

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director – Research Unit
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HOLIDAY PROVISION

FOR

PLUMBER:

PLUMBER, STEAMFITTER, REFRIGERATION FITTER
SERVICE & REPAIR,
CONSTRUCTION TRADESMAN (YEARS 2-5)

IN

SAN BENITO & SANTA CLARA COUNTIES

RECEIVED
Department of Industrial Relations

SEP 02 2015

Office of the Director-Research

204-393-1

**Tentative Contract Agreement
between
United Association Local Union 393
and
Northern California Mechanical Contractors Association (NCMCA)
Santa Clara Valley Contractors Association (SCVCA)
Industrial Contractors Association - UMIC
Greater Bay Area Plumbing and Mechanical Contractors Association (GBA)
Individual Signatory Contractors
(Pending UA Local 393 Member Ratification)**

The previous Master Labor Agreement that was in effect from July 1, 2012 through June 30, 2015 shall remain in effect with the following exceptions:

Contract Term: Three Year (July 1, 2015 – June 30, 2018)

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UA Local 393 & Underground Mechanical Industrial Contractors "UMIC"
Contract Agreement ~ July 1, 2012 – June 30, 2015

The previous Master Labor Agreement that was in effect from July 1, 2009 through August 31, 2012 shall remain in effect with the following exceptions: *{Changes are in brackets, bold & italicized}*

Contract Term: ⇒ Three Year (July 1, 2012 – June 30, 2015)

204-393-1

**MASTER LABOR AGREEMENT
between
LOCAL UNION 393 OF THE
UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA**

And

**SANTA CLARA VALLEY CONTRACTORS
ASSOCIATION**

**NORTHERN CALIFORNIA MECHANICAL
CONTRACTORS ASSOCIATION**

**GREATER BAY AREA ASSOCIATION OF PLUMBING
AND
MECHANICAL CONTRACTORS**

INDUSTRIAL CONTRACTORS - UMIC, INC.

**Effective July 1, 2009
Expires June 30, 2012**

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JAN 19 2010

Div. of Labor Statistics & Research
Chief's Office

ARTICLE IX – Holidays

CONSTRUCTION: The following are holidays for all construction, including but not limited to new construction, remodel, retrofit and tenant improvement:

The day before New Year's Day
New Year's Day
Martin Luther King's Birthday (3rd Monday in January)
President's Day
Good Friday
Memorial Day
Fourth of July
First Friday in August
Labor Day
Columbus Day
Veterans' Day (2nd Monday in November)
Thanksgiving Day
Friday following Thanksgiving Day
The day before Christmas
Christmas Day

ADDITIONAL HOLIDAYS: The following days are Holidays:

Monday following a Sunday Holiday
Monday preceding a Tuesday Holiday
Friday following a Thursday Holiday
Friday preceding a Saturday Holiday
Friday preceding a Monday Holiday.
[except the Friday before Columbus Day, Martin Luther King's
Birthday and Veterans Day]
Saturday in conjunction with a Monday or Friday Holiday.

83. UNION ACTIVITIES DAY: The Contractor agrees that should the Union implement a Union Activities Day, the Contractor will permit employees to take off from work one (1) day per year, upon receiving thirty (30) days notice from the Union.

84. No work shall be required on Labor Day except in cases of extreme emergencies, where the health and/or safety of the public are endangered.

85. PLUMBING SERVICE AND REPAIR: The following shall be considered holidays on Service and Repair. The rate of pay for all work performed on service and repair holidays is time and one-half the taxable rate, plus straight time for all fringe benefit payments:

New Year's Day
President's Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

If a holiday falls on a Sunday, the Monday following shall be considered a holiday.