

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
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HOLIDAY PROVISION

FOR

LABORER:

ENGINEERING CONSTRUCTION

IN

SAN DIEGO COUNTY

23-102-3

AGC MASTER LABOR AGREEMENT
FOR ENGINEERING CONSTRUCTION
ASSOCIATED GENERAL CONTRACTORS OF AMERICA
SAN DIEGO CHAPTER, INC.
AND
SOUTHERN CALIFORNIA DISTRICT COUNCIL OF LABORERS
AND ITS AFFILIATED
LOCAL NO. 89

PARTIES TO AGREEMENT

This Agreement is entered into this 1st day of July 2007, by and between signatory members of Associated General Contractors of America San Diego Chapter, Inc., hereinafter referred to as the CONTRACTORS; and the Southern California District Council of Laborers, on behalf of itself and on behalf of its affiliated Local No. 89; hereinafter referred to as the Union.

PURPOSE

The Contractors are engaged in construction work in Southern California and, in the performance of their present and future operations, are employing and will employ workmen under the terms of this Agreement. The Contractors want to be assured of their ability to procure workmen in the geographic area hereinafter defined in Section 3, in sufficient number and with sufficient skill to assure continuity of work in the completion of their construction work. The Union and the Contractors, by this Agreement, intend to establish uniform rates of pay, hours of employment and working conditions for the employees covered by this Agreement. The Union and the Contractors further intend by this Agreement to provide, establish and put into practice an effective method for the settlement of misunderstandings, disputes or grievances, with the thought in mind that the Contractors are assured continuity of operation and the employees of the Contractors are assured continuity of employment and industrial peace is maintained.

The parties to this Agreement recognize the necessity of assuring the competitive position of the parties within the industry during the terms of this Agreement. Consistent with that recognition, the parties will continually monitor the effectiveness of this Agreement relative to specific geographic or market areas and will endeavor, by mutual agreement, to initiate such modifications to the Agreement during its term as may be necessary to assure the work opportunities of the employees and the competitive position of the individual employers.

To effectively implement the foregoing, the parties to the Agreement hereby establish a Committee composed of two (2) representatives appointed by the Southern California District Council of Laborers and two (2) representatives appointed by the Associated General Contractors of America, San Diego Chapter, Inc. This Committee will review requests for changes in the terms and conditions of the Labor Agreement that may be necessary to preserve work opportunities for employees and individual employers covered by the Agreement. The Committee is authorized to recommend

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report; and any workman or employee who reports for work and for whom work is provided shall receive not less than four (4) hours' pay; and if more than four (4) hours are worked in any one day, he shall receive not less than six (6) hours pay and if more than six (6) hours are worked, he shall receive not less than a full day's pay therefore, unless prevented from working for reasons beyond the control of the Contractor, including, but not limited by, such factors as inclement weather, a breakdown causing discontinuance of a major unit of the project during which time workmen or employees are not required or requested to remain on the project by the Contractor or his agent. New employees on their first day of work shall be paid for their actual time worked.

R. Rest Periods

1. Employees shall be given a rest period of not less than six (6) hours between the termination of any overtime work, except for pre-shift overtime work up to a maximum of eight (8) hours, and the commencement of another straight time shift, unless performing emergency work which is not considered a normal job operation.

2. If employees do not receive the required six (6) hours' rest period, they shall be paid at the applicable overtime rate for each hour worked until they receive six (6) hours' rest off the job or project, regardless if a new workday starts or not.

S. Drinking Water

The Contractor shall furnish cool and potable drinking water in sufficient quantities for the needs of the employees and make available sanitary drinking cups and adequate toilet facilities in accordance with California State Law.

T. Signing of Documents

Workmen and/or employees shall not be required to sign any document other than those required by law. Under no circumstances will an employee be required to sign any other document and the Union shall not be held in violation of this Agreement for ceasing to work on a job or project where such demand is made by the Employer.

SECTION 21 HOLIDAYS

The following Holidays shall be observed on the date designated by Federal Law:

New Year's Day
 Presidents' Day
 Memorial Day
 Independence Day
 Labor Day
 Veteran's Day (November 11)
 Thanksgiving Day
 Day after Thanksgiving Day
 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 at the holiday rate. No work shall be performed on Labor Day except in cases of extreme urgency when life or property is in imminent danger.

SECTION 22 JOBSITE TRANSPORTATION

Whenever the Employer is required to provide transportation within the jobsite it shall comply with all applicable safety standards.

SECTION 23 PARKING

In the event free parking facilities are not available within three hundred and fifty (350) yards of a jobsite, the individual Contractor will provide such facilities and the individual Contractor shall have the right to designate parking areas to be used. Where, because of congested parking conditions, it is necessary to use public facilities, the Contractor shall reimburse the employee for the cost of such parking upon being presented with a receipt or voucher certifying to the cost thereof, such reimbursement to be made on a weekly basis or at the conclusion of the project, whichever occurs earlier. Designated parking areas shall be reasonably level and graded to drain.

SECTION 24 LABORERS' FOREMAN

A. The selection of the employee who will be the Laborer Foreman is at the sole discretion of the Contractor. Where the employees of the Contractor employed on the project are predominantly Laborers and performing Laborers' work, the employee selected by the Employer to be Foreman shall be an employee employed under the terms of this Agreement and shall receive the Laborer Foreman's wage rate. The Laborer Foreman may work with the tools of the trade in accordance with the provisions of this Agreement. As an exception to the dispatch procedures contained in Section 14, the Union may dispatch workers requested by the Contractor as a Laborer Foreman, who are not next in order on the out of work list.

B. Only Laborer Foremen who normally work with the tools of the trade during straight time periods, in addition to the performance of Foreman duties, may work with the tools of the trade during overtime periods. The need for and the number of Laborer Foremen required for the performance of the work shall be determined in accordance with the provisions of this Agreement. It is understood that in certain cases, by reason of custom and practice established by the parties hereto, a Foreman may be over the work and employees of more than one craft. If a dispute arises with respect to the application of this understanding, such dispute shall be determined according to the procedure set forth in Section 18 of this Agreement on the basis of such custom and practice.