

NOTICE
Hiring Hall Rule Changes
AMENDMENT
Effective March 26, 2026

In order to ensure the IBEW Local 48 Hiring Hall is effectively serving all registrants, the clarifications and change listed below will be implemented March 26, 2026.

III. B. Dispatch of Jobs

3. Signing the Book

- f. The 90-Day Rule – Registrants will retain their position on the Out-of-Work List until they have been out 90 cumulative calendar days for one or more Employers signatory with the Union. (Note: this will include Employers not signatory with the ~~Union~~Union, but who use the Union’s Hiring Hall, for example, under a National Agreement.) Days are counted beginning on the date the registrant is to report to work and ends on the day the registrant signs-in at the Hiring Hall (or their termination slip is faxed or e-mailed to the Hall by the Employer by 5:00 p.m.); both the first day and the last day count. However, if the registrant signs in from a job in person, or does so by fax or e-mail, prior to dispatch on the next working day, then the last day counted will be the previous ~~work day~~workday.

If a registrant is dispatched but not hired, then no days will be counted under the 90-Day rule so long as they properly notify the dispatcher by 5:00 p.m. (otherwise days will count).

Procedure: Registrants who take a dispatch for a call shall, upon signing in from the job, be restored to their prior place on the Out-of-Work List if they have 90 cumulative calendar days or less. If a registrant quits or is discharged for cause they will need to sign the bottom of the Book and will not receive the benefit of the 90-Day rule.

The standard 90-Day Rule applies to all Agreements except for in the following situations:

- ~~If a registrant takes a call to a subsidiaries of Vigor Industrial, LLC (such as Cascade General), the 90-Day rule does not apply.~~ A registrant who is not on the Marine Book but goes to work for a signatory subsidiary of Vigor Industrial, LLC (such as Cascade General) will not be subject to the 90-Day Rule for the first 90 days. Thereafter, the individual will be subject to the 90-Day Rule. If the registrant comes off the Marine Book, the 90-Day Rules applies.
- A registrant who takes an unfilled call off a different Book, will not be subject to the 90-Day Rule for the first 90 days. Thereafter the individual will be subject to the 90 Day Rule.
- A registrant who goes to work for an Employer signatory with the Union but where there is no Out-of-Work List (e.g. the City of Portland, Housing Authority of Portland, KGW, KQAC (All Classical Radio), Mondelez, Multnomah County, Port of Portland, Port of Vancouver, Portland Public Schools, EC Power Systems, Siemens, United Grain, Oregon AFL-CIO or ~~Schnitzer Steel~~Radius Recycling), will not be subject to the 90-Day Rule for the first 90 days. Thereafter the individual will be subject to the 90 Day Rule.

(If a registrant on the Commercial/Industrial Book qualifies and takes an unfilled CE call then the 90-Day Rule applies from day 1.)

4. Dispatch

b. Getting the job

3) Online - Anyone registered on the Commercial/Industrial, Sound & Communications, or Residential Out-of-Work Lists that is not currently employed and is eligible to take a call, is eligible to bid online. If you were not already on the Out-of-Work List, then you must sign the Book (within 14 days) before you are eligible to bid online.

When you bid online for a job you will get an e-mail confirmation of that bid. You may withdraw or change that online bid any time up until the time dispatch begins. Changes to an online bid must be made online.

Upon receiving an e-mail notification that you received a job, you must report to the Hall to pick up your dispatch no later than 2:00 p.m., unless you have notified the Dispatcher (see next paragraph). (Remember to bring with you your licenses(s) and proof of any *bona fide* skills listed in the dispatch.) The Employer will designate on the dispatch that you are to report either at 3:00 p.m. on the day of dispatch or the next morning. For this reason, do not wait until 2:00 p.m. to pick up your dispatch. Failure to pick up your dispatch as described above will be treated in the same manner as Dispatched but No Show (see d.) in addition to all other penalties described in this section.

If you do not pick up your dispatch before 2:00 p.m., but have notified the Dispatcher, then the Dispatcher or Business Manager may elect to extend the 2:00 p.m. deadline by two (2) hours. If the dispatch specifies that you are to report at a designated time the same day as you received the dispatch and you arrive to pick up your dispatch after that time, you will still receive the dispatch. However, the Employer retains the right to reject you, which includes the right to reject you for being late—.

If you arrive between 2:00 p.m. and 4:00 p.m. on the day the dispatch was awarded to you, but did not notify the Dispatcher that you would be arriving late, the following will occur:

First Violation: You will not receive the call and will receive a warning;

Second Violation (within one year of first violation): ~~You:~~ You will not receive the dispatch and will receive a second warning; you will also be unable to bid online for (1) month;

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Third Violation (within one year of first violation): ~~You:~~ You will not receive the dispatch and will receive a third warning; you will also be unable to bid online for twelve (12) months.

If you do not pick up your dispatch before 4:00 p.m. on the day the dispatch was awarded to you, even if you notified the Dispatcher that you would be arriving late, the following will occur:

First Violation: You will not receive the call and will receive a warning;

Second Violation (within one year of first violation): ~~You:~~ You will not receive the dispatch and will receive a second warning; you will also be unable to bid online for (1) month;

Third Violation (within one year of first violation): ~~You:~~ You will not receive the dispatch and will receive a third warning; you will also be unable to bid online for twelve (12) months.

If for any reason online dispatch is not working, appear in person at the Hall.

If an applicant for employment bids for a job on-line and ~~then, at dispatch,~~ is unable to produce the required certification or state electrical license(s) at dispatch, then in addition to being denied the call, the penalties described in Dispatched but Not Ready to Go to Work (see c.) will be applied. The applicant will also be subject to the appropriate sanction to be imposed as listed below:

First Time: Written Warning

Second Time (within one year of written warning): One-month revocation of privilege to bid on-line.

Third Time (within one year of written warning): One-year revocation of privilege to bid on-line.

- c. **Dispatched but Not Ready to Go to Work** – When you take a dispatch, you are expected to be ready to go to work (~~i.e.~~, clothing and tools). If you take a call during regular dispatch and get rejected or turned around for the reason that you were unprepared to begin working, this will be treated as if you turned yourself around (and you will have to sign at the bottom of the Book). As noted above, not possessing the proper license(s) or other required certification/documents after receiving a successful online bid will also be treated as turning yourself around (and you will have to sign the bottom of the book) and the appropriate online bidding sanction will be applied.
- d. **Dispatched but No Show** – Failing to pick up your dispatch after receiving a successful online bid notification will be treated as a quit, as will picking up a dispatch (other than an unfilled call) and then failing or refusing to report for work (i.e., you turn yourself around). You will lose your position on the Book and will need to sign in new at the bottom of the Book. ~~If you pick up a dispatch, other than an unfilled call, and then fail or refuse to report for work (i.e. you turn yourself around) this will be treated as a quit. (This means that you will lose your position on the Book and you will need to sign in new at the bottom of the Book.)~~

IV. C. Foreman Call by Name (Inside) - The employer will have the right to call a Foreman by name, subject to the following conditions:

1. The Employee has not quit from their previous employer within the past three weeks.
2. The Employer will notify the Business Manager in writing of the name of the individual who is to be requested for employment as a Foreman. In order to be assured that the written notification is properly received, “in writing” for the purpose of a Foreman Call by Name means that the request must be sent by the Employer to the Business Manager via certified mail with a signature required. If the “in writing” conditions are met, Upon such request, the Business Manager shall refer said Foreman, provided the name appears on the Book I Out-of-Work List.
3. When an employee is called as a Foreman, they must remain as a Foreman for one (1) year or must receive a reduction in force.

VI. B. Referral Procedure (Residential)

3. Contractors may request a Master Residential Electrician and will be dispatched a registrant that is classified as a Master Residential Electrician if there is one available. If a call does not specify that a Master Residential is required, then any registrant on the Residential Out-of-Work List may take the call, regardless of their classification, in conformance with the standard dispatch process. A Master Residential may not take a regular residential call without permission of the Executive Board.

VII. B. Referral Procedure (Sound & Comm)

LEB BOOK

LEB Book I – To be registered on this Book, the registrant must meet the following criteria:

- Have an LEB (Oregon),
- Have three (3) or more ~~years~~ years' experience performing work covered by an LEB license ~~in the trade~~;
- Be a resident in Local 48's geographical jurisdiction; and
- Have been employed to perform the scope of work covered by the LEB license for at in the trade for a period of at least one (1) year in the past three (3) years in the geographical area covered by the Union's Sound & Communications Collective Bargaining Agreement.

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NON-LICENSED INSTALLER BOOK

Non-Licensed Installer Book I – to be registered on this Book, the registrant must meet the following criteria:

- Have two (2) or more ~~years~~ years' experience performing electrical work that falls under the scope of the Non-Licensed Installer classification in the trade;
- Be a resident in Local 48's geographical jurisdiction; and
- Have been employed to perform the scope of work that falls under the Non-Licensed Installer classification for at least one (1) year in the trade for a period of at least one year in the past two (2) years in the geographical area covered by the Union's Sound & Communications Collective Bargaining Agreement.

VII. E. Foreman Call by Name (*Sound & Comm*) – The Employer shall have the right to call Foreman by name, provided:

1. The Employer shall notify the Business Manager in writing of the name of the individual who is to be requested for employment as a Foreman. In order to be assured that the written notification is properly received, "in writing" for the purpose of a Foreman Call by Name means that the request must be sent by the Employer to the Business Manager via certified mail with a signature required. If the "in writing" conditions are met, Upon such request, the Business Manager shall refer said Foreman, provided the name appears on Book I of either Sound & Communications Out-of-Work List.
2. When an employee is called as a Foreman, they must remain as a Foreman for one (1) year or must receive a reduction in force.

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

IBEW LOCAL 48



Garth Bachman
**Business Manager/
Financial Secretary**

Dated: March 25, 2026