

DEPARTMENT OF INDUSTRIAL RELATIONS  
Office of the Director - Research Unit  
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San Francisco, CA 94102

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## **HOLIDAY PROVISION**

FOR

**ROOFER:**

**Bitumastic, Enameler, Pipe Wrapper, Coal Tar Pitch Build-Up**

**Mastic Worker, Kettleman (2 Kettles without Pumps)**

IN

**SAN FRANCISCO AND SAN MATEO COUNTIES**

242-X-4U

RECEIVED  
Department of Industrial Relations

JAN 10 REC'D 2019

Office of the Director-Research

# **WORKING AGREEMENT**

**between**

**LOCAL NO. 40**

**of the**

**UNITED UNION OF ROOFERS,  
WATERPROOFERS AND ALLIED  
WORKERS, AFL-CIO**

**and**

**ASSOCIATED ROOFING CONTRACTORS  
OF THE BAY AREA COUNTIES, INC.**

**SEPTEMBER 21, 2018 – JULY 31, 2021**

## **ARTICLE VIII**

### ***Holidays***

**Section 1.** All Sundays shall be recognized Holidays, in addition to the following Legal Holidays recognized and observed within the area covered by this Agreement: New Year's Day, Presidents' Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. Should any of these Legal Holidays fall on a Saturday, the preceding Friday shall be considered a voluntary work day. Should any of these Legal Holidays fall on a Sunday, the following Monday shall be considered a voluntary work day. No employee shall be discharged or otherwise disciplined for refusing to work on these days. Employees who do elect to work on these days shall be compensated at their regular straight-time wage rate.

**Section 2.** No overtime shall be worked on Sunday or on the Holidays, including but not limited to Labor Day, specified in this Agreement except in cases of extreme emergency when, by mutual consent of both parties hereto, such emergency work is permitted, and in all cases where such necessary emergency work is permitted, the applicable over-time rate shall be paid.

**Section 3.** The day after Thanksgiving, the day after Christmas and the day after New Years' Day shall be considered voluntary work days. No employee shall be discharged or otherwise disciplined for refusing to work on these days.