

DEPARTMENT OF INDUSTRIAL RELATIONS
Office of the Director - Research Unit
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HOLIDAY PROVISIONS

FOR

PLUMBER:

AIR CONDITIONING & REFRIGERATION/HVAC-SERVICE WORK

IN

LAKE, MARIN, MENDOCINO, SAN FRANCISCO, AND SONOMA
COUNTIES

&

PLUMBER:

PLUMBER, STEAMFITTER
PLUMBING SERVICE AND REPAIR,
LIGHT COMMERCIAL REFRIGERATION FITTER (HVAC)

IN

LAKE, MARIN, MENDOCINO, AND SONOMA COUNTIES

&

PLUMBER:

PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)
PLUMBING SERVICE AND REPAIR

IN

SAN FRANCISCO COUNTY

**U. A. LOCAL UNION 38'S
COLLECTIVE BARGAINING
AGREEMENT**

WITH

**NORTHERN CALIFORNIA
MECHANICAL CONTRACTORS
ASSOCIATION**

* * * * *

**INDEPENDENT
CONTRACTORS**

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JULY 1, 2017 – JUNE 30, 2023

RECEIVED
Department of Industrial Relations

AUG 03 2017

Office of the Director-Research

Section 56. HOLIDAYS.

The following days are recognized as Holidays:

New Year's Day, Martin Luther King's Birthday, Presidents Day, Memorial Day, July Fourth, Labor Day, Thanksgiving, The Friday after Thanksgiving, Day before Christmas, Christmas, Day before New Years, employee's Birthday and Good Friday and two (2) floating Holidays to be prearranged with the Employer. . If any such holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday; and if the preceding Friday is already a holiday, then the preceding Thursday shall be considered a legal holiday. If any such holiday falls on a Sunday, the following Monday shall be considered a legal holiday; and if the following Monday is already a holiday, the following Tuesday shall be considered a legal holiday. Work done on such days shall be paid for at overtime rate, provided that the overtime rate shall not be required for jobbing, service and repair work performed on the Friday after Thanksgiving. No work shall be required on Labor Day, except in cases of extreme emergency.