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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

WHEREAS, the City of Chula Vista ("City") and Association of Chula Vista Employees ("ACE") entered into a memorandum of understanding ("2024-2027 MOU") covering the period of August 20, 2024, to June 30, 2027, regarding wages, hours, and other terms and conditions of employment, within the meaning of the Meyers-Milias-Brown Act ("MMBA"); and

WHEREAS, the City and ACE, after meeting and conferring in good faith pursuant to the MMBA, desire to enter into this First Amendment to the 2024-2027 MOU, to rename "Cesar Chavez Day" to "Farmworkers Day".

NOW, THEREFORE, the City and ACE agree to amend the 2024-2027 MOU as follows:

a. Article 3.05 HOLIDAYS:

Hard Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the following are the recognized hard holidays:

INDEPENDENCE DAY	**JULY 4th**
LABOR DAY	**1st MONDAY IN SEPTEMBER**
VETERANS' DAY	**NOVEMBER 11th**
THANKSGIVING DAY	**4th THURSDAY IN NOVEMBER**
DAY AFTER THANKSGIVING	
CHRISTMAS DAY	**DECEMBER 25th**
NEW YEAR'S DAY	**JANUARY 1st**
MARTIN LUTHER KING, JR. DAY	**3rd MONDAY IN JANUARY**
FARMWORKERS DAY	**MARCH 31st**
MEMORIAL DAY	**LAST MONDAY IN MAY**
JUNETEENTH	**JUNE 19th**

b. Except as expressly provided herein, all other terms and conditions of the 2024-2027 MOU shall otherwise remain in full force and effect.

FOR THE CITY OF CHULA VISTA:

DocuSigned by:
Tanya Tomlinson
CA61064124DA428...

Tanya Tomlinson
Director of Human Resources/
Risk Management

DATE: 4/20/2026

FOR THE ASSOCIATION OF CHULA VISTA EMPLOYEES:

DocuSigned by:
Mayra Estrada
DFC9250F904B453...

Mayra Estrada
President

DATE: 4/20/2026