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HOLIDAY PROVISIONS

FOR

METAL ROOFING SYSTEMS INSTALLER

IN

SANTA BARBARA COUNTY

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Department of Industrial Relations
JAN 03 2005
Labor Statistics & Research
Chief's Office

AGREEMENT

IRON WORKER EMPLOYERS

STATE OF CALIFORNIA AND A PORTION OF NEVADA.... AND

DISTRICT COUNCIL OF IRON WORKERS OF THE STATE OF CALIFORNIA AND VICINITY...

July 1, 2004 - June 30, 2007

telephone number for the employee to call and receive instructions on reporting to work. In the event the project is shut down due to inclement weather for more than two (2) consecutive work days, the employee will report back to the work site and be put to work or receive his "show up" expense and termination pay.

Workmen will furnish the individual employer with their current telephone number and address.

F - **Shift Work** - When two (2) shifts are employed, the first shift (morning shift) shall work eight (8) hours for eight (8) hours pay. The second shift shall work seven and one-half (7-1/2) hours for eight (8) hours pay, or a proportionate part thereof for the time worked.

When three (3) shifts are employed, the first shift (morning shift) shall work eight (8) hours for eight (8) hours pay. The second shift shall work seven and one-half (7-1/2) hours for eight (8) hours pay, or a proportionate part thereof for the time worked. The third shift shall work seven (7) hours for eight (8) hours pay, or a proportionate part thereof for the time worked.

When two (2) shifts are employed on any job, the second shift shall start not later than 5:00 p.m.

When three (3) shifts are employed on any job, the third shift shall start not later than 12:30 a.m.

The Friday shift ending on Saturday morning will be considered Friday work. The Sunday shift ending on Monday morning will be considered Sunday work.

There shall be no more than three (3) shifts worked in any twenty-four (24) hour period.

On all shift work, the "morning" shift, starting at 8:00 a.m. (or earlier by mutual agreement) shall be considered as the first shift.

No multiple shifts shall be established or started for less than three (3) consecutive work days on each and every shift.

In the event the second and/or third shifts do not work the full three (3) shifts, the individual employer shall pay the workmen the overtime rate on these shifts.

In cases of emergency, multiple shifts may be allowed to operate for less than three (3) days by mutual agreement between the individual employer and the appropriate Local Union Business Agent.

Shift work shall continue until the end of the emergency. The emergency cannot stop on Friday evening and then start again on Monday.

Changes in work hours per day in special cases on shift work may be made to meet special conditions on application to and approval of the Business Agent of the appropriate Local Union or the District Council of Iron Workers. If this special shift starts prior to 12 midnight, the shift shall work seven and one-half (7-1/2) hours for eight (8) hours pay, or a proportionate part thereof for the time worked in accordance with Section 6-E. If the special shift starts after 12 midnight, the shift shall work seven (7) hours for eight (8) hours pay, or a proportionate part thereof for the time worked in accordance with Section 6-E. Any work prior to or after the special shift period shall be at the appropriate overtime rate as set forth in Section 7-A.

G - **Holidays** - Holidays to be recognized as overtime days will be:

Northern California -
New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

Northern Nevada -
New Year's Day, Admission Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

Southern California and Southern Nevada
New Year's Day, Memorial
Day, Independence Day, Labor Day,

Veterans Day, Thanksgiving Day, the day following Thanksgiving Day, Christmas Day.

No work shall be performed on Labor Day except to save life and property.

The above holidays shall be observed on the dates designated by the State of California and/or the State of Nevada or by Federal law.

If any of the above listed holidays falls on a Sunday, the Monday following shall be observed as a holiday.

The geographic demarcation line for holidays shall be on the same basis as provided in Northern and Southern California Master Labor Agreements with other basic crafts.

Northern California refers to the forty-six counties north of San Luis Obispo and Kern Counties. Southern California refers to the twelve counties south of and including San Luis Obispo and Kern Counties and also including Inyo and Mono Counties.

H - **Special Project Conditions** - When workmen covered by this Agreement are working with other Building Trades crafts on steel mills, chemical plants, refineries, steam plants, mining facilities, cement plants, offshore facilities, or remote projects (those which cover vast geographic areas and where suitable living conditions are not available within thirty-five (35) miles of the job), they shall be allowed to be off the individual employer's property or job site by the end of the work shift when any craft which is working on such project at the same time is so allowed.

If a workman covered by this Agreement is required to walk, ride or travel in any way into, on or through the property of an individual employer or owner on the above mentioned projects, he shall be covered by all applicable insurance.

I - **Emergencies** - When an individual employer considers it necessary to shut down a job or project to avoid possible loss of human life because of an emergency situation that could