



HOLIDAY PROVISION

FOR

ROOFER:

Bitumastic, Enameler, Pipe Wrapper, Coal Tar Pitch Build-Up

Mastic Worker, Kettleman (2 Kettles without Pumps)

IN

SAN FRANCISCO AND SAN MATEO COUNTIES

ROOFING INDUSTRY JOINT BOARDS AND COMMITTEES



1425 TREAT BOULEVARD, SUITE C
WALNUT CREEK, CALIFORNIA 94597
TELEPHONE: (925) 472-8880 FAX: (925) 472-0258



August 1, 2015

AGREEMENT

The following modifications to the 2011-2015 Working Agreement between Associated Roofing Contractors of the Bay Area Counties, Inc. and Local Union No. 40 of the United Union of Roofers, Waterproofers and Allied Workers, AFL-CIO, have been mutually agreed to, effective August 1, 2015:

1. A three-year Agreement: August 1, 2015 to July 31, 2018.

232-X-40

WORKING AGREEMENT

BETWEEN

RECEIVED
Department of Industrial Relations

LOCAL NO. 40

JUL 16 2013

Office of the Director-Research

OF THE

**UNITED UNION OF ROOFERS,
WATERPROOFERS AND ALLIED WORKERS,
AFL-CIO**

AND

**ASSOCIATED ROOFING CONTRACTORS
OF THE BAY AREA COUNTIES, INC.**

AUGUST 1, 2011 – JULY 31, 2015

ARTICLE VIII

Holidays

Section 1. All Sundays shall be recognized Holidays, in addition to the following Legal Holidays recognized and observed within the area covered by this Agreement: New Year's Day, Presidents' Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. Should any of these Legal Holidays fall on a Saturday, the preceding Friday shall be considered a voluntary work day. Should any of these Legal Holidays fall on a Sunday, the following

Monday shall be considered a voluntary work day. No employee shall be discharged or otherwise disciplined for refusing to work on these days. Employees who do elect to work on these days shall be compensated at their regular straight-time wage rate.

Section 2. No overtime shall be worked on Sunday or on the Holidays, including but not limited to Labor Day, specified in this Agreement except in cases of extreme emergency when, by mutual consent of both parties hereto, such emergency work is permitted, and in all cases where such necessary emergency work is permitted, the applicable overtime rate shall be paid.

Section 3. The day after Thanksgiving, the day after Christmas and the day after New Years' Day shall be considered voluntary work days. No employee shall be discharged or otherwise disciplined for refusing to work on these days.