



DATE: December 14, 2023

TO: Programs and Administration Committee

FROM: Timothy Burroughs, Executive Director
Pat Cabrera, Administrative Services Director

SUBJECT: Request to Adopt Juneteenth as a Paid Agency Holiday

SUMMARY

At the December 14, 2023, Programs and Administration (P&A) Committee meeting, staff will recommend approving Juneteenth (June 19) as a paid Agency holiday.

DISCUSSION

Juneteenth, officially Juneteenth National Independence Day, commemorates the final enforcement of the Emancipation Proclamation and the end of the slavery of African Americans in our country. It has been a federal holiday since 2021 and a state holiday since 2023. More than half the StopWaste member agencies offer Juneteenth as a paid holiday or offer an additional floating holiday for cultural or religious observance (see attachment 1).

The Agency is committed to diversity, equity, and inclusion (DEI) principles as reflected in our work and organizational culture. The Agency's DEI team as well as other employees have asked about adopting Juneteenth as a paid holiday. The management team concurs that this day should be observed given its significance in recognizing the abolishment of slavery, while also acknowledging that there is still work to be done to combat discrimination of any kind. As such, staff requests that the P&A Committee recommend that the WMA Board approve adding Juneteenth as a paid Agency holiday.

With the addition of this holiday the Agency will have 16 paid holidays including floating holidays, which is within in the middle range of paid holidays compared to our member agencies, some of which have differing floating holidays depending on the bargaining unit (see attachment 1).

RECOMMENDATION

That the Programs and Administration Committee recommend that the WMA Board approve adding Juneteenth as a paid Agency policy.

Attachment 1: Survey of member agencies' paid holidays

Attachment 2: Current StopWaste holidays

ATTACHMENT 1

Member Agency Holiday Survey

	Paid Holiday for Juneteenth?	# of observed holidays	# of Floating Holidays	Total Holidays
StopWaste	No	12	3	15
City of Alameda	Yes	11	3.5 - 5.5*	14.5 - 16.5*
Alameda County	Yes	12	4	16
Albany	Yes	11	4	15
Berkeley	Yes	14	3	17
Castro Valley	No	12	0	12
Dublin	additional floating holiday for cultural or religious observance	12	2 current, 4 in 2024	16 in 2024
Emeryville	No	11	3	14
Fremont	Yes	13-14*	Note: Management gets a holiday "bank of 112 hours (14 days)	13-14
Hayward	No	14.5	0	14.5
Livermore	No	12		12
Newark	No	11	2	13
Oakland	Yes	14	1	15
Oro Loma	No	9	7	16
Piedmont	No	12	1	13
Pleasanton	No	11	4-7*	15-18*
San Leandro	Yes	14	1	15
Union City	Yes	12	3	15

* depending on bargaining unit / classification

ATTACHMENT 2

2023 HOLIDAY SCHEDULE

Monday January 02, 2023	New Years Day (observed)	
Monday January 16	Martin Luther King, Jr. Birthday	
Monday February 20	President's Day	
Monday May 29	Memorial Day	
Tuesday July 4	Independence Day	
Monday September 4	Labor Day	
Monday October 9	Indigenous People's Columbus Day	
Friday November 10	Veterans Day	
Thursday November 23 & Friday November 24	Thanksgiving Day & Day After Thanksgiving	
Monday December 25 & Tuesday December 26	Christmas Eve (observed) & Christmas Day (observed)	

****Three Floating Holidays are granted on July 1st to be used by end of fiscal year (for eligible employees)**