STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:
*P.O. Box 420603*
*San Francisco CA 94142-0603*

# HOLIDAY PROVISION

# FOR

# **MODULAR FURNITURE INSTALLER (CARPENTER)**

# IN

# 46 Northern California Counties

# 2004-2008

# OFFICE MODULAR SYSTEMS ADDENDUM

to the

**46 NORTHERN CALIFORNIA COUNTIES CARPENTERS MASTER AGREEMENT FOR NORTHERN CALIFORNIA**

between the

## MODULAR INSTALLERS ASSOCIATION

and the

## CARPENTERS 46 NORTHERN CALIFORNIA COUNTIES CONFERENCE BOARD

RECEIVED
Department of Industrial Relations
JUL 27 2004
Div. of Labor Statistics & Research
Chief's Office

**5.06.0 Friday Evening Shift Work:** Hours worked after 5:00 p.m. on a Special Shift started on Friday at 12:00 noon or later, shall be compensated at the rate of time and one-half (1 ½ x) the applicable hourly rate. Employees who voluntarily fail to work the entire Friday Evening Shift shall be compensated for hours worked at their applicable straight time hourly wage rate. When an employee works over seven (7) hours under these conditions without a period of eight (8) continuous hours off work, the time worked in excess of seven (7) hours shall be compensated at the applicable overtime rate of pay. On jobs where travel pay is required, a ten (10) hour rest period shall apply.

## SECTION 6
## HOLIDAYS, PERSONAL DAYS

**6.01.00 Holidays:** No "designated off-days" are recognized under this Agreement. The following are the recognized holidays: New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day and Christmas Day.

**6.02.00 Personal Days:** Each employee shall be allowed two (2) unpaid personal days per calendar year subject to forty-eight (48) hours advance notice to the employer.

## SECTION 7
## HIRING

**7.01.00 Hiring:** All dispatching will be done in accordance with the Master Agreement. It is further agreed that each District Council shall reserve the right to establish and maintain one out-of-work list within its jurisdiction.

**7.02.00 Re-employment:** It shall be a contractual obligation of the employer signed to this Agreement to re-employ Installers who have been laid off, due to a lack of work prior to any new hires being employed.

**7.03.00 New Hire/Installer II:** The first cumulative sixty (60) work days shall be a probationary period. During the first thirty (30) cumulative work days (240 hours), only Health and Welfare and Supplemental Dues shall be paid. During the second thirty (30) cumulative work days of the sixty (60) day probationary period, Health and Welfare, Vacation and Supplemental Dues contributions shall be paid. Thereafter, full fringe benefit contributions shall be paid as noted in Section 4 of this Agreement. The thirty (30) day (240 hours) and sixty (60) day (480 hours) cumulative period is intended to mean days (hours) worked for any employer signatory to this Agreement.