

---

**SENATE BILL 5159**

---

**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** Senators Shewmake, Frame, and Nobles

Prefiled 01/07/25. Read first time 01/13/25. Referred to Committee on State Government, Tribal Affairs & Elections.

1 AN ACT Relating to establishing trick-or-treat day; amending RCW  
2 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.** The legislature finds that the celebration  
5 of Halloween is a centuries old tradition celebrated by children and  
6 the young at heart across Washington state. The celebration of this  
7 holiday on October 31st when it falls during the school week,  
8 however, has created a number of negative consequences including  
9 learning loss and absenteeism on the day of and the day following  
10 Halloween. It also makes it more difficult for families to celebrate  
11 the holiday together.

12 The legislature finds that establishing a "Trick-or-Treat Day"  
13 the weekend prior to the first day of November will reduce stress for  
14 families and improve public safety by allowing children to begin  
15 earlier in the day before nightfall and reduce accidents and  
16 fatalities by allowing for roads to be closed that are utilized by  
17 commuters during the school week.

18 **Sec. 2.** RCW 1.16.050 and 2024 c 76 s 3 are each amended to read  
19 as follows:

20 (1) The following are state legal holidays:

- 1 (a) Sunday;
- 2 (b) The first day of January, commonly called New Year's Day;
- 3 (c) The third Monday of January, celebrated as the anniversary of  
4 the birth of Martin Luther King, Jr.;
- 5 (d) The third Monday of February, to be known as Presidents' Day  
6 and celebrated as the anniversary of the births of Abraham Lincoln  
7 and George Washington;
- 8 (e) The last Monday of May, commonly known as Memorial Day;
- 9 (f) The nineteenth day of June, recognized as Juneteenth, a day  
10 of remembrance for the day the African slaves learned of their  
11 freedom;
- 12 (g) The fourth day of July, the anniversary of the Declaration of  
13 Independence;
- 14 (h) The first Monday in September, to be known as Labor Day;
- 15 (i) The eleventh day of November, to be known as Veterans Day;
- 16 (j) The fourth Thursday in November, to be known as Thanksgiving  
17 Day;
- 18 (k) The Friday immediately following the fourth Thursday in  
19 November, to be known as Native American Heritage Day; and
- 20 (l) The twenty-fifth day of December, commonly called Christmas  
21 Day.
- 22 (2) Employees of the state and its political subdivisions, except  
23 employees of school districts and except those nonclassified  
24 employees of institutions of higher education who hold appointments  
25 or are employed under contracts to perform services for periods of  
26 less than twelve consecutive months, are entitled to one paid holiday  
27 per calendar year in addition to those specified in this section.  
28 Each employee of the state or its political subdivisions may select  
29 the day on which the employee desires to take the additional holiday  
30 provided for in this section after consultation with the employer  
31 pursuant to guidelines to be promulgated by rule of the appropriate  
32 personnel authority, or in the case of local government by ordinance  
33 or resolution of the legislative authority.
- 34 (3) Employees of the state and its political subdivisions,  
35 including employees of school districts and those nonclassified  
36 employees of institutions of higher education who hold appointments  
37 or are employed under contracts to perform services for periods of  
38 less than twelve consecutive months, are entitled to two unpaid  
39 holidays per calendar year for a reason of faith or conscience or an  
40 organized activity conducted under the auspices of a religious

1 denomination, church, or religious organization. This includes  
2 employees of public institutions of higher education, including  
3 community colleges, technical colleges, and workforce training  
4 programs. The employee may select the days on which the employee  
5 desires to take the two unpaid holidays after consultation with the  
6 employer pursuant to guidelines to be promulgated by rule of the  
7 appropriate personnel authority, or in the case of local government  
8 by ordinance or resolution of the legislative authority. If an  
9 employee prefers to take the two unpaid holidays on specific days for  
10 a reason of faith or conscience, or an organized activity conducted  
11 under the auspices of a religious denomination, church, or religious  
12 organization, the employer must allow the employee to do so unless  
13 the employee's absence would impose an undue hardship on the employer  
14 or the employee is necessary to maintain public safety. Undue  
15 hardship shall have the meaning established in rule by the office of  
16 financial management under RCW 43.41.109.

17 (4) If any of the state legal holidays specified in this section  
18 are also federal legal holidays but observed on different dates, only  
19 the state legal holidays are recognized as a paid legal holiday for  
20 employees of the state and its political subdivisions. However, for  
21 port districts and the law enforcement and public transit employees  
22 of municipal corporations, either the federal or the state legal  
23 holiday is recognized as a paid legal holiday, but in no case may  
24 both holidays be recognized as a paid legal holiday for employees.

25 (5) Whenever any state legal holiday:

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

28 (b) Falls upon a Saturday, the preceding Friday is the legal  
29 holiday.

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

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

38 (a) The thirteenth day of January, recognized as Korean-American  
39 day;

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

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

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

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

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

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

10 (h) The fourth day of September, recognized as Marcus Whitman  
11 day;

12 (i) The seventh day of December, recognized as Pearl Harbor  
13 remembrance day;

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

16 (k) The nineteenth day of February, recognized as civil liberties  
17 day of remembrance;

18 (l) The thirtieth day of March, recognized as welcome home  
19 Vietnam veterans day;

20 (m) The eleventh day of January, recognized as human trafficking  
21 awareness day;

22 (n) The thirty-first day of March, recognized as Cesar Chavez  
23 day;

24 (o) The tenth day of April, recognized as Dolores Huerta day;

25 (p) The fourth Saturday of September, recognized as public lands  
26 day;

27 (q) The eighteenth day of December, recognized as blood donor  
28 day;

29 (r) The fifteenth day of May, recognized as water safety day;

30 (s) The ninth day of March, recognized as Billy Frank Jr. day;

31 ((and))

32 (t) The date corresponding with the second new moon following the  
33 winter solstice, or the third new moon following the winter solstice  
34 should an intercalary month intervene, recognized as the lunar new  
35 year; and

36 (u) The last Saturday in October, or the last Friday in October  
37 as cities, towns, and counties may authorize due to inclement  
38 weather, recognized as trick-or-treat day.

--- END ---