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## A BILL FOR AN ACT

RELATING TO STATE HOLIDAYS.

**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:**

1           SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended  
2 by adding a new section to be appropriately designated and to  
3 read as follows:

4           "§78-       Paid leave; employee's date of birth. Employees  
5 shall be eligible for up to eight hours of paid leave during  
6 normal business hours on the anniversary of the employee's date  
7 of birth on even-numbered years; provided that:

8           (1) The time off shall not be credited against vacation or  
9           sick leave benefits, if any;

10          (2) The provision of paid leave shall not adversely  
11          interfere with the operations of the work unit nor  
12          require the applicable agency to incur costs for  
13          additional human resources or overtime;

14          (3) If the employee's date of birth falls on Sunday, paid  
15          leave shall be granted on the following Monday;

16          (4) If the employee's date of birth falls on Saturday,  
17          paid leave shall be granted on the preceding Friday;



- 1        (5) If the employee's date of birth falls on a designated
- 2        holiday, paid leave shall be granted on either the
- 3        preceding or the following business day; and
- 4        (6) The employee shall take no more than eight hours of
- 5        paid leave under this section during any two calendar
- 6        year period."

7        SECTION 2. Section 8-1, Hawaii Revised Statutes, is  
 8        amended to read as follows:

9        "**§8-1 Holidays designated.** The following days of each  
 10       year are set apart and established as state holidays:

- 11       The first day in January, New Year's Day;
- 12       The third Monday in January, Dr. Martin Luther King, Jr.,
- 13       Day;
- 14       The third Monday in February, Presidents' Day;
- 15       The twenty-sixth day in March, Prince Jonah Kuhio
- 16       Kalaniana'ole Day;
- 17       The Friday preceding Easter Sunday, Good Friday;
- 18       The last Monday in May, Memorial Day;
- 19       The eleventh day in June, King Kamehameha I Day;
- 20       The fourth day in July, Independence Day;
- 21       The third Friday in August, Statehood Day;



1 The first Monday in September, Labor Day;  
 2 The eleventh day in November, Veterans' Day;  
 3 The fourth Thursday in November, Thanksgiving Day;  
 4 The twenty-fifth day in December, Christmas Day;  
 5 ~~[All election days, except primary and special election~~  
 6 ~~days, in the county wherein the election is held,]~~

7 Any day designated by proclamation by the President of the  
 8 United States or by the governor as a holiday."

9 SECTION 3. If any provision of this Act, or the  
 10 application thereof to any person or circumstance, is held  
 11 invalid, the entire Act shall be invalidated, and the Act shall  
 12 not be given effect, and to this end the provisions of this Act  
 13 are non-severable.

14 SECTION 4. This Act does not affect rights and duties that  
 15 matured, penalties that were incurred, and proceedings that were  
 16 begun before its effective date.

17 SECTION 5. Statutory material to be repealed is bracketed  
 18 and stricken. New statutory material is underscored.

19 SECTION 6. This Act shall take effect upon its approval.

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INTRODUCED BY:                     *Reum* *012*                    

JAN 22 2020



# H.B. NO. 2402

**Report Title:**

State Holidays; Paid Leave; Election Days; Date of Birth

**Description:**

Repeals the provision making election days state holidays and provides 8 hours of paid leave during normal business hours on the anniversary of an employee's date of birth on even-numbered years.

*The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.*

