

## Holidays

<u>Trade</u>	<u>Article</u>	<u>Provision</u>
<b>Automobile Mechanics</b> <b>6/1/21-5/31/25</b>	<b>Article 7</b>	<p>Qualified employees covered by the Agreement shall receive eight (8) hours straight time pay as holiday pay (without working) for the following holidays: Labor Day, Memorial Day, Fourth of July, and Thanksgiving Day.</p> <p>Qualified employees covered by the Agreement who have agreed to work the four (4) ten (10) hour per day schedule shall be paid ten (10) hours straight time pay as holiday pay (without working) for the holidays listed above.</p> <p>To qualify for holiday pay, an employee must fulfill all of the following requirements:</p> <ol style="list-style-type: none"> <li>(1) Must have been employed at least thirty-one (31) calendar days with the same Employer prior to the paid holiday.</li> <li>(2) The employee must work the scheduled day preceding the holiday and the scheduled day after the holiday.</li> <li>(3) Christmas Day and New Year's Day are no longer paid holidays, they will not be considered as work days. If an employee works on either of these days he will be paid at the holiday rate of pay. Eight (8) hours at straight time plus double time for all hours worked.</li> </ol>
<b>Bricklayers</b> <b>6/1/17-5/31/20</b>	<b>Article VI, Sections 10 &amp; 11</b>	<p>No work shall be performed on Sunday or on any of the following six holidays or the day observed as such holiday: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas, without the permission of the Union. When such permission is granted, double time shall be paid for the work performed on these days. No work shall be performed on Labor Day except in cases of dire emergency and with the consent of the President of the Union.</p> <p>When a day other than the holiday is missed during a holiday week because of inclement weather, then Saturday may be scheduled and worked as a make up day at straight time rates. In all other circumstances when work is scheduled and performed on a Saturday during a holiday week other than the holiday weeks including Labor Day and Memorial Day, double time shall be paid. In any event, any work performed on the Saturdays before Labor Day or Memorial Day will be paid at the double time rate. Work performed on the Saturday following Labor Day or Memorial Day shall be paid at time and one-half except that if work is missed during the holiday weeks including Labor Day and Memorial Day because of inclement weather, such work on the Saturdays of those weeks will be paid at the straight time rate of pay to a total of thirty-two (32) hours of work during the week and will be paid at time and one-half for all additional hours.</p> <p>Where one of the foregoing holidays falls on Sunday, it shall be observed on the following Monday. If federal legislation establishes national observance of any of the foregoing holidays on a day other than the calendar day regularly observed in the past or on a day which is substituted for such existing holiday, the nationally observed day shall be the holiday.</p> <p>In weeks that have designated holidays that fall during the regular work week, but not more often than six (6) times per year, the Employer may schedule four (4) consecutive ten (10) hour work days at straight time. The Union and the Employees must be informed and the Union must give permission to the Employer in writing.</p>
<b>Carpenters Cook, Lake &amp; DuPage</b> <b>6/1/19-5/31/24</b>	<b>Article VI, Section 2</b>	<p>There shall be no work done on the following holidays designated herein or days celebrated as such, except with written approval of the UNION and when work is authorized, the rate of pay shall be at the rate of double time:</p> <p>NEW YEAR'S DAY, MEMORIAL DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY, CHRISTMAS DAY.</p>
<b>Carpenters Grundy</b> <b>6/1/19-5/31/24</b>	<b>Article V, Section 35</b>	<p>All work performed on Sunday and the following holidays (or days celebrated as such) New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, shall be compensated for at double time.</p>
<b>Carpenters Kane, Kendall &amp; McHenry</b> <b>6/1/19-5/31/24</b>	<b>Article V, Section 19</b>	<p>All work performed on Sunday, and the following holidays (or days celebrated as such) New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be compensated for at double time.</p>

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<b>Carpenters Will County 6/1/19-5/31/24</b>	<b>Article V, Section 1</b>	<p>All work performed on Saturdays, Sundays and the following Holidays: New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving, the day after Thanksgiving, and Christmas - or any day celebrated as such - shall be paid for at the rate of double time. This double time rate shall commence at 3:30 p.m., Friday or on any day preceding a holiday and shall end at 7:00 a.m., of the day following the holiday or the day recognized as a holiday. No work shall be performed on Labor Day except to save life or property. Permission must be secured from the business representative of the District Council for any work performed on any aforementioned holiday or days celebrated as such.</p> <p style="padding-left: 40px;">Any Holiday falling on a Sunday will be celebrated on the following Monday.</p> <p style="padding-left: 40px;">Any regular Employee of an Employer covered by this contract who reports for work on December 24 and/or December 31 shall receive eight (8) hours pay for four (4) hours work.</p> <p style="padding-left: 40px;">Labor Day shall be a paid holiday. Employees shall receive eight (8) hours pay.</p> <p style="padding-left: 40px;">With respect to the last Friday prior to Christmas and the last Friday prior to New Year's Day, during the term of this agreement Employees who were (or are in the future) told not to report for work shall receive, for each of said days, four (4) hours straight time pay or Employees who worked (or work) four (4) hours shall receive eight hours of pay and Employees who worked (or work) with (8) hours shall receive twelve (12) hours of pay. Whether to work a portion of a day, a whole day or not to work at all shall be at the option of the Employer.</p>
<b>Cement Masons, Local 11, Area 161 6/1/21-5/31/26</b>	<b>Section 2, Para 4e</b>	<p>When one shift is used, double the employee's straight time hourly rate, including any applicable premiums, and pay for all hours worked: On New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.</p> <p>NOTE: No work shall be performed on these days except to protect life and property, and in the event it becomes necessary to work, the Contractor or the Cement Mason shall call the Union to obtain permission.</p>
<b>Cement Masons, Local 11, Area 362 6/1/21-5/31/26</b>	<b>Section 2, Para 4e</b>	<p>When one shift is used, double the employee's straight time hourly rate, including any applicable premiums, and pay for all hours worked: On New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.</p> <p>NOTE: No work shall be performed on these days except to protect life and property, and in the event it becomes necessary to work, the Contractor or the Cement Mason shall call the Union to obtain permission.</p>
<b>Cement Masons, Local 11, Area 638 6/1/21-5/31/26</b>	<b>Section 2, Para 4e</b>	<p>When one shift is used, double the employee's straight time hourly rate, including any applicable premiums, and pay for all hours worked: On New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.</p> <p>NOTE: No work shall be performed on these days except to protect life and property, and in the event it becomes necessary to work, the Contractor or the Cement Mason shall call the Union to obtain permission.</p>

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<b>Cement Masons, Local 502</b> 6/1/21-5/31/26	<b>Section 2, Para 4e</b>	When one shift is used, double the employee's straight time hourly rate, including any applicable premiums, and pay for all hours worked: On New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date. NOTE: No work shall be performed on these days except to protect life and property, and in the event it becomes necessary to work, the Contractor or the Cement Mason shall call the Union to obtain permission.
<b>Laborers, Building</b> 6/1/17-5/31/21	<b>Article IV, Para 1</b>	All work performed on Sundays or on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, or on Mondays when such holidays are celebrated, shall be paid for at the double time rate. There shall be no work performed on Labor Day, excepting in case of dire emergency, and with the written consent of the President of the District Council. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.
<b>Laborers, Road Building</b> 6/1/17-5/31/21	<b>Article IV</b>	Except to protect life or property, there shall be no work performed on Sunday or on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, or on days when such holidays are celebrated, and all hours worked shall be paid for at the double time rate.  When a holiday falls on Monday through Friday, make up day on Saturday shall be paid at time and one-half for the first ten (10) hours and double time thereafter. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.
<b>Laborers, Sewer &amp; Tunnel</b> 6/1/17-5/31/21	<b>Article VIII</b>	The following days shall be considered Holidays and shall be paid at double time rates: All Sun-days, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. All Sunday and Holiday work shall be cut to a minimum and shall be resorted to only protect life and property. When a Holiday falls on Monday through Friday, make up day on Saturday shall be paid at time and one-half for the first ten (10) hours and double time thereafter. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.
<b>Laborers, Fox Valley, Building</b> 6/1/17-5/31/21	<b>Article III, Section 3</b>	Double time shall be paid for work done on Sundays and the following Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas. No work shall be done on Labor Day except to protect life or property. <b>IN WEEKS THAT HAVE DESIGNATED HOLIDAYS THAT FALL DURING THE REGULAR WORK WEEK, BUT NOT MORE THAN SIX (6) TIMES PER YEAR, THE EMPLOYER MAY SCHEDULE FOUR (4) CONSECUTIVE TEN (10) HOUR DAYS AT STRAIGHT TIME. THE UNION AND THE EMPLOYEES MUST BE INFORMED AND THE UNION MUST GIVE PERMISSION TO THE EMPLOYER IN WRITING.</b> If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.

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<b>Laborers, Fox Valley, Heavy &amp; Highway</b>  6/1/17-5/31/21	<b>Article V, Section 6</b>	<p>Double (2) time shall be paid for work done on Sunday or any of the following holidays: New Year's Day, Decoration Day, Independence Day, Thanksgiving Day, Christmas Day, and Labor Day. No work shall be performed on Labor Day except under extreme emergency and then only with the express consent of the Union or its Business Manager. In weeks that have designated holidays that fall during the regular workweek, but not more often than six (6) times per year, the Employer may schedule four (4) consecutive ten (10) hour days at straight time. The Union and the Employees must be informed and the Union must give permission to the Employer in writing. There shall be no overtime on holidays except of an emergency nature to preserve life or property, at the discretion of the Employer.</p> <p>If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date.</p>
<b>Laborers, Lake County, Building &amp; Mason</b>  6/1/17-5/31/21	<b>Article IX, Para 1</b>	<p>All work performed on Sundays or on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or on Mondays when such holidays are celebrated, shall be paid for at the double time rate. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date. There shall be no work performed on Labor Day, except in case of dire emergency and the written consent of the Business Manager of Local 152.</p>
<b>Laborers, Lake County, Paving, Road &amp; Sewer</b>  6/1/17-5/31/21	<b>Article VII, Para 2, 3</b>	<p>All work performed on Sundays or on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or on Mondays when such holidays are celebrated, shall be paid for at the double time rate. If a holiday falls on a Sunday, it shall be celebrated on the following Monday. If a holiday falls on a day other than Sunday, it shall be celebrated on that date. There shall be no work performed on Labor Day, except in case of dire emergency and the written consent of the Business Manager of Local 152. Double time shall be paid for work performed between the hours of 5:30 P.M. Saturday and 7:00 A.M. Monday.</p> <p>In weeks that have designated holidays that fall during the regular work week, but not more often than six (6) times per year, the Employer may schedule four (4) consecutive ten (10) hour work days at straight time. The Union and the Employees must be informed and the Union must give permission to the Employer in writing.</p>
<b>Operators, Building</b>  6/1/21-5/31/24	<b>Article VI, Section 5B</b>	<p>The following Holidays are designated as those for which double (2x) time shall be paid: NEW YEAR'S DAY, DECORATION DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY, AND CHRISTMAS DAY. A holiday falling on Saturday shall be celebrated on Friday. A holiday falling on Sunday shall be celebrated on Monday. If a holiday falls on a day other than a Saturday or Sunday, it shall be celebrated on that date. Double time is paid for work on the day on which the holiday is celebrated. No work shall be done on Labor Day, except to save life or property.</p>
<b>Operators, HHU</b>  6/1/21-5/31/24	<b>Article III, Section 2</b>	<p>The following Holidays are designated as those for which double (2x) time shall be paid: NEW YEAR'S DAY, DECORATION DAY, FOURTH OF JULY, LABOR DAY, THANKSGIVING DAY, AND CHRISTMAS DAY. A holiday falling on Saturday shall be celebrated on Friday. A holiday falling on Sunday shall be celebrated on Monday. If a holiday falls on a day other than a Saturday or Sunday, it shall be celebrated on that date. Double time is paid for work on the day on which the holiday is celebrated. No work shall be done on Labor Day, except to save life or property.</p>

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<p><b>Teamsters</b> <b>6/1/19-5/31/23</b></p>	<p><b>Article 17</b></p>	<p><b>Locals 179, 301, 330 and 673</b> Double time shall be paid for all work done on Sundays and the following legal holidays: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Holidays shall be observed on the date that they fall except that holidays falling on a Sunday shall be observed the following Monday.</p> <p><b>Local 731</b> Qualified employees covered by this Agreement shall receive eight (8) hours straight-time pay as holiday pay (without working) for the following holidays: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. To qualify for holiday pay, an employee must fulfill all of the following requirements: Must have worked thirty-one (31) days in the current year before the holiday or have seniority as stated in Article 13; and Work the scheduled work day before and the scheduled work day after the holiday; and Work one (1) day in the holiday week; and Work one (1) scheduled working day after the holiday. If any of the above-mentioned holidays in Section 17.2(a) is worked, double time shall be paid for all hours worked in addition to the holiday pay. If any of the above listed holidays falls on a Saturday, it shall nevertheless be a paid holiday under this Article. Holidays shall be observed on the date that they fall except that holidays falling on a Sunday shall be observed the following Monday.</p> <p><b>Local 786</b> Qualified employees covered by this Agreement shall receive eight (8) hours straight-time pay as holiday pay (without working) for the following holidays: New Year's Day, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. To qualify for holiday pay, an employee must fulfill all of the following requirements: If he/she is in his/her first year of employment with the same Employer, he/she must have worked either two (2) months or for 200 straight-time hours for that Employer, and have been recalled and returned to work within 120 days after the holiday concerned. If he/she is in his/her second or more years of employment with the same Employer, he/she must have been recalled and returned to work within 120 days after the holiday concerned. He/she must work the scheduled workday before and after the holiday, unless excused from so working because of illness or death in the immediate family. If a qualified employee works on any of the above listed holidays, he/she shall be paid double time for all hours worked with a guarantee of eight (8) hours of work or its equivalent in pay in addition to the applicable above holiday pay at the employee's appropriate wage rate. If any of the above listed holidays falls on a Saturday, it shall nevertheless be a paid holiday under this Article. Holidays shall be observed on the date that they fall except that holidays falling on a Sunday shall be observed the following Monday.</p>

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Technical Engineers 6/1/20-5/31/25	Article II, Section 3	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, or the days on which they are legally celebrated, shall be recognized as legal holidays, within the meaning of this Agreement and any work required to be done on such legal holidays shall be paid for hours worked at the double time rate.