

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. Personnel will be given 1 random number daily before night shift. Personnel will keep that random number for 24 hours. Dispatch will post the latest credit worksheet to Google Drive after each dispatch period. (24 hrs. is defined as 4pm – 4pm.)
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 or non-eight (8) hour guarantee fresh start.

- 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 or PTL (past time limit) no additional credits will be given. (Personnel cannot be on two payrolls at the same time.)
 - G. 1 credit will be given after marking up if individuals on the category credit system are NA (no answer), RW (refuse work) or mark-off after 3pm.
 - H. 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 or are on ANS (Accident & Sickness)
 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 during that hiring period ONLY but cannot AO.

11. Every two weeks all credits will return to zero for Sunday nightwork.
12. Anyone working under the credit system that is found to be fraudulent or dishonest will be given a minimum of 2 credits and must meet with the Executive Board.
13. Personnel who are cancelled without pay will lose their credit for that shift. Personnel who are cancelled with pay will retain a 1/2 credit.
14. Category Credit System rules and ILA Local 1475 Hiring Hall Rules will be available to read at ILA1475.com.
15. Any personnel on this system who does not answer the phone and calls back after dispatch has finished will not be eligible to work during that hiring period. (Night hiring period is 1900, 2400, and 1am; Daytime is all morning starts and 1300)

DUE TO THE INTERNATIONAL MOU, THE FOLLOWING RULES WILL APPLY TO DECK

AND DOCK QUALIFIED INDIVIDUALS

16. Persons who AO when DND is available will be AO'd for DND only.
17. Persons who AO when DND is filled must take DND first if available when called back for their AO.
18. If dispatch calls for DND and you do not answer and call back after DND is filled and jobs are still available, you will only be eligible to AO for DND.