



December 22, 2025

Executive Order for December 24th and 26th Federal Holidays

On December 18, 2025 President Trump issued an [Executive Order](#) directing that all executive departments and agencies of the federal government be closed and their employees excused from duty on Wednesday, December 24, 2025 (Christmas Eve) and Friday, December 26, 2025, the days immediately before and after Christmas Day, effectively creating a longer holiday period for most federal workers; agency heads retain discretion to keep offices open or require certain employees to work for national security, defense, or other public-need reasons, and the order treats these closures as official holidays for pay and leave purposes under existing statutes.

Collective Bargaining Implications

Nearly all NECA-IBEW agreements include language that addresses holidays with a variation of additional hourly compensation if hours are worked, potential paid time provisions, or specific work rules and schedule impacts. Some CBAs identify specific holidays recognized this language is applicable to, and some CBAs contain language designating any federal holiday is recognized per the agreement section. NECA Chapters and NECA members are strongly encouraged to read and follow their CBA language in place as these Federal holidays will be in place for December 24th and December 26th, 2025.

This material is for informational purposes only. The material is general and is not intended to be legal advice. It should not be relied upon or used without consulting a lawyer to consider your specific circumstances, possible changes to applicable laws, applicable CBAs, prime contracts, subcontracts, rules and regulations and other legal issues. Receipt of this material does not establish an attorney-client relationship.



NECA Regulatory Alert

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Bulletin Subject