

# ENGINEERS & SCIENTISTS OF CALIFORNIA LOCAL 20, IFPTE HIRING HALL BYLAWS



The ESC Hiring Hall is established for the purpose of registering and dispatching temporary employees to employers with whom the Union has collective bargaining Agreements. The Hiring Hall is administered by the Union in a nondiscriminatory manner for the mutual benefit of the Union and the Employers seeking temporary workers, as well as for persons desiring temporary employment with Union wages and conditions.

## **Registration/Application**

Registrants must complete the Application Form supplied by the Hiring Hall, indicating their education and work experience, testing qualifications/needs and the type of work they are seeking. Applications must be mailed to the Union at 810 Clay Street, Oakland Ca 94607.

There is no registration fee and the dues rates for Hiring hall employment will be one and one-half percent of the gross monthly pay.

## **Preferences for Dispatch**

Registrants will be assigned to a list of candidates for dispatch by occupational type, and by three priority categories:

1. **Category number one** will be Registrants who have previously worked for the requesting Employer. Within this category, registrants will be ranked, within each occupational type, in the order of their length of service.
2. **Category number two** will be Registrants who have worked for the requesting Employer through the Hiring hall. Within this category Registrants will be ranked, within each occupational type, in the order of their date of registration with the Hiring Hall.
3. **Category number three** will be registrants who have not previously worked for the requesting Employer on regular status. Within this category Registrants will be ranked, within each occupational type, in the order of their date of registration with the Hiring Hall and/or by specific requirements set forth by the employer.

## **Rules for Dispatch**

Registrants will be dispatched in the order of their ranking, starting with category number one in the occupational type requested by the Employer. The Hiring Hall dispatcher will attempt to reach the candidate in order by telephone, leaving a message if there is no answer. The Dispatcher will proceed through the rank order through each category until sufficient Registrants for the request have agreed to be dispatched. If after four (4) hours the first candidate has not responded, the dispatcher will offer the job to the next candidate in order. Registrants will be responsible for keeping the information regarding their registration current, including address or phone number changes, changes in skill sets, and continued interest in work through the Hiring Hall. Once an assignment is completed, it is the Registrants responsibility to notify the Hiring Hall of their availability for dispatch. Registrants are also expected to respond to Hiring Hall messages. Registrants who make no response to the Hiring Hall following three (3) attempts to contact them will be deleted from the registration files.