

- **Board of Directors**  
**Legal, Claims and Personnel Committee**

March 13, 2001 Board Meeting

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**8-6**

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**Subject**

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Approve Cesar Chavez's birthday as a recognized Metropolitan holiday and a paid holiday for all regular full-time employees

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**Description**

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The current Memoranda of Understanding (MOU) executed between The Metropolitan Water District of Southern California (Metropolitan) and the Employees Association/AFSCME Local 1902 (AFSCME) and the Supervisors' Association (SUPS) (approved at the February 13, 2001 Board meeting) authorizes Cesar Chavez's birthday to be a recognized Metropolitan holiday for AFSCME and SUPS employees, and a paid holiday for regular full-time AFSCME and SUPS employees, if the state of California proclaims that date as a paid holiday for state employees and the state bargaining units negotiate this holiday as a paid benefit. As of December 15, 2000, all 21 state bargaining units have adopted Cesar Chavez's birthday as a paid holiday. Therefore, according to the September 12, 2000 Board Letter No. 9-6 for the AFSCME MOU and the February 13, 2001 Board Letter No. 9-3 for the SUPS MOU, it is also an approved Metropolitan holiday for AFSCME and SUPS employees and a paid holiday for AFSCME and SUPS regular full-time employees. It is recommended that this recognized Metropolitan holiday be extended to all employees and that it be recognized as a paid holiday for all regular full-time employees, regardless of bargaining unit.

Approval of this board letter will revise the other memoranda of understanding and Metropolitan Water District Administrative Code Sections 1106 and 6225, granting all regular full-time employees Cesar Chavez's birthday as a paid holiday. This letter will also designate Cesar Chavez's birthday as a recognized Metropolitan holiday for all employees. Cesar Chavez's birthday is March 31.

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**Policy**

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The current Memoranda of Understanding executed between Metropolitan and the Management and Professional Employees Association, Supervisors' Association, Association of Confidential Employees, and the Employees Association/AFSCME Local 1902 and Metropolitan Water District Administrative Code Sections 1106 and 6225.

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**CEQA Compliance / Environmental Documentation**

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Since there is no possibility that providing Cesar Chavez's birthday as a paid holiday to all regular full-time employees may have a significant effect on the environment, the recommended action is not subject to the California Environmental Quality Act (CEQA) (State CEQA Guidelines Section 15061(b)(3)).

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**Staff Recommendation / Fiscal Impacts**


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Approve Cesar Chavez's birthday as a recognized Metropolitan holiday and a paid holiday for all regular full-time employees, and therefore declare March 30, 2001 (Friday) as the Observance of Cesar Chavez's birthday for all employees.

**Fiscal Impact:** Approximately \$510,000 of budgeted straight-time labor funds will now be charged to holiday pay.

  
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Roy L. Wolfe  
Manager, Corporate Resources

2/23/2001  
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Date

  
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Ronald R. Jester  
General Manager

2/27/2001  
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Date

BLA #876