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MINNESOTA-NORTH DAKOTA-SOUTH DAKOTA
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DATE: November 22, 2021
TO: All SMARCA Members & Contributors
FROM: John Quarnstrom and Blake Parsons
RE: **Thanksgiving, Day after Thanksgiving, Christmas, and New Year's Day
Holiday Pay – Sheet Metal & Roofing Labor Agreements**

Please note the following pay provisions for the 2021-2022 holiday season.

SHEET METAL - METRO AREA:

The following are **unpaid** holidays under the Metro Commercial, Architectural and Residential Sheet Metal Contracts:

- **Thanksgiving**, Thursday, November 25, 2021.
Any work performed on this day shall be paid at two (2) times the base taxable wage rate.
- **Day after Thanksgiving**, Friday, November 26, 2021.
Any work performed on this day shall be paid at two (2) times the base taxable wage rate.
- **Christmas**, Saturday, December 25, 2021.
The recognized holiday is Friday, December 24th. Any work performed on Dec. 24th shall be paid at two (2) times the base taxable wage rate. The first eight hours of work performed on Saturday, Dec. 25th, during the regular working day shall be paid at one and one-half (1½) times the base taxable wage rate.
- **New Year's Day**, Saturday, January 1, 2022.
The recognized holiday is Friday, December 31st. Any work performed on Dec. 31st shall be paid at two (2) times the base taxable wage rate. The first eight hours of work performed on Saturday, Jan. 1st, during the regular working day shall be paid at one and one-half (1½) times the base taxable wage 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 base taxable wage rate for work performed on these holidays or recognized holidays.

SHEET METAL – ST. CLOUD, DULUTH, IRON RANGE, BEMIDJI, WINONA, ROCHESTER, MANKATO AND NORTH DAKOTA:

The following are ***unpaid*** holidays under these agreements. Note the day *after* Thanksgiving is ***not*** a holiday in these areas.

- **Thanksgiving**, Thursday, November 25, 2021.
Any work performed shall be paid at two (2) times the base taxable wage rate.
- **Christmas**, Saturday, December 25, 2021.
The recognized holiday is Friday, December 24th. Any work performed on Dec. 24th shall be paid at two (2) times the base taxable wage rate. Any work performed on Saturday, Dec. 25th, during the regular working day shall be paid at one and one-half (1½) times the base taxable wage rate.
- **New Year's Day**, January 1, 2022.
The recognized holiday is Friday, December 31st. Any work performed on Dec. 31st shall be paid at two (2) times the base taxable wage rate. Any work performed on Saturday, Jan 1st, during the regular working day shall be paid at one and one-half (1½) times the base taxable wage rate.

There are service work exceptions as follows:

- **Bemidji, Iron Range, Mankato, Winona, and Rochester-Austin-Albert Lea** – “Service work” is to be paid at one and one-half (1½) times the base taxable wage rate.
- **Brainerd, St. Cloud** - “Service work” is to be paid at one and one-half (1½) times the base taxable wage rate and holiday premium applies to the actual day of the holiday and not the recognized day.
- **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).

SHEET METAL – BRAINERD:

- **Thanksgiving**, Thursday, November 25, 2021.
Any work performed shall be paid at two (2) times the base taxable wage rate.
- **Christmas Day and New Year's Day** will be a paid holiday for all sheet metal workers provided the employee is an employee of the Employer on the working day prior to and immediately following the Holiday (including those who are on vacation, sick or disabled, but not including those on Workers Compensation). Each qualifying employee shall receive eight (8) hours of pay at the employee's base rate as defined by the Brainerd Area Labor Agreement.

SHEET METAL - SOUTH DAKOTA:

Thanksgiving, the day after Thanksgiving, Christmas, and New Year's Day are all ***unpaid*** holidays. Any hours worked on these days must be paid at two (2) times the base taxable wage rate.

ROOFING CONTRACTS:

Thanksgiving, Christmas, and New Year's Day are **unpaid** holidays under all roofing contracts, except Brainerd. Any work performed on these holidays must be paid at two times the base taxable wage rate.

Duluth is the only area with a recognized day requiring holiday premium pay. In Duluth, any work performed on Friday, December 24th, or Friday, December 31st, shall be paid at two (2) times the base taxable wage rate.

BRAINERD ROOFING:

Thanksgiving, Christmas 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 base taxable 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.

John Quarnstrom and Blake Parsons

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