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DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISIONS

FOR

PARKING AND HIGHWAY IMPROVEMENT (STRIPING, SLURRY AND SEAL COAT OPERATIONS-LABORER)

IN

IMPERIAL, INYO, KERN, LOS ANGELES, MONO, ORANGE, RIVERSIDE, SAN BERNARDINO, SAN LUIS OBISPO, SANTA BARBARA, AND VENTURA COUNTIES

23-102-6

LABORERS' MASTER

PARKING AND HIGHWAY IMPROVEMENT

AGREEMENT

(STRIPING, SLURRY AND SEAL COAT OPERATIONS)

2003 - 2006

BETWEEN

ASSOCIATED GENERAL

CONTRACTORS OF CALIFORNIA, INC.

AND

SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS

AND ITS AFFILLIATED LOCAL UNION NO. 1184

RECEIVED
Department of Industrial Relations

AUG 0 1 2003

Div. of Labor Statistics & Research
Chief's Office

C. All Foremen shall be paid no less than one dollar and fifty cents ($1.50) per hour more than the hourly wage rate of the highest classification over which they have leadership. In the event the Contractor, at his option, elects to use a Foreman to supervise other Foremen, he shall be paid not less than one dollar ($1.00) per hour more than the hourly rate of the highest classified Foreman over whom he has leadership.

D. Except in case of emergency, if any of the employees not covered by this Agreement such as superintendents, assistant superintendents or master mechanics, shall act in the capacity of a Foreman or work with the tools of the trade or at the classifications covered by this Agreement, he shall be an employee under the jurisdiction of the Union.

ARTICLE XIII

HOLIDAYS, PAYMENT OF WAGES, MEAL PERIODS

A. Holidays

The following holidays shall be observed on the date designated by Federal Law: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving Day, and Christmas Day. If any of the above holidays should fall on a Sunday, the Monday following shall be considered a legal holiday. Work on such days shall be paid for at the holiday overtime rate provided herein. No work shall be performed on Labor Day except in case of extreme urgency when life or property is in imminent danger.

B. Payment of Wages

1. All wages shall be paid on a designated weekly payday and in no event shall the Contractor withhold more than five (5) working days. If the regular payday falls on a holiday, the employees shall be paid on the next regular workday. Employees shall be paid prior to the ending of their regular shift. In the event an employee is not paid prior to the ending of his regular scheduled shift, he shall be compensated in increments of one-half (1/2) hour at the applicable overtime rate until such time as he does receive his pay.

2. When men are laid off or discharged, they must be paid wages due them at the time of layoff or discharge. At such times as an employee is paid, he shall be furnished a personal record showing straight time and overtime hours paid and all deductions itemized for the current pay period. Such record shall show the employee's name, and the Contractor's name and address. In the event the Contractor fails to pay employees laid off or discharged, they shall be paid waiting time at the straight time rate of eight (8) hours per day, five (5) days per week, until the time such payment has been made.