

- 31 ~~[(vii)]~~ (viii) July 4, called Independence Day;
- 32 ~~[(viii)]~~ (ix) July 24, called Pioneer Day;
- 33 ~~[(ix)]~~ (x) the first Monday of September, called Labor Day;
- 34 ~~[(x)]~~ (xi) the second Monday of October, called Columbus Day;
- 35 ~~[(xi)]~~ (xii) November 11, called Veterans Day;
- 36 ~~[(xii)]~~ (xiii) the fourth Thursday of November, called Thanksgiving Day;
- 37 ~~[(xiii)]~~ (xiv) December 25, called Christmas; and
- 38 ~~[(xiv)]~~ (xv) all days which may be set apart by the President of the United States, or
- 39 the governor of this state by proclamation as days of fast or thanksgiving.
- 40 ~~[(b) If any of the holidays under Subsections (1)(a)(ii) through (v) or Subsections~~
- 41 ~~(1)(a)(vii) through (xiv), falls on Sunday, then the following Monday shall be the~~
- 42 ~~holiday.]~~
- 43 ~~[(c) If any of the holidays under Subsections (1)(a)(ii) through (v) or Subsections~~
- 44 ~~(1)(a)(vii) through (xiv) falls on Saturday, then the preceding Friday shall be the~~
- 45 ~~holiday.]~~
- 46 ~~[(d)]~~ (b) Except as provided in Subsection (1)(e), for a holiday described in Subsection
- 47 (1)(a) that is not a specified day of the week:
- 48 (i) if the holiday falls on a Saturday, then the preceding Friday shall be the holiday;
- 49 and
- 50 (ii) if the holiday falls on a Sunday, then the following Monday shall be the holiday.
- 51 (c) Each employee may select one additional day, called Personal Preference Day, to be
- 52 scheduled pursuant to rules adopted by the Division of Human Resource
- 53 Management.
- 54 ~~[(e)]~~ (d) For purposes of Utah Constitution Article VI, Section 16, Subsection (1),
- 55 regarding the exclusion of state holidays from the 45-day legislative general session,
- 56 Sunday is not considered a state holiday.
- 57 ~~[(f)]~~ (e)(i) The Juneteenth National Freedom Day holiday is on June 19, if that day is
- 58 on a Monday.
- 59 (ii) If June 19 is on a Tuesday, Wednesday, Thursday, or Friday, the Juneteenth
- 60 National Freedom Day holiday is on the immediately preceding Monday.
- 61 (iii) If June 19 is on a Saturday or Sunday, the Juneteenth National Freedom Day
- 62 holiday is on the immediately following Monday.
- 63 (2)(a) Whenever in the governor's opinion extraordinary conditions exist justifying the
- 64 action, the governor may:

- 65 (i) declare, by proclamation, legal holidays in addition to those holidays under
66 Subsection (1); and
67 (ii) limit the holidays to certain classes of business and activities to be designated by
68 the governor.
- 69 (b) A holiday may not extend for a longer period than 60 consecutive days.
- 70 (c) Any holiday may be renewed for one or more periods not exceeding 30 days each as
71 the governor may consider necessary, and any holiday may, by like proclamation, be
72 terminated before the expiration of the period for which it was declared.

73 **Section 2. Effective Date.**

74 This bill takes effect:

75 (1) except as provided in Subsection (2), May 7, 2025; or

76 (2) if approved by two-thirds of all members elected to each house:

77 (a) upon approval by the governor;

78 (b) without the governor's signature, the day following the constitutional time limit of
79 Utah Constitution, Article VII, Section 8; or

80 (c) in the case of a veto, the date of veto override.