



2026	<u>State / C & C</u>	<u>Federal</u>	<u>1186 ELEC.</u>	<u>Telcom</u>	<u>HOLIDAY PAY RATE</u>
Thursday, January 01 NEW YEAR'S DAY 2026	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 19 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 16 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
Thursday, 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 3 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 25 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
Thursday, 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
Friday, 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 3 (Observed) 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 21 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 7 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 12 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
Wednesday, 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 26 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 27 DAY AFTER THANKSGIVING	No	No	Yes	Yes	ELECTRICIANS - 1 1/2 TIMES the straight time rate
Friday, 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