



2025	State / C & C	Federal	1186 ELEC.	Telcom	HOLIDAY PAY RATE
Wednesday, January 01 NEW YEAR'S DAY 2025	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Monday, January 20 DR. MARTIN LUTHER KING JR. DAY	Yes	Yes	No	No	ELECTRICIANS - 1 1/2 TIMES the straight time rate on State and County projects, straight time on Federal & private projects 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Monday, February 17 PRESIDENTS' DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Wednesday, March 26 PRINCE JONAH KUHIO DAY	Yes	No	Yes	No	ELECTRICIANS - 1 1/2 TIMES the straight time rate Straight time – Carpenters, Laborers, Masons & Operating Engineers 1 ½ the straight time rate for Carp, Labor, Masons, and Operating Engineers on State & County Government projects (as required by law)
Friday, April 18 GOOD FRIDAY	Yes	No	Yes	No	ELECTRICIANS - 1 1/2 TIMES the straight time rate Straight time – Carpenters, Laborers, Masons & Operating Engineers 1 ½ the straight time rate for Carp, Labor, Masons, and Operating Engineers on State & County Government projects (as required by law)
Monday, May 26 MEMORIAL DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Wednesday, June 11 KING KAMEHAMEHA DAY	Yes	No	Yes	No	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Thursday, June 19 JUNETEENTH	No	Yes	No	No	ELECTRICIANS - straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Mason, and Operating Engineers on Federal projects Straight time if working on State, City & Private jobs – Carpenters, Laborers, Masons, and Operating Engineers
Friday, July 4 INDEPENDENCE DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Friday, August 15 ADMISSION DAY	Yes	No	Yes	No	ELECTRICIANS - 1 1/2 TIMES the straight time rate Straight time – Carpenters, Laborers, Masons & Operating Engineers 1 ½ the straight time rate for Carp, Labor, Masons, and Operating Engineers on State & County Government projects (as required by law)
Monday, September 1 LABOR DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 2 TIMES the straight time rate for Operating Engineers 3 TIMES the straight time rate for Laborers, Masons and Carpenters
Monday, October 13 DISCOVERERS' DAY	No	Yes	Yes	Yes	ELECTRICIANS - 1 1/2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Mason, and Operating Engineers on Federal projects Straight time if working on State, City & Private jobs – Carpenters, Laborers, Masons, and Operating Engineers
Tuesday, November 11 VETERANS' DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 1 1/2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Thursday, November 27 THANKSGIVING DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers
Friday, November 28 DAY AFTER THANKSGIVING	No	No	Yes	Yes	ELECTRICIANS - 1 1/2 TIMES the straight time rate
Thursday, December 25 CHRISTMAS DAY	Yes	Yes	Yes	Yes	ELECTRICIANS - 2 TIMES the straight time rate 1 ½ TIMES the straight time rate – Carpenters, Laborers, Masons 2 TIMES the straight time rate for Operating Engineers