

Union Rules & Regulations

MICHIGAN

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

Exhibit Installation and Dismantling

Michigan is a "right-to-work" state. Hargrove currently has an agreement with the Local 299 Union to provide labor for display installation and dismantling. Full time employees of the exhibiting company may set their own exhibits without assistance from this local union. Labor services that may be required beyond what your regular full-time employees can provide, may be carried out by the Union. Labor can be ordered in advance via online ordering or at show site by visiting the Hargrove Service Desk.

Material Handling

Full time employees of the exhibiting company may hand-carry their own materials into the exhibit venue without the use of dollies, hand trucks or other mechanical equipment. Hargrove has the responsibility of receiving and handling crates and materials, apart from items Exhibitors hand carry. Hargrove will control access to the loading docks, manage the unloading and loading of freight and the operation of all mobile equipment to provide a safe, and efficient load in and out.

Personally Owned Vehicles (POVs) such as cars, pick up trucks and minivans that are utilized for the unloading/loading of exhibit materials will be monitored by Hargrove Freight Personnel. This will allow exhibitors the opportunity to unload safely and quickly into the exhibit area. All box trucks, straight trucks, personal trucks over one ton, trailers, and bobtails or other large vehicles not classified as a Personally Owned Vehicle, will be directed to the dock/marshaling yard area for Hargrove freight handling services.

Gratuities

The solicitation or acceptance of tips or gratuities is prohibited in any form. Please do not tip any Hargrove employee (union or non-union), as all are paid at an appropriate wage scale.

In General

Any questions arising regarding 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 is not 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 via our online storefront and the tools and ladders required will be provided. Please assist us in our efforts to provide a safe working environment for everyone.