



- **Board of Directors**  
***Organization, Personnel and Effectiveness***

4/13/2026 Board Meeting

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7-7

## **Subject**

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Approve staff to take the necessary steps to align with AB 2156 to rename Metropolitan's "Cesar Chavez Day" holiday; the General Manager has determined that the proposed action is exempt or otherwise not subject to CEQA

## **Executive Summary**

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Assembly Bill 2156 renamed the March 31 holiday currently known as "Cesar Chavez Day" to "Farmworkers Day." The proposed board action reflects Metropolitan's interest in aligning with statewide law and with actions taken by several California public agencies, while honoring the collective contributions of California's farmworker labor movement.

## **Proposed Action(s)/Recommendation(s) and Options**

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### **Staff Recommendation: Option #1**

#### **Option #1**

Approve staff to take the necessary steps to rename the March 31 holiday.

**Fiscal Impact:** There is no fiscal impact associated with this board action.

**Business Analysis:** If approved, Metropolitan will take the necessary steps to rename the March 31 holiday.

#### **Option #2**

Do not approve staff to take the necessary steps to rename the March 31 holiday.

**Fiscal Impact:** None

**Business Analysis:** If not approved, the name of the March 31 holiday will remain unchanged.

## **Alternatives Considered**

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Not applicable

## **Applicable Policy**

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Metropolitan Water District Administrative Code Section 11104: Delegation of Responsibilities

## **Related Board Action(s)/Future Action(s)**

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Not applicable

**California Environmental Quality Act (CEQA)**

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**CEQA determination for Option #1:**

The proposed action is not defined as a project under CEQA because it involves organizational, maintenance, or administrative activities; personnel-related actions; and/or general policy and procedure making that will not result in direct or indirect physical changes in the environment. (Public Resources Code Section 21065; State CEQA Guidelines Section 15378(b)(2) and (5)).

**CEQA determination for Option #2:**

None required

**Details and Background**

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**Background**

Recent public concerns and reevaluations of Cesar Chavez’s individual legacy have prompted public agencies to shift recognition toward the broader movement rather than a single figure. This renaming acknowledges the thousands of farmworkers whose organizing and labor established safer working conditions, fair wages, and lasting worker protections across California.

State lawmakers and labor leaders have emphasized that the farmworker rights movement is defined by collective action, shared sacrifice, and the work of many individuals and families. Centering the holiday on the movement as a whole is consistent with these values.

**State-Level Action**

At the State level, AB 2156 has been enacted into law, renaming the March 31 holiday to “Farmworkers Day.”

The change applies throughout California. Our alignment with this change ensures consistency with statewide standards and demonstrates our commitment to honoring the farmworker community.

**Local Government Precedents**

Several California public agencies have already transitioned from “Cesar Chavez Day” to observances focused on farmworkers, including counties such as Los Angeles, Sacramento, Monterey, Santa Cruz, and Fresno. These actions reflect a growing statewide shift to recognize the broader labor movement and its diverse contributors.

Renaming the holiday would allow our agency to honor the collective history and impact of the farmworker labor movement, support alignment with emerging statewide actions, and demonstrate our continued commitment to equity, dignity, and respect for the communities we serve.

**Next Steps**

If approved, the necessary steps would be taken to align Metropolitan’s March 31 holiday with AB 2156, including implementation of the name change and any required updates to the Administrative Code.

 _____ Mark Brower Human Resources Group Manager	4/2/2026 Date
 _____ Shivaji Deshmukh General Manager	4/2/2026 Date