

## **Holiday and Holiday Pay Clauses**

### **CARPENTERS:**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. Holidays that fall on a Saturday are not observed on Friday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

### **BRICKLAYERS:**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. Holidays that fall on a Saturday are not observed on Friday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

### **OPERATING ENGINEERS:**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ When all trades on a particular job site agree, the day after Thanksgiving may be substituted for Veterans' Day.
- ▶ When a holiday falls on a Saturday, the employer shall have the option to work Monday through Friday and pay for the Saturday holiday, or work Monday through Thursday and give Friday off with pay in lieu of the Saturday holiday.
- ▶ Holidays falling on Sunday will be celebrated on Monday.
- ▶ To be eligible for holiday pay, an employee must work three days of the preceding five working days before the holiday or the working day before the holiday and the working day after the holiday, but in no event can an employee who is on the employer's payroll the work week before and after the holiday receive holiday pay unless he works the working day before and the working day after the holiday.
- ▶ Operating Engineers are paid straight time for holidays not worked, and double time for holidays worked.

### **HEAVY/HIGHWAY LABORERS, LOCALS 472 & 172:**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day.
- ▶ The Employer has the option to work Veteran's day at straight time and take the Friday after Thanksgiving as a holiday. However in the trading of Veterans Day for the Friday after Thanksgiving, for clarification, if overtime is worked on Veterans Day it is to be paid at double time. The deferred 8 straight hours holiday pay is to pay for the unworked Friday after Thanksgiving. Overtime hours worked on Veterans Day are a completely separate item and calculation from the "equal trade formula" which will require the payment of double time for overtime.
- ▶ If any employee works on three (3) days for the same Employer within a period of ten (10)

working days consisting of five (5) working days before and five (5) working days after the day upon which the holiday falls or is observed as such, he shall be paid eight (8) hours straight time for the holiday at his regular rate of pay.

- ▶ Where a project is a four (4) day ten (10) hours per day project, holidays will be paid at eight (8) straight time hours for an unworked holiday unless the employee on the Employer's payroll works less than 40 hours during the week upon which the holiday falls, in which case he shall be paid an additional two (2) hours straight time holiday pay for that unworked holiday. A work week shall commence on Monday 12:01 AM and extend to 12:00 midnight on the Sunday following.
- ▶ If an employee is hired after a holiday, he shall not be paid for the holiday unless he was employed during the work week preceding the holiday.
- ▶ When a layoff occurs, for reasons other than job completion, on or after December 20th, each employee so laid off shall receive one day's pay in lieu of Christmas Holiday provided the employee was working for the employer on the job on December 17th. Where such employee starts again on or before January 6th, excluding a new project just beginning, such employee shall be paid a day's pay in lieu of New Year's Day Holiday.
- ▶ If an employee works on a holiday, or days celebrated as such, (including holidays falling on Sunday and celebrated on Monday) he shall be paid double time for all hours worked.
- ▶ If an employee works on a holiday which falls on Saturday, he shall be paid double time and one half for all hours worked.
- ▶ If an employee works on a Holiday that falls on Sunday, he shall be paid triple time. However if the employee works on a holiday Sunday but is given Monday off at regular holiday pay, then that Sunday will be at the traditional double time rate for all hours worked.
- ▶ If he does not work on Saturday and otherwise qualifies for holiday pay he shall be paid straight time for the holiday, all time paid for holidays, whether worked or not, shall be paid for at the regular rate of pay for the particular job classification.
- ▶ It is understood that where time and one-half or double time is specified in this Agreement for work performed on Saturdays, Sundays, holidays or different shift times, this is overtime and not premium time for work performed on these days and the base rates for the computation of this time and one-half or double time is the hourly rate set forth in the Agreement. It is further understood that there is to be no extra or premium time for hours worked in excess of eight (8) hours on Saturdays, Sundays or holidays.

#### **BUILDING LABORERS, LOCALS 3 & 77:**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ In the event BCANJ agrees with any other trade it has collective bargaining agreements with to recognize Martin Luther King holiday as a holiday, then such holiday will thereafter be recognized as a holiday under this Agreement.
- ▶ In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. Holidays that fall on a Saturday are not observed on Friday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

## **IRONWORKERS:**

### ***Local 11...***

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. Holidays that fall on a Saturday are not observed on Friday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman and Superintendent: Paid straight time for holidays not worked. If worked, they shall be paid double time.

### ***Mercer County, Local 68...***

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ Employees who report and/or work on Christmas Eve Day and/or New Year's Eve Day shall work and/or remain on the job for four hours and shall be paid for eight hours.
- ▶ Holidays specified herein which fall on a Sunday shall be observed on the following Monday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

### ***Atlantic County, Local 350...***

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. Holidays that fall on a Saturday are not observed on Friday.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

### ***Camden County, Local 399...***

- ▶ Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, General and Presidential Election Day, Thanksgiving Day, and Christmas Day.
- ▶ Employees who work on Christmas Eve Day shall work four hours and shall be paid for eight hours.
- ▶ When Christmas falls on a Sunday or Monday, employees shall work four hours and receive eight hours pay on the Friday preceding the holiday.
- ▶ Holidays specified herein which fall on a Sunday shall be observed on the following Monday
- ▶ When, through no fault of their own, employees are unable to work on a regular workday due to Operating Engineers having a holiday, said employees shall receive two hours' pay for said day without having to report. If employees are notified at least twenty-four (24) hours in advance of starting time not to report to work on a given day because the Operating Engineers observe a holiday on such day, said employees shall not be entitled to any compensation.
- ▶ In the event a project is shut down for an excluded holiday, or any reason beyond the boundaries of this contract, the Contractor shall allow the Ironworker employee(s) to make

up the missed hours by working a four (4) day, ten (10) hour schedule during that work week or to effect a make-up day on Saturday, by mutual consent of the Employer and the Union.

### **DOCKBUILDERS, LOCAL NO. 1556**

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veterans' Day, Thanksgiving Day, Christmas Day.
- ▶ When all trades agree, Veterans' Day may be worked at straight time and the holiday may be switched to the day after Thanksgiving. (See contract for details.)
- ▶ There is no Saturday/Sunday holiday provision in the contract.
- ▶ Journeyman: Is not paid for a holiday unless worked. If worked, the journeyman is paid double time.
- ▶ Foreman: Is paid straight time for holidays not worked. If worked, the foreman is paid double time.

### **TEAMSTERS**

#### ***Local No. 560...***

- ▶ Holidays: New Year's Day, President's Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day, and Christmas Day
- ▶ When all trades agree, the day after Thanksgiving can be substituted for Veteran's Day.
- ▶ Employees assigned to work on a Sunday or Holidays shall be paid double time.
- ▶ Employees who are not assigned to work on any of the above holidays shall, nonetheless, receive a regular day's pay, eight (8) straight time hours, for the holidays, providing the employee has been assigned to work "or shapes" one (1) day of the calendar week during which the holiday occurs.
- ▶ The above paragraphs shall apply when a holiday occurs on Saturday.
- ▶ When any of the above holidays fall on Sunday they shall be celebrated on Monday.
- ▶ Employees assigned to work on a Saturday that is a holiday shall be paid for all work at two and one-half times the hourly rate which includes the holiday pay.
- ▶ Where a project works four (4) day, ten (10) hour days, holidays will be paid at eight (8) straight time hours for an unworked holiday unless the employee on the Employer's payroll works less than 40 hours during the week upon which the holiday falls, in which case he shall be paid an additional two (2) hours straight time holiday pay for the unworked holiday.

#### ***Local No. 469...***

- ▶ Holidays: New Year's Day, Presidents' Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day, and Christmas Day.
- ▶ All employees who are assigned to work on Sundays or holidays shall be paid two times the rates, in accordance with the Agreement, for all hours worked which includes the holiday pay.
- ▶ When all trades agree, teamsters will agree to substitute the day after Thanksgiving for Veteran's Day.
- ▶ Employees who are not assigned to work on any of the above holidays shall, nonetheless, receive a regular day's pay, eight (8) straight time hours, for the holidays, providing the employee has been assigned to work "or shapes" one (1) day of the calendar week during which the holiday occurs.
- ▶ The above paragraphs shall apply when a holiday occurs on Saturday.
- ▶ When any of the above holidays fall on Sunday they shall be celebrated on Monday.
- ▶ Employees assigned to work on a Saturday that is a holiday shall be paid for all work at two and one-half times the hourly rate which includes the holiday pay.

- ▶ Where a project is a four (4) day, ten (10) hours per day project, holidays will be paid at eight (8) straight time hours for an unworked holiday unless the employee on the Employer's payroll works less than 40 hours during the week upon which the holiday falls, in which case he shall be paid an additional two (2) hours straight time holiday pay for the unworked holiday.

#### ***Local 676...***

- ▶ Holidays: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (or the day after Thanksgiving, at the option of the Contractor), Thanksgiving Day, Christmas Day, Presidential Election Day.
- ▶ The employee is entitled to the afternoon of the day before Christmas (December 24) with pay provided the employee works in the morning. If the employee works in the afternoon, he shall receive double the straight time rate for the afternoon.
- ▶ If Veteran's Day is worked at straight time and switched with the day after Thanksgiving and the Teamster is subsequently severed from employment prior to the day after Thanksgiving, then the Teamster shall be paid Holiday Pay for Veteran's Day.
- ▶ Employees who are not assigned to work on any of the above holidays shall, nonetheless, receive a regular day's pay, eight (8) straight time hours, for the holidays. To be eligible for holiday pay, the employee must work or be available for work on at least two (2) days in the week in which the holiday occurs.
- ▶ If an employee is eligible for a holiday and is required to work on said holiday, he shall receive eight (8) hours straight time pay for the holiday, in addition to the applicable wage and fringe benefits for the hours worked, consistent with the terms of the Agreement.
- ▶ Where a "House Concern" celebrates a company holiday not recognized by this Agreement, and an employee is hurt by the shut-down of the "House Concern," the Union may request to the Employer that such "House Concern" company holiday be a paid company holiday in exchange for one of the paid holidays recognized by this Agreement.

#### ***Local No. 331...***

- ▶ Holidays: New Year's Day, President Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day and Presidential Election Day.
- ▶ When all trades agree, Teamsters Local 331 will also agree to substitute the day after Thanksgiving for Veteran's Day.
- ▶ Any Teamsters working three (3) days in any calendar week in which a holiday falls, shall be paid straight time for the holiday and shall be paid straight time for the three (3) days worked, at his/her regular rate and if ordered to work Sundays or the above holidays, will be paid at the rate of double time.
- ▶ Double time for a worked holiday shall be defined as regular hourly rate plus eight (8) hours of holiday pay.
- ▶ If any holiday falls on a Sunday and is celebrated the following Monday, that Monday is to be considered a holiday, and an employee who is on the employer's payroll the work week before and after the holiday shall not receive holiday pay unless the employee is available to work the regularly scheduled work day before and regularly scheduled work day after the holiday.