

THEATRICAL TEAMSTERS LOCAL UNION NO. 817

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

817 OLD CUTTER MILL ROAD, GREAT NECK, NY 11021
(516) 365-3470 • FAX (516) 365-2609



THOMAS J. O'DONNELL
PRESIDENT

FRANCIS J. CONNOLLY, JR.
SECRETARY - TREASURER

Criteria for referral is as follows:

- 1) Refer by employer request
- 2) Referral by specialized job qualifications. Jobs such as honeywagons, make-up and wardrobe combination vehicles, buses, camera cars, Titan cranes, water trucks, car carriers, and forklifts mandate precise matches.
- 3) Refer by years of experience in the New York Film, Television, and Theatrical trucking industry.
Every applicant seeking referral will be credited one years experience for those years in which they have worked a minimum of 100 days of employment referred through Local 817, and be grouped as follows:

Group I	15 or more years experience
Group II	10-14 years experience
Group III	5-9 years experience
Group IV	0-4 years experience

Whenever there are two consecutive calendar years with zero days of employment, all previous years credited will be nullified, unless that individual was on disability.

The requisite skills and qualifications for each job to be filled will be identified (eg. Class A tractor-trailer license) and group I availability will be exhausted before moving to group II, III, & IV.

The Union may refer out of group order in situations where:

- 1) Job location and referral applicant proximity is a factor
- 2) Expediency of referral is of paramount importance
- 3) Job arises after hours or late night and limited applicants are available
- 4) Such strict referrals may adversely affect the job (e.g. a truck loader is needed to unload a trailer load of steel and the group I applicant is not physically strong enough to safely and properly do the job)

Factors affect referrals:

- 1) Employer may refuse any referral made by the Union without reason
- 2) The union may limit referral of any individual that has committed any of the following infractions:
 - a) failure to perform duties of assigned job
 - b) gross insubordination
 - c) theft
 - d) excessive tardiness
 - e) drunkenness on the job
 - f) use of illegal drugs
 - g) physical violence
 - h) sexual harassment
- 3) Failure of the prereferral drug test taken today will result in **denial** of your application.
- 4) Failure of drug test by the employer
 - a) 1st occurrence - 1 month suspension
 - b) 2nd occurrence- 3 month suspension
 - c) 3rd occurrence- expulsion from the referral list

Repeated occurrences of the above may result in the permanent removal of individual from the referral list.

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Referral Rules and Code of Conduct for Teamsters Local 817

A registrant may be immediately suspended from the referral list for any offense listed below. Suspensions shall be anywhere from (24) hours to (90) days or any other reasonable amount of time as decided by and at the discretion of The Local 817 Executive Board. Furthermore, The Executive Board may impose a penalty, if necessary, upon receipt of a written complaint from a captain, gang boss or employer. If subjected to suspension for violating any of the rules, notice will be provided by certified mail within (2) business days. A registrant has the right to appeal to The Local 817 Executive Board. No penalty shall be imposed until the appeal process is completed, except where immediate suspensions are necessary for the health and safety of the registrant, registrants, union members, or others.

- Consumption of a controlled substance or alcohol at work or a violation of the Teamsters Local 817 Drug Testing Policy.
- Theft at work.
- Fighting at work.
- Gross insubordination.
- Lateness for a job assignment without good cause.
- Leaving the job site prior to release by the captain or gang boss.
- Abusive or insulting language or conduct at work. Displaying a bad attitude creating a hostile work environment.
- Knowingly contributing to an unsafe work environment.
- Accepting employment from anyone without dispatch approval.
- Failure to appear before the Local Union Executive Board when requested.
- Violation of the Teamsters Local 817 Harassment Policy.

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- Getting discharged by an employer that cannot be appealed by the Union will result in day assignments until the job you were removed from is complete.
- Quitting a job will result in daily work assignments until the job you quit is complete. Personal hardship will be considered by the dispatch office.
- Refusal of a job assignment (except for personal hardship to be discussed with the dispatch office) shall result in no assignment for that day plus a 24-hour suspension from the shape.
- Violation of the Dress Code: No sweat pants, gym shorts, tank tops, cut off (sleeveless) shirts, cut off pants, soiled clothing, flip flops or any other open top footwear. A collared shirt is strongly recommended as well as maintaining an overall neat appearance, regardless of what equipment you drive or position you hold.
- Maintain your CDL. It is the responsibility of the registrant to maintain a valid CDL and medical card. Effective January 1, 2021, any registrant who loses their CDL will not be permitted to shape until their CDL has been fully restored. Personal hardship will be considered by the Executive Board.
- Any pattern of fixed object accidents will result in a downgrade of the type of equipment you drive. Professional training and/or driving lessons will be required at your own expense to assist you in attaining safe control and operation of the equipment you are assigned to. This action protects our drivers from employer “no hire” lists.