
SENATE BILL 5868

State of Washington 66th Legislature 2019 Regular Session

By Senators Saldaña, Randall, Hunt, Keiser, Nguyen, and Wilson, C.

Read first time 02/07/19. Referred to Committee on State Government,
Tribal Relations & Elections.

1 AN ACT Relating to recognizing the tenth day of April as Dolores
2 Huerta day; 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 2018 c 307 s 1 are each amended to read
5 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.

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

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

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

9 (5) Whenever any state legal holiday:

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

12 (b) Falls upon a Saturday, the preceding Friday is the legal
13 holiday.

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

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

22 (a) The thirteenth day of January, recognized as Korean-American
23 day;

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

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

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

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

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

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

34 (h) The fourth day of September, recognized as Marcus Whitman
35 day;

36 (i) The seventh day of December, recognized as Pearl Harbor
37 remembrance day;

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

1 (k) The nineteenth day of February, recognized as civil liberties
2 day of remembrance;
3 (l) The nineteenth day of June, recognized as Juneteenth, a day
4 of remembrance for the day the slaves learned of their freedom;
5 (m) The thirtieth day of March, recognized as welcome home
6 Vietnam veterans day;
7 (n) The eleventh day of January, recognized as human trafficking
8 awareness day; (~~and~~)
9 (o) The thirty-first day of March, recognized as Cesar Chavez
10 day; and
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(p) The tenth day of April, recognized as Dolores Huerta day.

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