



CITY OF HAYWARD

Hayward City Hall
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Cover Memo

File #: LB 19-051, **Version:** 1

DATE: November 19, 2019

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT

Adopt a Resolution Establishing a Business Closure Day in Observance of Cesar Chavez's Birthday

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) to establish a business closure day in observance of Cesar Chavez's birthday.

SUMMARY

In May 2019, the City Council approved a referral requesting that staff meet with the City's various non-sworn bargaining groups to explore the option of exchanging a recognized holiday for the observance of Cesar Chavez's birthday (March 31). As an alternative to adding an additional holiday, staff recommends enacting a business closure in observance of Cesar Chavez's birthday. Similar to the current holiday business closures, employees can either work, take time off using accrued leave, or take time off without pay during this business closure day. The business closure does not impact essential services such as Police and Fire, Communications (dispatch), and the Water Pollution Control Facility.

The day of the proposed business closure would mirror Hayward Unified School District's observance of the holiday, which is the Monday closest to Cesar Chavez's birthday. For calendar year 2020, Cesar Chavez's birthday falls on Tuesday, March 31. The proposed business closure would be Monday, March 30.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution