

EMPLOYER JOB ORDER CERIFICATION FORM

REQUIRED SKILLS AND CERTIFICATIONS

Job Referrals may request individuals from the Out of Work List that possess a bona fide special skill or certification. The choices shown in Required Skills and Required Certifications are those that are commonly recognized. To request a special skill or certification that is not listed, choose "Other" and enter the requirement. The Dispatcher will determine whether to include the special requirement in your job referral.

Upon requesting required skills or certifications:

- Employer will, in fact, utilize the skill or certification with the individual being hired.
- Employer will provide the Union, on request, with access to records to verify that the special requirement is needed.
- Employer will place in employment on a service truck, any individual requested with service truck skill.

WOMEN/MINORITY/OVER 50

When an employer is required by legal contract to hire an employee that is female, a minority or over 50, Local 48 will honor that by including that in the job listing and by referring an individual who meets such condition ahead of others.

FIRST SOURCE HIRING

When an employer is required by legal contract to hire residents of a particular geographical area, Local 48 will honor that request by including that in the job listing and by referring an individual who meets such condition ahead of others.

Upon requesting Women/Minority/Over 50 or First Source status:

- Employer must have a contractual obligation with a general contractor or owner that requires one or more of these provisions.
- Employer will provide the Union, on request, with access to records to verify that the special status is required.

CERTIFICATION

On behalf of the employer making the request for an individual with required skill, required certification, Women/Minority/Over 50 and/or First Source status; I hereby certify that this is a legitimate request and that either this skill or certification is required and will be used or that our contract requires the hiring of Women/Minorities/Over 50 or First Source.

PRINT NAME: _____ SIGNATURE: _____

EMPLOYER: _____

An employer, who violates this provision by requesting a special requirement in order to get a particular individual instead of a particular skill, shall be in violation of the collective bargaining agreement.