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

Boldface	*Heading or defined term.*
Underlining	*Added to existing law by original bill.*
[Single boldface brackets]	*Deleted from existing law by original bill.*
Double underlining	*Added by amendment.*
[[Double boldface brackets]]	*Deleted from existing law or the bill by amendment.*
* * *	*Existing law unaffected by bill.*

The County Council for Montgomery County, Maryland approves the following Act:

1   **Section 1. Chapter 33 is amended by adding [[Section 33-5]] <u>Section 33-4B,</u>**

2   **Days of Commemoration:**

3   **[[33-5]] <u>33-4B.</u>   <u>Days of commemoration.</u>**

4   <u>(a)</u>   *<u>Legislative findings.</u>*

5   <u>(1)</u>   <u>The religious, ethnic, and cultural heritage of County residents is</u>

6   <u>very diverse.</u>

7   <u>(2)</u>   <u>The County benefits economically, intellectually, culturally, and</u>

8   <u>socially from the richness and strength of its diversity and seeks to</u>

9   <u>promote an inclusive community for all residents.</u>

10   <u>(3)</u>   <u>The County's respect for the diversity of its own workforce is</u>

11   <u>reflected in the County's rules governing leave and alternate work</u>

12   <u>schedules for religious observance.</u>

13   <u>(4)</u>   <u>The ability of County employees to meet the needs of County</u>

14   <u>residents and provide high quality customer service is enhanced</u>

15   <u>when County employees know that certain days have special</u>

16   <u>religious, ethnic, or cultural meaning that will affect the daily</u>

17   <u>activities of a significant number of County residents.</u>

18   <u>(b)</u>   *<u>Days of commemoration.</u>*

19   <u>(1)</u>   <u>Each of the following calendar days is designated a day of</u>

20   <u>commemoration:</u>

21   <u>(A)</u>   <u>Eid Ul-Adha;</u>

22   <u>(B)</u>   <u>Asian Lunar New Year;</u>

23   <u>(C)</u>   <u>Martin Luther King Day;</u>

24   <u>(D)</u>   <u>Ash Wednesday;</u>

25   [[(D)]] <u>(E) Purim;</u>

26   [[(E)]] <u>(F) Passover;</u>

27   [[(F)]] <u>(G) Holy Thursday;</u>

28   [[(G)]] <u>(H) Good Friday;</u>

29 [[(H)]] (I) Easter;

30 [[(I)]] (J) Orthodox Holy Thursday;

31 [[(J)]] (K) Orthodox Good Friday;

32 [[(K)]] (L) Orthodox Easter;

33 [[(L)]] (M) Ascension Thursday;

34 [[(M)]] (N) Shavuot;

35 [[(N)]] (O) Feast of the Assumption;

36 (P) Juneteenth;

37 [[(O)]] (Q) Rosh Hashanah;

38 [[(P)]] (R) Yom Kippur;

39 [[(Q)]] (S) Succoth;

40 [[(R)]] (T) Shmini Atzeret;

41 [[(S)]] (U) Simchas Torah;

2 [[(T)]] (V) Eid Ul-Fitr;

43 [[(U)]] (W) Diwali;

44 [[(V)]] (X) Feast of All Saints;

45 [[(W)]] (Y) Feast of the Immaculate Conception; [[and]]

46 [[(X)]] (Z) Christmas; and

47 (AA) Kwanza.

48 (2) In addition to the days listed in paragraph (1), the Chief

49   Administrative Officer [[should]] may designate as a day of

50   commemoration any day that the Chief Administrative Officer

51   determines has special religious, ethnic, or cultural meaning that

52   [[will]] may affect the daily activities of [[more than 3%]] a

53   significant portion of the County's total population[[, based on the

54   most recent United States census or any other relevant data]].

5 (c) *First notice to County employees.* [[One week before each day of

56   commemoration or, for multi-day celebrations, the first day of

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57 commemoration, the]] Once every 3 months, the Chief Administrative

58 Officer must notify all County employees [[in writing or]] electronically of

59 the [[date of the day of commemoration or, for multi-day celebrations,

60 the]] dates of [[the]] all days of commemoration that will occur in the next

61 3 months and provide:

62   (1)   a brief explanation, based on a generally accepted reference source,

63   of the religious, ethnic, or cultural meaning of [[the]] each day [[or

64   days]] of commemoration and the date on which the day is usually

65   observed;

66   (2)   any relevant information regarding the manner in which the daily

67   activities of County residents on the day [[or days]] may affect

68   programs and services provided by the County; and

69   (3)   [[when appropriate, a greeting or salutation that may be shared by

70   County employees with County residents for whom the day or days

71   have special meaning; and

72   (4)]] for days with religious meaning, an explanation of the County's

73   rules governing leave and alternate work schedules for religious

74   observance.

75   (d) *Second notice to County employees.* [[The Chief Administrative Officer

76   must repeat the electronic notice required under subsection (c) on each day

77   of commemoration or, for multi-day celebrations, on the first day of

78   commemoration]] In the 7-day period preceding a day of commemoration

79   or, for a multi-day celebration, the first day of commemoration, the Chief

80   Administrative Officer must:

81   (1)   notify all County employees electronically of the date of the day of

82   commemoration or, for a multi-day celebration, the dates of the

83   days of commemoration; and

84   (2)   provide the information required by subsection (c)(1) through (3)

85   regarding the applicable day or days of commemoration.

86   (e)   The Chief Administrative Officer must maintain a list of all days of

87   commemoration and make the list accessible to the public by posting it on

88   the County's website.

89   (f)   The County Executive may, by regulation adopted under method (2),

90   remove a day designated as a day of commemoration under subsection

91   (b)(1) from the County's list of days of commemoration.

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93   *Approved:*
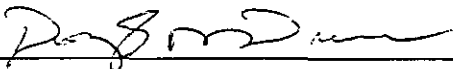
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95   _George L. Leventhal_   _3/31/06_

96   George L. Leventhal, President, County Council   Date

7   *Approved:*

98   _Douglas M. Duncan_   _4/7/06_

     Douglas M. Duncan, County Executive   Date

99   *This is a correct copy of Council action.*

100   _Linda M. Lauer_   _4/12/06_

     Linda M. Lauer, Clerk of the Council   Date