



Senate

General Assembly

File No. 484

February Session, 2022

Senate Bill No. 350

Senate, April 14, 2022

The Committee on Government Administration and Elections reported through SEN. FLEXER of the 29th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT ESTABLISHING JUNETEENTH INDEPENDENCE DAY AS A LEGAL HOLIDAY.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 1-4 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2022*):

3 In each year the first day of January (known as New Year's Day), the
4 fifteenth day of January of each year prior to 1986, and commencing on
5 the twentieth day of January in 1986, the first Monday occurring on or
6 after January fifteenth (known as Martin Luther King, Jr. Day), the
7 twelfth day of February (known as Lincoln Day), the third Monday in
8 February (known as Washington's Birthday), the last Monday in May
9 (known as Memorial Day or Decoration Day), the nineteenth day of June
10 (known as Juneteenth Independence Day), the fourth day of July
11 (known as Independence Day), the first Monday in September (known
12 as Labor Day), the second Monday in October (known as Columbus
13 Day), the eleventh day of November (known as Veterans' Day) and the

14 twenty-fifth day of December (known as Christmas) and any day
 15 appointed or recommended by the Governor of this state or the
 16 President of the United States as a day of thanksgiving, fasting or
 17 religious observance, shall each be a legal holiday, except that whenever
 18 any of such days which are not designated to occur on Monday, occurs
 19 upon a Sunday, the Monday next following such day shall be a legal
 20 holiday and whenever any of such days occurs upon a Saturday, the
 21 Friday immediately preceding such day shall be a legal holiday. When
 22 any such holiday, except holidays in January and December, occurs on
 23 a school day, each local and regional board of education may close the
 24 public schools under its jurisdiction for such day or hold a session of the
 25 public schools on such day, provided, if a session is held, the board shall
 26 require each school to hold a suitable nonsectarian educational program
 27 in observance of such holiday. If a holiday in January or December
 28 occurs on a school day, there shall be no session of the public schools on
 29 such day.

This act shall take effect as follows and shall amend the following sections:		
Section 1	October 1, 2022	1-4

GAE *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 23 \$	FY 24 \$
Various State Agencies	Various - Cost	1.8 million- 2.3 million	1.8 million- 2.3 million

Note: Various=Various

Municipal Impact:

Municipalities	Effect	FY 23 \$	FY 24 \$
Various Municipalities	STATE MANDATE ¹ - Cost	less than 50,000	less than 50,000

Explanation

The bill designates Juneteenth Independence Day as a legal state holiday. It is estimated that the Juneteenth Independence Day holiday will cost the state \$1.8 million to \$2.3 million annually, depending on how much overtime is utilized to cover the shifts for the essential employees who work on the new holiday.

It is assumed that Juneteenth Independence Day will be considered a non-premium state holiday.² Columbus Day was used as a model to estimate the cost of establishing a new non-premium state holiday. The time and labor and payroll databases in CORE-CT³ were utilized to

¹ State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

² Premium state holidays are New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. State employees who work on these holidays may receive additional (premium) pay.

³ The CORE-CT time and labor database does not include the judicial or legislative branches.

compile these estimates.

Essential state employees who worked on Columbus Day in 2018 accrued \$1.5 million in paid time off (to be used at a later date). The additional cost results from replacing the worker when he/she takes a day off. This occurs primarily in the 24/7 operations of state government, such as correctional facilities, State Police, and health care facilities.

Additionally, employees were compensated \$300,000 for working on Columbus Day 2018. Certain collective bargaining agreements allow employees the option to accrue a compensatory day or earn compensation for working on a state holiday.

Therefore, it is estimated that the additional paid time off earned annually by the essential employees who work on Juneteenth Independence Day would be \$1.5 million to \$2 million.

It is also anticipated that compensation to employees who work on Juneteenth Independence Day and who elect compensation in lieu of compensatory time, along with any overtime pay, would total approximately \$300,000.

The bill also results in a cost to municipalities due to increased overtime costs associated with an additional state holiday. These costs, estimated to be less than \$50,000 per municipality, will vary based on the size of the municipal workforce, and on the specific holiday pay structure of each municipality. As an illustration, it is estimated that an additional holiday would result in costs to the City of New Britain of approximately \$22,000.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

OLR Bill Analysis**SB 350*****AN ACT ESTABLISHING JUNETEENTH INDEPENDENCE DAY AS A LEGAL HOLIDAY.*****SUMMARY**

This bill establishes a new legal state holiday on June 19 known as Juneteenth Independence Day.

The State Personnel Act mandates that each full-time permanent state employee receives paid time off for legal holidays (CGS § 5-254). To the extent it is considered a change in working conditions, an additional paid day off may have to be negotiated with public employee collective bargaining units.

By law, legal state holidays are also bank and credit union holidays, during which time, bank and credit union transactions are generally suspended (CGS § 36a-23).

The decision to close public schools on Juneteenth Independence Day is made by each local school district. By law, each local and regional board of education that remains open on a legal state holiday must hold a suitable educational program in observance of the holiday.

EFFECTIVE DATE: October 1, 2022

BACKGROUND***Federal Holiday***

In 2021, the federal government established June 19, to be known as Juneteenth National Independence Day, as a federal legal holiday (5 U.S.C. 6103(a)).

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable

Yea 12 Nay 4 (03/29/2022)