

---

**HOUSE BILL 1434**

---

**State of Washington**

**69th Legislature**

**2025 Regular Session**

**By** Representatives Salahuddin, Mena, Farivar, Taylor, Cortes, Scott, Obras, Bernbaum, Stearns, Simmons, Berry, Duerr, Parshley, Peterson, Reed, Ramel, Walen, Gregerson, Doglio, Fosse, Ormsby, Ryu, Street, Hill, Macri, Donaghy, and Santos

Read first time 01/20/25. Referred to Committee on State Government & Tribal Relations.

1 AN ACT Relating to establishing Eid al-Fitr and Eid al-Adha as  
2 state holidays; 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 2024 c 76 s 3 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.;

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 first day of the tenth month of the Islamic calendar,  
15 which is lunar-cycle based and shifts by approximately 10 to 11 days  
16 each year, commonly called Eid al-Fitr;

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

18 ((+f)) (g) The tenth day of the twelfth month of the Islamic  
19 calendar, which is lunar-cycle based and shifts by approximately 10  
20 to 11 days each year, commonly called Eid al-Adha;

1        (h) The nineteenth day of June, recognized as Juneteenth, a day  
2 of remembrance for the day the African slaves learned of their  
3 freedom;

4        ~~((g))~~ (i) The fourth day of July, the anniversary of the  
5 Declaration of Independence;

6        ~~((h))~~ (j) The first Monday in September, to be known as Labor  
7 Day;

8        ~~((i))~~ (k) The eleventh day of November, to be known as Veterans  
9 Day;

10       ~~((j))~~ (l) The fourth Thursday in November, to be known as  
11 Thanksgiving Day;

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

14       ~~((l))~~ (n) The twenty-fifth day of December, commonly called  
15 Christmas Day.

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

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

1 appropriate personnel authority, or in the case of local government  
2 by ordinance or resolution of the legislative authority. If an  
3 employee prefers to take the two unpaid holidays on specific days for  
4 a reason of faith or conscience, or an organized activity conducted  
5 under the auspices of a religious denomination, church, or religious  
6 organization, the employer must allow the employee to do so unless  
7 the employee's absence would impose an undue hardship on the employer  
8 or the employee is necessary to maintain public safety. Undue  
9 hardship shall have the meaning established in rule by the office of  
10 financial management under RCW 43.41.109.

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

19 (5) Whenever any state legal holiday:

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

22 (b) Falls upon a Saturday, the preceding Friday is the legal  
23 holiday.

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

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

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

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

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

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

39 (e) The seventh day of August, recognized as purple heart  
40 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;  
21 (q) The eighteenth day of December, recognized as blood donor  
22 day;  
23 (r) The fifteenth day of May, recognized as water safety day;  
24 (s) The ninth day of March, recognized as Billy Frank Jr. day;  
25 and  
26 (t) The date corresponding with the second new moon following the  
27 winter solstice, or the third new moon following the winter solstice  
28 should an intercalary month intervene, recognized as the lunar new  
29 year.

--- END ---