

**I.A.T.S.E. LOCAL 204 REFERRAL RULES  
AS APPLICABLE TO AND A PART OF THE  
BARGAINING AGREEMENT WITH LITTLE ROCK STAGE GROUP INC**

The LRSO call coordinator shall use the following referral rules whenever LRSO calls for workers through Local 204.

- 1) The worker should have the skill sets requested, as determined by Local 204 rules.
- 2) The crafts requested by the client for the work call will be filled by member seniority (within those members having the required skill sets) to fill the work call. Seniority shall be determined by the published Union seniority list, updated as required.
- 3) Members have 24 hours to respond to the work call, excepting short notice situations (such as LRSO getting less than 48-hour notice of work call or a member/non-member canceling during that same period). In such instances, the normal call procedures are waived and the call coordinator may call those who routinely answer the phone and accept work calls in this type of situation. The first qualified member(s)/non-member(s) to respond is awarded the work call.
- 4) If a work call is declined and the individual subsequently decides to work the call (and the call has been filled in the interim), that individual may be the first called if a vacancy occurs, but may not "bump" an individual from the filled work call.
- 5) Some members/non-members are given preference on a client's work calls regardless of seniority. Either because the client requests that individual specifically or because that individual has worked often for that client and, by experience or extra training by the client, is more familiar with the client's work process resulting in improved efficiency when that individual is on the call. The number of such workers called by name is limited for any particular work call as stated in the bargaining agreement.
- 6) In order to be eligible for a show call, the member must work both the load in phase and the load out phase of the work call.
- 7) If a member works the load in phase and is unable to return for the load out phase the position will be filled with a worker who worked the load in phase at a lower pay rate contingent on the necessary skill sets being present.
- 8) If a member/non-member works the load in phase in a higher paying craft, that individual cannot be "bumped" from that craft on the load out phase even if a member with higher seniority or a member working the "out only" phase of the work call wishes to perform that craft on the load out phase. Also, a member with higher seniority cannot accept an "out only" work call and expect to "choose" the craft they wish to perform
- 9) In some cases, small venues like Magic Springs and Oaklawn Park have specific needs and a member/non-member or small group of individuals may be assigned to that venue as core members. The number of workers in this category shall not exceed four (4). That group of individuals will get preference over all other individuals for that particular venue when an agreement has been reached with those individuals to accept ALL work calls at that venue, even if there is a more lucrative work call at another venue.

Approved by member vote at the regularly scheduled monthly meeting, October 16, 2018

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