

2026



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 |
|---|----------------|---------|-----------------|--|
| Thursday, January 1, 2026 NEW YEAR'S DAY <i>(OBSERVED)</i> | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Monday, January 19, 2026 MARTIN LUTHER KING JR. DAY | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Monday, February 16, 2026 PRESIDENTS' DAY | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Thursday, March 26, 2026 PRINCE JONAH KUHIO DAY <i>(OBSERVED)</i> | Yes | No | NO | 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 3, 2026 GOOD FRIDAY | Yes | No | NO | 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 25, 2026 MEMORIAL DAY | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Thursday, June 11, 2026 KING KAMEHAMEHA I DAY <i>(OBSERVED)</i> | Yes | No | YES | 1 1/2 TIMES the straight time rate |
| Friday, June 19, 2026 JUNETEENTH | No | Yes | NO | 1 1/2 TIMES the straight time rate on Federal Projects Straight time if working on State, City & Private Jobs |
| Friday, July 3, 2026 INDEPENDENCE DAY <i>(OBSERVED)</i> | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Friday, August 21, 2026 STATEHOOD DAY | Yes | No | NO | 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 7, 2026 LABOR DAY | Yes | Yes | YES | 3 TIMES the straight time rate |
| Monday, October 12, 2026 Columbus Day (Also Known as Discover's Day) | No | Yes | NO | Straight time on State, City and Private projects. 1 1/2 TIMES the straight time rate on Federal projects. |
| Wednesday, November 11, 2026 VETERANS DAY <i>(OBSERVED)</i> | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Thursday, November 26, 2026 THANKSGIVING DAY | Yes | Yes | YES | 1 1/2 TIMES the straight time rate |
| Friday, December 25, 2026 CHRISTMAS DAY | Yes | Yes | YES | 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.