

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

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

Policy Committee:	Governmental Organization	Vote:	19 - 0
	Public Employment and Retirement		7 - 0

Urgency: No State Mandated Local Program: Yes Reimbursable: Yes

SUMMARY:

This bill adds Eid al-Fitr and Eid al-Adha to the list of state holidays, and authorizes public schools to close and state employees to take a certain type of leave in recognition of those holidays.

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 tenth day of the month of Dhu al-Hijjah in the Islamic lunar calendar, known as “Eid al-Adha,” to the list of state holidays, but provides that neither holiday is a judicial holiday.
- 2) Authorizes K-12 public schools and community colleges to close on Eid al-Fitr and Eid al-Adha and adds observance of those holidays to the list of required excused absences, and provides that classified employees may be entitled to a paid holiday on those holidays.
- 3) Allows the State Board of Education to adopt a model curriculum guide related to Eid al-Fitr and Eid al-Adha for public schools.
- 4) Allows a state employee to elect to receive eight hours of holiday credit for Eid al-Fitr and Eid al-Adha in lieu of receiving eight hours of personal holiday credit and allows the employee to make the election for the dates that their religious group designates for those holidays.

FISCAL EFFECT:

- 1) Costs pressures of an unknown, but potentially significant amount, in excess of \$150,000, across school districts and community college districts by entitling classified employees to a paid holiday on Eid al-Fitr and Eid al-Adha, subject to a memorandum of understanding (Proposition 98 General Fund (GF)). Additionally districts that close on Eid al-Fitr and Eid al-Adha would incur costs to update holiday policies and calendar an additional corresponding instructional day. The California Community Colleges expects workload costs to be in the low thousands of dollars per district. There are over 900 school districts and 73 community college districts in California.
- 2) Costs of an unknown amount across public schools to add Eid al-Fitr and Eid al-Adha to the list of required excused absences, which involves approval by the principal or designated

representative. If the Commission on State Mandates determines this bill's requirements to be a reimbursable state mandate, the state would need to reimburse these costs to school districts (GF).

Additionally, according to school district officials, when holidays fall on Tuesdays or Thursdays, there is a noticeable reduction in attendance on Mondays (for the Tuesday holiday) and Fridays (for the Thursday holiday) due to parents taking four-day weekends. Since K-12 public schools are funded by student attendance, if Eid falls on a Tuesday or Thursday, this bill could result in reduced school funding.

- 3) Cost pressures of an unknown amount to the State Board of Education to adopt a model curriculum for Eid al-Fitr and Eid al-Adha.
- 4) Minor and absorbable costs to the California Department of Human Resources (CalHR) to update holiday policies, consistent with departmental operational needs and collective bargaining agreements.

The Legislative Analyst's Office recently warned of GF structural deficits of around \$35 billion per year in the 2027-28 fiscal year and ongoing.

COMMENTS:

- 1) **Purpose.** According to the author:

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, AB 2017 promotes inclusion, respect, and a stronger sense of belonging for Muslim Californians while relying on existing law governing school calendars, employee leave, and institutional observance.

- 2) **Religious, Cultural, and Heritage Holidays.** Existing law requires public schools to close on certain holidays and designates other holidays on which K-12 public schools and community colleges are authorized to close if agreed to by the governing board and employees pursuant to a memorandum of understanding. The latter holidays are Genocide Remembrance Day, Diwali, and Native American Day. This bill adds Eid al-Fitr and Eid al-Adha to that list.

Existing law provides state employees with paid time off for certain holidays, such as New Year's Day, Cesar Chavez Day, and Thanksgiving, and also provides state employees with one personal holiday per year. Existing law also authorizes a state employee to elect to receive holiday credit for certain additional holidays in lieu of receiving personal holiday credit. A state employer may require an employee to provide five working days' advance notice before a personal holiday is taken, and allows the employer to deny use of the personal

holiday, subject to operational needs. The eligible additional holidays are Lunar New Year, Genocide Remembrance Day, Diwali, Juneteenth, and Native American Day. This bill adds Eid al-Fitr and Eid al-Adha to that list. However, SB 461 (Wahab), Chapter 398, Statutes of 2023, already broadly authorizes a state employee to elect to holiday credit in lieu of personal holiday credit for the observance of a holiday or ceremony of the employee's religion, culture, or heritage. To that end, SB 461 listed in the bill's findings and declarations specific holidays or ceremonies from various religions, cultures, and heritages that have not traditionally received official state recognition, including Eid al-Fitr and Eid al-Adha.

- 3) **Support and Opposition.** This bill is sponsored by the California Commission on Asian and Pacific Islander American Affairs, Muslim Impact Council, and CAIR California, with the former arguing, "All Californians deserve to celebrate in their culture without penalty and without needing to choose between either faith or obligation." This bill is also supported by a large coalition of community groups.

This bill is opposed by Real Impact, which argues, "Adjusting school calendars, staffing schedules, and district operations creates additional complexity and cost, which ultimately impacts taxpayers and public resources."

- 4) **Related Legislation.** AB 268 (Kalra), Chapter 358, Statutes of 2025, added Diwali to the list of state holidays and authorizes public schools to close and state employees to take a certain type of leave in recognition.

AB 989 (Ramos) makes Native American Day a paid holiday for state employees. AB 989 was held on this committee's suspense file.

AB 1841 (Ramos) is similar to AB 989, but makes the holiday paid upon CalHR's determination that sufficient funds exist. AB 1841 is pending on this committee's suspense file.

AB 2294 (Ta) adds April 14 as Sylvia Mendez Day to the list of state holidays only. AB 2294 is pending on the Assembly Consent Calendar.

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