

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

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HOLIDAY PROVISIONS

FOR

ASBESTOS REMOVAL WORKER (LABORER)

IN

ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA,
CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN,
HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN,
MARIPOSA, MENDOCINO, MERCED, MODOC, 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

the work. However, the employer shall make-up the missed rest period within the same work day or compensate the employee for the missed ten (10) minutes of rest time at his or her regular rate of pay within the same period.

ARTICLE IX Holidays

9. For purposes of this Agreement, recognized holidays will be January 1, (New Year's Day), President's Day (3rd Monday of February), Memorial Day (last Monday in May), Fourth of July, Labor Day, Thanksgiving Day (4th Thursday in November), and Christmas Day (December 25). It is understood that there will be no Union dispatch on the day after Thanksgiving.

ARTICLE X General Working Conditions

10. **Meal Period.** Employees shall not work more than five (5) consecutive hours without a one-half (1/2) hour meal period. When employees work over five (5) hours without being provided with a one-half (1/2) hour meal period, they shall receive one-half (1/2) hour pay at the double-time rate. When an employee is required to work more than three (3) hours after the employee's regular shift the employee will be entitled to a one-half (1/2) hour meal period at the end of the three (3) hours without loss of pay and an additional one-half (1/2) hour each five (5) hours thereafter, without loss of pay. If an employee is required to work through an overtime meal period, the employee shall receive pay for an additional one-half (1/2) hour at the double-time rate. Meal periods may be staggered to meet job requirements. The meal period shall begin in the clean area after the employee is allowed sufficient time to clean up and put on street clothes.
- 10.1 **Quitting Time Clean-Up.** The employer will allow sufficient time for employees to clean up and put on street clothes by end of shift.
- 10.2 **Cancellation.** In cases of work cancellation, the employer will make every reasonable effort to notify the employee at the last known telephone number of record. Failure to do so will entitle the employee to two (2) hours' show-up time.

ARTICLE XI Union Visitation

11. The Union's Business Representative shall have access to the project during working hours and shall notify the employer of the Union representative's presence. The purpose of the visitation is to check the manner of compliance with the terms of this Agreement. Any such job site visit shall not interfere with the work of the employees. Upon request of the Union Representative, the employer shall provide the names and Social Security Numbers of all employees on the project within a reasonable amount of time. The Business Representative shall adhere to the employer's job site safety rules and regulations.