

**SIDE LETTER AGREEMENT No. 2**  
**TO MEMORANDUM OF UNDERSTANDING EFF. JULY 1, 2022 – JUNE 30, 2027**  
**BETWEEN CITY OF SAN PABLO AND**  
**THE ASSOCIATION OF INTERMEDIATE EMPLOYEES**  
**Re: Revisions to MOU Section 18.1 Holidays Observed**

**WHEREAS**, the City of San Pablo (hereinafter called “City”) and the Association of Intermediate Employees (hereinafter called “Association”) (collectively called “the parties”) agreed to a Memorandum of Understanding (MOU) from July 1, 2022, until June 30, 2027;

**WHEREAS**, Columbus Day has traditionally been observed in many parts of the United States to commemorate Christopher Columbus's arrival in the Americas. However, this celebration has increasingly been recognized as problematic due to Columbus's role in the historical subjugation and displacement of Indigenous peoples. In recent years, there has been a growing movement to replace Columbus Day with Indigenous Peoples' Day to honor and acknowledge the rich histories, cultures, and contributions of Indigenous communities, while also recognizing the impact of colonization.

**WHEREAS**, changing Columbus Day to Indigenous Peoples' Day aligns with the growing movement to honor and recognize the history and contributions of Indigenous peoples, and it reflects a broader commitment to inclusivity and respect;

**WHEREAS**, the parties desire to update the Holidays Observed section;

**NOW THEREFORE**, the City and the Association have met and conferred in good faith and mutually agreed to the following amendments:

1. **MOU Amendments**: The MOU will be amended as follows:

**18.1 Holidays Observed:**

The City shall observe following Holidays:


January 1st - New Year's Day  
Third Monday in January - Martin Luther King's Birthday  
3rd Monday in February – Presidents' Day  
Last Monday in May - Memorial Day  
June 19th-Juneteenth  
July 4th -- Independence Day  
1st Monday in September - Labor Day  
Second Monday in October – Indigenous Peoples Day  
November 11th - Veteran's Day  
4th Thursday in November - Thanksgiving Day  
Day after Thanksgiving Day  
December 24 - Christmas Eve Day  
December 25th - Christmas Day  
December 31 - New Year's Eve Day

**SIDE LETTER AGREEMENT No. 2**  
**TO MEMORANDUM OF UNDERSTANDING EFF. JULY 1, 2022 – JUNE 30, 2027**  
**BETWEEN CITY OF SAN PABLO AND**  
**THE ASSOCIATION OF INTERMEDIATE EMPLOYEES**  
**Re: Revisions to MOU Section 18.1 Holidays Observed**

2. **Tentative Agreement:** This Tentative Agreement is subject to ratification by the bargaining unit and approval by the City Council.
  
3. **Incorporate into Successor MOU:** This side letter will be incorporated into the successor agreement to the 2022-2027 MOU, unless otherwise agreed to by the parties, and at such time this side letter will be eliminated.

IN WITNESS WHEREOF, the parties hereby agree to this tentative agreement:

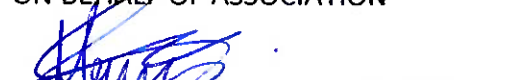
ON BEHALF OF CITY OF SAN PABLO

  
\_\_\_\_\_  
Signature

Date

09/11/24

ON BEHALF OF ASSOCIATION

  
\_\_\_\_\_  
Signature

Date

09/11/2024