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November 12, 2021

TO: MARBA Constituent Associations

FROM: Aaron Janik, Executive Director

SUBJECT: Thanksgiving Holiday Observation

With the Thanksgiving holiday approaching it is important to note the pay requirements for this holiday. There is specific language in the various MARBA agreements that pertain to Thanksgiving.

Laborers holiday language (new as of June 1, 2021, click [here](#) for MOU ¶ 16)

“Unless the Employer is delinquent in the payment of fringe benefit fund contributions or working dues, has failed to apply with a JGC or arbitration award, or is in violation of JATC rules in weeks that have designated holidays but not more often than six (6) times per year, the Employer may schedule four (4) consecutive ten (10) hour workdays at straight time. The four (4) ten-hour workdays can be nonconsecutive if the other trades working alongside the Laborers are working the same schedule. In order to use this alternate work schedule the Union and Employees must have notice no later four o’clock pm on the preceding Friday. The notice to the Union shall be through the District Council’s web portal.”

Thus, if there are other trades working alongside the Laborers and those trades are working four (4) nonconsecutive ten-hour days (Mon-Wed, Fri), the Laborers may also work four (4) nonconsecutive ten-hour days as well. However, in order for this schedule to be utilized a contractor must notify the Laborers District Council of this by 4:00 p.m. on Friday, November 19, 2021, using the Laborers District Council web portal.

The **Will County Carpenters** agreement has a provision in it that requires double time to be paid the day after Thanksgiving (click [here](#) to see Article V, 5.1).

The **Auto Mechanics** agreement and the **Teamsters Joint Council 25** agreement (specifically Local 731 and Local 786) each contain language regarding “qualified employees”. See those specific agreements to make sure the employees are qualified for holiday pay. Click [here](#) for the Auto Mechanics agreement or click [here](#) for the Teamsters agreement.

If work is performed on Thanksgiving, it will be at the double time rate for all the trades MARBA has collective bargaining agreements with.