

MEMORANDUM

TO: PERSONNEL MANAGEMENT LIAISONS DATE: March 9, 1995
REFERENCE CODE: 95-10

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Personnel Officers
Employment Relations Officers

FROM: Department of Personnel Administration
Office of the Director

SUBJECT: Cesar Chavez Day, March 31

CONTACT: Mr. Bruce Crain at (916) 324-0530, CALNET 454-0530

The Governor has signed Senate Bill 1373 (Chapter 1011, 1994), effective in calendar year 1995. This bill amends Government Code Section (GCS) 19853 to allow State civil service and related employees excluded from bargaining to use eight hours of holiday credit earned as personal holiday credit, in accordance with GCS 19854 on March 31, "Cesar Chavez Day."

This provision is applicable to excluded employees only and does not increase the total number of paid State holidays in law nor modify the holiday provisions of collective bargaining agreements in existence on January 1994. Holidays for represented employees are subject to the collective bargaining process.

If an excluded employee requests to take March 31 off in celebration of Cesar Chavez Day, in lieu of his/her personal holiday, the appointing authority must honor the request if the employee has not used the eight hours of personal holiday credit earned at the start of the fiscal year. The employee may not use the personal holiday credit that will be accrued on July 1, 1995.

If either an excluded or represented employee requests to use other types of leave credit for an absence on March 31, the appointing authority is urged to honor the request consistent with the relevant Department of Personnel Administration regulations and Memoranda of Understanding.



Lillian Rowett
Chief Deputy Director