

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

HOLIDAY	2024 DATE	Carpenters <sup>1</sup> (N. CA)	Cement Masons (N. CA)	Iron Workers	Laborers (N. CA)	O.E. Local 3 <sup>2</sup>	Pile Drivers Local 34 <sup>3</sup>	Teamsters (N. CA)
New Year's Day	Monday, January 1	✓	✓	✓	✓	✓	✓	✓
Martin Luther King, Jr. Day	Monday, January 15	✓	✓	NO	NO	NO	✓	NO
Presidents' Day	Monday, February 19	✓	✓	✓	✓	✓	✓	✓
Memorial Day	Monday, May 27	✓	✓	✓	✓	✓	✓	✓
Independence Day	Thursday, July 4	✓	✓	✓	✓	✓	✓	✓
Labor Day	Monday, September 2	✓	✓	✓ <sup>4</sup>	✓	✓	✓	✓
Veterans Day	Monday, November 11	NO <sup>5</sup>	NO	✓	NO	NO	NO <sup>5</sup>	NO
Thanksgiving Day	Thursday, November 28	✓	✓	✓	✓	✓	✓	✓
Day After Thanksgiving	Friday, November 29	✓	✓	✓	✓	✓	✓	✓
Christmas Day	Wednesday, December 25	✓	✓	✓	✓	✓	✓	✓

<sup>1</sup> **Carpenters:** Four days of each year are designated as Off/Holidays ("Black Fridays"). For 2024, these are Friday, February 16th; Friday, May 24th; Friday, July 5th; Friday, August 30th. 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.**

<sup>2</sup> **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).

<sup>3</sup> **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.

<sup>4</sup> **Iron Workers:** No work shall be performed on Labor Day except to save life and property.

<sup>5</sup> **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).