

AN ACT

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend the District of Columbia Government Comprehensive Merit Personnel Act of 1978, and the Parental Leave Act of 1994 to make April 16th, the District of Columbia Emancipation Day, a recognized legal private holiday for which annual leave may be granted.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the "District of Columbia Emancipation Day Amendment Act of 2000".

Sec. 2. The Council finds that:

(1) When President Lincoln signed An Act for the Release of certain Persons held to Service or Labor in the District of Columbia ("District of Columbia Emancipation Act") on April 16, 1862, freeing all slaves in the District, the law provided for immediate emancipation, compensation of up to \$300 for each slave to loyal Unionist masters, voluntary colonization of former slaves to colonies outside the United States, and payments of up to \$100 to each former slave choosing emigration. The federal government paid almost \$1 million for the freedom of approximately 3,100 former slaves.

(2) It is important to the descendants of those free blacks and slaves, and to all other citizens in the District of Columbia that this important moment in our country's and the District's history be formally recognized by the District of Columbia.

(3) "Juneteenth", June 19, 1865, the day that the last slaves in the state of Texas were notified that President Lincoln had signed the Emancipation Proclamation on January 1, 1863, is celebrated annually in more than 205 cities and is a legal state holiday in Texas, Oklahoma, Florida, Delaware, and Iowa.

(4) In 1997, the United States Senate adopted a joint resolution recognizing Juneteenth as the true independence day for African-American citizens.

(5) The legal private holiday of the "District of Columbia Emancipation Day", would commemorate and celebrate April 16, 1862, as the day President Abraham Lincoln signed the District of Columbia Emancipation Act ending slavery in the District of Columbia, 9 months before the signing of the Emancipation Proclamation on January 1, 1863. The District of Columbia Emancipation Day will symbolize for Americans the triumph of the human spirit over

the cruelty of slavery.

Sec. 3. The District of Columbia Government Comprehensive Merit Personnel Act of 1978 is amended as follows:

(a) The heading of section 1202 is amended to read as follows:

"Sec. 1202. "Legal Public Holidays".

(b) A new section 1202a is added to read as follows:

"Sec. 1202a. Legal Private Holidays

"A legal private holiday is a day on which any paid family, vacation, personal, compensatory, leave bank or unpaid leave that has been provided by the employer may be granted pursuant to title XII of this act and the Parental Leave Act of 1994 and includes the District of Columbia Emancipation Day, April 16th of each year."

Sec. 4 The Parental Leave Act of 1994 is amended as follows:

(a) Section 2 is amended by adding new paragraphs (1A) and (4) to read as follows:

"(1A) "Employee" means any individual whose services are used for pay in the District by any of the entities provided for in paragraph (1) of this section.

(4) "District of Columbia Emancipation Day", means April 16th of each year."

(b) Section 3 is amended to read as follows:

"(a) Except as provided in this section, an employee who is a parent shall be entitled to a total of 24 hours leave during any 12 month period to attend or participate in a school-related event for his or her child.

"(b) Except as provided in this sections, an employee shall be entitled to a day of leave each year on April 16th, the District of Columbia Emancipation Day.

"(c) An employer may deny the use of leave provided by subsections (a) and (b) of this section only if the granting of leave would disrupt the employer's business and make the achievement of production or service delivery unusually difficult.

"(d) The leave provided by this section may consist of unpaid leave unless the parent or employee elects to use any paid family, vacation, personal, compensatory, or leave bank leave that has been provided by the employer.

"(e) An employee shall notify the employer of the desire for leave to attend a school-related event or to celebrate the District of Columbia Emancipation Day at least 10 calendar days in advance, unless, in the case of a school event, the need to attend the school-related event cannot be reasonably foreseen."

Sec. 5. Sense of the Council.

It is the sense of the Council that the federal government should recognize the "District of Columbia Emancipation Day". The Council urges Congresswoman Norton to introduce legislation in Congress to recognize this day.

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Sec. 6. Fiscal impact statement.

The Council adopts the fiscal impact statement provided by the Chief Financial Officer as the fiscal impact statement required by section 602(c)(3) of the Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Code § 1-233(c)(3)).

Sec. 7. Effective date.

This act shall take effect following approval by the Mayor (or in the event of veto by the Mayor, action by the Council to override the veto), approval by the Financial Responsibility and Management Assistance Authority as provided in section 203(a) of the District of Columbia Financial Responsibility and Management Assistance Act of 1995, approved April 17, 1995 (109 Stat. 116; D.C. Code § 47-392.3(a)), a 30-day period of Congressional review as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 813; D.C. Code § 1-233(c)(1)), and publication in the District of Columbia Register.

Chairman
Council of the District of Columbia

Mayor
District of Columbia