



CITY COUNCIL STAFF REPORT



April 14, 2026

ITEM TITLE

Citywide Holiday Renaming: Adopt Amendments to the Memoranda of Understanding with Collective Bargaining Groups and Introduce an Ordinance Renaming Cesar Chavez Day to Farmworkers Day

Report Number: 26-0146

Location: No specific geographic location

Departments: Human Resources & City Manager

G.C. § 84308 Regulations Apply: No

Environmental Notice: The activity is not a “Project” as defined under Section 15378 of the California Environmental Quality Act State Guidelines; therefore, pursuant to State Guidelines Section 15060(c)(3) no environmental review is required.

Recommended Actions

- A) Adopt a resolution approving amendments to Memoranda of Understanding (MOUs) regarding the renaming of Cesar Chavez Day to Farmworkers Day for the following bargaining units: Association of Chula Vista Employees (“ACE”); Chula Vista Mid-Managers/Professional Association, SEIU Local 221 (“MM/PROF”); Non-Safety Local 2180, International Association of Fire Fighters, (“Non-Safety IAFF”); Local 2180, International Association of Fire Fighters (“IAFF”); Chula Vista Police Officer’s Association (“POA”); and the Western Council of Engineers (“WCE”); and
- B) Place an ordinance on first reading amending Chapter 10.08 (Definitions for Vehicles and Traffic) and Chapter 12.50 (Temporary Placement Of Signs In Designated Portions Of The Public Rights-Of-Way) of the Chula Vista Municipal Code to replace Cesar Chavez Day with Farmworkers Day. **(First Reading)**

SUMMARY

The City of Chula Vista and its bargaining units have met and conferred in good faith, as required by the Meyers-Milias-Brown Act (MMBA), and have reached agreement to amend existing MOUs to rename Cesar Chavez Day to Farmworkers Day.

In addition, the Chula Vista Municipal Code currently identifies Cesar Chavez Day as a recognized holiday Chapter 10.08.110 (Vehicles and Traffic) and Chapter 12.50.050 (Streets and Sidewalks). Staff recommends

amending Chapters 10 and 12 of the Municipal Code to replace Cesar Chavez Day with Farmworkers Day to ensure consistency across employee agreements, municipal regulations, and operational practices.

ENVIRONMENTAL REVIEW

The proposed activity has been reviewed for compliance with the California Environmental Quality Act (CEQA) and it has been determined that the activity is not a “Project” as defined under Section 15378 of the state CEQA Guidelines because it will not result in a physical change in the environment; therefore, pursuant to Section 15060(c)(3) of the State CEQA Guidelines, the activity is not subject to CEQA.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION

Not applicable.

DISCUSSION

California legislative leaders passed Assembly Bill 2156 (Holidays: Farmworkers Day) on March 26, 2026, to rename Cesar Chavez Day to Farmworkers Day, reflecting a shift toward recognizing the broader contributions of farmworkers across the state.

Recent investigative reporting has brought forward allegations that Cesar Chavez engaged in sexual abuse involving women and minors during the farmworker movement era. The farmworker movement represents a significant chapter in California’s history, shaped by collective action to improve wages, working conditions, and labor protections. This movement included contributions from diverse communities, including Mexican, Filipino, and other immigrant workers, as well as women whose leadership played a critical role in organizing and advocacy efforts.

Recognizing Farmworkers Day reflects a broader acknowledgment of this collective effort and the individuals and communities who contributed to advancing labor rights.

MOU Amendments

The City of Chula Vista and the Association of Chula Vista Employees (“ACE”); Chula Vista Mid-Managers/Professional Association, SEIU Local 221 (“MM/PROF”); Non-Safety Local 2180, International Association of Fire Fighters (“Non-Safety IAFF”); Local 2180, International Association of Fire Firefighters (“IAFF”); Chula Vista Police Officer’s Association (“POA”); and the Western Council of Engineers (“WCE”) bargaining groups have worked collaboratively toward the development of a mutually beneficial Memoranda of Understanding (“Bargaining Unit MOUs”) that provide for wages, hours and other terms and conditions of employment.

The City and the bargaining groups have met in good faith as required by the Meyers-Milias-Brown Act (“MMBA”) and desire to amend their respective Bargaining Unit MOUs to rename Cesar Chavez Day to Farmworkers Day.

These amendments are administrative in nature and do not change compensation, benefits, or work schedules beyond the renaming of the holiday. Amendments to each applicable MOU have been prepared and are included as attachments to this report.

Municipal Code Updates – Chapters 10 and 12

Chapter 10 (Vehicles and Traffic) of the Chula Vista Municipal Code (CVMC) is a compilation of the rules and regulations of governing and controlling the movement of motor vehicles and traffic in Chula Vista. Section 10.08.110 defines “Holidays” for purposes of Chapter 10.

Chapter 12 of the Chula Vista Municipal Code governs the use of public rights-of-way, including regulations for temporary signage. Section 12.50.050 identifies specific City-observed holidays during which temporary signs may be displayed. Currently, this section includes Cesar Chavez Day as a recognized holiday.

To ensure consistency across the Municipal Code and align with the proposed MOU amendments and Chapter 10 and 12 updates, staff recommend amending Sections 10.08.110 and 12.50.050 to replace Cesar Chavez Day with Farmworkers Day.

DECISION-MAKER CONFLICT

Staff have reviewed the decision contemplated by this action and have determined that it is not site-specific and consequently, the real property holdings of the City Council members do not create a disqualifying real property-related financial conflict of interest under the Political Reform Act (Cal. Gov't Code § 87100, et seq.).

Staff are not independently aware, and have not been informed by any City Council member, of any other fact that may constitute a basis for a decision-maker conflict of interest in this matter.

CURRENT-YEAR FISCAL IMPACT

There is no fiscal impact associated with the renaming of the holiday within the Bargaining Unit MOUs or Municipal Code.

ONGOING FISCAL IMPACT

There is no ongoing fiscal impact associated with this action.

ATTACHMENTS

1. First Amendment to the MOU Between the City of Chula Vista and the Association of Chula Vista Employees (“ACE) Covering the Period of August 20, 2024, to June 30, 2027, Regarding Holidays
2. First Amendment to the MOU Between the City of Chula Vista and the Mid-Managers/Professional Association, SEIU Local 221 (“MM/PROF”), Covering the Period of March 18, 2025, to December 31, 2027, Regarding Holidays
3. Second Amendment to the MOU Between the City of Chula Vista and Non-Safety Local 2180, International Association of Fire Fighters (“Non-Safety IAFF”) Covering the Period of July 11, 2023, to June 30, 2026, Regarding Holidays
4. First Amendment to the MOU Between the City of Chula Vista and Local 2180, International Association of Fire Firefighters (“IAFF”) Covering the Period of March 04, 2025, to December 31, 2027, Regarding Holidays
5. Fourth Amendment to the MOU Between the City of Chula Vista and the Chula Vista Police Officer’s Association (“POA”) Covering the Period of May 04, 2021, to June 30, 2027 (“2021-2027 MOU”), Regarding Holidays

6. First Amendment to the MOU Between the City of Chula Vista and the Western Council of Engineers (“WCE”), Covering the Period of December 17, 2024, to December 31, 2027, Regarding Holidays

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