

TEAMSTERS LOCAL 222
MOTION PICTURE REFERRAL SYSTEM AND PROCEDURES

ARTICLE I
PREAMBLE & PRINCIPLES

Section 1. Preamble. Teamsters Local 222 (herein “the Union”) deems it necessary and prudent to establish written procedures for the referral of employees to perform services in connection with the production of motion pictures. Following study and analysis, the Union has concluded that the services rendered to producers are unique to the movie industry. Accordingly, the Union has determined that a referral system should be implemented. The intent of the changes to these Hiring Hall Rules is to conform as closely as practicable to Teamster Local 399’s Hiring Hall, Calling and Recalling procedures.

The following rules supersede and replace all previous referral rules. However, all persons currently appearing on the Union’s existing Group A, B, and C lists as of the effective date of these rule are eligible to continue on as Group 1, 2, and 3s respectively. Group D “Location Professionals” will remain unchanged.

Section 2. Principles. The following referral procedures shall be administered in a nondiscriminatory manner without regard to union membership or affiliation. The referral system shall only be available to individuals who are registered, with a valid CDL or registered Location Professionals (CDL not required) and who reside within the jurisdiction of Teamsters Local 222.

ARTICLE II
DEFINITIONS

Section 1. The following definitions shall apply to this Movie Referral System & Procedures:

- A. “The Union” means Teamsters Local 222 within the geographical jurisdiction of the State of Utah.
- B. “Employer” shall be defined to mean only employers within the movie industry in the State of Utah including movie, television, or media producers, studios, or other entities who require employees in the movie industry.
- C. The classifications of registrants for referral shall be defined as follows:

- (i) **Group 1.** Registrants who have a minimum of 5000 hours of experience in any of the following job categories: Driver Gang Boss, Wrangler Gang Boss, Automotive Gang Goss, Transportation Coordinator, Dispatcher, Ramrod, Camera Car Driver, Production Van Driver-Operator, Chapman Crane Operator, Driver/Wrangler.
 - (ii) **Group 2.** Registrants who have a minimum of 2500 hours of experience in any of the job categories listed above.
 - (iii) **Group 3.** Registrants who are properly qualified and registered but having 0 through 2500 hours experience in any of the job categories listed above.
- D. "Specialized equipment" shall be defined to mean the following types of equipment requiring an operator or operators experienced in the use of such specialized equipment as, Production Vans (400AMP generator minimum) Chapman Cranes, Car Carriers (4 vehicles or more) Highway Busses designed for carrying 38 or more persons including driver, Honeywagons, Camera Cars, Catering Trucks, Water Trucks, Hydro-Cranes (5-ton or more) or other similar specialized equipment in the movie industry.
- E. **Group D "Location Professionals"** Registrants who are properly registered as Location Professionals who reside within the jurisdiction of Teamsters Local 222

ARTICLE III
EMPLOYMENT REFERRAL PROCEDURES

Section 1. Initial Registration. The Union shall maintain a list of individuals who desire to be on a referral list. Any person who desires to be referred for employment in the movie industry shall be required to register on such list. In order to be properly registered, each person must complete a registration form as provided by the Union. The registration form shall, at a minimum include the individual's name, address, telephone number, employment history in the movie industry, and any special skills in the movie industry. In addition, each individual shall provide proof of a Commercial Drivers License Class A, B or Class C with (P) minimum, D.O.T. Physical Card, Driving Record and other records and documents as may be deemed necessary

and proper by the Union. The initial registration shall be valid for a period of thirty (30) days.

Location Professionals are not subject to Driver's License requirements above.

Section 2. Re-Registration. If a registered individual is not referred for employment within thirty (30) days of his or her initial registration, he or she shall be required to re-register with the Union in order to maintain his or her position on the referral list. Such re-registration may be in person, by phone with credit card or by mail but, if by mail, the date the registration is received by the Union as date-stamped shall determine the date of re-registration on the referral list. Re-registration shall only require a certification that the information provided by the individual during his or her initial registration has not changed or, if changed, a verification of any such change.

Individuals not registered or who have not worked in Local 222's jurisdiction for a year or more shall not have the right to register as a Group 1. Said individuals will be registered as a Group 2 until they have completed one year's service in Local 222s jurisdiction.

Section 3. Placement Or Position On List. Each individual who properly registers shall have their name placed on the referral list as of the date and time properly registered and shall be assigned either Group 1, 2, or 3 based upon their experience and qualifications. Such individual's name shall remain on the list, unless referred earlier, for a maximum of thirty (30) days. All referrals shall be based upon the date and time of initial registration. Any person who properly re-registers shall be entitled to maintain the date and time of his or her initial registration. Any person who fails to timely or properly re-register shall not be placed on the list until the following day.

Section 4. Dispatch. Upon request of an employer for employees, the Union shall refer unemployed registered qualified employees to the employer in sufficient numbers. Employees referred and employed shall have their name removed from the list as working and be required to reregister upon being unemployed.

Group 1 Dispatch: The Union will provide employers with a list of available Drivers on the Group 1 list from which the employer will select its Drivers for employment.

Group 2 Dispatch: In the event that 10% or fewer of the total number of Group 1's are registered as available for work, the Union will provide the employer with the list of registered Group 2 Drivers from which the employer will select its Drivers for employment.

Group 3 Dispatch: In the event that 10% or fewer of the total number of Group 1's and Group 2's are registered as available for work, The Union will provide the employer with the list of registered Group 3 Drivers from which the employer will select its Drivers for employment.

Non-Rostered Driver Dispatch: In the event that the list is exhausted in its entirety, the Employer will consult with the Union to try and find additional qualified Drivers.

Group D Dispatch: The union will provide the employer with a list of all registered Location Professionals to select from.

Layoffs and Recalls: Group Seniority shall prevail in Layoffs and Recalls. All Layoffs and Recalls shall be done in accordance with Teamsters Local 399s Black Book excepting the following, the Company may recall employees in seniority order already drug tested and cleared with the Department of Transportation before requesting additional Drivers from the Union.

Section 5. Prompt Dispatch. When the Union receives a request from an employer for employees, the Union shall dispatch qualified registrants from the list within twenty-four (24) hours excluding Saturdays, Sundays and Holidays. In the event that registrants are not dispatched within said period, the employer may employ any person. The Union will only remove registrants from the availability list after the Employer has indicated in writing that the Company is hiring said Driver.

Section 6. Rejections. The employer may reject any registrant who is dispatched for good and sufficient reason. Ie.the employee lacks the skill or certification for the position. Any registrant who is rejected by the employer shall be restored to their place on the list in their experience group.

Section 7. Specialized Equipment. An employer may request an employee who either owns or operates specialized equipment by name provided such individual is properly registered. Drivers that are hired "out of grouping" to operate Special Equipment may not do any other bargaining unit work. This would constitute a violation of the collective bargaining agreement.

Section 8. Falsification. Any individual who provides false information or misrepresents their qualifications when registering shall be immediately removed from the referral list and be barred from registering for a period of two (2) years.

Section 9. Refusals To Work. Any individual who accepts a dispatch and subsequently fails to report as directed shall be immediately removed from the referral list and be barred from registering for a period of thirty (30) days.

Section 10. Drug & Alcohol Abuse. No registrant shall be eligible to register if such registrant violated any drug or alcohol policy of any employer, or failed any DOT examination, within ninety (90) days of his or her request for registration. Once registered, a registrant shall be disqualified for ninety (90) days from receiving a referral if such registrant subsequently violates any drug or alcohol policy and/or fails any DOT examination for his or her first offense, one-hundred eighty (180) days for his or second offense, and permanently disqualified upon a third offense.

Section 11. Working in the Industry. Any registrant who is properly registered and working in the Motion Picture Industry who does not report to Teamsters Local 222 that they are employed in the Motion Picture Industry within seventy-two (72) hours shall be removed from the referral list and shall not be able to register for dispatch for thirty (30) days. Any registrant who is dispatched to a job and who leaves the job prior to its completion which causes the Union to redispach the position, shall be ineligible for dispatch for a period of 30 days.

ARTICLE IV HIRING HALL RULES AND DICIPLINE

The Union reserves the right to make additional non-discriminatory rules and regulations governing the conduct and skills of those dispatched through the hiring hall referral (Dispatch Rules). The Dispatch Rules shall govern dispatch infractions, penalties and disciplinary procedures for the application of the Dispatch Rules.

Any disputes or complainants concerning the application or interpretation of these referral rules shall be submitted in writing and resolved by the Executive Board of Teamsters Local Union 222.

ARTICLE V
FEES AND EXPENSES

The Union may charge a reasonable fee for the maintenance of the movie referral system to non-members. Provided, however, such fees and expenses may not be excessive and must relate to the total costs of operating the Movie Construction Referral System as it pertains to the division between union members and non-members on an annual basis using the system.

