

# WEST GULF MARITIME ASSOCIATION

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Listed below you will find the updated ILA holiday/premium pay days for the contract year beginning October 1, 2023, and ending September 30, 2024. Please note that Column 1 indicates the current holidays under the Fully Automated – Master Contract Collective Bargaining Agreement and Column 2 indicates the holidays set forth in most west gulf memoranda of understanding. Please be advised that there may also be differences in holiday language in separate memoranda of understanding on specific operations in specific ports.

DATE	HOLIDAY	COLUMN 1	COLUMN 2
Friday, November 10, 2023	Veteran's Day Observed	X	
Thursday, November 23, 2023	Thanksgiving Day	X	X
Friday, November 24, 2023	Day after Thanksgiving***	X	
Friday, December 8, 2023	Container Royalty payout day***	X	
Monday, December 25, 2023	Christmas Day ( <b>No Work Day</b> )	X	X
Monday, January 1, 2024	New Year's Day	X	X
Monday, January 15, 2024	Martin Luther King, Jr. Day	X	X
Monday, February 19, 2024	President's Day	X	
Saturday, March 2, 2024	Texas Independence Day*	X	
Sunday, March 31, 2024	Cesar Chavez Day***	X	
Friday, March 29, 2024	Good Friday	X	
Sunday, April 28, 2024	Worker's Memorial Day***	X	
Monday, May 27, 2024	Memorial Day	X	X
Wednesday, June 19, 2024	Emancipation Day**	X	
Thursday, July 4, 2024	Independence Day	X	X
Monday, September 2, 2024	Labor Day ( <b>No Work Day</b> )	X	X

\*Excluding Lake Charles, which observes Mardi Gras Day, Tuesday, February 13, 2023.

\*\*Galveston Locals observe Emancipation Day on June 19 under most of their Memoranda of Understanding.

\*\*\*These are premium pay days. An individual will be paid overtime the regular rate *only if* the individual worked on that day.

When holidays fall on a Saturday, the holiday will be treated as a regular Saturday overtime day and when holidays fall on a Sunday, the following Monday will be recognized as the holiday. Christmas Day and Labor Day are **No Work Days**.

Very truly yours,

West Gulf Maritime Association