

**DISPATCH PROCEDURES FOR BUILDING TRADES JOURNEYMEN
PLUMBERS & PIPEFITTERS LOCAL No. 469**

Effective May 1, 2024

BUILDING TRADES JOURNEYMEN OUT-OF-WORK LISTS

The Union maintains three permanent, separate Out-of-Work Lists for Building Trades Journeyman (“BTJ”). It is YOUR obligation to prove you meet eligibility requirements.

Article 3 of the Arizona Pipe Trades Agreement sets forth in detail Rules governing the Hiring Hall including the exclusive procedures for addressing all disputes relating to the operation of any Hiring Hall, including eligibility for registration, list placement and dispatch.

Any person who supplies false information when registering on an out-of-work list shall have their name removed from the out-of-work list and shall not be eligible to register for a period of six (6) months.

Any hiring hall registrant who accepts a dispatch and fails to report to work at the scheduled day and time shall be ineligible to register on any out of work list for a period of ten (10) calendar days from the date scheduled for reporting to work.

Except for List 1 BTJ’s, any hiring hall registrant who accepts a dispatch voluntarily severs his or her employment at the jobsite before twenty-one (21) calendar days from the date scheduled for reporting to work, he or she will be ineligible to register on out of work list for a period of twenty-one (21) calendar days from the date of severance unless the contractor affirmatively waives this requirement.

Any individual performing covered work for any contractor within the Union’s geographical area without having been duly dispatched or otherwise obtaining prior written authorization from the Union shall have his/her name stricken from the Hiring Hall list and forfeit the right to register with the Hiring Hall for a period of six (6) months from the date of discovery or the date the employee severs prohibited employment, whichever is later.

BTJ OUT-OF-WORK LISTS QUALIFICATIONS

To register as a Building Trades Journeyman, you must establish that for at least 5 years you performed work covered by the Arizona Pipe Trades Agreement and either (a) successfully completed the Arizona Pipe Trades Joint Apprenticeship Committee apprenticeship program or a comparable program or, (b) have successfully passed a competency examination administered by the Union, or, (c) as a List 2 registrant, you have registered to take a competency examination

FIVE YEARS WORKED: Membership status in another UA Local standing alone is insufficient to establish prior work history. You must prove actual work experience by documents. Paycheck stubs and W-2 statements bearing the name of a mechanical contractor are preferred. Paystubs or W2 statements issued by a labor staffing program do not satisfy the requirement unless there are additional documents issued by the staffing service or a contractor reflecting the person performed covered work. Other sources include records issued by a pension or health and welfare fund reflecting the performance of Covered Work.

APPRENTICE TRAINING: To establish completion of an apprenticeship program, you must produce a document from the apprenticeship program providing the dates of enrollment and turnout date.

WORK LISTS:

LIST 1 Qualifications: A Building Trades journeyman qualifies for List “1” by either: (a) working in Journeyman classifications for contractors signatory to this Agreement or a U. A. National Agreement in the geographical jurisdiction of the Union for a minimum of 1,200 hours within each 12-month sequence during the 48 months prior to seeking registration; (b) having successfully completed the training program administered by the Arizona Pipe Trades Joint Apprenticeship Committee within the last 36 months; (c) having worked 3,600 hours within 24 months pursuant to a dispatch under List “2”; or (d) if a List “2” Journeyman has worked for a signatory Contractor for at least 500 hours and that Contractor and at least two list “1” employees with personal knowledge of the Journeyman’s work recommend in writing that the Journeyman qualifies for List “1”.

LIST 2 Qualifications: A Building Trades journeymen who has worked at least 3,600 hours within the last two years as a journeyman while an Arizona resident and who has passed or registered to the Union’s Building Trades Journeyman test.

LIST 3 Qualifications: All other qualified Building Trades journeymen available for work. Effective July 1, 2024, a registrant’s name shall remain on List “3” for 180 days from the date the registrant’s name is added to the out of work list.

PROCEDURES FOR REGISTERING ON BUILDING TRADES JOURNEYMEN OUT-OF-WORK LISTS

To initially register, one must be unemployed and contact the hall. Your name will be added to the out of work list upon the Local’s receipt of a notice of termination from a contractor. However, to assure that your name is timely added to the out of work list, you should contact the hall to advise that your employment has been terminated.

DISPATCH TO EMPLOYMENT

Names appear on the appropriate Out-of-Work List in the chronological order of registration.

Work calls are listed on the Local 469 website www.ualocal469.org every day at 5:00 pm. Until 8:00 am the following day members can select a job using the following process.

- Click on the “View Jobs” box on the home page.
- Click on the “Log In” box on the next page
- Log in using the instructions provided
- Click on Job Request
- Choose the job(s) you are interested in by changing the drop down menu from “Reject” to a priority.
- Further instructions and user guides are on the website

Unless provided for otherwise under the Collective Bargaining Agreement, dispatch shall be in the order names appear on List 1, and then List 2 and then list 3. If unable to dispatch a building trades journeyman from List 1, 2 or 3, Local 469 shall afford the contractor the option of dispatch of an individual signed to the Provisional Welder list.

At the contractor's option, a registrant prior to dispatch must establish his/her compliance with employer stated job qualifications including drug testing and I-9 identification. Any registrant turned down by the employer for failing to meet stated job qualifications, except passing a skill or qualification test, may re-register only at the bottom of the list. A registrant who fails a skill or qualification test shall not be eligible for dispatch to the same contractor for any job with the same requirements for 30 days. A registrant who fails two (2) skill or qualification tests on the same topic, but administered by different contractors, within a 30-day period shall be deemed ineligible for dispatch to any job requiring said skill or qualification until such time as the Journeyman successfully completes training at the Local 469 apprenticeship program.

In situations where a contractor has a particularized need to evaluate the job-related qualifications of a registrant, a contractor may request that multiple registrants make themselves available for interview. Such situations may include hiring of an employee to operate CAD, BIM or other like computer software and hiring of an employee to perform residential service work. Certain referrals require certifications, a city license or specialized training or experience. It is YOUR obligation to supply this information to the dispatcher.

TERMINATION OF EMPLOYMENT

Journeymen given a reduction in force at the end of a short call, that is, a dispatch designating work lasting fifteen (15) working days or less, may retain his/her previous spot on an out of work list.

Where a Contractor for "just cause", designates a List 1 Journeyman as "not eligible for rehire", such designation disqualifies the List 1 journeyman for dispatch to that Contractor for 90 days. If a List 1 Journeyman receives a second "not eligible for rehire" termination from the same Contractor, the List 1 Journeyman shall not be eligible for dispatch to that Contractor without a written request from the Contractor. If a List 1 Journeyman receives 2 "not eligible for rehire" terminations within 6 months, the Journeyman shall be deemed ineligible for placement on any Building Trades Journeyman Hiring Hall list maintained by the Union for a period of ninety (90) days.

Upon initially registering on List 2 or List 3, a Journeyman shall serve a 3,600 hour probation period. Any probationary List 2 or List 3 Journeyman receiving a termination slip marked "not eligible for rehire" shall not be dispatched to that contractor for a period of 180 days. Any probationary List 2 or List 3 Journeyman receiving a second not-eligible for rehire termination notice shall be ineligible for placement on any hiring hall list maintained by the Union for a period of one (1) year.

A Contractor shall not issue a “not eligible for re-hire” unless it has “good cause” and completes the process set forth in the industry approved disciplinary action form.

PROVISIONAL WELDER LIST

During periods of high demand for welders, the Union will maintain a temporary Provisional Welder List for any person who does not qualify as a “building trades journeyman” and who is not currently or who was not during the last 3 years indentured to the Joint Apprenticeship Committee provided the person can demonstrate he/ she has performed pressure pipe welding, but outside of the construction plumbing and pipefitting sectors, for at least 2 years during the last 10 years.

If unable to dispatch a building trades journeyman from List 1, 2 or 3, Local 469 shall afford the contractor the option of dispatch of an individual signed to the Provisional Welder list. The contractor shall have the option of requisitioning by name. Otherwise, dispatch shall be on a first- in, first out basis.

To remain on the Provisional Welder List, a registrant must be ready, willing and able to accept a dispatch. A registrant on the Provisional Welder who rejects a dispatch shall have his/her name stricken from the list and shall be ineligible to sign the Provisional Welder list for a period of 6 months. If not dispatched with thirty (30) days of signing the Provisional Welder list, a registrant’s name shall be removed unless the registrant appears at the Local 469 Hiring Hall and resigns the list.

A person dispatched pursuant to the Provisional Welder may not subsequently sign the list if he/she voluntarily quits a job to which he/she was dispatched. This prohibition shall not apply if:

- (a) a contractor fails to offer at least 24 hours of work during each of two consecutive workweeks;
- (b) the person quits because of a demonstrated illness, injury, impairment, or physical or mental condition that involves inpatient care or continuing treatment by a health care provider. A person dispatched pursuant to the Provisional Welder who receives a not-eligible-for-rehire termination may not sign any out of work list maintained by Local 469 for a period of 1 year.

When the prospect for dispatch from the Provisional Welder list during the next thirty (30) days is remote, no person shall be allowed to sign or resign the list.

SUBSTANCE ABUSE POLICY

If the Dispatcher perceives that a Registrant is intoxicated when appearing for dispatch, the Registrant shall have the option of submitting to a drug/alcohol screening or agreeing to not seek dispatch that day. If the screening indicates the presence of amounts of drugs or alcohol showing the Registrant was under the influence of either alcohol or an illegal drug, the Registrant’s name shall be removed from the hiring hall list and the Registrant shall not be permitted to sign any out of work list maintained by Local 469 until the sooner of: a period of 1 year or demonstrating completion of a substance abuse program.

If a Registrant elects to not seek dispatch, the Registrant shall maintain his/her place on the out of work list. However, the Registrant shall be required to submit to a drug/alcohol screening if within 1 year the Dispatcher again perceives that Registrant is intoxicated when appearing for

dispatch. If the Registrant tests positive or refuses to submit to a drug/alcohol screening, the Registrant shall not be permitted to sign any out of work list maintained by Local 469 until the sooner of: a period of 1 year or demonstrating completion of a substance abuse program.

Upon request of a signatory contractor, the Union will administer a pre-dispatch drug test before dispatching a hiring hall registrant. The Union will not dispatch anyone that has a positive test. If the test results are inconclusive, dispatch will await the result of a confirmatory test.

When a contractor has requested a pre-dispatch drug test, a registrant to be eligible for the referral must sign a Consent and Release form without modification as a condition to be dispatch.

The Union will utilize a laboratory that is experienced in performing tests drug detection. The laboratory will provide chain-of-custody procedures and final results reporting. Samples shall be collected and tested with due regard to the privacy of the individual being tested, and in a manner reasonably calculated to prevent substitutions or interference with the collection or testing of reliable samples. Alteration of a sample will be treated as a positive test result.

The following confirmation limits (amount of the drug which can be reliably detected by the laboratory) will be used to determine a positive test result.

DRUG ABUSE CONFIRMATION

DRUG (CLASS)	REPORT LIMIT, NGML*
Marijuana	15ng/ml
Cocaine	150ng/ml
Opiates	2000ng/ml
PCP	2.5ng/ml
Barbiturates	200ng/ml
Benzodiazepines	200ng/ml
Methadone	qualitative test (presence)
Methaqualone	qualitative test (presence)
Propoxyphene	qualitative test (presence)
Sympathomimetic Amines (Includes amphetamine and methamphetamine)	500ng/ml
Alcohol (D.O.T. Law) .04%	20mg/dl (milligram/deciliter)

- ng/ml = Nanogram/Milliliter of Urine

In order to maintain confidentiality, all test results shall not be divulged to any other person except the dispatcher and any contractor which has requested a registrant by name. The Union may disclose results to its appropriate agents, officers and attorneys of the Union in any situation where the registrant is contesting the accuracy of the results. The Union shall not be precluded, however, from divulging such test results upon request to agencies of local, state or federal governments, or administrative or judicial proceeding if the results of such test are relevant to the issues involved or when required to divulge such test results by a subpoena.

A registrant may challenge the validity of the drug test at a cost to the registrant provided any challenge test must be conducted on the same sample as the first test.

Any registrant who tests positive twice within a thirty day period will have his/her name placed on the bottom of the appropriate out of work list maintained and will be referred to EAP (employee assistance program).

HIRING HALL GRIEVANCES

If you dispute any decision as to the operations of the hiring hall or any “not eligible for rehire” notice issued by any contractor, you must file a written grievance within 10 working days of the occurrence. If you do not file a written grievance, you waive your right to contest the decision.