

**TEAMSTERS LOCAL UNION NO. 79**  
**Referral Hall Rules**  
**January 8, 2010**

**PREFACE**

Teamsters Local Union No.79 provides a Referral Hall Service 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 Hall 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 Hall 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 the Union office located at 5818 E. Dr. Martin Luther King, Jr. Boulevard, Tampa, Florida 33619, may request an application by mail or download an application from Local 79's website page [www.teamstersjc75.org](http://www.teamstersjc75.org). 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 during normal working hours and will not be referred until dues/fees are paid for that month.

The amount of the referral fee is to be determined 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 monthly.

**ARTICLE II – ELIGIBILITY**

All individuals who wish to apply for referral by the Union must appear in person and/or mail to the Union office 5818 E. Dr. Martin Luther King, Jr. Boulevard, Tampa, Florida 33619, 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 dues or referral fee (dues will be no less than two and one-half [2 ½] times the hourly rate as outlined in the Local Union Bylaws or referral fees of fifty dollars [\$50.00] each month).
- c. Agree to abide by these Referral Rules;
- d. Complete and sign the applicable referral forms.
- e. Any individual whose dues and/or Referral Hall fees are not current for the month an employer is requesting a list of individuals for that job will not have their name referred to that employer until such time their dues and/or Referral Hall fees are current.
- f. Any individual on the Referral Hall List must keep their dues and/or Referral Hall fees current. Any individual whose dues and/or Referral Hall fees are three (3) months or more delinquent will be removed from the Referral Hall List.

### **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 sixty (60) days verifiable experience in the movie/video industry with an employer under contract with Teamsters Local 79;
- d. Have a current DOT medical certificate; and
- e. Have met all of the requirements as outlined in ARTICLE II – “ELIGIBILITY.”

Note Grandfather: All current individuals on the Referral List will have 180 days to bring their driver's license and DOT medical certificate into compliance.

**“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.) 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 Local 79'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 Teamsters Local 79.

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 79 Bylaws. Once they have satisfied the above-mentioned requirements, they will be placed on the “B” list.

#### **Union Steward**

The Union will appoint a Steward 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, highlight 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.

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 Teamsters Local 79 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 Teamsters Local 79 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 Teamsters Local 79 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.

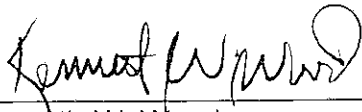
## ARTICLE X – UNION STEWARD

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, (3) informing the Union of any violations of the rules or the agreement, (4) and any other duties assigned to them by the Executive Board and/or Business Agent. 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 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 at 5818 E. Dr. Martin Luther King, Jr. Boulevard, Tampa, Florida 33619 and by distribution to the persons on the Referral Hall List via US mail.

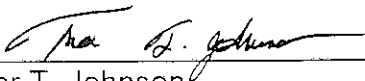
These procedures were amended and approved on January 8, 2010 Local 79's Executive Board.



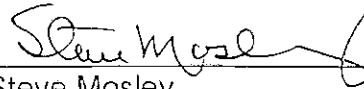
Kenneth W. Wood  
President & Business Manager



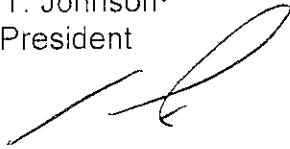
Brian A. Rothman  
Secretary-Treasurer



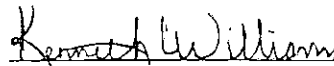
Thor T. Johnson  
Vice President



Steve Mosley  
Recording Secretary



Gerry Stack  
Trustee



Kenneth Williams  
Trustee



Larry E. Dupree  
Trustee