

HB165 ENGROSSED



1 HB165
2 G375T26-2
3 By Representatives Rehm, Starnes, Underwood, Butler, Faulkner
4
5 RFD: State Government
6 First Read: 04-Feb-25



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A BILL
TO BE ENTITLED
AN ACT

Relating to state holidays; to amend Section 1-3-8, Code of Alabama 1975, to add Juneteenth as a state holiday; and to delete duplicative language and make nonsubstantive, technical revisions to update the existing code language to current style.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. Section 1-3-8, Code of Alabama 1975, is amended to read as follows:

"§1-3-8

(a) ~~Sunday, Christmas Day,~~ The following days are official state holidays:

(1) New Year's Day, January 1.

(2) Martin Luther King, Jr.'s birthday, and Robert E. Lee's birthday, the third Monday in January.

(3) George Washington's birthday, and Thomas Jefferson's birthday, Confederate Memorial Day, National the third Monday in February.

(4) Confederate Memorial Day, the fourth Monday in April.

(5) Memorial Day, the last Monday in May.

(6) Jefferson Davis' birthday, the first Monday in



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June.

(7) Juneteenth, June 19.

(8) The ~~Fourth~~fourth day of July, July 4.

(9) Labor Day, the first Monday in September.

(10) Columbus Day, ~~and~~ Fraternal Day, and American Indian Heritage Day, the second Monday in October.

(11) Veterans' Day, November 11.~~American Indian Heritage Day, and the day~~

(12) Thanksgiving Day, as designated by the Governor~~for public thanksgiving shall each be deemed a holiday.~~

(13) Christmas Day, December 25.

(b) If any holiday falls on Sunday, the following day
is the holiday. If any holiday falls on Saturday, the
preceding day is the holiday.

(c) All state holidays shall be observed by the closing
of all state offices. In addition, Veterans' Day shall be
observed by the closing of all ~~state, county, and municipal~~
~~offices, all banks located within this state, and the all~~
public K-12 schools, on such day. Public schools, grades K to
12, inclusive, and all public two-year institutions of higher
education shall also be closed on National Memorial Day, and
such closing shall be applicable to all students and
non-essential employees and Memorial Day shall be observed by
the closing of all public K-12 schools and all public two-year
and four-year institutions of higher education.

(d) The Superintendent of Banks, with the concurrence
of not less than two members of the state Banking Board, may
authorize ~~any~~the closure of state bank to close on National



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Memorial Day, the last Monday in May, banks in observance of
any state or federal holiday and on ~~such~~ any other days as may
be declared by the Governor to be a state holidays holiday in
honor of a special event. If ~~any authorized~~ a state holiday
falls on Friday, the Superintendent of Banks may authorize the
Saturday following that Friday to be a holiday. The
superintendent may also authorize the closing of banks at
12:00 noon on the day prior to Christmas Day, and the day
prior to New Year's Day, if ~~such days~~ the holidays fall on
business days.

~~(b) Of the above enumerated legal public holidays, the
following shall be observed on the dates herein prescribed:~~

~~(1) Robert E. Lee's birthday - the third Monday in
January.~~

~~(2) George Washington's birthday - the third Monday in
February.~~

~~(3) Confederate Memorial Day - the fourth Monday in
April.~~

~~(4) Jefferson Davis' birthday - the first Monday in
June.~~

~~(5) Columbus Day and Fraternal Day - the second Monday
in October.~~

~~(6) Veterans' Day - the eleventh day of November.~~

~~(7) Martin Luther King, Jr.'s birthday - the third
Monday in January.~~

~~(8) National Memorial Day - the last Monday in May.~~

~~(9) Thomas Jefferson's birthday - the third Monday in
February.~~



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~~(10) American Indian Heritage Day -- the second Monday
in October.~~

~~(e) (1)~~ In addition to the ~~legal~~ state holidays
provided ~~above~~ in subsection (a), Mardi Gras shall be deemed a
holiday in ~~Mobile and Baldwin~~ and Mobile Counties, and all
state offices shall be closed in those counties on Mardi Gras.

~~(d) (2)~~ In addition to the ~~legal holidays provided above~~
~~all state employees, except~~ All state employees other than
those employed in Baldwin and Mobile Counties, shall be
granted one personal leave day per year. The personal leave
day shall be granted on January 1 of each year. All state
employees employed in Baldwin and Mobile Counties shall be
granted no personal leave day. All ~~such~~ personal leave days
granted in any year pursuant to this subdivision shall be used
by the end of the calendar year. ~~All such personal leave days~~
~~shall and must be~~ scheduled during the year with the approval
of the supervisor. Supervisors failing to schedule personal
leave days for employees shall justify that action in writing
to the Director of State Personnel and the employee shall
receive pay at a rate not less than the employee's usual and
customary rate of pay for any personal leave day not taken by
December 31 of each year.

~~(e) (f) (1)~~ ~~All state holidays shall be observed by the~~
~~closing of all state offices.~~ Any state office may remain open
on a state holiday upon written notice by the appointing
authority to the State Personnel Board at least 60 days in
advance of the holiday. ~~Provided, that~~ In addition, any state
office may be opened in the event of an emergency, and the



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113 State Personnel Board may grant a blanket approval for the
114 ~~openings~~ opening of state offices needing to be open on
115 holidays on a regular basis for essential services.

116 (2) Any state employee working on a state holiday shall
117 receive a day of compensatory leave or paid compensation in
118 lieu of the holiday ~~as provided herein~~.

119 ~~(f)~~ Each employee shall attempt to schedule any
120 compensatory leave day provided in lieu of a regularly
121 scheduled holiday, subject to the approval of ~~the~~ his or her
122 supervisor, during the quarter that the regularly scheduled
123 holiday occurred. If any compensatory leave day cannot be
124 scheduled during the designated quarter, the compensatory
125 leave day may be accumulated at the request of the employee
126 for up to one year. Supervisors failing to schedule
127 compensatory leave days for employees within the quarter,
128 unless the day is carried forward at the request of the
129 employee, shall justify that action in writing to the Director
130 of State Personnel and the employee shall receive pay at a
131 rate not less than the employee's usual and customary rate of
132 pay for any compensatory leave day to which the employee may
133 be entitled and which has not been taken.

134 (g) (1) The first day in December of each year is
135 designated as Mrs. Rosa L. Parks Day in this state. All
136 citizens of this state are requested to devote some portion of
137 Mrs. Rosa L. Parks Day to commemorate the accomplishments of
138 Mrs. Rosa L. Parks, a woman of great courage, vision, love,
139 and faith who helped usher in the modern civil rights movement
140 on December 1, 1955, by refusing to give up her seat on a bus



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141 in Montgomery, Alabama. Each resident of this state is
142 requested to observe the day with appropriate activities.

143 (2) Each county and municipality may elect to observe
144 Mrs. Rosa L. Parks Day as a holiday."

145 Section 2. This act shall become effective on June 1,
146 2025.



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House of Representatives

150 Read for the first time and referred04-Feb-25
151 to the House of Representatives
152 committee on State Government
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154 Read for the second time and placed19-Mar-25
155 on the calendar:
156 1 amendment
157
158 Read for the third time and passed17-Apr-25
159 as amended
160 Yeas 85
161 Nays 4
162 Abstains 10
163
164

165 John Treadwell
166 Clerk
167