

LOCAL #76, I.B.E.W.
INSIDE WIREMAN REFERRAL AND DISPATCH PROCEDURES
Effective January 1, 2009

1. Applicants who qualify for Group I status may have their name placed on the Available for Work list, provided they are not employed within the geographical jurisdiction of IBEW Local #76 by an Employer who has a Collective Bargaining Agreement with IBEW Local #76 applicable to the list they are signing. Applicants who qualify for Group II, III or IV status may have their name placed on the Available for Work list provided they are not employed under a similar Collective Bargaining Agreement within the geographical jurisdiction of any IBEW Local Union. Available for Work list registration must be done during normal business hours at the Local 76 office. Group I applicants may register on the Available for Work list by calling the Local #76 office during normal business hours. Registration numbers will be assigned at the time the telephone call is received.

2. Applicants may have their name placed on a "Short-Call" list in addition to the Available for Work list. The rules for registering on the "Short-Call" list shall be the same as those for the Available for Work list.

3. All registered applicants must re-register monthly, sometime during the calendar month. Book I must re-register either; in person (at the Local #76 office, during normal business hours, or at regularly scheduled Union meetings); by US Mail (postmarked no later than the last day of the month) or; electronically via the IBEW Local #76 website (dated no later than the last day of the month). Groups II, III and IV must re-register in person, at the Local #76 office during normal business hours. Failure to re-register monthly will result in the Applicant's name being removed from the Available for Work list and/or "Short-Call" list.

4. All referrals will be by Master List. Regardless of the applicant's residence within the jurisdiction of Local Union #76, upcoming jobs will first be offered to the Group I applicant with the lowest available registration number.

A) Group I applicants may be present at the Local #76 Hall in Tacoma to accept dispatch. Normal Dispatch will begin at 8:30 A.M. and is expected to end no later than 10:00 A.M.

B) Group I applicants may indicate their desire to bid for upcoming jobs by: a) being present at the Local #76 Hall; b) leaving their name, registration number, telephone number and job preference on the IBEW Local #76 Unit Bid recorder between 5:00 P.M. and 7:00 A.M. or; c) submitting a "Unit Bid Form" via the Local #76 Website between the hours of 5:00 P.M. and 7 A.M. (NOTE: Book I applicants who bid upcoming jobs by telephone or via the Local 76 website should be aware that "Short Calls" are dispatched prior to "Long Calls". Keep that in mind when noting job preferences.) Applicants who bid for upcoming jobs by telephone or via the Local #76 Website must be available by phone between the hours of 8:30 A.M. and 10:00 A.M. Applicants who are not available by phone to accept a job when contacted by the Local #76 office will be removed from the Available for Work list and "Short Call" list. The ability to bid upcoming jobs by telephone and via the Local 76 website is being offered as a convenience to Group I applicants. IBEW Local #76 assumes no responsibility for telephone or website system failures or other unforeseen situations that result in Unit bids not being received by the Local #76 Dispatcher.

C) Group II, III, and IV applicants must be present at the Local #76 Hall in Tacoma to accept dispatch. Group II, III, and IV dispatch will take place, in successive order, immediately following Group I dispatch.

D) If necessary, dispatch will remain open - beyond Normal Dispatch - until all requests for manpower are satisfied.

5. "Long-Calls" are jobs that, at the time of dispatch, are expected to last in excess of eighty (80) hours (not including overtime). "Long-Calls" will be dispatched from the Available for Work list. Applicants shall have their name automatically removed from the Available for Work list and the "Short-Call" list upon accepting a "Long-Call" and working in excess of eighty (80) hours (not including overtime). Applicants who accept a "Long-Call" and who, through no fault of their own, work less than eighty (80) hours (not including overtime), shall be restored to their appropriate place on the Available for Work list, provided the applicant presents a valid termination slip. Applicants terminated under the "No Fault Referral" Memorandum of Understanding shall be restored to their appropriate place on the Available for Work list, provided the applicant presents a valid termination slip. If the applicant initiates the "No Fault Referral" termination, the applicant is not available for dispatch until the following business day. Termination other than ROF will be cause for removal from the Available for Work list and the "Short-Call" list. Applicants shall be issued a maximum of two (2) referrals per Available for Work list registration number. Available for Work list applicants shall be issued a "Turn Down" each time they fail to accept a "Long-Call" job offer. Available for Work list applicants who are either not available or not present at dispatch shall also be issued a "Turn Down" if they would have been offered a "Long Call" had they been available or present. A "Long Call" shall be considered "offered" if: a) Any "Long Call", at the time of Normal Dispatch, is accepted by a person with a lower Available for Work list number, or; b) Any "Long Call", at the conclusion of Normal Dispatch, is left unsatisfied.

EXAMPLE: There are 100 persons on the Available for Work list and there are 4 Journeyman manpower requests. Number 37 on the Available for Work list fills the last request. Every person from #1 to #36 that did not accept one of these jobs, whether they were present or not, shall be issued a "Turn Down".

Three (3) "Turn Downs" will result in removal from the Available for Work list. Exceptions may be granted for Group I Applicants who are on Jury Duty (prior documentation required) or attending to Union Business (prior documentation required). Exceptions may be granted for all Applicants who are activated Military Reserve or National Guard (documentation must be provided and must be re-provided at least annually). Eligible Applicants, who receive three (3) "Turn Downs", resulting in removal from the Available for Work list, will be not be allowed to re-register until the conclusion of Normal Dispatch.

6. "Short-Calls" are jobs that cannot exceed eighty (80) hours (not including overtime). Employment must be terminated at the conclusion of a "Short-Call". "Short-Calls" will be dispatched from the "Short-Call" list. Applicants, at the conclusion of their first "Short-Call", shall be restored to their appropriate place on the "Short-Call" list. Applicants, upon acceptance of a second "Short-Call", shall have their name automatically removed from the "Short-Call" list. Applicants must present a valid termination slip to document the conclusion of all "Short-Calls". Termination other than ROF will be cause for removal from the Available for Work list and the "Short-Call" list. "Short Call" list applicants shall be issued a "Turn Down" each time they fail to accept a "Short Call" offer. "Short Call" list applicants who are either not available or not present at dispatch shall also be issued a "Turn Down" if they would have been offered a "Short Call" had they been available or present. A "Short Call" shall be considered "offered" if: a) Any Short Call, at the time of Normal Dispatch, is accepted by a person with a lower "Short Call" list number or b) Any "Short Call", at the conclusion of Normal Dispatch, is left unsatisfied. THE EXAMPLE ABOVE ALSO APPLIES TO THE "SHORT CALL" LIST. Three (3) "Turn Downs" will result in removal from the "Short-Call" list. Exceptions may be granted for Group I Applicants who are on Jury Duty (prior documentation required) or attending to Union Business (prior documentation required). Exceptions may be granted for all Applicants who are activated Military Reserve or National Guard (documentation must be provided and must be re-provided at least annually). Applicants who receive three (3) "Turn Downs", resulting in removal from the "Short-Call" list, will not be allowed to re-register until the conclusion of Normal Dispatch.

7. Group I applicants unable to work due to temporary illness or disability may maintain their appropriate position on the Available for Work and/or "Short-Call" list provided they present advance written documentation signed by a doctor. Temporary illness or disability shall not exceed three (3) months without follow-up written documentation signed by a doctor. A signed doctor's release must be presented the day prior to dispatch to be eligible for referral.

8. Group I applicants unable to work due to vacation may maintain their appropriate position on the Available for Work and/or "Short Call" list provided they submit a vacation form stating vacation starting and ending dates. Vacation forms must be submitted at least one day prior to the start of vacation, and the applicant will be ineligible for referral during that period. Vacations are limited to twenty-eight (28) days in any calendar year, and must be a minimum of seven (7) consecutive days at any one time. During periods of "High Unemployment", vacation will be extended to fifty-six (56) days per calendar year, consistent with all other provisions outlined in this section. It shall be the exclusive responsibility of the Business Manager to declare when a period of "High Unemployment" is and is not in effect.

9. As a convenience to those seeking employment, IBEW Local #76 will make every effort to announce upcoming jobs on the Local #76 Job Line -- (253) 475- 1190 -- and on the Local #76 Website -- www.ibew76.org. In doing so, IBEW Local #76 assumes no responsibility for mechanical failure, telephone failure, personnel error, the inadvertent omission of upcoming jobs, or other situations resulting in incomplete or inaccurate information posted on either the Job Line or Website.

10. The Business Manager is responsible for filling requests for manpower in a timely manner. Therefore, the procedures outlined above may be circumvented in the event of an emergency. An emergency is defined as:

- A threat of life endangerment;

- A threat of property endangerment;

- An unexpected and/or unpredictable interruption of the electrical contractor's customer's operations or functions;

- Any serious disruption affecting the ability of the referral hall to adhere to these procedures.

In an emergency, I.B.E.W. Local # 76 may fill calls by any means possible.