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DATE: November 5, 2019

TO: All SMARCA Members & Contributors

FROM: John Quarnstrom and Jim Bigham

RE: Thanksgiving, Friday after Thanksgiving, Christmas, and New Year's Day Holiday Pay Under the Local 10 Sheet Metal and Local 96 Roofing Agreements

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Below are the holiday time off and premium pay provisions for the upcoming 2019/2020 Thanksgiving, Friday after Thanksgiving, Christmas, and New Year holiday season under the Sheet Metal Labor Agreements. **Holiday pay is required only if the employee works on the holiday or the day recognized as the holiday.** Therefore, the following provisions only discuss the premium pay provisions for hours worked on these three (3) holidays.

**SHEET METAL - METRO AREA:**

Thanksgiving Day and the day after Thanksgiving (November 28<sup>th</sup> and 29<sup>th</sup>) are holidays under the Metro Commercial, Architectural and Residential Sheet Metal Contracts. Christmas Day and New Year's Day are also holidays under these contracts. Any work performed on Thursday November 28<sup>th</sup>, Friday November 29<sup>th</sup>, Wednesday, December 25 and/or Wednesday, January 1<sup>st</sup> must be paid at the double time rate. There is one exception: **Residential** emergency service work performed under "agency contracts such as HomeSmart or Home Service Plus", is to be paid at one and one-half (1½) times the hourly Total Taxable Pay rate for work performed on these holidays.

**SHEET METAL - GREATER MINNESOTA AND NORTH DAKOTA:**

Thanksgiving Day, Christmas Day, and New Year's Day are all holidays. Any work performed on the holiday must be paid at double time. The day after Thanksgiving is not a holiday in these areas (except South Dakota and Metro Area) however, there are options Sheet Metal Workers have related to Veterans Day & the day after Thanksgiving. Please refer to our recent Veterans Day notice for North Dakota & South Dakota Sheet Metal and/or call us with your questions. No pay is required unless they work on the actual holiday.

There are service work exceptions as follows:

- **Iron Range, Mankato, and Rochester-Austin-Albert Lea** – "Service work" is to be paid at one and one-half (1½) times the hourly Total Taxable Pay Rate.

- **Fargo and Bismarck/Minot** – “Residential service work” on recognized holidays is to be paid at double time unless the employee exceeds forty (40) hours in the week; then, these employees should be paid at one and one-half (1½) times the hourly Total Taxable Pay rate for hours in excess of forty (40).

**SHEET METAL - SOUTH DAKOTA:**

Thanksgiving Day, the day after Thanksgiving, Christmas Day, and New Year's Day are all holidays. Any hours worked on these four (4) days must be paid at double time.

**ROOFING CONTRACTS:**

Thanksgiving Day (November 28<sup>th</sup>), Christmas Day (December 25<sup>th</sup>), and New Year's Day (January 1<sup>st</sup>) are recognized holidays under all roofing contracts. Holiday pay at two (2) times the Total Hourly Wage Rate (taxable) is required only if the employee works on those actual holidays. No pay is required if those days are not worked.

The day after Thanksgiving is **NOT** recognized as a holiday under any of the roofing contracts. Therefore, the normal contract pay provisions apply for that day if you have roofers working that Friday.

**BRAINERD ROOFING:**

Thanksgiving Day, Christmas Day and New Year's Day will be paid holidays for all roofing employees that have worked for the Employer for 1,300 or more hours as a roofing employee under this Labor Agreement. Each roofing employee shall receive eight (8) hours of pay at the employee's Total Hourly Wage Rate provided that the employee is an employee of the Employer on the working day prior to and immediately following the paid holiday (including those who are on vacation, sick, or disabled, but not including those on Workers' Compensation).

Please call the SMARCA office if you have any questions concerning the Thanksgiving, Christmas, and New Year's holidays.

John Quarnstrom and Jim Bigham

cc: Sheet Metal Local 10 Funds Office, Roofers Local 96