STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, *GOVERNOR*

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH
455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:
P.O. Box 420603
San Francisco CA 94142-0603

HOLIDAY PROVISIONS

FOR

DRIVER
(ON/OFF HAULING TO/FROM CONSTRUCTION SITE)

IN

ALAMEDA, CONTRA COSTA, SAN MATEO, SANTA CLARA,
SANTA CRUZ, AND SOLANO COUNTIES

AGREEMENT

BETWEEN

GAGLIASSO & SONS, INC.

AND

TEAMSTERS LOCAL NO. 287

November 1, 2002 thru October 31, 2005

ARTICLE XI

WAGES AND CLASSIFICATIONS

DRIVERS:

November 1, 2002	January 1, 2003	January 1, 2004	January 1, 2005
$17.55	+ $.30 *	+ $.30 *	+ $.30 *

*Wage increases shall be allocated to wages, pension or vacation holiday pay.

ARTICLE XII

WORK WEEK AND OVERTIME PAY

Forty (40) hours at the straight time wage rate shall constitute the work week. This does not imply a guaranteed forty (40) hours work week. Time and one-half (1-1/2) the straight time wage rate shall be paid for all work performed in excess of forty (40) hours in any work week. For work performed on Sundays and on the following holidays the rate shall be double the straight time wage rate: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day. There shall be no pyramiding of overtime.

ARTICLE XIII

MINIMUM CALL

Section 1.

Any employee reporting for work at his starting time and for whom no work is provided, shall receive pay for two (2) hours at the stipulated rate of wages for so reporting unless the employee has had two (2) hours prior notification.

Section 2.

Any employee reporting for work and for whom work is provided shall receive not less than four (4) hours work on four (4) hours pay; if more than four (4) hours worked in any one day or shift, he shall receive not less than eight (8) hours pay unless prevented from working for reasons beyond the control of the Employer, including but not limited to such factors as: inclement weather, a breakdown or equipment, during which time the employee is not required or requested to remain on the job by the Employer.

In the event the Employer's vehicle(s) have been subcontracted to a Contractor, or to another Carrier, and the Contractor or Carrier has released or "knocked off" the