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HOUSE BILL 1560

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State of Washington                      64th Legislature                      2015 Regular Session

By Representatives Hudgins, Ortiz-Self, Ryu, Moscoso, Reykdal,  
Gregerson, Peterson, Bergquist, Santos, McBride, and Ormsby

Read first time 01/22/15. Referred to Committee on State Government.

1            AN ACT Relating to recognizing the thirty-first of March as Cesar  
2 Chavez Day; and 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 2014 c 177 s 2 and 2014 c 168 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.

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 (~~and~~)

6 (m) The thirtieth day of March, recognized as welcome home  
7 Vietnam veterans day; and

8 (n) The thirty-first of March, recognized as Cesar Chavez Day.

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