service employees may be entitled to a paid holiday on these dates 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 MOU under the EERA, agrees to the paid holiday.

**EXISTING LAW:**

- 1) 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; Farmworker Day (March 31); Genocide Remembrance Day (April 24); Diwali (the

15<sup>th</sup> 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 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, and the EERA governing employment relations for K-12 and community college employers and employees. (Sections 3512 *et seq.*, Gov. Code and Section 3540 *et seq.*, Educ. Code.)
- 13) Establishes the PERB, a quasi-judicial administrative agency charged with administering certain statutory frameworks governing employer-employee relations, resolving disputes, and enforcing the statutory duties and rights of public agency employers, employees, and employee organizations, but provides the City and County of Los Angeles a local alternative to PERB oversight. (Sections 3541 *et seq.*, Gov. Code.)
- 14) 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, “[this] bill is needed because California does not currently provide formal statewide recognition of Eid al-Fitr and Eid al-Adha, despite the size and significance of the state’s Muslim community. As a result, many Muslim students, families, and workers must navigate inconsistent local policies or rely on informal accommodations to observe two of the most important holidays in Islam. [This bill] addresses that gap by adding Eid al-Fitr and Eid al-Adha to the relevant state holiday statutes, clarifying that students observing Eid are entitled to excused absences, and allowing these observances to be incorporated into existing public-sector holiday and leave frameworks. In doing so, the bill promotes consistency, inclusion, and equitable treatment while relying on existing legal mechanisms rather than creating a new administrative structure. This bill will recognize Eid al Adha and Eid al Fitr as official state holidays in California and align Eid with the state’s existing treatment of other cultural and religious observances, such as Lunar New Year, Diwali, [Farmworkers Day], Genocide Remembrance Day, and Native American Day.”

**Eid al-Fitr**

Often shortened as “Eid,” this festival marks the end of the Muslim holy month of Ramadan. Muslims observe Ramadan by reading the Qur’an, emphasizing clarity (zakat), abstaining from food and drink during daylight hours, and concentrating on prayer and study to increase their taqwa – a sacred consciousness. Observance of Ramadan is one of the five pillars of Islam.

Traditionally lasting three days and consisting of a joyous celebration, Muslims mark this occasion with private and community events such as communal prayer (salāt), parties, preparing and eating special foods, giving gifts, and visiting friends and family. A few days before Eid,

Muslims make donation of food to the poor (sadaqah al-fitr – charity of fast-breaking) so that all may mark the end of fasting with a special meal for the holiday.

### **Eid al-Adha**

Also known as the “Festival of Sacrifice,” Eid-al-Adha is the second of the two festivals in Islam and marks the culmination of hajj (pilgrimage) rites at Minā, Saudi Arabia, near Mecca. As with Eid, it is distinguished by the performance of communal prayer (salāt) at daybreak on its first day. It begins on the 10<sup>th</sup> of Dhu al-Hijjah, the last month of the Islamic calendar, and typically also continues for an additional three or four days. The use of the lunar calendar by Muslims means that hajj and Eid al-Adha may occur during any season of the year, and commemorates the profound act of unwavering trust and faith shown by Abraham (Ibrāhīm) who was willing to sacrifice his son Ishmael (Ismā’īl) in obedience to divine command. Eid-al-Adha is a considered a time for reflection, gratitude, unity, and focuses on acts of giving to those who are less fortunate.

### **Author’s Statement**

“[This bill] recognizes Eid al-Fitr and Eid al-Adha as official California state holidays and ensures that students observing these important holidays receive excused absences. California is home to one of the nation’s largest and most diverse Muslim communities, yet our state holiday calendar has not kept pace with that reality. Muslim students and families are often forced to choose between fully observing their holiest days and attending school or work obligations. By adding Eid al-Fitr and Eid al-Adha to California’s list of recognized state holidays, consistent with the state’s existing recognition of observances such as Lunar New Year and Diwali – [this bill] promotes inclusion, respect, and a stronger sense of belonging for Muslim Californians.”

### **Conflict Notice to the Author**

The author is informed that the Office of Legislative Counsel has issued a conflict notice regarding this bill and Assembly Bills 1763 (Lee), 1841 (Ramos), 2156 (Rivas, 2026 – Ch. 7, urgency), and 2294 (Ta).

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.

### **Comments by Supporters**

Numerous supporters express that the lack of a designated holiday for Eid creates a recurring inequity for Muslim Californians. Students and employees frequently find themselves having to make the difficult choice between falling behind in professional or academic obligations or participating in essential religious observances, and this bill will help to resolve this challenge.

### **Comments by Others (*Support, if amended*)**

Among other things, the Hindu American Foundation states, “[while it] supports the addition of Eid-al-Fitr and Eid al-Adha as state holidays in California, [it believes] it is inequitable to provide guaranteed excused school absences to these holidays but not to other religious cultural holidays for other communities in California.

## Comments by Opponents

None on file.

## Prior or Related Legislation

Assembly Bill 2294 (Ta, 2026) proposes to add April 14<sup>th</sup>, 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.

Chapter 7, Statutes of 2026 (Assembly Bill 2156, Rivas) renamed the holiday on March 31<sup>st</sup> as “Farmworkers Day.”

Assembly Bill 1841 (Ramos, 2026) proposes to entitle state employees to a holiday on the 4<sup>th</sup> Friday in September, known as “Native American Day,” among other provisions. This bill is currently pending the Assembly Committee on Appropriations.

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.

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.

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 what is now known as “Farmworker Day” – a state holiday in which employees receive compensated time off from work.

## **REGISTERED SUPPORT / OPPOSITION:**

### **Support**

California Commission on Asian and Pacific Islander American Affairs (Sponsor)  
 Muslim Impact Council (Sponsor)  
 CAIR California (Co-Sponsor)  
 Afghan-American Foundation  
 Arab American Caucus CA Dem.  
 Bay Area Muslim Council  
 Board of Supervisors for the City and County of San Francisco  
 CAIR Action  
 California Federation of Teachers – a Union of Educators & Classified Professionals, AFT,  
 AFL-CIO  
 Center for Arab Narratives  
 Chinatown Community Development Center  
 Interfaith Center at the Presidio  
 Islamic Center of Santa Cruz  
 Islamic Student Studies Association at UC Santa Cruz  
 Monterey Bay Economic Partnership  
 Muslim American Society-Social Services Foundation  
 Muslim Community of Folsom  
 Muslim Law Students Association at UC Berkeley  
 Muslim Leadership Council of San Diego  
 Muslim Mosque Association  
 Muslim Parents Association  
 Pakistani Community Members of Sacramento  
 Sacramento Area League of Associated Muslims  
 Sacramento Metro Muslim Chamber of Commerce  
 The Islamic Society of Simi Valley

### **Support, If Amended**

Hindu American Foundation

### **Opposition**

None on file.

**Analysis Prepared by:** Michael Bolden / P. E. & R. / (916) 319-3957