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HOUSE BILL 2312

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State of Washington

66th Legislature

2020 Regular Session

**By** Representatives Morgan, Lovick, Pettigrew, Entenman, Ortiz-Self, Ramos, Lekanoff, Santos, Gregerson, Valdez, Kirby, Slatter, Thai, Duerr, Hudgins, Bergquist, Stonier, Goodman, Chapman, Pellicciotti, Callan, Appleton, Ormsby, Sullivan, Kilduff, Leavitt, Ramel, Shewmake, Frame, Davis, Walen, Orwall, Sells, Macri, Doglio, Peterson, Riccelli, and Pollet

Prefiled 01/08/20. Read first time 01/13/20. Referred to Committee on State Government & Tribal Relations.

1 AN ACT Relating to making Juneteenth a legal holiday; and  
2 reenacting and amending RCW 1.16.050.

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

4 **Sec. 1.** RCW 1.16.050 and 2019 c 224 s 2 and 2019 c 10 s 1 are  
5 each reenacted and amended to read as follows:

6 (1) The following are state legal holidays:

7 (a) Sunday;

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

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

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

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

15 (f) The fourth day of July, the anniversary of the Declaration of  
16 Independence;

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

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

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

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

3 (k) The twenty-fifth day of December, commonly called Christmas  
4 Day; and

5 (1) The nineteenth day of June, recognized as Juneteenth, a day  
6 of remembrance for the day the African slaves learned of their  
7 freedom.

8 (2) Employees of the state and its political subdivisions, except  
9 employees of school districts and except those nonclassified  
10 employees of institutions of higher education who hold appointments  
11 or are employed under contracts to perform services for periods of  
12 less than twelve consecutive months, are entitled to one paid holiday  
13 per calendar year in addition to those specified in this section.  
14 Each employee of the state or its political subdivisions may select  
15 the day on which the employee desires to take the additional holiday  
16 provided for in this section after consultation with the employer  
17 pursuant to guidelines to be promulgated by rule of the appropriate  
18 personnel authority, or in the case of local government by ordinance  
19 or resolution of the legislative authority.

20 (3) Employees of the state and its political subdivisions,  
21 including employees of school districts and those nonclassified  
22 employees of institutions of higher education who hold appointments  
23 or are employed under contracts to perform services for periods of  
24 less than twelve consecutive months, are entitled to two unpaid  
25 holidays per calendar year for a reason of faith or conscience or an  
26 organized activity conducted under the auspices of a religious  
27 denomination, church, or religious organization. This includes  
28 employees of public institutions of higher education, including  
29 community colleges, technical colleges, and workforce training  
30 programs. The employee may select the days on which the employee  
31 desires to take the two unpaid holidays after consultation with the  
32 employer pursuant to guidelines to be promulgated by rule of the  
33 appropriate personnel authority, or in the case of local government  
34 by ordinance or resolution of the legislative authority. If an  
35 employee prefers to take the two unpaid holidays on specific days for  
36 a reason of faith or conscience, or an organized activity conducted  
37 under the auspices of a religious denomination, church, or religious  
38 organization, the employer must allow the employee to do so unless  
39 the employee's absence would impose an undue hardship on the employer  
40 or the employee is necessary to maintain public safety. Undue

1 hardship shall have the meaning established in rule by the office of  
2 financial management under RCW 43.41.109.

3 (4) If any of the state legal holidays specified in this section  
4 are also federal legal holidays but observed on different dates, only  
5 the state legal holidays are recognized as a paid legal holiday for  
6 employees of the state and its political subdivisions. However, for  
7 port districts and the law enforcement and public transit employees  
8 of municipal corporations, either the federal or the state legal  
9 holiday is recognized as a paid legal holiday, but in no case may  
10 both holidays be recognized as a paid legal holiday for employees.

11 (5) Whenever any state legal holiday:

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

14 (b) Falls upon a Saturday, the preceding Friday is the legal  
15 holiday.

16 (6) Nothing in this section may be construed to have the effect  
17 of adding or deleting the number of paid holidays provided for in an  
18 agreement between employees and employers of political subdivisions  
19 of the state or as established by ordinance or resolution of the  
20 local government legislative authority.

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

24 (a) The thirteenth day of January, recognized as Korean-American  
25 day;

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

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

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

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

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

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

36 (h) The fourth day of September, recognized as Marcus Whitman  
37 day;

38 (i) The seventh day of December, recognized as Pearl Harbor  
39 remembrance day;

1           (j) The twenty-seventh day of July, recognized as national Korean  
2 war veterans armistice day;  
3           (k) The nineteenth day of February, recognized as civil liberties  
4 day of remembrance;  
5           (l) (~~The nineteenth day of June, recognized as Juneteenth, a day~~  
6 ~~of remembrance for the day the slaves learned of their freedom;~~  
7 ~~(m)~~) The thirtieth day of March, recognized as welcome home  
8 Vietnam veterans day;  
9           (~~(n)~~) (m) The eleventh day of January, recognized as human  
10 trafficking awareness day;  
11           (~~(o)~~) (n) The thirty-first day of March, recognized as Cesar  
12 Chavez day;  
13           (~~(p)~~) (o) The tenth day of April, recognized as Dolores Huerta  
14 day; (~~and~~  
15 ~~(q)~~) (p) The fourth Saturday of September, recognized as public  
16 lands day; and  
17 (q) The month of February, recognized as black history month.

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