

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION DESIGNATING MARCH 31, 2025 AS A PAID HOLIDAY FOR COUNTY EMPLOYEES TO HONOR CESAR CHAVEZ DAY PURSUANT TO COUNTY ORDINANCE CODE SECTION 2.71.110, AND SUBJECT TO ITS TERMS

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the County currently offers County employees thirteen paid holidays throughout the year to honor and celebrate the people, events, and values that are important to us and celebrate the connections we have with friends and family; and

WHEREAS, the County seeks to honor Cesar Chavez Day this year as a paid holiday and an opportunity for reflection and time for community engagement and service that uplifts historically marginalized communities and work towards bridging equity gaps and advocating for dignity of all County of San Mateo communities; and

WHEREAS, recognizing Cesar Chavez Day as a paid holiday this year is in alignment with the County's goals of providing competitive leaves for employees while maintaining fiscal sustainability, equity and competitiveness with the workforce market; and

WHEREAS, the County has recently adopted new Memoranda of Understanding (MOU) with several labor groups and Resolutions for unrepresented

employees where Cesar Chavez Day was added as a new paid County holiday, and this resolution will not impact those employees; and

WHEREAS, the following labor groups and unrepresented employees, however, would not be eligible for the Cesar Chavez holiday on March 31, 2025: Probation and Detention Association, Union of American Physicians and Dentists, California Nurses Association, Deputy Sheriff's Association, Organization of Sheriff's Sergeants, Deputy Sheriff's Association Law Enforcement Unit and Building and Construction Trades; and

WHEREAS, many of these employee groups may negotiate to include Cesar Chavez day during their next MOU negotiations, but for this year only, it is recommended that the Board of Supervisors adopt a resolution authorizing the County to designate March 31, 2025 as a paid holiday for County employees to honor Cesar Chavez Day pursuant to County Ordinance Code Section 2.71.110, and subject to its terms.; and

WHEREAS, this Resolution is only intended to impact those regular or limited term employees who were not already granted a paid holiday in observance of Cesar Chavez day through a Memorandum of Understanding or a prior Resolution of the Board of Supervisors, and this Resolution is only intended to be effective for Cesar Chavez day 2025; and

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors hereby designates March 31, 2025 as Cesar Chavez Day and a paid holiday for County employees, pursuant to County Ordinance Code Section 2.71.110, and subject to its terms. This paid holiday designation is only effective for 2025 and has no impact on employees already granted a paid holiday in observance of Cesar Chavez day through a Memorandum of Understanding or a prior Resolution of the Board of Supervisors.

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