



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 27

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March 19, 2015

Via Electronic Filing

National Labor Relations Board  
Office of the Executive Secretary  
Attention: Gary Shinnars, Executive Secretary  
1099 14th Street, N.W.  
Washington, D.C. 20570-0001

Re: International Alliance of Theatrical  
Stage Employees, Moving Picture  
Technicians, Artists and Allied Crafts of the  
United States, its Territories and Canada,  
AFL-CIO, CLC, Local 838  
Case 27-CB-093060

Dear Executive Secretary Schinnars:

Attached is the Parties' Joint Motion to Supplement the Stipulated Record Pending before the Board and Certificate of Service. The Joint Motion includes a new exhibit (Exhibit 11) that Respondent has requested be added to the record pending before the Board.

As discussed in the Joint Motion, General Counsel and the Charging Party do not oppose supplementing the record by the addition of Exhibit 11 and all Parties stipulate that the addition of Exhibit 11 does not change any party's position on the legal issues in this proceeding.

Very truly yours,

Nancy S.  
Brandt

Counsel for the General Counsel

Digitally signed by Nancy S. Brandt  
DN: cn=Nancy S. Brandt, o, ou,  
email=nancy.brandt@nlrb.gov, c=US  
Date: 2015.03.19 06:45:45 -06'00'

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
TWENTY-SEVENTH REGION**

**INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES  
AND CANADA, AFL-CIO, CLC, LOCAL 838**

**and**

**Case 27-CB-093060**

**CORY B. SWARTZ , an Individual**

**and**

**FREEMAN DECORATING COMPANY**

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**JOINT MOTION TO SUPPLEMENT THE STIPULATED RECORD  
PENDING BEFORE THE BOARD**

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On January 24, 2014, the Parties to this proceeding, Counsel for the General Counsel, Respondent, and Cory B. Swartz (Charging Party), jointly moved to transfer Case 27-CB-093060 to the Board pursuant to Section 102.35(a)(9) of the Board's Rules and Regulations. By its Order dated April 30, 2014, the Board granted the Parties' Joint Motion to transfer the case to the Board; approved the Parties' joint stipulated record (including the stipulation of facts, exhibits, and position statements of the Parties); and set a briefing due date of May 21, 2014, with reply briefs due 14 days thereafter.

In October 2014, Counsel for Respondent alerted Counsel for the General Counsel that Respondent discovered that it had stipulated to a fact and exhibit it

maintained was not accurate. Specifically, the Parties had stipulated to the following at Page 6, Paragraph 7(b) of the Joint Stipulation of Facts:

7.

...

(b) Since at least May 13, 2012, Respondent has maintained the following attendance rule in its Job Referral Procedure (attached and marked as **Exhibit 6**) (italic emphasis added, bold emphasis in original):

G. Suspension and Removal-from the Referral List

Any referent who fails to report to work on time will automatically be suspended from the referral list *until referent has paid a \$25.00 assessment*. Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice.

Any referent, who fails to report to work, will be suspended from the Referral procedure *until the Referent has paid a \$100.00 assessment*. Any Referent who fails to report to work the second time will automatically be suspended from the Referral list *until the Referent has paid a \$150.00 assessment*. Failure to report to work for the third time will cause the Referent to be automatically suspended from the Referral list *until the Referent has paid a \$200.00 assessment*. A Referent who fails to report to work for the fourth time will automatically be permanently removed from the referral list. **All frequency of offenses refers to the preceding twelve month period.** Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice. *All assessment [sic] must be paid before Referent is eligible for dispatch.*

Respondent contends that **Exhibit 6**, which is the Job Referral Procedure dated August 23, 2011, cited above as well as in **Exhibit 4** (Complaint and Notice of Hearing), never actually took effect because it was voted down by the membership at the August 23, 2011 membership meeting.

Accordingly, the Parties make this Joint Motion to Supplement the Stipulated Record as follows:

1. Attached and marked as **Exhibit 11**, is the Respondent's Job Referral Procedure dated December 1, 2005.

2. Between at least December 1, 2005 and August 23, 2011, Respondent maintained **Exhibit 11** as its only Job Referral Procedure, which contained the following attendance rule at the first two paragraphs of Paragraph G:

G. Suspension and Removal-from the Referral List

Any referent who fails to report to work on time will automatically be suspended from the referral list until referent has paid a \$25.00 assessment. Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice.

Any referent, who fails to report to work, or whose replacement does not report to work on time, will be suspended from the referral procedure until the referent has paid a \$100.00 assessment. Any referent who fails to report to work the second time will automatically be suspended from the Referral list until the Referent has paid a \$150.00 assessment. Failure to report to work for the third time will cause the referent to be automatically suspended from the referral list until the referent has paid a \$200.00 assessment. A referent who fails to report to work for the fourth time will automatically be permanently removed from the referral list. All frequency of offenses refers to the preceding twelve month period. Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice.

...

3. The Parties stipulate that there are only two relevant differences between the first two paragraphs of Paragraph G of the Job Referral Procedure as quoted in the Joint Stipulation of Facts contained in **Exhibit 6** and the newly submitted Job Referral Procedure, **Exhibit 11**:

a. **Exhibit 11** contains the underlined phrase in the first sentence of the second full paragraph, which is not contained in **Exhibit 6**: “Any referent, who fails to report to work, or whose replacement does not report to work on time, will be suspended from the referral procedure until the referent has paid a \$100.00 assessment.”

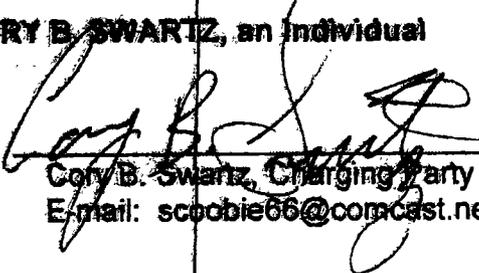
b. **Exhibit 11** does not contain the final sentence of the second paragraph contained in **Exhibit 6**: “All assessment [sic] must be paid before Referent is eligible for dispatch.”

4. The Parties stipulate that while **Exhibit 6** never took effect because the membership voted down the proposed August 23, 2011 Job Referral Procedure, the **Exhibit 6** Job Referral Procedure was not identified as a “draft” on the document and was presented to the Region during the investigation of this proceeding and relied upon by the Charging Party in his presentation of evidence. Respondent had submitted **Exhibit 11** to the Region during the course of the investigation, but since the **Exhibit 6** effective date of August 23, 2011 superseded the effective date of December 1, 2005, the Region reasonably relied on **Exhibit 6** as being the most recent Job Referral Procedure.

5. The Parties stipulate that regardless of whether **Exhibit 6** or **Exhibit 11** is in effect, both contain language that conditions subsequent referrals on payment of the outstanding assessments for failing to show up to work on time, or at all. Accordingly, the General Counsel’s theory of violation, and Respondent’s theories of defense remain the same as set forth in the various pleadings, and their respective briefs.

Respectfully submitted to the Board March 19, 2015.

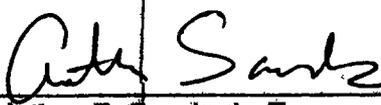
**CORY B. SWARTZ, an Individual**

By: 

Date: 3-17-15

Cory B. Swartz, Charging Party  
E-mail: scobie66@comcast.net

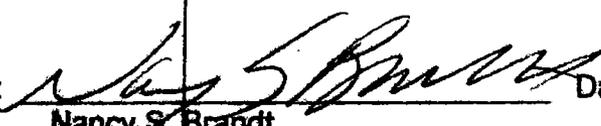
**INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND  
CANADA, AFL-CIO, CLC, LOCAL 838**

By: 

Date: 3-18-15

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**COUNSEL FOR THE GENERAL COUNSEL**

By: 

Date: 3/18/15

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# EXHIBIT 11

**JOB REFERRAL PROCEDURE  
SALT LAKE CITY EXHIBITION EMPLOYEES LOCAL NO. 838**

All persons who are available for referral to jobs within the geographic jurisdiction of Salt Lake City, Utah Local Union No. 838, IATSE, hereinafter the Union, shall be placed on the A, B, C, D, or E List, as the case may be, and referred to available jobs in accordance with the following procedure:

**A List:** All persons who are available for referral to jobs within the Union's geographic jurisdiction who meet the following criteria. For initial placement on this list referents must meet the following requirements:

1. Be a resident living within the geographic jurisdiction of the Union for three (3) consecutive years.
2. Have three years experience as an exhibition employee consisting of 400 hours of work in the tradeshow industry for two consecutive years followed by 600 hours of work in the industry for one year. The one year of 600 hours of work does not have to be consecutive to the two years of 400 hours of work. These hours are to be derived through this Job Referral Procedure.
3. Be certified by the Joint Certification and Training Committee (JCTC) as a Journeyman.

In order for a referent to maintain his position on this list he must work at least 400 hours each year. If a referent loses placement on the A List due to lack of hours, he may regain his position on the A List by working 400 hours in a subsequent year.

This list will be arranged on the basis of years of service as an exhibition employee within the Union's geographic jurisdiction and persons will be referred beginning with the most senior person.

**B List:** All persons who are available for referral to jobs within the Union's geographic jurisdiction who meet the following criteria. For initial placement on this list referents must meet the following requirements:

1. Be a resident living within the geographic jurisdiction of the Union for two consecutive years.
2. Have two years experience as an exhibition employee consisting of 400 hours of work in the tradeshow industry for two consecutive years. These hours are to be derived through this Job Referral Procedure.
3. Be certified by the JCTC as a Journeyman.

In order for a referent to maintain his position on this list he must work at least 250 hours each year. If a referent loses placement on the B List due to lack of hours, he may regain his position on the B List by working 250 hours in a subsequent year.

This list will be arranged on the basis of years of service as an exhibition employee within the Union's geographic jurisdiction and persons will be referred beginning with the most senior person.

**C List:** All persons who are available for referral to jobs within the Union's geographic jurisdiction who meet the following criteria. For initial placement on this list referents must meet the following requirements:

1. Be a resident living within the geographic jurisdiction of the Union for one year.
2. Have one year experience as an exhibition employee consisting of 100 hours of work in the tradeshow industry for the previous year. These hours are to be derived through this Job Referral Procedure.
3. Be certified by the JCTC as a Journeyman.

This list will be arranged on the basis of years of service as an exhibition employee within the Union's geographic jurisdiction and persons will be referred beginning with the most senior person.

**D List:** All persons who are available for referral to jobs within the Union's geographic jurisdiction who meet the following criteria. For initial placement on this list referents must meet the following requirements:

1. Be a resident living within the geographic jurisdiction of the Union for one year.
2. Have 500 hours of work in the tradeshow industry derived through this Job Referral Procedure;
3. Or, have a passing grade on a Journeyman Qualification Test given by a duly constituted local union of the IATSE.

This list will be arranged on the basis of years of service as an exhibition employee within the Union's geographic jurisdiction and persons will be referred beginning with the most senior person.

**E List:** All persons who are available for referral to jobs within the Union's geographic jurisdiction who meet the following criteria. For initial placement on this list referents must meet the following requirements:

1. Be a resident living within the geographic jurisdiction of the Union.
2. Have 250 hours of work in the tradeshow industry derived through this Job Referral Procedure.
3. Have successfully completed Orientation Training.

This list will be arranged on the basis of years of service as an exhibition employee within the Union's geographic jurisdiction and persons will be referred beginning with the most senior person.

All new applicants will be placed on the list for which they meet the requirements or on the Emergency Call List if they do not qualify for the A, B, C, D, or E List.

The Referral Committee of the Union may waive the requirements of consecutive years of employment in the industry where it is shown to the Referral Committee's satisfaction that the employee has the requisite

number of years of service and his failure to meet the requirement of consecutive years of employment is for good and sufficient reason, uniformly applied, such as illness, disability, service in the armed forces of the United States or other similar reason.

Referents who perform no work as an exhibition employee through this Job Referral Procedure for one (1) year or more except as a result of disability or service in the armed forces of the United States shall be dropped from the referral list on which their name appears and shall lose all accrued seniority for job referral purposes. Such persons may again be placed on the referral list but shall be considered as a new applicant; except that those referents who have been employed for more than five (5) years as an exhibition employee through this Job Referral Procedure shall retain all accrued seniority but shall not accrue additional seniority during a break in service. All referents with a break in service will be placed on the referral list which is one list lower than the one they were on just prior to their break in service.

The Executive Board of the Union may waive the break in service for referents where it is shown to the Board's satisfaction that the break in service is for good and sufficient reason, uniformly applied, such as illness, disability, service in the armed forces of the United States or other similar reason.

**A. Eligibility and Responsibilities.**

All persons eligible to be referred by the Union for employment must sign a Referral Agreement with the Union. The Referral Agreement provides for payment of a reasonable referral fee, established by the Union, to cover the Union's costs of administering the referral system.

All referents must be at least 18 years of age and reside within the geographic jurisdiction of the Union. This jurisdiction is defined as that granted by Local 838's parent organization, the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories, and Canada, AFL-CIO, CLC.

Referents must maintain a working pager (beeper) or cellular phone. It is the responsibility of each referent to keep the Union updated as to his/her current phone or pager number.

**B. Referral Operation.**

In filling all job requests, the Union will first go to the A List. If all requests are not filled from available persons on the A List, the Union will go to the B List. If all requests are not filled from the B List, the Union will go to the C List. If all requests are not filled from the C List, the Union will go to the D List. If all requests are not filled from the D List, the Union will go to the E List. If all requests are not filled from available persons on the E List, the Union may go to the Emergency Call List or any other source to fill labor requests.

When an employer requests a referent having a particular skill (e.g. I & D, rigger, forklift, electrician, etc.) the Union, at its sole discretion, will refer the next qualified person in order of seniority regardless of list placement.

Calls will be made to the individual's pager or cell phone number. Individuals will have one hour to call back to confirm acceptance of the job referral.

Quick Calls. Occasionally, employers request referrals on short notice. In such cases, in order to meet its contractual obligations, the Union shall have complete discretion to fill such calls with any available out-of-work referents regardless of their position on the out-of-work list.

**Standby** The Union may establish a standby list of available out-of-work referents at or near the call location in order to have referents immediately available in cases of replacements, no-shows, and quick calls. Referents who register for the standby list shall not lose their position on the out-of-work list, unless they receive work as a result.

Upon reporting to the standby report area referents desiring to standby will sign lists corresponding to their classification. Journeymen will sign a Journeyman stand-by list, Helpers will sign a Helper stand-by list, and New Hires will sign a New Hire stand-by list. Standby referents will be assigned in the following order: Journeyman, Helper then New Hire. Referents will be arranged on their respective lists on the basis of this referral system.

In the event the Union fails to call a person in proper order, the remedy shall be that the person shall be the first person on the next two consecutive calls.

**C. Work Rules.**

1. All persons are requested to report to the Job Steward at the job site 15 minutes prior to the announced starting time.
2. All persons are required to remain at the job site until released by the Job Steward. Any person who leaves a job site without approval from the Job Steward prior to release shall be reported to the Union and shall be treated as a no show.
3. Cutbacks or layoffs shall be done in reverse seniority on a first-in last-out basis according to the steward's call list except in cases of job or work continuity or in cases of contract provisions to the contrary.
4. Referents may not quit one job in order to take another unless requested to do so by the Union. Job jumping will not be allowed.
5. All persons are required to arrive at work calls with sufficient tools to perform assigned jobs. Failure to have the required tools at report time may subject the person to removal from the call with no compensation and this will be considered a no show. The tools must be in working order. Sufficient tools for general decorating calls are defined as the following.

Hammer	Adjustable Wrench
Phillips head screwdriver	Slot head screwdriver
Arrow JT-21 Staple gun	Tape measure (25' minimum)
Utility knife	Pencil
Pliers	Tool belt or apron
Pry Bar	Wire Cutters

Journeyman and Helper tools:  
Top or bottom carpet cutter  
Battery operated screw gun  
Allen wrenches, Rota Lock keys

These are the minimum required tools. Most workers bring a variety of extra tools that help them do their job more efficiently. Workers on special skill calls must bring any tools needed to do their jobs.

6. Referents must report to work wearing clean and neat clothing. Clothing must pose no safety problems. Clothing must not have holes or tears in them. This is for safety purposes. Long pants (no oversized) must permit climbing ladders. Shorts are permitted on show production days only and must be knee length. Shorts are not permitted on first day of show beginning or the last day of show end. Shoes must cover the foot, have the appropriate sole and must be appropriate for kicking carpet, climbing, and working for long periods.

No work out pants, tights, leotards, short shorts, loose baggy clothing, sleeveless shirts or inappropriate foot wear is allowed. T-shirts are not allowed except for Union T-shirts, solid color T-shirts or T-shirts with employer logos; otherwise, collared shirts must be worn. No shirts, hats or other apparel containing lewd, vulgar or offensive language or message are permitted. Referents are not to wear clothing or identification of an employer who is not their present employer. For safety reasons, large jewelry is not permitted and long hair must be tied back. Some employers may require that specific apparel be excluded or included on their jobs. Personal hygiene is essential when working long hours and closely with other workers.

Failure to have appropriate attire at report time may subject the person to removal from the call with no compensation and this will be considered a no show.

7. The Union is not an employer. Individual employers have different pay schedules. If there are any questions as to the expected date of pay, these should be referred to the Job Steward. Most paychecks for work gained through the Union's referral system are sent by the employer to the Union for disbursement. All paychecks will be mailed to the referent. It is the responsibility of each referent to keep the Union updated as to his/her current mailing address.
8. Referents obtaining tradeshow work within the Union's geographic jurisdiction without being referred by the Union or without permission of the Business Representative will be removed immediately from the referral system.

**D. Special Skills.**

An individual will be required to submit proof of possession of any claimed special skills, abilities or experience, including taking classes and passing a test or other demonstrations established by the Union.

**E. Job Stewards.**

1. Job Stewards represent the Union. The Union shall appoint, train, and certify its Job Stewards in its sole discretion. Job Stewards must be and remain members in good standing of the Union. The Union reserves the right to cancel the tenure of a Job Steward at any time.
2. Job Stewards shall be appointed at the sole discretion of the Business Representative.

3. A Job Steward who calls off of a call without a reasonable excuse will be removed from the steward list.

**F. Referral Committee.**

1. The President of the Union shall appoint a Referral Committee consisting of five Union members in good standing. The term of office shall be for three years. The Committee shall select from its membership a chairman and a secretary who shall retain voting privileges. Referral Committee members who miss three consecutive committee meetings without a reasonable excuse shall be automatically removed from the committee.
2. The Referral Committee shall be responsible for hearing complaints regarding the operation of this Referral System and shall hear all appeals concerning these rules. The Referral Committee shall not have the authority to change these rules.
3. Three members of the Referral Committee shall constitute a quorum.
4. All decisions shall be made by a majority vote of those members present at any meeting.
5. The Referral Committee shall meet at least once a month.

**G. Suspension and Removal From the Referral List.**

Any referent who fails to report to work on time will automatically be suspended from the referral list until the referent has paid a \$25.00 assessment. Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice.

Any referent who fails to report to work, or whose replacement does not report to work on time, will be suspended from the referral procedure until the referent has paid a \$100.00 assessment. Any referent who fails to report to work the second time will automatically be suspended from the referral list until the referent has paid a \$150.00 assessment. Failure to report to work for the third time will cause the referent to be automatically suspended from the referral list until the referent has paid a \$200.00 assessment. A referent who fails to report to work for the fourth time will automatically be permanently removed from the referral list. All frequency of offenses refer to the preceding twelve month period. Referents will be notified by regular mail of each offense and may request an appeal, in writing, before the Referral Committee within ten days of the date of the notice.

In addition to the above penalties referents will be assessed one point for each infraction of failing to report to work on time. Referents will be assessed three points for each infraction of not reporting to work. Referents who accumulate a total of twelve points within a twelve month period will be permanently removed from the referral list.

The Referral Committee may set aside the aforementioned penalties only in cases of verifiable emergencies. All decisions of the Referral Committee are final and binding on all parties.

In addition to the penalties expressly provided under the various sections of this Referral Procedure, any person who engages in conduct or behavior damaging to the Union's contractual relations with employers, or conduct or behavior that disrupts or obstructs the referral system or the Union's ability to carry out it's

duties and obligations shall be subject to appropriate discipline. This behavior includes but is not limited to:

**Major offenses:**

1. Conviction of a felony related to work.
2. Fighting.
3. Theft at work.
4. Threatening harm to any referent, Union employee, Job Steward, Union official, or employer representative while at work, or in connection with work. This includes threatening or abusive language to employees at the Union office.
5. Consumption of alcohol or controlled substances at work or being under the influence of alcohol or controlled substances at work.

**Minor offenses:**

1. "Giving" your assigned job to another person or referral.
2. Harassment.

Major offenses will result in permanent removal from the referral list. Minor offenses will be treated as a no-show.

The Job Steward and/or Lead Person on the call shall be responsible for reporting any infractions of the above regulations although any referent may do so. Any person becoming disruptive or argumentative with the Job Steward or any other referent may be replaced on the job at the Job Steward's request and may be required to appear before the Referral Committee for further disciplinary action. Failure by the Job Steward to report infractions can result in disciplinary action against the Job Steward.

Any referent who is voluntarily or involuntarily removed from the Referral List, who later wishes to return to the Referral List shall be required to notify the Union in writing of their desire to be reinstated.

**H. Appeals.**

1. A referent may appeal any penalty to the Referral Committee. Appeals of penalties for lates or no-shows must be based on a verifiable emergency.
2. Appeals must be filed in writing and received at the Union office within ten (10) calendar days of the date of the notice of the reported infraction. The written appeal must clearly and specifically describe the subject matter of the appeal and the remedy desired. The written appeal should indicate if the appellant wishes to appear in person before the Referral Committee. Appeals for lates or no-shows must be accompanied by documentation of a verifiable emergency.
3. The Referral Committee, upon notice to the appellant, shall hold a hearing on the appeal within thirty (30) days of receipt of the appeal, except for extenuating circumstances. The

Referral Committee will notify the appellant of the date, time and place of the hearing if the appellant has requested to appear at the hearing or if the Referral Committee is requesting the appellant to appear at the hearing. Appellants who fail to appear at the hearing shall have their appeal dismissed.

4. The Referral Committee will make a determination as to the guilt or innocence of the appellant. The decision of the Referral Committee shall be final and binding on all parties.

**I. Complaints**

1. A referent may file a complaint concerning any alleged violation of the terms of this Job Referral Procedure to the Referral Committee.
2. Such complaint must be filed in writing and received at the Union office within ten (10) calendar days of the date of the alleged violation of the terms of this Job Referral Procedure. The written complaint must clearly and specifically describe the subject matter of the complaint including the section or sections alleged to have been violated and the remedy desired.
3. The Referral Committee, upon notice to the complainant, shall hold a hearing on the complaint within thirty (30) days of receipt of the complaint, except for extenuating circumstances. The Referral Committee will notify the complainant of the date, time and place of the hearing. Complainants who fail to appear at the hearing shall have their complaint dismissed.
4. The Referral Committee will make a determination as to the merits of the complaint and determine an appropriate remedy in cases where a remedy is warranted. The decision of the Referral Committee shall be final and binding on all parties.

**J. Amendment of Job Referral Procedure**

This Job Referral Procedure may be amended through the following steps:

1. The proposed amendment must be submitted in writing at a regular monthly meeting. The amendment will be read, discussed and/or amended. The proposed amendment will be mailed to all members no later than seven days before the next regular monthly meeting.
2. At the next regular monthly meeting the amendment will be discussed and voted on. No modifications are allowed and two-thirds (2/3) of the members present are required to approve the amendment. No amendment or addition to this Job Referral Procedure shall become effective until the endorsement of the International President has been placed thereon.

**I.A.T.S.E. LOCAL 838**  
**230 West 200 South**  
**Suite 2220**  
**Salt Lake City, UT 84101-3414**  
801 320-0701

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**  
**REGION 27**

**CERTIFICATE OF SERVICE OF: JOINT MOTION TO SUPPLEMENT THE STIPULATED RECORD PENDING BEFORE THE BOARD**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, depose and say that on the date indicated below I served the above-entitled documents upon the persons at the addresses and in the manner indicated below. Persons listed below under "E-Service" have voluntarily consented to receive service electronically, and such service has been effected on the same date indicated below.

NATIONAL LABOR RELATIONS BOARD  
GARY SHINNERS,  
EXECUTIVE SECRETARY  
1099 14<sup>TH</sup> STREET NW  
WASHINGTON, DC 20005-3419  
Gary.Shinners @nlrb.gov

E-FILED

WILLIAM TAYLOR, PRESIDENT  
INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
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FIRST CLASS MAIL

March 19, 2015

\_\_\_\_\_  
Date

Monika Kurschen, Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/ Monika Kurschen

\_\_\_\_\_  
Signature