

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director - Research Unit
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HOLIDAY PROVISIONS

FOR

ASBESTOS WORKER, HEAT & FROST INSULATOR:

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN,
MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, MONO,
NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO,
SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO,
SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU,
SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY,
TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES

MASTER AGREEMENT

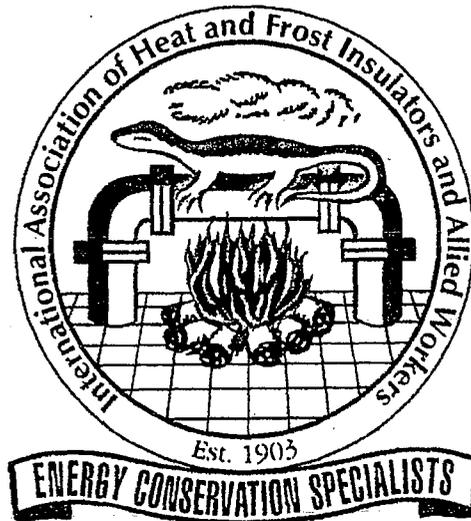
between

The International Association of Heat and Frost
Insulators and Allied Workers, Local 16

and the

Northern California Chapter, Inc.
Western Insulation Contractors Association

Effective August 1, 2013 to July 31, 2016



RECEIVED
Department of Industrial Relations

NOV 16 2013

Office of the Director-Research

**Agreement between the Insulators and Allied Workers
Local 16**

and the

**Western Insulation Contractors Association
Northern California Chapter, Inc.**

THIS AGREEMENT, made and entered into this 1st day of August 2013, by and between the INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS and ALLIED WORKERS LOCAL 16, hereinafter referred to as the Union, and the WESTERN INSULATION CONTRACTORS ASSOCIATION, NORTHERN CALIFORNIA CHAPTER, INC., hereinafter referred to as the Association, for and on behalf of the Individual Insulation Contractors who are its members and have authorized it to represent them, and such other Individual Insulation Contractors as may become signatory to this Agreement or any counterpart thereof, which Individual Insulation Contractors are hereinafter referred to as Individual Employers.

ARTICLE I
Area Covered

1. It is hereby agreed that these working rules and wage rates in this Agreement shall apply in the following Northern California and Northern Nevada counties. Northern California: Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Mono, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba. Northern Nevada: Carson, Churchill, Douglas, Humboldt, Lander, Lyon, Mineral, Pershing, Storey, and Washoe.

2. Employers party to this Agreement agree that on all operations outside of the area covered by the chartered jurisdiction of Local 16, they will abide by the rates of pay, rules and working conditions established by the collective bargaining agreement between the local insulation contractors and the local Union in that jurisdiction. An Employer may send a journeyman from Local 16, and such employee shall receive, in addition to transportation cost, the highest wage rates for his classification, board allowance, fringe benefits and other conditions of employment as established in either Agreement.

6. Double the minimum hourly wage rate shall be paid for all work performed by order of the Individual Employer on Sundays and on any recognized holiday. If any such holiday falls on Saturday, the preceding Friday shall be considered the holiday or, if on a Sunday, the following Monday shall be considered the holiday. For the purposes of this paragraph, recognized holidays shall be:

- New Year's Day (January 1),
- President's Day (the third Monday of February),
- Good Friday (the Friday before Easter Sunday),
- Memorial Day (the last Monday in May),
- Independence Day (July 4),
- Labor Day (the first Monday of September) (triple time)
- Thanksgiving Day (the 4th Thursday in November)
- The day after Thanksgiving (Friday)
- Christmas Day (December 25)