

## **Everett .. Mt. Vernon - Bellingham LABORERS LOCAL 292 HIRING HALL REGULATIONS**

Any applicant that wants to place their name on the out-of-work list shall pay a \$45.00 hiring hall fee, per month, until they are dispatched to work. At which time they have nine (9) working days to make a \$125.00 payment towards their initiation fee of \$500.00. You then have 30 days to pay the remaining balance of \$375.00. Your monthly dues will be \$37.00 per month.

New applicants that do not join the Laborers Apprenticeship Program will be placed on the D list and will remain on the D list until they work 200 hours.

Every applicant may be on the out of work list at any of the following locations that they are willing to seek employment in. This shall be indicated on their classification card as:

Zone A Everett, (Snohomish County)  
Zone B Mt Vernon (Skagit and Island Counties)  
Zone C Bellingham (Whatcom and San Juan Counties)

If you are currently on the out-of-work list and add an additional zone, you will get a new date/time stamp and position on the out-of-work list that coincides with the date/time at which you add the new zone, regardless of your position on the previously selected zones.

Every applicant who is registered on the out-of-work list must call in for roll call 48 hours prior to 9:00am of the first Thursday of every month in order to keep their name on the out-of-work list they are registered on. If you fail to call in, your name will be removed from the out-of-work list until you check back in, at which time your name will be placed at the bottom of the out-of-work list you were registered on. This can be done by phone or in person.

Every applicant is required to fill out a classification card and it is their responsibility to keep these classifications updated and current with the local. They shall also indicate the location(s) they are willing to seek employment in for dispatch purposes.

Changes made to an applicants' classification list will not affect dispatches for that day.

Normal dispatch hours, for all locations, is 1:00pm to 5:00pm Monday through Friday.

In all locations, notification of job referrals shall be done by phone. To notify an applicant of a job referral; the Local Union shall call the applicant at the phone or cell phone number on file (allowing the phone to ring no less than 10 times or until voice mail picks up). After a SINGLE phone call has been placed to the number on file, the local shall call the next qualified applicant on the list until the job is filled. It is the applicants' responsibility to keep their phone number and all other contact information updated and current with the Local Union.

If a call is placed to your phone or cell phone for a job in which appears on your classification card, that you are qualified for, and you are unavailable or refuse the job for two (2) separate dispatches, your name will be placed on the bottom of the out-of-work list you are registered on.

An applicant will be considered unavailable if they cannot be reached after a single phone call (allowing the phone to ring no less than 10 times or until voice mail picks up), has been placed to the telephone number provided by the applicant, cell phone, an answering machine, voice mail, or person at that number. Applicant will be considered unavailable unless they have given the Local Union notice in writing of unavailability; any written notice for unavailability shall not to exceed thirty (30) days per calendar year.

An applicant will not be considered unavailable for attending the Laborers Training School or is medically excused.

In the event of an emergency or ASAP call for work outside of normal dispatch hours, there will be no penalty for unavailability or for refusing a job.

If a job cannot be filled in the zone for which the work is located, calls will be placed to the other applicants with the needed classifications in the zone closest to the project. There will be no penalty for being unavailable or for refusing a job when calls are made outside the zone in which the job is located, background check and night work.

An applicant, who becomes injured or ill after registering on the appropriate out-of-work list, may be required to obtain a certificate of disability. An applicant who has been disabled must provide a full medical release to be eligible for dispatch. No disabled person will be retained on the list longer than two (2) months.

Any applicant, who is rejected by the employer, shall be restored to their place on the out of work list. When an applicant is referred for employment and is actually employed on a job for more than five (5) days, he/she will be removed from the out-of-work list. Any worker who voluntarily quits prior to the completion of the job or is **fired for cause will be placed on the bottom of the out-of-work list they were registered on.**

Applicants who are dispatched and work 5 days or less (short call) shall maintain their position on the out of work list and will be eligible for one (1) more (short call) dispatch at which time they will be removed from the out-of-work list.

There will be no loss of position for any applicant who accepts a one-day job.

**Upon termination, layoff or end of employment, it is the workers responsibility to register their name back on the out-of-work list.** This can be done by phone or in person. Member will be put back on out-of-work list (date/time stamp to registered list) when call or message is received at the Local Union.

The Local Union may refer a qualified Steward to any job deemed necessary, regardless of that person's position on the out-of-work list.

\*An employer's request for key personnel to act as foreman or supervisors shall be honored without regards to their position on the out-of-work list.

\*Bona fide request for individuals previously employed by a contractor, whose name appears on the out of work list and has legally been employed by that contractor, shall be honored.

\*The employer may request by name, regardless of their respective position on the (A) list, one (1) individual for each three (3) laborers hired, unless otherwise specified by the Western/Central Washington Master Labor Agreement.

\*Any worker who was illegally or improperly hired may not seek a priority dispatch.

\*As per Article 6 of the Western/Central Washington Laborers Master Agreement.

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Laborers Local 292