HOUSE BILL 1485

State of Washington 67th Legislature 2021 Regular Session

By Representatives Caldier, Chambers, Graham, Lekanoff, Volz, Sutherland, Jacobsen, Eslick, and Pollet

Read first time 02/04/21. Referred to Committee on State Government & Tribal Relations.

1 AN ACT Relating to recognizing Women's Suffrage Day as a legal 2 holiday; 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 2020 c 74 s 2 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.;

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

14 (e) <u>The twenty-second day of March, to be known as Women's</u> 15 <u>Suffrage Day;</u>

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

17 (((f))) <u>(g)</u> The fourth day of July, the anniversary of the 18 Declaration of Independence;

19 (((g))) <u>(h)</u> The first Monday in September, to be known as Labor 20 Day; 1 (((+))) (i) The eleventh day of November, to be known as
2 Veterans' Day;

3 (((i))) (j) The fourth Thursday in November, to be known as
4 Thanksgiving Day;

5 (((-j))) (k) The Friday immediately following the fourth Thursday
6 in November, to be known as Native American Heritage Day; and

7 (((k))) <u>(1)</u> The twenty-fifth day of December, commonly called 8 Christmas Day.

(2) Employees of the state and its political subdivisions, except 9 10 employees of school districts and except those nonclassified employees of institutions of higher education who hold appointments 11 12 or are employed under contracts to perform services for periods of less than twelve consecutive months, are entitled to one paid holiday 13 per calendar year in addition to those specified in this section. 14 15 Each employee of the state or its political subdivisions may select 16 the day on which the employee desires to take the additional holiday 17 provided for in this section after consultation with the employer pursuant to guidelines to be promulgated by rule of the appropriate 18 19 personnel authority, or in the case of local government by ordinance or resolution of the legislative authority. 20

21 (3) Employees of the state and its political subdivisions, including employees of school districts and those nonclassified 22 23 employees of institutions of higher education who hold appointments or are employed under contracts to perform services for periods of 24 25 less than twelve consecutive months, are entitled to two unpaid holidays per calendar year for a reason of faith or conscience or an 26 27 organized activity conducted under the auspices of a religious 28 denomination, church, or religious organization. This includes employees of public institutions of higher education, including 29 30 community colleges, technical colleges, and workforce training 31 programs. The employee may select the days on which the employee 32 desires to take the two unpaid holidays after consultation with the 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 39 organization, the employer must allow the employee to do so unless 40 the employee's absence would impose an undue hardship on the employer

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1 or the employee is necessary to maintain public safety. Undue 2 hardship shall have the meaning established in rule by the office of 3 financial management under RCW 43.41.109.

(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 6 the state legal holidays are recognized as a paid legal holiday for 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 11 both holidays be recognized as a paid legal holiday for employees.

12 (5) Whenever any state legal holiday:

(a) Other than Sunday, falls upon a Sunday, the following Mondayis the legal holiday; or

15 (b) Falls upon a Saturday, the preceding Friday is the legal 16 holiday.

17 (6) Nothing in this section may be construed to have the effect 18 of adding or deleting the number of paid holidays provided for in an 19 agreement between employees and employers of political subdivisions 20 of the state or as established by ordinance or resolution of the 21 local government legislative authority.

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

(a) The thirteenth day of January, recognized as Korean-American26 day;

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

28 (c) The ninth day of April, recognized as former prisoner of war 29 recognition day;

30 (d) The twenty-sixth day of January, recognized as Washington31 army and air national guard day;

32 (e) The seventh day of August, recognized as purple heart33 recipient recognition day;

34 (f) The second Sunday in October, recognized as Washington state 35 children's day;

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

37 (h) The fourth day of September, recognized as Marcus Whitman 38 day;

39 (i) The seventh day of December, recognized as Pearl Harbor 40 remembrance day;

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

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