

**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 after all 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. If the membership sees a need to place an established or incoming seniority Category on the Category Credit System, a vote for such action will take place during the regularly scheduled September monthly meeting of our Membership. A simple majority of the members present and voting at said meeting will be required for any action regarding placing a Category on the Credit System.

After any seniority Category has been on the Credit System for at least one (1) contract year and is then retained within the System for a second and subsequent year, the Membership may choose to hold a vote for early removal or reinstatement of any Category from or to the System before the next September monthly meeting. However, an early removal or a reinstallation vote shall take place no less than three (3) months elapsed time beyond the beginning of a Category's second and subsequent contract year on the Credit System.

Any vote for Credit System Category early removal or reinstallation of a Category in its second and subsequent contract year must be held during a regularly scheduled monthly meeting after being advertised in writing as part of an agenda notification letter for a regular monthly Membership meeting. A simple majority of those members present and voting will be required for any action to provide early removal or save year reinstatement of a Category from the Credit System.\*\*

\*\*Change approved by the membership March 2017.

\*\*\* change approved by the membership July 2018.