

What is the Hiring Hall Referral Fee ?

IATSE Local 470, the Union, has a contract with our employer that guides the wages, benefits and workplace conditions for each of our workers. The power of a group together is that we can get higher wages and safer work conditions than each person could get the employer to agree to on their own.

When the employer needs workers, they call the Union's Hiring Hall office. Then the Union's Business Agent will call you and refer you to be hired by the employer.

You do not have to be a union member to work with us. Under the law, each worker decides if he or she wants to join the union or not. The Union acts as the representative and advocate of all workers, even if you are not a union member. This includes negotiating the contract to get you the best wages and conditions as possible; helping you with payroll so you get paid on time; protecting your rights if you are accused of discipline issues like theft or fighting; helping you get medical care if you are injured on the job; protecting you from harassment, bullying or discrimination on the job; providing training to help you learn new job skills; and more.

All the services that we provide to you costs the Union money, mainly in the form of the salary of the Business Agent, the person who actually calls you for work. He is not paid by the employer, he is paid by the Union. In order for these costs to be shared by all workers who benefit from the efforts of the Union, we ask each worker to pay a small fee each time he or she works with us. If you agree to pay this referral fee, it will be deducted from your paycheck.

Paying the referral fee does not mean you have joined the Union. You are simply paying your "fair share" of what it costs the Union to provide you with all of our services in the workplace.