

Stricken language would be deleted from and underlined language would be added to the law as it existed prior to this session of the General Assembly.

1 State of Arkansas
2 84th General Assembly
3 Regular Session, 2003
4

A Bill

HOUSE BILL 2416

5 By: Representatives Elliott, House, Clemons
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7

For An Act To Be Entitled

9 AN ACT TO PROVIDE STATE EMPLOYEES AND EMPLOYEES
10 OF INSTITUTIONS OF HIGHER EDUCATION WITH ONE AND
11 A HALF DAYS OF TIME OFF IN LIEU OF THE STATE
12 HOLIDAYS WORKED BY THE EMPLOYEE; AND FOR OTHER
13 PURPOSES.
14

Subtitle

15 TO PROVIDE STATE EMPLOYEES AND EMPLOYEES
16 OF INSTITUTIONS OF HIGHER EDUCATION WITH
17 ONE AND A HALF DAYS OF TIME OFF IN LIEU
18 OF THE STATE HOLIDAYS WORKED BY THE
19 EMPLOYEE.
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23 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
24

25 SECTION 2. Arkansas Code § 1-5-102 is amended to read as follows:

26 1-5-102. State offices to be closed on holidays - Exceptions.

27 (a) All state offices shall be closed on all days declared to be legal
28 holidays under the laws of this state, and all persons employed thereby shall
29 not be required to work on legal holidays. However, this section shall not
30 apply to those state government offices wherever located and to those
31 employees that are essential to the preservation and protection of the public
32 peace, health, and safety, nor to the offices of the various constitutional
33 officers who may use their own discretion in the matter of closing their
34 offices on legal holidays.

35 (b) It is the specific intent of this section that all state offices
36 be closed on all legal holidays even though one (1) or more legal holidays



1 shall fall during a general or special session of the General Assembly,
 2 provided that, with respect to state offices located in Pulaski County, those
 3 offices shall not be closed for any legal holiday during any general or
 4 special session of the General Assembly unless they are permitted to close by
 5 resolution of the General Assembly, but those offices shall maintain only a
 6 minimum number of employees necessary to carry on the business of the
 7 offices.

8 (c) Any state employee who is required to work on a legal holiday, for
 9 any reason, shall be entitled to ~~equivalent~~ time off at a later date as
 10 provided under § 1-5-104(d).

11 (d) Notwithstanding the provisions of subsection (a) of this section,
 12 state-supported institutions of higher learning in this state may require the
 13 employees of the institutions to work on any of the holidays established in §
 14 1-5-101, but if the employees are required to work on any day declared as a
 15 legal holiday, the employees shall be entitled to ~~equivalent~~ time off on
 16 another date as provided under § 1-5-104(d).

17
 18 SECTION 2. Arkansas Code § 1-5-104 is amended to read as follows:
 19 1-5-104. Entitlement to paid holiday or equivalent time.

20 (a) To be eligible for holiday pay, the employee must be on pay status
 21 his last scheduled work day before the holiday and his first scheduled work
 22 day after the holiday.

23 (b) When a holiday falls while an employee is on annual or sick leave,
 24 that day is charged as a holiday and that day will not be charged against his
 25 annual or sick leave.

26 (c) When a holiday falls on an employee's regular scheduled day off,
 27 he will be given ~~equivalent~~ time off as provided under subsection (d) of this
 28 section.

29 (d) The following provisions apply to employees who cannot take
 30 holidays as scheduled:

31 (1)(A) Employees must work on holidays when the needs of the
 32 agency require it. Department or agency directors will determine the need~~+~~.

33 (B) If employees work on a holiday, the employees shall be
 34 given a day and a half of time off in lieu of each holiday worked;

35 (2) ~~Days~~ Time off for holidays worked may be taken at a time
 36 approved by the employee's supervisor. They are to be taken as soon as it is

1 practical;

2 (3) Supervisors are responsible for scheduling ~~days~~ time off in
3 lieu of holidays for their employees. Department heads and supervisors are
4 responsible for informing their employees of the schedule and the observance
5 of all provisions.

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