

## HB4 INTRODUCED



1 HB4  
2 IJCG6W-1  
3 By Representative Givan  
4 RFD: State Government  
5 First Read: 06-Feb-24  
6 PFD: 01-Dec-23



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SYNOPSIS:

Under existing federal law, Juneteenth is a federal holiday.

This bill would add Juneteenth as a state holiday.

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

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



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

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

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

36 (5) Memorial Day, the last Monday in May. ~~Jefferson~~  
37 ~~Davis' birthday,~~

38 (6) Jefferson Davis' birthday, the first Monday in  
39 June.

40 (7) Juneteenth, June 19. ~~the~~

41 (8) The Fourth day of July, July 4.

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

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

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

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

49 (13) Christmas Day, December 25.

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

53 (c) Except as otherwise provided in subsection (f), all  
54 state holidays shall be observed by the closing of all state  
55 offices. In addition, Veterans' Day shall be observed by the  
56 closing of all ~~state,~~ county, ~~and~~ municipal offices, ~~all banks~~



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57 ~~located within this state,~~ and the all public K-12 schools, ~~on~~  
58 ~~such day. Public schools, grades K to 12, inclusive, and all~~  
59 ~~public two-year institutions of higher education shall also be~~  
60 ~~closed on National Memorial Day, and such closing shall be~~  
61 ~~applicable to all students and non-essential employees~~ and  
62 Memorial Day shall be observed by the closing of all public  
63 K-12 schools and all public two-year and four-year  
64 institutions of higher education.

65 (d) The Superintendent of Banks, with the concurrence  
66 of not less than two members of the state Banking Board, may  
67 authorize ~~any~~ the closure of state ~~bank to close on National~~  
68 ~~Memorial Day, the last Monday in May,~~ banks in observance of  
69 any state or federal holiday and on ~~such~~ any other ~~days~~ day as  
70 may be declared by the Governor to be a state ~~holidays~~ holiday  
71 or by the President of the United States to be a federal  
72 holiday in honor of a special event. If ~~any authorized~~ a state  
73 holiday falls on Friday, the Superintendent of Banks may  
74 authorize the Saturday following that Friday to be a holiday.  
75 The superintendent may also authorize the closing of banks at  
76 12:00 noon on the day prior to Christmas Day, and the day  
77 prior to New Year's Day, if ~~such days~~ the holidays fall on  
78 business days.

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

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

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



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

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

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

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

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

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

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

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

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

103 ~~(d)~~ (2) ~~In addition to the legal holidays provided above~~  
104 ~~all~~ All state employees, ~~except~~ other than those employed in  
105 Baldwin and Mobile Counties, shall be granted one personal  
106 leave day per year. The personal leave day shall be granted on  
107 January 1 of each year. All state employees employed in  
108 Baldwin and Mobile Counties shall be granted no personal leave  
109 day. All ~~such~~ personal leave days granted in any year pursuant  
110 to this subdivision shall be used by the end of the calendar  
111 year. ~~All such personal leave days shall~~ and must be scheduled  
112 during the year with the approval of the supervisor.



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113 Supervisors failing to schedule personal leave days for  
114 employees shall justify that action in writing to the Director  
115 of State Personnel and the employee shall receive pay at a  
116 rate not less than the employee's usual and customary rate of  
117 pay for any personal leave day not taken by December 31 of  
118 each year.

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

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

131 ~~(f)~~ Each employee shall attempt to schedule any  
132 compensatory leave day provided in lieu of a regularly  
133 scheduled holiday, subject to the approval of ~~the~~ his or her  
134 supervisor, during the quarter that the regularly scheduled  
135 holiday occurred. If any compensatory leave day cannot be  
136 scheduled during the designated quarter, the compensatory  
137 leave day may be accumulated at the request of the employee  
138 for up to one year. Supervisors failing to schedule  
139 compensatory leave days for employees within the quarter,  
140 unless the day is carried forward at the request of the



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141 employee, shall justify that action in writing to the Director  
142 of State Personnel, and the employee shall receive pay at a  
143 rate not less than the employee's usual and customary rate of  
144 pay for any compensatory leave day to which the employee may  
145 be entitled and which has not been taken.

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

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

157 Section 2. This act shall become effective on the first  
158 day of the third month following its passage and approval by  
159 the Governor, or its otherwise becoming law.