

TEAMSTERS Joint Council 75
Referral Hall Rules
January 28, 2005

PREFACE

In an effort to standardize referral service for all Local Unions in Joint Council 75 the following referral policy is recommended. Referral service is available to all individuals interested in employment in transportation in the film, video, entertainment industry, pipeline, construction industry, conventions or carhaul driveout positions within the Union's jurisdiction. The referral service is offered to all individuals without regard to race, sex, religion, national origin, or membership in the Union.

The following rules will govern the Union's referral service. These rules supersede and replace all previous referral rules.

ARTICLE I – REGISTRATION

Individuals who wish to apply for the referral list must do so in person at their respective Local Union office or may request an application by mail. Such individuals must sign the referral forms, submit updated resumes if necessary, including any changes in address, telephone/pager numbers, and pay the Union's posted dues or referral fees. Individuals must pay their dues or referral fees to the Local Union by the last business day of each month in advance for the next calendar month during normal working hours and will not be referred until dues/fees are paid for that month.

The amount of the referral fee may be changed by the Union from time to time and posted at the Local Union office. Individuals on the Referral Lists will be notified by mail of any increases in referral fees. Individuals must be current on all dues, fines, assessments and fees in order to register, sign a referral form and be referred out.

All individuals must re-register with the Union, be current with their dues/referral fees and submit updated resumes no later than 30 days from the effective date of these rules. Failure to comply will result in removal from the lists. Registered individuals are responsible for making sure that their information is current and correct. The Union will be notified in writing as soon as possible of any change in address, telephone/pager numbers, and any changes in qualifications including any new skills, suspension or revocation of driver licenses or DOT cards. Individuals will have the opportunity to be on any or all of the referral lists provided they have filled out the referral forms and are current on all dues, fines, assessments and fees. The Local Union will update the referral lists when necessary.

ARTICLE II – ELIGIBILITY

All individuals who wish to apply for referral by the Union must appear in person and/or mail to their respective Local Union office, and:

- a. Submit an accurate resume for distribution by the Union to potential employers. Such resume must contain the applicant's name, current residence address, telephone/pager numbers, job history, industry experience, and references;
- b. Pay the Union's dues and referral fee (dues will be no less than two and one-half [2 ½] times the hourly rate as outlined in the I.B.T. Constitution or referral fees of [\$\$\$\$\$(50)\$\$\$\$\$ each month]).
- c. Agree to abide by these referral rules;
- d. Complete and sign the applicable referral forms.

ARTICLE III – MOVIE REFERRAL LISTS

The Union will maintain at least two movie referral lists:

“A” List – The “A” List consists of eligible individuals who:

- a. Have a current State of Florida commercial driver's license (C.D.L.) minimum Class “B” with Air Brakes/Passenger endorsements;
- b. Are available for referral to the industry;
- c. Have had full time employment in the transportation industry with at least three (3) productions or one hundred (100) days verifiable experience in the movie/video industry with an employer under contract with their respective Teamster Local ;
- d. Have a current DOT medical certificate; and
- e. Have met all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

“B” List – The “B” List consists of all other eligible individuals who:

- a. Have met all of the requirements as outlined in ARTICLE II – “ELIGIBILITY”;
- b. Have a current State of Florida commercial driver's license (C.D.L.) minimum with Air Brakes/Passenger endorsements; and
- c. Have a current DOT medical certificate.
- d. Have had full time employment in the transportation industry with at least three (3) productions or thirty (30) days verifiable experience in the movie/video industry with an employer under contract with their respective Teamster Local.

“C” List

- a. Have met all of the requirements as outlined in ARTICLE II – “ELIGIBILITY”;
- b. Have a current State of Florida commercial driver's license (C.D.L.) with Passenger endorsements; and
- c. Have a current DOT medical certificate.

Upgrade from the “B” List to the “A” List

Those individuals on the “B” list will be upgraded to the “A” list once they have obtained all of the following requirements:

- a. Obtain a minimum C.D.L. Class “B” with Air Brakes/Passenger Endorsements;
- b. Have been on their respective Local 's Referral List or the “B” list for three (3) consecutive years with no break in payment of dues, fines, assessments and/or fees; and
- c. Have worked a minimum of one hundred (100) verifiable days in the Movie industry with an employer under contract with their respective Teamster Local Union.

Upgrade from the “C” List to the “B” List

Those individuals on the “C” list will be upgraded to the “B” list once they have obtained all of the following requirements:

- a. Obtain a minimum C.D.L. Class “B” with Air Brakes/Passenger Endorsements;
- b. Have been on their respective Local 's Referral List or the “B” list for one (1) consecutive years with no break in payment of dues, fines, assessments and/or fees; and
- c. Have worked a minimum of one hundred (30) verifiable days in the Movie industry with an employer under contract with their respective Teamster Local Union.

An individual who is on the movie referral list (“A” or “B”) and becomes three (3) months delinquent in their dues, fines and/or assessments, their name will be removed from the movie referral list. Those individuals who have been removed from the movie referral list (“A” or “B”) will have the opportunity to reapply for the referral list. In order to reapply, that individual must pay all delinquent dues/fines and assessments as required by the IBT Constitution and Teamsters Local Union Bylaws. Once they have satisfied the above-mentioned requirements, they will be placed on the “C”list.

Union Steward

The Union will appoint a Steward/s immediately after the Captain and/or Co-Captain is hired.

Location Managers List

Individuals who wish to be Location Managers will have the opportunity to apply for that work and their name will appear on a separate list. All rules except driver’s license requirements will apply. Applicants must meet all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

ARTICLE IV – CONSTRUCTION AND/OR PIPELINE LIST

This list will be an entirely separate list and classification. Individuals who desire to register for this work must comply with ARTICLE I – “REGISTRATION” and these rules. Individuals who request this work are responsible to obtain any and all required Licenses, safety classes, and all other certifications as deemed necessary by the employer. Applicants must meet all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

ARTICLE V – CONVENTION

This list will be an entirely separate list and classification. Individuals who desire to register for this work must comply with ARTICLE I – “REGISTRATION” and these rules. Individuals who request this work are responsible for obtaining any and all required Licenses (forklifts, highlift certifications, etc.) and all other certifications deemed necessary by the employer. Applicants must meet all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

ARTICLE VI – CARHAUL DRIVEOUT

This list will be an entirely separate list and classification. Individuals who desire to register for this work must comply with ARTICLE I – “REGISTRATION” and these rules. Individuals who request this work are responsible for obtaining any and all required Licenses, and all other certificates as deemed necessary by the employer. Applicants must meet all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

ARTICLE VII – REFERRAL PROCEDURES

Movies

The Union will refer individuals registered on its referral lists to interested employers as follows:

The Union will provide the employer with the “A” List and their resumes from which the employer will select and interview persons for possible employment. Once the “A” List is exhausted, the Union will provide the employer with the “B” List and their resumes. Once the “B” List is exhausted, the Union will provide the employer with the “C” List and their resumes. No individual will be referred out for employment until they have been paying referral fees or dues to their respective Teamster Local for a minimum of sixty (60) days, unless approved by the Local Union.

Unless otherwise specified in the Collective Bargaining Agreement with the Union, the employer has the right to reject any person referred to it for any reason.

Construction Pipeline

The Union will refer individuals registered on its referral lists to interested employers as follows:

The Union will provide the employer with the referral list and their resumes from which the employer will select and interview persons for possible employment. No individual will be referred out for employment until they have been paying referral fees or dues to their respective Teamster Local for a minimum of sixty (60) days, unless approved by the Local Union.

Convention

The Union will refer individuals registered on its referral lists to interested employers as follows:

The Union will provide the employer with the referral list and their resumes from which the employer will select and interview persons for possible employment. No individual will be referred out for employment until they have been paying referral fees or dues to their respective Teamster Local for a minimum of sixty (60) days, unless approved by the Local Union.

Carhaul Driveout

The Union will refer individuals registered on its referral lists to interested employers as follows:

The Union will provide the employer with the referral list and their resumes from which the employer will select and interview persons for possible employment. No individual will be referred out for employment until they have been paying referral fees or dues to their respective Teamster Local for a minimum of sixty (60) days, unless approved by the Local Union.

ARTICLE VIII – MISCELLANEOUS

Reporting and Notification Requirements

An employer must promptly notify the Union when they hire, lay off or terminate an individual. All individuals referred by the Union must be capable of operating the employer's equipment safely and properly.

Leave of Absence

Individuals may take a leave of absence from the referral list for family medical, or personal reasons for up to one year by informing the Union in writing, subject to approval of the Local Union Executive Board. If approved, this leave will not affect their status on any list.

Requests of Referral List

When a sister Local requests individuals who are on a named craft within our Local Union Referral Hall List and are current as outlined in Article I of the Rules, the entire list will be forwarded to the requesting Local Union.

ARTICLE IX – ENFORCEMENT

Individuals who obtain employment in the Movie, Convention, Pipeline, Construction Industry and/or Carhaul Driveout positions within the Local Union's jurisdiction without being referred by the Union in accordance with the referral procedures will be suspended for one year.

Any individual who gives or accepts any type of gifts or monetary consideration in exchange for employment will be permanently removed from the lists.

Any individual who by threats, intimidation, or coercion attempts to secure employment or who interferes with or disrupts the Union's proper operation of the referral procedures will be permanently removed from the lists.

Appeals

The Union will notify in writing any individual suspended or removed from the lists for violation of these rules for any reason. Within ten days of such notice, the affected individual may appeal to the Local Union's Executive Board. The appeal must be in writing and set forth the reasons why the Union's action was improper or unjustified. The Executive Board will hear and decide such appeal as soon as practical. The Executive Board may, at its discretion, reduce the penalty and reinstate such individuals to the referral list under any limitations and restrictions it may determine are appropriate. The Executive board's decision is final and binding. Individuals will not be subject to referral during the appeal procedure.

ARTICLE X – UNION STEWARD

The Union reserves the right to appoint their Stewards as outlined in the Local Union Bylaws. The Steward must be a Union member in good standing. The Steward is responsible for (1) investigating and processing all grievances, (2) communicating with the crew concerning these rules and any applicable collective bargaining agreement, and (3) informing the Union of any violations of the rules or the agreement. The Steward must provide the Union with a current crew list and any other required information. The Union reserves the right to remove the Steward for any reason and to appoint a new Steward.

ARTICLE XI – AMENDMENTS

The Joint Council 75 Executive Board reserves the right to amend these rules at any time. Notification of any amendments to these rules will be made by posting the amendments at the Union's business office and by distribution to the persons on the Referral Hall List via US mail.

Footnote: GOALS

Standard Referral Policy And Procedures

Southern Area Standard Contract Minimum

Fees, Lists, Grievance (MAINTAIN LOCAL UNION AUTONOMY)