

HB64 INTRODUCED



1 HB64
2 PU9SRRE-1
3 By Representative Tillman
4 RFD: State Government
5 First Read: 04-Feb-25
6 PFD: 07-Nov-24



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SYNOPSIS:

This bill would add Election Day as a state holiday.

A BILL
TO BE ENTITLED
AN ACT

Relating to state holidays; to amend Section 1-3-8, Code of Alabama 1975, to add Election Day as a state holiday.

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) (1) Sunday, Christmas Day, New Year's Day, Martin Luther King, Jr.'s birthday, Robert E. Lee's birthday, George Washington's birthday, Thomas Jefferson's birthday, Confederate Memorial Day, National Memorial Day, Jefferson Davis' birthday, the Fourth day of July, Labor Day, Columbus Day and Fraternal Day, Veterans' Day, American Indian Heritage Day, Election Day, and the day designated by the Governor for public thanksgiving shall each be deemed a holiday.

(2) If any holiday falls on Sunday, the following day is the holiday. If any holiday falls on Saturday, the



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29 preceding day is the holiday.

30 (3) Veterans' Day shall be observed by the closing of
31 all state, county, and municipal offices, all banks located
32 within this state, and the public schools on such day.

33 (4) Public schools, grades K to 12, inclusive, and all
34 public two-year institutions of higher education shall also be
35 closed on National Memorial Day, and such closing shall be
36 applicable to all students and ~~non-essential~~ nonessential
37 employees.

38 (5) The Superintendent of Banks, with the concurrence
39 of not less than two members of the state Banking Board, may
40 authorize any state bank to close on National Memorial Day,
41 the last Monday in May, and on such other days as may be
42 declared by the Governor to be state holidays in honor of a
43 special event. If any authorized state holiday falls on
44 Friday, the Superintendent of Banks may authorize the Saturday
45 following that Friday to be a holiday. The superintendent may
46 also authorize the closing of banks at 12:00 noon on the day
47 prior to Christmas Day, and the day prior to New Year's Day,
48 if such days fall on business days.

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

51 (1) Robert E. Lee's birthday - the third Monday in
52 January.

53 (2) George Washington's birthday - the third Monday in
54 February.

55 (3) Confederate Memorial Day - the fourth Monday in
56 April.



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57 (4) Jefferson Davis' birthday - the first Monday in
58 June.

59 (5) Columbus Day and Fraternal Day - the second Monday
60 in October.

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

62 (7) Martin Luther King, Jr.'s birthday - the third
63 Monday in January.

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

65 (9) Thomas Jefferson's birthday - the third Monday in
66 February.

67 (10) American Indian Heritage Day - the second Monday
68 in October.

69 (11) Election Day - the next Tuesday after the first
70 Monday in November for each year in which there is a
71 presidential or gubernatorial election.

72 (c) In addition to the legal holidays provided above,
73 Mardi Gras shall be deemed a holiday in Mobile and Baldwin
74 Counties and all state offices shall be closed in those
75 counties on Mardi Gras.

76 (d) In addition to the legal holidays provided above,
77 all state employees, except those employed in Baldwin and
78 Mobile Counties, shall be granted one personal leave day per
79 year. The personal leave day shall be granted on January 1 of
80 each year. All state employees employed in Baldwin and Mobile
81 Counties shall be granted no personal leave day. All such
82 personal leave days granted in any year shall be used by the
83 end of the calendar year. All such personal leave days shall
84 be scheduled during the year with the approval of the



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85 supervisor. Supervisors failing to schedule personal leave
86 days for employees shall justify that action in writing to the
87 Director of State Personnel and the employee shall receive pay
88 at a rate not less than the employee's usual and customary
89 rate of pay for any personal leave day not taken by December
90 31 of each year.

91 (e) All state holidays shall be observed by the closing
92 of all state offices. Any state office may remain open on a
93 state holiday upon written notice by the appointing authority
94 to the State Personnel Board at least 60 days in advance of
95 the holiday. Provided, that any state office may be opened in
96 the event of an emergency and the State Personnel Board may
97 grant a blanket approval for the openings of state offices
98 needing to be open on holidays on a regular basis for
99 essential services. Any state employee working on a state
100 holiday shall receive a day of compensatory leave or paid
101 compensation in lieu of the holiday as provided herein.

102 (f) Each employee shall attempt to schedule any
103 compensatory leave day provided in lieu of a regularly
104 scheduled holiday, subject to the approval of the supervisor,
105 during the quarter that the regularly scheduled holiday
106 occurred. If any compensatory leave day cannot be scheduled
107 during the designated quarter, the compensatory leave day may
108 be accumulated at the request of the employee for up to one
109 year. Supervisors failing to schedule compensatory leave days
110 for employees within the quarter, unless the day is carried
111 forward at the request of the employee, shall justify that
112 action in writing to the Director of State Personnel and the



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113 employee shall receive pay at a rate not less than the
114 employee's usual and customary rate of pay for any
115 compensatory leave day to which the employee may be entitled
116 and which has not been taken.

117 (g) (1) The first day in December of each year is
118 designated as Mrs. Rosa L. Parks Day in this state. All
119 citizens of this state are requested to devote some portion of
120 Mrs. Rosa L. Parks Day to commemorate the accomplishments of
121 Mrs. Rosa L. Parks, a woman of great courage, vision, love,
122 and faith who helped usher in the modern civil rights movement
123 on December 1, 1955, by refusing to give up her seat on a bus
124 in Montgomery, Alabama. Each resident of this state is
125 requested to observe the day with appropriate activities.

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

128 Section 2. This act shall become effective on October
129 1, 2025.