

Keven J. Stratton proposes the following substitute bill:

State Legal Holiday Amendments

2026 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Keven J. Stratton

House Sponsor:

LONG TITLE

General Description:

This bill addresses state legal holidays and holy days.

Highlighted Provisions:

This bill:

- makes Good Friday a legal holiday in Utah;
- for Good Friday, provides a half-day of paid time off to a state employee;
- requires a school district, a charter school, and an institution of higher education to prioritize, to the extent possible, scheduling school breaks to coincide with state holy days;
- requires a government entity to place a high priority on approving an employee's request to take personal leave on a state holy day; and
- makes technical changes.

Money Appropriated in this Bill:

None

Other Special Clauses:

None

Utah Code Sections Affected:

AMENDS:

63G-1-301, as repealed and reenacted by Laws of Utah 2025, Chapter 448

63G-1-1101, as enacted by Laws of Utah 2025, Chapter 351

ENACTS:

53G-4-416, Utah Code Annotated 1953

53G-5-415, Utah Code Annotated 1953

53H-3-1304, Utah Code Annotated 1953

29 *Be it enacted by the Legislature of the state of Utah:*

30 Section 1. Section **53G-4-416** is enacted to read:

31 **53G-4-416 . School district prioritization of school breaks to coincide with state**
32 **holy days.**

33 Starting with the 2027-28 school year, when setting the schedule for a school year, a
34 school district shall, to the extent possible, prioritize scheduling school breaks to coincide with
35 Good Friday and other state holy days described in Section 63G-1-1101.

36 Section 2. Section **53G-5-415** is enacted to read:

37 **53G-5-415 . Charter school prioritization of school breaks to coincide with state**
38 **holy days.**

39 Starting with the 2027-28 school year, when setting the schedule for a school year, a
40 charter school shall, to the extent possible, prioritize scheduling school breaks to coincide with
41 Good Friday and other state holy days described in Section 63G-1-1101.

42 Section 3. Section **53H-3-1304** is enacted to read:

43 **53H-3-1304 . Institution of higher education prioritization of school breaks to**
44 **coincide with state holy days.**

45 Starting with the 2027-28 school year, when setting the schedule for a school year, a,
46 institution of higher education shall, to the extent possible, prioritize scheduling school breaks
47 to coincide with Good Friday and other state holy days described in Section 63G-1-1101.

48 Section 4. Section **63G-1-301** is amended to read:

49 **63G-1-301 . Legal holidays -- Personal preference day -- Governor authorized to**
50 **declare additional legal holidays.**

51 (1) The following days are legal holidays in Utah:

52 (a) except as provided in Subsection (2)(a) or (b):

53 (i) January 1, New Year's Day;

54 (ii) July 4, Independence Day;

55 (iii) July 24, Pioneer Day;

56 (iv) November 11, Veterans Day;

57 (v) December 25, Christmas; and

58 (vi) a day designated by proclamation issued by the president of the United States or
59 the governor as a day of fasting or thanksgiving;

60 (b)[(i) ~~the first Sunday after the first full moon that occurs on or after the spring~~
61 ~~equinox, Easter Sunday;~~

62 [(ii)] (i) the third Monday of January, Dr. Martin Luther King, Jr. Day;

- 63 ~~[(iii)]~~ (ii) the third Monday of February, Washington and Lincoln Day;
- 64 (iii) subject to Subsection (6), the Friday preceding Easter Sunday, Good Friday;
- 65 (iv) the first Sunday after the first full moon that occurs on or after the spring
- 66 equinox, Easter Sunday;
- 67 ~~[(iv)]~~ (v) the last Monday of May, Memorial Day;
- 68 ~~[(v)]~~ (vi) the first Monday of September, Labor Day;
- 69 ~~[(vi)]~~ (vii) the second Monday of October, Columbus Day;
- 70 ~~[(vii)]~~ (viii) the fourth Thursday of November, Thanksgiving Day; and
- 71 ~~[(viii)]~~ (ix) except as provided in Subsection (2)(c) or (d), June 19, Juneteenth
- 72 National Freedom Day; and
- 73 (c) except as provided in Subsection (3), every Sunday.
- 74 (2)(a) If a day described in Subsection (1)(a) falls on a Saturday, the preceding Friday is
- 75 the legal holiday.
- 76 (b) If a day described in Subsection (1)(a) falls on a Sunday, the following Monday is
- 77 the legal holiday.
- 78 (c) If June 19 falls on a Tuesday, Wednesday, Thursday, or Friday, the preceding
- 79 Monday is the legal holiday.
- 80 (d) If June 19 falls on Saturday or Sunday, the following Monday is the legal holiday.
- 81 (3) For purposes of Utah Constitution, Article VI, Section 16, Subsection (1), regarding the
- 82 exclusion of state holidays from the 45-day legislative general session, Sunday is not
- 83 considered a state holiday.
- 84 (4) Each employee may select one additional day, called Personal Preference Day, to be
- 85 scheduled in accordance with rules made, in accordance with Title 63G, Chapter 3, Utah
- 86 Administrative Rulemaking Act, by the Division of Human Resource Management,
- 87 which the employee may use to observe a state holy day, as described in Section
- 88 63G-1-1101, or any other day the employee chooses to recognize.
- 89 (5)(a) If, in the governor's opinion, extraordinary conditions exist justifying the action,
- 90 the governor may:
- 91 (i) declare, by proclamation, legal holidays in addition to those legal holidays
- 92 described in Subsections (1) and (2); or
- 93 (ii) limit the legal holidays described in Subsection (5)(a)(i) to certain classes of
- 94 business and activities to be designated by the governor.
- 95 (b) Except as provided in Subsection (5)(c), a legal holiday described in Subsection
- 96 (5)(a) may not extend for a longer period than 60 consecutive days.

- 97 (c) The governor may, by proclamation:
- 98 (i) renew a legal holiday described in Subsection (5)(a) for one or more periods not
- 99 exceeding 30 days each as the governor determines necessary; or
- 100 (ii) terminate a legal holiday described under Subsection (5)(a) or (b) earlier than the
- 101 time period described in a preceding proclamation.

102 (6) A state employee who receives paid time off for a legal holiday will, for Good Friday,

103 receive four hours of paid time off rather than the standard eight hours.

104 Section 5. Section **63G-1-1101** is amended to read:

105 **63G-1-1101 . State holy days.**

- 106 (1) As used in this section, "state holy day" means an annual day or other time period of
- 107 special religious significance that the state officially recognizes and observes as a holy
- 108 day under this section.
- 109 (2) A state holy day is not a legal holiday or state holiday, unless the state holy day is also
- 110 designated as a legal holiday under Section 63G-1-301.
- 111 (3) The following are state holy days:
- 112 (a) Holi, on the last full moon day of the Hindu lunisolar month of Phalguna;
- 113 (b) Lunar New Year, from the lunar calendar's first new moon through the lunar
- 114 calendar's first full moon;
- 115 (c) Good Friday, on the Friday preceding Easter Sunday;
- 116 (d) Easter Sunday, on the first Sunday after the first full moon that occurs on or after the
- 117 spring equinox;
- 118 (e) Eid al-Fitr, on the first day of the Islamic lunar month of Shawwal;
- 119 (f) Passover, for eight days, starting on the fifteenth day of the Hebrew lunisolar month
- 120 of Nisan;
- 121 (g) Vesak Day, on the first full moon of the Hindu lunisolar month of Vaisakha;
- 122 (h) Eid al-Adha, on the tenth day of the Islamic lunar month of Dhu al-Hijjah;
- 123 (i) Rosh Hashanah, on the first two days of the Hebrew lunisolar month of Tishrei;
- 124 (j) Yom Kippur, on the tenth day of the Hebrew lunisolar month of Tishrei;
- 125 (k) Diwali, on the fifteenth day of the Hindu lunisolar month of Kartik; and
- 126 (l) Christmas, on December 25.

127 (4) A state government entity or local government entity shall place a high priority on

128 approving an employee's request to take personal leave on a state holy day.

129 Section 6. **Effective Date.**

130 This bill takes effect on May 6, 2026.