

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

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



HOLIDAY PROVISIONS

FOR

Asbestos Worker, Heat & Frost Insulator:

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN,
MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO,
SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO,
SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU,
SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY,
TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

MASTER AGREEMENT

between

**The International Association of Heat and Frost
Insulators and Asbestos Workers Local 16**

and the

**Northern California Chapter, Inc.
Western Insulation Contractors Association**

Effective August 1, 2004 to July 31, 2007

RECEIVED
Department of Industrial Relations

DEC 08 2004

Div. of Labor Statistics & Research
Chief's Office

conditions permit or require, be changed to between 6 a.m. and 8 a.m. by agreement between the Individual Employer and the employees affected.

5. Triple (3) the regular straight time hourly rate shall be paid for all work ordered by the Employer and performed on Labor Day, provided, however that no work shall be ordered by the Employer and performed on Labor Day except in special cases of emergency.
6. Double the minimum hourly wage rate shall be paid for all work performed by order of the Individual Employer on Sundays and on any recognized holiday. If any such holiday falls on Saturday, the preceding Friday shall be considered the holiday or, if on a Sunday, the following Monday shall be considered the holiday. For the purposes of this paragraph, recognized holidays shall be:
 - New Year's Day (January 1),
 - President's Day (the third Monday of February),
 - Good Friday (the Friday before Easter Sunday),
 - Memorial Day (the last Monday in May),
 - Independence Day (July 4),
 - Labor Day (the first Monday of September) (triple time)
 - Thanksgiving Day (the 4th Thursday in November)
 - The day after Thanksgiving (Friday)
 - Christmas Day (December 25)
7. Except as otherwise required by Sections 3.2, 5 and 6, one and one half times the minimum hourly wage rate shall be paid for the first two (2) hours of overtime work, Monday through Friday, and for the first ten (10) hours worked on Saturdays. Double the minimum hourly wage rate shall be paid for all other overtime worked Monday through Friday and in excess of ten (10) hours on Saturdays. Overtime shall be paid at the minimum hourly wage rate, not an employee's individual account status, (Class III, IV, or V). For the purpose of this Section 7, overtime shall be defined as work performed by order of the Individual Employer either before the start of, or after the end of, the regular work day, Monday through Friday, as provided in Section 4, and all work performed on Saturdays, Sundays, and on any recognized holiday. When it is necessary to work overtime on a job, the employees working on that job have first priority. If the manpower needs cannot be met from the employees working on that job, the Employer may transfer individuals in its employ, from other jobs in the order of classification as determined in Article VII.
8. The hours of employment shall be reckoned and paid for by the day (eight hours) and the half-day (four hours), any fraction of a half-day to be paid as a half-day and any fraction of a day over half a day, as a full eight (8) hour day, excepting only, however, that work performed before the start or after the end of the regular work day, as defined in Section 9, shall be reckoned and paid for by the hour and half-hour, any fractions of a half-hour to be paid for as a half-hour or any fraction greater than a half-hour as a full hour.