CONSTRUCTION CONTRACTORS LABOR EMPLOYERS OF NEW JERSEY

COLLECTIVE BARGAINING HOLIDAY PAY PROVISIONS

LABORERS LOCALS 172 & 472

If any employee works on three (3) days for the same Employer within a period of ten (10) working days consisting of five (5) working days before and five (5) working days after the day upon which the holiday falls or is observed as such, he shall be paid eight (8) hours straight time for the holiday at his regular rate of pay. Where a project is a four (4) day ten (10) hours per day project, holidays will be paid at ten (10) straight time hours if the unworked holiday is not within the four (4) day, ten (10) hour schedule, it will be paid at eight hours straight time. A work week shall commence on Monday 12:01 AM and extend to 12:00 midnight on the Sunday following. If an employee is hired after a holiday, he shall not be paid for the holiday unless he was employed during the work week preceding the holiday.

When a layoff occurs, for reasons other than job completion, on or after December 20th, each employee so laid off shall receive one day's pay in lieu of Christmas Holiday provided the employee was working for the employer on the job on December 17th. Where such employee starts again on or before January 6th, excluding a new project just beginning, such employee shall be paid a day's pay in lieu of New Year's Day Holiday.

*If an employee works on a holiday, Monday through Friday, he shall be paid double time for all hours worked. If an employee works on a holiday which falls on Saturday, he shall be paid double time and one half for all hours worked. However, if the employee works on a holiday Saturday but is given Friday off at regular holiday pay, he shall be paid at the traditional time and one half rate for the first eight hours, all hours in excess of eight shall be paid at double time and a half rate. If an employee works on a Holiday which falls on Sunday, he shall be paid triple time for all hours worked. However, if the employee works on a holiday Sunday but is given Monday off at regular holiday pay, then that Sunday will be at the traditional double time rate for the first eight hours, all hours in excess of eight, shall be paid at triple time rate.

If he does not work on Saturday and otherwise qualifies for holiday pay he shall be paid straight time for the holiday, all time paid for holidays, whether worked or not, shall be paid for at the regular rate of pay for the particular job classification of each employee as provided for herein, provided the employee has complied with the conditions set forth in this Article. If an employee works at more than one job classification within the ten day period specified herein, he shall be paid his holiday pay at the higher classification rate.*

It is understood that where time and one-half or double time is specified in this Agreement for work performed on Saturdays, Sundays, holidays or different shift times, this is overtime and not premium time for work performed on these days and the base rates for the computation of this time and one-half or double time is the hourly rate set forth in the Agreement. It is further understood that there is to be no extra or premium time for hours worked in excess of eight (8) hours on Saturdays, Sundays or holidays, but this shall in no way affect the obligation to pay the time and one-half for any work on Saturdays and double time for Sundays, holidays or different shift time as specified in the Agreement.

If the employee alleges that he was laid off by an Employer (exclusive of job termination) solely for the purpose of being denied holiday pay, his grievance shall be heard by an Arbitration Committee composed of two (2) Union representatives and two (2) representatives who are members of the Utility and Transportation Contractors Association of New Jersey. A decision by a majority of the Committee shall be binding on the Employer and employee as to whether he shall receive holiday pay. Where a decision cannot be reached by a majority of the Committee then an impartial Referee shall be designated by the New Jersey State Board of Mediation whose decision shall be final and any costs shall be borne equally by the Employer and the Union.

***New clarifying language from 2024 MOU**

OPERATING ENGINEERS LOCAL 825

When a Holiday falls on a Saturday, the Employer shall have the option to work Monday through Friday and pay for the Saturday Holiday, or work Monday through Thursday and give Friday off with pay in lieu of the Saturday Holiday. Holidays falling on Sunday will be celebrated on Monday. To be eligible for Holiday pay, an Employee must work three (3) days of the preceding five (5) working days before the Holiday or the working day before the Holiday and the working day after the Holiday, but in no event can an employee who is on the employer's payroll the work week before and after the holiday receive Holiday Pay unless he works the working day before and the working day after the Holiday. When an employee is working four (4) ten (10) hour shifts, and if the Holiday falls during the shift and is not worked, the employee will be paid ten (10) hours.

EASTERN ATLANTIC REGIONAL COUNCIL OF CARPENTERS

Any work performed outside the aforesaid hours or on Saturday or Sunday and the following Holidays, shall be considered overtime and paid accordingly: New Year's Day, Presidents Day, Memorial Day, Fourth of July, Labor Day, Veterans' Day, Thanksgiving Day, and Christmas Day. When all trades on a particular jobsite agree, the day after Thanksgiving may be substituted for Veterans' Day. In the event a holiday falls on a Sunday, the following Monday shall be observed as the holiday. The overtime rate Monday through Saturday shall be time and one-half; Sunday & Holidays shall be double time.

DOCKBUILDERS LOCAL 1556

If an employee does not work on said holiday he shall receive no pay for said day. If an employee works on said holiday he will be paid only the double time rate. When all trades agree, Veteran's Day may be worked at straight time and the holiday may be switched to the day after Thanksgiving . However, any Dockbuilder who does not want to work on Veteran's Day, may take the day off without pay . Any Dockbuilder who works Veteran's Day at straight time as part of the Holiday switch and is laid off prior to the day after Thanksgiving, shall also receive one (1) day's pay for the work on Veteran's Day in addition to his regular straight time pay. Sunday and holidays shall be paid at time and one-half the hourly rate. There shall be no pyramiding of overtime or Sunday/holiday pay. There shall be no paid holidays for Foreman, unless worked.

The General Dockbuilder Foreman, Dockbuilder Foreman, will be paid eight (8) hours per day for days actually worked in the payroll week and will also be paid (8) hours pay for unworked holidays, including benefit payments or rain days during continuous employment.

NORTH JERSEY IRONWORKERS LOCAL 11

All work performed on holidays, or the days observed as such, shall be paid at the double time rate, including fringes. Foreman and Superintendents who are employed through a Holiday (i.e. on the scheduled working day after the holiday), but who are not actually required to work on the holiday, shall receive Holiday pay. For work performed on said Holidays, at straight time (Foreman and Superintendents) shall receive double time. If there is but one (1) Ironworker employed on a job he shall receive Foreman wages.

TEAMSTERS LOCAL 331

Any Teamsters working three (3) days in any calendar week in which a holiday falls, shall be paid straight time for the holiday and shall be paid straight time for the three (3) days worked, at his/her regular rate and if ordered to work Sundays or the above holidays, will be paid at the rate of double time (Double time for a worked holiday shall be defined as regular hourly rate plus eight (8) hours of holiday pay.). If any holiday falls on a Sunday and is celebrated the following Monday, that Monday is to be considered a holiday, an employee who is on the employers payroll the work week before and after the holiday shall not receive holiday pay unless the employee is available to work the regularly scheduled work day before and regularly scheduled work day after the holiday.

TEAMSTERS LOCAL 469

All employees who are assigned to work on holidays shall be paid two times the rates listed in Section 2 for all hours worked which includes the holiday pay. Employees who are not assigned to work on any holidays shall, nonetheless, receive a regular day's pay, eight (8) straight time hours, for the holidays, providing the employee has been assigned to work "or shapes" one (1) day of the calendar week during which the holiday occurs. The above paragraphs shall apply when a holiday occurs on Saturday. When any of the above holidays fall on Sunday they shall be celebrated on Monday. Employees assigned to work on a Saturday that is a holiday shall be paid for all work at two and one-half times the hourly rate which includes the holiday pay. Where a project is a four (4) day ten (10) hours per day project, holidays will be paid at eight (8) straight time hours for an unworked holiday unless the employee on the Employer's payroll works less than 40 hours during the week upon which the holiday falls, in which case he shall be paid an additional two (2) hours straight time holiday pay for the unworked holiday.

TEAMSTERS LOCAL 560/408

All employees who are assigned to work on holidays shall be paid two times the rates listed in Section 2 for all hours worked which includes the holiday pay. Employees who are not assigned to work on any of the above holidays shall, nonetheless, receive a regular day's pay, eight (8) straight time hours, for the holidays, providing the employee has been assigned to work "or shapes" one (1) day of the calendar week during which the holiday occurs. The above paragraphs shall apply when a holiday occurs on Saturday. When any of the above holidays fall on Sunday they shall be celebrated on Monday. Employees assigned to work on a Saturday that is a holiday shall be paid for all work at two and one-half times the hourly rate which includes the holiday pay. Where a project is a four (4) day ten (10) hours per day project, holidays will be paid at eight (8) straight time hours for an unworked holiday unless the employee on the Employer's payroll works less than 40 hours during the week upon which the holiday falls, in which case he shall be paid an additional two (2) hours straight time holiday pay for the unworked holiday.

TEAMSTERS LOCAL 676

All Teamsters will be paid for holidays. The employee is entitled to the afternoon of the day before Christmas (December 24) with pay provided the employee works in the morning. If the employee works in the afternoon, he shall receive double the straight time rate for the afternoon. To be eligible for holiday pay, the employee must work or be available for work on at least two (2) days in the week in which the holiday occurs. If an employee is eligible for a holiday and is required to work on said holiday, he shall receive eight (8) hours straight time pay for the holiday. In addition, he will be paid the applicable wage and fringe benefits for the hours worked, consistent with Article 19. Where a "House Concern" celebrates a company holiday not recognized by this Agreement, and an employee is hurt by the shut-down of the "House Concern", the Union may request to the Employer that such "House Concern" company holiday be a paid company holiday in exchange for one of the paid holidays recognized by this Agreement.