
SENATE BILL 5565

State of Washington

64th Legislature

2015 Regular Session

By Senators McCoy, McAuliffe, Miloscia, Frockt, Hill, Pedersen, Hasegawa, Hobbs, Darneille, Kohl-Welles, Keiser, Conway, and Chase

Read first time 01/23/15. Referred to Committee on Government Operations & State Security.

1 AN ACT Relating to recognizing César Chávez day; reenacting and
2 amending RCW 1.16.050; and creating a new section.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** (1) The Washington state legislature finds
5 that:

6 (a) César Chávez was born March 31, 1927, near Yuma, Arizona.
7 From the age of twelve, he labored in California as a migrant farm
8 worker.

9 (b) César Chávez was strongly committed to his Catholic faith and
10 to his country. He served in the United States Navy. Later, working
11 for a civil rights group, he taught people to solve their problems
12 collectively.

13 (c) In 1962, César Chávez cofounded the National Farm Workers
14 Association, which eventually became the United Farm Workers of
15 America (UFW).

16 (d) César Chávez believed that farm workers deserved fair
17 treatment. Like Martin Luther King, Jr., he sought nonviolent change.
18 The UFW's peaceful labor movement, led by César Chávez until his
19 death on April 23, 1993, dramatically improved the lives of farm
20 workers.

1 (e) César Chávez dedicated his life to serving others and making
2 the world a better place. He worked for respect, dignity, and justice
3 for farm workers, for the poor, and for people everywhere.

4 (2) The Washington state legislature therefore intends to honor
5 César Chávez by recognizing the thirty-first day of March as César
6 Chávez day.

7 **Sec. 2.** RCW 1.16.050 and 2014 c 177 s 2 and 2014 c 168 s 1 are
8 each reenacted and amended to read as follows:

9 (1) The following are state legal holidays:

10 (a) Sunday;

11 (b) The first day of January, commonly called New Year's Day;

12 (c) The third Monday of January, celebrated as the anniversary of
13 the birth of Martin Luther King, Jr.;

14 (d) The third Monday of February, to be known as Presidents' Day
15 and celebrated as the anniversary of the births of Abraham Lincoln
16 and George Washington;

17 (e) The last Monday of May, commonly known as Memorial Day;

18 (f) The fourth day of July, the anniversary of the Declaration of
19 Independence;

20 (g) The first Monday in September, to be known as Labor Day;

21 (h) The eleventh day of November, to be known as Veterans' Day;

22 (i) The fourth Thursday in November, to be known as Thanksgiving
23 Day;

24 (j) The Friday immediately following the fourth Thursday in
25 November, to be known as Native American Heritage Day; and

26 (k) The twenty-fifth day of December, commonly called Christmas
27 Day.

28 (2) Employees of the state and its political subdivisions, except
29 employees of school districts and except those nonclassified
30 employees of institutions of higher education who hold appointments
31 or are employed under contracts to perform services for periods of
32 less than twelve consecutive months, are entitled to one paid holiday
33 per calendar year in addition to those specified in this section.
34 Each employee of the state or its political subdivisions may select
35 the day on which the employee desires to take the additional holiday
36 provided for in this section after consultation with the employer
37 pursuant to guidelines to be promulgated by rule of the appropriate
38 personnel authority, or in the case of local government by ordinance
39 or resolution of the legislative authority.

1 (3) Employees of the state and its political subdivisions,
2 including employees of school districts and those nonclassified
3 employees of institutions of higher education who hold appointments
4 or are employed under contracts to perform services for periods of
5 less than twelve consecutive months, are entitled to two unpaid
6 holidays per calendar year for a reason of faith or conscience or an
7 organized activity conducted under the auspices of a religious
8 denomination, church, or religious organization. This includes
9 employees of public institutions of higher education, including
10 community colleges, technical colleges, and workforce training
11 programs. The employee may select the days on which the employee
12 desires to take the two unpaid holidays after consultation with the
13 employer pursuant to guidelines to be promulgated by rule of the
14 appropriate personnel authority, or in the case of local government
15 by ordinance or resolution of the legislative authority. If an
16 employee prefers to take the two unpaid holidays on specific days for
17 a reason of faith or conscience, or an organized activity conducted
18 under the auspices of a religious denomination, church, or religious
19 organization, the employer must allow the employee to do so unless
20 the employee's absence would impose an undue hardship on the employer
21 or the employee is necessary to maintain public safety. Undue
22 hardship shall have the meaning established in rule by the office of
23 financial management under RCW 43.41.109.

24 (4) If any of the state legal holidays specified in this section
25 are also federal legal holidays but observed on different dates, only
26 the state legal holidays are recognized as a paid legal holiday for
27 employees of the state and its political subdivisions. However, for
28 port districts and the law enforcement and public transit employees
29 of municipal corporations, either the federal or the state legal
30 holiday is recognized as a paid legal holiday, but in no case may
31 both holidays be recognized as a paid legal holiday for employees.

32 (5) Whenever any state legal holiday:

33 (a) Other than Sunday, falls upon a Sunday, the following Monday
34 is the legal holiday; or

35 (b) Falls upon a Saturday, the preceding Friday is the legal
36 holiday.

37 (6) Nothing in this section may be construed to have the effect
38 of adding or deleting the number of paid holidays provided for in an
39 agreement between employees and employers of political subdivisions

1 of the state or as established by ordinance or resolution of the
2 local government legislative authority.

3 (7) The legislature declares that the following days are
4 recognized as provided in this subsection, but may not be considered
5 legal holidays for any purpose:

6 (a) The thirteenth day of January, recognized as Korean-American
7 day;

8 (b) The twelfth day of October, recognized as Columbus day;

9 (c) The ninth day of April, recognized as former prisoner of war
10 recognition day;

11 (d) The twenty-sixth day of January, recognized as Washington
12 army and air national guard day;

13 (e) The seventh day of August, recognized as purple heart
14 recipient recognition day;

15 (f) The second Sunday in October, recognized as Washington state
16 children's day;

17 (g) The sixteenth day of April, recognized as Mother Joseph day;

18 (h) The fourth day of September, recognized as Marcus Whitman
19 day;

20 (i) The seventh day of December, recognized as Pearl Harbor
21 remembrance day;

22 (j) The twenty-seventh day of July, recognized as national Korean
23 war veterans armistice day;

24 (k) The nineteenth day of February, recognized as civil liberties
25 day of remembrance;

26 (l) The nineteenth day of June, recognized as Juneteenth, a day
27 of remembrance for the day the slaves learned of their freedom;
28 ((and))

29 (m) The thirtieth day of March, recognized as welcome home
30 Vietnam veterans day; and

31 (n) The thirty-first day of March, recognized as César Chávez
32 day.

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