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WATTS UP?



Wisconsin Chapter, N.E.C.A. E-Newsletter

In This Issue:

♦ 2024-25 Holidays

As the holiday season approaches, the Wisconsin Chapter, NECA would like to inform and remind members and affiliates of holiday pay. Please reach out to the chapter office if you have any questions.

Thanksgiving Day

Thanksgiving Day is on a Thursday and is a double time day if worked. The Wednesday before and the Friday after are regular workdays in all Wisconsin Chapter, NECA/IBEW contracts.

NOTE: Exception, Local #127, as listed in the Inside Agreement

ARTICLE III SECTION 3.01(A) - Any eight-hour period worked between the hours of 6:00 a.m. and 4:30 p.m. with one-half hour for a lunch period, shall constitute a regular workday. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute a regular workweek. Work performed outside of the regular scheduled working hours shall be paid at the rate of time and one-half the straight time rate of pay, with the exception that after working eight (8) hours or after 4:30 p.m. on Saturday until starting time Monday morning, and work performed after quitting time on the day preceding and including the following holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, the Day after Thanksgiving, and Christmas Day (or days celebrated as such) shall be paid for at double the regular straight-time rate of pay. For shift work already in progress, the double pay rate shall start at their respective end of shift. When any of the aforementioned holidays fall on Saturday, Friday will also be recognized as a holiday. When any of the aforementioned holidays fall on a Sunday, Monday will also be recognized as a holiday.

Christmas Day / New Year's Day

For years 2024-25, both **Christmas Day** and **New Year's Day** fall on a **Wednesday**. Please see the Wisconsin State Statue 995.20 (listed below), for the definition of legal holidays.

Wisconsin State Statue 995.20 — Defining Legal Holidays

995.20 Legal holidays. January 1, the 3rd Monday in January (which shall be the day of celebration for January 15), the 3rd Monday in February (which shall be the day of celebration for February 12 and 22), the last Monday in May (which shall be the day of celebration for May 30), June 19, which shall be the day of observation for Juneteenth Day, July 4, the 1st Monday in September which shall be known as Labor day, the 2nd Monday in October, November 11, the 4th Thursday in November (which shall be the day of celebration for Thanksgiving), December 25, the day of holding the partisan primary election, and the day of holding the general election in November are legal holidays. On Good Friday the period from 11 a.m. to 3 p.m. shall uniformly be observed for the purpose of worship. In every 1st class city the day of holding any municipal election is a legal holiday, and in every such city the afternoon of each day upon which a primary election is held for the nomination of candidates for city offices is a half holiday and in counties having a population of 750,000 or more the county board may by ordinance provide that all county employees shall have a half holiday on the day of such primary election and a holiday on the day of such municipal election, and that employees whose duties require that they work on such days be given equivalent time off on other days. Whenever any legal holiday falls on Sunday, the succeeding Monday shall be the legal holiday.

Please see next pages for each Local Union's holiday language for any exceptions.

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Local Union #14, 127, 158, 159, 388, 430, 577 and 890 as listed in the Voice-Data-Video Agreement:

ARTICLE III SECTION 3.06 - All holidays will follow the Inside Agreement where work in the jurisdiction is being performed.

Local Union #14 as listed in the Inside Agreement:

ARTICLE III SECTION 3.02 (A) - All work performed outside of the regularly scheduled working hours Monday through Friday shall be paid for at one and one half (1½) times the straight time rate of pay. All day Saturday shall be paid at one and one half (1-1/2) times the straight time rate of pay. All work performed on Sunday and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such shall be paid for at double the straight time rate of pay.

Local Union #127 as listed in the Inside Agreement:

ARTICLE III SECTION 3.01 (A) - Any eight-hour period worked between the hours of 6:00 a.m. and 4:30 p.m. with one-half hour for a lunch period, shall constitute a regular workday. Forty (40) hours within five (5) days, Monday through Friday inclusive, shall constitute a regular workweek. Work performed outside of the regular scheduled working hours shall be paid at the rate of time and one-half the straight time rate of pay, with the exception that after working eight (8) hours or after 4:30 p.m. on Saturday until starting time Monday morning, and work performed after quitting time on the day preceding and including the following holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, the Day after Thanksgiving, and Christmas Day (or days celebrated as such) shall be paid for at double the regular straight-time rate of pay. For shift work already in progress, the double pay rate shall start at their respective end of shift. When any of the aforementioned holidays fall on Saturday, Friday will also be recognized as a holiday. When any of the aforementioned holidays fall on a Sunday, Monday will also be recognized as a holiday.

Local Union #158 as listed in the Inside Agreement:

ARTICLE V SECTION 5.02 - All work performed on Sunday, after ten (10) hours on a Saturday and until 6:00 a.m. Monday, and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such shall be paid at double the straight time rate of pay. If any of the aforementioned holidays fall on Sunday, Monday shall be observed as the holiday. If any of the above holidays fall on a Saturday, Friday shall be observed as the holiday.

Local Union #159 as listed in the Inside Agreement:

ARTICLE III SECTION 3.02 - All work performed outside of the regularly scheduled daily working hours and work week set forth in Section 3.01 of this Article shall be paid for at the following rates:

(A) Work performed on Monday through Friday, between the hours of 4:30 p.m. and 12:00 midnight, one and one-half (1-1/2) times the regular rate.

(B) Work performed Monday through Friday, including emergency service repair work between 12:00 midnight and 6:00 a.m., double the straight time rate.

(C) Work performed on Saturday, any eight (8) consecutive hours between the hours of 6:00 a.m. and 4:30 p.m., one and one-half (1-1/2) times the straight time rate, all other hours worked, double the straight time rate.

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(D) All work performed from 4:30 p.m., Saturday to 6:00 a.m., Monday, following double the straight time rate.

(E) Work performed on Sunday and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, double the regular straight time rate of pay. When a holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday.

(F) The only exception to paragraphs A through E above is emergency service repair work performed between the hours of 4:30 p.m. and 12:00 midnight on Saturday and between 6:00 a.m. and 12:00 midnight on Sunday, which shall be paid at one and one-half (1-1/2) times the regular straight time rate. Emergency service repair work includes only work performed on completed buildings and is not intended to cover any work while construction or alterations are still in progress, and/or commercial and industrial work.

Local Union #388 as listed in the Inside Agreement:

ARTICLE IV SECTION 4.02 -

(A) - All work performed after eight (8) hours on Saturday and prior to 7:00 a.m. on Monday shall be paid at double the regular straight time rate of pay.

(B) - All work performed on Sunday and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such, and the Saturday preceding Easter shall be paid for at double the regular straight time rate of pay. When one of the days listed above falls on Friday or Monday, Saturday shall be paid at the double time rate of pay.

(C) - When an employee's shift starts on one of the above-mentioned days, the double time rate of pay shall apply to all hours worked consecutively.

(D) - All other work performed outside of the regular working hours as provided in Section 4.01 or Section 4.03 and Section 4.04 shall be paid at one and one-half (1-1/2) times the regular straight time rate of pay.

(E) - No work shall be performed on Labor Day except in case of emergency.

(F) - On unscheduled overtime, if an employee works more than two (2) hours beyond an eight (8) hour shift, he shall be allowed a thirty (30) minute paid break for lunch.

(G) - It is agreed that overtime is undesirable, and not in the best interest of the industry or the craftsmen. There shall be no reprisal toward employees for refusing to work unscheduled overtime.

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Local Union #430 as listed in the Inside Agreement:

ARTICLE V SECTION 5.02 - All work performed outside of the regular work day and work week as set forth in Section 5.01 hereof, except as otherwise provided for in Section 5.03 and 5.04 hereof, shall be paid for as herein set forth. On all work performed outside of the regular working hours, the Employer shall notify the shop and job steward of the work scheduled, the names of the employees assigned or asked and the location of the job where such work is to be performed. All overtime shall be fair and equitably allotted to all employees as far as practical. On all such work requiring five (5) or more men, the job steward shall be included on such work force.

- (A) Between the end of the regular work day and 12:00 midnight, Monday through Friday and the regular eight (8) hour day as provided in Section 5.01 on Saturday, shall be paid at one and one-half (1-1/2) times the employees base hourly rate.
- (B) Between the hours of 12:00 midnight and the designated starting time in the morning, Monday through Friday, and from the designated quitting time on Saturday until the designated starting time on Monday plus the following holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving Day, and Christmas Day or days celebrated as such, double the employees base hourly rate shall be paid.
- (C) Any electrician required by the Employer or Foreman to go to the shop of the Employer or to a supply house for materials or other purposes, shall report where directed at the designated starting time, the same as going directly to the shop or job.

If any of the aforementioned holidays fall on a Saturday, the preceding Friday shall be observed as the holiday. If any of the aforementioned holidays fall on a Sunday, the following Monday shall be observed as the holiday.

Local Union #577 as listed in the Inside Agreement:

ARTICLE III SECTION 3.02 - All work performed outside the regular work day hours shall be paid at the rate of one and one-half (1-1/2) times the straight time rate of pay.

All work performed on Sundays (and the following holidays) New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day or days celebrated as such, shall be paid at double the straight time rate of pay. Christmas Eve Day shall be time and a half for the first eight hours worked and double time after eight hours worked, except on Sundays. If any of the above holidays fall on Saturday, Friday shall be observed as the holiday. *(Remainder of section listed in Local 577 Inside Agreement.)*

Local Union #890 as listed in the Inside Agreement:

ARTICLE III SECTION 3.03 - All work performed outside of the regular scheduled hours as set forth in Section 3.01 and 3.02 of this Article shall be paid at 1-1/2 times the regular rate except for Sunday and the following holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day, or days celebrated as such, which shall be paid at double the straight time rate. If any of the aforementioned holidays fall on Saturday, the Friday before will be observed as the holiday. If any of the above holidays fall on Sunday, the following Monday shall be observed as the holiday.