

# 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

## Referral Rules and Code of Conduct for Teamsters Local 817

- Consumption of a controlled substance or alcohol at work.
- Theft at work.
- Fighting at work.
- Gross insubordination.
- 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.
- Violation of the Teamsters Local 817 Harassment Policy.
- 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.
- 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.
- Failure to appear for an accepted job without good cause (no show).

Radio, Television, Field Equipment, Motion Pictures, Film, Exhibitions & Orchestra

"THE SHOW MUST GO ON"

- 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. Bad attitude creating a hostile work environment.
- Knowingly contributing to an unsafe work environment.
- Failure to appear before the Local Union Executive Board when requested.
- Accepting employment from anyone without dispatch approval.
- 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.
- 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.

### **Suspensions**

- A registrant may be immediately suspended from the referral list for any offense listed above. Suspensions shall be anywhere from (24) hours to (90) days or any reasonable amount of time as decided by and at the discretion of the Executive Board.
- The Local 817 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 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.