

119TH CONGRESS  
2D SESSION

# S. 3867

To amend the Fair Labor Standards Act of 1938 to require employers to compensate employees working on a legal public holiday for such work at a rate that is not less than one and one-half times the regular rate at which the employee is employed, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

FEBRUARY 12, 2026

Mr. GALLEGO introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Fair Labor Standards Act of 1938 to require employers to compensate employees working on a legal public holiday for such work at a rate that is not less than one and one-half times the regular rate at which the employee is employed, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Holiday Pay Act”.

1 **SEC. 2. RATE OF COMPENSATION FOR WORK PERFORMED**  
 2 **ON LEGAL PUBLIC HOLIDAYS.**

3 (a) IN GENERAL.—The Fair Labor Standards Act of  
 4 1938 (29 U.S.C. 201 et seq.) is amended—

5 (1) in section 3 (29 U.S.C. 203), by adding at  
 6 the end the following:

7 “(z) ‘Legal public holiday’ means any legal public hol-  
 8 iday specified in section 6103(a) of title 5, United States  
 9 Code.”; and

10 (2) by inserting after section 7 (29 U.S.C. 207)  
 11 the following:

12 **“SEC. 8. RATE OF COMPENSATION FOR WORK PERFORMED**  
 13 **ON LEGAL PUBLIC HOLIDAYS.**

14 “No employer shall employ an employee who in any  
 15 workweek is engaged in commerce or in the production  
 16 of goods for commerce, or is employed in an enterprise  
 17 engaged in commerce or in the production of goods for  
 18 commerce, for work performed on a legal public holiday  
 19 unless such employee receives compensation for such work  
 20 at a rate not less than one and one-half times the regular  
 21 rate (as determined under section 7(e)) at which the em-  
 22 ployee is employed.”.

23 (b) EXCLUSION FROM COMPENSATION CREDITABLE  
 24 TOWARDS OVERTIME COMPENSATION.—Section 7(h)(2)  
 25 of the Fair Labor Standards Act of 1938 (29 U.S.C.  
 26 207(h)(2)) is amended by inserting “(other than for work

1 performed on a legal public holiday as required under sec-  
 2 tion 8)” after “(6)”.

3 (c) EXEMPTIONS.—Section 13(f) of the Fair Labor  
 4 Standards Act of 1938 (29 U.S.C. 213(f)) is amended by  
 5 striking “6, 7, 11, and 12” and inserting “6, 7, 8, 11,  
 6 and 12”.

7 (d) PROHIBITED ACTS; ENFORCEMENT.—The Fair  
 8 Labor Standards Act of 1938 (29 U.S.C. 201 et seq.) is  
 9 amended—

10 (1) in section 15(a) (29 U.S.C. 215(a))—

11 (A) in paragraph (1), by striking “section  
 12 6 or section 7,” and inserting “section 6, 7, or  
 13 8,”; and

14 (B) in paragraph (2), by striking “section  
 15 6 or section 7,” and inserting “section 6, 7, or  
 16 8,”;

17 (2) in section 16 (29 U.S.C. 216)—

18 (A) in subsection (b)—

19 (i) by striking “section 6 or section 7”  
 20 each place it appears and inserting “sec-  
 21 tion 6, 7, or 8”;

22 (ii) by striking “their unpaid min-  
 23 imum wages, or the unpaid overtime com-  
 24 pensation,” and inserting “their unpaid  
 25 minimum wages, unpaid overtime com-

1           pensation, or unpaid legal public holiday  
2           compensation,”; and

3           (iii) by inserting “or unpaid legal pub-  
4           lic holiday compensation” after “the  
5           amount of unpaid overtime compensation”;  
6           (B) in subsection (c)—

7           (i) in the first sentence—

8           (I) by striking “the unpaid min-  
9           imum wages or the unpaid overtime  
10          compensation” and inserting “the un-  
11          paid minimum wages, unpaid overtime  
12          compensation, or unpaid legal public  
13          holiday compensation”;

14          (II) by striking “section 6 or 7”  
15          and inserting “section 6, 7, or 8”; and

16          (III) by striking “such unpaid  
17          minimum wages or unpaid overtime  
18          compensation” and inserting “such  
19          unpaid minimum wages, unpaid over-  
20          time compensation, or unpaid legal  
21          public holiday compensation”;

22          (ii) in the second sentence, by striking  
23          “unpaid minimum wages or overtime com-  
24          pensation” inserting “unpaid minimum  
25          wages, unpaid overtime compensation, or

1                   unpaid legal public holiday compensation”;  
 2                   and

3                   (iii) in the third sentence, by striking  
 4                   “unpaid minimum wages or unpaid over-  
 5                   time compensation under sections 6 and 7”  
 6                   and inserting “unpaid minimum wages,  
 7                   unpaid overtime compensation, or unpaid  
 8                   legal public holiday compensation under  
 9                   section 6, 7, or 8”; and

10                  (C) in subsection (e)(2), by striking “sec-  
 11                  tion 6 or 7” and inserting “section 6, 7, or 8”;  
 12                  and

13                  (3) in section 17 (29 U.S.C. 217), by striking  
 14                  “minimum wages or overtime compensation” and in-  
 15                  serting “minimum wages, overtime compensation, or  
 16                  legal public holiday compensation”.

17                  (e) RELATION TO OTHER LAWS.—Section 18 of the  
 18                  Fair Labor Standards Act of 1938 (29 U.S.C. 218) is  
 19                  amended by adding at the end the following:

20                  “(c) No provision of this Act or of any order there-  
 21                  under shall excuse noncompliance with any Federal or  
 22                  State law or municipal ordinance—

23                         “(1) establishing a rate of compensation for  
 24                         work performed on a legal public holiday that is  
 25                         higher than the rate required under section 8; or

1 “(2) otherwise requiring compensation for work  
 2 performed on any other holiday that is greater than  
 3 the compensation required under this Act.”.

4 (f) ADDITIONAL CONFORMING AMENDMENTS.—

5 (1) IN GENERAL.—The Fair Labor Standards  
 6 Act of 1938 (29 U.S.C. 201 et seq.) is amended—

7 (A) in section 3(o) (29 U.S.C. 203(o)), by  
 8 striking “sections 6 and 7” and inserting “sec-  
 9 tions 6, 7, and 8”;

10 (B) in section 4(f), by striking “unpaid  
 11 minimum wages, or unpaid overtime compensa-  
 12 tion,” and inserting “unpaid minimum wages,  
 13 unpaid overtime compensation, or unpaid legal  
 14 public holiday compensation,”; and

15 (C) by repealing section 10 (29 U.S.C.  
 16 210).

17 (2) STATUTE OF LIMITATIONS.—Section 6 of  
 18 the Portal-to-Portal Act of 1947 (29 U.S.C. 255) is  
 19 amended by inserting “unpaid legal public holiday  
 20 compensation,” after “unpaid overtime compensa-  
 21 tion,”.

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