

LOCAL UNION 18, IBEW

STANDARD OUTSIDE JOB REFERRAL

Article 1.

Section 1.1. In the interest of maintaining an efficient system of production in the industry providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of the employees in their employment status within the area and of eliminating discrimination in employment, following is the system of referral of applicants for employment.

Section 1.2. The Union shall be the sole and exclusive source of referral of applicants for employment.

Section 1.3. The Employer shall have the right to reject any applicant for employment.

Section 1.4. The Union shall select the refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union and such selection and referral shall not be affected in any way by rules, regulations, bylaws, constitutional provisions or any other aspect of obligation of Union membership policies or requirements. All such selection and referral shall be in accord with the following procedure:

The Union shall maintain a register of applicants for employment established on the basis of the classifications and Groups listed below. Each applicant for employment shall be registered in the highest priority Group in the classification or classifications for which he/she is qualified.

CLASSIFICATION – DISTRIBUTION JOURNEYMAN LINEMAN/CABLE SPLICER

GROUP 1A All applicants for employment who are members of Local 18, IBEW, have three and one half or more years' experience in the trade, have passed the Journeyman Lineman/Cable Splicer's examination given by a duly constituted local union of the IBEW or have been certified as a Journeyman Lineman/Cable Splicer by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 2000 hours in the last four years in Local 18's jurisdiction.

GROUP 1 All applicants for employment who have three and one half or more years' experience in the trade, have passed the Journeyman Lineman/Cable Splicer's examination given by a duly constituted local union of the IBEW or have been certified as a Journeyman Lineman/Cable Splicer by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 2000 hours in the last four years in Local 18's jurisdiction.

GROUP 2 All applicants for employment who have three and one half or more years' experience in the trade, have passed the Journeyman Lineman/Cable Splicer's examination given by a duly constituted local union of the IBEW or have been certified as a Journeyman Lineman/Cable Splicer by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program.

GROUP 3 All applicants for employment who have two or more years' experience in the trade.

CLASSIFICATION – TOWER LINE MECHANIC/JOURNEYMAN LINEMAN

GROUP 1A All applicants for employment who are members of Local 18, IBEW, have three and one half or more years' experience in the trade, have passed the Tower Line Mechanic/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Tower Line Mechanic/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 500 hours in the last four years in Local 18's jurisdiction.

GROUP 1 All applicants for employment who have three and one half or more years' experience in the trade, have passed the Tower Line Mechanic/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Tower Line Mechanic/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 500 hours in the last four years in Local 18's jurisdiction.

GROUP 2 All applicants for employment who have three and one half or more years' experience in the trade, have passed the Tower Line Mechanic/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Tower Line Mechanic/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program.

GROUP 3 All applicants for employment who have two or more years' experience in the trade.

CLASSIFICATION – JOURNEYMAN LINEMAN (EXEMPT TO HIRE)

Applicants who are in the process of being hired as civil servants by the Los Angeles Department of Water and Power. The hiring process often takes up to two months; during this time period, the applicant is dispatched as an exempt.

CLASSIFICATION – ELECTRICAL MECHANIC/JOURNEYMAN WIREMAN/ JOURNEYMAN LINEMAN

GROUP 1A All applicants for employment who are members of Local 18, IBEW, have three and one half or more years' experience in the trade, have passed the Electrical Mechanic/Journeyman Wireman/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Electrical Mechanic/Journeyman Wireman/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 2000 hours in the last four years in Local 18's jurisdiction.

GROUP 1 All applicants for employment who, have three and one half or more years' experience in the trade, have passed the Electrical Mechanic/Journeyman Wireman/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Electrical Mechanic/Journeyman Wireman/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program, and have been employed for 2000 hours in the last four years in Local 18's jurisdiction.

GROUP 2 All applicants for employment who are members of Local 18, IBEW, have three and one half or more years' experience in the trade, have passed the Electrical Mechanic/Journeyman Wireman/Journeyman Lineman examination given by a duly constituted local union of the IBEW or have been certified as a Electrical Mechanic/Journeyman Wireman/Journeyman Lineman by an approved Joint Apprenticeship and Training Committee, or completed a recognized Journeyman Training Program.

GROUP 3 All applicants for employment who have two or more years' experience in the trade.

CLASSIFICATION – ELECTRICAL CRAFT HELPER/GROUNDMAN

GROUP 1 All applicants for employment who have experience in the trade, have the necessary qualifications pertaining to their classification and who have been employed for 2000 hours (500 hours for tower line) in the last three years in Local 18's jurisdiction.

Group 2 All applicants for employment who have experience in the trade, have the necessary qualifications pertaining to their classification and who have been employed for 2000 hours (500 hours for tower line) in the last three years in the IBEW's jurisdiction.

Group 3 All applicants for employment who have one or more years' experience in the electrical trade.

Group 4 All other applicants for employment.

CLASSIFICATION – DISTRIBUTION ELECTRICAL CRAFT HELPER

GROUP 1 All applicants for employment who are members of Local 18 with a climbing certificate issued by the Los Angeles Department of Water and Power Training Section, or completion certificate from a recognized lineman college including, but not limited to, the Los Angeles Trade Technical College (Electrical Utility Line Worker), East Los Angeles Skills Center, or the Pacoima Skills Center.

GROUP 2 All applicants for employment who are members of Local 18 or any applicant with a climbing certificate from the Los Angeles Department of Water and Power Training Section, or completion certificate from a recognized lineman college including, but not limited to, the Los Angeles Trade Technical College (Electrical Utility Line Worker), East Los Angeles Skills Center, or the Pacoima Skills Center.

GROUP 3 All applicants with an Electrical Craft Helper completion certificate issued by the Los Angeles Trade Technical College or completion of the L.A. Unified School District Powerline Systems Course or an equivalent course.

Article 2

Section 2.1 The Union shall maintain a "Job Referral List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

Section 2.2. An applicant who is hired and who received, through no fault of his/her own, work of eighty (80) straight time hours or less shall, upon re-registration, be restored to his/her appropriate place within his Group.

Section 2.3. Employers shall advise the Business Manager of the Local Union, or his agent, of the number of applicants needed. The Local Union shall refer applicants to the Employer by first referring applicants in Group 1A in the order of their place on the "Job Referral List" and then referring applicants in the same manner successively from the "Joe Referral List" in Group 1, Group 2, Group 3 and then in Group 4. Any applicant who is rejected by the Employer, through no fault of his/her own, shall be returned to his appropriate place within his/her Group.

Section 2.4. The only exceptions which shall be allowed in this order of referral are specialty call, as follows (journey-level class only):

Certified Welder (Mig-Tig/copy of certification required)
Fiber Optic Cable Splicing
Cable Splicing
Instrumentation Work (Secondary)
Hazard Abatement (DWP Certified)
Oil Processing (DWP Trained)

The Local Union shall refer the first applicant on the register possessing such skills and abilities. Employer must employ this applicant only in the special skills class which was requested.

Section 2.5. When making reductions in the number of employees due to lack of work, Employer shall use reverse layoff beginning with Group 4, then Group 3, then Group 2, then Group 1, and then Group 1A, except for special skills requirements (see Section 2.4).

Section 2.6. A representative of the Employer, designated to the Union in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 2.7. A copy of the Referral Procedure shall be available for reviewing upon request at the offices of the Local Union.

REGISTRATION

An applicant must sign the appropriate Joe Referral List in order to be eligible for a referral. The List must be signed between the hours of 8:00 AM and 5:00 PM on regular work days.

An applicant must have a paid up dues receipt and a current travel letter from the applicant's local union business manager verifying the applicant's qualifications, and/or the appropriate documentation in order to register on the Job Referral List.

An applicant must be ready and able to work at the time the Job Referral List is signed. If an applicant becomes disabled after signed the List, the applicant may remain and retain position on the List during disability (appropriate documentation required).

An applicant may designate one telephone number to be called for a job referral.

An applicant who has registered on the "Job Referral List" must renew his application by mail between the first (1st) and twentieth (20th) of each calendar quarter (January, April, July and October) or his/her name shall be removed from the List.

If an applicant registers on more than one Job Referral List and is dispatched by Local 18, his/her name shall be removed from all other Lists.

When returning from a job within the jurisdiction of Local 18, an applicant must have a termination slip in order to sign the Job Referral List.

Any applicant receiving three (3) strikes (a combination of three refusals or no answers) shall be removed from the List.

Job referrals are made by phone between the hours of 9:30 AM and 11:30 AM on regular work days.

An applicant's name shall be removed from the Job Referral List if a referral is rejected after such referral has been accepted by the applicant.

All applicants dispatched by Local 18 shall pay the applicable monthly work permit fee which is due and payable, in the advance, on the first of each month. If the fee is not paid, the applicant shall not be eligible to work in Local 18's jurisdiction.

SEPARABILITY CLAUSE

Should any provisions of this Referral Procedure be declared illegal by any court or competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Referral Procedure in full force.

Date: 01/01/84

Revised: 09/01/08

Revised: 01/21/09

Revised: 03/12/10