

3RD EDITION

HIRING HALL PROCEDURE AND AGREEMENT



International Alliance of Theatrical Stage Employees,
Moving Picture Technicians, Artists and Allied Crafts
of the United States, its Territories and Canada,
AFL-CIO, CLC

Adopted August 26TH, 2007
Amended February 24TH, 2008 and
April 26TH, 2009

PREAMBLE

These are the dispatch rules of the IATSE Local #470 Hiring Hall as revised July 2, 2007, and as amended February 24, 2008. Effective in two phases; September 1, 2007 all administrative criteria, and January 1, 2008 balance of hiring hall procedure.

It is the mission of the Hiring Hall to use these rules to dispatch available work to its registered and eligible workers in a fair and equitable manner based upon a number of objective criteria. It is the intent of this document that the most qualified personnel are provided to the employers.

The Hiring Hall rules will not discriminate by race, color, national origin, creed, religion, age, gender, sexual orientation, disability, union affiliation or as otherwise prohibited by applicable state or federal legislation.

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1 Eligibility

1.1 Workers must fulfill the following requirements to remain eligible for dispatch through the Hiring Hall:

- A worker must have a signed Workers Agreement form on file with the Hiring Hall indicating their intention to abide by the Hiring Hall's Dispatch Rules and Conduct Policy.
- A worker must be current with any payment of financial obligations or payroll percentage owed to the Hiring Hall or to IATSE Local #470.
- The worker must not be barred from dispatch to the employer in question. Such barring may only take place following the language outlined in the collective bargaining agreement with said employer or by other legal procedure.
- The worker must not be suspended from dispatch, by the Hiring Hall Governance Board. Such suspension may only take place following the guidelines set forth in this document.

All workers are employed by the entity originally requesting labor referral from the Hiring Hall. The Hiring Hall is not an employer of any worker. Maintaining a position on the Dispatch List in accordance with these rules does not guarantee labor referral for any worker. Any worker wishing to be removed from the Hiring Hall Dispatch Lists must do so by returning a completed Hiring Hall Dispatch Removal Request form to the Hiring Hall Governance Board.

Any questions a worker may have about their eligibility status must be directed to the Hiring Hall Governance Board. The Business Agent and Hiring Hall Governance Board can be reached

c/o **IATSE Local #470** Offices.

Address: P.O. Box 3351, Oshkosh, WI. 54903.

Phone: (920) 688-3272 or toll free (866) 426-4707
Monday - Friday 9:00 AM - 6:00 PM.

E-mail: iatse470@hotmail.com

2 Calling Rules

2.1 General Dispatch Calling Rules

It is the responsibility of the Business Agent of IATSE Local #470 to fill employer labor requests to the best of their ability in accordance with the rules of the Hiring Hall. If the Business Agent's schedule causes them to be unable to contact workers in a timely fashion, they may appoint a temporary Dispatch Call Steward to make the calls. The temporary Dispatch Call Steward shall be held to the same dispatch calling procedure as the Business Agent. It is the responsibility of the Business Agent to apprise any Dispatch Call Steward of each worker's eligibility status. The Business Agent shall contact each eligible worker in Dispatch List order using the procedure set forth here. The Business Agent will make dispatch calls, by telephone, between the hours of 9:00 am and 8:00 pm except in case of an emergency or by prior arrangement with a worker.

The Business Agent is not obligated to call workers who have already begun working on a labor request when their current hours conflict with the new labor request. For each labor request the Business Agent will be required to make only one dispatch call to each worker.

2.2 Direct contact

The Business Agent must make direct contact with the worker or leave an electronic message. No third party messages will be left unless it is the only option. An electronic message may consist of a voice mail, answering machine message or electronic page. The Business Agent may not accept a third party response to accept or decline any offered work.

2.3 Non-availability

Any worker wishing not to be called for dispatch to specific venues or employers must request, in writing, and return a completed Dispatch Removal Request Form to the Hiring Hall Governance Board.

Please be advised that this may negatively affect your annual documented labor referral availability hour accumulation and non-availability exceeding seven (7) days in a given month. Any worker wishing not to be called for dispatch for any period of time must inform the Business Agent of this request in writing or e-mail.

If the Business Agent is aware that a worker is unavailable for dispatch, but has not been informed in writing, they may petition the Hiring Hall Governance Board to forgo obligation to call said worker. The Hiring Hall Governance Board shall write a certified letter to the worker informing them they will be made ineligible for dispatch call in two (2) weeks unless informed, in writing, of the workers availability. A worker may inform the Business Agent, in writing, of their full or part time work schedule and request to be called only for labor requests that do not conflict with said schedule.

They may also request to be informed of all labor requests, but the Business Agent will not be obligated to wait for their response before continuing through the Dispatch List. Workers informing the Business Agent of Non-Availability shall not have work missed during that period count as a turn down.

If at any time the Business Agent or Hiring Hall is unable to reach a worker by their contact information on file, the Business Agent will not be obligated to attempt contact while dispatching work until the worker provides current contact information. It is the responsibility of the workers to inform the Business Agent, in writing or e-mail, of any change in their telephone number or mailing address within ten (10) calendar days of any such change. It is the responsibility of the Business Agent to keep complete records of all dispatch calls made. Any worker with a question about a specific dispatch call may review these records by appointment with the Business Agent or their appointed representative.

3 Dispatch Calling Procedure

3.1 Calling

The Business Agent shall attempt to make direct contact with the worker by calling up to two (2) available contact phone numbers for the worker. If direct contact is made with the worker, they shall have a response grace period to accept or decline the call by phone, fax or email to the Business Agent's office. If no direct contact is made, an electronic message will be left and the worker will have a response grace period to accept or decline by phone, fax or email to the Business Agents office. The response grace period shall be from the time of call until 6:00 PM the next day. If no message can be left, this shall be accepted as the dispatch call attempt. Workers responding within the response grace period will be placed on the labor request in Dispatch List order. Workers responding after the response grace period may be placed on the labor request, if a position remains, in the order of their response, regardless of Dispatch List order.

Any such worker shall be notified. Once the labor request is filled, the Business Agent shall not be obligated to respond to workers not needed.

3.2 Availability Call

To expedite the filling of labor requests the Business Agent may call workers to determine their availability, but not offer any work. These calls will be made in Dispatch List order. The Business Agent will inform the worker this is only an availability call, and no work is being offered.

3.3 Accepting a Dispatch Call While Absent.

Workers who will be out of contact may accept dispatch calls while they are absent by doing so in writing to the Business Agent, including conditions of acceptance. Workers accepting dispatch calls in such a manner must contact the Business Agent as soon as they return for confirmation.

4 Emergency Dispatch Calls

Thirty Six (36) hours or fewer prior to the commencement of a labor request shall constitute an emergency dispatch call. In such an emergency the Business Agent shall move directly through the Dispatch List calling each worker at the phone number they are most likely to be reached. Either by direct contact or electronic message the worker will be informed the dispatch call is of emergency status and until what time the labor request will be filled in Dispatch List order. The labor request will be filled in Dispatch List order until eighteen (18) hours prior to or 6:00 pm the night before its commencement. Eighteen (18) hours or fewer prior to, or 6:00 pm the night before, the commencement of a labor request. Workers accepting previously made dispatch calls will be placed on the labor request in the order of their response. The Business Agent may call any eligible worker regardless of dispatch list order so the labor request may be filled in a timely manner. If direct contact is not made, the Business Agent will leave an electronic message with the details of the labor request and of its emergency status, but is not obligated to wait for a response before filling the labor request.

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The Business Agent is not obligated to call workers who are already dispatched on a labor request where the hours will conflict with the new labor request. Declining or not responding to an emergency call will not be considered a dispatch call turn down.

5 Additions and Replacements to Labor Requests.

In the event additional or replacement workers are added before the start of an existing labor request it shall be the responsibility of the Business Agent to fill said positions. In the event additional or replacement workers are added after the start of a labor request it shall be the responsibility of the Job Steward to fill said positions. If the additional or replacement times and dates differ from the original labor request the Business Agent or Job Steward shall first contact workers who are already on the labor request, in dispatch list order within Specialty Personnel areas or departments.

If no worker previously on the labor request, within the Specialty Personnel area or department is able to accept the additional duties the Business Agent or Job Steward shall contact workers who are already on the labor request in dispatch list order. If no worker previously on the labor request is able to accept the additional duties the Business Agent or Job Steward shall call for additional workers in proper Dispatch List order. If the new labor request is of a temporary nature the Business Agent shall inform workers of this while making the dispatch call. Replacements, temporary or permanent, shall be granted only in cases of emergency, by prior arrangement or due to disciplinary action.

6 Leaving a Dispatched Position

All advance requests for temporary replacement from a labor request must be made at the time of call acceptance and approved by both the Business Agent and Job Steward. Such requests will be judged on a case by case basis and are not required to be fulfilled. Anyone requesting temporary replacement from a labor call due to their required elected or volunteer civic duty, such as elected government positions, armed service duty, voting polls worker, or jury duty, shall be granted an exemption.⁽²⁾ Any worker requiring either temporary or permanent emergency replacement should first attempt to make direct contact with the Job Steward. If the Job Steward is not available they should next attempt to contact the Business Agent. While it is appropriate to leave a voice mail message the worker should not assume that such a message will be retrieved in a timely manner and should continue to attempt to make direct contact with one of these two people.

7 Reductions to Labor Requests

In the event that an employer decreases the original number of workers requested before the start of a labor request workers will be removed in reverse Dispatch order. In the event that an employer decreases the original number of workers requested after the start of a labor request the Job Steward may remove workers in reverse Dispatch List order, within departments or Specialty Personnel groups. The Job Steward shall not be required to rotate workers doing specific jobs or tasks in order to accomplish this.

7.1 Inclement Weather

No worker shall be required to make a dangerous commute during extreme inclement weather, natural disaster, riot, act of God or general conflagration. It is the responsibility of any worker who feels that they must be tardy for, or absent from work due to the above conditions to contact the Job Steward or Business Agent immediately. A worker who is tardy or absent due to inclement weather without informing the Job Steward or Business Agent shall be subject to disciplinary action.

8 Work Referral Protocol

The Hiring Hall shall refer workers to employers by means of the following categories.

8.1 Job Steward

The Business Agent shall appoint Job Stewards based on uniform criteria for Job Steward's required skills. Job Stewards shall be subject to Hiring Hall Governance Board disciplinary action based on established uniform criteria for Job Steward performance, including suspension from such duties.

8.2 Specialty Personnel

In the absence of collective bargaining agreement language, governing the requesting of Specialty Personnel for skill, gender or experience, the guidelines in this document shall apply. There is no limit to the number of Specialty Personnel within any labor request. Specialty Personnel are workers requested by skill, experience or gender, not by name.

Specialty personnel may be requested by gender only if bona fide occupational qualification (BFOQ) is clearly demonstrated by the employer or making the request. Specialty Personnel requested by skill must only be used in the capacity requested.

Specialty Personnel skills may include, but are not limited to: shop carpenters, fly rail operators, theatrical and non-theatrical riggers, fork lift and aerial lift operators, truck loaders, qualified hookup electrician, lighting, sound and video system operators and technicians, dressers, sewers, beader's, laundry personnel, hair personnel, make-up personnel and heads of departments.

The Business Agent shall follow the Specialty Personnel Dispatch List order when making dispatch calls for Specialty Personnel labor requests. A worker may be dismissed from a labor request when judged by the Job Steward or the Business Agent⁽¹⁾ and Employer, both in writing, for not achieving the level of skill required performing a specific job.

8.3 Personnel Requested by Name

In the absence of collective bargaining agreement language, governing the requesting of personnel by name, the guidelines in this document shall apply. The Employer or their designated representative may request workers by name. This request will be considered when filling the labor request. Requests by name shall not include the Job Steward. All requests for personnel by name must be made in writing, or email to the Business Agent seven (7) days prior to the commencement of a labor request.

8.4 General Personnel

All other requests for personnel shall be considered requests for General Personnel. The Business Agent shall follow the General Personnel Dispatch List order when making dispatch calls for General Personnel labor requests.

9 Dispatch Lists

9.1 General Personnel Dispatch List

Skill levels shall include the objective criteria described below.

Successful completion of either IATSE Local #470 written exam or achievement of IATSE Local 470 Apprentice status. Workers in good standing may attempt the written exam at any regularly scheduled meeting of IATSE Local #470 by requesting to do so, in writing to the education committee chair at least two (2) calendar weeks prior to such meeting. Workers who are not members of IATSE Local #470 shall be subject to a non-refundable exam administration fee prior to each exam attempt.

Successful completion of either IATSE Local #470 practical exam or achievement of IATSE Local 470 Journeyman status. Workers in good standing may attempt the practical exam at either of the regularly scheduled IATSE Local #470 biannual practical exam sessions by requesting to do so, in writing to the education committee chair at least two (2) calendar weeks prior to such exam. Workers who are not members of IATSE Local #470 shall be subject to non-refundable exam administration fee prior to each exam attempt.

Documented labor referral availability may be accumulated from hours of work accepted from the Hiring Hall or another qualifying employer directly related to the entertainment production industry. Workers wishing hours worked for other employers qualify for documented labor availability must complete and submit an Hours of Availability-Outside Employer application to the Hiring Hall Governance Board. For these hours to be accepted the worker must pay work dues equivalent to those required by the Hiring Hall based on the total number of hours worked for the outside employer, in full, to the Hiring Hall.

Workers who have limited availability due to injury or because they receive Social Security or Workers Compensation may appeal, in writing, to the Hiring Hall Governance Board for special attention concerning this area. Documentation shall be required for exemption from minimum hour requirements.

Hiring Hall Certification Date (HHCD) shall be based on the date a worker in good standing successfully completes the examination procedures as described

A worker shall be given A group status whenever they meet the following qualifications.

- Meet all eligibility requirements as outlined under Eligibility and Dispatch Groups.
- Have passed the written portion of the general skills test.
- Accepted three (3) consecutive labor referrals.

A worker in A group shall be given B group status whenever they meet the following qualifications.

- Meet all eligibility requirements as outlined under Eligibility and Dispatch Groups.
- Turn down three (3) consecutive labor referrals.
- Have non-availability exceeding seven (7) days in a given month.

9.2 Specialty Personnel Dispatch List

The employer will provide Specialty Personnel skill level requirements needed for a particular labor request. The Business Agent shall make every effort to fulfill these requirements when filling a labor request. Specialty Personnel skill levels shall be calculated by the Hiring Hall Governance Board as objectively as possible using, but not limited to the following criteria: documented, demonstrated or other objectively recognized skills, documented hours worked within particular Specialty Skills areas and workers Hiring Hall Certification Date.

Specialty Personnel skills shall be within the following departments:

- Carpentry:
Shop carpenters; fly rail operators, theatrical and non-theatrical riggers, forklift and aerial lift operators and truck loaders.
- Electrics:
Qualified hookup electrician, system operators and technicians, spot operators and video system operators and technicians.
- Sound:
System operators and technicians.
- Wardrobe:
Dressers, sewers, beader's, laundry personnel.
- Hair:
Hair personnel and make-up personnel.
- Props:
Properties personnel.

10 Dispatch Groups

10.1 Group A:

The qualifications for achieving and remaining in Group A shall be the acceptance of at least seven hundred (700) hours of work in one (1) of the previous two (2) years. However, should a worker in Group A fail to meet the annual hour requirements or turn down three consecutive work calls in a given year when offered by the Business Agent, after having indicated to the Business Agent their availability for that time period or cancels more than three work calls in a given year after accepting them from the Business Agent, that worker will be placed at the top of Group B when the dispatch list is reviewed. Those workers in Group A who have met the qualifications for remaining in the group shall be moved up in numerical order based on HHCD fill the spots left empty.

10.2 Group B:

The qualifications for achieving and remaining in Group B shall be the acceptance of at least four hundred (400) hours of work in one (1) of the previous two years. However, should a worker in Group B fail to meet the annual hour requirements or turn down three consecutive work calls in a given year when offered by the Business Agent, after having indicated to the Business Agent their availability for that time period or cancels more than three work calls in a given year after accepting them from the Business Agent, that worker will be placed at the top of Group C when the dispatch list is reviewed. Those workers in Group B who have met the qualifications for remaining in the group shall be moved up in numerical order based on HHCD to fill the spots left empty.

10.3 Group C:

The qualifications for achieving and remaining in Group C shall be the acceptance of at least one hundred (100) hours of work in one (1) of the previous two (2) years. However, should a worker in Group C fail to meet the annual hour requirements, that worker will be placed at the top of Group D when the dispatch list is reviewed. Those workers in Group C who have met the qualifications for remaining in the group shall be moved up in numerical order based on HHCD to fill the spots left empty.

10.4 Group D:

The fourth group - Group D - shall consist of all other qualifying workers and all new workers. All new workers shall be placed in Group D commencing with the first day the individual is employed under a collective bargaining agreement held by IATSE Local # 470, whether by dispatch or direct employment. If two or more workers begin on the same day, the order of their placement shall be determined by the date their Dispatch Information Sheet was received by IATSE Local # 470. If both Sheets were received on the same date, or if neither worker has a Sheet on file with the Union, the order of their placement shall be determined by lottery.

The qualifications for remaining in Group D shall be the acceptance of at least twenty-five (25) hours in one (1) of the previous two (2) years. Should a worker in Group D fail to meet these qualifications, they will be removed from the dispatch list. These workers may re-apply to be placed in Group E at any time after being removed from the dispatch list.

10.5 Group E - the Extras List:

The fifth group - Group E - shall consist of all Hiring Hall applicants who have submitted their Dispatch Information to IATSE Local # 470 for consideration. Anyone who sends a worker inquiry to the office of IATSE Local # 470 at P.O. Box 3351 Oshkosh, WI. 54903 shall be sent a packet of information including a Dispatch Information Sheet and the Worker Agreement. The Hiring Hall applicant will be considered for dispatch upon the return of the requested information. A reasonable effort shall be made to keep the Hiring Hall applicants in an order determined by the date their Dispatch Information Sheet is received. However, an applicant who is determined to be better qualified on the basis of their resume and Dispatch Information Sheet or an applicant who is requested by an employer in accordance with this document and the applicable collective bargaining agreement may be dispatched for employment ahead of other applicants. If an applicant has not accepted a call within the one (1) year of the receipt of their information they may reassert their interest in remaining in the group either in writing or by phone message to the Business Agent.

Should an applicant in Group E fail to meet these qualifications, they will be removed from the list. Those removed may reapply at any time. The Business Agent will initiate the first telephone contact with the applicant in regard to dispatched employment. Once a worker in Group E accepts a call through the Hiring Hall or is employed directly by an employer under a collective bargaining agreement held by IATSE Local # 470, they will be placed at the end of Group D.

11 Lack of Available Work:

For any year that the work available to the workers on the Dispatch List is not enough to allow them to maintain their positions on the lists, the Hiring Hall Governance Board may revise the required minimum number of hours to reflect the work available. They will do so during the First Quarter of the following year. Any worker feeling that the number of calls made available to them has adversely affected their position on the Dispatch List may request such a review of the Board. Any revisions by the Hiring Hall Governance Board of these minimums must be approved by the membership. Workers who receive Social Security, limiting their ability to accept calls, may be exempted from the minimum number of hours required to remain in their group at the discretion of the Hiring Hall Governance Board. It is the responsibility of such workers to inform the Hiring Hall Governance Board of their situation. Some documentation may be required. Workers, who are injured or receive Workmen's Compensation from work accepted through this hiring hall, limiting their ability to accept calls, may be exempted from the minimum number of hours required to remain in their group at the discretion of the Hiring Hall Governance Board. It is the responsibility of such workers to inform the Hiring Hall Governance Board of their situation. Some documentation may be required.

12 Additional Methods of Qualification

The Hiring Hall Governance Board may consider additional methods of meeting the qualifications for remaining in a dispatch group. These methods may include:

- Hours worked within the entertainment industry as defined and governed by these rules.
- Workers seeking credit for additional methods of qualifications may apply in writing to the Hiring Hall Governance Board
- Workers whose hours are approved shall be granted eight (8) hours for each full week, and/or four (4) hours for each partial week worked. Documentation of the number of weeks actually worked must be provided.

The Business Agent shall be granted one hundred seventy five (175) hours per calendar quarter while in office. Primary Stewards who are fulfilling their obligation to a particular venue and are negatively affected in regards to accumulated hours will be given consideration by the HIRING HALL GOVERNANCE BOARD in dispatch placement by the "lack of available work" clause.

13 Discipline

13.1 Expectations

All workers dispatched by the Hiring Hall are representatives of IATSE Local #470 in their place of employment and are expected to abide by and uphold the IATSE Local #470 Hiring Hall Conduct Policy. Failure to do so shall result in disciplinary action.

13.2 Disciplinary Action

The Hiring Hall Governance Board shall be the sole disciplinarian of these rules. Disciplinary action shall be taken by the Hiring Hall Governance Board on the basis of written information provided by the Business Agent, an Employer and/or Coworker. Disciplinary action may consist of, but is not limited to monetary fines, suspension from dispatch, successful completion of an appropriate rehabilitation or training program, or proof of knowledge of a skill or concept. Any disciplinary action taken by the Hiring Hall Governance Board will be done in closed session and be accompanied by a certified letter of explanation to the worker. There shall also be opportunity granted for appeal to the Executive Board and/or the membership of IATSE Local #470.

Workers being requested to appear before the Hiring Hall Governance Board for consideration of disciplinary action will be contacted by return receipt letter. The Hiring Hall Governance Board may choose to suspend, from dispatch, said worker if they are unable to be contacted or refuse to respond.

14 Administration, Oversight, Review

The Administration and Oversight of the Hiring Hall and its Procedure shall be the responsibility of the Hiring Hall Governance Board. The Hiring Hall Governance Board shall be made up of the members of the Executive Board of IATSE Local #470. The Hiring Hall Governance Board shall publish and submit the Dispatch Lists to the Business Agent and general membership of IATSE Local #470 at the first regularly schedule general membership meeting of each calendar year. The Hiring Hall Governance Board shall review the Hiring Hall Procedure and offer any proposed revisions, other than Dispatch Lists, on a quarterly basis. The Business Agent shall answer for the actions in the management of the Hiring Hall to the Hiring Hall Governance Board and the general membership of IATSE Local #470. It shall be the responsibility of the Business Agent, after being advised of such ineligibility by the Hiring Hall Governance Board, to immediately suspend any worker from dispatch who does not meet all eligibility requirements.

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It shall be the responsibility of the Business Agent, after being advised of such eligibility by the Hiring Hall Governance Board, to immediately reinstate any worker who once again meets all eligibility requirements including, but not limited to: payment of financial obligations, payroll percentages or successful appeal of disciplinary action. It shall be the responsibility of the Business Agent to inform Job Stewards of any workers changing eligibility status. The official Dispatch Lists shall be held by the Hiring Hall Governance Board. The Official dispatch lists will be posted for public viewing at the Winnebago County Labor Council Office for four weeks after it's submission and publication from the Hiring Hall Governance Board. In addition the dispatch list will be posted on the IATSE Local #470 public web page & available to all workers upon written request to the Hiring Hall Governance Board.

Any worker who feels their position on the Dispatch Lists is incorrect may appeal, in writing to the Hiring Hall Governance Board for a detailed review.

15 Serviceability

Should any changes, modifications, or amendments to this document be required, they will follow the procedure listed below.

15.1 Changes, Modifications, or Amendments

Any member of IATSE Local 470, who wishes to propose any adjustments, amendments, or modifications to this document, may do so by contacting the Hiring Hall Governance Board. Upon receipt of such proposals for adjustments, amendments, or modifications, the Hiring Hall Governance Board shall review these requests. If, in the view of the Hiring Hall Governance Board, the adjustments, amendments, or modifications are constructive, the Hiring Hall Governance Board shall submit the above to the membership of IATSE Local 470 at any regularly scheduled General Meeting for approval, as outlined below. Adjustments, amendments, or modifications may also be brought before the membership of IATSE Local 470 (by member motion or proxy) on a quarterly basis.

Upon prescribed submission to the Membership as outlined above, notice of proposed changes shall be sent to the general membership of IATSE Local 470. A secret ballot on the adjustments, amendments, or modifications shall be taken at the next General Meeting. Upon approval, ALL documentation shall BE UPDATED.

16 Savings Clause

In the event that any term, paragraph, or provision, of this document be found to be unenforceable, illegal (under Federal, State, Local, or Union laws and Contracts), the Hiring Hall Governance Board shall submit any changes to the general membership, as outlined above.

Should any term, paragraph, or provision of this document be found to be illegal or unenforceable, ONLY that part shall become void. All other provisions of this document shall apply.

17 Appendix

17.1 IATSE Local 470 Hiring Hall Conduct Policies and Procedure

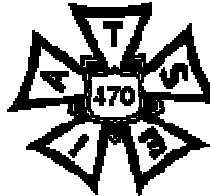
CONDUCT:	FIRST OFFENSE	SECOND OFFENSE	THIRD OFFENSE	REPEAT OFFENSES
Absent W/O Notification: (calendar year)	\$100 fine written warning 15 day loss job referral	\$300 fine written warning 30 day loss job referral	Removal From Referral Call List	
Habitual Tardy (calendar year)	(First 3 offenses) possible \$20 fine written warning each offense	4th offense poss. \$20 fine written warning removal to next lower Dispatch Group for 3 months	5th offense poss. \$20 fine written warning 30 day loss job referral	Each succeeding offense poss. \$20 fine written warnings 30 day loss job referral with each offense
Possession/Use Alcohol/Narcotics at Jobsite or arrival at work under the influence	\$20 fine written warning sent home	6 mo. loss job referral written warning sent home	Removal From Referral Call List	
Theft of company or worker property	\$250 fine written warning 6 mo. loss referral	\$500 fine written warning 1 year loss job referral	Removal From Referral Call List	

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Fighting on Jobsite (Physical)	\$100 fine written warning 6 mo. loss job referral	\$200 fine written warning 1 year loss job referral	Removal From Referral Call List	
Fighting on the Jobsite (verbal) (calendar year)	Written warning may be sent home poss. loss near term job referral	Written warning may be sent home poss. loss near term job referral	30 day loss job referral	30 day loss job referral
Harassment or Discrimination (all types-recurring documentation) (creation of a hostile work environment)	Written warning to stop offensive behavior	Written warning 1 year loss of job referral	Removal From Referral Call List	
Substandard performance	Written warning	Written warning	Written warning 6 month loss of all show calls	Written warning 6 month loss of all show calls
Appearance/Conduct (inappropriate, offensive, profanity, nudity, or obscene in audience or venue management opinion)	Written warning	\$20 fine written warning	\$20 fine written warning 30 day loss of job referral	\$20 fine written warning 30 day loss of job referral

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17.2 Workers Agreement



IATSE 470 HIRING HALL WORKERS AGREEMENT

In accordance with Article I Section 1.1 of the IATSE Local # 470 Hiring Hall Referral Procedure, I the undersigned acknowledge that I have read and intend to abide by the established Hiring Hall Referral Procedure and Conduct Policy of IATSE Local # 470.

I further acknowledge that any violation by me of this established procedure may result in my being fined, suspended or removed from the Hiring Hall Dispatch List.

Print Name: _____

Signature: x _____

Date: _____

Address: _____

City

State

Zip Code

Main Phone No.: _____ 2nd Phone No.: _____

E-Mail Address: _____

EDUCATION:

Primary/GED: _____

Name

City

State

Grade
Completed

Date

College: _____

Name

City

State

Degree

Date

Major

Minor

Official Hiring Hall Procedure and Agreement IATSE Local 470 approved August 26, 2007
and as amended February 24, 2008 and April 26, 2009.

IATSE 470 HIRING HALL WORKERS AGREEMENT, Cont.

Additional Education: _____
(Please List)

Additional Skills/Experience: _____
(Other than IA-470. Please List)

Union Affiliation: _____
(Other than I.A.T.S.E. - Local 470)

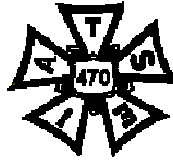
Work Limitations: _____
(Scheduling, Transportation, Physical, etc...)

Emergency Contact Information: _____
Name Relationship Phone No.

How did you hear about the Hiring Hall? _____

Please return signed and dated Workers Agreement to: IATSE Local 470
(or your Job Steward) P.O. Box 3351
Oshkosh, WI 54903

17.3 Removal from Dispatch Form



**I.A.T.S.E. – Local 470
Hiring Hall Dispatch Removal Form**

In accordance with Article 1.1, Article 2.3, and other sections of the I.A.T.S.E. - Local 470 Hiring Hall Procedure and Agreement, I, _____, hereby request that I be removed from dispatch for the following reason(s):

- I wish to be removed from all Labor Dispatch Calls, until I notify the Business Agent of IATSE – Local 470.
- I wish to be removed from all Labor Dispatch calls at the following Venue: _____.
- I wish to be removed from all Labor Dispatch calls for the following Employer: _____.
- I wish to be removed from all Labor Dispatch calls starting _____, 20____ and ending _____, 20____.
- I wish to be removed from dispatch for the following reason: _____.

The reason that I am making the above request is: _____

I understand and accept the fact that my discussion(s) listed above may negatively affect my employment opportunities, and my ability to earn an income from employers supplying work to the Hiring Hall.

SIGNED: _____ **DATE:** _____

This signed document must be returned to the Business Agent of I.A.T.S.E. – Local 470 at:

**I.A.T.S.E. – Local 470
P. O. Box 3351
Oshkosh, WI 54903
Attn: Office of the Business Agent**

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