DEPARTMENT OF INDUSTRIAL RELATIONS Office of the Director – Research Unit 455 Golden Gate Avenue, 9<sup>th</sup> Floor San Francisco, CA 94102



### **HOLIDAY PROVISION**

**FOR** 

# **PLUMBER:**

PLUMBER, STEAMFITTER, REFRIGERATION FITTER SERVICE & REPAIR, CONSTRUCTION TRADESMAN (YEARS 2-5)

IN

SAN BENITO & SANTA CLARA COUNTIES

# MASTER LABOR AGREEMENT BETWEEN U.A. LOCAL UNION #393 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA

# **AND**

SANTA CLARA VALLEY CONTRACTORS ASSOCIATION

NORTHERN CALIFORNIA MECHANICAL CONTRACTORS
ASSOCIATION

GREATER BAY AREA ASSOCIATION OF PLUMBING AND MECHANICAL CONTRACTORS

INDUSTRIAL CONTRACTORS - UMIC, INC.

EFFECTIVE JULY 1, 2018 EXPIRES JUNE 30, 2021

REGEIVEB
Department of Industrial Relations

JUL 06 2018

Office of the Director-Research

# **ARTICLE IX – HOLIDAYS**

**CONSTRUCTION:** The following are holidays for all construction, including but not limited to new construction, remodel, retrofit and tenant improvement:

The day before New Year's Day

New Year's Day

Martin Luther King's Birthday

President's Day

Good Friday

Memorial Day

Fourth of July

First Friday in August

Labor Day

Columbus Day

Veterans' Day (2<sup>nd</sup> Monday in November)

Thanksgiving Day

Friday following Thanksgiving Day

The day before Christmas

Christmas Day

**ADDITIONAL HOLIDAYS:** The following days are Holidays:

- -Monday following a Sunday Holiday
- -Monday preceding a Tuesday Holiday
- -Friday following a Thursday Holiday
- -Friday preceding a Saturday Holiday
- -Friday preceding a Monday Holiday

[except the Friday before the Day before New Year's Day, New Year's Day, Fourth of July, Columbus Day, Martin Luther King's birthday, Veteran's day, the day before Christmas and Christmas Day]

- -Saturday in conjunction with a Monday or Friday Holiday
- -The day after Fourth of July when Fourth of July lands on a Monday,
- -The day after Christmas when Christmas lands on a Monday or Tuesday
- -The day after New Year's Day when New Year's Day lands on a Monday or Tuesday

## SEE HOLIDAY CALENDARS - APPENDIX B

- **80. UNION ACTIVITIES DAY:** The Contractor agrees that should the Union implement a Union Activities Day, the Contractor will permit employees to take off from work one (1) day per year, upon receiving thirty (30) days notice from the Union.
- **81.** No work shall be required on Labor Day except in cases of extreme emergencies, where the health and/or safety of the public are endangered.
- **82. PLUMBING SERVICE AND REPAIR:** The following shall be considered holidays on Service and Repair. The rate of pay for all work performed on service and repair holidays is time and one-half (x1.5) the taxable rate, plus straight time for all fringe benefit payments:

New Year's Day
President's Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

If a holiday falls on a Sunday, the Monday following shall be considered a holiday.

# Appendix B

Construction Holiday (Paid @ 2X)	Holiday Calendar	*	HVAC/Refrig. Serv. Holiday (Paid @ 1 ½)
Plumbing Service & Repair (Paid @ 1 %)	July 1, 2018 to June 30, 2	2019 **	HVAC/Reftig. Serv. Holiday (Paid @ 2X)

S   M   T   W   T   F   S   S   M   T   W   T   F   S	ing Service & Repair (Paid @ 1 %)							June	. 50, 2	2017	**			Serv. Ho	liday (Paid
1															
R									S	M					
15															
22															
S M T W T F S S M T W T F S S M T W T F S S M T W T F S S M T W T F S S S M T W T F S S S M T W T S S S M T W T S S S M T S S S M T S W S S S S S S S S S S S S S S S S S															
S   M   T   W   T   F   S   S   M   T   W   T   F   S	22	23	24	25	26	27	28		20	21	22			25	26
S         M         T         W         T         F         S         S         M         T         W         T         F         S           5         6         7         8         9         10         11         3         4         5         6         7         8         9           12         13         14         15         16         17         18         10         11         12         13         14         15         16           19         20         21         22         23         24         25         17         (8*)         19         20         21         22         23           26         27         28         29         30         31         24         25         26         27         28         29           September 2018          T         F         S         S         M         T         W         T         F         S           S         M         T         W         T         F         S         S         M         T         W         T         F         S         9         9         10         11	29	30							27	28					
1															
S	S	M	T						S	M	Т	W	Т		
12			500						- PE-1			200			
19															
September 2018   Sep				20000			W. 74.0		10			C.S. C. C.			
September 2018         March 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           2         3***         4         5         6         7         8         3         4         5         6         7         8         9           9         10         11         12         13         14         15         10         11         12         13         14         15         10         11         12         13         14         15         16         17         18         19         20         21         22         17         18         19         20         21         22         23         24         25         26         27         28         29         30           30         T         W         T         F         S         S         M         T         W         T         F         S           S         M         T         W         T         F         S         S         M         T         W         T         F         S <td>19</td> <td>20</td> <td>21</td> <td>22</td> <td>23</td> <td>24</td> <td>25</td> <td></td> <td>17</td> <td>(18*)</td> <td>19</td> <td>20</td> <td>21</td> <td>22</td> <td>23</td>	19	20	21	22	23	24	25		17	(18*)	19	20	21	22	23
S         M         T         W         T         F         S         S         M         T         W         T         F         S           2         3***         4         5         6         7         8         3         4         5         6         7         8         9           9         10         11         12         13         14         15         10         11         12         13         14         15         16           16         17         18         19         20         21         22         17         18         19         20         21         22         23           23         24         25         26         27         28         29         24         25         26         27         28         29         30           30         T         W         T         F         S         S         M         T         W         T         F         S           4         5         6         1         2         3         4         5         6           7         8         9         10         11 <th< td=""><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td><td>24</td><td>25</td><td></td><td></td><td></td><td></td><td></td></th<>	26	27	28	29	30	31			24	25					
1															
2	S	M	T	W	Т	F			S	M	Т	W	Т		
9 10 11 12 13 14 15 10 11 12 13 14 15 16  16 17 18 19 20 21 22 17 18 19 20 21 22 23  23 24 25 26 27 28 29 24 25 26 27 28 29 30  30							1							1	
16		(3**)	4		6	7	8		3	4	5		7	8	9
Cotober 2018	-	_		-		-				_			_	_	
October 2018         April 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           1         2         3         4         5         6         1         2         3         4         5         6           7         8         9         10         11         12         13         7         8         9         10         11         12         13           14         15         16         17         18         19         20         14         15         16         17         18         19         20           21         22         23         24         25         26         27         21         22         23         24         25         26         27           28         29         30         31         8         8         9         30         8         9         10         10         10         10         10         10         10         10         11         11         11         11         11         11         11         11<		1													1
October 2018         April 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           1         2         3         4         5         6         1         2         3         4         5         6           7         8         9         10         11         12         13         7         8         9         10         11         12         13           14         15         16         17         18         19         20         14         15         16         17         18         19         20           21         22         23         24         25         26         27         21         22         23         24         25         26         27           28         29         30         31         8         9         30         8         9         10         10         10         10         10         10         10         10         10         11         11         11         11         11         11         10         11		24	25	26	27	28	29			25	26	27	28	29	30
S       M       T       W       T       F       S       S       M       T       W       T       F       S         1       2       3       4       5       6       1       2       3       4       5       6         7       8       9       10       11       12       13       7       8       9       10       11       12       13         14       15       16       17       18       19       20       14       15       16       17       18       19       20         21       22       23       24       25       26       27       21       22       23       24       25       26       27         28       29       30       31       28       29       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30        30       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30       30 <td>30</td> <td></td> <td>Λ.4.</td> <td>h 20</td> <td>010</td> <td></td> <td></td> <td></td> <td>31</td> <td></td> <td>4</td> <td></td> <td>10</td> <td></td> <td></td>	30		Λ.4.	h 20	010				31		4		10		
1       2       3       4       5       6       1       2       3       4       5       6         7       8       9       10       11       12       13       7       8       9       10       11       12       13         14       15       16       17       18       19       20       14       15       16       17       18       19       20         21       22       23       24       25       26       27       21       22       23       24       25       26       27         28       29       30       31       28       29       30       31       30	- c	м				F	C		C	м				F	- C
7       8       9       10       11       12       13       7       8       9       10       11       12       13         14       15       16       17       18       19       20       14       15       16       17       18       19       20         21       22       23       24       25       26       27       21       22       23       24       25       26       27         28       29       30       31       31       31       31       31       32       32       32       32       32       32       32       32       32       32       32       32       32       33       34       3	٥	100							3	100					
14       15       16       17       18       19       20       14       15       16       17       18       19       20         21       22       23       24       25       26       27       21       22       23       24       25       26       27         28       29       30       31       28       29       30	7								7	_					
21       22       23       24       25       26       27       21       22       23       24       25       26       27         28       29       30       31       28       29       30       <															
28   29   30   31						_									
November 2018         May 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           4         5         6         7         8         9         10         5         6         7         8         9         10         11         12         13         14         15         16         17         12         13         14         15         16         17         12         13         14         15         16         17         18         18         19         20         21         22         23         24         25         25         26         27         28         29         30         26         27*         28         29         30         31           December 2018         June 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           9         10         11         12         13         14         15         9         10         11 </td <td></td> <td></td> <td></td> <td></td> <td>25</td> <td>20</td> <td>27</td> <td></td> <td></td> <td>7</td> <td></td> <td>24</td> <td>25</td> <td>20</td> <td>27</td>					25	20	27			7		24	25	20	27
S         M         T         W         T         F         S         S         M         T         W         T         F         S           4         5         6         7         8         9         10         5         6         7         8         9         10         11         12         13         14         15         16         17         12         13         14         15         16         17         18         18         19         20         21         22***********************************	28	29	24777. 1489	790000000	2010				28	29		ov. 20	10		
1 2 3		м				F	S		<del>                                     </del>					F	2
4       5       6       7       8       9       10       5       6       7       8       9       10       11         11       12       13       14       15       16       17       12       13       14       15       16       17       18         18       19       20       21       22       23       24       25       25       26       27       28       29       30       26       27 <sup>±</sup> 28       29       30       31         December 2018       June 2019         S       M       T       W       T       F       S       S       M       T       W       T       F       S         9       10       11       12       13       14       15       9       10       11       12       13       14       15         16       17       18       19       20       21       22       16       17       18       19       20       21       22         23       24       25**       26       27       28       29       23       24       25       26       27		141	1	VV		-			3	TAT			_		<del>                                     </del>
11     12     13     14     15     16     17     12     13     14     15     16     17     18       18     19     20     21     22 **     23*     24     19     20     21     22     23     24     25       25     26     27     28     29     30     26     27*     28     29     30     31       December 2018       S     M     T     W     T     F     S     S     M     T     W     T     F     S       S     M     T     W     T     F     S     S     M     T     W     T     F     S       9     10     11     12     13     14     15     9     10     11     12     13     14     15       16     17     18     19     20     21     22     16     17     18     19     20     21     22       23     24     25**     26     27     28     29     23     24     25     26     27     28     29	4	5	6	7					5	6	7				
18     19     20     21     22**     23**     24     19     20     21     22     23     24     25       25     26     27     28     29     30     26     27**     28     29     30     31       December 2018       S     M     T     W     T     F     S     S     M     T     W     T     F     S       9     1     1     1     1     1     1     1     1       10     11     12     13     14     15     9     10     11     12     13     14     15       16     17     18     19     20     21     22     16     17     18     19     20     21     22       23     24     25**     26     27     28     29     23     24     25     26     27     28     29					0.770						100	1,000			
25       26       27       28       29       30       26       27 ⇒       28       29       30       31         December 2018       June 2019         S       M       T       W       T       F       S       M       T       W       T       F       S         S       M       T       W       T       F       S         1       1       1       1       1       1       1         2       3       4       5       6       7       8       2       3       4       5       6       7       8         9       10       11       12       13       14       15       9       10       11       12       13       14       15         16       17       18       19       20       21       22       16       17       18       19       20       21       22         23       24       25**       26       27       28       29       23       24       25       26       27       28       29							20000 800		200 200					70.70 OC	
December 2018         June 2019           S         M         T         W         T         F         S         S         M         T         W         T         F         S           1<				1			_			-					
S         M         T         W         T         F         S         S         M         T         W         T         F         S           2         3         4         5         6         7         8         2         3         4         5         6         7         8           9         10         11         12         13         14         15         9         10         11         12         13         14         15           16         17         18         19         20         21         22         16         17         18         19         20         21         22           23         24         25**         26         27         28         29         23         24         25         26         27         28         29	20					50			20					1	
2     3     4     5     6     7     8     2     3     4     5     6     7     8       9     10     11     12     13     14     15     9     10     11     12     13     14     15       16     17     18     19     20     21     22     16     17     18     19     20     21     22       23     24     25**     26     27     28     29     23     24     25     26     27     28     29	S	М				F	S		S	М				F	S
9 10 11 12 13 14 15 9 10 11 12 13 14 15 16 17 18 19 20 21 22 16 17 18 19 20 21 22 23 24 25 26 27 28 29 23 24 25 26 27 28 29					_						_			_	
16 17 18 19 20 21 <b>22</b> 16 17 18 19 20 21 22 <b>23 24 25** 26</b> 27 28 <b>29</b> 23 24 25 26 27 28 29	2	3	4	5	6	7	8		2	3	4	5	6	7	8
23 24 25** 26 27 28 29 23 24 25 26 27 28 29	9	10	11	12	13	14	15		9	10	11	12	13	14	15
	16	17	18	19	20	21	22		16	17	18	19	20	21	22
30 RC:eus(opeiu-29-aff-cio) - 06/25/18	23	24	25≯	26	27	28	29		23	24	25	26	27	28	29
	30	31							30		RCie	us (opeiu-	-29-afl-cio	o) – 06/25	/18

# Holiday Calendar July 1, 2019 to June 30, 2020

\* HVAC/Reftig. Serv. Holiday (Paid @ 1 %)

\*\* HVAC/Reftig. Serv. Holiday (Paid @ 2X)

July 2019										Tan	uary 2	020		
S	M	T	W 201	T	F	S		S	M	T	W	T	F	S
	1	2	3	(4±)	5	6			141	-	(1**)	2	3	4
7	8	9	10	11	12	13		5	6	7	8	9	10	11
14	15	16	17	18	19	20		12	13	14	15	16	17	18
21	22	23	24	25	26	27		19	20	21	22	23	24	25
28	29	30	31					26	27	28	29	30	31	
		Au	gust 20	19						Febr	ruary :	2020		
S	Μ	T	W	T	F	S		S	M	T	W	T	F	S
				1	2	3								1
4	5	б	7	8	9	10		2	3	4	5	6	7	8
11	12	13	14	15	16	17		9	10	11	12	13	14	15
18	19	20	21	22	23	24		16	(17 <del>*</del> )	18	19	20	21	22
25	26	27	28	29	30	31		23	24	25	26	27	28	29
accor 1			ember		1 = 100			2200			rch 20			200
S	M	T	W	Т	F	S		S	M	T	W	T	F	S
1	(2**)	3	4	5	6	7		1	2	3	4	5	6	7
8	9	10	11	12	13	14		8	9	10	11	12	13	14
15	16	17	18	19	20	21		15	16	17	18	19	20	21
22	23	24	25	26	27	28		22	23	24	25	26	27	28
29	30	Oct	ober 2	010				29   30   31   April 2020						
S	M	T	W	T	F	S		S	M	T	W	Т	F	S
		1	2	3	4	5		-			1	2	3	4
6	7	8	9	10	11	12		5	6	7	8	9	10	11
13	14	15	16	17	18	19		12	13	14	15	16	17	18
20	21	22	23	24	25	26		19	20	21	22	23	24	25
27	28	29	30	31				26	27	28	29	30		
		Nove	mber 2	2019				May 2020						
S	M	T	W	T	F	S		S	M	T	W	T	F	S
					1	2							1	2
3	4	5	6	7	8	9		3	4	5	6	7	8	9
10	11	12	13	14	15	16		10	11	12	13	14	15	16
17	18	19	20	21	22	23		17	18	19	20	21	22	23
24	25	26	27	(28*€)	<b>(29</b> €	30		24	(25 <del>*)</del>	26	27	28	29	30
								31						
	December 2019					June 2020					_	~		
S	M	T	W	T	F	S		S	M	T	W	T	F	S
1	2	3	4	5	6	7			1	2	3	4	5	6
8	9	10	11	12	13	14		7	8	9	10	11	12	13
15	16	17	18	19	20	21		14	15	16	17	18	19	20
22	23	24	<b>(</b> 25*∌	26	27	28		21	22	23	24	25	26	27
29	30	31						28	29	30				

BC:ens(opein-29-aff-cio) - 06/25/18

# Holiday Calendar July 1, 2020 to June 30, 2021

\* HVAC/Refrig. Serv. Holiday (Paid @ 1 %)

\*\* HVAC/Refrig. Serv. Holiday (Paid @ 2X)

July 2020							January 2021						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	<b>4</b> *						(±*)	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30	31		24	25	26	27	28	29	30
				3000			31		V 53 8 8 8	37 3000			000 900
			gust 2						0-0-0-06-06-06-0	uary			
S	M	T	W	Т	F	S	S	M	Т	W	Т	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	<b>(15*)</b>	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28						
30	31	C	_	2020						1.0	001		
S	M	Septe	ember W	2020 T	F	S	S	M	T	rch 20	U21 T	F	S
- 5	IVI		_				3	5-89					
-	(5:3)	1	2	3	4	5	-	1	2	3	4	5	6
6	(±±)	8	9	10	11	12	7	8	9	10	11	12	13
13 20	14 21	15 22	16	17	18 25	19	14 21	15	16	17 24	18 25	19	20
27	28	29	23 30	24	23	26	28	22 29	23 30	31	23	26	27
21	20		ober 2	2020			20	23		oril 20	21		
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3					1	2	3
4	5	6	7	8	9	10	4	5	6	7	8	9	10
11	12	13	14	15	16	17	11	12	13	14	15	16	17
18	19	20	21	22	23	24	18	19	20	21	22	23	24
25	26	27	28	29	30	31	25	26	27	28	29	30	
		60 88 687	mber	VI 20000					97 30337	ay 20	200.00		
S	M	T	W	Т	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7							1
8	9	10	11	12	13	14	2	3	4	5	6	7	8
15	16	17	18	19	20	21	9	10	11	12	13	14	15
22	23	24	25	<b>€6</b> *)	<b>27</b> *)	28	16	17	18	19	20	21	22
29	30						23	24	25	26	27	28	29
							30	(31₹)					
December 2020								Ju	ne 20	21	,		
S	M	T	W	T	F	S	S	M	T	W	Т	F	S
		1	2	3	4	5			1	2	3	4	5
6	7	8	9	10	11	12	6	7	8	9	10	11	12
13	14	15	16	17	18	19	13	14	15	16	17	18	19
20	21	22	23	24	<b>(</b> 5* <del>)</del>	26	20	21	22	23	24	25	26
27	28	29	30	31			27	28	29	30			

RC:eus(opeiu-29-afl-cio) - 06/25/18

# Construction Holiday (Paid @ 2X) Plumbing Service & Repair (Paid @ 1 ½)

# Holiday Calendar July 1, 2020 to June 30, 2021

*	HVAC/Refrig. Serv. Holiday (Paid @ 1 %)
**	HVAC/Reftig. Serv. Holiday (Paid @ 2X)

July 2020						January 2021							
S	M	T	W	T	F	S	S	M	T	W	Т	F	S
			1	2	3	<b>(</b> ±*)						(±*)	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30	31		24	25	26	27	28	29	30
							31						
		Au	gust 2	2020		•		•	Febr	uary	2021	•	
S	M	T	W	T	F	S	S	Μ	T	W	Т	F	S
						1		1	2	3	4	5	6
2	3	4	5	6	7	8	7	8	9	10	11	12	13
9	10	11	12	13	14	15	14	<b>(15*)</b>	16	17	18	19	20
16	17	18	19	20	21	22	21	22	23	24	25	26	27
23	24	25	26	27	28	29	28						
30	31												
		_		2020		_				rch 2			
S	M	T	W	T	F	S	S	M	Т	W	Т	F	S
150		1	_2_	3	4	5	0.0	1	2	3	4	5	6
6	(**)	8	9	10	11	12	7	8	9	10	11	12	13
13	14	15	16	17	18	19	14	15	16	17	18	19	20
20	21	22	23	24	25	26	21	22	23	24	25	26	27
27	28	29	30 <b>ober</b> 3	2020			28   29   30   31   April 2021						
S	M	T	W W	Z020 T	F	S	S	M	T A	W W	T	F	S
- 3	IVI		VV	1	2	3	2	171		**	1	2	3
4	Ε	6	7	8	9		- 4	-		7		110-0001	
4	5 <b>12</b>	6	7			10	11	5	6	7	1.5	9	10
11		13	14	15	16	17		12	13	14	15	16	17
18 25	19 26	20 27	21	22 29	23 30	24 31	18 25	19 26	20 27	21 28	22	23 30	24
23	20			2020	30	31	23	20		ay 20:		30	
S	M	T	W	T	F	S	S	M	T	W	T	F	s
1	2	3	4	5	6	7			-			_	1
8	9	10	11	12	13	14	2	3	4	5	6	7	8
15	16	17	18	19	20	21	9	10	11	12	13	14	15
22	23	24	25	<b>26</b> *€	(27 <del>2</del> )	28	16	17	18	19	20	21	22
29	30	27	ديد			20	23	24	25	26	27	28	29
29	50						30	<u>2</u> ∓	23	20	21	20	29
December 2020						30	اريپ	T	ne 20	 21			
S	M	T	W W	T	F	S	S	M	T	W	21 T	F	S
	141	1	2	3	4	5	-	141	1	2	3	4	5
6	7	8	9	10	11	12	6	7	8	9	10	11	12
13	14	15	16	17	18	19	13	14	15	16	17	18	19
20	21	22	23	24	<b>(25</b> * <del>)</del>	26	20	21	22	23	24	25	26
27	28	29	30	31			27	28	29	30	7. 77		
												-afl-cio) —	