

# DAKOTAS MECHANICAL CONTRACTORS ASSOCIATION

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DATE: November 3, 2020

TO: ALL NORTH DAKOTA AND SOUTH DAKOTA PIPING CONTRACTORS  
ATTENTION: PAYROLL

FROM: JOHN QUARNSTROM and JIM BIGHAM

RE: Veterans Day Pay **REVISED**

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Veterans Day: **Local 300 Piping Agreements**

**We corrected the language for Bismarck-Minot area. Call Jim Bigham or Brad Blotsky if you have any questions.**

Bismarck-Minot Area  
Fargo Area  
South Dakota Area

All three areas under Local 300 contracts have Veterans Day as a holiday. Wednesday, November 11, 2020 is the actual holiday. All three Local 300 Piping Agreements have somewhat different provisions.

**BISMARCK – MINOT AREA:** Veterans Day is an unpaid holiday. However, if the employee works on the holiday, he must be paid double time for all hours worked. Employees may take one of two days to be recognized as the holiday; (1) the nationally recognized day (Wednesday, November 11, 2020) or (2) the Monday following “Deer Gun” opening day (November 9, 2020). If the employee opts to work option 2, they may work the recognized holiday (Veterans Day) at straight time. If a piping employee works on Wednesday, November 11 and they choose to take that day as the Veterans Day holiday, he will have to be paid double time because it is the recognized holiday and he chose to take that day as his holiday. No double time pay or holiday pay is owed if the employee does not work on the holiday. Also note that if you have work on a National Maintenance Site, the Holiday rules in the NMA agreement are the rules you must comply with, not the Local 300 Agreement.

**FARGO AREA:**

In Fargo Veterans Day is an “optional” holiday. The employees may take the day after Thanksgiving or the first day of hunting season “in lieu of Veterans Day” (we specifically discussed deer hunting as an example, but “deer” is not in the contract language). Brad Blotsky

has agreed that employees may work four ten hour days (Monday, November 9<sup>th</sup> through Thursday, November 12<sup>th</sup>) at straight time and still be able to take the day after Thanksgiving as an unpaid holiday in lieu of Veteran's Day.

The employee needs to tell you if they are choosing one of these options, otherwise you should treat Veterans Day as their holiday. There is no holiday pay for Veterans Day, but if they picked Veterans Day as the holiday and you had them work that day you would have to pay them the double time rate of pay.

**SOUTH DAKOTA AREA:**

Veterans Day falls on Wednesday, November 11, 2020. With one exception for Refrigeration Fitters, Veterans Day is treated the same as in the Fargo Area. The exception applies to Refrigeration Fitters working for companies (contractors) that are closed the day after Thanksgiving. These Refrigeration Fitters may choose to take the day after Thanksgiving as the holiday (unpaid holiday) instead of Veterans Day (Wednesday, November 11<sup>th</sup>) as the holiday. If they choose the day after Thanksgiving as the holiday, any hours worked that day would be paid at double time and work on Wednesday, November 11<sup>th</sup>, would be at straight time. If they choose not to work either the day after Thanksgiving or Veterans Day, they do not get paid for either or both of those days not worked.

Feel free to call with any questions

Jim Bigham:al

cc: Brad Blotsky  
Greg Denevan  
Walt Welton  
Randy Nelson