

**2025 ILWU/PMA PAID HOLIDAYS**  
**Longshoremen, Clerks, Walking Bosses and Watchmen**

Holiday	Observation Date	OVERTIME DATES			PAID HOLIDAY CHECK DATES			
		L/S, Clerks and W/B	Nor Calif Watchmen	So Calif Watchmen	L/S and Clerks	Walking Bosses	Nor Calif Watchmen	So Calif Watchmen
Martin Luther King's Birthday <sup>(1)</sup> - 3rd Monday in January	Monday, 20-Jan-2025	20-Jan-25	20-Jan-25	20-Jan-25	31-Jan-25	31-Jan-25	31-Jan-25	31-Jan-25
Lunar New Year <sup>(4)</sup> - Wednesday, January 29	Wednesday, 29-Jan-2025	n/a	29-Jan-25	29-Jan-25	n/a	n/a	n/a	n/a
Lincoln's Birthday <sup>(4)</sup> - Wednesday, February 12	Wednesday, 12-Feb-2025	12-Feb-25	12-Feb-25	n/a	n/a	n/a	21-Feb-25	n/a
Washington's Birthday <sup>(1)</sup> or President's Day <sup>(4)</sup> - 3rd Monday in February	Monday, 17-Feb-2025	17-Feb-25	17-Feb-25	17-Feb-25	28-Feb-25	28-Feb-25	n/a	28-Feb-25
Cesar Chavez' Birthday <sup>(1)</sup> - Monday, March 31	Monday, 31-Mar-2025	31-Mar-25	31-Mar-25	31-Mar-25	11-Apr-25	11-Apr-25	n/a	n/a
Memorial Day <sup>(1)</sup> - last Monday in May	Monday, 26-May-2025	26-May-25	26-May-25	26-May-25	6-Jun-25	6-Jun-25	n/a	6-Jun-25
Juneteenth <sup>(3)</sup> - Thursday, June 19 - no work 0700-1700	Thursday, 19-Jun-2025	19-Jun-25	19-Jun-25	19-Jun-25	27-Jun-25	27-Jun-25	n/a	n/a
Independence Day <sup>(1)</sup> - Friday, July 4	Friday, 04-Jul-2025	4-Jul-25	4-Jul-25	4-Jul-25	11-Jul-25	11-Jul-25	11-Jul-25	11-Jul-25
Bloody Thursday <sup>(2)(3)</sup> - Saturday, July 5 - no work	Monday, 07-Jul-2025	7-Jul-25	7-Jul-25	7-Jul-25	n/a	n/a	18-Jul-25	n/a
Harry Bridges' Birthday <sup>(1)</sup> - Monday, July 28	Monday, 28-Jul-2025	28-Jul-25	28-Jul-25	28-Jul-25	8-Aug-25	8-Aug-25	8-Aug-25	8-Aug-25
Labor Day <sup>(3)</sup> - 1st Monday in September - no work	Monday, 01-Sep-2025	1-Sep-25	1-Sep-25	1-Sep-25	12-Sep-25	12-Sep-25	12-Sep-25	12-Sep-25
Columbus Day <sup>(4)</sup> - 2nd Monday in October	Monday, 13-Oct-2025	n/a	13-Oct-25	13-Oct-25	n/a	n/a	24-Oct-25	24-Oct-25
Veterans Day <sup>(1)</sup> - Tuesday, November 11	Tuesday, 11-Nov-2025	11-Nov-25	11-Nov-25	11-Nov-25	21-Nov-25	21-Nov-25	21-Nov-25	21-Nov-25
Thanksgiving Day <sup>(3)</sup> - 4th Thursday in November - no work	Thursday, 27-Nov-2025	27-Nov-25	27-Nov-25	27-Nov-25	5-Dec-25	5-Dec-25	5-Dec-25	5-Dec-25
Christmas Eve - Wednesday, December 24	Wednesday, 24-Dec-2025	24-Dec-25	24-Dec-25	24-Dec-25	2-Jan-26	2-Jan-26	2-Jan-26	n/a
Christmas Day <sup>(3)</sup> - Thursday, December 25 - no work	Thursday, 25-Dec-2025	25-Dec-25	25-Dec-25	25-Dec-25	2-Jan-26	2-Jan-26	2-Jan-26	2-Jan-26
New Year's Eve - Wednesday, December 31	Wednesday, 31-Dec-2025	31-Dec-25	31-Dec-25	31-Dec-25	9-Jan-26	9-Jan-26	9-Jan-26	n/a
New Year's Day <sup>(3)</sup> - Thursday, January 1 - no work	Thursday, 01-Jan-2026	1-Jan-26	1-Jan-26	1-Jan-26	9-Jan-26	9-Jan-26	9-Jan-26	9-Jan-26

**Longshoremen, Clerks & Walking Bosses:**

- (1) Per Section 5.3131, PCLCD, employees who work the required hours to have qualified for a 2-week basic vacation in the prior payroll year shall not be required to meet the provisions of Section 5.313 on paid holidays which are normal work days. (Applies to longshore, clerk and walking boss employees.)
- (2) When a holiday falls on a Saturday or Sunday, the work schedule shall apply on Saturday or Sunday respectively; however, the holiday shall be observed on Monday in accordance with Section 5.21. Employees who work on Monday shall be paid as prescribed in Section 4. (Applies to longshore, clerk and walking boss employees.)
- (3) The provision for "no work" shall not apply to passenger ships, essential military cargo and emergencies as defined in Section 5.24.

**Watchmen:**

- (4) Applicable to watchmen only.
- (5) When a holiday falls on a Sunday, the following Monday shall be observed as the holiday.
- (6) When a holiday falls on a Saturday, the holiday is observed on Saturday and the previous Friday will be the overtime day. (Applies to So Calif. watchmen only.)