



Agenda Item No. (3)

To: Rules, Policy and Industrial Relations Committee/Committee of the Whole
Meeting of December 16, 2022

From: Denis J. Mulligan, General Manager

Subject: **APPROVE JUNETEENTH AS A PAID HOLIDAY FOR ALL DISTRICT
EMPLOYEES AND DISTRICT OFFICERS**

Recommendation

The Rules, Policy and Industrial Relations Committee recommends the Board of Directors approve the following actions for all Golden Gate Bridge, Highway and Transportation District (District) employees and District officers, effective January 1, 2023:

1. Approve the federal holiday of Juneteenth (June 19) as a District observed paid holiday;
2. Authorize staff to engage in the meet-and-confer process with represented employee bargaining units; and,
3. Update applicable District policies accordingly.

This matter will be presented to the Board of Directors at its December 16, 2022, meeting for appropriate action.

Background

On June 17, 2021, President Biden signed a bill recognizing Juneteenth, the celebration to commemorate the end of slavery in the U.S., as a federal holiday. It became the first new national holiday since the creation of Martin Luther King Jr. Day in 1983. Juneteenth celebrates the emancipation of the last enslaved Black Americans by recognizing the historical relevance of this significant event.

On September 29, 2022, Governor Gavin Newsom signed Assembly Bill 1655 into effect, making Juneteenth a California state holiday. The bill authorizes state employees to elect to take time off with pay in recognition of Juneteenth. Community colleges and public schools in the state will be closed in observance of this holiday.

As reported to this Committee in July 2022, the non-represented employee group currently receives 13 paid holidays each year. Eleven of these holidays are fixed days and two are defined as “floating” holidays, which can be used at the employee’s discretion. Our Coalition employees currently also receive 11 fixed paid holidays each year and two floating holidays. Our ATU employees currently receive 10 fixed holidays and three floating holidays.

The District polled other partner transit agencies in the region regarding their numbers of fixed and floating holidays – those numbers range from 9 to 12 fixed holidays and 2 to 5 floating

holidays. As to the observance of Juneteenth, a few partner transit agencies already recognize Juneteenth as a paid holiday, while other agencies are considering taking an item to their Boards of Directors for consideration.

Following is a table outlining holiday benefits for partner transit agencies (using their largest employee group for comparison).

| TRANSIT AGENCY | PAID HOLIDAYS | FLOATING HOLIDAYS | TOTAL HOLIDAYS | JUNETEENTH HOLIDAY? |
|--|------------------------------|--|-----------------------|----------------------------|
| AC Transit | 9 | 2 floating; 1 birthday | 12 | No |
| BART | 10-13 (depending on unit) | 3 floating; 1 birthday | 14-17 | No |
| Metropolitan Transportation Commission | 10 | 1 “floating cultural holiday” | 11 | |
| Sacramento RTD | 8 | 5 floating | 13 | No |
| Santa Clara VTA | 11 | 1 floating (except 1 st year of employment) | 12 | Yes |
| SamTrans | 7 | 5 floating | 12 | No |
| SFMTA | 12 | 5 floating | 17 | Yes |
| Golden Gate (Non-ATU) | 11 | 2 floating | 13 | |
| Golden Gate (ATU) | 10 | 3 floating | 13 | |

Staff recommends that the Board of Directors authorize Juneteenth as a District-paid holiday beginning in 2023. The holiday will fall on June 19 of each year unless it falls on a weekend in which case employees will get a weekday off. The Human Resources Guide and bargaining agreements with the various units provide direction in the event a designated fixed holiday falls on a weekend day.

If approved by the Board of Directors, staff will engage in a meet-and-confer process with the appropriate represented units to discuss this recommendation.

Fiscal Impact

District staff have developed a cost estimate to add Juneteenth as a paid holiday to the employee benefits package. Budget staff reviewed payroll data from the most recent July 4th holiday to estimate the workforce required to continue operations on the Juneteenth holiday. Adjusting actual expenses from FY21/22 with approved wage increases, the District will pay approximately \$270,000 in salary and related benefit costs to all District employees for the Juneteenth holiday. In addition, pay for the employees who must work on the holiday would increase costs by approximately \$130,000. The additional holiday also would result in the loss of a day of work from District employees. Thus, the best estimate of resulting costs associated with implementing the Juneteenth holiday is approximately \$400,000 plus the loss in employee productivity.