

TEAMSTERS LOCAL UNION #150

RULES AND REGULATIONS FOR HIRING FOR THE TEAMSTERS MASTER AGREEMENT FOR CONSTRUCTION WITH THE A.G.C., A.E.C.E., E.U.C.A., A.C.E., PIPELINE, AND ROCK, SAND, & GRAVEL CONTRACTORS:

(Reasonable Hiring Hall Rules established by Local No. 150 pursuant to Section 3, Clause C, of the Current Agreement.)

The following rules and regulations are hereby made part of the hiring procedures for the operation of the Local No. 150 Employment Office established by the Master Agreement: Heavy Highway Building and Construction Teamsters of Northern California. **(Including all Pipeline, and Rock, Sand, & Gravel)**

- (1) The Teamsters Local No. 150 Employment Office is the employment office for Locality No. 2: Local No. 150 as described in the Master Agreement at Section 3-C-5. This office maintains four **(4) registration lists** for job applicants. The eligibility requirements for the respective lists are as follows:

“A” LIST: An individual who has been employed or **trained by the N.C.T.A.T.** pursuant to the terms of the “Master Agreement” for two hundred and forty (240) hours or more within the Locality of Local No. 150 during the twelve months period proceeding his/her registration date shall be entitled to register on the “A” List, provided he/she registered for employment (30) days after termination of his/her most recent employment by an employer covered by the Master Agreement. Registrants on “A” List shall be dispatched in order of registration before registrants on any other lists.

“B” LIST: A registrant who has been available for employment pursuant to the terms of the “Master Agreement” in the forty-six Northern California counties covered by the collective bargaining agreement for two hundred and forty (240) hours or more within the past twelve months shall be registered on the “B” List, provided he/she is not otherwise eligible for the “A” List registration.

“C” LIST: A registrant who has been available for employment or employed pursuant to the terms of the “Master Agreement” in the forty-six (46) Northern California counties for less than two hundred and forty (240) hours within the past twelve months shall be eligible to register on the “C” List.

“TRAINEE” LIST: No prior eligibility requirements. If an employee requests a “trainee”, the Local Union will dispatch “trainees” in the order of their position on the trainee list at the hiring hall of the Local Union. An individual Employer may request a particular trainee, by name, who is registered on the trainees list and who has been employed by the employer at any time during the twelve (12) month period immediately proceeding such request. An individual who registers as a “trainee” must fill out an application for the “trainee list” at the local hiring hall. An individual trainee shall not be eligible to register on the “A”, “B”, or “C” List.

(2) Order of Dispatch

Subject to the limitations set forth in the “Master Agreement”, registrants shall be dispatched by Local No. 150 dispatch office in the following order:

“A” List registrants meeting the specifications required by the employer requesting the dispatch shall be dispatched in order of registration on the list. If no “A” list registrants are available, “B”: list registrants meeting the specification required by the employer requesting the dispatched in order of registration on the “B” list. If neither “A” nor “B” list registrants are available, “C” list registrants meeting the specifications required by the employer requesting the dispatch shall be dispatched in order of registration.

All Lists – Registrants who take a withdrawal card will lose their respective standing on all lists and will be placed at the bottom of the “C” or “Trainee” list upon reactivation of membership.

(3) Special Requests and Five (5) Year Letters

- (a) A registrant may be dispatched without reference to his/her place on the “A” list in the following circumstances. Members working under a separate Letter of Understanding Agreement shall be, for the purpose of Hiring Hall registration and Five (5) year letter qualification (Section –F), considered as working under the scope of the Agreement.
- (b) The registrant has been requested in writing by name by an employer for whom he/she has been employed sometime during the twelve (12) month period immediately preceding the request and has maintained “active” union member status the entire time.
- (c) The registrant has at all times, during the five (5) years immediately preceding a request in writing for him/her by name by any employer, been registered on the “A” list of this employment Office or would have been eligible to so register had he/she not been employed under the scope of the Master Agreement. Including Pipeline and Rock, Sand & Gravel)

(4) Hiring Hall Rules and Obligations

- (a) The facilities of the Local #150 office are available to any individual who is currently unemployed under the “Master Agreement” and who desires to register for employment, irrespective of whether said individual is a member in good standing in the Local Union in the area covered by Local #150.
- (b) At the time of his/her initial registration at Local #150, the registrant shall complete the registration card presented to him/her indicating thereon the type of work for which he/she is qualified and experienced. Changes in the original types of work listed may be made only at the normal time for re-registration on the first **two (2) consecutive working days of each month.**
- (c) The TEAMSTERS LOCAL 150 office is open for business Monday thru Friday between the hours of 8:00 a.m. and 12:00 noon, and 1:00 p.m. and 4:30 p.m. **Registrants are expected to be available from 8:00 a.m. to 12 noon. All dispatches from the list will be made between the hours of 8:00 a.m. and 12 noon.**
- (d) It shall be the responsibility of the contractor or his representative to place with Local #150 all requests for employees needed within the territory served by Local #150. **Requests shall be made by phone and confirmed by mail or fax.**
- (e) Any registrant who is dispatched and then is rejected twice within one (1) year by the employer as being unqualified, for the same type of equipment, shall be required to enroll in and recertify themselves through the Northern California Teamsters Training and Retraining Program, if such program is available, before they will be eligible for dispatch through the Hiring Hall for that equipment.
- (f) A registrant must be qualified to perform the work for which he/she is dispatched. A registrant shall be dispatched as a driver only if he/she has the proper California Chauffeurs License required by the Motor Vehicle Code as well as a copy of a current medical card.
- (g) Whenever a registrant is dispatched to a job, he/she shall be issued a dispatch slip containing his/her name, social security number, classification for which dispatched, and the name of employer to whom he/she is to report. This dispatch slip is not a union clearance, but evidence that the registrant has been dispatched in accordance with the rules of Local #150 and provisions of the Master Agreement. The registrant must present the dispatch slip to the employer upon reporting to work.

- (h) Anyone accepting a job and working for a Master Agreement employer, to which the Hiring Hall Dispatcher has not properly dispatched them, will not be eligible to register for a minimum period of thirty (30) calendar days from the Union's knowledge of such violation. Furthermore, all hours worked by such an individual will not count toward accumulation of the 240 hours of work required to establish eligibility for "A" list registration.

(5) Removal from out of work list

In the event one or more of the following circumstances occurs, a registrant's name shall be removed from the out of work list on which it appears:

- (a) The registrant is dispatched or recalled for employment and is employed for five (5) shifts or forty (40) or more hours within a month.
- (b) The registrant failed to report to Local #150 either in person or by calling the toll free Hiring Hall telephone number the morning following his/her layoff on any job lasting less than five (5) shifts: (A registrant reporting the morning following or calling the toll free Hiring Hall telephone number following such layoff will retain his/her position on the out of work list on which he/she was registered).
- (c) If a registrant is unavailable for work for three (3) dispatches per month, they will be moved to the bottom of their respective lists (unavailable is defined as no response to a phone call during dispatch hours, a verbal refusal of the dispatch by the registrant, a phone recorder and/or no response, another person answering the phone and responding that registrant is out, unavailable, etc.) *The dispatcher for Local #150 will not leave messages on a phone recorder, or with another person who may answer the telephone, in order to wait for a return call from the registrant.*
- (d) The failure of the registrant to report as directed to any job for which he/she was dispatched will result in the registrant not being allowed to re-register for seven (7) days.
- (g) Furnishing the Local #150 Employment Office with false information regarding the hiring preference to which the registrant is entitled.
- (e) Whenever the registrant is removed from the list, he/she must re-register with Local #150 in order to become eligible for dispatch. Thereafter, he/she will be dispatched in accordance with his/her new place on the registration list.
- (f) The dispatcher of Local #150 shall obtain all necessary information from the registrant in order that the dispatcher can determine the preference, if any, to which the registrant is entitled. If the dispatcher discovers the registrant has falsified the information, the registrant's name shall be removed from the list forthwith.
- (g) In the event a registrant who is registered for work is unable to accept work because of illness or accident, he/she will retain his/her position on the list during the time of his disability provided he/she re-registers in person or by calling the toll free telephone number, upon date of illness or injury. The Union **will** require a doctor's note certificate or other satisfactory proof of illness or accident.
- (h) Failure of registrant to complete '**Substance Abuse**' training after being rejected by a signatory employer for positive drug test.

(6) Registration Procedures

Registrants can re-register for employment at Local #150 office by appearing at the office during its normal business hours of 8:00 a.m. to 4:30 p.m. excluding the lunch hour of 12:00 noon to 1:00 p.m.

- Once your dispatch is terminated you will need to place yourself back on the out of work list.
- If you were dispatched off of any list other than the "A" list, and obtain "A" list status while dispatched out, you must call in to be placed on the correct list upon termination of employment.
- To place yourself on the out of work list through calling the toll free telephone number, you need to follow the procedures listed below:

Toll Free Number Assigned to Hiring Hall Locals

(866) 848-2604

Enter Local Union #150, and then press #

Enter Social Security#, and then press #

Confirmation # will be given. **BE SURE & WRITE IT DOWN!**

IF your registration request is unable to be processed, you will be requested to contact the local

Any registrant having question or problems with respect to the hiring hall procedures of Local #150 may make an appointment to discuss said problems with the dispatcher or with the Business Representative of Local #150.

A registrant aggrieved by the operation of the Local #150 Employment Office shall submit his/her grievance through the Local Union to a Board of Adjustment created pursuant to Section 10 of the "Master Agreement". The submission must be made in writing to the Local Union within ten (10) days after the occurrence of the grievance. The decision of the Board of Adjustment shall be final and binding upon this Local Union and the grievant.

The Rules of Procedure for the operation of this Employment Office are complete as herein stated subject to the Master Agreement of Heavy, Highway Building and Construction Teamsters of Northern California.

If you have any questions regarding these rules please feel free to contact Andrea Galea, Dispatcher of TEAMSTERS LOCAL 150 at (916) 392-7070 ext. 13.