

HB165 INTRODUCED



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



SYNOPSIS:

Existing law establishes state holidays.

This bill would add Juneteenth as a state holiday and provide that state employees must be given the option to observe either Jefferson Davis' birthday or Juneteenth in accordance with each state agency's policy.

This bill would also delete duplicative language and make nonsubstantive, technical revisions to update the existing code language to current style.

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 provide that state employees may observe Jefferson Davis' birthday or Juneteenth in accordance with state agency policy; 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



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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 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.



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(c) (1) All state holidays, except Jefferson Davis' birthday and Juneteenth, 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.

(2) Notwithstanding subdivision (1), employees shall be given the option to observe either Jefferson Davis' birthday or Juneteenth as a state holiday. Each agency shall establish a policy to implement this subdivision.

(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 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



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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.~~

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

~~(e)~~ (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



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113 granted one personal leave day per year. The personal leave
114 day shall be granted on January 1 of each year. All state
115 employees employed in Baldwin and Mobile Counties shall be
116 granted no personal leave day. All ~~such~~ personal leave days
117 granted in any year pursuant to this subdivision shall be used
118 by the end of the calendar year. ~~All such personal leave days~~
119 ~~shall and must~~ be scheduled during the year with the approval
120 of the supervisor. Supervisors failing to schedule personal
121 leave days for employees shall justify that action in writing
122 to the Director of State Personnel and the employee shall
123 receive pay at a rate not less than the employee's usual and
124 customary rate of pay for any personal leave day not taken by
125 December 31 of each year.

126 ~~(e) (f) (1) All state holidays shall be observed by the~~
127 ~~closing of all state offices.~~ Any state office may remain open
128 on a state holiday upon written notice by the appointing
129 authority to the State Personnel Board at least 60 days in
130 advance of the holiday. ~~Provided, that~~ In addition, any state
131 office may be opened in the event of an emergency, and the
132 State Personnel Board may grant a blanket approval for the
133 ~~openings~~ opening of state offices needing to be open on
134 holidays on a regular basis for essential services.

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

138 ~~(f)~~ Each employee shall attempt to schedule any
139 compensatory leave day provided in lieu of a regularly
140 scheduled holiday, subject to the approval of ~~the~~ his or her



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supervisor, during the quarter that the regularly scheduled holiday occurred. If any compensatory leave day cannot be scheduled during the designated quarter, the compensatory leave day may be accumulated at the request of the employee for up to one year. Supervisors failing to schedule compensatory leave days for employees within the quarter, unless the day is carried forward at the request of the employee, 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 compensatory leave day to which the employee may be entitled and which has not been taken.

(g) (1) The first day in December of each year is designated as Mrs. Rosa L. Parks Day in this state. All citizens of this state are requested to devote some portion of Mrs. Rosa L. Parks Day to commemorate the accomplishments of Mrs. Rosa L. Parks, a woman of great courage, vision, love, and faith who helped usher in the modern civil rights movement on December 1, 1955, by refusing to give up her seat on a bus in Montgomery, Alabama. Each resident of this state is requested to observe the day with appropriate activities.

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

Section 2. This act shall become effective on October 1, 2025.