

# Union Rules & Regulations

## SOUTHERN CALIFORNIA

To assist you in planning your participation in this Anaheim area show, we are certain you will appreciate knowing in advance that union labor will be required for certain aspects of your exhibit handling.

### **Decorators Union**

Members of this union claim jurisdiction over all set up and dismantling of exhibits, including signs and laying of carpet. Exceptions: ① This does not apply to the unpacking and placement of your merchandise. ② You may set up your exhibit/display if one person can accomplish the task in less than one (1) hour without the use of tools.

If your exhibit preparation, installation or dismantling requires more than one (1) hour and/or the use of tools, you must use union personnel. Union labor may be secured by ordering such from Hargrove, LLC, the Official Contractor.

As an exhibitor, you will be pleased to know that when union labor is required, you may provide your FULL TIME company personnel to work along with a union installer in Southern California on a one-to-one basis.

### **Teamsters Union**

Members of this union claim jurisdiction on the operation of all material handling equipment, all unloading and reloading, and handling of empty containers. An exhibitor may move materials that can be carried by hand, by one person in one trip, without the use of dollies, hand trucks, or other mechanical equipment.

### **Electrical Union**

Members of the IBEW claim jurisdiction for hardwiring ordered outlets to the line side of the exhibitors' equipment and wiring of all caps over 120 volts, to the raw cord feeding exhibitors equipment. Electrical union personnel will plug in all plugs over 120 volts. Exhibitors may plug in their own plugs or 120 volts to their ordered outlets.

### **In General**

Any questions arising with regard to union jurisdictions or practices should be directed to the Hargrove manager on the floor. Craftsmen at all levels have been instructed to refrain from expressing any grievances or directly challenging the practices of any exhibitor.

### **A Note about Safety**

Standing on chairs, tables or other rental furniture is prohibited. This furniture is not engineered to support standing weight. Hargrove cannot be responsible for injuries or falls caused by the improper use of rental furniture. If assistance is required in assembling your booth, please order installation and/or dismantling labor by using the enclosed Order Form and the necessary ladders and tools will be provided. Please assist us in our efforts to provide a safe working environment for everyone.

### **A Note about Gratuities**

Solicitation of tips or gratuities in any form is prohibited. Please do not tip any Hargrove employee, as all are paid at an appropriate, professional wage scale