



**2025  
UA HOLIDAY SCHEDULE  
NORTHERN CALIFORNIA  
Updated - 12/30/24**

OPT = Optional Day (159 / 343) -Straight time if worked  
OFD =Off Day (467) - 1.5 Pay, if worked

Month	Date	Holiday	Construction (MLA)	Nor Cal Serv. Agreement (Service/Repair)	Residential
January (W)	1	New Years Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
January (TH)	2		343		(343-OPT)
January (F)	17		159		159-OPT
January (S)	18		342, 393		342
January (M)	20	Martin Luther King D.	38, 159, 342, 343, 393, 447, 467		38,159,342,447,467 (343-OPT)
February (F)	14		159, 343, 393, (467-OFD)		159-OPT, 343-OPT, (467-OFD)
February (S)	15		342, 393		342
February (M)	17	Presidents Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
March					
April	18	Good Friday	38, 393, 447		393
April	19		393		
April	20	Easter			
May (F)	23		159, 343, 393, (467-OFD)		159-OPT, 343-OPT, (467-OFD)
May (S)	24		342, 393		342
May (M)	26	Memorial Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
June	19	Juneteenth	38		38
July (TH)	3		343 (467-OFD)		343-OPT (467-OFD)
July (F)	4	Independence Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
July (S)	5	Day After	342, 393		342
August	1		393		
August	2		393		
August (F)	29	Fri. before Labor Day	159, 343, 393, (467-OFD)		159, 343-OPT (467-OFD)
August (S)	30		342, 393		342
September (M)	1	Labor Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
October (S)	11		393		
October (M)	13	Indiginous Ppl. Day	38, 393		38, 393
November (S)	8		393		
November (M)	10	Veterans Day (Ob)	393, 447	393	393
November (T)	11	Veterans Day (Fed)	38, 159, 342, 343, 447	159, 342, 343, 447, 467 (not 393)	38,159, 342, 343-OPT, 447
November (TH)	27	Thanksgiving	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
November (F)	28	Day After	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
November (S)	29		342, 393		342
December (W)	24	Christmas Eve	38, 159, 342, 393, 467	159, 342, 343, 393, 447, 467	38, 159, 393, 342, 467
December (TH)	25	Christmas Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
December (F)	26		159, 342, 343, 393, 447		159, 342, 343
December (S)	27		342		342
December (W)	31	New Years Eve	38, 159, 342, 393, 467		All Locals
January (TH) '26	1	New Years Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
<b>Note: If you discover any dates that are missing or do not seem correct Please Contact Mike Stirling at the NCMCA Office: Mstirling@norcalmca.org</b>				<b>Note: Local UA 38 - Service &amp; Residential Holidays Are the Same as Construction</b>	
Construction & Residential are same holidays - Locals: 38, 342, 467,447					
Construction & Residential have different holidays (agreements) - Locals: 159, 343, 393					