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RED ALERT!

DATE: June 20, 2023

TO: ALL SMARCA SHEET METAL AND ROOFING CONTRACTORS
ATTENTION: **PAYROLL**

FROM: John Quarnstrom and Blake Parsons

RE: **Fourth of July and Labor Day Holidays**

FOURTH OF JULY

Sheet Metal

The Fourth of July holiday is an **unpaid** holiday for **all** sheet metal employees except in the Brainerd Area (see below).

This year the Fourth of July is on a Tuesday. If a sheet metal worker does *not* work on the recognized holiday, Tuesday, July 4th, there is *no* holiday pay. If a sheet metal worker performs work on Tuesday, July 4th, he or she will be entitled to double time pay.

Brainerd Area Sheet Metal Employees: Journeypersons, Apprentices, and Pre-Apprentices who are employed by the Employer the day before Labor Day and the day after Labor Day shall receive eight (8) hours of pay at the employee's Taxable Base Rate (including Vacation and Organizing Fund), but no fringe benefits. **DO NOT** include these hours on your monthly fringe benefit report.

There are a number of service work exceptions to the double time requirement on Tuesday, July 4, 2022:

Metro Area: Emergency service work performed under agency contracts such as HomeSmart and Home Service Plus is paid at one and one-half (1½) times the taxable base rate.

Rochester-Austin-Albert Lea, Mankato, Bemidji, and Iron Range Areas: All “service work” is to be paid at one and one-half (1½) times the taxable base rate.

Duluth and Iron Range Areas: All residential work is to be paid at one and one-half (1½) times the taxable base rate.

St. Cloud, Brainerd, Grand Forks Areas: Double time pay on service work is owed for work on the actual holiday – Tuesday, July 4th. The actual holiday *is* the recognized holiday for service work.

Fargo and Bismarck-Minot: Residential “service, maintenance and emergency replacement work” is to be paid at one and one-half (1½) times the taxable base rate.

Roofing - All Areas:

The Fourth of July is an unpaid holiday for all roofing employees except in the Brainerd Area (see below). If a roofing employee works on Tuesday, July 4th, double time pay is required. If they do not work that day there is no holiday pay, except under the Brainerd Roofing Agreement.

Brainerd Roofing: Roofing employees shall receive eight (8) hours of pay at the employee’s Total Hourly Rate provided the employee has worked for the Employer for 1,300 or more hours as a roofing employee and is an employee of the Employer on the working day prior to and immediately following the paid holiday. Additionally, if a roofing employee works on Tuesday, July 4th, double time pay is owed for all hours worked.

LABOR DAY

This year Labor Day falls on Monday, September 4th, 2023. That day is a holiday under all the SHEET METAL and ROOFING contracts, in Minnesota, North Dakota and South Dakota. Any work performed on that day must be paid at the holiday pay rate of double time with the exception of some sheet metal service work which is outlined below. Please note below where Labor Day is a paid holiday, even when no work is performed that day.

Sheet Metal

Metro: Labor Day is a **paid** holiday for all sheet metal workers, including apprentices, pre-apprentices, and all architectural and residential sheet metal workers in the Metro Area. Each sheet metal employee that is employed by your company on the 10th working day prior to Labor Day shall receive eight (8) hours of pay at the employee's Taxable Base Rate (including Vacation and Organizing Fund). This year the 10th working day prior to Labor Day is Monday, August 21st, 2023, so if they are employed that day they are entitled to the eight (8) hours of Labor Day pay. If you hire someone **after** Monday, i.e. on Tuesday, August 22nd, you are **not** obligated to pay them the holiday pay. IF YOU LAY OFF A SHEET METAL WORKER PRIOR TO MONDAY AUGUST 21st, HE OR SHE WILL NOT BE ENTITLED TO THE PAY; HOWEVER, IF YOU LAY THEM OFF ON OR AFTER THAT DAY (AUGUST 21st), THEY WILL BE ENTITLED TO THE PAY.

NO FRINGE BENEFIT CONTRIBUTIONS ARE OWED ON LABOR DAY PAY. Contractors frequently make this mistake. DO NOT include the holiday pay for Labor Day as hours worked on your monthly report. It is **not** reported for any of the fringe benefit payments, including vacation and organizing. The Vacation and Organizing Funds are paid as part of the eight (8) hours of taxable base rate and are paid directly to the individual. Fringes are **not** deducted and **not** sent in on the fringe benefit report for these 8 hours.

If your sheet metal workers perform work on Labor Day (Monday, September 4th) they are paid double time (in most cases), *plus* the paid holiday pay.

Non-Metro Area Sheet Metal Contractors Working In the Metro Area or Fabricating Work for the Metro Area: If you have sheet metal workers from outside the Metro area working in the Metro

Area or fabricating items for a Metro Area job, this holiday pay provision applies to them as well. Employees working at a Metro job site or fabricating items for a Metro job on Monday, August 21st, are entitled to Labor Day pay.

St. Cloud and Willmar Area Sheet Metal Employees: Journeypersons and pre-apprentices will receive a paid holiday for Labor Day if they have done **both** of the following:

- (1) Complete eight (8) hours of related educational training on their own time that was approved by the Central Minnesota Sheet Metal JATC during the previous year;
- (2) Worked for the same employer continuously for the twenty (20) days preceding Labor Day.

Apprentices will receive a paid holiday for Labor Day if they have done **both** of the following:

- (1) No unexcused school absences during the 2022-2023 school year
- (2) Worked continuously for the same employer for the twenty (20) days preceding Labor Day.

Isaac Laudenbach will be sending a letter in mid-August listing the names of the journeymen, apprentices and pre-apprentices eligible to receive the Labor Day pay. If the sheet metal worker is entitled to a paid Labor Day, he or she must be paid for 8 hours times the Taxable Base Rate with no deduction for vacation or organizing. **No fringe benefit contributions are required on these hours.**

Brainerd Area Sheet Metal Employees: Journeypersons, Apprentices, and Pre-Apprentices who are employed by the Employer the day before Labor Day and the day after Labor Day shall receive eight (8) hours of pay at the employee's Taxable Base Rate (including Vacation and Organizing Fund), but no fringe benefits. **DO NOT** include these hours on your monthly fringe benefit report.

Sheet Metal Service Employees: Exceptions to the double time rate for work performed on Monday, September 4, 2023, are as follows:

Metro Area: Emergency service work performed under agency contracts such as HomeSmart and Home Service Plus is paid at one and one-half (1½) times the taxable base rate.

Rochester-Austin-Albert Lea, Mankato, Bemidji, and Iron Range Areas – All “service work” is to be paid at one and one-half (1½) times the taxable base rate.

Duluth and Iron Range - All residential work on a holiday is to be paid at one and one-half (1½) times the taxable base rate.

Fargo and Bismarck-Minot: Residential “service, maintenance and emergency replacement work” is to be paid at one and one-half (1½) times the taxable base rate.

Roofing

Metro Employees: Labor Day is a PAID holiday for roofing employees covered by the TCRCA Metro Area Roofing Labor Agreement. Each roofing employee that was employed by your company 30 days prior to Labor Day (which this year is Saturday, August 5, 2023), **and is still employed on Labor Day**, shall receive eight (8) hours of pay at the Taxable Wage Rate which includes the hourly dues and vacation deduction amounts. No other fringes are paid for these eight (8) hours. **DO NOT** include these hours as hours worked on your roofing fringe benefit forms.

Brainerd Roofing Employees: Labor Day is a paid holiday if the employee has worked for their

employer for 1,300 hours as a roofing employee.

Duluth, Iron Range, St. Cloud and Southeast Contract Areas: Labor Day is an unpaid holiday.

Please call if you have any questions.

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