

# DAKOTAS MECHANICAL CONTRACTORS ASSOCIATION

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DATE: November 19, 2021

TO: North Dakota and South Dakota Piping Contractors  
ATTENTION: PAYROLL

FROM: John Quarnstrom and Blake Parsons

RE: **2021 Thanksgiving, Christmas, and New Year's Day Holiday Pay**

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Below are the holiday time off and premium pay provisions for the holiday season upcoming (2021 Thanksgiving Day, 2021 Christmas Day, and 2022 New Year's Day) for all three Local 300 Plumbing & Piping areas. **Holiday pay is required only if the employee works on the holiday.** Therefore, the following provisions only discuss the premium pay provisions for hours worked on these holidays and/or the days that are designated as the holidays.

## **PIPING – BISMARCK – MINOT AREA:**

Thanksgiving Day, Christmas Day, and New Year's Day are all unpaid holidays. This year both Christmas and New Year's Day fall on a Saturday, therefore the preceding Fridays (December 24<sup>th</sup> & December 31<sup>st</sup>) shall be observed as an unpaid holiday. **Employees must be paid at two (2) times the base taxable wage rate for any work performed on November 25<sup>th</sup>, December 24<sup>th</sup>, and December 31<sup>st</sup>. Employees must be paid one and one-half (1 ½) the base taxable wage rate for work performed on Saturday, December 25<sup>th</sup> or Saturday, January 1<sup>st</sup>.**

## **PIPING – FARGO AREA:**

Thanksgiving Day, Christmas Day, and New Year's Day are all unpaid holidays. This year both Christmas Day and New Year's Day fall on a Saturday, and these Saturdays (December 25<sup>th</sup> and January 1<sup>st</sup>) are the actual holidays. **Employees must be paid at two (2) times the base taxable wage rate for any work performed on November 25<sup>th</sup>, December 25<sup>th</sup>, and January 1<sup>st</sup>.**

The Fargo Labor Agreement allows employees to choose one of the following as an optional unpaid holiday:

- Opening day of deer hunting season in North Dakota (Saturday, November 6<sup>th</sup>)
- Veterans Day (November 11<sup>th</sup>)
- the day after Thanksgiving (November 26<sup>th</sup>)

If an employee fails to choose an optional holiday, the day after Thanksgiving is deemed to have been chosen as the unpaid holiday. In that case, both Thanksgiving Day and the day after Thanksgiving Day are the holidays, and - if an employee works on either or both days – the employee shall receive two (2) times the base taxable wage rate. (We covered this in a recent notice to you about Veterans Day so you may wish to look at that notice, as well.)

## **PIPING - SOUTH DAKOTA:**

Thanksgiving Day, Christmas Day, and New Year's Day are all unpaid holidays. This year both Christmas and New Year's Day fall on a Saturday, therefore the preceding Fridays (December 24<sup>th</sup> & December 31<sup>st</sup>) shall be observed as an unpaid holiday. **Employees must be paid at two (2) times the base taxable wage rate for any work performed on November 25<sup>th</sup>, December 24<sup>th</sup>, and/or December 31<sup>st</sup>. The normal contract pay provisions (standard pay) apply for work performed on Saturday, December 25<sup>th</sup> and Saturday, January 1<sup>st</sup>.**

Refrigeration Fitters working for companies (contractors) that are closed the day after Thanksgiving may choose to take the day after Thanksgiving as an unpaid holiday instead of Veteran's Day. If they choose the day after Thanksgiving as the unpaid holiday, hours worked that day (the day after Thanksgiving) would be paid at two (2) times the base taxable wage rate.

(We covered this in a recent notice to you about Veterans Day so you may wish to look at that, as well.)  
Please call the Dakotas Mechanical Contractors Association office if you have any questions concerning the  
Thanksgiving, Christmas, and New Year's holidays and have a great Holiday Season.

cc: Local 300 Offices – Bismarck/Minot, Fargo, and Sioux Falls