

ILA LOCAL 1475
CATEGORY CREDIT SYSTEM
September 9, 2015

The Category Credit System will be used in conjunction with the ILA Local 1475's Hiring Hall Rules and the Seniority Agreement to give everyone who works under it an equal opportunity to work.

1. The objective of this system is to give those seniority personnel in a group with less credits first choice of jobs over those with more credits on a daily basis.
2. These credits are totaled for each person continuously as work is dispatched.
3. On the first day of hiring under this system, the dispatcher will put on the tape for all personnel to call in. Credit groups will be forming thereafter.
4. In normal hiring, the dispatcher will list on the category hiring tapes the names of personnel in the lowest credit group to call in. At that time, you will choose jobs on a first call basis. As with our system, if a person does not respond to the tape quickly the dispatcher will call their 2 given numbers. The dispatcher will then list the next credit group and proceed. Personnel will be called within their credit groups for morning mark-offs, emergency orders and reliefs.
5. Credits will be given as follows:
 - A. 1 credit for receiving a new job call of more than 5 hours.
 - B. 1/2 credit for receiving a new start on any break bulk job.
 - C. 1/2 credit for receiving a relief job other than break bulk.
 - D. 0 credit for receiving a break bulk relief job.
 - E. 1 credit for refusing a new call or not being available after marking up.
 - F. 1/2 credit for refusing a relief job or not being available after marking up for a relief job.
 - G. 1 credit for marking off after 3pm. Marking off after accepting a job is not an additional credit.
 - H. 1/2 credit when passed over for a kitchen job if not qualified (NQ) for the kitchen.
 - I. 1/2 credit per 24 hours for not marking up if any Category Credit System personnel in your credit group receives employment.
 - J. No more than 2 credits will be given in a 24 hour period.
6. There are no exceptions to credits other than being injured on the job.
7. If a person receives a new start, is knocked off and receives pay for 5 hours or less, the credit will be reduced to 1/2 credit but it is their responsibility to call the dispatcher promptly.

8. There will be no return rights for personnel working under the Category Credit System.
9. A person receiving pay for 8 or more hours on a relief job is required to notify the dispatcher immediately. Failure to report this to the dispatcher will result in a penalty credit in addition to the work credit.
10. A person who works the previous day or night will be automatically considered marked up and available the next day or night.
11. Personnel not automatically marked up must state their availability in accordance with ILA Local 1475 Hiring Hall Rule II: Availability. They must state the shifts for which they are available and specifically state their willingness to double and triple.
12. Category Credit System personnel will be provided ILA Local 1475 Hiring Hall Rules and the Category Credit System Rules.
12. After all credit groups reach double digits, the running total will be reduced by 10.
13. Any changes to the Category Credit System shall be in accordance with Article XVII, Section 2 of ILA Local 1475 By-laws.
14. All credits are to return to 0 (zero) at the end of each contract year.
15. The membership will vote at the September monthly membership meeting to remove, retain or place a seniority category on the Category Credit System. A simple majority of those members present and voting will be required for any action.