### RECOGNIZED UNION HOLIDAYS

2019 Calendar for Northern California Master Agreements

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</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>Tuesday, January 1</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
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<tr>
<td>Martin Luther King, Jr. Day³</td>
<td>Monday, January 21</td>
<td>✓</td>
<td>✓</td>
<td>NO</td>
<td>NO</td>
<td>NO⁴</td>
<td>✓</td>
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<tr>
<td>Presidents’ Day</td>
<td>Monday, February 18</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Memorial Day</td>
<td>Monday, May 27</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Independence Day</td>
<td>Thursday, July 4</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Labor Day</td>
<td>Monday, September 2</td>
<td>✓</td>
<td>✓</td>
<td>✓⁵</td>
<td>✓</td>
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<tr>
<td>Thanksgiving Day</td>
<td>Thursday, November 28</td>
<td>✓</td>
<td>✓</td>
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<td>✓</td>
<td>✓</td>
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<tr>
<td>Day After Thanksgiving</td>
<td>Friday, November 29</td>
<td>✓</td>
<td>✓</td>
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<tr>
<td>Christmas Day</td>
<td>Wednesday, December 25</td>
<td>✓</td>
<td>✓</td>
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**IMPORTANT:** Please refer to actual agreement sections for additional information/details.

1. **Carpenters:** Four days of each year are designated as Off/Holidays (“Black Fridays”). For 2019, these are Friday, February 15ᵗʰ; Friday, May 24ᵗʰ; Friday, July 5ᵗʰ; Friday, August 30ᵗʰ. Designated Off/Holidays shall be governed by Section 26 (Overtime) of the Carpenters Master Agreement. For work under the Highway Addendum (Appendix F), these additional Designated/Off Holidays do not apply to employees working outside of Area 1. Veterans may choose to observe Veteran’s Day (November 11ᵗʰ). 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).

2. **Pile Drivers:** Pile Drivers do not observe the 4 designated Off/Holidays (“Black Fridays”) days that are observed by the Carpenters.

3. **Operators and Laborers:** Martin Luther King, Jr. Day may become a recognized holiday if and when the five basic crafts agree to adopt it as a holiday.

4. **Operators:** 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).

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