

January 24, 2018

Nancy E. Watson  
Western Council of Engineers  
1620 North Market Boulevard  
Sacramento, CA 95834

**Re: Letter of Understanding Regarding Cesar Chavez Day**

Dear Ms. Watson:

This is to confirm the agreement reached between the City of Sacramento and the Western Council of Engineers, regarding the existing Memorandum of Understanding between the parties covering employees in the Engineering Unit regarding Cesar Chavez Day.

Specifically, Article 12.2, HOLIDAYS, is modified as follows:

**12.2 HOLIDAYS**

- a. The following shall be the recognized holidays under this Agreement:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	<del>Last Monday in March</del> <u>31</u>
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

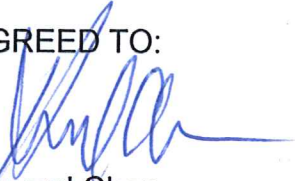
If this is your understanding of the agreement reached, please sign as indicated below and return one original to me. I have enclosed an additional original for your files.

Sincerely,



Aaron Donato  
Labor Relations Officer

AGREED TO:



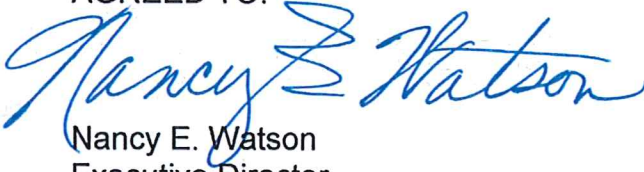
Howard Chan  
City Manager

AGREED TO:



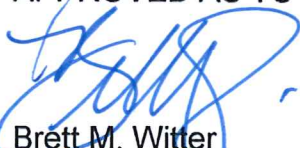
Shelley Banks-Robinson  
Interim Human Resources Director

AGREED TO:



Nancy E. Watson  
Executive Director  
Western Council of Engineers

APPROVED AS TO FORM:



Brett M. Witter  
Supervising Deputy City Attorney