STATE OF CALIFORNIA
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HOLIDAY PROVISION

FOR

HORIZONTAL DIRECTIONAL DRILLING

IN

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

LABORERS' MASTER HORIZONTAL DIRECTIONAL DRILLING AGREEMENT

2003-2006

RECEIVED
Department of Industrial Relations
SEP 23 2004
Div. of Labor Statistics & Research
Chief's Office

BETWEEN

CONSTRUCTION INDUSTRY ADVISORY GROUP
On behalf of the
Horizontal Directional Drilling
Contractors

AND

SOUTHERN CALIFORNIA DISTRICT COUNCIL
OF LABORERS

AND ITS AFFILLIATED LABORERS' LOCAL
UNION NO. 1184

C. All Leadmen shall be paid no less than $1.00 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 Leadmen, he shall be paid not less than one dollar ($1.00) per hour more than the hourly rate of the highest classified Leadman 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 Leadman 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. All work performed on any of these holidays shall be paid at double the straight rate. 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.