



A Tradition of Stewardship  
A Commitment to Service

County Executive Office  
Human Resources Division

1195 Third Street, Suite 110  
Napa, CA 94559  
[www.NapaCountyCareers.com](http://www.NapaCountyCareers.com)

Main: (707) 253-4303  
Fax: (707) 259-8189

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Side Letter Agreement to the Parties' Memoranda of Understanding Dated July 1, 2017 through June 30, 2022 concerning the Juneteenth Holiday

This Side Letter memorializes the agreement between Napa County and the Napa Association of Public Employees (NAPE) Public Service Employee (PSE) and Public Service Employee Supervisory (PSE-Sup) Units to amend Article 48.1(a) of the July 1, 2017 to June 30, 2022 Memoranda of Understanding ("MOU"). The Parties agreed to amend Article 48.1(a) to add June 19 (Juneteenth) as a paid holiday as follows:

**"48.1 (a) Holidays Observed**

The holidays listed below are observed by County. In departments that remain open on a holiday, affected employees may be assigned to work during the holiday.

- (i) January 1 (New Year's Day)
- (ii) The third Monday in January (Martin Luther King Jr.'s Birthday)
- (iii) The third Monday in February (Washington's Birthday)
- (iv) March 31 (Cesar Chavez's Birthday)
- (v) The last Monday in May (Memorial Day)
- (vi) June 19 (Juneteenth)
- (vii) July 4 (Independence Day)
- (viii) The first Monday in September (Labor Day)
- (ix) November 11 (Armistice Day)
- (x) The fourth Thursday in November (Thanksgiving Day)
- (xi) The day following Thanksgiving Day
- (xii) December 24 (Winter Holiday)
- (xiii) December 25 (Winter Holiday)

(xiv)) Every day appointed by the President of the United States or the Governor of the State of California for a public holiday, thanksgiving, or fast when by its terms:

(A) Such day will not occur on an annual basis and is observed by employees of the State of California pursuant to a collective bargaining agreement between the State of California and SEIU, Local 1000 or its successor organization or when;

(B) Such day will recur on an annual basis and has been mutually agreed upon by County and Union, and formally approved by the Board of Supervisors."

This Side Letter constitutes the Parties full and complete agreement to amend Article 48.1(a) of their MOU. There are no changes to the MOU other than those described in this Side Letter.

For Napa County

Christine M. Briceño  
Christine M. Briceño  
Director of Human Resources

For SEIU Local 1021

M. Wild  
Mónique Wild  
Field Representative, SEIU Local 1021

S. Bucklin  
Sabrina Bucklin,  
President PSE Unit