

## HOLIDAY PROVISIONS

### CRAFT/CLASSIFICATION

Electrician: Inside Wireman; Cable Splicer

### ID

61-595-1

### LOCALITY

Alameda County

### HOLIDAYS

#### 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.

When holidays fall on a Saturday, they shall be celebrated on the previous Friday.

When holidays fall on a Sunday, they shall be celebrated on the following Monday.

When Christmas Day falls on a Saturday, the holiday will be celebrated on the following Monday. When Christmas Eve falls on a Sunday, the holiday will be celebrated on the previous Friday. No compensation for sick leave, personal time off, vacation, 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. (Labor and Management signed an MOU further clarifying Section 3.02, subsection (a).)

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.

#### HOLIDAYS'

New Year's Day

January 1, 2024, January 1, 2025, January 1, 2026, January 1, 2027

Martin Luther King, Jr. Day

January 15, 2024, January 20, 2025, January 19, 2026, January 18, 2027

Designated Off-Day

February 16, 2024, February 14, 2025, February 13, 2026, February 12, 2027

Presidents' Day

February 19, 2024, February 17, 2025, February 16, 2026, February 15, 2027

Designated Off-Day

May 24, 2024, May 23, 2025, May 22, 2026, May 28, 2027

Memorial Day

May 27, 2024, May 26, 2025, May 25, 2026, May 31, 2027

Designated Off-Day

July 3, 2023, July 5, 2024, July 7, 2025, July 6, 2026

Fourth of July

July 4, 2023, July 4, 2024, July 4, 2025, July 3, 2026 (Dates shown are the observed holidays per Section 3.02(a) of this Agreement)

Designated Off-Day

September 1, 2023, August 30, 2024, August 29, 2025, September 4, 2026

Labor Day

September 4, 2023, September 2, 2024, September 1, 2025, September 7, 2026

Thanksgiving Day

November 23, 2023, November 28, 2024, November 27, 2025, November 26, 2026

Day after Thanksgiving

November 24, 2023, November 29, 2024, November 28, 2025, November 27, 2026

Christmas Eve

December 22, 2023 (Dates shown are the observed holidays per Section 3.02(a) of this Agreement), December 24, 2024, December 24, 2025, December 24, 2026

Christmas Day

December 25, 2023, December 25, 2024, December 25, 2025, December 25, 2026

Veteran's Day and Juneteenth

Section 3 [3.03]

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

Subsection (b) It shall not be considered a violation of this Agreement, nor shall the Employer discharge any worker if he/she recognizes Juneteenth.

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.