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# HOLIDAY PROVISIONS

# FOR

# **TEAMSTER**

# IN

# SAN DIEGO COUNTY

# Memorandum of Agreement
Between:
Teamsters Local #36
and
Associated General Contractors

July 12, 2004

The parties to this agreement agree to amend the Teamster Local #36 Master Labor Agreement for San Diego County as follows:

**SECTION 2 - TERM-TERMINATION AND RENEWAL**

A. This agreement shall become effective on June 12, 2004, and shall remain in full force and effect through June 30, 2007, and from year to year thereafter, unless either party has given sixty (60) days written notice to the other party prior to June 30, 2007, or June 30 of any subsequent year, of its intention to amend, modify or terminate.

**SECTION 26 - WAGES:**

**Effective June 12, 2004, the $1.35 allocation will be applied as follows:**
**$.75 - Health and Welfare**
**$.40 - Wages**
**$.20 - Pension**

**June 12, 2005:**
**Increase $1.35***

**June 12, 2006:**
**Increase $1.35***

Total cost package for term of Agreement $4.05 per hour.
* To be allocated by the Union with 60 days prior notice to employers.

All other terms and conditions under the previous Collective Bargaining Agreement (effective June16, 2001 to June 11, 2004) shall remain in full force and effect.

Teamsters Local #36

July 12, 2004

Associated General Contractors

July 12, 2004

CLASSIFICATIONS. THIS SUPPLEMENTAL PENSION CONTRIBUTION WILL BE PAID INTO THE SAN DIEGO CONSTRUCTION SUPPLEMENTAL PENSION TRUST THROUGH ALLIED ADMINISTRATORS, INC.

## SHOW–UP TIME

AN EMPLOYEE WILL BE PAID TWO (2) HOURS SHOW–UP TIME WHEN HE HAS REPORTED FOR WORK AT THE REGULAR STARTING TIME AND NO WORK IS PROVIDED, IF THE EMPLOYEE WAS NOT NOTIFIED BEFORE THE END OF THE LAST PRECEDING SHIFT NOT TO REPORT. EMPLOYEES WHO REPORT FOR WORK, AND FOR WHOM WORK IS PROVIDED, SHALL RECEIVE NOT LESS THAN FOUR (4) HOURS PAY. IF MORE THAN FOUR (4) HOURS, BUT LESS THAN SIX (6) HOURS ARE WORKED, THE EMPLOYEE SHALL RECEIVE SIX (6) HOURS PAY. IF MORE THAN SIX (6) HOURS ARE WORKED THE EMPLOYEE SHALL RECEIVE EIGHT (8) HOURS PAY.

IN ORDER FOR TEAMSTER EMPLOYEES TO COLLECT THE FULL EIGHT (8) HOURS PAY, THEY MUST BE AVAILABLE FOR WORK, ON THE JOB, AND MAY NOT LEAVE WITHOUT A BONA–FIDE EXCUSE, IN WHICH CASE THEY WILL BE PAID ONLY FOR the ACTUAL HOURS WORKED.

WHEN MEN ARE LAID OFF OR DISCHARGED, THEY MUST BE PAID WAGES DUE THEM AT THE TIME OF LAYOFF OR DISCHARGE IN ACCORDANCE WITH THE TERMS OF THE CALIFORNIA STATE LABOR CODE.

## HOLIDAYS

RECOGNIZED HOLIDAYS ARE AS FOLLOWS:

NEW YEAR'S DAY
PRESIDENT'S DAY
MEMORIAL DAY
INDEPENDENCE DAY
LABOR DAY
VETERAN'S DAY **(OBSERVED 11/11)**
THANKSGIVING DAY
DAY AFTER THANKSGIVING
CHRISTMAS DAY

HOLIDAYS ARE NOT PAID UNLESS THE EMPLOYEE WORKS.

AS AN EXCEPTION OF SECTION 29

THE EMPLOYERS AND THE UNION RECOGNIZE THE DIFFICULTY IN OBTAINING COMPETITIVE BIDS TO SUB–CONTRACT WORK IN THE FIELD OF LANDSCAPING (NOT INCLUDING HYDROSEEDING OR SIMILAR PROCESS), SLURRY SEALING OR PAINT STRIPING. WITH REGARD TO THE AFOREMENTIONED WORK ONLY, THE PARTIES AGREE: WHEN IT CAN BE DEMONSTRATED BY THE EMPLOYER THAT SIGNATORY SUB–CONTRACTORS ARE NOT AVAILABLE OR DECLINE TO BID THEIR WORK COMPETITIVELY AND NONE OF THE EMPLOYERS' EMPLOYEES ARE REPLACED OR DISPLACED FROM WORK, THE EMPLOYER MAY SUB–CONTRACT SUCH WORK TO ANY SUB–CONTRACTOR IN ACCORDANCE WITH STATE AND FEDERAL LAW.