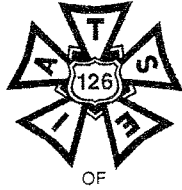


FORT WORTH STAGE EMPLOYEES LOCAL 126

AFFILIATED WITH

AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATION

TEXAS STATE AFL-CIO



AFFILIATED WITH

TARRANT COUNTY CENTRAL
LABOR COUNCIL AFL-CIO

OF
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOTION PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES ITS TERRITORIES AND CANADA

FORT WORTH ◊ ARLINGTON ◊ GRAPEVINE ◊ DENTON ◊ GAINESVILLE

P.O. 185178 ◻ FORT WORTH, TX 76181-0178 **Business Agent: (817) 929-1926** www.iatse126.com

Fort Worth Stage Employees Local 126 Voluntary Authorization

For and in consideration of services rendered and to rendered I do hereby agree to contribute to Fort Worth Stage Employees Local 126 a sum of money equal to four percent (4%) of my gross earnings as a stagehand. I further agree to make such contribution upon completion of each job or if payment for my services should be made to Fort Worth Stage Employees Local 126, I agree that such contribution be deducted from my gross wages by Fort Worth Stage Employees Local 126. This authorization and the contributions made and to be made are completely voluntary on my part and I understand that they are not required as a condition of employment and can be revoked at any time.

I have read “**REFERRAL AGREEMENT, WORK RULES and DISCIPLINARY ACTIONS**” and “**DRUG AND ALCOHOL ABUSE POLICY**”, understand and voluntarily accept it as terms and conditions governing my participation in Local 126’s Referral System.

The original of this form will be kept on file with Local 126 and copies will be provided to all employers to which Local 126 refers labor.

Date.....

Name.....

Address.....

Phone.....

Signed.....

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REFERRAL AGREEMENT, WORK RULES and DISCIPLINARY ACTIONS

The following information constitutes a Referral Agreement, applicable work rules, related responsibilities and disciplinary actions that may be taken to enforce those rules and responsibilities of Employees referred to a job pursuant to this Referral Agreement and applicable collective bargaining agreements.

REFERRAL

Local 126 is not an employer. Local 126 refer Employees to employers. It is Employees' responsibility to keep all employers you work for informed as to your current address to insure timely payment of payroll checks and to receive tax statements (W-2's, etc.).

It is Employees' responsibility to keep all documentation (W-4's, I-9's, etc.) current with all employers you work for, also, to insure timely payment of payroll checks and to receive tax statements.

The employers that this local refers Employees to include, but is not limited to, Fort Worth Production Services, Inc., Fort Worth Symphony Orchestra, Texas Ballet Theater, Inc., Casa Manana, Inc., Fort Worth Opera Association, Inc., The Southwestern Exposition and Livestock Show and Rodeo, and The Miss Texas Scholarship Pageant. This referral system is non-exclusive; individuals have the right independently to seek and obtain employment from the listed employers and any others concerning whom the system may operate.

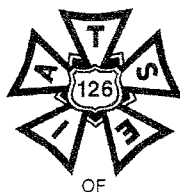
All Employees referred to a job by this local, including but not limited to Union members, will be charged a referral fee. The referral fee will be a percentage of your gross wages. It is expressly understood and agreed that this fee relates solely to the cost of the Local Union's administering the referral service, and is accepted as a fair, reasonable and equitable charge for the service rendered. This fee is not related to or dependant upon Union membership; Union members pay additional monies (in the form of fees and dues) strictly related to their Union membership. Referral under this agreement does not depend upon or relate to Union membership, and referral is nondiscriminatory in that and in all other respects.

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GENERAL WORK RULES AND RESPONSIBILITIES

All Employees referred to a job by this Local will report to the Job Steward upon arrival at the job site. The Job Steward will assign Employees to departments. After arrival at a job site, all questions and concerns about the job should be direct to the Job Steward. Any and all questions about a job's payroll should be directed to the Job Steward. The Job Steward should have any needed documents (W-4's, I-9's, etc.) that you may need to fill out for timely payment of payroll checks and to receive tax statements.

This Local requests that all Employees make their best effort to arrive at the job site at least ten (10) minutes prior to the start of work. It is during this time that the Job Steward hands out assignments and hands out needed paper work to be filled out before you leave the job site.

It is Employees' responsibility to keep this Local informed as to your current address and phone number.

This Local requires that all Employees have some general tools that are used in an electrics department or carpentry department.

Employees may be required to wear black clothing or appropriate attire for a job or performance.

DISCIPLINARY ACTIONS

It is expressly understood and agree that in order for the Local successfully to operate its referral system, it is necessary for the Local to assure that those who are referred will conduct themselves appropriately, and will cooperate in enabling employers accepting referrals to have confidence in Local Union referrals as competent, dependable, honest and reliable source of labor. The following disciplinary actions are agreed to and accepted as necessary to ensure the ongoing operation of this referral service. The disciplinary actions are applicable to Union members and non-members alike, will be enforced on the basis of this contractual agreement on a nondiscriminatory basis.

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Grounds for fines, suspensions or removal from the call roster of any Employee shall include but may not be limited to the following: tardiness to work calls, "no-shows" or not showing up for work at all, alcohol or substance abuse, incompetence, theft, non-performance of duties, gross insubordination, sexual or racial harassment.

Any Employee referred to a job and then leaves a job site without the permission of the Job Steward is subject to a disciplinary action.

All disciplinary actions must be approved by the E-Board of this Local.

If a fine is levied, an Employee can not be referred to work until the fine is paid in full. All fines are payable to: IATSE Local 126. Send fines to: Local 126, PO Box 185178, Fort Worth, Texas, 76181-0178.

If more than three disciplinary actions are accrued within a three consecutive year period, an Employee could be suspended or removed from the call roster.

RA, WR & DA

Dec. 2006

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(Revised Oct., 2008)

DRUG AND ALCOHOL ABUSE POLICY

Statement of Purpose and Scope

Fort Worth Stage Employees Local 126 of I.A.T.S.E. recognizes that alcohol and drug abuse in the work place has become a major concern. Local 126 believes that by reducing drug and alcohol abuse, Local 126 will improve the safety, health and productivity of its stage hands. The objective of Local 126's drug and alcohol abuse policy is to provide a safe and healthy workplace for all employees, to prevent accidents and to comply with Section 7.10 of the Texas Worker's Compensation Act.

THE USE, POSSESSION, SALE, TRANSFER, PURCHASE OR BEING UNDER THE INFLUENCE OF DRUGS OR ALCOHOL BY EMPLOYEES AT ANY TIME WHILE ON THE JOB SITE OR VENUE IS STRICTLY PROHIBITED WHILE ON THE PAYROLL OF ANY CLIENT OR EMPLOYER TO WHICH FORT WORTH STAGE EMPLOYEES LOCAL 126 OF I.A.T.S.E. HAS REFERRED LABOR.

Definition of Drugs

The term "drug" wherever it appears in this policy statement includes alcoholic beverages as well as non-medical inhalants and illegal drugs. Prescription and over-the counter medication use should be reported to the Job Steward on the work call.

Consequences of Violating the Drug Abuse Policy

Violation of this drug abuse policy shall result in one or more of the following forms of corrective action:

- A. An immediate discharge from the work call.
- B. A written warning
- C. A probation period.
- D. A permanent suspension from any further work calls.

The Executive Board of Local 126 shall consider the seriousness of the infraction, the past record of the employee and the circumstances of the violation before implementing a probation period or removal from the call roster.

Treatment Programs

While Local 126 does not sponsor nor endorse any specific treatment program, such programs are available through public and private health care facilities in our area. Affected employees are encouraged to seek assistance for themselves and their dependents.

Education and Training Programs

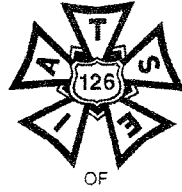
Local 126 does not offer nor require participation in drug and alcohol abuse education and training programs. However, various public and private facilities in our area offer such programs and affected employees are encouraged to seek assistance.

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Date.....
Name.....
Address.....
Phone.....
Signed.....

EMPLOYEE
COPY