
WORK RULES

**INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITHS,
FORGERS AND HELPERS**

LOCAL LODGE NO. 146

AFL-CIO



EDMONTON, ALBERTA, CANADA

2005

Working Rules

- 1.1 Any member who wishes to change classifications for the out-of-work lists must, as required by the Alberta Government Regulations, have the appropriate qualifications for the list he wishes to change to.
- 1.2 Once a member has changed lists he must stay on the list for one (1) year.
- 2.1 Any travel card member applying for transfer of membership in Lodge 146 as a mechanic or apprentice shall make such application in keeping with the International Brotherhood Constitution and the following:
 - a) Hold a valid Alberta Welding Ticket or
 - b) Hold and Alberta Journeyman Ticket or Interprovincial Boilermaker Ticket.
 - c) Hold a transferable certificate of apprenticeship.
 - d) Display proof of Alberta Residence.
- 3.1 All work orders from the Employers shall be received at the Business Manager/Secretary-Treasurer's office and the members shall be dispatched from the out-of-work list in a fair and impartial manner. When a member has accepted a work order, he shall be removed from the out-of-work list. The dispatch office shall be open from 9:30 a.m. to 11:30 a.m. and from 1:00 p.m. to 2:30 p.m. Monday through Friday inclusive.
- 3.2 **CALL OUT** – Jobs to be called out from 9:30 a.m. to 11:30 a.m. or until complete each day from the top of the list. Only members living 40 kilometers or more outside the city limits of Edmonton, who have registered with the dispatch office for that days dispatch will be called by telephone. Procedures to be determined by the Business Manager.
- 3.3 Any orders for men received from Employers before 5:00 p.m. will be dispatched the following day. Only in cases of emergency can members be dispatched the same day as the order is received and then every effort must be made to contact the members by phone in rotation of their name on the out-of-work list.
- 3.4 The recording system will be maintained and kept as up-to-date as possible to indicate what jobs will be dispatched. The names of all name hires shall be listed on the call out tape along with the name of the company.

A duplicate recording system will be located in the Calgary Office for field call-outs as well as a duplicate recording system of Calgary shop callouts in Edmonton.
- 3.5 All referral slips shall be made out in duplicate, with one (1) copy being submitted to the employer and one copy retained by the office. The job steward will be provided a complete list of all dispatched.

- 3.6** The term “available for work” shall apply to those members who have registered with the Dispatch Office and are willing and capable of accepting a dispatch to any job within the scope of Lodge 146’s jurisdiction. Members on the long term sick list shall provide a doctor’s verification that they are capable of returned to work in the event of a dispatch.
- 3.7** Any member of this Lodge who is unavailable for work for any other reason except sickness or death in his immediate family shall have his name removed from the out-of-work list.
- 3.8** Any member on the out-of-work list shall have his choice of jobs if there is more than one order for men at the time he is called.
- 3.9** All fines, monthly dues, field dues, and assessments shall be paid before a member is placed to work.
- 3.10** It shall be mandatory, upon all members who voluntarily accept an employment slip, to report for work at the time and place designated on the dispatch slip. Any violation of this clause shall cause a member to be liable to charges, resulting in possible fines.
- 3.11** No job shall work without a Job Steward unless given prior permission by the Business Manager.
- 3.12** No member shall proceed to any job coming within the scope of the construction and/or maintenance and repair agreements without having cleared with the dispatch office. Failure to do so shall cause a member to be liable to charges being filed pursuant to the Brotherhood Constitution.
- 4.1** Any member, who accepts a work order or places his name on the out-of-work list and has not been laid off, quit or terminated his last Employer, will be liable to charges, resulting in possible fines.
- 4.2** Upon completion of a job, any member may phone in and place his name on the out-of-work lists within seventy-two (72) hours of completion of that job, during business hours of the Local Lodge. This will apply to layoffs, quitting or being fired. Failure to comply with the above shall result in the member not being eligible to place his name on the out-of-work lists for thirty (30) calendar days. It shall be the Job Steward’s responsibility to inform the dispatcher of the above situations concerning each member. All members, regardless of where they live can have their names placed on the out of work list by phone, during regular business hours.
- 4.3** Any member who is fired or quits must be on the out-of-work list for fourteen days to be eligible for a name request unless otherwise approved by the Business Manager.

5.1 Members living in a camp shall endeavor to uphold camp standards as laid down by the Building Trades Council and shall cooperate with the camp management regarding order and cleanliness.

5.2 Subsistence – Any member living under substandard conditions or as deemed sub-standard by the Business Manager, will be subject to a fine.

5.3 Any member working within the jurisdiction of Local 146 leaving behind job related outstanding bills for accommodation, damage to accommodation, phone bills or other debts shall make full restitution to the satisfaction of the Business Manager or his designate before being dispatched to the next job.

6.1 Any member being discharged from two (2) consecutive companies for just cause shall appear before the Executive to explain his actions and be liable to a fine.

6.2 Any member who is summoned to appear before the Business Manager and/or the Executive Board by registered letter which has been accepted on his behalf for a hearing and fails to appear without an excuse acceptable to the Business Manager and/or the Local Lodge President shall:

1. Have his or her name removed from the out of work list.
2. If he or she is working, upon completion of their job will not be able to sign the out of work list.

The above member will not be dispatched to any job until he or she has appeared before the Business Manager/President/Local Lodge Executive.

6.3 Any member employed in a capacity above the rank of Journeyman (such as Assistant Foreman, General Foreman, Foreman, etc.) shall refrain from working with the tools, except to the extent necessary to instruct or inspect the Employee's work, bearing in mind that safety is everyone's' responsibility. Failure to comply will mean a fine imposed by the Executive.

6.4 No member shall work for more than one (1) Employer at that same time: i.e., holds more than one (1) job or works more than eight (8) hours in any twenty-four (24) hours unless working overtime for his regular Employer. Violation shall cause a member to appear before the Executive and may be liable to charges, resulting in possible fines.

7.1 When a member of Lodge 146 takes a travel card within the provisions of the International Constitution he will have his name remain on the out-of-work list. It shall be further understood that no member shall be dispatched while in possession of a travel card.

- 8.1** When a member is in receipt of a pension from the Boilermakers National Pension Fund he shall, if he so desires, be placed on a retired members list. He will be placed to work after the regular out-of-work list is exhausted.
- 9.1** Termination of apprentices will be handled in accordance with the Apprentice Regulations and Disciplinary Actions administered by the Apprenticeship and Training Coordinator.
- 10.1** For the purpose of ratifying construction related field agreements only those members who have been field initiated shall be eligible to vote on said agreements.

RATIFIED BY LODGE 146:

At a Special Called Meeting
Saturday, June 11th, 2005

BY-LAWS/WORK RULES COMMITTEE:

Karl Barnwell
Mike Cartwright
Brent Clouthier
Len Jacobs
Jack Larsen
Miles Nelson
Arnie Stadnick

EFFECTIVE DATE:

August 1st, 2005