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

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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 (2nd 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

Holiday Calendar
July 1, 2018 to June 30, 2019

Legend:
- ▢ Construction Holiday (Paid @ 2X)
- ◯ Plumbing Service & Repair (Paid @ 1 ½)
- * HVAC/Refrig. Serv. Holiday (Paid @ 1 ½)
- ** HVAC/Refrig. Serv. Holiday (Paid @ 2X)

July 2018

S	M	T	W	T	F	S
1	2	3	(4*)	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2019

S	M	T	W	T	F	S
		(1**)	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2018

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	(18*)	19	20	21	22	23
24	25	26	27	28		

September 2018

S	M	T	W	T	F	S
						1
2	(3**)	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

March 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October 2018

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2019

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November 2018

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	(22*)	(23*)	24
25	26	27	28	29	30	

May 2019

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	(27*)	28	29	30	31	

December 2018

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	(25*)	26	27	28	29
30	31					

June 2019

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

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Holiday Calendar
July 1, 2019 to June 30, 2020

Construction Holiday (Paid @ 2X) — gray box

Plumbing Service & Repair (Paid @ 1½) — circle

* HVAC/Refrig. Serv. Holiday (Paid @ 1½)

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

July 2019

S	M	T	W	T	F	S
	1	2	3	(4*)	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2019

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2019

S	M	T	W	T	F	S
1	(2**)	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2019

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2019

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	(28**)	(29*)	30

December 2019

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	(25**)	26	27	28
29	30	31				

January 2020

S	M	T	W	T	F	S
			(1**)	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	(17*)	18	19	20	21	22
23	24	25	26	27	28	29

March 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2020

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2020

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	(25*)	26	27	28	29	30
31						

June 2020

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Construction Holiday (Paid @ 2X)

Plumbing Service & Repair (Paid @ 1 ½)

*   HVAC/Refrig. Serv. Holiday (Paid @ 1 ½)

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

July 2020

S	M	T	W	T	F	S
		1	2	**3**	(4*)	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2020

S	M	T	W	T	F	S
						1
2	3	4	5	6	**7**	**8**
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020

S	M	T	W	T	F	S
		1	2	3	**4**	**5**
6	(7**)	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2020

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	**10**
11	**12**	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2020

S	M	T	W	T	F	S
1	2	3	4	5	6	**7**
8	**9**	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	(26**)	(27*)	**28**
29	30					

December 2020

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	**24**	(25**)	**26**
27	28	29	30	**31**		

January 2021

S	M	T	W	T	F	S
					(1**)	**2**
3	4	5	6	7	8	9
10	11	12	13	14	15	**16**
17	**18**	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	**12**	**13**
14	(15*)	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2021

S	M	T	W	T	F	S
				1	**2**	**3**
4	5	6	7	8	9	10
11	12	13	14	15	16	17
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25	26	27	28	29	30	

May 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	**28**	**29**
30	(31*)					

June 2021

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
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Holiday Calendar
July 1, 2020 to June 30, 2021

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2	3	4	5	6	**7**	**8**
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14	(15*)	16	17	18	19	20
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28						

September 2020

S	M	T	W	T	F	S
		1	2	3	**4**	**5**
6	(7**)	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

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4	5	6	7	8	9	**10**
11	**12**	13	14	15	16	17
18	19	20	21	22	23	24
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April 2021

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				1	**2**	**3**
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
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November 2020

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1	2	3	4	5	6	**7**
8	**9**	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	(26*)	(27*)	**28**
29	30					

May 2021

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	**28**	**29**
30	(31*)					

December 2020

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	**24**	(25*)	26
27	28	29	30	**31**		

June 2021

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			