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DATE: November 3, 2020
TO: North Dakota & South Dakota Sheet Metal Contractors
FROM: John Quarnstrom and Jim Bigham
RE: Veterans Day Holiday Pay

Veterans Day is Wednesday, November 11, 2020. Sheet Metal Workers in North Dakota have the option to choose different days as the holiday. This year Veterans Day falls on a Wednesday so under the Labor Agreement, Wednesday, November 11th is deemed one of the optional holiday choices. This is an unpaid holiday in **all** North Dakota Sheet Metal Labor Agreements. Employees need to notify their employer of the day selected as the holiday. If the employee provides the required notice of their selected holiday **and** the employee works on the day selected as the holiday, double time pay will be paid for all hours worked that day. If none of these optional holidays are worked nothing needs to be paid as this is not a paid holiday.

In **Fargo**, Veterans Day, an opening day of deer hunting season in North Dakota (this year the opening day of deer hunting is Friday, November 6th) or the day after Thanksgiving shall be recognized as an optional holiday. If no optional holiday is selected by the employee, the day after Thanksgiving shall be deemed to have been chosen as a holiday.

In **Grand Forks** and **Bismarck-Minot**, Veterans Day will be observed on a day of each of the employees choosing, but the Employer must be notified thirty (30) days in advance of the date chosen. If the employee had to work on the date that is chosen the double time provisions would apply.

In South Dakota – East & West River Labor Agreement:

Veterans Day is not a listed holiday. If the employee requests that day off it should be treated as any day off and no pay is required.

Please call John or Jim if you have any questions.