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**TO:** Cabinet Secretaries, Executive Department Agency Heads, Human Resources Directors, Labor Relations Directors, Payroll Officers  
**FROM:** Melissa Pullin, Interim Chief Human Resources Officer  
**DATE:** December 18, 2023  
**RE:** Legal Holidays for the Commonwealth of Massachusetts

This memo contains a list of paid legal holidays and the schedule of dates when they will be observed as set forth in M.G.L. Chapter 4, Section 7, Clause 18.

The following is a list of legal holidays and the dates on which they will be observed for calendar years 2024 and 2025. As the holiday calendar is used as a planning tool by employees and agencies, two years are included to facilitate short and long-term scheduling of vacations, office coverage, and major agency events. Consult the Red Book or the relevant collective bargaining agreements regarding compensatory time off or compensation for employees who work on holidays.

Legal Holiday	2024	2025
New Year's Day	January 1, 2024 Monday	January 1, 2025 Wednesday
Martin Luther King Jr. Day	January 15, 2024 Monday	January 20, 2025 Monday
Presidents Day	February 19, 2024 Monday	February 17, 2025 Monday
Patriots' Day	April 15, 2024 Monday	April 21, 2025 Monday
Memorial Day	May 27, 2024 Monday	May 26, 2025 Monday
Juneteenth	June 19, 2024 Wednesday	June 19, 2025 Thursday
Independence Day	July 4, 2024 Thursday	July 4, 2025 Friday
Labor Day	September 2, 2024 Monday	September 1, 2025 Monday
Indigenous Peoples' Day/ Columbus Day	October 14, 2024 Monday	October 13, 2025 Monday
Veterans Day	November 11, 2024 Monday	November 11, 2025 Tuesday
Thanksgiving Day	November 28, 2024 Thursday	November 27, 2025 Thursday
Christmas Day	December 25, 2024 Wednesday	December 25, 2025 Thursday

Sincerely,

**Melissa Pullin**  
Interim Chief Human Resources Officer  
Human Resources Division