

**TEAMSTERS LOCAL 315
HIRING HALL RULES
May 2009**

1. Hiring Hall Sign-up day shall be the first working Monday of every month, between the hours of 8 AM and 5 PM, at both the Martinez and Vallejo Union Offices, unless dispatched that morning. If the first Monday is a Holiday, Sign-up day will be the second Monday of the month. **Any member attempting to sign up another member as out of work will lose his or her spot on the list for the month in question.**

2. You must appear in person on sign up day at the Martinez or Vallejo Union Office to sign up and to have your name and place on the list carry forward to the next month. Phoning in your name will not put you on the list. Registrants previously dispatched during the current month as casual workers, including verified call-backs, who are working for a signatory employer on Sign-up day may call in on sign-up day. **This will apply to casual freight and warehouse workers only.** Construction workers dispatched out of this Hall in the week prior to Sign-up day who do not yet have five (5) consecutive days of employment are automatically carried forward to the new list.

Effective Monday May 4, 2009 Dispatching will be conducted by contacting members and hiring hall registrants **by phone** by calling the phone number which they have provided the Union on the hiring hall registration form.

The following four (4) excuses are allowed for those members unable to sign up on the first working Monday of the month.

- a. Death in the immediate family (spouse, parent, child, brother, sister, brother-in-law, sister-in-law, relatives living with employee, father-in-law, mother-in-law, grandparents and spouse's grandparents, step-parents and step-children). **Proof must be provided.**

- b. Jury duty or witness for court appearance. **Proof must be provided.**

- c. Medical or Dental emergency. **Proof must be provided.**

- d. While attending Northern California Teamsters Apprentice Training, you will be carried forward on new month's list if unable to sign up personally because of being at the training center. **Proof must be provided.**

A member having one of the above reasons for not signing up must report by phone between the hours of 8 AM and 5 PM on Sign-up day to the Dispatcher giving his or her reason for not coming in person to the Hall.

3. When going to work in construction, you are allowed to work five (5) consecutive days without losing your spot on the list. If you do not report back to the Union Office and sign up with the Dispatcher on the morning of the sixth day as not working, your name will be scratched and removed-off the list.

If the five (5) consecutive working days' requirement is broken due to lack of work, inclement weather, equipment failure, etc., you must report to the Union Hall and sign up as out-of-work to maintain your position on the out-of-work list, or your name will be scratched off the list. A four (4) ten-hour-day work week is considered to be five consecutive work days.

4. To maintain your position on the list, always report to the dispatcher immediately after being laid off. Please show copy of lay-off notice to the dispatcher as proof of lay-off. Construction "A" list registrants are reminded that upon losing 240-hour requirements they shall be allowed to continue "A" list registration, **provided such registrants sign each and every month** commencing with the month during which eligibility based on the 240-hour requirement ended.
5. Any construction member, on request, shall be required to furnish proof of eligibility for the "A" list as to the 240 hours - also proof he is not working.
6. CONSTRUCTION "A" LIST REGISTRANTS are individuals who have been employed, or trained by the NCTAT, pursuant to the terms of this Agreement for two hundred and forty (240) hours or more within the locality of the Employment Office during the twelve month period preceding his registration date. He shall be entitled to register on the "A" List provided he registers within thirty (30) days after termination of his most recent employment by an Employer party to this Agreement, or training by the NCTAT.
7. CONSTRUCTION TRAINEES shall be for 3000 hours, and the percentage of the journey level wage scale for the equipment operated; 1st 1000 hours - 65%; 2nd 1000 hours - 75%; 3rd 1000 hours - 85%. The first thru third step trainee fringe benefits are at 100% of journey level, except Vacation/Holiday Pay which shall be excluded for trainees. An individual employer may employ one (1) trainee for every four (4) journey level Teamsters actively employed. Individual employers with less than four (4) journey level Teamsters may utilize one (1) trainee; thereafter, one (1) for every four (4) journey level Teamsters. A trainee shall not be eligible on register on the "A", "B", or "C" list. The trainee may not be used to displace any journey level Teamster with an employer signatory to this agreement.
8. FREIGHT "A" LIST REGISTRANTS are workers who have been employed on the type of work and in the geographical area covered by the Local Hiring Hall for a period of at least one (1) year. **Proof must be provided.**
9. Local 315's Phone Dispatching shall be conducted between the hours of 6:00 AM and 8:00 AM for construction dispatching.

10. All construction or jobs pertaining to construction or proprietary contracts pertaining to construction shall be dispatched from Local 315's Hiring Hall only, and only by the Dispatcher.
11. When dispatched to a job and you quit the job to maintain your place on the list, you will automatically go to the bottom of the list.

If you are called and you accept the job it means you have accepted that job. If you change your mind and call back and say you have changed your mind and don't want this job that you are waiting for a better job, etc. you may do that, but your name will be placed at the bottom of the list you are currently on.

12. Section 3 (f) of the AGC Construction Agreement will apply on all future dispatches. This section reads: "If an Employer **requests in writing** a particular registrant by name who has been employed by the Employer at any time during the twelve (12) month period immediately preceding such request, and such registrant has established "A" list preference in accordance with Section 3 (F) he/she shall be dispatched to such Employer regardless of his/her position on the list".

It is understood, the individual employer shall submit to the Union, in writing, any such request for minority or female applicants for employment, together with a copy of the order, directive, rules or regulations pursuant to any such Presidential Executive Order, federal, state or local laws, the construction project number and a copy of the compliance order.

13. All construction members dispatched to one job location, laid off, and then rehired by the same company at another job site in our jurisdiction will report back to the hall for a new dispatch (pertaining to project agreement construction sites only.)

14. Members who are out of work and sign up on the out of work list will continue to pay the same union dues rate they were paying at their last job until such time they are hired at another company. At that time their dues will be adjusted.

15. Hiring Hall registrants (non members) that sign up on the hiring hall out of work list for Construction, Ready-Mix, **Lumber**, Quarry and **Freight** will pay a hiring hall registration fee of \$1 below the Construction dues rate. (Current rule)

16. Hiring Hall registrants (non members) that only want to register on the out of work **C-list** for miscellaneous warehouse, automotive dealerships etc. work will pay a \$25.00 monthly hiring hall fee.

Last updated 8/4/03 4/8/09