

# UNION RULES & REGULATIONS

To assist you in planning for your participation at AAPEX, we are certain you will appreciate knowing in advance that Union labor will be required for certain aspects of your exhibit handling. To help you understand the onsite work rules, we ask that you read the following.

## REGISTRATION:

Teamsters Local Union #631 has jurisdiction through a labor agreement with Freeman for the erection, touch-up, dismantling and repair of all exhibits when this work is done by persons other than your full-time company personnel. This work is to include wall coverings, floor coverings, pipe and drape, painting, hanging of signs and decorative materials from the ceiling, placement of all signs and the erection of platforms used for exhibit purposes.

Local #631's jurisdiction does not cover the placement of your products, the opening of cartons containing your products nor the performance, testing, maintenance or repairs of your products.

If full-time company personnel are utilized to set an exhibit, they should carry positive company identification, such as a medical identification card or a payroll stub.

This rule prohibits the utilization of workers hired from a non-union agency or company.

To secure labor, please utilize the Labor Order Forms found within the Online Exhibitor Guide.

## FREIGHT HANDLING:

Teamsters Local Union #631 has jurisdiction through a labor agreement with Freeman for loading and unloading of all trucks, trailers and common and contract carriers, as well as the handling of empty crates and the operation of material handling equipment. It also has the jurisdiction from the unloading, uncrating, un-skidding, leveling, painting and assembling of machinery and equipment, as well as the reverse process.

Freeman has the responsibility of receiving and handling all the exhibit materials and empty crates. It is our responsibility to manage docks and schedule vehicles for the smooth and efficient move-in/move-out of AAPEX. Freeman will not be responsible for any material it does not handle.

An exhibitor may "hand carry" material, provided they do not use material handling equipment to assist them. When exhibitors choose to "hand carry" material, they may not be permitted access to the loading dock/fright door areas.

## GRATUITIES:

Freeman request that exhibitors do not tip its employees by giving money, merchandise, or other special consideration for services rendered. Exhibitors should not give coffee breaks other than mid-morning and mid-afternoon, when union employees have a fifteen (15) minute paid break. Any attempts to solicit a gratuity by an employee for any service should be reported immediately to a supervisor of Freeman. Freeman employees are paid an excellent wage. And tipping is not an accepted company policy.

## IN GENERAL:

Craftsmen at all levels are instructed to refrain from expressing any grievances or directly challenging the practices of any exhibitor. All questions arising with regard to the Union's jurisdiction or practices must be directed to a management representative of Freeman.