

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

HOLIDAY	2022 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 Eve Day ⁴	Friday, December 31	✓	NO	✓	NO	NO	✓	NO
New Year's Day	Saturday, January 1	✓	✓	NO	✓	✓	✓	✓
Martin Luther King, Jr. Day	Monday, January 17	✓	✓	NO	NO	NO	✓	NO
Presidents' Day	Monday, February 21	✓	✓	✓	✓	✓	✓	✓
Memorial Day	Monday, May 30	✓	✓	✓	✓	✓	✓	✓
Independence Day	Monday, July 4	✓	✓	✓	✓	✓	✓	✓
Labor Day	Monday, September 5	✓	✓	✓ ⁵	✓	✓	✓	✓
Veterans Day	Friday, November 11	NO ⁶	NO	✓	NO	NO	NO	NO
Thanksgiving Day	Thursday, November 24	✓	✓	✓	✓	✓	✓	✓
Day After Thanksgiving	Friday, November 25	✓	✓	✓	✓	✓	✓	✓
Christmas Day Observed ⁷	Monday, December 26	✓	✓	✓	✓	✓	✓	NO

¹ **Carpenters:** Four days of each year are designated as Off/Holidays ("Black Fridays"). For 2022, these are Friday, January 14, February 18; Friday, May 27, Friday, September 2. 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 8:00AM & 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 or have different provisions for Saturday holidays.

⁴ **Carpenters & Iron Workers:** Holidays that fall on a Saturday are observed on the preceding Friday. Only Friday is paid at double time if worked.

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

⁶ **Carpenters:** 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 **Christmas Day:** Holidays that fall on a Sunday are observed on the following Monday for all crafts, **except Teamsters**. For Teamsters, the holiday is Sunday, December 25.