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**SENATE BILL 5046**

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**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** Senators J. Wilson, Wagoner, Hasegawa, Kauffman, Dozier, Valdez,  
and McCune

Prefiled 12/13/24.

1 AN ACT Relating to designating kimchi day; amending RCW 1.16.050;  
2 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 kimchi is a  
5 traditional Korean dish with a long, rich history beginning over  
6 2,000 years ago during the time of the three kingdoms of Korea.  
7 "Kimjang," the process by which kimchi is prepared, has been  
8 recognized as an intangible cultural heritage of humanity by the  
9 United Nations educational, scientific, and cultural organization.  
10 Kimchi is found for sale across the United States at major retailers  
11 and is becoming an international staple as an excellent source of  
12 probiotics, filate, beta-carotene, choline, potassium, calcium, and  
13 vitamins A, C, and K, many of which contribute to lower rates of  
14 stroke, cancer, and diabetes. The legislature further finds that  
15 South Korea celebrates "national kimchi day" on November 22nd,  
16 representing the 11 major ingredients and 22 health benefits of the  
17 dish. The states of California, Virginia, and Hawaii also recognize  
18 November 22nd as kimchi day. The legislature intends to join these  
19 governments by recognizing November 22nd of each year as "kimchi  
20 day."

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

3       (1) The following are state legal holidays:

4       (a) Sunday;

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

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

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

11       (e) The last Monday of May, commonly known as Memorial Day;

12       (f) The nineteenth day of June, recognized as Juneteenth, a day  
13 of remembrance for the day the African slaves learned of their  
14 freedom;

15       (g) The fourth day of July, the anniversary of the Declaration of  
16 Independence;

17       (h) The first Monday in September, to be known as Labor Day;

18       (i) The eleventh day of November, to be known as Veterans Day;

19       (j) The fourth Thursday in November, to be known as Thanksgiving  
20 Day;

21       (k) The Friday immediately following the fourth Thursday in  
22 November, to be known as Native American Heritage Day; and

23       (1) The twenty-fifth day of December, commonly called Christmas  
24 Day.

25       (2) Employees of the state and its political subdivisions, except  
26 employees of school districts and except 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 one paid holiday  
30 per calendar year in addition to those specified in this section.  
31 Each employee of the state or its political subdivisions may select  
32 the day on which the employee desires to take the additional holiday  
33 provided for in this section after consultation with the employer  
34 pursuant to guidelines to be promulgated by rule of the appropriate  
35 personnel authority, or in the case of local government by ordinance  
36 or resolution of the legislative authority.

37       (3) Employees of the state and its political subdivisions,  
38 including employees of school districts and those nonclassified  
39 employees of institutions of higher education who hold appointments  
40 or are employed under contracts to perform services for periods of

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

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

28 (5) Whenever any state legal holiday:

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

31 (b) Falls upon a Saturday, the preceding Friday is the legal  
32 holiday.

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

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

- 1 (a) The thirteenth day of January, recognized as Korean-American  
2 day;
- 3 (b) The twelfth day of October, recognized as Columbus day;
- 4 (c) The ninth day of April, recognized as former prisoner of war  
5 recognition day;
- 6 (d) The twenty-sixth day of January, recognized as Washington  
7 army and air national guard day;
- 8 (e) The seventh day of August, recognized as purple heart  
9 recipient recognition day;
- 10 (f) The second Sunday in October, recognized as Washington state  
11 children's day;
- 12 (g) The sixteenth day of April, recognized as Mother Joseph day;
- 13 (h) The fourth day of September, recognized as Marcus Whitman  
14 day;
- 15 (i) The seventh day of December, recognized as Pearl Harbor  
16 remembrance day;
- 17 (j) The twenty-seventh day of July, recognized as national Korean  
18 war veterans armistice day;
- 19 (k) The nineteenth day of February, recognized as civil liberties  
20 day of remembrance;
- 21 (l) The thirtieth day of March, recognized as welcome home  
22 Vietnam veterans day;
- 23 (m) The eleventh day of January, recognized as human trafficking  
24 awareness day;
- 25 (n) The thirty-first day of March, recognized as Cesar Chavez  
26 day;
- 27 (o) The tenth day of April, recognized as Dolores Huerta day;
- 28 (p) The fourth Saturday of September, recognized as public lands  
29 day;
- 30 (q) The eighteenth day of December, recognized as blood donor  
31 day;
- 32 (r) The fifteenth day of May, recognized as water safety day;
- 33 (s) The ninth day of March, recognized as Billy Frank Jr. day;
- 34 (~~and~~)
- 35 (t) The date corresponding with the second new moon following the  
36 winter solstice, or the third new moon following the winter solstice  
37 should an intercalary month intervene, recognized as the lunar new  
38 year; and

1 (u) The twenty-second day of November, recognized as kimchi day.

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