



**House State Government Reported Substitute for  
HB165**

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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



**House State Government Reported Substitute for  
HB165**

29 June.

30 (7) Juneteenth, June 19.

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

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

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

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

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

39 (13) Christmas Day, December 25.

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

43 (c) All state holidays shall be observed by the closing  
44 of all state offices. In addition, Veterans' Day shall be  
45 observed by the closing of all ~~state, county,~~ and municipal  
46 offices,~~all banks located within this state,~~ and ~~the~~ all  
47 public K-12 schools, ~~on such day. Public schools, grades K to~~  
48 ~~12, inclusive, and all public two-year institutions of higher~~  
49 ~~education shall also be closed on National Memorial Day, and~~  
50 ~~such closing shall be applicable to all students and~~  
51 ~~non-essential employees~~and Memorial Day shall be observed by  
52 the closing of all public K-12 schools and all public two-year  
53 and four-year institutions of higher education.

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



## House State Government Reported Substitute for HB165

57 ~~Memorial Day, the last Monday in May,~~ banks in observance of  
58 any state or federal holiday and on ~~such any~~ other days as may  
59 be declared by the Governor to be a state ~~holidays~~ holiday in  
60 honor of a special event. If ~~any authorized a~~ state holiday  
61 falls on Friday, the Superintendent of Banks may authorize the  
62 Saturday following that Friday to be a holiday. The  
63 superintendent may also authorize the closing of banks at  
64 12:00 noon on the day prior to Christmas Day, and the day  
65 prior to New Year's Day, if ~~such days~~ the holidays fall on  
66 business days.

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

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

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

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

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

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

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

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

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

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



## House State Government Reported Substitute for HB165

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

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

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

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



## House State Government Reported Substitute for HB165

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



**House State Government Reported Substitute for  
HB165**

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 October  
146 1, 2025.