STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 9th Floor
San Francisco, CA 94102

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

# HOLIDAY PROVISION

# FOR

# **CEMENT MASON**

# IN

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

# MASTER
# LABOR AGREEMENT

**Between**

## SOUTHERN CALIFORNIA

## GENERAL CONTRACTORS

**And**

## ELEVEN SOUTHERN

## CALIFORNIA COUNTIES

## CEMENT MASONS

RECEIVED
Department of Industrial Relations
JUL 14 2003
Div. of Labor Statistics & Research
Chief's Office

**JULY 1, 2003**

803. Because the Contractor and the Union recognize the necessity of eliminating restrictions on production and promoting efficiency, nothing shall be permitted that restricts production or increases the time required to do the work, and no limitation shall be placed upon the amount of work which an employee shall perform, nor shall there by any restrictions against the use of any kind of machinery, tools, or labor saving devices, provided, however, that such machinery or power equipment shall be furnished by the Contractor, and provided further that no employee shall be required to work under any conditions that are injurious to his health or safety in conflict with a present well-established custom regulating such use where the work is being performed.

804. The Contractor agrees to recognize and observe craft jurisdiction insofar as possible and practicable and that wage scales apply to classifications rather than to men, and the Union agrees to permit the occasional or temporary transfer of employees of one classification to any other classification or between crafts; provided that, when such transfers are made the employee shall be paid for the entire day on the basis of the rate of the highest paid classification in which he worked during the day. Abuse by any Contractor of the privilege granted in this paragraph 804 shall subject him to withdrawal of the privilege for an appropriate period through the procedures established in Article VI of this Agreement.

805. Each employee employed in accordance with the terms of this Agreement shall receive the minimum hourly wage rates specified in Article XXIV of this Agreement. Any other method of paying employees, such as the use of piece work, bonus systems, quota setting, or lumping of the work, shall be deemed a violation of this Agreement. Grievances shall be settled in accordance with Article VI of this Agreement.

806. Work performed under this Agreement shall be done by the employees of the Contractor or prime builder direct with the Cement Masons on an hourly basis, except as provided in the subcontractor provisions of this Agreement. The Cement Masons Craft Joint Adjustment Board or the Impartial Chairman may assess penalties for violations of Paragraph 805, this Article.

## ARTICLE IX

### Holidays, Payment of Wages, Meal Periods

901. 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 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.