

# HB165 INTRODUCED



1 HB165

2 CHUYQWQ-1

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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SYNOPSIS:

Existing law establishes state holidays.

This bill would add Juneteenth as a state holiday and provide that state employees must be given the option to observe either Jefferson Davis' birthday or Juneteenth in accordance with each state agency's policy.

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 provide that state employees may observe Jefferson Davis' birthday or Juneteenth in accordance with state agency policy; 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



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29 amended to read as follows:

30 "§1-3-8

31 (a) ~~Sunday, Christmas Day,~~ The following days are  
32 official state holidays:

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

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

36 (3) George Washington's birthday, and Thomas  
37 Jefferson's birthday, ~~Confederate Memorial Day, National~~ the  
38 third Monday in February.

39 (4) Confederate Memorial Day, the fourth Monday in  
40 April.

41 (5) Memorial Day, the last Monday in May.

42 (6) Jefferson Davis' birthday, the first Monday in  
43 June.

44 (7) Juneteenth, June 19.

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

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

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

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

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

53 (13) Christmas Day, December 25.

54 (b) If any holiday falls on Sunday, the following day  
55 is the holiday. If any holiday falls on Saturday, the  
56 preceding day is the holiday.



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57 (c) (1) All state holidays, except Jefferson Davis'  
58 birthday and Juneteenth, shall be observed by the closing of  
59 all state offices. In addition, Veterans' Day shall be  
60 observed by the closing of all ~~state, county,~~ and municipal  
61 offices, ~~all banks located within this state,~~ and ~~the~~ all  
62 public K-12 schools, ~~on such day. Public schools, grades K to~~  
63 ~~12, inclusive, and all public two-year institutions of higher~~  
64 ~~education shall also be closed on National Memorial Day, and~~  
65 ~~such closing shall be applicable to all students and~~  
66 ~~non-essential employees~~ and Memorial Day shall be observed by  
67 the closing of all public K-12 schools and all public two-year  
68 and four-year institutions of higher education.

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

73 (d) The Superintendent of Banks, with the concurrence  
74 of not less than two members of the state Banking Board, may  
75 authorize ~~any~~ the closure of state ~~bank to close on National~~  
76 ~~Memorial Day, the last Monday in May,~~ banks in observance of  
77 any state or federal holiday and on ~~such~~ any other days as may  
78 be declared by the Governor to be a state ~~holidays~~ holiday in  
79 honor of a special event. If ~~any authorized~~ a state holiday  
80 falls on Friday, the Superintendent of Banks may authorize the  
81 Saturday following that Friday to be a holiday. The  
82 superintendent may also authorize the closing of banks at  
83 12:00 noon on the day prior to Christmas Day, and the day  
84 prior to New Year's Day, if ~~such days~~ the holidays fall on



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85 business days.

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

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

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

92 ~~(3) Confederate Memorial Day - the fourth Monday in~~  
93 ~~April.~~

94 ~~(4) Jefferson Davis' birthday - the first Monday in~~  
95 ~~June.~~

96 ~~(5) Columbus Day and Fraternal Day - the second Monday~~  
97 ~~in October.~~

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

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

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

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

104 ~~(10) American Indian Heritage Day - the second Monday~~  
105 ~~in October.~~

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

110 ~~(d)~~ (2) ~~In addition to the legal holidays provided above~~  
111 ~~all state employees, except~~ All state employees other than  
112 those employed in Baldwin and Mobile Counties, shall be



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113 granted one personal leave day per year. The personal leave  
114 day shall be granted on January 1 of each year. All state  
115 employees employed in Baldwin and Mobile Counties shall be  
116 granted no personal leave day. All ~~such~~ personal leave days  
117 granted in any year pursuant to this subdivision shall be used  
118 by the end of the calendar year. ~~All such personal leave days~~  
119 ~~shall and must~~ be scheduled during the year with the approval  
120 of the supervisor. Supervisors failing to schedule personal  
121 leave days for employees shall justify that action in writing  
122 to the Director of State Personnel and the employee shall  
123 receive pay at a rate not less than the employee's usual and  
124 customary rate of pay for any personal leave day not taken by  
125 December 31 of each year.

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

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

138 ~~(f)~~ Each employee shall attempt to schedule any  
139 compensatory leave day provided in lieu of a regularly  
140 scheduled holiday, subject to the approval of ~~the~~ his or her



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141 supervisor, during the quarter that the regularly scheduled  
142 holiday occurred. If any compensatory leave day cannot be  
143 scheduled during the designated quarter, the compensatory  
144 leave day may be accumulated at the request of the employee  
145 for up to one year. Supervisors failing to schedule  
146 compensatory leave days for employees within the quarter,  
147 unless the day is carried forward at the request of the  
148 employee, shall justify that action in writing to the Director  
149 of State Personnel and the employee shall receive pay at a  
150 rate not less than the employee's usual and customary rate of  
151 pay for any compensatory leave day to which the employee may  
152 be entitled and which has not been taken.

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

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

164 Section 2. This act shall become effective on October  
165 1, 2025.