

Hiring Hall Rules

Construction & Specialized Workers' Union Local 1258

1. You must be a *Member in Good Standing* of Local 1258 to have your name placed on the Out of Work Board.
2. It is the responsibility of each Member to:
 - I. Be current in the payment of your dues. Any Member whose dues are greater than two (2) months in arrears shall be removed from the Out of Work Board. Upon readmission, your name will be placed at the bottom of the Out of Work Board;
 - II. Be informed as to the availability of work;
 - III. Ensure the Union has your current address and telephone number.
3. The dispatch system for Local 1258 is a bid system.
 - I. Members are dispatched to work by bidding on jobs that they wish to work at for which they possess the required qualifications;
 - II. Job orders from contractors will go on the tape as they come in and Members must call in to the Job Line to bid.
 - III. Members will be dispatched in priority sequence based on their position on the Out of Work Board and their qualifications.
 - IV. The job recording is on from 11:00 a.m. to 2:00 p.m. (Monday to Friday). Members have until 2:00 p.m. that same day to bid on these jobs (in person or by phone) with the Local 1258 Union Office. The Local 1258 Union Office will notify successful bidders within one hour of bids closing (or the Member can call dispatch with this hour) and must speak directly to the Member (messages will not be left) or the job will go to the next lowest bidder.
 - V. If no bids are received for a job order, the dispatcher will fill the order by contacting qualified Members based on their place on the Out of Work Board.
4. A Member registered on the Out of Work Board must complete and keep current, a job classification card that sets out qualifications, skills and applicable tickets.
5. A Member must receive clearance from the Dispatcher prior to reporting to work.

6. Name hires will be cleared by the Dispatcher according to the provisions of the applicable Collective Bargaining Agreement.
7. When a Member is unavailable for work, they must notify the dispatcher. When the Member becomes available, they must again notify the dispatcher. Until the Member notifies the dispatcher that they are available for work, the Member will not advance on the Out of Work Board.
8. When a Member is referred to a job which lasts twenty (20) calendar days or more their name will be removed from the Out of Work Board. When the job ends, it is the member's responsibility to contact the Union Office to have their name placed back on the Out of Work Board.
9. A Member who accepts a dispatch by falsifying employment information or qualifications and is terminated by their employer as a result will be further disqualified from receiving a job referral for a period of thirty (30) days.
10. Members must check in with the dispatcher by phone or in person at least once every month to remain on the Out of Work Board. Failure to check in will result in your name being removed from the board.
11. A Member who:
 - I. fails to report to the office of the job site when so directed after having bid for and accepted a dispatch or;
 - II. quits or has his or her employment terminated for any just cause reason other than a verifiable shortage of work, or;
 - III. fails to follow any lawful directive of the Union or its designated representatives, or;
 - IV. moves from one employer to another without clearance from the Union Office;
 - a) shall have their name removed from the Out of Work List for a period of thirty (30) days, and be removed from any job site under the jurisdiction of the Union. Upon returning to the Job Board, their name will be placed at the bottom of the Board.