

**HB4 ENGROSSED**



1 HB4  
2 LL1NAWW-2  
3 By Representative Givan  
4 RFD: State Government  
5 First Read: 06-Feb-24  
6 PFD: 01-Dec-23



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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 provide that state offices shall not close on Jefferson Davis' birthday and Juneteenth.

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, New Year's Day, Martin Luther King, Jr.'s birthday, Robert E. Lee's birthday, George Washington's birthday, Thomas Jefferson's birthday, Confederate Memorial Day, National Memorial Day, Jefferson Davis' birthday, Juneteenth, the Fourth day of July, Labor Day, Columbus Day and Fraternal Day, Veterans' Day, American Indian Heritage Day, and the day designated by the Governor for public thanksgiving shall each be deemed a holiday. If any holiday falls on Sunday, the following day is the holiday. If any holiday falls on Saturday, the preceding day is the holiday. Veterans' Day shall be observed by the closing of all state, county, and municipal offices, all banks located within



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29 this state, and the public schools on such day. Public  
30 schools, grades K to 12, inclusive, and all public two-year  
31 institutions of higher education shall also be closed on  
32 National Memorial Day, and such closing shall be applicable to  
33 all students and non-essential employees. The Superintendent  
34 of Banks, with the concurrence of not less than two members of  
35 the state Banking Board, may authorize any state bank to close  
36 on National Memorial Day, the last Monday in May, and on such  
37 other days as may be declared by the Governor to be state  
38 holidays in honor of a special event. If any authorized state  
39 holiday falls on Friday, the Superintendent of Banks may  
40 authorize the Saturday following that Friday to be a holiday.  
41 The superintendent may also authorize the closing of banks at  
42 12:00 noon on the day prior to Christmas Day, and the day  
43 prior to New Year's Day, if such days fall on business days.

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

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

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

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

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

54 (5) Juneteenth - the nineteenth day of June.

55 ~~(5)~~ (6) Columbus Day and Fraternal Day - the second  
56 Monday in October.



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57           ~~(6)~~ (7) Veterans' Day - the eleventh day of November.

58           ~~(7)~~ (8) Martin Luther King, Jr.'s birthday - the third  
59 Monday in January.

60           ~~(8)~~ (9) National Memorial Day - the last Monday in May.

61           ~~(9)~~ (10) Thomas Jefferson's birthday - the third Monday  
62 in February.

63           ~~(10)~~ (11) American Indian Heritage Day - the second  
64 Monday in October.

65           (c) In addition to the legal holidays provided above,  
66 Mardi Gras shall be deemed a holiday in Mobile and Baldwin  
67 Counties and all state offices shall be closed in those  
68 counties on Mardi Gras.

69           (d) In addition to the legal holidays provided above,  
70 all state employees, except those employed in Baldwin and  
71 Mobile Counties, shall be granted one personal leave day per  
72 year. The personal leave day shall be granted on January 1 of  
73 each year. All state employees employed in Baldwin and Mobile  
74 Counties shall be granted no personal leave day. All ~~such~~  
75 personal leave days granted in any year shall be used by the  
76 end of the calendar year. All ~~such~~ personal leave days shall  
77 be scheduled during the year with the approval of the  
78 supervisor. Supervisors failing to schedule personal leave  
79 days for employees shall justify that action in writing to the  
80 Director of State Personnel and the employee shall receive pay  
81 at a rate not less than the employee's usual and customary  
82 rate of pay for any personal leave day not taken by December  
83 31 of each year.

84           (e) (1) All state holidays, except Jefferson Davis'



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85 birthday and Juneteenth, shall be observed by the closing of  
86 all state offices. Any state office may remain open on a state  
87 holiday upon written notice by the appointing authority to the  
88 State Personnel Board at least 60 days in advance of the  
89 holiday. Provided, that any state office may be opened in the  
90 event of an emergency and the State Personnel Board may grant  
91 a blanket approval for the openings of state offices needing  
92 to be open on holidays on a regular basis for essential  
93 services. Any state employee working on a state holiday shall  
94 receive a day of compensatory leave or paid compensation in  
95 lieu of the holiday as provided herein.

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

100 (f) Each employee shall attempt to schedule any  
101 compensatory leave day provided in lieu of a regularly  
102 scheduled holiday, subject to the approval of the supervisor,  
103 during the quarter that the regularly scheduled holiday  
104 occurred. If any compensatory leave day cannot be scheduled  
105 during the designated quarter, the compensatory leave day may  
106 be accumulated at the request of the employee for up to one  
107 year. Supervisors failing to schedule compensatory leave days  
108 for employees within the quarter, unless the day is carried  
109 forward at the request of the employee, shall justify that  
110 action in writing to the Director of State Personnel and the  
111 employee shall receive pay at a rate not less than the  
112 employee's usual and customary rate of pay for any



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113 compensatory leave day to which the employee may be entitled  
114 and which has not been taken.

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

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

126 Section 2. This act shall become effective on October  
127 1, 2024.



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House of Representatives

131 Read for the first time and referred .....06-Feb-24  
132 to the House of Representatives  
133 committee on State Government  
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135 Read for the second time and placed .....04-Apr-24  
136 on the calendar:  
137 0 amendments  
138  
139 Read for the third time and passed .....11-Apr-24  
140 as amended  
141 Yeas 83  
142 Nays 0  
143 Abstains 10  
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John Treadwell  
Clerk