

HB165 ENGROSSED



1 HB165

2 G375T26-2

3 By Representatives Rehm, Starnes, Underwood, Butler, Faulkner

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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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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



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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.~~



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

87 ~~(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



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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

Read for the first time and referred04-Feb-25
to the House of Representatives
committee on State Government

Read for the second time and placed19-Mar-25
on the calendar:
1 amendment

Read for the third time and passed17-Apr-25
as amended
Yeas 85
Nays 4
Abstains 10

John Treadwell
Clerk