



HOLIDAY PROVISIONS

FOR

**ELECTRICIAN:
INSIDE WIREMAN
CABLE SPLICER**

IN

ALAMEDA COUNTY

RECEIVED
Department of Industrial Relations

JUL 01 2019

Office of the Director-Research

ALAMEDA COUNTY

INSIDE CONSTRUCTION AGREEMENT

BETWEEN

ALAMEDA COUNTY BRANCH
NORTHERN CALIFORNIA CHAPTER,
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

&

LOCAL UNION 595,
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

EFFECTIVE

June 1, 2019, through May 31, 2023

ARTICLE III

Overtime, Holidays & Off-Days

Section 2 [3.02]

Subsection (a) Overtime for two (2) hours each workday, Monday through Friday, after the completion of the regular working hours, will be paid at time and one-half (1-1/2) the regular straight time rate. All other work performed outside of the regularly scheduled working hours and work on Saturdays, Sundays, and the following holidays: Martin Luther King, Jr. Day, New Year's Day, Washington's Birthday (Presidents' Day), Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve and Christmas Day, or days celebrated as such, shall be paid for at double the straight time rate of pay. Should any of the above named holidays fall on Saturday or Sunday, the Friday before or the following Monday shall be observed as the holiday. No compensation for sick leave, personal time off, vacation,

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and/or holidays shall be required except as stipulated in this Agreement. This includes waiver of California Labor Code Sections 245-249 and Oakland Municipal Code Sections 2.28.030(B) and 5.92.030.¹

Subsection (h) Designated Off-Days – Four (4) days of each year will be selected by the Union as designated “Off-Days.” Off-Days shall be paid at time and one-half (1-1/2) the straight time rate.

Subsection (i) Noted below is a calendar of holidays for the term of this Agreement. Designated “Off-Days,” which are not holidays under this Agreement, will be as published annually by the Chapter and the Union.

<u>Holidays</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
New Year’s Day		1/1	1/1	12/31/21*	1/2*
Martin Luther King, Jr. Day		1/20	1/18	1/17	1/16
Designated Off-Day		2/14	2/12	2/18	2/17
Presidents’ Day		2/17	2/15	2/21	2/20

¹ Labor and Management signed an MOU further clarifying Section 3.02, subsection (a).

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Designated Off-Day		5/22	5/28	5/27	5/26
Memorial Day		5/25	5/31	5/30	5/29
Designated Off-Day	7/5	7/6	7/2	7/1	
Fourth of July	7/4	7/3*	7/5*	7/4	
Designated Off-Day	8/30	9/4	9/3	9/2	
Labor Day	9/2	9/7	9/6	9/5	
Thanksgiving Day	11/28	11/26	11/25	11/24	
Day after Thanksgiving	11/29	11/27	11/26	11/25	
Christmas Eve	12/24	12/24	12/24	12/23*	
Christmas Day	12/25	12/25	12/24*	12/26*	

*** Dates shown are the observed holidays per Section 3.02(a) of this Agreement.**

Veteran's Day

Section 3 [3.03]

It shall not be considered a violation of this Agreement nor shall the Employer discharge any worker if he/she recognizes Veteran's Day.

Labor Day

Section 4 [3.04]

No work shall be performed on Labor Day, except in case of emergency, and then only after the Business Manager of the Union grants permission.