

IMPORTANT: Please refer to actual agreement sections for additional information/details.

HOLIDAY	2023 DATE	Carpenters ¹ (N. CA)	Cement Masons (N. CA)	Iron Workers	Laborers (N. CA)	O.E. Local 3 ²	Pile Drivers Local 34 ³	Teamsters (N. CA)
New Year's Day	Sunday, January 1	NO	NO	NO	NO	NO	NO	✓
New Year's Day Observed ⁴	Monday, January 2	✓	✓	✓	✓	✓	✓	NO
Martin Luther King, Jr. Day	Monday, January 16	✓	✓	NO	NO	NO	✓	NO
Presidents' Day	Monday, February 20	✓	✓	✓	✓	✓	✓	✓
Memorial Day	Monday, May 29	✓	✓	✓	✓	✓	✓	✓
Independence Day	Tuesday, July 4	✓	✓	✓	✓	✓	✓	✓
Labor Day	Monday, September 4	✓	✓	✓ ⁵	✓	✓	✓	✓
Veterans Day	Saturday, November 11	NO ⁶	NO	✓ ⁷	NO	NO	NO ⁶	NO
Thanksgiving Day	Thursday, November 23	✓	✓	✓	✓	✓	✓	✓
Day After Thanksgiving	Friday, November 24	✓	✓	✓	✓	✓	✓	✓
Christmas Day	Monday, December 25	✓	✓	✓	✓	✓	✓	✓

¹ **Carpenters:** Four days of each year are designated as Off/Holidays ("Black Fridays"). For 2023, these are Friday, February 17th; Friday, May 26th; Monday, July 3rd; Friday, September 1st. Designated Off/Holidays shall be governed by Section 26 (Overtime) of the Carpenters Master Agreement. **Effective July 1, 2022, for work under the Highway Addendum (Appendix F) these additional Designated/Off Holidays now apply to employees working in all Areas.**

² **OE3:** If supporting another craft that is being paid overtime pay, between the hours of 8:00 AM & 4:30 PM M-F, Operators must be compensated on the same basis (09.03.00).

³ **Pile Drivers:** This is a separate CBA, so they do not observe the four designated Off/Holidays ("Black Fridays") that are observed by the Carpenters.

⁴ **New Year's Day:** Holidays that fall on a Sunday are observed on the following Monday for all crafts, **except Teamsters**. For Teamsters, the holiday is Sunday, January 1.

⁵ **Iron Workers:** No work shall be performed on Labor Day except to save life and property.

⁶ **Carpenters/Pile Drivers:** Veterans may choose to observe Veterans Day (November 11). Veterans shall provide the Individual Employer with two (2) working days' notice to observe Veterans Day. Upon request of the Individual Employer, members shall provide proof of military service, but work performed on that day is not subject to holiday pay (Section 25).

⁷ **Iron Workers – Veterans Day:** Holidays that fall on a Saturday are observed on the preceding Friday. Double time is owed for work performed on Friday.