

HB165 ENROLLED



1 HB165
2 G375T26-3
3 By Representatives Rehm, Starnes, Underwood, Butler, Faulkner
4
5 RFD: State Government
6 First Read: 04-Feb-25



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Enrolled, 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 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



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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.

(c) All state holidays 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.

(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 holiday~~holidays~~ in
honor of a special event. If ~~any authorized~~ a state holiday
falls on Friday, the Superintendent of Banks may authorize the



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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 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)~~ (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



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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
granted one personal leave day per year. The personal leave
day shall be granted on January 1 of each year. All state
employees employed in Baldwin and Mobile Counties shall be
granted no personal leave day. All ~~such~~ personal leave days
granted in any year pursuant to this subdivision shall be used
by the end of the calendar year. ~~All such personal leave days~~
~~shall and must be~~ scheduled during the year with the approval
of the supervisor. Supervisors failing to schedule personal
leave days for employees 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 personal leave day not taken by
December 31 of each year.

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

(2) Any state employee working on a state holiday shall
receive a day of compensatory leave or paid compensation in



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113 lieu of the holiday ~~as provided herein~~.

114 ~~(f)~~ Each employee shall attempt to schedule any
115 compensatory leave day provided in lieu of a regularly
116 scheduled holiday, subject to the approval of ~~the~~ his or her
117 supervisor, during the quarter that the regularly scheduled
118 holiday occurred. If any compensatory leave day cannot be
119 scheduled during the designated quarter, the compensatory
120 leave day may be accumulated at the request of the employee
121 for up to one year. Supervisors failing to schedule
122 compensatory leave days for employees within the quarter,
123 unless the day is carried forward at the request of the
124 employee, shall justify that action in writing to the Director
125 of State Personnel and the employee shall receive pay at a
126 rate not less than the employee's usual and customary rate of
127 pay for any compensatory leave day to which the employee may
128 be entitled and which has not been taken.

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

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

140 Section 2. This act shall become effective on June 1,



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Speaker of the House of Representatives

President and Presiding Officer of the Senate

House of Representatives

I hereby certify that the within Act originated in and
was passed by the House 17-Apr-25.

John Treadwell
Clerk

Senate

07-May-25

Passed