

Letter of Agreement
Stanislaus County
And
Stanislaus County Employees Association
American Federation of State, County, and Municipal Employees Association, Local 10

Whereas, Stanislaus County (County) and Stanislaus County Employees Association, American Federation of State, County, and Municipal Employees Association, Local 10 (AFSCME) entered into the current Memorandum of Understanding (MOU) on July 1, 2021; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 34; and

Whereas, the Memorandum of Understanding under Article 34 (G) authorizes that only the immediate days of mourning or a holiday declared by the President of the United States and the Governor of California will be considered County holidays in addition to the specific list of holidays already listed in the County Code; and

Whereas, President Biden on June 17, 2021, signed the Juneteenth National Independence Day Act, making Juneteenth a federal holiday in the United States; and

Whereas, California Governor Newsom on September 29, 2022, approved Assembly Bill 1655 which adds Juneteenth to the list of state holidays; and

Whereas, the County worked to bring forward an update to County Code 3.48, Holidays to the Board of Supervisors to memorialize and harmonize the treatment of Christmas Eve as a full-day holiday; and

Whereas, the Board of Supervisors amended County Code 3.48, Holidays on April 25, 2023, to include Christmas Eve (December 24th) and Juneteenth (June 19th); and

Therefore, to align the MOU with County Code 3.48, Holidays, the language in Article 34, Sections G – I will be updated as follows:

G. Holidays Declared by the President and Governor

The parties agree that only the immediate days of mourning or a holiday declared by the President of the United States and the Governor of California for which Federal and State offices are closed will be considered County holidays in addition to the specific list of holidays already present in the County Code.

H. Holiday Pay

Employees working on a designated County holiday as outlined below (Section 35-I) will receive compensation for such work at the rate of time- and-one-half pursuant to the overtime payment policies of the County for each hour worked on the holiday, up to the maximum

value of the individual holiday. Hours worked on a holiday beyond the maximum value of the individual holiday shall not be paid at the time-and-one-half rate.

I. Holiday-County Code

Dates Observed:


- January 1, New Year's Day
- The third Monday in January, Martin Luther King Day
- The third Monday in February, Washington's Birthday
- The last Monday in May, Memorial Day
- June 19, Juneteenth
- July 4, Independence Day
- The first Monday in September, Labor Day
- November 11, Veterans Day
- November _____ (the 4th Thursday of the Month designated as Thanksgiving)
- The day after Thanksgiving Day
- December 24, Christmas Eve
- Dec 25, Christmas Day
- Every Monday following a Sunday which falls on January 1, June 19, July 4, November 11, or December 25.
- Every Friday preceding a Saturday which falls on January 1, June 19, July 4, or November 11.

All other terms and conditions remain unchanged in, Article 34 of the AFSCME Memorandum of Understanding.

This agreement will be finalized and effective immediately after signatures by all parties. The letter of agreement will remain effective through the term of the current MOU expiring June 30, 2025 with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:

For AFSCME:


Jody Hayes (Jun 23, 2023 08:36 PDT)

Jody Hayes, CEO



Matt Cantrell, AFSCME