



2026
UA HOLIDAY SCHEDULE
NORTHERN CALIFORNIA
First Draft - November 17, 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 (TH)	1	New Years Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
January (F)	2		467	159, 342, 343, 447, 467, 393	159, (343-OPT)
January (SA)	3		342	Schedule Subject to Change January 1st	
January (F)	16		159		159-OPT
January (SA)	17		342, 393		
January (M)	19	Martin Luther King D.	38, 159, 342, 343, 393, 447, 467		38, 159, 342, 467
February (F)	13		159, 343, 393, (467-OFD)		159-OPT, 343-OPT, (467-OFD)
February (SA)	14		342, 393		
February (M)	16	Presidents Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
March					
April (F)	3	Good Friday	38, 393, 447		38
April (SA)	4		393		
April (SU)	5	Easter			
May (F)	22		159, 343, 393, (467-OFD)		159-OPT, 343-OPT, (467-OFD)
May (SA)	23		342, 393		
May (SU)	24				
May (M)	25	Memorial Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
NOTE: Local 343 is up for negotiations prior to July 1, 2026. Listed Holidays for 343 (July-Dec.) are speculative.					
July (F)	3		38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	38, 159, 343, 447 (467-OFD)
July (SA)	4	Independence Day	38, 342, 343, 393, 447	159, 342, 343, 393, 447, 467	38, 342, 447
July (M)	6				343 - OPT
August (F)	7		393		
August (SA)	8		393		
September (F)	4	Fri. before Labor Day	159, 343, 393, (467-OFD)		159, 343-OPT (467-OFD)
September (SA)	5		342, 393		342
September (M)	7	Labor Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
October (SA)	10		393		
October (M)	12	Indiginous Ppl. Day	393		393
November (SA)	7		393		342, 393
November (M)	9	Veterans Day (Ob)	393	393	
November (W)	11	Veterans Day (Fed)	159, 342, 343, 447	159, 342, 343, 447, 467	159, 342, 447
November (TH)	26	Thanksgiving	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
November (F)	27	Day After	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
November (SA)	28		342, 393		342, 393
December (TH)	24	Christmas Eve	38, 159, 342, 393, 467	159, 342, 343, 393, 447, 467	38, 159, 393, 342, 447, 467- (343-OPT)
December (F)	25	Christmas Day	38, 159, 342, 343, 393, 447, 467	159, 342, 343, 393, 447, 467	All Locals
December (SA)	26		342, 393		
December (TH)	31	New Years Eve	38, 159, 342, 393, 467		All Locals
January (F) '27	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				Residential Holidays are the same as Construction in Locals: 38, 467, 342, 447	
Please Contact Mike Stirling at the NCMCA Office: Mstirling@norcalmca.org				Residential Holidays have a separate agreement in Locals: 159, 343, 393	