

# 2025



Laborers'  
International  
Union of  
North America

# LiUNA! LOCAL 368

Feel the Power

HOLIDAY'S	STATE & COUNTY	FEDERAL	<u>LABORERS</u>	HOLIDAY PAY RATE FOR WORK PERFORMED
Wednesday, January 1, 2025 <b>NEW YEAR'S DAY</b> (OBSERVED)	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Monday, January 20, 2025 <b>MARTIN LUTHER KING JR. DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Monday, February 17, 2025 <b>PRESIDENTS' DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Wednesday, March 26, 2025 <b>PRINCE JONAH KUHIO DAY</b> (OBSERVED)	Yes	No	<b>NO</b>	Straight time on all Private and Federal Projects. 1 1/2 TIMES the straight time rate on State & County Government Projects (as required by law).
Friday, April 18, 2025 <b>GOOD FRIDAY</b>	Yes	No	<b>NO</b>	Straight time on all Private and Federal Projects. 1 1/2 TIMES the straight time rate on State & County Government Projects (as required by law).
Monday, May 26, 2025 <b>MEMORIAL DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Wednesday, June 11, 2025 <b>KING KAMEHAMEHA I DAY</b> (OBSERVED)	Yes	No	<b>YES</b>	1 1/2 TIMES the straight time rate
Thursday, June 19, 2025 <b>JUNETEENTH</b>	No	Yes	<b>NO</b>	1 1/2 TIMES the straight time rate on Federal Projects Straight time if working on State, City & Private Jobs
Friday, July 4, 2025 <b>INDEPENDENCE DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Friday, August 15, 2025 <b>STATEHOOD DAY</b>	Yes	No	<b>NO</b>	Straight time on all Private and Federal Projects. 1 1/2 TIMES the straight time rate on State & County Government Projects (as required by law).
Monday, September 1, 2025 <b>LABOR DAY</b>	Yes	Yes	<b>YES</b>	3 TIMES the straight time rate
Monday, October 13, 2025 <b>Columbus Day</b> (Also Known as Discover's Day)	No	Yes	<b>NO</b>	Straight time on State, City and Private projects. 1 1/2 TIMES the straight time rate on Federal projects.
Tuesday, November 11, 2025 <b>VETERANS DAY</b> (OBSERVED)	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Thursday, November 27, 2025 <b>THANKSGIVING DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate
Thursday, December 25, 2025 <b>CHRISTMAS DAY</b>	Yes	Yes	<b>YES</b>	1 1/2 TIMES the straight time rate

Hawaii Laborers' Union Local 368 assumes no responsibility for accuracy or completeness of the information contained herein.