
HOUSE BILL 1516

State of Washington

68th Legislature

2023 Regular Session

By Representatives Thai, Caldier, Entenman, Harris, Farivar, Ryu, Goodman, Reed, Fey, Steele, Ormsby, Ortiz-Self, Hansen, Springer, Bronoske, Slatter, Walen, Wylie, Fitzgibbon, Sandlin, Lekanoff, Senn, Fosse, Doglio, Taylor, Kloba, Peterson, Cortes, Street, Simmons, Ramel, Duerr, Gregerson, Schmidt, Reeves, Pollet, Macri, Riccelli, Morgan, and Bergquist

Read first time 01/23/23. Referred to Committee on State Government & Tribal Relations.

1 AN ACT Relating to lunar new year; and amending RCW 1.16.050.

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

3 **Sec. 1.** RCW 1.16.050 and 2021 c 295 s 2 are each amended to read
4 as follows:

5 (1) The following are state legal holidays:

6 (a) Sunday;

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

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

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

13 (e) The Saturday before the beginning of the lunar new year,
14 which is the date corresponding with the second new moon following
15 the winter solstice, or the third new moon following the winter
16 solstice should an intercalary month intervene;

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

18 ((+f)) (g) The nineteenth day of June, recognized as Juneteenth,
19 a day of remembrance for the day the African slaves learned of their
20 freedom;

1 ~~((g))~~ (h) The fourth day of July, the anniversary of the
2 Declaration of Independence;

3 ~~((h))~~ (i) The first Monday in September, to be known as Labor
4 Day;

5 ~~((i))~~ (j) The eleventh day of November, to be known as
6 Veterans' Day;

7 ~~((j))~~ (k) The fourth Thursday in November, to be known as
8 Thanksgiving Day;

9 ~~((k))~~ (l) The Friday immediately following the fourth Thursday
10 in November, to be known as Native American Heritage Day; and

11 ~~((l))~~ (m) The twenty-fifth day of December, commonly called
12 Christmas Day.

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

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

1 a reason of faith or conscience, or an organized activity conducted
2 under the auspices of a religious denomination, church, or religious
3 organization, the employer must allow the employee to do so unless
4 the employee's absence would impose an undue hardship on the employer
5 or the employee is necessary to maintain public safety. Undue
6 hardship shall have the meaning established in rule by the office of
7 financial management under RCW 43.41.109.

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

16 (5) Whenever any state legal holiday:

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

19 (b) Falls upon a Saturday, the preceding Friday is the legal
20 holiday. However, the legal holiday for lunar new year is observed on
21 the Saturday before lunar new year as provided in subsection (1) of
22 this section.

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

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

31 (a) The thirteenth day of January, recognized as Korean-American
32 day;

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

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

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

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

1 (f) The second Sunday in October, recognized as Washington state
2 children's day;
3 (g) The sixteenth day of April, recognized as Mother Joseph day;
4 (h) The fourth day of September, recognized as Marcus Whitman
5 day;
6 (i) The seventh day of December, recognized as Pearl Harbor
7 remembrance day;
8 (j) The twenty-seventh day of July, recognized as national Korean
9 war veterans armistice day;
10 (k) The nineteenth day of February, recognized as civil liberties
11 day of remembrance;
12 (l) The thirtieth day of March, recognized as welcome home
13 Vietnam veterans day;
14 (m) The eleventh day of January, recognized as human trafficking
15 awareness day;
16 (n) The thirty-first day of March, recognized as Cesar Chavez
17 day;
18 (o) The tenth day of April, recognized as Dolores Huerta day;
19 (p) The fourth Saturday of September, recognized as public lands
20 day; and
21 (q) The eighteenth day of December, recognized as blood donor
22 day.

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