

NOTICE
Hiring Hall Rule Changes
AMENDMENT
Effective September 28, 2019

The process by which individuals who have graduated from pre-apprenticeship programs approved by the State and/or the NIETC Training Center may be dispatched as a Material Handler have changed.

It is recognized by the Union that there is a need to recruit and retain underrepresented qualified workers, and that workers who have completed a pre-apprenticeship program approved by the State and/or NIETC Training Center are consistently likely to be successful participants in our workforce because of the construction-specific education and training they have received. This need for greater inclusivity stems from the recognition that the Union values having a labor force that is reflective of the community in which it operates, and that this inclusiveness leads to an overall more successful workforce. Additionally, inclusivity requirements are increasingly mandated by customers, and this creates a duty for the Union to increase the number of underrepresented workers in order to meet its representational obligation to support employment opportunities for those it dispatches through the Hiring Hall.

Therefore, in recognition of the need to attract and retain underrepresented workers both because of the Union's commitment to an inclusive workforce and because of the need to meet the requirements of various customers as part of the Union's ongoing obligation to its membership, the Union has amended the Hiring Hall Rules as follows:

B. The Dispatch of Material Handlers will be as follows:

1. Employers are allowed to call one Material Handler by name, but must then take the next Material Handler as a general referral.

- a. **Exception to the 1:1 ratio for Material Handler call-by-names: If an Employer wishes to hire one or more graduates from a pre-apprenticeship program that is approved by the State and/or the NIETC Training Center, the Employer may use up to five (5) consecutive call-by-names specifically for the purpose of hiring those pre-apprenticeship graduates without being immediately subject to the 1:1 ratio.**

The ratio requirement is not entirely eliminated however; it is shifted. If an Employer uses this exception to the 1:1 ratio, the Employer must take the same number of Material Handlers as general referrals as it did through call-by-names for the pre-apprenticeship graduates. For example, if an Employer uses the maximum of five (5) call-by-names for pre-apprenticeship graduates, the next five (5) Material Handlers must be off the Out-of-Work List. The Employer will not be allowed to utilize another call-by-name for any purpose until the requirement to take Material Handlers off the Out-of-Work List is met.

- b. **This exception to the 1:1 ratio will remain in effect until March 31, 2020, after which it will cease to be applicable unless the Union chooses to extend the exception.**

2. Employers are to designate on the job order what level of Material Handler or classification is being requested.

The rest of this section of the Hiring Hall Rules remains the same.

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: September 12, 2019