

IBEW 1205 PROCEDURES JOB CALLS

Local 1205 uses a bid system on all calls. Unless listed as OPEN, all bids shall be made by phone directly to the hall, 352-376-7701, between 8:30 and 10:00AM EST on the call in date listed.

DRUG TEST AND STEEL TOED SHOES REQUIRED UNLESS OTHERWISE SPECIFIED.

BI-ANNUAL RE-SIGN PROCEDURES

1. Re-signs must be received bi-annually in January and July during the week of the 10th-16th
 2. Book signs accepted by members in good standing with current dues receipt
 3. Local 1205 members may sign or re-sign by one of these methods:
 - Fax– 352-376-9922
 - In person
 - [ONLINE FORM](#)
 1. All Book 2 signs not made in person must be faxed from the traveling member's home local and include the following information:
 - Full name
 - Address
 - Card number
 - Current Dues Receipt
 - Birth Date
 - Contact phone number
 - Email Address
 - Social Security number
 2. Individuals who accept a call and receive a referral but do not report to work or quit will not maintain their position on the books.
 3. Traveling members who accept a call and do not report to work have forfeited the option of having a fax sign from their hall and must maintain future Book 2 signs and re-signs in person.
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HOURS OF REFERRAL SIGN-IN AND DISPATCH

1. Referral sign-in shall take place during normal operating hours of the business office (8:30a.m. - 4:30p.m. EST Monday through Friday)
2. Job Calls and Dispatch hours shall be listed on the job line, 352-376-7701, between 5:00p.m. and 8:00a.m. EST as well as on the Local's website, www.ibew1205.org, under the DISPATCH tab.

Please Note: The business manager must fill calls in a timely manner as needed by employers. In an emergency, referral may have to be made outside normal hours by using whatever means available to fill calls and place registrants.

DISCHARGE FOR CAUSE

Individuals who receive two (2) discharges for cause within a twelve (12) month period will be suspended from future referral privileges until they appear before the Appeals Committee for a determination as to their continued eligibility for referral. This policy was enacted because of the negative image reflected on the entire brotherhood due to the continued unacceptable behavior exhibited by a few individuals.

ARTICLE IV

REFERRAL PROCEDURE

Section 4.01. 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 because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment.

Section 4.02. The Union shall be the sole and exclusive source of referral of applicants for employment.

Section 4.03. The Employer shall have the right to reject any applicant for employment.

Section 4.04. The Union shall select and 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 or obligation of Union membership policies or requirements. All such selection and referral shall be in accord with the following procedure.

Section 4.05. The Union shall maintain a register of applicants for employment established on the basis of the Groups listed below. Each applicant for employment shall be registered in the highest priority Group for which he qualifies.

JOURNEYMAN WIREMAN - JOURNEYMAN TECHNICIAN

Group I All applicants for employment who have four or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee, and, who have been employed in the trade for a period of at least one year in the last four years in the geographical area covered by the collective bargaining agreement.

Group I status shall be limited to one Local Union at one time. An applicant who qualifies for Group I in a local union shall be so registered electronically and remain on Group I in that local union unless and until the applicant designates another local union as his or her Group I local union. If an applicant qualifies for Group I status in a local union other than his or her home local union and designates that local as his or her Group I local union, the business manager of the new Group I status local union shall by electronic means notify the business manager of the applicant's former Group I status local union.

Group II All applicants for employment who have four (4) or more years' experience in the trade and who have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Journeyman Wireman

by any Inside Joint Apprenticeship and Training Committee.

Group III All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed for at least six months in the last three years in the geographical area covered by the collective bargaining agreement.

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

Section 4.06. If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within 48 hours from the time of receiving the Employer's request, Saturdays, Sundays and holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure but such applicants, if hired, shall have the status of "temporary employees".

Section 4.07. The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" and shall replace such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

Section 4.08. "Normal construction labor market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured:

STATE OF FLORIDA

Alachua	Columbia	Hamilton	Levy	Suwannee
Bay	Dixie	Holmes	Liberty	Taylor
Bradford	Franklin	Jackson	Madison	Union
Calhoun	Gadsden	Jefferson	Marion	Wakulla
Citrus	Gilchrist	Lafayette	Putnam **	Walton
Clay *	Gulf	Leon	Sumter ***	Washington

STATE OF GEORGIA

Berrien	Cook	Echols	Lanier	Seminole
Brooks	Decatur	Grady	Lowndes	Thomas

* That portion of Clay County south of a line which has its place of beginning on the Clay-Putnam County Line at the point where the Clay-Putnam County Line changes its course from a westerly to a southwesterly direction thence from this point a line running due west to an intersection with the Clay-Bradford County Line.

** That portion of Putnam County west of the St. Johns River.

*** Only that portion of Sumter County north of a line having its place of beginning at the intersection of the Sumter-Citrus-Hernando County Lines and running due east to the Sumter-Lake County Line.

The above geographical area is agreed upon by the parties to include the area defined by the Secretary of Labor to be the appropriate prevailing wage in areas under the Davis-Bacon Act to which to Agreement applies.

Section 4.09. "Resident" means a person who has maintained his permanent home in the above defined geographical 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 his permanent home.

Section 4.10. "Examination" - An "Examination" shall include experience rating tests if such examination shall have been given prior to the date of this procedure, but from and after the date of this procedure, shall include only written and/or practical examinations given by a duly constituted Inside Construction Local Union of the IBEW. Reasonable intervals of time for examinations are specified as ninety (90) days. An applicant shall be eligible for examination if he has four (4) years experience in the trade.

Section 4.11. The Union shall maintain an "Out of Work List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

RE-REGISTRATION

Section 4.12. An applicant who has registered on the "Out of Work List" must renew his application in January and July between the 10th and the 16th of the month or his name will be removed from the "List".

Section 4.13. An applicant who is hired and who receives, through no fault of his own, work of forty hours or less shall, upon re-registration, be restored to his appropriate place within his Group.

Section 4.14

(a). Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business Manager shall refer applicants to the Employer by first referring applicants in Group I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in Group II, then Group III, and then Group IV. Any applicant who is rejected by the Employer shall be returned to his appropriate place within his Group and shall be referred to other employment in accordance with the position of his Group and his place within his Group.

REPEATED DISCHARGE:

(b). An applicant who is discharged for cause two times within a 12-month period shall be referred to the neutral member of the Appeals Committee for a determination as to the applicant's continued eligibility for referral. The neutral member of the Appeals Committee shall, within three* business days, review the qualifications of the applicant and the reasons for the discharges. The neutral member of the Appeals Committee may, in his or her sole discretion: (1) require the applicant to obtain further training from the JATC before again being eligible for referral; (2) disqualify the applicant for referral for a period of four weeks, or longer, depending on the seriousness of the conduct and/or repetitive nature of the conduct; (3) refer the applicant to

an employee assistance program, if available, for evaluation and recommended action; or (4) restore the applicant to his/her appropriate place on the referral list.

Section 4.15. The only exceptions which shall be allowed in this order of referral are as follows:

(a). When the Employer states bona fide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first applicant on the register possessing such skills and abilities.

(b). The age ratio clause in the Agreement calls for the employment of an additional employee or employees on the basis of age. Therefore, the Business Manager shall refer the first applicant on the register satisfying the applicable age requirements provided, however, that all names in higher priority Groups, if any, shall first be exhausted before such overage reference can be made.

Section 4.16. An Appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the Employer or the Association, as the case may be, and a Public Member appointed by both these members.

Section 4.17. It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the Local Union of Sections 4.04 through 4.15 of the Agreement. The Appeals Committee shall have the power to make a final and binding decision on any such complaint which shall be complied with by the Local Union. The Appeals Committee is authorized to issue procedural rules for the conduct of its business but it is not authorized to add to, subtract from, or modify any of the provisions of this Agreement and its decisions shall be in accord with this Agreement.

Section 4.18. A representative of the Employer or of the Association, as the case may be, designated to the Union in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 4.19. A copy of the Referral Procedure set forth in this Agreement shall be posted on the Bulletin Board in the offices of the Local Union and in the offices of the Employers who are parties to this Agreement.

Section 4.20. Apprentices shall be hired and transferred in accordance with the Apprenticeship provisions of the Agreement between the parties.

Section 4.21. When making reductions in the number of employees due to lack of work, Employers shall use the following procedure:

(a). Temporary employees, if any are employed, shall be laid off first. Then employees in Group IV shall be laid off next, if any are employed in this Group. Next to be laid off are employees in Group III, if any are employed in this group, then those in Group II, and then those in Group I.

(b). Paragraph (a) will not apply as long as the special skills requirement as provided for in Section 4.15(a) is required.

(c). Supervisory employees covered by the terms of this Agreement will be excluded from layoff as long as they remain in a supervisory capacity. When they are reduced to the status of Journeyman, they will be slotted in the appropriate group in paragraph (a) above.