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RED ALERT!

DATE: June 25, 2020

TO: ALL SMARCA SHEET METAL AND ROOFING CONTRACTORS
ATTENTION: **PAYROLL**

FROM: John Quarnstrom and Jim Bigham

RE: **Fourth of July and Labor Day Holidays**

FOURTH OF JULY

Sheet Metal

The Fourth of July holiday is an **unpaid** holiday for **all** sheet metal employees. This year, the Fourth of July is on a Saturday and Friday, July 3rd, is the recognized holiday in all sheet metal contracts. If a sheet metal worker does not work on the recognized holiday (July 3rd), there is no holiday pay. If a sheet metal worker does perform work on Friday, July 3rd, he or she will be entitled to double time pay. If a sheet metal employee works on Saturday, July 4th, the normal Saturday pay provisions will apply.

There are a number of service work exceptions to the double time requirement:

Metro Area: Emergency service work performed under agency contracts such as HomeSmart and Home Service Plus is paid at one and one-half (1½) times the regular base rate.

Rochester-Austin-Albert Lea, Mankato, Bemidji, and Iron Range Areas: All “service work” is to be paid at one and one-half (1½) times the total taxable pay rate.

Duluth and Iron Range Areas: All residential work is to be paid and one and one-half (1½) times the total taxable pay rate.

St. Cloud, Brainerd, Grand Forks Areas: Double time pay on service work is owed for work on the actual holiday, July 4th. The actual holiday is the recognized holiday for service work. Normal pay provisions will apply to Friday, July 3rd.

Fargo and Bismarck-Minot: Residential “service, maintenance and emergency replacement work” is to be paid at one and one-half (1½) times the total taxable pay rate.

Roofing - All Areas:

The Fourth of July is an unpaid holiday for all roofing employees except in the Brainerd Area (see below). With the two exceptions noted below, if a roofing employee works on Saturday, July 4th, double time pay is required. If they do not work that day there is no holiday pay, except under the Brainerd Roofing Agreement.

Duluth Roofing: Friday, July 3rd is the recognized holiday in the Duluth contract area. If a roofing employee works on Friday, July 3rd, double time pay is owed. If they do not work that day there is no holiday pay. If a roofing employee works on Saturday, July 4th, the normal Saturday pay provisions will apply.

Brainerd Roofing: Friday, July 3rd is the recognized holiday in the Brainerd contract area. If a roofing employee works on Friday, July 3rd, double time pay is owed. Brainerd Area roofing employees are entitled to a paid Fourth of July holiday if they have worked for their employer for 1,300 or more hours as a roofing employee.

LABOR DAY

This year, Labor Day falls on Monday, September 7, 2020. That day is a holiday under all the SHEET METAL and ROOFING contracts, in Minnesota, North Dakota and South Dakota. Any work performed on that day must be paid at the holiday pay rate of double time, with the exception of some sheet metal service work which is outlined below. Please note below where Labor Day is a paid holiday, even when no work is performed that day.

Sheet Metal

Metro: Labor Day is a **paid** holiday for all sheet metal workers, including apprentices, pre-apprentices, and all architectural and residential sheet metal workers in the Metro Area. Each sheet metal employee that is employed by your company on the 10th working day prior to Labor Day shall receive eight (8) hours of pay at the employee's Taxable Base pay rate (including Vacation and Organizing Fund). This year, the 10th working day prior to Labor Day is Monday, August 24, 2020, so if they are employed that day they are entitled to the eight (8) hours of Labor Day pay. If you hire someone **after** Monday, i.e. on Tuesday, August 25th, you are **not** obligated to pay them the holiday pay. IF YOU LAY OFF A SHEET METAL WORKER PRIOR TO MONDAY AUGUST 24th, HE OR SHE WILL NOT BE ENTITLED TO THE PAY; HOWEVER, IF YOU LAY THEM OFF ON OR AFTER THAT DAY (AUGUST 24th), THEY WILL BE ENTITLED TO THE PAY.

For your Metro area sheet metal fringe benefit reports, DO NOT include the holiday pay for Labor Day as hours worked on your monthly report. It is **not** reported for any of the fringe benefit payments, including vacation and organizing. The Vacation and Organizing Funds are paid as part of the eight (8) hours taxable pay and are paid directly to the individual. Fringes are not deducted and not sent in on the fringe benefit report for these 8 hours. Also be aware that if your sheet metal workers work Labor Day they will also have to be paid double time (in most cases), plus the paid holiday pay.

Non-Metro Area Sheet Metal Contractors Working In the Metro Area or Fabricating Work for the Metro Area: If you have sheet metal workers from outside the Metro area working in the Metro area or fabricating items for a Metro area job, this holiday pay provision applies to them as well. Employees working at a Metro job site or fabricating items for a Metro job on Monday, August 24th, are entitled to Labor Day pay.

St. Cloud and Willmar Area Sheet Metal Employees: Journeypersons and pre-apprentices will receive a paid holiday for Labor Day if: (1) they complete eight (8) hours of related educational training on their own time that was approved by the Central Minnesota Sheet Metal JATC during the previous year; **and** (2) they have worked for the same employer continuously for the twenty (20) days preceding Labor Day. Apprentices will receive a paid holiday for Labor Day if they had no unexcused school absences during the 2019-2020 school year and they worked continuously for the same employer for the twenty (20) days preceding Labor Day. If you have not received the letter from Isaac Laudenbach listing the names of the journeymen, apprentices and pre-apprentices eligible to receive the Labor Day pay, please contact Isaac Laudenbach at (320) 293-2458. If the sheet metal worker is entitled to a paid Labor Day, he or she must be paid for 8 hours times the Taxable Base pay rate with no deduction for vacation or organizing. No fringe benefit contributions are required on these hours.

Brainerd Area Sheet Metal Employees: Journeypersons, Apprentices, and Pre-Apprentices who are employed by the Employer the day before Labor Day and the day after Labor Day shall receive eight (8) hours of pay at the employee's Taxable Base pay rate (including Vacation and Organizing Fund), but no fringe benefits. DO NOT include these hours on your monthly fringe benefit report.

Sheet Metal Service Employees: Exceptions to the double time rate for work performed on Monday, September 7, 2020, are as follows:

Metro Area: Emergency service work performed under agency contracts such as HomeSmart and Home Service Plus is paid at one and one-half (1½) times the regular base rate.

Rochester-Austin-Albert Lea, Mankato, Bemidji, and Iron Range Areas – All “service work” is to be paid at one and one-half (1½) times the total taxable pay rate.

Duluth and Iron Range - All residential work on a holiday is to be paid at one and one-half (1½) times the total taxable pay rate.

Fargo and Bismarck-Minot: Residential “service, maintenance and emergency replacement work” is to be paid at one and one-half (1½) times the total taxable pay rate.

Roofing

Metro Employees: Labor Day is a PAID holiday for roofing employees covered by the TCRCA Metro Area Roofing Labor Agreement. Each roofing employee that was employed by your company 30 days prior to Labor Day (which this year is August 8, 2020), **and is still employed on Labor Day**, shall receive eight (8) hours of pay at the Total Hourly Wage Rate which includes the hourly dues and vacation deduction amounts. No other fringes are paid for these eight (8) hours. Also, DO NOT include these hours as hours worked on your roofing fringe benefit forms.

Brainerd Roofing Employees: Labor Day is a paid holiday if the employee has worked for their employer for 1,300 hours as a roofing employee.

Please call if you have any questions.

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