

**RESOLUTION 21-40 - AUTHORIZING AN AMENDMENT TO THE DELAWARE RIVER AND BAY AUTHORITY’S PERSONNEL MANUAL - REVISION TO THE HOLIDAY SCHEDULE**

WHEREAS, the Delaware River and Bay Authority (the “Authority”) periodically reviews its Personnel Manual for compliance with laws, policy, and practices; and

WHEREAS, on June 17, 2021, President Biden signed Pub. L. 117–17, recognizing June 19<sup>th</sup>, known as Juneteenth National Independence Day as a federal holiday; and

WHEREAS, the Executive Director and Chief Human Resources Officer have recommended adding Juneteenth as a holiday for all employees and revising the holiday schedule set forth in the Personnel Manual; and

WHEREAS, this revision has been reviewed and approved by the Personnel Committee; and

NOW, THEREFORE, BE IT RESOLVED that the Delaware River and Bay Authority hereby approves the following revision to the holiday schedule in the Delaware River and Bay Authority Personnel Manual effective January 1, 2022, and replaces only the holiday schedule in its entirety as follows:

**Section IX, HOLIDAYS/HOLIDAY PAY**

All full-time employees shall be compensated for the following holidays:

New Year’s Day	Independence Day
Martin Luther King Jr.’s Birthday	Labor Day
Presidents’ Day	Veteran’s Day
Good Friday	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Juneteenth	Christmas Day

## Resolution 21-40 Executive Summary Sheet

**Resolution:** Authorizing an Amendment to the Delaware River and Bay Authority's Personnel Manual – Revision to Holiday Schedule

**Committee:** Personnel Committee

**Committee Date:** September 20, 2021

**Board Date:** September 20, 2021

**Purpose of Resolution:** To revise the Holiday Schedule for all employees.

### Background for Resolution:

A significant mark in history is observed and celebrated on June 19<sup>th</sup> known as *Juneteenth*, *Emancipation Day*, *Freedom Day*, etc. June 19, 1865, marks the day when Texas became the last state to announce the Emancipation Proclamation, bringing slavery to an end throughout the nation.

The Emancipation Proclamation was issued on January 1, 1863, by President Abraham Lincoln but the last enslaved Black people in Texas did not learn about their freedom until over two (2) years later when Union General Gordon Granger arrived in Galveston to announce the Civil War had ended—Confederate General Robert E. Lee had surrendered approximately two (2) months earlier—and that slavery had been outlawed.

On September 10, 2020, New Jersey Governor Phil Murphy signed legislation designating *Juneteenth* as a State and Public paid holiday.

Spurred on by the advocates and the Congressional Black Caucus, on June 15, 2021, the United States Senate unanimously passed the Juneteenth National Independence Day Act, establishing *Juneteenth* as a U.S. federal holiday; it subsequently passed through the House of Representatives by a 415–14 vote on June 16, 2021.

On June 17, 2021, President Joe Biden signed a proclamation declaring *June 19<sup>th</sup>* to be known as *Juneteenth Day of Observance* and called upon the people of the United States to acknowledge the end of the Civil War and the emancipation of Black Americans, and to commit together to eradicate systemic racism.

On June 30, 2021, the Delaware legislature unanimously passed HB 119 declaring Juneteenth as a State holiday.

It is important to acknowledge *Juneteenth* as an American holiday.

This resolution acknowledges this American holiday and with its addition, effective January 2022, the Authority will have 12 paid holidays.