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HOLIDAY PROVISIONS

FOR

IRONWORKER

IN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA

RECEIVED
Department of Industrial Relations

OCT 01 2001

Div. of Labor Statistics & Research
Chief's Office

AGREEMENT

IRON WORKER EMPLOYERS State of California and a Portion of Nevada . . . and

DISTRICT COUNCIL OF IRON WORKERS OF THE STATE OF CALIFORNIA AND VICINITY . . .

July 1, 2001 — June 30, 2004

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shall work seven and one-half (7-1/2) hours for eight (8) hours pay, or a proportionate part thereof for the time worked.

When three (3) shifts are employed, the first shift (morning shift) shall work eight (8) hours for eight (8) hours pay. The second shift shall work seven and one-half (7½) hours for eight (8) hours pay, or a proportionate part thereof for the time worked. The third shift shall work seven (7) hours for eight (8) hours pay, or a proportionate part thereof for the time worked.

When two (2) shifts are employed on any job, the second shift shall start not later than 5:00 p.m.

When three (3) shifts are employed on any job, the third shift shall start not later than 12:30 a.m.

The Friday shift ending on Saturday morning will be considered Friday work. The Sunday shift ending on Monday morning will be considered Sunday work.

There shall be no more than three (3) shifts worked in any twenty-four (24) hour period.

On all shift work, the "morning" shift, starting at 8:00 a.m. (or earlier by mutual agreement) shall be considered as the first shift.

No multiple shifts shall be established or started for less than three (3) consecutive work days on each and every shift.

In the event the second and/or third shifts do not work the full three (3) shifts, the individual employer shall pay the workmen the overtime rate on these shifts.

In cases of emergency, multiple shifts may be allowed to operate for less than three (3) days by mutual agreement between the individual employer and the appropriate Local Union Business Agent.

Shift work shall continue until the end of the emergency. The emergency cannot stop on Friday evening and then start again on Monday.

Changes in work hours per day in special cases on shift work may be made to meet special conditions on application to and approval of the Business Agent of the appropriate Local Union or the District Council of Iron Workers. If this special shift starts prior to 12 midnight, the shift shall work seven and one-half (7-1/2) hours for eight (8) hours pay, or a proportionate part thereof for the time

worked in accordance with Section 6-E. If the special shift starts after 12 midnight, the shift shall work seven (7) hours for eight (8) hours pay, or a proportionate part thereof for the time worked in accordance with Section 6-E. Any work prior to or after the special shift period shall be at the appropriate overtime rate as set forth in Section 7-A.

G - **Holidays** - Holidays to be recognized as overtime days will be:

Northern California - New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

Northern Nevada - New Year's Day, Admission Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

Southern California and Southern Nevada - New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

No work shall be performed on Labor Day except to save life and property.

The above holidays shall be observed on the dates designated by the State of California and/or the State of Nevada or by Federal law.

If any of the above listed holidays falls on a Sunday, the Monday following shall be observed as a holiday.

The geographic demarcation line for holidays shall be on the same basis as provided in Northern and Southern California Master Labor Agreements with other basic crafts.

Northern California refers to the forty-six counties north of San Luis Obispo and Kern Counties. Southern California refers to the twelve counties south of and including San Luis Obispo and Kern Counties and also including Inyo and Mono Counties.

H - **Special Project Conditions** - When workmen covered by this Agreement are working with other Building Trades crafts on steel mills, chemical plants, refineries, steam plants, mining facilities, cement plants, offshore facilities, or remote projects (those which cover vast geographic areas and where suitable living conditions are not available within thirty-five (35) miles of the job),