

Date of Hearing: August 5, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

SB 1394 (Gonzalez) – As Amended June 11, 2026

Policy Committee: Governmental Organization

Vote: 19 - 0

Urgency: No

State Mandated Local Program: No

Reimbursable: No

**SUMMARY:**

This bill replaces the March 31 holiday of Cesar Chavez Day with an August 6 holiday for Farmworkers Day.

Specifically, this bill:

- 1) Replaces the designation of March 31 as Cesar Chavez Day with the designation of August 6 as Farmworkers Day for purposes of a holiday recognized by public schools, community colleges, and state employees.
- 2) Requires the Governor to annually proclaim August 6, instead of March 31, as Farmworkers Day, and repeals the proclamation of August 26 as California Farmworker Day.

**FISCAL EFFECT:**

- 1) Costs 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 Farmworkers Day, subject to a memorandum of understanding (MOU), instead of Cesar Chavez Day (General Fund). Although this bill does not increase the total number of holidays for a classified employee, this bill would impact those districts that previously celebrated Cesar Chavez Day and opt to celebrate Farmworkers Day or not replace the holiday, necessitating changes through the bargaining process.

For example, the California Community Colleges (CCC) notes that August 6 generally falls outside of the academic calendar, as summer sessions usually end prior to the date and fall sessions usually begin after the date, so districts are not likely to designate Farmworkers Day as a local holiday. Impacted districts would need to update MOUs to reflect holiday changes, resulting in workload costs in the low thousands of dollars per district, and certain districts may not be able to comply with this bill until current MOUs expire. There are 73 community college districts and over 900 school districts in California. Additionally, CCC notes that many colleges have set their calendars well in advance of the start of the school year and estimates minor costs to update guidance and other documents related to college holidays.

- 2) Minor and absorbable costs to the California Department of Human Resources (CalHR) to update calendars, policies, informational materials, and collective bargaining references to reflect the new holiday date for state employees. It is unknown whether shifting the state holiday from May to August would impact staff workload pressures across state agencies, as

the date change may result in more or less efficiencies depending on each agency's operational needs.

Similarly, likely minor and absorbable costs to the Judicial Council to make conforming updates, as existing law requires the courts to close for the March 31 judicial holiday.

#### COMMENTS:

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

California's Farmworkers, the essential workers who feed the nation, sustain our state's agricultural industry, and fuel our economy, deserve a holiday that appropriately recognizes and celebrates their achievements. Moving Farmworkers Day from March 31 to August 6 aligns the holiday with National Farmworker Appreciation Day, which was designated by President Bill Clinton in 1994.

2) **State Holidays.** AB 2156 (Rivas), Chapter 7, Statutes of 2026, was an urgency measure that replaced the designation of March 31 as Cesar Chavez Day with Farmworkers Day for purposes of being a state holiday and a day that the Governor must annually proclaim.

However, other provisions of existing law designate 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, including March 31 as Cesar Chavez Day. This bill shifts the allowable holiday to August 6 as Farmworkers Day. Existing law also provides state employees with paid time off for certain holidays, including March 31 as Cesar Chavez Day, which this bill shifts to August 6 as Farmworkers Day.

3) **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 2017 (Haney) adds Eid al-Fitr and Eid al-Adha to the list of state holidays, and authorizes public schools and community colleges to close and state employees to take a certain type of leave in recognition of those holidays. AB 2017 is pending hearing by the Senate Appropriations Committee.

AB 1841 (Ramos) makes Native American Day (fourth Friday in September) a paid holiday for state employees upon CalHR's determination that sufficient funds exist. AB 1841 is pending hearing by the Senate Appropriations Committee.

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