# AMENDMENT NO. 1

# MEMORANDUM OF UNDERSTANDING
# REGARDING THE TECHNICAL RANK AND FILE UNIT
# (MOU #21)

**AMENDMENT NO. 1 to Memorandum of Understanding made and entered into this 24th day of March, 2026**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND THE**

**ENGINEERS AND ARCHITECTS ASSOCIATION**

**January 1, 2024 through December 25, 2027**

**MOU AMENDMENT NO. 1**
**THE TECHNICAL RANK AND FILE UNIT**
**(MOU #21)**

The Engineers and Architects Association and the City of Los Angeles have reached agreement on the deletion of the Cesar E. Chavez Birthday paid holiday and the addition of Farm Workers Day paid holiday. The MOU is hereby amended as follows.

The following subsection of Article 7.5 – Holidays and Holiday Pay is **amended** as follows:

## ARTICLE 7.5 HOLIDAYS AND HOLIDAY PAY

A. The following days shall be treated as holidays:

1. New Year's Day (January 1)
2. Martin Luther King, Jr.'s Birthday (the third Monday in January)
3. President's Day (the third Monday in February)
4. **Farm Workers Day** (the last Monday in March)
5. Memorial Day (the last Monday in May)
6. Juneteenth (June 19)
7. Independence Day (July 4)
8. Labor Day (the first Monday in September)
9. Indigenous Peoples Day (the second Monday in October)
10. Veteran's Day (November 11)
11. Thanksgiving Day (the fourth Thursday in November)
12. The Friday after Thanksgiving Day
13. Christmas Day (December 25)
14. Any day or portion thereof declared to be a holiday by proclamation of the Mayor with the concurrence of the City Council by resolution
15. Two unspecified holidays (per calendar year)

All other provisions of MOU 21 remain unchanged.

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Except for the amendment specified herein, Articles and/or provisions of the 2024-2027 MOU No. 21 shall remain in full force and effect during the term of the MOU.

**IN WITNESS WHEREOF**, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

**FOR THE UNION:**

Marleen Fonseca, Executive Director
Engineers and Architects Association

3/24/2026
Date

**FOR THE CITY:**

Matthew W. Szabo
City Administrative Officer

3/24/2026
Date

**Approved as to Form and Legality:**

Vivienne Swanigan, Asst. City Attorney
Office of the City Attorney

3/24/26
Date