

## **San Francisco Area Union Rules**

To assist you in planning for your participation in this show, 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 jurisdiction the various unions have, we ask you to read the following:

### ***Sign, Display and Allied Crafts Union***

Members of this union claim jurisdiction over all setup and dismantling of exhibits including signs and carpet installation. This does not apply to unpacking and placing your merchandise (items produced by you for sale, scheduled for display in your booth, or literature describing same). Any installation of exhibits or displays which requires the use of hand tools, or more than one person, or longer than 30 minutes to install (including crating or uncrating) to install, **or exceeds ten feet in any direction** shall be installed by employees covered by this Agreement.

### ***Teamsters Union***

This local claims jurisdiction over the operation of all material handling equipment, all unloading and reloading, and handling of empty containers. A pavilion participant may move only material that can be hand-carried by one person in one trip. Hand-carried is defined as small cartons, packages, or portable lap-top computers that usually weigh less than 30 lbs. Unions claim jurisdiction under all other circumstances. No one, other than the official contractor's employees, is allowed to use dollies, hand trucks, or other mechanical equipment. This includes, but is not limited to, I & D employees, hotel employees and facility employees.

### ***Freight Handling Jurisdiction***

Brede Exposition Services (BES) has the responsibility of receiving and handling all exhibit material and empty crates. It is our responsibility to manage the docks and schedule vehicles for the smooth and efficient move-in and move-out of the exposition. Brede Exposition Services will not be responsible, however, for any material they do not handle.

### ***Gratuities***

Brede Exposition Services requests that pavilion participants do not tip our employees. Do not give coffee breaks other than mid-morning and mid-afternoon when union employees have a fifteen-minute paid break. Any attempts to solicit a gratuity by an employee for any service should be reported immediately to a BES supervisor. Employees of BES are paid at an excellent wage scale denoting a professional status, and we feel that tipping is not necessary. This applies to all BES employees.

### ***In General***

Craftsmen at all levels are instructed to refrain from expressing any grievances or directly challenging the practices of any pavilion participant. All questions originated by labor are to be expressed to BES management personnel. It is recommended that any questions arising with regard to union jurisdictions or practices be directed to a BES management representative.