

**NOTICE**  
**Hiring Hall Rule Changes**  
**AMENDMENT**  
**Effective November 13, 2015**

**Section III.B.3(e) Getting the Job is amended effective November 13, 2015 to read as follows:**

e. *Bona Fide Skills & Certifications* – When the Employer states *bona fide* requirements for special skills and/or certifications in its request for registrants, the Dispatcher shall refer the first registrants on the Out-of-Work List possessing such skills and/or certifications. Note: When an Employer states *bona fide* requirements for special skills and/or certifications, the registrant shall, on request, demonstrate that he or she does, in fact, have such skill or certification.

**Only special skills and/or certifications obtainable through classes currently taught at the NECA-IBEW Training Center shall be allowed to be required. The only exceptions are a TWIC card and/or a CDL License.**

If the Employer designates “service truck” as a *bona fide* skill, then the Employer must both have a service truck and a place for the dispatched person to work on the truck.

When an employer requests an individual with a special skill or certification, the Employer shall certify that the skill or certification being request will, in fact, be utilized by the individual hired.

**Section III.B.4(a) Getting the Job is amended effective November 13, 2015 to read as follows:**

a. **Order of Dispatch** – the dispatcher will offer dispatches as follows:

- 1) **By Agreement** – The Dispatcher will dispatch by Agreement. The order of Agreement will be at the discretion of the Dispatcher.
- 2) **By Group/Book** – Within each Agreement the Dispatcher will dispatch beginning with the highest priority group.
- 3) **Within Group/Book** – Individuals will be dispatched in the following order:
  - a) Those on the Out-of-Work List who do not show a dispatch to an Employer.
  - b) Those on the Out-of-Work List after returning from a contractor (i.e., those who show an Employer).

The current Section III.4. Dispatch will be reordered with the current a. Getting the Job becoming b, and so forth.

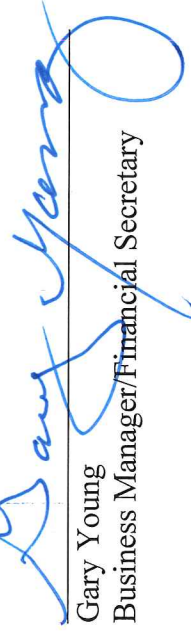
**Section III.B.8(c) Obligation to Pay is amended effective November 13, 2015 to read as follows:**

c. If an Employer requires an applicant who has been dispatched to complete any paperwork (Applicant Form, W-4, etc.) **and/or attend an orientation**, but does not put the applicant to work the same day, then the Employer will pay the employee for a minimum of two hours, or for the time spent completing the paperwork and/or orientation, whichever is greater. These hours will be paid at the straight time rate for all wages and fringe benefits when the paperwork and/or orientation occurs between the hours of 6:00 am and 5:00 pm., Monday through Friday, regardless of the work week to follow (5-8 or 4-10 work week). If the paperwork/orientation occurs outside of the above mentioned timeframe, then the employee will be paid for a minimum of two hours, or for the time actually spent on completing paperwork and/or orientation, whichever is greater, at a rate of one and one-half times the straight time hourly rate, for all wages and fringe benefits.

Any paperwork/orientation lasting more than eight (8) hours in one shift will be paid at the appropriate overtime rate for all applicable time in excess of eight (8) hours, and rest and meal breaks shall be observed in accordance with the appropriate state law or the Agreement, whichever is more beneficial to the employee. (Commercial/ Industrial, Residential and Sound & Communications Agreements)

If you identify any mistakes please contact Gary Young (busmgr@ibew48.com) or Dave Johnston (dispatch@ibew48.com).

IBEW LOCAL 48

  
Gary Young  
Business Manager/Financial Secretary

Dated: October 29, 2015