
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 2017 (Haney) - State holidays: Eid

Version: June 16, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: G.O. 11 - 1, ED. 5 - 1

Mandate: No

Consultant: Janelle Miyashiro

Bill Summary: AB 2017 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.

Fiscal Impact:

- Unknown, potentially significant fiscal impact to local educational agencies (LEAs), to the extent their governing boards agree to the paid holiday (Proposition 98 General Fund). The California Department of Education (CDE) notes in Fiscal Year 2023-24, LEAs paid \$17.78 billion in classified salaries. Assuming 260 unadjusted working days, the statewide cost of one day of pay for classified employees of school districts, county offices of education, charter schools, and K-12 joint powers authorities is approximately \$68.8 million. While CDE anticipates no direct fiscal impact, it estimates \$300,000 in costs to develop public school exercises if the State Board of Education (SBE) adopts a model curriculum guide.
- Unknown total fiscal impact, potentially ranging in the tens to low hundreds of thousands of dollars to the California Community Colleges (CCCs), to the extent districts enter into memorandums of understanding with faculty or staff unions to observe Eid al-Fitr and Eid al-Adha (Proposition 98 General Fund). The CCC Chancellor's Office notes potential workload costs in the low thousands of dollars per district to develop the policy, plus cost pressures to add a corresponding instructional day. Each of the 73 districts would also incur minor workload costs to update holiday guidance and related documents.
- Unknown cost pressures to the SBE if it adopts a model curriculum guide for exercises related to Eid al-Fitr and Eid al-Adha.
- The California Department of Human Resources (CalHR) anticipates minor and absorbable costs for workload to revise the state holidays list, update related policies, and inform agencies and employee bargaining units of the change in law.

Background: California law does not require a private employer to provide its employees with paid holidays, that it closes its business on any holiday, or that employees be given the day off for any particular holiday. If an employer closes its business on holidays and gives its employees time off from work with pay, that occurred pursuant to a policy or practice adopted by the employer, pursuant to the terms of a collective bargaining agreement, or pursuant to the terms of an employment agreement

between the employer and employee, as there is nothing in law that requires such a practice.

At the local level, cities have the liberty to specify by charter, ordinance or resolution what paid holidays the city will provide to its city employees. Similarly, most state employees are bound by the memorandum of understanding that they have negotiated with the Governor.

Proposed Law:

- Designates the first day of the month of Shawwal in the Islamic lunar calendar, known as “Eid al-Fitr,” and the 10th day of the month of Dhu al-Hijjah in the Islamic lunar calendar, known as “Eid al-Adha,” as state holidays, and excludes those dates from designation as judicial holiday.
- Authorizes community colleges and public schools to close on “Eid al-Fitr” and “Eid al-Adha,” and authorizes public educational institutions to conduct exercises, funded through existing resources, acknowledging and celebrating the meaning and importance of those dates, as specified.
- Permits a state employee to elect to receive the holiday credit for the holidays of “Eid al-Fitr” or “Eid al-Adha,” as specified, and permits a state employee to, instead, elect to use eight hours of leave for specified holidays on the dates that their cultural or religious group designates for those holidays.

Related Legislation: AB 1841 (Ramos, 2026) 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. AB 1841 is pending in this committee.

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