
SUBSTITUTE HOUSE BILL 1412

State of Washington

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2025 Regular Session

By House State Government & Tribal Relations (originally sponsored by Representatives Farivar, Salahuddin, Simmons, Davis, Berry, Parshley, Peterson, Reed, Gregerson, Thai, Goodman, Doglio, Fey, Berg, Obras, Fosse, Pollet, Ryu, Street, Macri, and Scott)

1 AN ACT Relating to establishing the Washington state commission
2 on Middle Eastern and North African Americans; amending RCW 1.16.050;
3 and adding a new chapter to Title 43 RCW.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5 NEW SECTION. **Sec. 1.** (1) The legislature recognizes that
6 Washington's strength lies in the diversity of its histories,
7 cultures, and communities. Among these are the Middle Eastern and
8 North African populations who have, over generations, made profound
9 contributions to the state's economic growth, cultural vibrancy, and
10 civic life. The legislature recognizes that Middle Eastern and North
11 African Americans share ancestral, cultural, and historical ties to
12 the regions commonly referred to as the Middle East and North Africa.
13 While these communities are richly diverse in languages, religions,
14 and traditions, they also share common experiences shaped by how
15 others have perceived and categorized them over time. These
16 perceptions have influenced how Middle Eastern and North African
17 Americans are treated and represented in public, social, and
18 institutional settings in the state.

19 (2) The legislature finds that, despite their contributions,
20 Middle Eastern and North African Americans navigate systems that
21 neither fully serve nor see them; a reality further compounded by

1 their historic erasure in public data and decision-making processes
2 across the state. As highlighted in a recent study from the
3 University of Washington Tacoma, Middle Eastern and North African
4 communities continue to face persistent barriers to equity and
5 opportunity, including limited access to culturally and
6 linguistically appropriate health care, economic inequities driving
7 housing instability, underemployment due to unrecognized credentials,
8 and educational systems that fail to reflect their lived experiences
9 or meet their needs. These challenges reflect a need for intentional
10 representation and solutions that are led by the voices and lived
11 experiences of Middle Eastern and North African communities. By
12 addressing these disparities, the state can honor the vital cultural,
13 economic, and civic contributions of Middle Eastern and North African
14 Americans and build a future where all Washingtonians can thrive.

15 (3) The legislature acknowledges that the cultural richness of
16 Middle Eastern and North African Americans is rooted in histories
17 that span centuries, shaped by interactions that have included both
18 cooperation and conflict over time. The legislature further
19 acknowledges that two significant influences on Middle Eastern and
20 North African communities have been the role of religion and the
21 influence of international policies. While these factors are
22 important, they represent only a part of the depth and diversity of
23 Middle Eastern and North African lived experiences. As such, the
24 commission may discuss these influences but shall not focus solely on
25 them.

26 (4) Therefore, the legislature intends to establish the
27 commission to amplify the voices of Middle Eastern and North African
28 communities, advocate for equitable opportunities, and cultivate
29 stronger connections between Middle Eastern and North African
30 Americans in Washington and decision-making bodies. A key focus of
31 the commission will be to improve the collection of qualitative and
32 quantitative data on Middle Eastern and North African Americans to
33 better inform state policy and programs to meet their needs. Through
34 this work, the commission will contribute to a Washington that
35 uplifts and values its diversity while working toward shared
36 prosperity for all its communities.

37 NEW SECTION. **Sec. 2.** The definition in this section applies
38 throughout this chapter unless the context clearly requires
39 otherwise.

1 "Commission" means the Washington state commission on Middle
2 Eastern and North African Americans.

3 NEW SECTION. **Sec. 3.** The Washington state commission on Middle
4 Eastern and North African Americans is established in the office of
5 the governor.

6 NEW SECTION. **Sec. 4.** (1) The commission shall consist of 12
7 members appointed by the governor. After the appointment of initial
8 members, the governor, in making subsequent appointments, must give
9 due consideration to recommendations submitted by the commission. The
10 governor must consider nominations for membership based upon
11 maintaining a balanced distribution of Middle Eastern and North
12 African ethnic, geographic, gender, age, and occupational
13 representation, that, where practicable, is proportional to the
14 makeup of these communities in Washington.

15 (2) Initial appointments are for staggered terms as follows: Four
16 members have three-year terms, four members have two-year terms, and
17 four members have one-year terms. All subsequent appointments are for
18 three years except in case of a vacancy, in which event appointments
19 are only for the remainder of the unexpired term for which the
20 vacancy occurs. Vacancies must be filled in the same manner as the
21 original appointments.

22 (3) Members of the commission must be reimbursed for travel
23 expenses as provided in RCW 43.03.050 and 43.03.060.

24 (4) Seven members constitutes a quorum for the purpose of
25 conducting business.

26 (5) The governor must appoint an executive director with
27 expertise in Middle Eastern and North African American communities.
28 The executive director must have a demonstrated commitment to
29 addressing, and an understanding of:

30 (a) The needs and concerns of residents with ancestral heritage
31 in Middle Eastern and North African countries;

32 (b) Issues affecting the Middle Eastern and North African
33 American community;

34 (c) The promotion of education, civic participation, and
35 leadership opportunities among the Middle Eastern and North African
36 American community; and

1 (d) The need for increased public awareness and public education
2 on issues that are important to the Middle Eastern and North African
3 American community.

4 NEW SECTION. **Sec. 5.** (1) The commission must:

5 (a) Every two years, elect one of its members to serve as chair
6 and other officers necessary to form an executive committee; and

7 (b) Meet at the call of the chair or the call of a majority of
8 its members, but in no case less often than once during any three-
9 month period.

10 (2) The commission may appoint a citizen task force as it deems
11 appropriate.

12 NEW SECTION. **Sec. 6.** (1) The executive director must employ
13 staff who shall be state employees under Title 41 RCW and must
14 prescribe staff duties as necessary to implement this chapter.

15 (2) The executive director and staff of the commission must have
16 experience working in and with the communities served by the
17 commission.

18 NEW SECTION. **Sec. 7.** (1) The commission's primary duty is to
19 lead the statewide work to establish consistent data collection for
20 the Middle Eastern and North African American community including,
21 but not limited to, community education around the census.

22 (2) The commission shall:

23 (a) Examine and define issues pertaining to the rights and needs
24 of Middle Eastern and North African Americans and make
25 recommendations to the governor and state agencies with respect to
26 desirable changes in program and law;

27 (b) Advise state agencies on the development and implementation
28 of comprehensive and coordinated policies, plans, and programs
29 focusing on the special problems and needs of Middle Eastern and
30 North African Americans;

31 (c) Advise the legislature on issues of concern to the Middle
32 Eastern and North African American community;

33 (d) Coordinate and assist with statewide celebrations during the
34 month of April that recognize the contributions to the state of
35 Middle Eastern and North African Americans in the arts, sciences,
36 commerce, and education;

1 (e) Coordinate and assist educational institutions, public
2 entities, and private organizations with celebrations and increasing
3 awareness of major Middle Eastern and North African cultural
4 holidays; and

5 (f) Meet with state agencies at least once per year to discuss
6 issues of mutual concern related to the Middle Eastern and North
7 African American community.

8 (3) The commission may:

9 (a) Establish relationships with local governments and private
10 industry as needed to promote equal opportunity and benefits to
11 Middle Eastern and North African Americans in government, education,
12 economic development, employment, and services;

13 (b) Solicit and receive gifts, grants, and endowments from public
14 or private sources made in trust or otherwise for the use and benefit
15 of the purposes of the commission and to expend according to the
16 terms of the gifts, grants, or endowments; and

17 (c) Adopt rules, under chapter 34.05 RCW, necessary to carry out
18 this chapter.

19 NEW SECTION. **Sec. 8.** (1) Each state agency must provide
20 appropriate and reasonable assistance to the commission as needed in
21 order to ensure that the commission may carry out the purposes of
22 this chapter.

23 (2) Each state agency must consult with the commission on issues
24 directly impacting the Middle Eastern and North African American
25 community in the state.

26 **Sec. 9.** RCW 1.16.050 and 2024 c 76 s 3 are each amended to read
27 as follows:

28 (1) The following are state legal holidays:

29 (a) Sunday;

30 (b) The first day of January, commonly called New Year's Day;

31 (c) The third Monday of January, celebrated as the anniversary of
32 the birth of Martin Luther King, Jr.;

33 (d) The third Monday of February, to be known as Presidents' Day
34 and celebrated as the anniversary of the births of Abraham Lincoln
35 and George Washington;

36 (e) The last Monday of May, commonly known as Memorial Day;

1 (f) The nineteenth day of June, recognized as Juneteenth, a day
2 of remembrance for the day the African slaves learned of their
3 freedom;

4 (g) The fourth day of July, the anniversary of the Declaration of
5 Independence;

6 (h) The first Monday in September, to be known as Labor Day;

7 (i) The eleventh day of November, to be known as Veterans Day;

8 (j) The fourth Thursday in November, to be known as Thanksgiving
9 Day;

10 (k) The Friday immediately following the fourth Thursday in
11 November, to be known as Native American Heritage Day; and

12 (l) The twenty-fifth day of December, commonly called Christmas
13 Day.

14 (2) Employees of the state and its political subdivisions, except
15 employees of school districts and except those nonclassified
16 employees of institutions of higher education who hold appointments
17 or are employed under contracts to perform services for periods of
18 less than twelve consecutive months, are entitled to one paid holiday
19 per calendar year in addition to those specified in this section.
20 Each employee of the state or its political subdivisions may select
21 the day on which the employee desires to take the additional holiday
22 provided for in this section after consultation with the employer
23 pursuant to guidelines to be promulgated by rule of the appropriate
24 personnel authority, or in the case of local government by ordinance
25 or resolution of the legislative authority.

26 (3) Employees of the state and its political subdivisions,
27 including employees of school districts and those nonclassified
28 employees of institutions of higher education who hold appointments
29 or are employed under contracts to perform services for periods of
30 less than twelve consecutive months, are entitled to two unpaid
31 holidays per calendar year for a reason of faith or conscience or an
32 organized activity conducted under the auspices of a religious
33 denomination, church, or religious organization. This includes
34 employees of public institutions of higher education, including
35 community colleges, technical colleges, and workforce training
36 programs. The employee may select the days on which the employee
37 desires to take the two unpaid holidays after consultation with the
38 employer pursuant to guidelines to be promulgated by rule of the
39 appropriate personnel authority, or in the case of local government
40 by ordinance or resolution of the legislative authority. If an

1 employee prefers to take the two unpaid holidays on specific days for
2 a reason of faith or conscience, or an organized activity conducted
3 under the auspices of a religious denomination, church, or religious
4 organization, the employer must allow the employee to do so unless
5 the employee's absence would impose an undue hardship on the employer
6 or the employee is necessary to maintain public safety. Undue
7 hardship shall have the meaning established in rule by the office of
8 financial management under RCW 43.41.109.

9 (4) If any of the state legal holidays specified in this section
10 are also federal legal holidays but observed on different dates, only
11 the state legal holidays are recognized as a paid legal holiday for
12 employees of the state and its political subdivisions. However, for
13 port districts and the law enforcement and public transit employees
14 of municipal corporations, either the federal or the state legal
15 holiday is recognized as a paid legal holiday, but in no case may
16 both holidays be recognized as a paid legal holiday for employees.

17 (5) Whenever any state legal holiday:

18 (a) Other than Sunday, falls upon a Sunday, the following Monday
19 is the legal holiday; or

20 (b) Falls upon a Saturday, the preceding Friday is the legal
21 holiday.

22 (6) Nothing in this section may be construed to have the effect
23 of adding or deleting the number of paid holidays provided for in an
24 agreement between employees and employers of political subdivisions
25 of the state or as established by ordinance or resolution of the
26 local government legislative authority.

27 (7) The legislature declares that the following (~~days~~) are
28 recognized as provided in this subsection, but may not be considered
29 legal holidays for any purpose:

30 (a) The thirteenth day of January, recognized as Korean-American
31 day;

32 (b) The twelfth day of October, recognized as Columbus day;

33 (c) The ninth day of April, recognized as former prisoner of war
34 recognition day;

35 (d) The twenty-sixth day of January, recognized as Washington
36 army and air national guard day;

37 (e) The seventh day of August, recognized as purple heart
38 recipient recognition day;

39 (f) The second Sunday in October, recognized as Washington state
40 children's day;

- 1 (g) The sixteenth day of April, recognized as Mother Joseph day;
- 2 (h) The fourth day of September, recognized as Marcus Whitman
3 day;
- 4 (i) The seventh day of December, recognized as Pearl Harbor
5 remembrance day;
- 6 (j) The twenty-seventh day of July, recognized as national Korean
7 war veterans armistice day;
- 8 (k) The nineteenth day of February, recognized as civil liberties
9 day of remembrance;
- 10 (l) The thirtieth day of March, recognized as welcome home
11 Vietnam veterans day;
- 12 (m) The eleventh day of January, recognized as human trafficking
13 awareness day;
- 14 (n) The thirty-first day of March, recognized as Cesar Chavez
15 day;
- 16 (o) The tenth day of April, recognized as Dolores Huerta day;
- 17 (p) The fourth Saturday of September, recognized as public lands
18 day;
- 19 (q) The eighteenth day of December, recognized as blood donor
20 day;
- 21 (r) The fifteenth day of May, recognized as water safety day;
- 22 (s) The ninth day of March, recognized as Billy Frank Jr. day;
- 23 (~~and~~)
- 24 (t) The date corresponding with the second new moon following the
25 winter solstice, or the third new moon following the winter solstice
26 should an intercalary month intervene, recognized as the lunar new
27 year; and
- 28 (u) The month of April, recognized as Middle Eastern and North
29 African American heritage month.

30 NEW SECTION. **Sec. 10.** Sections 1 through 8 of this act
31 constitute a new chapter in Title 43 RCW.

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