

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 529**

#10 – 3703 Kochar Ave
Saskatoon, SK, S7P 0B8

DISPATCH POLICIES

1. Bylaws, Article XIII, Section 13

Any member upon becoming unemployed shall report to the Local Union within twenty-four (24) hours.

2. It is an absolute that members report to the local union before taking any non-union electrical work anywhere. If the Member agrees to supply any requested information about the work-site they will remain on the call out list for Union work. Members who choose to ignore this and are then caught will immediately be removed from the unemployment list and will be required to appear in front of the Executive Board and charges may be filed. The member will not be able to relist themselves until all matters have been resolved satisfactorily to the Executive Board.

3. Members who possess an electrical contractor license will not be listed and will not be called for jobs. They may maintain their membership status with the local union. Members will be allowed to relist themselves on the unemployed list once proof of relinquishment of their contractor license is submitted.

4. Members will be placed on the Unemployment List in the order in which the Union Office is notified that they are available. **In the event more than one member becomes unemployed on the same day those members will be drawn at random for the order of which they return to the out of work list.** You will be listed on the date you contact the Hall. A person shall not be considered available until such time as he/she is unemployed.

A member who has accepted employment outside of Local 529's jurisdiction will maintain their position on the books, and will be allowed to have their name active on the Available Call Out List, provided he/she complies with the other rules contained herein. A member who has accepted non-union employment inside of Local 529's jurisdiction may maintain their position on the books, and will be allowed to have their name active on the Available Call Out List, provided they are working with the Local Union to provide information on the jobsite, wages, employees, etc. They must have permission to do so from the Business Manager or Organizer or they will be removed from the Available Call Out List and placed on the bottom as unavailable. A member who has accepted non-union work out of Local 529's jurisdiction must contact the Organizer of the area they are working in. If they do not

have permission from that jurisdiction, they will be removed from the out of work list and placed on the bottom listed as unavailable.

5. Each member who is unemployed in the electrical trade may keep their name on the books, but they:
 - (i) Must inform staff if they are not available and the reason will be written beside their name. It is clearly understood that no effort will be made by the dispatcher to contact this member. When the individual then becomes available for work, they must let the dispatcher know that they are once again available for work.
6. Available members will maintain their place on the available list should they take a specified short-term call of ten (10) days worked, or less. They will lose their place on the list if they quit the job before the ten days worked. If a member agrees to stay beyond ten (10) days at the employer's request, they will be removed from the list, and relisted once they report that they are no longer employed. No member may accept more than three (3) consecutive, ten (10) day calls with the same contractor, or they will be removed from the list. Short duration calls of more than ten (10) days and end up only being 10 days or less, will be treated the same as a 10 day call, provided they have received a lay off.

DISPATCHING

1. Dispatching will take place between 9:00 a.m. till 12:00 p.m. and 1:00 p.m. till 5:00 p.m., Monday to Friday.
2. It is the responsibility of each member, available for work, to be able to receive calls or have someone on their behalf receive the call during office hours.
3. Job Calls will be placed on our website, www.ibew529.com. There is a Job Call section that can be accessed from the main page of the website. In this section will be a description of the job, given duration, working conditions, number of individuals requested, company, jobsite, along with any other information given from the contractor. This will be posted no later than 5pm daily. Along with the Job Call information there will be instructions on how to call in for the job. There is a link with the phone number included to make calling in easier. This number will direct dial the phone in the front of the office. Members will need to leave their **NAME, JOB CALL OF INTEREST, AND RETURN PHONE NUMBER**. The messages will be taken at 9am the following workday, the members who bid in will be filtered from the out of work list and called in the order they appear on the out of work list

NOT the call in order. If anyone calls in after the deadline stated on the job call, they will be added to the bottom of the call list and if the job call is not filled, they will be contacted after everyone who called in prior to the deadline. This change is to make call outs more efficient and give every member an equal chance at the call, this will give everyone more time to consider the call. Job clearances shall be signed and returned to the Local by the Member within 24 hours of receipt.

1. Once dispatching begins, the first available member will be called and given 30 minutes to decide. If there is no answer, a voicemail will be left with job details and time of the call. Members will be given a 60-minute period to respond. If there is no response to the Union Office after the 60 minutes have expired they will be called once more, if no answer, they shall be by-passed for the next available member. If there is no voicemail available, after the 60 minutes have expired the member will be contacted once more, if no answer they shall be by-passed for the next available member.
2. Members who are in arrears, meaning over three (3) months behind in dues, will be required to make a full payment prior to dispatch if they bid a job. Any members charged under the Constitution by Local 529 only, and have not paid the fines, will be bypassed for job calls until such fine is paid.
3. If a contractor does not specify which level of apprentice they are calling for, we will dispatch from all apprentice levels starting from whoever has been unemployed the longest.
4. For job calls that require alcohol and drug testing, it is the member's responsibility to book their drug test ASAP. Once informed of the drug testing information members will have 3 hours to schedule the testing and inform dispatch of the date and time. If after the 3 hours the member has not informed dispatch, they will be contacted and questioned. If they have not booked the alcohol and drug test at the earliest availability and cannot provide an acceptable excuse the call will be rescinded and will be offered to the next available member.
5. Should a member accept a dispatch verbally or otherwise, they shall be considered working. If the member then changes their mind and refuses to report to that job, with an inadequate excuse, their name will be moved to the bottom of the out-of-work list and will not be available for list or name hire for a period of 30 days.
6. Should a member quit a job they shall not be available for name hire for a period of 30 days.

7. Members must receive a referral slip or clearance from the Union before commencing work for any Union Employer; if non-union, clearance must be received from the Organizer or Business Manager in the form of a signed or verbal agreement.
8. Any member found to be working non-union without having received clearance from the Organizer or Business Manager by way of a referral, may be required to appear in front of the Executive Board. **They will immediately be removed from the out or work list.**
A second offence will also require the member to sign a Last Chance Agreement with the understanding that a third offence will result in a permanent loss of IBEW membership. Any Local 529 member that quits an IBEW job to go to work for a non-union electrical contractor, anywhere in Canada, without prior approval, shall not be placed on the out of work list.
9. A commercial contractor may request to have a member become ineligible for any following job calls once that member has been laid off or terminated for insufficient training or experience in the commercial sector. The Local will then address any training or other requirements to assist the member.

Any of the above Hiring Rules and Procedures may be waived by the Business Manager pending extenuating circumstances or to protect the jurisdiction of the IBEW.