

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, 2025, and ending September 30, 2026. 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, October 13, 2025	Columbus Day	X	
Tuesday, November 11, 2025	Veteran's Day	X	
Thursday, November 27, 2025	Thanksgiving Day****	X	X
Friday, November 28, 2025	Day after Thanksgiving***	X	
Friday, December 12, 2025	Container Royalty payout day***	X	
Thursday, December 25, 2025	Christmas Day****	X	X
Thursday, January 1, 2026	New Year's Day****	X	X
Monday, January 19, 2026	Martin Luther King, Jr. Day	X	X
Monday, February 16, 2026	President's Day	X	
Monday, March 2, 2026	Texas Independence Day*	X	
Tuesday, March 31, 2026	Cesar Chavez Day***	X	
Friday, April 3, 2026	Good Friday	X	
Tuesday, April 28, 2026	Worker's Memorial Day***	X	
Monday, May 25, 2026	Memorial Day	X	X
Friday, June 19, 2026	Emancipation Day**	X	
Saturday, July 4, 2026	Independence Day ****	X	X
Monday, September 7, 2026	Labor Day****	X	X

*Excluding Lake Charles, which observes Mardi Gras Day, Tuesday, February 17, 2026.

**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.

****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.

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.