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LABOR RELATIONS BULLETIN

12-25

November 25, 2025

TO: All NAEC Members

SUBJECT: Christmas and New Year's Holidays

Thursday, December 25, 2025 (Christmas Day) and Thursday, January 1, 2026 (New Year's Day) are holidays for the basic construction crafts in Northern California. Any work performed by the basic construction crafts on these holidays shall be paid for at double (2) the regular straight time hourly rates in accordance with the overtime provisions of the Northern California Basic Craft Master Labor Agreements.

NAEC members should be aware that Friday, December 26, 2025 and Friday, January 2, 2026 are designated off days under the Carpenters Agreement in the 46 Northern California Counties. Most work performed under the Carpenters Agreement on these designated off days shall be paid for at time and one-half (1-1/2) for the first eight (8) hours worked.

Please note that there are no designated off days in the Pile Drivers Master Labor Agreement. Any work performed under the Pile Drivers Agreement on Friday, December 26, 2025 and Friday, January 2, 2026 shall be paid for at straight time for the first eight (8) hours worked.

If you have any questions in this regard, please contact NAEC at (916) 996-4532.