

ARTICLE III
HOURS/WAGES/WORKING CONDITIONS

HOURS: (*Workday/Workweek*)

Section 3.01(a). Eight hours work between the hours of 7:00 a.m. and 3:30 p.m., with 30 minutes for a lunch period between noon and 12:30 p.m. shall constitute the workday. Five such days, Monday through Friday, shall constitute the workweek. The normal workday may be varied by no more than two hours by mutual agreement between the Union and the Employer.

FOUR 10-HOUR DAYS:

Section 3.01(b). The Employer, with 72-hours prior notice to the Union and employees, may institute a work-week consisting of four ten (10) hour days between the hours of 6:00 AM and 6:00 PM, Monday through Thursday or Tuesday through Friday with one-half hour allowed for a lunch period. After ten hours in a work day, overtime shall be paid at the rate of one and one-half times the regular rate of pay, except Sundays and Holidays which will be paid at double the straight time rate of pay.

On projects which require four ten hour days on Saturdays, Sundays or Holidays, the Employer is required to contact the Business Manager for approval on a job-by-job basis.

OVERTIME/HOLIDAYS:

Section 3.02(a). **All work performed outside of the stated hours and on Saturdays will be paid at time and one-half of the regular straight-time rate. All work performed on Sundays and the following holidays shall be paid at double the straight time rate of pay:** New Year's Day, Martin Luther King's Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and the weekday before or after Christmas [when Christmas day falls on a Tuesday, Wednesday, Friday, or Saturday the holiday shall be observed on the previous day (Monday, Tuesday, Thursday, or Friday). When Christmas day falls on Sunday, Monday, or Thursday the holiday shall be observed on the following day (Monday, Tuesday, or Friday)] or days celebrated as such, shall be paid at double the

straight time rate of pay.

Holidays falling on Saturday shall be observed on the preceding Friday, and holidays falling on Sunday shall be observed on the following Monday.

(b). In addition to the normal holiday schedule, Carpenters' Off-Days shall be observed on jobs where there are Carpenters observing those days as non-work days. Carpenters' Off-Days shall not be observed on jobs where Carpenters are not working.

Section 3.03. No work shall be performed on Labor Day, except in case of emergency.

Section 3.04. When workers are directed to report to the job, such workers shall be on the job ready to commence work at the regular starting time. All tools and material shall be stored and put away before quitting time.

PAYDAY:

Section 3.05(a). Wages shall be paid weekly in cash or by payroll check on a local bank not later than quitting time on Friday and not more than three days wages may be withheld at that time. Any worker laid off or discharged shall be paid his/her wages immediately. In the event the worker is not paid off, as provided above, waiting time at the appropriate rate shall be charged until payment is made. The Employer will either pay the worker at the jobsite during regular working hours or allow sufficient time during regular working hours to report to the shop to receive payment.

DIRECT DEPOSIT:

(b). Employees may voluntarily allow for direct electronic deposit of wages on a weekly basis to the bank or credit union of the employee's choice. This manner of payment, once adopted, may not be changed except upon 14-day advance written notification between the employee and Employer with notification copied to the Union.

(c). Workman laid off or discharged shall be given sufficient time to pick up their tools, and in no event shall they receive less than thirty (30) minutes notice, for which they shall be paid.

(d). Straight time shall be charged for time waiting for pay, except in cases where