

## Available for Work List rules Revised April 21<sup>st</sup> 2021

Any member who receives their Record of Employment (ROE), or who voluntarily quits employment must call in their layoff to the local union office administrator or email it if the local union office is closed. Failing to do so could result in medical benefit suspension.

Any member quitting a job, or asking for a layoff when no layoffs are planned by their Employer, will be placed to the bottom of the available for work list, regardless of how many days they have worked, and will be subject to a two (2) week waiting period unless the list had no members on it at the time of signing. If a member solicits a work call that falls within the classifications in the IBEW Collective Agreement, that member will be charged under the IBEW constitution.

Members in the top ten (10) positions on the available for work list excluding members currently working out of town, must make themselves available for work by contacting the local union office daily (519-948-2221) between the hours of 1:00 p.m. to 3:00p.m. If those members don't make themselves available the calls can be filled by any member on the out of work list and they will be charged one (1) refusal for every missed call.

Members who are placed to work from the available for work list shall be allowed to accumulate up to 20 paid work days before having their name removed from the available for work list. If a member is found to be missing work to stay below 20 days, it will be the Business Managers discretion whether or not he is pro-rated or put to the bottom of the available for work list.

Members who are placed to work from the available for work list and who do not accumulate 20 paid work days, shall have their position on the list pro-rated one (1) position for each paid work day regardless of hours worked. Pro-rating will not take effect until the member has accumulated ten (10) paid work days. Saturday, Sunday or Statutory Holidays, if worked, shall count as two (2) paid work days. Members who intentionally miss weekend work will be charged 1 day for every weekend day missed.

Members who have accumulated a sum total of 50 paid work days due to numerous short-term calls shall have their name placed to the bottom of the available for work list.

Only members who have a paid-up dues receipt and a current Working at Heights will be available to be dispatched to work.

If a member is off sick for an anticipated long period of time and request their name to stay on the available for work list with sick beside it, they must provide a Doctor's note stating his/her anticipated return to work date. When the member who placed their name on the out of work list as sick is ready to return to work, they must provide a Doctor's note stating they have fully recovered from their ailment. If a member is off work and in receipt of short-term disability their name will be removed from the out of work list until they provide a Doctor's note stating, they are fully recovered from their ailment. Once the Doctor's note is provided to the union hall, they will be entitled to resign the available for work list.

Any member on the available for work list who accepts employment of any nature outside the jurisdiction of IBEW Local 773 must notify the union hall prior to commencing work or they will have their medical benefits terminated.

Members are allowed to refuse five (5) in town calls, on the sixth (6th) in town refusal members are sent to the bottom of the in town, and travel list. On the sixth (6) in town refusal, the trustees of the medical plan will terminate medical benefits as per the bylaws of the medical plan. Five hundred (500) hours at ICI remittance will be required to reinstate terminated benefits.

Members are allowed to refuse multiple travel calls without affecting their position on either list. Members on travel calls will have their name prorated for days worked in the same manner as an intown call.

Members wishing to take vacation and suspend their name on the Available to Work list during the vacation must notify the union hall 14 days prior to the vacation request date. During the time requested for vacation the member on vacation will not receive calls for work, and will not be available to accept a call for work. Members will be allowed to take (8) eight weeks of unpaid holidays in a 12- month period without effecting their membership status on the Available for Work list.

If a member takes an in town call his name will be pro-rated on the travel list in the same manner as local calls.

### **Contractor Hiring Rules:**

ICI 50/50

Residential 50/50

LARI 2 from the top, contractor picks 1(No banking of hires). On calls that are less than 3 the members will be dispatched from the top of the list.

EPSCA Generation 50/50

EPSCA Transmission, all hires from the top of the available for work list.

Foreman hiring Clause 602 of the Local Appendix

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