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HOLIDAY PROVISIONS

FOR

**WATER WELL DRILLER
WATER WELL DRILLER
PUMP INSTALLER
HELPER**

IN

KINGS AND TULARE COUNTIES

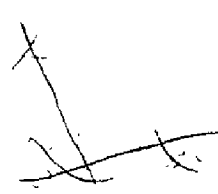
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ARTICLE XVI - HOLIDAY PAY

Section 1: For the purpose of this Article, the following holidays shall be recognized:

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|----------------------|----------------------------|
| (a) New Year's Day | (f) Day after Thanksgiving |
| (b) Memorial Day | (g) Christmas Day |
| (c) Fourth of July | (h) Christmas Eve |
| (d) Labor Day | (i) Employee's Birthday |
| (e) Thanksgiving Day | |
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Section 2:

(a) Employees who perform work on any of the holidays enumerated in Section (1) above will be paid for all hours worked at double their straight-time hourly rate of pay.

(b) Employees not required to work on any of the enumerated holidays will be paid eight (8) hours at their regular straight-time hourly rate of pay.

(c) Holidays shall be considered as time worked for overtime pay computations. Such holiday time shall credit eight (8) hours to such overtime pay computation.

Section 3: If a paid holiday falls within the employee's vacation, such employee shall receive pay for the holiday in addition to his vacation pay.

Section 4: If an employee's birthday falls on Saturday, the employee will take his holiday on the Friday preceding such Saturday. If the birthday falls on Sunday, the employee will take his holiday on Monday following such Sunday. If the employee's birthday falls on a holiday already designated in Section (1), the employee shall take his holiday on the day preceding or the day following such holiday. The employee may take his holiday on any day mutually agreed upon by the employee and the General Manager. Employees shall notify the shop Supervisor one (1) working day in advance of the employee's birthday.

Section 5: In order to be eligible for holiday pay, employees must comply with all of the following conditions:

- (a) The employee must have been in the employ of the Company for at least sixty (60) calendar days as of the date of the holiday.
- (b) The employee must be on the active payroll of the Company and not on leave of absence or layoff.
- (c) The employee must have worked the last scheduled workday prior to and the next scheduled workday after the holiday.

ARTICLE XVII - PREMIUM PAY, TRANSFERS AND PREVAILING RATES

Section 1: Time and one-half (1½) the employee's regular straight-time hourly rate shall be paid for all work in excess of forty (40) hours in any one work week, Monday through Sunday. Sunday will be paid at the rate of one and one-half the regular rate.

Section 2: Any employee who is required to perform work which calls for a higher rate of pay than his regular rate shall receive the higher rate for the entire time worked.

Section 3: Any employee who is temporarily transferred in order to perform work which calls for a lower rate of pay than his regular rate shall receive his higher regular rate for the period of such transfer.

During the traditional slow winter months (approximately November through April) the following guidelines will apply to downgrade addignments.

This Section may be utilized in the event of poor business conditions during other periods, but only if the Union and the Company's employees have been informed in advance.

When employees who are classified other than Helpers are performing work normally assigned to the Helper classification, such employees shall be paid at the A.A. Helper rate of pay.

When a crew is composed of two (2) or more employees, all of whom are normally classified at a higher rate, the Company will endeavor to rotate assignments to the lower classification, except that the crew leader shall not be displaced on jobs in progress.