

**NOTICE**  
**Hiring Hall Rule**  
**Clarification**  
**Effective January 8, 2016**

**Table of Contents (page ii) X. effective January 8, 2016 will now read as follows:**

X. RULES FOR THE MARINE AGREEMENT (e.g., **Subsidiaries of Vigor Industrial, LLC**)

**Section III.B.3(f) Dispatch of Jobs; 90 Day Rule - Procedure; effective January 8, 2016 will now read as follows:**

- f. The 90-Day Rule applies to all agreements **except for those between the Union and the subsidiaries of Vigor Industrial, LLC (such as Cascade General and Vigor Marine) when the call is taken by a registrant off of any other book other than the Marine Book. If the registrant comes off the Marine Book, the 90-Day Rule applies.**

**Section X. RULES FOR THE MARINE AGREEMENT (Cascade General) effective January 8, 2016 will now read as follows:**

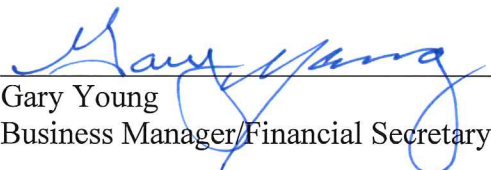
X. RULES FOR THE MARINE AGREEMENT (e.g., **Subsidiaries of Vigor Industrial, LLC**)

4. Recall – The Employer, not the Union, will administer the recall procedure in accordance with the seniority provisions of the Marine Agreement. ~~(Article 16 (Seniority))~~ If the Employer needs additional workers it shall do so in accordance with the terms of the **applicable** Labor Agreement. ~~(Article 18 (Hiring))~~

**~~As a convenience to the Employer, the Union will post the names of individuals being recalled off the seniority list.~~**

If you identify any mistakes please contact Gary Young (busmgr@ibew48.com) or Dave Johnston (dispatch@ibew48.com).

IBEW LOCAL 48

  
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Gary Young  
Business Manager/Financial Secretary

Dated: January 8, 2016