
SENATE BILL 5106

State of Washington

69th Legislature

2025 Regular Session

By Senators Trudeau and Warnick

Prefiled 12/23/24.

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.

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