

Union Rules & Regulations

NORTH CAROLINA

North Carolina is a Right-to-Work state. Therefore, there are no restrictions or requirements to use union labor for PRODUCT or EQUIPMENT installation or dismantling (I/D) provided exhibitors use full-time permanent employees. Spouse, children, friends and temporary help labor are NOT permitted in the I/D activities.

Simply stated, it means exhibitor personnel can set-up their own products and equipment within the confines of their contracted exhibit area. Exhibitors requiring the assistance of forklifts, cranes and/or other power/motorized I/D equipment would order same and related operations from the Official Service Contractor – Hargrove, LLC. Exhibitors may not “borrow” tools from the exhibit facility and/or the Official Service Contractor.

Hargrove shall be the sole authority on all matters in the “dock” (unloading/reloading) areas. This shall include but not be confined to such items as assignment of dock space and loading or unloading of all materials and equipment. Hargrove personnel shall be used for:

- A. Material/product/equipment handling to and from the dock area and the exhibit space. Hargrove personnel will operate forklifts, cranes and all other equipment for the unloading of all display materials, machinery, product and equipment.
- B. Additionally, exhibitors cannot “borrow” forklifts, dollies, hand trucks, carts, etc. from the exhibit facility and/or the Official Service Contractor to uncrate, unskid, move, position, assemble, reskid, and/or recrate, etc. their equipment, products or displays.

Any conflicts or disagreements regarding the union jurisdictions or interpretations thereof shall be resolved with representatives of the Official Service Contractor and Show Management.

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