

CONCURRENCE IN SENATE AMENDMENTS

AB 2017 (Haney)

As Amended August 27, 2026

Majority vote

SUMMARY

This bill would add "Eid al-Fitr" and "Eid al-Adha" to the list of state holidays. State employees would be allowed to exchange their personal holiday credit for time off during these observances, as specified. The measure would exclude "Eid al-Fitr" and "Eid al-Adha" from designation as judicial holidays and would authorize community colleges and public schools to close, as specified.

Senate Amendments

- 1) State further legislative findings, declarations, and intent related to the purpose of the Eid holidays.
- 2) Provide that for those holidays whose dates vary annually, a state employee may instead make the election on the dates designated by their group, as specified.
- 3) Make other clarifying and conforming changes.
- 4) Provide the provisions of this act are severable. If any provision of the act or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.
- 5) Add coauthors.
- 6) Add language to avoid chaptering issues between this bill and AB 1841, AB 2294, and SB 1394.

COMMENTS*Background.*

Eid al-Fitr and Eid al-Adha. Islam recognizes two principal religious holidays that are celebrated by Muslims around the world: Eid al-Fitr and Eid al-Adha. The dates of both holidays are determined by the Islamic lunar calendar, which is based on the cycles of the moon rather than the solar-based Gregorian calendar. As a result, the Gregorian dates of these observances change each year, occurring approximately 11 days earlier annually.

Eid al-Fitr, meaning the "Festival of Breaking the Fast," marks the conclusion of Ramadan, the month during which Muslims fast from dawn to sunset and commemorate the first revelation of the Quran to the Prophet Muhammad. Ramadan is a period of religious observance, prayer, Quran recitation, self-reflection, and spiritual devotion, including the observance of Laylat al-Qadr, one of the holiest nights in Islam. Eid al-Fitr begins on the first day of Shawwal, the month following Ramadan, and is traditionally marked by special congregational prayers held shortly after sunrise, as well as gatherings with family and community members.

Eid al-Adha, known as the "Festival of Sacrifice," commemorates the Prophet Ibrahim's willingness to sacrifice his son in obedience of Allah. The holiday emphasizes the values of faith, sacrifice, generosity, and service to others. Observed beginning on the tenth day of Dhu al-Hijjah, the final month of the Islamic calendar, Eid al-Adha coincides with the culmination of the annual Hajj pilgrimage and is traditionally celebrated over a three-day period.

While both Eid al-Fitr and Eid al-Adha are significant religious celebrations marked by prayer and community gatherings, they commemorate different events and traditions. Eid al-Fitr celebrates the completion of Ramadan and is commonly associated with feasting, charitable giving, and the exchange of gifts. In contrast, Eid al-Adha coincides with the conclusion of Hajj and focuses on themes of sacrifice, reflection, generosity, and communal worship. Together, these observances are among the most important holidays in Islam and serve as occasions for spiritual renewal, family gatherings, and community engagement.

Unpaid/Paid Holidays. 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.

This bill adds Eid al-Fitr and Eid al-Adha to the list of state holidays and excludes each of those days from designation as judicial holidays. This bill also authorizes community colleges and public schools to close on Eid al-Fitr and Eid al-Adha and authorizes public educational institutions to incorporate exercises celebrating the meaning and importance of those dates. This bill also authorizes state employees to take a certain type of personal leave on those dates.

According to the Author

According to the author's office, "AB 2017 recognizes Eid al-Fitr and Eid al-Adha as official California state holidays. 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."

Arguments in Support

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.

Arguments in Opposition

This bill is opposed by Real Impact, which argues, "There are also administrative and fiscal considerations. Adjusting school calendars, staffing schedules, and district operations creates additional complexity and cost, which ultimately impacts taxpayers and public resources. It also raises an important question: where would the line be drawn in adding holidays from the many other religions represented in our state?"

FISCAL COMMENTS

According to the Senate Appropriations Committee, 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.

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."

VOTES:**ASM GOVERNMENTAL ORGANIZATION: 19-0-3**

YES: Blanca Rubio, Davies, Alvarez, Berman, Bryan, Carrillo, Dixon, Fong, Gabriel, Gipson, McKinnor, Nguyen, Pacheco, Ramos, Michelle Rodriguez, Solache, Ta, Valencia, Wallis

ABS, ABST OR NV: Gallagher, Macedo, Soria

ASM PUBLIC EMPLOYMENT AND RETIREMENT: 7-0-0

YES: McKinnor, Lackey, Alanis, Boerner, Garcia, Nguyen, Michelle Rodriguez

ASM APPROPRIATIONS: 12-1-2

YES: Wicks, Hoover, Aguiar-Curry, Calderon, Caloza, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache

NO: Dixon

ABS, ABST OR NV: Ta, Tangipa

ASSEMBLY FLOOR: 64-1-15

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

NO: DeMaio

ABS, ABST OR NV: Castillo, Chen, Davies, Dixon, Ellis, Flora, Gallagher, Hadwick, Johnson, Macedo, Muratsuchi, Celeste Rodriguez, Sanchez, Ta, Tangipa

UPDATED

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