COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: Council President Leventhal and Councilmember Silverman

AN ACT to:
(1) make certain legislative findings regarding the religious, ethnic, and cultural heritage of County residents;
(2) designate certain days of commemoration;
(3) [[require]] authorize the Chief Administrative Officer to designate certain days of commemoration;
(4) require the Chief Administrative Officer to provide certain notice to County employees regarding days of commemoration; and
(5) generally amend the law relating to County employees and the religious, ethnic, and cultural heritage of County residents.

By adding
Montgomery County Code
Chapter 33, Personnel and Human Resources
[[Section 33-5]] Section 33-4B, Days of Commemoration

The County Council for Montgomery County, Maryland approves the following Act:
Section 1. Chapter 33 is amended by adding [[Section 33-5]] Section 33-4B,

Days of Commemoration:

[[33-5]] 33-4B. Days of commemoration.

(a) Legislative findings.

(1) The religious, ethnic, and cultural heritage of County residents is very diverse.

(2) The County benefits economically, intellectually, culturally, and socially from the richness and strength of its diversity and seeks to promote an inclusive community for all residents.

(3) The County’s respect for the diversity of its own workforce is reflected in the County’s rules governing leave and alternate work schedules for religious observance.

(4) The ability of County employees to meet the needs of County residents and provide high quality customer service is enhanced when County employees know that certain days have special religious, ethnic, or cultural meaning that will affect the daily activities of a significant number of County residents.

(b) Days of commemoration.

(1) Each of the following calendar days is designated a day of commemoration:

(A) Eid Ul-Adha; 
(B) Asian Lunar New Year; 
(C) Martin Luther King Day; 
(D) Ash Wednesday; 

[[(D)]] (E) Purim; 
[[(E)]] (F) Passover; 

[[(F)]] (G) Holy Thursday; 
[[(G)]] (H) Good Friday;
(H) Easter;
(O) Orthodox Holy Thursday;
(J) Orthodox Good Friday;
(K) Orthodox Easter;
(L) Ascension Thursday;
(M) Shavuot;
(N) Feast of the Assumption;
(P) Juneteenth;
(O) Rosh Hashanah;
(R) Yom Kippur;
(S) Succoth;
(T) Shmini Atzeret;
(U) Simchas Torah;
(V) Eid Ul-Fitr;
(W) Diwali;
(X) Feast of All Saints;
(Y) Feast of the Immaculate Conception; and
(AA) Kwanza.

(2) In addition to the days listed in paragraph (1), the Chief Administrative Officer [should] may designate as a day of commemoration any day that the Chief Administrative Officer determines has special religious, ethnic, or cultural meaning that [will] may affect the daily activities of [more than 3%] of the County’s total population[, based on the most recent United States census or any other relevant data].

(c) First notice to County employees. [One week before each day of commemoration or, for multi-day celebrations, the first day of]
Once every 3 months, the Chief Administrative Officer must notify all County employees [in writing or] electronically of the [date of the day of commemoration or, for multi-day celebrations, the] dates of [the] all days of commemoration that will occur in the next 3 months and provide:

1. a brief explanation, based on a generally accepted reference source, of the religious, ethnic, or cultural meaning of [the] each day [or days] of commemoration and the date on which the day is usually observed;

2. any relevant information regarding the manner in which the daily activities of County residents on the day [or days] may affect programs and services provided by the County; and

3. [When appropriate, a greeting or salutation that may be shared by County employees with County residents for whom the day or days have special meaning; and

4. for days with religious meaning, an explanation of the County’s rules governing leave and alternate work schedules for religious observance.

Second notice to County employees. [The Chief Administrative Officer must repeat the electronic notice required under subsection (c) on each day of commemoration or, for multi-day celebrations, on the first day of commemoration] In the 7-day period preceding a day of commemoration or, for a multi-day celebration, the first day of commemoration, the Chief Administrative Officer must:

1. notify all County employees electronically of the date of the day of commemoration or, for a multi-day celebration, the dates of the days of commemoration; and
(2) provide the information required by subsection (c)(1) through (3)
regarding the applicable day or days of commemoration.

(c) The Chief Administrative Officer must maintain a list of all days of
commemoration and make the list accessible to the public by posting it on
the County’s website.

(f) The County Executive may, by regulation adopted under method (2),
remove a day designated as a day of commemoration under subsection
(b)(1) from the County’s list of days of commemoration.

Approved:

George L. Leventhal, President, County Council

Date

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council

Date