



THE SECRETARY OF THE NAVY
WASHINGTON DC 20350-1000

November 24, 2025

SECNAV NOTICE 1050

From: Secretary of the Navy
To: Distribution

Subj: DEPARTMENT OF THE NAVY SECRETARIAT CALENDAR YEAR 2026
FEDERAL HOLIDAY GUIDANCE

Ref: (a) U.S. Office of Personnel Management, 2026-2027 Federal Holidays

1. Purpose. In accordance with reference (a), this memorandum provides guidance surrounding the Calendar Year (CY) 2026 federal holidays for Secretariat military and civilian personnel. Mission accomplishment is paramount; supervisors must guarantee staffing is appropriate to ensure that functionality is always maintained to meet mission requirements.

2. Background. This notice is promulgated to facilitate planning for command personnel of recognized federal holidays and authorized liberty periods. Secretariat Front Offices must meet mission requirements; therefore, this notice creates no entitlement and is subject to change based on mission requirements or headquarters direction.

3. Military Liberty Periods. The Secretariat intends to authorize three-day (72 hours) or four day (96 hours) special liberty to military members assigned to the Secretariat over the following holiday periods, subject to mission requirements:

Event	Federal Holiday (All)	Special Liberty (MIL)	Authorized
New Years' Day 2026	Thurs, Jan 1, 2026	Jan 1 – Jan 4, 2026	4 Days / 96
MLK Jr. Day	Mon, Jan 19	Jan 17 – Jan 19, 2026	3 Days / 72
Washington's Birthday	Mon, Feb 16	Feb 14 – Feb 16 2026	3 Days / 72
Memorial Day	Mon, May 25	May 22 – May 25, 2026	4 Days / 96
Juneteenth	Fri, June 19	Jun 19 – Jun 21, 2026	3 Days / 72
Independence Day	Fri, July 3	Jul 3 – Jul 6, 2026	4 Days / 96
Labor Day	Mon, Sep 7	Sep 4 – Sep 7, 2026	4 Days / 96
Columbus Day	Mon, Oct 12	Oct 10 – Oct 12, 2026	3 Days / 72
Veterans Day	Wed, Nov 11	Nov 10 – Nov 12, 2026	3 Days / 72
Thanksgiving Day	Thurs, Nov 26	Nov 26 – Nov 29, 2026	4 Days / 96
Christmas Day	Fri, Dec 25	Dec 24 – Dec 27, 2026	4 Days / 96
New Year's Day 2027	Fri, Jan 1, 2027	Dec 31, 2026 – Jan 3, 2027	4 Days / 96

4. Civilian Liberal Leave Periods. Within the above holiday periods identified as three-day or four-day special liberty periods for military members, Secretariat civilian supervisors are authorized to grant liberal leave to civilian employees. Liberal leave means civilians will be offered the opportunity and are encouraged to take annual leave, leave without pay, credit hours

and/or accrued compensatory time where mission requirements permit and with supervisory approval. Time off will be in accordance with all applicable rules and regulations (e.g., documented through the Standard Labor Data Collection and Distribution Application (SLDCADA) System). Civilian personnel who do not take time off during the three- or four-day liberty periods may be excused for early departure (e.g., the “59-minute rule”) with supervisory approval and in accordance with governing laws, regulations, policies, and mission requirements.

5. Cancellation Contingency. This notice remains in effect until January 3, 2027, unless amended or replaced sooner.



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