

WEST GULF MARITIME ASSOCIATION

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April 10, 2025

Listed below you will find the updated ILA holiday/premium pay days for the contract year beginning October 1, 2024, and ending September 30, 2025. 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
Monday, November 11, 2024	Veteran's Day	X	
Thursday, November 28, 2024	Thanksgiving Day	X	X
Friday, November 29, 2024	Day after Thanksgiving***	X	
Friday, December 13, 2024	Container Royalty payout day***	X	
Wed, December 25, 2024	Christmas Day (No Work Day)	X	X
Wednesday, January 1, 2025	New Year's Day	X	X
Monday, January 20, 2025	Martin Luther King, Jr. Day	X	X
Monday, February 17, 2025	President's Day	X	
Sunday, March 2, 2025	Texas Independence Day*	X	
Monday, March 31, 2025	Cesar Chavez Day***	X	
Friday, April 18, 2025	Good Friday	X	
Monday, April 28, 2025	Worker's Memorial Day***	X	
Monday, May 26, 2025	Memorial Day	X	X
Thursday, June 19, 2025	Emancipation Day**	X	
Friday, July 4, 2025	Independence Day	X	X
Monday, September 1, 2025	Labor Day (No Work Day)	X	X

*Excluding Lake Charles, which observes Mardi Gras Day, Tuesday, March 4, 2025.

**Galveston Locals observe Emancipation Day on June 19 under most of their Memoranda of Understanding. Veteran's Day and Cesar Chavez Day are holidays under Galveston Cruise and premium pay days under remaining Galveston memoranda.

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

Starting contract year 2026 (10/1/2025), Columbus Day will be a paid holiday on fully automated operations.

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.

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Christmas Day and Labor Day are NO WORK DAYS throughout the west gulf. Thanksgiving Day, July 4, and New Year's Day are also NO WORK DAYS on fully automated operations.

Very truly yours,

West Gulf Maritime Association