STATE OF CALIFORNIA Arnold Schwarzenegger, *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
Division of Labor Statistics and Research
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HOLIDAY PROVISIONS

FOR

ELECTRICAL UTILITY LINEMAN: LINEMAN, CABLE SPLICER POWDERMAN GROUNDMAN

IN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA, EXCEPT DEL NORTE, MODOC AND SISKIYOU COUNTIES

CALIFORNIA OUTSIDE LINE CONSTRUCTION

AGREEMENT

BETWEEN

WESTERN LINE CONSTRUCTORS CHAPTER OF N.E.C.A.

AND

LOCAL UNION NO. 1245

AFL-CIO

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AS AMENDED, EFFECTIVE JUNE 1, 2003
THROUGH May 31, 2006

RECEIVED
Department of Industrial Relations

JUL 9 2003

Div. of Labor Statistics & Research
Chief's Office

Holidays and Overtime

4.10 All work performed outside of the regular scheduled working hours and on Saturdays, Sundays, and the following holidays: New Year's Day, Martin Luther King Day (California only), Presidents Day (Nevada only), Memorial Day, Fourth of July, Labor Day, Veteran's Day (California only), Nevada Day (Nevada only), Thanksgiving Day and the Friday following, and Christmas Day, shall be paid for at double the regular straight-time rate of pay. Holidays falling on Saturdays and Sundays do not require the Employers to observe those holidays on a Friday or on Monday and the employees will not receive premium time compensation on those Friday's or Monday's.

Health and Welfare

4.11 The parties signatory hereto shall enter into a Health and Welfare Plan for which there is a Trust Agreement, known as the Line Construction Benefit Fund, for the purpose of providing insurance benefits for eligible employees and/or their dependents.

Effective June 1, 2003, each Employer employing workers under this Agreement shall pay to the Line Construction Benefit Fund the sum of two dollars and seventy five cents ($2.75) for each hour worked by all such employees, July 1, 2003 to the sum of three dollars and twenty-five cents ($3.25), January 1, 2004 to the sum of three dollars and seventy-five cents ($3.75), July 1, 2004 to the sum of four dollars and twenty-five cents ($4.25), January 1, 2005 to the sum of four dollars and seventy-five cents ($4.75), and January 1, 2006 to the sum of five dollars ($5.00). Hours worked shall be deemed to include straight-time hours worked, overtime hours worked, and report time not worked.

If the Line Construction Benefit Fund does not reach the specified hourly contribution rate set forth above, the difference between the contribution rate and the above specified rate may be applied to the National Electrical Annuity Plan [NEAP] contribution amount or to wages.

Remittance shall be forwarded to the place designated by the parties hereto on or before the fifteenth (15th) day of each month for each hour worked in weekly payroll periods ending during the preceding month, together with a monthly payroll report on a form to be furnished to the Employer.

It is understood and intended by the parties to this Agreement that the purpose of this clause is to establish an Employer financed Health and Welfare Trust and that contributions thereto shall not be deemed to be wages to which any employee shall have any right other than the right to have such contributions paid over to the Trust fund in accordance herewith.

Failure of an individual Employer to make all payments provided for, including liquidated damages for late payments, within the time specified, shall be a breach of this Agreement and will further require action by the Trustees as set forth in the Trust Agreement.