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SPECIALTY CONTRACTORS
NTD EMPLOYERS ASSOCIATION

JEFF HINES
McCarl's Inc.

J. JACOB SNYDER
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SPECIALTY CONTRACTORS

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Nooter Construction Co.
NTD EMPLOYERS ASSOC.



INTERNATIONAL BROTHERHOOD OF
BOILERMAKERS • IRON SHIP BUILDERS
BLACKSMITHS • FORGERS & HELPERS

JOHN T. FULTZ
Int'l. Broth. of Boilermakers

LARRY MCMANAMON
Int'l. Broth. of Boilermakers

TIMOTHY SIMMONS
Int'l. Broth. of Boilermakers
SECRETARY (913) 371-2640

NATIONAL JOINT RULES AND STANDARDS COMMITTEE

753 State Ave., Suite 570

Kansas City, KS 66101

March 13, 2018

File: 6.3 NJRSC Corresp.

TO: All U.S. CSO District and Lodge Business Managers

RE: Amendments on Nondiscriminatory Referral

Gentlemen and Brothers:

The National Joint Rules and Standards Committee has amended the Uniform Referral Standards and Joint Referral Rules under **Article 8: Nondiscriminatory Referral** to become effective April 1, 2018.

The amended language will read as follows under **Article 8.7 Selectivity**:

8.7.1 Alternative to Applicable Collective Bargaining Agreement:

For any job performed within the geographical jurisdiction of the Local, an employer shall have the right to use these procedures for selection of applicants and transfer of employees as an alternative to the selection and transfer provisions of the applicable Boilermaker Collective Bargaining Agreement, or when no provisions are contained in the applicable agreement. Each employer shall have the right to select the first twenty (20) preferred referral applicants or fifty percent (50%) of referral applicants, whichever is less, from the Primary out-of-work list of any Local Lodge under the authority of and upon the approval of the International Vice President having jurisdiction over Local Lodge (000) and after consultation with the Business Manager. After initial staffing, fifty percent (50%) of referral applicants may be selected by the employer from the top ninety percent (90%) of the Local Lodge (000) Primary out-of-work list, with the remaining fifty percent (50%) referred by Local Lodge (000) in accordance with these referral rules, alternately on a one-to-one basis. This referral ratio may be maintained when additional referral applicants are requisitioned by the employer.

The amended Uniform Referral Standards and Joint Referral Rules are to be used in conjunction with your approved Local Joint Referral Rules. Please provide a copy of this communication to each member of your Local's Joint Referral Rules Committee and take immediate steps to bring your Local Joint Referral Rules into compliance with the amended Rules.

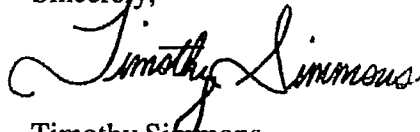
To: All U.S. CSO District and Local Lodges
RE: Amendments on Nondiscriminatory Referral
March 13, 2018
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You are reminded of the posting requirements as set forth in Articles 2.3 and 8.4 of these Rules. Please post this notice on the Local Lodge bulletin board, website, job site location and/or facility where the Uniform Referral Standards and Joint Referral Rules are displayed.

In addition, please take the necessary steps to inform all referral applicants of these amendments.

Please contact me with any questions.

Sincerely,

A handwritten signature in black ink that reads "Timothy Simmons". The signature is written in a cursive style with a large initial "T" and a long, sweeping underline.

Timothy Simmons
Secretary, NJRSC

cc: N.B. Jones, IP
U.S. IVP's
T. Brown, AAIP
M. Vandiver, SAIP, AD-AAIP, ED-CSO
G. Forkin, AD-CSO, AIP, ED-QCCUS
M. Stanton, AD-CSO, AIP, D-JS-CSO
J. Hughes, AD-CSO, AIP, D-NTS-CSO
M. West, AD-CSO, D-NTDS
U.S. CSO Reps
C. Smith, D-ITS-IPO
E. Jasinski, SE/A
D. Branscum, MOST
R. Traxler, NACBE
NJRSC
M. Stapp, General Council