



SMARCA, INC.
MINNESOTA-NORTH DAKOTA-SOUTH DAKOTA
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DATE: November 11, 2020
TO: ALL SMARCA MEMBERS & CONTRIBUTORS
FROM: John Quarnstrom and Jim Bigham
RE: **Thanksgiving, Friday after Thanksgiving, Christmas, and New Year's Day
Holiday Pay**

Below are the holiday time off and premium pay provisions for the upcoming 2020/21 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 26th and 27th) 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 26th, Friday November 27th, Friday, December 25th and/or Friday, January 1st 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). No pay is required if the employee does not work on the holiday.

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.

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).

ROOFING CONTRACTS:

Thanksgiving Day (November 26th), Christmas Day (December 25th), and New Year's Day (January 1st) are recognized holidays under all roofing contracts. Any work performed on the holiday must be paid at double time. No pay is required if the employee does not work on the holiday.

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