Referral Rules Summary

1. Getting and Staying on the List

- **To Sign Up:** You must be officially laid off or terminated from a union contractor. If you try to sign up while you are still working, you will be banned from the list for 30 days.
- **Staying on the List:** You **must check in every 60 days** by calling **the Hall.** If you forget, you will be kicked off the list and lose your spot.

2. How List Priorities Work (A, B, C, and D Lists)

The Union ranks workers based on how many hours they worked for a union contractor over the last two calendar years (January-December). The people with the most hours get called for jobs first.

- **List A (Top Priority):** Worked 2,000+ hours.
- **List B:** Worked 1,500 to 1,999 hours.
- **List C:** Worked 1,000 to 1,499 hours.
- **List D (Lowest Priority):** Worked less than 1,000 hours. All new journeypersons start here.
- *Note:* Apprentices are on their own separate list (List A-1) and cannot seek out their own work. All hours worked as an apprentice will go towards their hours for list place after graduating the apprenticeship program.

3. **Contractor Requests**

- **Special Skills Request:** If an employer needs a worker with a specific skill or certification, the Union will narrow-down the list and send the very first person who has that skill checked on their skill sheet.
- **Name-Hiring (Former Employees):** A boss can request a specific worker by name, but *only* if that worker meets all of these rules:
    1. They are already signed up on the out-of-work list.
    2. They are currently available to take a job.
    3. They worked for that exact same employer somewhere in the Union's local area within the last **24 months** (2 years).

3. Job Calls and Missing Calls

- **Three-Strike Contact Rule:** If the hall calls you 3 times and cannot reach you, you are marked "unavailable."
- **The Penalty:** If you turn down a job or miss your turn **2 times in a row**, you get moved to the very bottom of the list. *(You won't be penalized if you turn down a job that requires skills you don't have listed on your skill sheet).*

4. Repercussions for "No Call, No Show"

If you accept a job but don't show up on the first or second day—and you didn't call the contractor and the Union Hall *before* start time—you will face these penalties within a 2-year period:

- **1st time:** Sent straight to the bottom of the list.
- **2nd time:** 30-day suspension (cannot get work).
- **3rd time:** 60-day suspension.
- **4th time:** 90-day suspension.

5. The 3-Day Rule (Job Longevity)

- If you take a short job that lasts **less than 3 days of pay**, you get to keep your original high spot on the list when you come back.
- If the job lasts **3 days or longer**, you go to the bottom of the list when you re-register.

6. Fired "For Cause" (Code of Performance)

If an employer fires you for something like being constantly late, missing work, insubordination, or theft, your hiring hall privileges are automatically suspended:

- **1st firing:** 1-month ban.
- **2nd firing (within 2 years):** 6-month ban.
- **3rd firing (within 2 years):** Banned indefinitely.