STATE OF CALIFORNIA Arnold Schwarzenegger, *Governor*

DEPARTMENT OF INDUSTRIAL RELATIONS
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HOLIDAY PROVISIONS

FOR

TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)

IN

ALAMEDA, CALAVERAS, CONTRA COSTA, DEL NORTE, EL DORADO, MARIN, MODOC, NAPA, NEVADA, PLACER, PLUMAS, SANTA CRUZ, SACRAMENTO, SIERRA, SISKIYOU, SOLANO, TRINITY, AND YOLO COUNTIES

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Department of Industrial Relations
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WAGES
HOLIDAYS
PTO VAC
TRAVEL and SUBSISTENCE
OVERTIME
PENSION

AGREEMENT

BETWEEN

DAVEY TREE SURGERY COMPANY

AND

LOCAL UNION 1245

OF THE

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS, AFL-CIO

TERM: August 1, 2004 - December 31, 2007

Non-Workdays (Added 1/1/80)

11.1 Employees will regard the following six (6) days as non-workdays in the basic workweek: New Year's Day, Memorial day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Non-workdays falling on Saturday will be observed on Friday. Non-workdays falling on Sunday will be observed on Monday. (Amended 1/1/89)

11.2 Employees required to work on non-workdays above will be entitled to compensation at one and one-half (1-1/2) times their straight-time pay.

ARTICLE XII
Paid Days Off (Added 1/1/80)

12.1 Employees covered by this Agreement shall be entitled to paid days off as follows:

(a) First year, up to thirteen (13) days. An employee will be credited with eight and two-thirds (8-2/3) hours per month of every month of attendance as per Section 12.4 except that he/she may not take any credited time during probationary employment and will only be allowed a maximum of one-half (1/2) his/her credit up to one (1) year.

(b) Second year through nine (9) years, up to nineteen (19) days. An employee will be credited with twelve and two-thirds (12-2/3) hours per month for every month of attendance as per Section 12.4.

(c) Starting with his/her tenth (10th) year and up, he/she will be allowed up to twenty-five (25) days. An employee will be credited with 16.7 hours per month for every month of attendance as per Section 12.4.

12.2 Employees will be permitted their choice of paid days off for any reason (personal, vacation, holidays, non-workdays, etc.) on a seniority basis. If it can be done without interfering with the work in progress, except as provided in Section 12.1(a) and provided they are arranged for in advance. No partial days will be allowed.

12.3 Employees who have reached one (1) year or more seniority may cash in at any time any P.T.O. credits they have accrued over five (5) days. An employee may defer their P.T.O. from one (1) year and add it to their second year. No employee shall be permitted to accrue more than two (2) years P.T.O. at any one time. Upon voluntary termination of employment, an employee will be paid for all unused P.T.O. credits accrued to the end of the last full month worked. Company will not be required to pay out any unused P.T.O. credits for discharge for just cause. (Amended 1/1/89)

12.4 Work attendance requirement is defined as an employee working every day the employee is scheduled to work in the basic workweek. The only exception to the five (5) day basic workweek will be: Paid days off, leaves of less than one (1) week arranged for a week in

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