

DISPATCH PROCEDURES FOR BUILDING TRADES JOURNEYMEN PLUMBERS & PIPEFITTERS LOCAL No. 469

An eligible Building Trades Journeyman is any individual with at least five (5) years working experience performing covered work who has successfully completed the Local 469 apprenticeship program or a comparable program; or, who has successfully passed a Local 469 competency examination or in the case of List "2" registrants registered to take a competency examination.

REGISTERING ON OUT-OF-WORK LIST

The Union maintains three separate Out-of-Work Lists. It is YOUR obligation to prove you meet eligibility requirements. You may prove "hours worked" by use of paycheck stubs, income tax records and/or records from the fund office. Certain referrals require certifications, a city license or specialized training or experience. It is YOUR obligation to supply this information to the dispatcher.

To register one must verify his/her unemployment. To register one must declare that he/she is a citizen of the United States or otherwise authorized to work in the United States. Registration shall be done in person at the hiring hall. However, a registrant who re-registers on the same or next day after leaving a jobsite more than a 40-mile driving distance, as determined by Map Quest, from the hiring hall may do so by phone.

Names appear on the appropriate Out-of-Work List in the chronological order of registration. Applicants who falsify information will be removed from the list. Any individual performing covered work for any contractor within the Union's geographical area without having been duly dispatched or otherwise obtaining prior written authorization from the Union shall have his/her name stricken from the Hiring Hall list and forfeit the right to register with the Hiring Hall for a period of six (6) months from the date of discovery or the date the employee severs prohibited employment, whichever is later.

LIST 1: All Building Trades journeyman who (a) worked in journeyman classifications for signatory contractors in Local 469's geographical jurisdiction for a minimum of 3600 hours within the last 36 months; or, (b) successfully completed the Local 469 JAC apprenticeship program within the last 36 months. Once qualified for List 1, one remains qualified to sign List 1 provided he/she continues to work or seek work opportunities, without a break of more than 26 consecutive weeks, within Local 469's geographical jurisdiction. When a break of more than 26 consecutive weeks occurs, Local 469 shall send a written notice to the registrant's last known address advising the List 1 Journeyman that his/her name has been purged from the list. The individual has one (1) year from the date of the letter in which to properly sign the list in order to maintain eligibility on List 1. Those receiving a pension benefit from the Arizona Pipe Trades Pension Fund retain eligibility to sign List 1.

LIST 2: All Building Trades journeymen who have worked at least 3,600 hours within the last two years as a journeyman while an Arizona resident and who have passed or registered to the Union's Building Trades Journeyman test.

LIST 3: All other qualified Building Trades journeymen available for work.

CONTINUED PLACEMENT ON AN OUT-OF-WORK LIST

To remain on a list, a registrant must be actively seeking work at the trade. A Journeyman may continue to keep his/her name on an out of work list while working pursuant to a dispatch under the Local 469 Residential Agreement. During the first 10 working days of each January and July, each registrant must "sign-in" to continue to occupy his/her position on an out of work list. Those on List 1 currently living at an address more than a 40-mile driving distance, as determined by Map Quest, from the hiring hall, may "sign in" by phone. Those who are disabled or ill may be excused from re-signing if they provide written verification of such disability or illness from a treating doctor. Those who fail to re-sign during the designated period shall have their name removed from the list.

DISPATCH TO EMPLOYMENT

Each evening, the Hiring Hall will provide a recorded message, (602) 956-9702, listing the jobs available for the following day and the time of the roll call. To obtain a dispatch, a registrant must physically appear and "sign in" at roll call by the time designated in the recorded message. However, List 1 registrants, who previously advised the dispatcher he/she currently lives more than a 40-mile driving distance, as determined by Map Qwest, from the hiring hall, may "sign in" by leaving a recorded message within the designated time of his/her intent to accept the call and a phone number where he/she may be reached. During periods of high demand, the Dispatcher may waive the physical "sign in" requirement for those already registered.

Unless provided for otherwise under the Collective Bargaining Agreement, dispatch shall be in the order names appear on List 1, and then List 2 and then list 3. At the contractor's option, a registrant prior to dispatch must establish his/her compliance with employer stated job qualifications including drug testing and I-9 identification. Any registrant turned down by the employer for failing to meet stated job qualifications, except passing a skill or qualification test, may re-register only at the bottom of the list. A registrant who fails a skill or qualification test shall not be eligible for dispatch to the same contractor for any job with the same requirements for 30 days. A registrant who fails two (2) skill or qualification tests on the same topic, but administered by different contractors, within a 30 day period shall be deemed ineligible for dispatch to any job requiring said skill or qualification until such time as the Journeyman successfully completes training at the Local 469 apprenticeship program.

TERMINATION OF EMPLOYMENT

Terminated employees must notify the Hiring Hall by the next working day after termination. Journeymen given a reduction in force on a short call, that is, work lasting fifteen (15) working days or less, may retain his/her previous spot on an out of work list. A registrant who fails to timely report to work pursuant to a dispatch may re-sign the list, but at the bottom.

If a Contractor designates a List 1 Journeyman as "not eligible for rehire", the List 1 journeyman will be disqualified for dispatch to that Contractor for 90 days. If the same contractor issues a second "not eligible for rehire" within a 5 year period, the List 1 Journeyman shall not be

eligible for dispatch to that Contractor without a written request from the Contractor. If a List 1 Journeyman receives two "not eligible for rehire" terminations within 6 months, the Journeyman shall be ineligible for placement on any Building Trades Journeyman hiring hall list maintained by the Union for a period of ninety (90) days.

Upon initially registering on List 2 or List 3 , a Journeyman shall serve a 3600 hour probation period. Any probationary List 2 or List 3 Journeyman receiving a termination slip marked "not eligible for rehire" shall not be dispatched to that contractor for a period of 180 days. Any probationary List 2 or List 3 Journeyman receiving a second not-eligible for rehire termination notice shall be ineligible for placement on any hiring hall list maintained by the Union for a period of one (1) year.

If a List 2 or List 3 Journeyman after taking a long term call to a particular jobsite voluntarily terminates his employment at that jobsite before completing three full calendar weeks but the type of work for which the journeymen was dispatched to perform, remains to be done on that jobsite, he or she will be ineligible to sign any out of work list maintained by the Union for a period of three calendar weeks from the date of his termination. This penalty shall not apply if the Employer waives the penalty.

A Contractor shall not issue a "not eligible for re-hire" unless it has "good cause" and completes the process set forth in the industry approved disciplinary action form.

If a hiring hall registrant is rejected by two employers on the basis of being identified as an "unauthorized alien" by the screening program known as E-Verify, the individual shall not be eligible to register on any hiring hall list until establishing he/she is a citizen or the United States or otherwise authorized to work in the United States.

SUBSTANCE ABUSE POLICY

Upon request of a signatory contractor, the Union will administer a pre-dispatch drug test before dispatching a hiring hall registrant. The Union will not dispatch anyone that has a positive test. If the test results are inconclusive, dispatch will await the result of a confirmatory test.

When a contractor has requested a pre-dispatch drug test, a registrant to be eligible for the referral must sign a Consent and Release form without modification as a condition to be dispatch.

The Union will utilize a laboratory that is experienced in performing tests drug detection. The laboratory will provide chain-of-custody procedures and final results reporting. Samples shall be collected and tested with due regard to the privacy of the individual being tested, and in a manner reasonably calculated to prevent substitutions or interference with the collection or testing of reliable samples. Alteration of a sample will be treated as a positive test result.

The following confirmation limits (amount of the drug which can be reliably detected by the laboratory) will be used to determine a positive test result.

DRUG ABUSE CONFIRMATION

**DISPATCH PROCEDURES FOR BUILDING TRADES JOURNEYMEN
PLUMBERS & PIPEFITTERS LOCAL No. 469**

Effective October 1, 2007

Page 3 of 4

DRUG (CLASS)	REPORT LIMIT, NGML*
Marijuana	15ng/ml
Cocaine	150ng/ml
Opiates	2000ng/ml
PCP	2.5ng/ml
Barbiturates	200ng/ml
Benzodiazepines	200ng/ml
Methadone	qualitative test (presence)
Methaqualone	qualitative test (presence)
Propoxyphene	qualitative test (presence)
Sympathomimetic Amines (Includes amphetamine and methamphetamine)	500ng/ml
Alcohol (D.O.T. Law) .04%	20mg/dl (milligram/deciliter)

- ng/ml = Nanogram/Milliliter of Urine

In order to maintain confidentiality, all test results shall not be divulged to any other person except the dispatcher and any contractor which has requested a registrant by name. The Union may disclose results to its appropriate agents, officers and attorneys of the Union in any situation where the registrant is contesting the accuracy of the results. The Union shall not be precluded, however, from divulging such test results upon request to agencies of local, state or federal governments, or administrative or judicial proceeding if the results of such test are relevant to the issues involved or when required to divulge such test results by a subpoena.

A registrant may challenge the validity of the drug test at a cost to the registrant provided any challenge test must be conducted on the same sample as the first test.

Any registrant who tests positive twice within a thirty day period will have his/her name placed on the bottom of the appropriate out of work list maintained and will be referred to EAP (employee assistance program).

HIRING HALL GRIEVANCES

If you dispute any decision as to the operations of the hiring hall or any "not eligible for rehire" notice issued by any contractor, you must file a written grievance within 10 working days of the occurrence. If you do not file a written grievance, you waive your right to contest the decision.