

**NOTICE**  
**Hiring Hall Rule Changes**  
**AMENDMENTS**  
**Effective December 1, 2018**

The following language will be added to Section I. The Commercial/Industrial Agreement Section A. Referral Procedure:

GROUP III – All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area consisting of the normal construction labor market, and who have been employed for at least six months in the last three years in the geographical area covered by the Commercial/Industrial Collective Bargaining Agreement.

GROUP IV – All registrants who have worked at the trade for more than one year.

Group V – All other registrants available for dispatch under the Commercial/Industrial Agreement.

If the registration list is exhausted and the Union is unable to refer registrants for employment to the Employer within 48 hours from the time of receiving the Employer's request, Saturdays, Sundays and holidays excepted, the Employer will be free to secure applicants without using the Referral Procedure.

**The following language will be added to Section I. The Commercial/Industrial Agreement:**

E. Tool Support – Employers may hire those in the Tool Support Classification by referral from the Union or off the street subject to the rule regarding hiring for unfilled calls. The scope of work for Tool Support is limited to the movement of manufacturers' tools and associated equipment at the Ronler Acres Intel jobsite. This classification cannot be dispatched to perform other work, including the movement of electrical equipment other than equipment which is associated with a manufacturer's tool, and cannot be dispatched to any other jobsite other than Ronler Acres. Those in the Tool Support classification do not need a license to sign the Book that is appropriate for their experience level, nor to take a call. The Tool Support classification is required to receive the same wages and benefits provided to Journeymen Wiremen working under the Commercial/Industrial Agreement at minimum.

E.F. Age Ratio – When an Employer requires an applicant to be referred on the basis of age in order to satisfy the age ratio clause of the Commercial/Industrial Agreement, the Business Manager will refer the first registrant on the Out-of-Work List satisfying the applicable age requirement provided, however, if the referral request cannot be fill out of the highest priority Book, then the referral will be offered to the remaining registrants on the highest priority Book before being offered to the lower priority Books.

To fulfill this responsibility, the Business Manager has no duty to call registrants who are not in the hall on the day of dispatch. (Commercial/Industrial Agreement Only.)

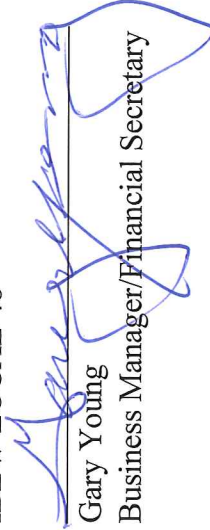
F-G. Steward – The Business Manager may appoint off the Out-of-Work List a steward to go to any job that is estimated to employ 25 workers or more.

**The following language will be added to Section III.B. Dispatch of Jobs:**

- a. Eligibility For Dispatch
  - 1) Licensing – Except for unlicensed classifications/estimators/project managers and tool support, workers will be dispatched only if they have an active license for the work and area they are dispatched to.

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: November 16, 2018