

In order that the Employer shall have a competent work force and to promote efficiency and safety of operation to the Employees, Company and the Public the Union agrees that:

Laborers Local #397 Referral Criteria:

In addition to the rules currently implemented in Local397's Collective Bargaining Agreement, Local397 shall adhere to the following criteria when making referrals:

Any employer, in requesting the referral of applicants shall specify to the Union such Information as is deemed pertinent by the Employer in order to enable the Union to make proper referral of applicants who are fit and competent to fulfill such positions as specified by the Employer. In addition to such information and the required fitness and competency:

1. Applicants who have worked the least (two weeks or more) shall be given preference, if possible, for referral.
2. Applicants who consistently sign the daily referral sheet be preferred, if possible, to intermittent daily sign-ins.
3. Applicants who are requested by name by the employer may be preferred, if possible, over applicants who have not been specifically requested by name provided:
 - The applicant requested by name has been a previous employee of Employer
 - The applicant was an employee as the result of Local397's referral of the applicant to the Employer
 - The referral of the applicant to the Employer was within the territorial jurisdiction of Local397.
4. As to the Employer specifying to the Union such information as is deemed pertinent by the Employer in order to enable the Union to make proper referral of applicants, such information includes, but is not limited to, requests for women and / or minority candidates