



# Senate

General Assembly

**File No. 127**

January Session, 2025

Senate Bill No. 1228

*Senate, March 19, 2025*

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 DESIGNATING INDIGENOUS PEOPLES' 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 Section 1-4 of the general statutes is repealed and the  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 July 1, 2025*):

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), the  
14 day of \_\_\_\_\_ (known as Indigenous Peoples' Day) and the twenty-fifth  
15 day of December (known as Christmas) and any day appointed or

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

This act shall take effect as follows and shall amend the following sections:

Section 1	July 1, 2025	1-4
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**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.*

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### **OFA Fiscal Note**

**State Impact:** None

**Municipal Impact:** None

### **Explanation**

The bill establishes Indigenous Peoples' Day as a state holiday but does not establish a date. Due to the lack of a specific date or method to establish a date to observe the holiday, there is no fiscal impact to the bill.

Typically, the establishment of a new state holiday results in annual costs to the state of up to \$2.3 million and to municipalities of up to \$200,000. There is an additional cost associated with fringe benefits for those essential workers that would accrue overtime pay for working on the newly established state holiday at a rate of 21.02% of payroll for hazardous positions and 12.58% for normal positions.

### **The Out Years**

**State Impact:** None

**Municipal Impact:** None

**OLR Bill Analysis****SB 1228*****AN ACT DESIGNATING INDIGENOUS PEOPLES' DAY AS A LEGAL HOLIDAY.*****SUMMARY**

This bill establishes a new legal state holiday on an unspecified date known as Indigenous Peoples' Day.

The State Personnel Act mandates that each full-time permanent state employee get 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).

Under existing law, except for holidays in January and December, when a legal holiday falls on a school day, the decision to close public schools is made by each local school district. Under the bill, this would also apply for Indigenous Peoples' Day. By law, unchanged by the bill, each local and regional board of education that stays open on a legal state holiday must hold a suitable educational program to mark the holiday.

EFFECTIVE DATE: July 1, 2025

**COMMITTEE ACTION**

Government Administration and Elections Committee

Joint Favorable

Yea 14    Nay 5    (02/28/2025)