



2025
UA HOLIDAY SCHEDULE
NORTHERN CALIFORNIA
 Updated 12/04/2025

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)	3				
January (M)	13				
January (F)	17		159		159-OPT
January (S)	18		393		
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				
February (SU)	16		393		
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		
April	19		393		
April	20	Easter			
May (F)	23		159, 343, 393, (467-OFD)		159-OPT, 343-OPT, (467-OFD)
May (S)	24		393		
May (SU)	25				
May (M)	26	Memorial Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
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	393		
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	393		393
November (S)	8		342, 393		342, 393
November (M)	10	Veterans Day (Ob)	393, 447	393	
November (T)	11	Veterans Day (Fed)	159, 342, 343, 447	159, 342, 343, 447, 467	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, 467		159, 343
December (T)	30		393		
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
Note: If you discover any dates that are missing or do not seem correct				Note: Local UA 38 - Service & Residential Holidays	
Please Contact Mike Stirling at the NCMCA Office: Mstirling@norcalmca.org				Are the Same as Construction	