

LABORERS' UNION LOCAL 169 –HIRING HALL REGISTRATION INFORMATION

This information is provided as a courtesy to summarize key provisions of the Collective Bargaining Agreement concerning the status of an applicant joining the Union and/or when registering on an out of work list. It is your responsibility to read and understand the hiring hall procedures, the information contained in this letter, the job referral rules and the Collective Bargaining Agreement. The union is not responsible if you fail to understand or follow the hiring hall procedures. Your best chance to avoid any misunderstandings is to get your questions answered by contacting the Union office in Reno. You may be required to come in to the union hall to obtain the information.

The Master Agreement has four hiring hall Groups - Group (A), Apprentices, Group (B), and Group (C)
The qualifications for these Groups are as follows:

Group "A": Requires two years experience as a laborer in construction or work closely related to laborers' work in construction. Three months of this experience must have been performed with a licensed contractor in Northern Nevada. Satisfactory proof must be provided to the Union for the entire two years (typically - check stubs, W-2's, social security statement or other verifiable documentation).

Apprentice: All applicants for employment that are indentured apprentices.

Group "B": Requires two years experience as a laborer in construction or work closely related to laborers work in construction. Satisfactory proof must be provided to the Union for the entire two years (typically - check stubs or W-2's, social security statement or other verifiable documentation).

Group "C": Less than two years experience as a laborer in construction. No proof required.

Only those applicants for referral qualifying for Group "A" are eligible to be requested by name by an Employer requesting workers, or to seek their own job with a signatory contractor. If you seek your own job, you must present a written request from the contractor or have the contractor call the Union and request you by name. An Indentured Apprentice may also be called for by name without regard to the A, B, or C list provisions.

Those registering on the "B" or "C" lists are not eligible to seek their own job with any signatory union contractor. If applicants with the skills requested by the Employer are available on the Group "A" hiring list "B" or "C" list applicants cannot be requested by name by a contractor. You may be dispatched from the hiring hall only after every attempt to fill the job with applicants with the requested skills from the "A" list is exhausted. If the job cannot be filled from the "A" list, we will then offer the job to those applicants on the Apprentice, "B", or "C" lists according to their position on the out-of-work list.

IMPORTANT INFORMATION FOR GROUP "B" AND GROUP "C" REGISTRANTS

For those registrants qualifying for Group "B" you will remain on the "B" list until you have worked for a licensed contractor in Northern Nevada for three months. You will need to keep copies of your check stubs to prove your experience. It will be your responsibility to provide the union with the proper documentation for you to be eligible for the Group "A" list.

For those registrants qualifying for Group "C" you will remain on the "C" list until you have worked for a licensed contractor for two years (4000 hours) (three months of the two years must be in No. Nevada). You will need to keep copies of your check stubs and W 2's to prove your experience. Any proof of experience verified prior to registering will count towards your two years. It will be your responsibility to provide the union with the proper documentation for you to be eligible for the Group "A" list.

For those qualifying for Group "C" you might consider our two year Apprenticeship Program. Our apprentices are allowed to look for their own job and can be called by name by the Employers requesting apprentices. Information on our Apprenticeship Program is posted on the bulletin board or you may contact the office for further information.

All applicants must pay a fee of \$38 per month to register on the out-of-work list maintained and operated by the union. This fee does not give you the rights of membership you will not be eligible for services provided exclusively to members, and you cannot vote or have any voice on wage increases, contracts, or other union matters even if it affects your wage rate, benefits, or working conditions, and you will not be eligible for the local union death benefit.

As you know the strength of the union membership allows the union to negotiate better wages and conditions. We encourage you to join the union and become an active member. As an active union member, you will have a right to vote in Union matters including, wage increases and contracts and you will be eligible for the Local Union death benefit.

The monthly membership dues are \$39 per month. The initiation fee to join the union is \$500. You are required to pay \$192 up front to join the Union; this is \$75 of the initiation fee and the first 3 months dues. The balance should be paid in full within three months. The balance of \$425 can be deducted from your pay when you go to work or you can pay it in full. The monthly dues are not deducted from your paycheck. You must pay your monthly membership dues of \$39 to maintain your membership.