

## ILA LOCAL 1475 CATEGORY CREDIT SYSTEM

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 the 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. Individuals will be randomly dispatched within their credit category using a Microsoft Excel randomizer. There will be 2 reports posted to Google Drive daily, one before night shift and one before day shift.
4. In normal hiring, the dispatcher will list on "Google Drive" everyone's names and their credits. Individuals will be called according to their random number within their credit category. At that time, you will choose any job that is available that you are qualified for. Personnel will be called within their credit groups for regular line-up, morning mark-offs, emergency orders and reliefs. **ANY DISCREPANCIES ON YOUR CREDITS MUST BE RESOLVED WITH AN OFFICER PRIOR TO 3 PM.**
5. Credits will be given as follows:
  - A. 1 credit for receiving any new start referral.
  - B. ½ credit for receiving any relief referral.
  - C. Personnel who AO will be given 1 credit. Personnel who use their AO for a referral will not be given an additional credit. Personnel who refuse or are unavailable when called for their AO will be given an additional credit.
  - D. No additional credits will be given for doubling.
  - E. 1 credit will be given for marking up to double and refusing or not being available for their job referral when doubling.
  - F. If personnel are unavailable due to working on a prior referral, no additional credits will be given. (Personnel cannot be on two payrolls at the same time.)

G. No more than 2 credits will be given in a 24-hour period unless found to be dishonest or fraudulent.

6. There are no exceptions to credits other than being injured on the job.
7. Continuity will be granted to individuals on the category credit system.
8. Asked For By Name "AFBN" will only apply within your credit category.
9. Return rights will be granted for personnel working under the Category Credit System but will only apply within your credit category.
10. Personnel must make themselves available by queuing up or calling the availability tape by 3pm. The availability tape must be used to make yourself available to double. Personnel who fail to queue up or markup may call the hall during their credit category. The dispatcher will call those individuals back last in their credit category. Individuals who fail to queue up or mark up may take a job but cannot AO.
11. After all credit groups reach double digits, the running total will be reduced by ten. Example: The highest is at 32 and the lowest is at 10. After the reset it will be 22 and 0 respectively.
12. Once dispatch moves past your credit category, everyone who has not received a credit in that credit group will receive 1 credit.
13. Anyone working under the credit system is found to be fraudulent or dishonest, they will be given a minimum of 2 credits and must meet with the Executive Board.
14. Personnel who are cancelled without pay will lose their credit for that shift. Personnel who are cancelled with pay will retain their credit.
15. Category Credit System rules and ILA Local 1475 Hiring Hall Rules will be available to read at [ILA1475.com](http://ILA1475.com).