

## **HOLIDAY PROVISIONS**

### **CRAFT/CLASSIFICATION**

Plumber: Plumber, Steamfitter, Refrigeration Fitter (HVAC); Service and Repair;  
Construction Tradesman (Years 2-5)

### **ID**

204-393-1

### **LOCALITY**

San Benito and Santa Clara Counties

### **HOLIDAYS**

#### **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 (third (3<sup>rd</sup>) Monday in January, President's Day, Good Friday, Memorial Day, Fourth of July, First Friday in August, Labor Day, Indigenous People's Day (Second (2<sup>nd</sup>) Monday in October), Veterans' Day (Second (2<sup>nd</sup>) 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 the Day before New Year's Day, New Year's Day, Fourth of July, Indigenous Peoples Day, Martin Luther King's birthday, Veteran's day, the day before Christmas and Christmas Day]; Saturday in conjunction with a Monday or Friday Holiday; The day after Fourth of July when Fourth of July lands on a Monday; The day after Christmas when Christmas lands on a Monday or Tuesday; The day after New Year's Day when New Year's Day lands on a Monday or Tuesday

76. **UNION ACTIVITIES DAY:** The Contractor agrees that should UA Local Union 393 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 UA Local Union 393.

77. 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.

**(Letter regarding Service and Repair holidays received on December 3, 2021)**

**PLUMBING SERVICE HOLIDAYS PAID AT DOUBLE TIME (2X):**

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 Saturday, the preceding Friday shall also be a holiday. If a holiday falls on a Sunday, the Monday following shall be considered a holiday.

**HVAC REFRIGERATION SERVICE HOLIDAYS PAID AT TIME AND HALF (1.5X):**

President's Day, Memorial Day, Fourth of July, Veterans Day, Day after Thanksgiving

**HVAC REFRIGERATION SERVICE HOLIDAYS PAID AT DOUBLE TIME (2X):**

New Year's Day, Labor Day, Thanksgiving Day, Christmas Day.

If the holiday falls on a Saturday, the preceding Friday shall also be a holiday. If a holiday falls on a Sunday, the following Monday shall also be a holiday.