



Hampton Roads Shipping Association

Longshore Holidays*

October 1, 2024-September 30, 2025

<u>HOLIDAY</u>	<u>CONTRACT RULE</u>	<u>OBSERVED DATE</u>
Columbus Day	Second Monday in October	Monday, October 14, 2024
Election Day	Tuesday following First Monday in November	Tuesday, November 5, 2024
Veterans Day	November 11th	Monday, November 11, 2024
Thanksgiving Day (Restricted Holiday)	Fourth Thursday in November	Thursday, November 28, 2024
Christmas Eve (Restricted Holiday)	December 24th	Tuesday, December 24, 2024
Christmas Day (Restricted Holiday)	December 25th	Wednesday, December 25, 2024
New Year's Day (Restricted Holiday)	January 1st	Wednesday, January 1, 2025
Martin Luther King's Birthday	January 15th	Wednesday, January 15, 2025
George Washington's Birthday	3 rd Monday in February	Monday, February 17, 2025
Thomas W. Gleason's Birthday	March 17 th	Monday, March 17, 2025
Good Friday	Friday before Easter	Friday, April 18, 2025
Memorial Day	Last Monday in May	Monday, May 26, 2025
Juneteenth	June 19 th	Thursday, June 19, 2025
Independence Day (Restricted Holiday)	July 4 th	Friday, July 4, 2025
ILA Memorial Day**	1 st Wednesday in August	Wednesday, August 6, 2025
Labor Day (Restricted Holiday)	1 st Monday in September	Monday, September 1, 2025

**This represents the full contract year 2024-2025*

***ILA Memorial Day was observed on January 20, 2025, under the extension of the 2018-2024 Contract. The new observation date will go into effect in 2026 (8/5/2026)*



Hampton Roads Shipping Association

State Legal Holidays**

2025

<u>Holiday</u>	<u>Observed</u>
New Year's Day	January 1 st
Martin Luther King Day	Third Monday in January
George Washington Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19 th
Independence Day	July 4 th
Labor Day	First Monday in September
Columbus Day & Yorktown Victory Day	Second Monday in October
Election Day	Tuesday following First Monday in November
Veteran's Day	November 11 th
Thanksgiving Day	Fourth Thursday in November and Friday the following day
Christmas Day	December 25 th

***Adapted from Code of Virginia Title 2.2 Chapter 33 "Whenever any of such days falls on Saturday, the Friday next preceding such day, or whenever any of such days falls on Sunday, the Monday next following such day, and any day so appointed by the Governor of the Commonwealth or the President of the United States, shall be a legal holiday as to the transaction of all business."*