

HIRING HALL RULES
Amendment
Effective January 20, 2020

Dispatch of Jobs

B(3)(e) Bona Fide Skills & Certifications

Bona Fide Skills & Certifications – When the Employer states *bond 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, and the certifications/licenses required to take a call off of either the Sign Electrician Installer Book or the Sign Electrician Maintenance Book, per the Agreement between the Union and Tube Arts Displays, Inc. The certifications/licenses given this exception are Forklift Certification, Welding Certification, Crane Certification, lift card, staging card, and Journeyman Apprenticeship Certification specifically as a Sign Electrician.

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 requested will, in fact, be utilized by the individual hired.

New Article XI. (“Other Classifications” and all subsequent Articles will be renumbered)

XI. Rules for Tube Art Displays, Inc. Agreement

A. Work Covered – Work in the sign industry as specified in the Tube Art Displays, Inc. Agreement.

B. Referral Procedure

- 1) The Union will maintain a Sign Electrician Installer Book, a Sign Electrician Maintenance Book, and a Sign Non-Electrical Book. A registrant may be registered only on one Book at any point in time.
 - a) Sign Electrician Installer Book – to be registered on this Book, the registrant must meet all of the following criteria as specified in the Tube Art Displays, Inc. Agreement:
 - Have a Limited Journeyman Sign Electrician (SIG) license in Oregon and/or an EL04 license in Washington
 - Have the following certifications/licenses:
 - First Aid Training;

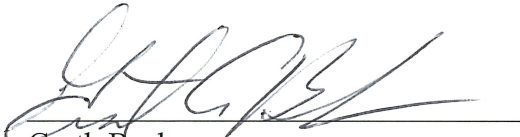
- CDL;
 - Forklift Certification;
 - Welding Certification;
 - Crane Certification;
 - Lift card; and
 - Staging card.
- b) Sign Electrician Maintenance Book – to be registered on this Book, the registrant must have a Limited Journeyman Sign Electrician (SIG) license in Oregon and/or an EL04 license in Washington.
- c) Sign Non-Electrical Book – unlicensed registrants may be registered on this Book.
- d) The Employer may call the Union for qualified employees when any vacancies or opportunities for employment exists, however the Employer may secure workers in the sign industry without contacting the Union. First consideration for employment for any bargaining unit employee shall be with the Union referral hall. The Employer agrees to provide to the Union, within forty-eight (48) hours with the name, address, and telephone number of any employee hired outside the union referral process, and with written notification of the name, classification, social security number and rate of pay of any new employee within eight (8) calendar days from date of hire.

When requested by the Employer the Union agrees to dispatch to the Employer qualified workers from its sign industry Out-of-Work List for the purpose of screening. Applicants dispatched for this purpose shall not be entitled to compensation when initially dispatched unless they are hired and/or employment paperwork begins.

- C. Termination – Employees who are terminated are responsible for turning in their termination slip and signing the Out-of-Work List in person.

If you identify any mistakes, please contact Garth Bachman (busmgr@ibew48.com) or Carole Jacobs (dispatch@ibew48.com).

IBEW LOCAL 48


Garth Bachman
Business Manager/Financial Secretary

Dated: January 20, 2020