

IRON WORKERS LOCAL 11 REFERRAL PROCEDURES

Effective August 15, 2022

A. The following Referral Procedures shall apply to all applicants/referents who are unemployed and seeking work within the industry.

Each applicant shall be registered in the following highest priority group for which they qualify.

Each applicant shall comply with the terms and conditions of the IMPACT DRUG TESTING PROGRAM.

Priority Groups:

Group I - All applicants for employment who:

(a) (1) have fifteen (15) or more years of experience in the trade;
or

(2) have four (4) or more years of experience in the trade and have either passed a recognized journeyman examination or have been certified as a journeyman by an Apprenticeship Committee; and

(b) are residents of the geographical jurisdiction constituting the normal construction labor market; and

(c) have been employed for a period of at least one (1) year in the last four (4) years under a collective bargaining agreement between Local 11 and the Associated Construction Contractors of New Jersey, Construction Contractors Labor Employers of New Jersey, New Jersey Steel Association, Inc. and Rigging Contractors of New Jersey (hereinafter "Contractors Associations"), or under any other collective bargaining agreement to which Local 11 is bound.

Group II - All applicants for employment who have four (4) or more years of experience in the trade and have passed a recognized journeyman examination or have been certified as a journeyman by an Apprenticeship Committee.

Group III - All applicants for employment who have two (2) or more years of experience in the trade, are residents of the geographical jurisdiction constituting the normal construction labor market and who have been organized by an Iron Worker Local Union, and who have been employed for at least six (6) months in the last three (3) years in the trade under a collective bargaining agreement between Local 11 and the Contractors Associations.

Group IV - All applicants for employment who have worked in the trade for more than one (1) year.

For purposes of the above, one year of experience in the trade shall be defined as 1,000 or more verifiable hours of work in the trade in a calendar year.

Apprentices - All applicants for employment who are enrolled in a certified apprenticeship training program in the trade within the jurisdiction of the Ironworkers District Councils of New York and Vicinity, New Jersey, and Philadelphia and Vicinity.

B. Definitions:

“Normal construction labor market” - The geographical area covered by Local 11's jurisdiction, as well as the areas defined by the Secretary of Labor to be the appropriate prevailing wage area, plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured. This area shall be deemed to include the work jurisdiction of the Iron Workers District Council of New York and Vicinity, Iron Workers District Council of New Jersey, and Iron Workers District Council of Philadelphia and Vicinity.

“Resident” means a person who has maintained his permanent home in the above defined geographic area for a period of not less than one (1) year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as their permanent home.

C. Referral Procedures:

The following are the Referral Hiring Procedures governing the Iron Workers Local 11 Hiring Hall. The Local 11 Hiring Hall takes requests for referrals between 6:00 a.m. and 3 p.m. each weekday.

All applicants seeking a job assignment/referral **MUST** inform the hall via telephone that they wish to be on the referral list between 6:30 a.m. and 7 a.m. daily. Once an applicant has put their name on the referral list, they will remain on the list until they receive a job or have received three absences and/or three refusals.

Any applicant seeking a referral assignment **MUST** answer their

phone either. by voice or text when called or texted to accept a referral job assignment.

If an applicant's name is called and does not respond, the Union Representative will call the next name that appears on the referral book.

If the applicant's name is called before 10 a.m. and does not answer to accept the referral assignment, they will receive **one (1) absence**.

Once an applicant receives **three (3) absences**, they **MUST** re-register for referrals.

An applicant may pass on a referral assignment when the Union representative will skip to the next applicant on the referral list.

An applicant can refuse three (3) referral assignments. After that, the applicant must re-register for the referral list by calling the Union Hall. If an applicant refuses two or more referral assignments on the day in question, they only are charged with one (1) refusal. This will not apply to referral assignments made after 10 a.m.

A contractor may request a specific applicant(s). When such a specific request is made, the applicant requested will be referred to the contractor out of a sequence of the referral list and will not follow the normal referral order.

If a job referral lasts less than five days, an applicant can request to be placed on the "short list" by asking one of the agents at the Union Hall and will be referred out based on their placement on the list. If an applicant's name is called and they are not present or refuse the referral, it will be counted as an absence.

Local 11 will select and refer applicants for employment without discrimination against such applicants based on membership or non-membership in Local 11.

A copy of the Referral Procedures shall be posted on Local 11's website. Local 11 will also, upon request, provide copies of its Referral Procedures to Local 11 signatory employers or applicants.

Any applicant who an Employer rejects shall be returned to their appropriate Group and shall be referred to other employment opportunities in accordance with the position within their Group.

Any applicant rejected by an Employer on two (2) separate occasions will be prohibited from signing the referral book for three (3) months.