

HOLIDAY PROVISIONS

CRAFT/CLASSIFICATION

Water Well Driller: Water Well Driller; Pump Installer; Helper

ID

240-919-17

LOCALITY

Kings and Tulare Counties

HOLIDAYS

ARTICLE XVI

Section 1: For the purpose of this Article, the following holidays shall be recognized: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Christmas Eve, and Employee's Birthday.

Section 2:

(a) Employees who perform work on any of the holidays enumerated in Section (1) above will be paid for all hours worked at double their straight-time hourly rate of pay.

(b) Employees not required to work on any of the enumerated holidays will be paid eight (8) hours at their regular straight-time hourly rate of pay.

(c) Holidays shall be considered as time worked for overtime pay computations. Such holiday time shall credit eight (8) hours to such overtime pay computation.

Section 3: If a paid holiday falls within the employee's vacation, such employee shall receive pay for the holiday in addition to his vacation pay.

Section 4: If an employee's birthday falls on Saturday, the employee will take his holiday on the Friday preceding such Saturday. If the birthday falls on Sunday, the employee will take his holiday on Monday following such Sunday. If the employee's birthday falls on a holiday already designated in Section (1), the employee shall take his holiday on the day preceding or the day following such holiday. The employee may take his holiday on any day mutually agreed upon by the employee and the General Manager. Employees shall notify the shop Supervisor one (1) working day in advance of the employee's birthday.

Section 5: In order to be eligible for holiday pay, employees must comply with all of the following conditions:

(a) The employee must have been in the employ of the company for at least sixty (60) calendar days as of the date of the holiday.

(b) The employee must be on the active payroll of the Company and not on leave of absence or layoff.

(c) The employee must have worked the last scheduled workday prior to and the next scheduled workday after the holiday.