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Agreement between the International Longshore and Warehouse Union (ILWU ), Locals 14, 23, 29, 34, 40, 46, 52, 63, AFL-CIO and the Pacific Maritime Association, 1999-2002

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**Full text contract begins on following page.**

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**PACIFIC COAST  
LONGSHORE AND CLERKS'  
AGREEMENT CONTRACT  
DOCUMENT FOR CLERKS AND  
RELATED CLASSIFICATIONS**

July 1, 1999 – July 1, 2002

*Between*

**INTERNATIONAL LONGSHORE AND  
WAREHOUSE UNION**

*Acting on Behalf of Locals*

14, 23, 29, 34, 40, 46, 52, and 63

*and*

**PACIFIC MARITIME ASSOCIATION**

*On Behalf of its Members*

in California, Oregon, and Washington

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Name \_\_\_\_\_

Port \_\_\_\_\_

Local No. \_\_\_\_\_ Reg. No. \_\_\_\_\_



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# **PACIFIC COAST CLERKS' CONTRACT DOCUMENT**

THIS CONTRACT DOCUMENT, dated July 1, 1999, is by and between Pacific Maritime Association (hereinafter called “the Association”), on behalf of its members (hereinafter designated as “the Employers” or the “individual employer”), and the International Longshore and Warehouse Union (hereinafter designated as “the Union”), on behalf of itself and each and all of its clerks’ locals in California, Oregon and Washington (hereinafter designated as “clerks’ locals”) and all employees performing work under the scope, terms and conditions of this Contract Document. This Contract Document is a part of the ILWU-PMA Pacific Coast Longshore and Clerks’ Agreement.

The parties hereto are the International of the International Longshore and Warehouse Union and the coastwise Pacific Maritime Association. All property rights in and to the Agreement, including this Contract Document for Clerks and Related Classifications, are entirely and exclusively vested in the Pacific Maritime Association and the International Longshore and Warehouse Union respectively, and their respective members. In the case of the International Longshore and Warehouse Union, a majority of the members of both the individual and combined locals covered by the Agreement shall be necessary to designate any successor organization holding property rights and all benefits of the Agreement, and if an election is necessary to de-

termine a majority of both individual and combined locals in order to establish the possessors of all rights and benefits under this Agreement, such election shall be conducted under the auspices and the supervision of the Coast Arbitrator provided for in Section 17, provided that such designation or election is not in conflict with any paramount authority or lawful or statutory requirements.

## **SECTION 1**

### **SCOPE OF THIS CONTRACT DOCUMENT AND ASSIGNMENT OF WORK TO CLERKS**

This Contract Document, as supplemented by agreements (Port Supplements and Working Rules) for the various port areas covered hereby, shall apply to all employees who are employed by the members of the Association to perform work covered herein. It is the intent of this Contract Document to preserve the existing work of such employees.

**1.1** Within the states of California, Oregon and Washington, all clerks' work covered by this Contract Document is assigned to clerks with the exceptions and enlargements set forth in this Section 1.

**1.11** This Contract Document covers clerks' work with respect to the movement of outbound cargo only from the time it enters a dock and comes under the control of any terminal, stevedore, agent or vessel operator covered by this Contract Document and covers movement of inbound cargo only so long as it is at a dock and under the control of any vessel operator, agent, stevedore or terminal covered by this Contract Document. In instances where an employer asserts it had no control of the movement of the cargo in question, the responsi-

bility of proving such lack of control shall be upon the employer.

**1.12** When an employer desires to have clerks' work performed in the dock area, clerks shall be employed to do it.

**1.13** Documentation work performed by clerks as of July 1, 1978 shall continue to be performed by clerks. In the event that new documents are developed which replace existing documents, then clerks shall be assigned to perform work on such new documentation. If computer remote terminals, electronic or mechanical devices are introduced to replace existing or new documentation, then clerks shall be assigned to perform work on such new equipment for that portion of the work which is recognized as being covered by Section 1. In any event, such work shall not be assigned to non-clerks off dock.

**1.131** When any work described in Section 1 is performed by computer remote terminals, electronic, or mechanical devices, the necessary operation of such devices shall be performed by clerks for only the portion of the work which is recognized as being covered by Section 1. The intent is to preserve the traditional work of clerks as provided by the Agreement.

**1.2** Clerks' work is described in this Section 1.2:

**1.21** The Employers have the sole right to determine whether or not work covered by this Contract Document and the clerks' Port Supplement and Working Rules should be performed. The mere fact that this Contract Document and the clerks' Port Supplements and Working Rules contain wage classifications, job titles or definitions shall not be construed to require the employment of men in such categories.

**1.22** However, when any such work is to be done, employees covered by this Contract Document, clerks' Port Supplements and Working Rules, shall be used.

**1.23** Employers will not exercise their option as to whether or not work is to be performed as provided in Section 1.21 as a subterfuge to have workers other than employees covered by this Agreement perform such work. It shall be a subterfuge for an employer to assign to or arrange for others to perform work of clerks as provided by this Agreement. ILWU will not use the understanding that such work to be done as described in Section 1.22 as a subterfuge to require the employer to place unnecessary men on the job.

**1.24** Definitions of jobs within the 4 basic classifications are not to be construed to set up specialization or to restrict utilization of men, or to curtail flexibility under the Contract Document.

**1.25** The job classifications covered by this Contract Document are defined as follows:

**1.251 Clerk.** An employee responsible for performing any or all of the following clerical functions related to receiving, delivering, checking, tallying, yard and/or cargo area inventorying (including containers), sorting, spotting and inspecting cargo and/or containers for the purpose of taking and recording exceptions, including the recording of necessary notations and the keeping of such records as may be required by the individual employer.

**1.2511 Specific Functions.** It is understood that the following specific functions are included within the foregoing basic definition of clerk.

**1.25111** The detailed language describing “specific functions” which follows is not intended to be a complete listing of the clerical functions referred to in the basic definition contained in the preceding paragraph; nor is such language to be construed as meaning that all or any of such specific functions shall be performed unless required by the employer; nor

shall references to tallying or checking cargo be construed to require that cargo in shipper's package or unit loads, vans, cargo boxes, on pallets or in other containers be broken down or unloaded for tallying or checking unless required by the individual employer; nor shall references to pallets, containers or other cargo equipment be construed to require that clerks need be employed in connection with the handling or moving of cargo on or in such equipment unless required by the individual employer.

**1.2512** When required by the employer, clerks' work shall include:

**1.25121** Receiving and spotting cargo on the dock from land or water carriers (spotting cargo on the dock shall be deemed to include the marking of dock floors); checking marks on cargo; measuring cargo and marking ship and discharge points on cargo; receiving, delivering and consolidating empty containers and chassis; delivering cargo carriers; checking marks on delivery order against cargo; performing clerks' work under the terms of this Contract Document in connection with the handling or moving of palletized or boarded cargo or cargo in containers, or other cargo equipment.

**1.25122** Also, tallying cargo on the dock, or if required by the individual employer, tallying special cargo aboard vessels, segregating by ports of discharge and cargo type; spotting cargo; marking cargo by vessel, port, reference number and number of packages.

**1.25123** Also checking, segregating, spotting and tallying cargo from water carrier to dock or carrier on discharge; spotting, checking and tallying cargo to water carrier from carrier or dock on loadout.

**1.25124** Also weighing cargo and/or cargo containers on drive-on type scales and recording weights.

**1.251241** Where required by the employer, the Union agrees that clerks with necessary "Weighmaster Certificates" will be provided.

**1.251242** Where a member company of the Pacific Maritime Association has an existing bargaining relationship, has granted recognition to, and has assigned the work described in Section 1.25124 to a bona fide labor bargaining unit as a result of such relationships and recognition, the assignment of such work herein to the ILWU Clerks, shall not become effective unless the ILWU Clerks obtain the right to represent such worker(s) or unless the ILWU Clerks can assume such work assignment with the concurrence of such other bargaining unit and without jurisdictional work stoppages.

**1.2513** Clerks will perform any and all work falling under this contract classification and will shift assignments as required by the employer, who shall not put excessive or unreasonable amounts of work on any employee, and if the union feels that the employee is being imposed upon unreasonably, the matter shall be taken up under the grievance procedure. A clerk may be upgraded during and for the balance of a shift.

**1.2514** Clerks' duties shall be performed under the supervision assigned by the employer in accordance with this Contract Document.

**1.2515** The practice of direction of supervisors by management is recognized and shall not be disturbed. The direction of the flow of cargo to or from a ship by supercargoes or supervisors is recognized.

**1.252** *Supervisor.* An employee who is assigned to the direction or supervision of the work of other clerks, but who

may be assigned to other work covered by this Agreement, as incidental to his other duties.

**1.253 Chief supervisor.** An employee who is assigned to direct work of supervisors; provided, however, that the individual employer shall have the right to determine whether or not a chief supervisor need be employed if 1 or more supervisors are employed.

**1.254 Supercargo.** An employee who supervises the loading and/or discharging operations of a vessel, and who, as a direct representative of the employer, in conjunction with other representatives of the employer is responsible for the safe, efficient and proper handling of cargo. He shall have the authority to hire, supervise, place and/or discharge men, and shall perform such duties in accordance with the orders and requirements of his employer. A supercargo shall not do the work of clerks or supervisors, except as incidental to his other duties. The phrase "as incidental to his other duties" is defined to mean: That the supercargo is permitted to perform minor or subordinate duties of a supervisor or clerk in connection with the handling of cargo.

**1.3** Any questions arising as to the application or interpretation of Section 1 as it applies to covered work in the dock areas shall be subject to review by the Joint Coast Labor Relations Committee and shall be referred, if necessary, to the Coast Arbitrator for final resolution.

**1.4** The Union may at any time, in general or limited terms, waive in writing the right of clerks to do any portion of the work herein assigned to clerks or so accept an interpretation of such assignment, and to the extent and for the time that such waiver or interpretation is accepted by the Association in writing, the employer may assign or permit assignment of excepted work to any class of workers consistent with such waiver or inter-

pretation. Among the waivers and interpretations that have been made and accepted are:

**1.41 - 1.44** *(These Sections of the Longshore Contract Document are not applicable.)*

**1.45** Clerks' work with respect to the movement of cargo to or from a vessel at an industrial dock shall be defined as clerks' work covered by this Contract Document and is assigned to clerks. Existing practices under which other workers perform such clerks' work at an existing facility may be continued. An industrial dock is a dock at a facility where materials are manufactured and/or processed and from which they are shipped or at which materials used in the manufacture or process are received, and the dock operator has a proprietary interest in such materials.

**1.5 - 1.6** *(These Sections of the Longshore Contract Document are not applicable.)*

### **1.7** Definitions.

**1.71** The term "clerk" as used herein shall mean any employee working under this Contract Document. *(See Addendum, No Discrimination.)*

**1.72** The term "dock" as used herein shall mean any moorage - anchorage, pier, wharf, berth, terminal, waterfront structure, dolphin, dock, etc. - at which cargo is loaded to or discharged from oceangoing vessels or received or delivered by an employer covered by this Agreement. The term "dock" does not include any facility at which vessels do not moor.

**1.8** An employer in a port covered by this Contract Document who joins the Association subsequent to the execution hereof and who is not a party to any conflicting clerks' agreement becomes subject to this Contract Document.



**SECTION 2****HOURS AND SHIFTS**

**2.1** The standard work shifts and work week consist of the first 8 hours on the first shift, the first 8 hours on the second shift and the first 5 hours on the third shift, Monday through Friday. Work outside the standard work shifts on Monday through Friday and all work on Saturdays, Sundays, and Agreement holidays is overtime work.

**2.2** Meal time shall be 1 hour.

**2.21** The established noon meal period shall be the 2 hours between 11:00 a.m. and 1:00 p.m. and the meal hour shall be any 1 hour within such period beginning at 11:00, 11:30 or 12:00 noon.

**2.22** The midshift meal hour on the second shift shall be at either 10:00 p.m. or 11:00 p.m. in those ports whose normal starting time is 6:00 p.m. and at either 11:00 p.m. or 12:00 midnight in those ports whose normal starting time is 7:00 p.m. In either case the 2 meal hours constitute the established meal period.

**2.23** Clerks may be sent to the midshift meal an hour later than the established midshift meal period when there is a late start of a vessel and an extended shift is to be worked.

**2.231** When men are sent to the midshift meal an hour later than the established midshift meal period under Section 2.23 and an extended shift is not worked, the men shall be paid 1 hour extra at the overtime rate on either the first shift or the second shift.

**2.24** Except when released as provided in Section 2.25, employees shall go to midshift meals as directed by the employer under the provisions of Sections 2.21, 2.22 and 2.23.

**2.25** When so ordered, employees shall work 6 hours without a midshift meal on all vessels. The employees will then be released with payment for the full shift.

**2.3** Clerks are entitled to a 15-minute relief period around the midpoint of each work period involved, having due regard for the continuity and nature of the work.

**2.31** Clerks shall take their relief as directed by the employer, and there shall be no abuse of such relief periods by the employees and they shall observe specified times for starting, resuming and finishing work as directed by the employer.

**2.32** The granting of relief in accordance with the foregoing sections shall not, during periods of such relief, be construed to amount to a reduction of manning on any operation so as to require replacement of the men on relief, provided such operation can continue to meet all protective health and safety and onerous work standards as set forth in the Contract Document.

**2.4** The standard work shifts shall be as set forth in Section 2.41.

**2.41** The first shift shall start at 8:00 a.m. except that the initial start may be made later than 8:00 a.m. The second shift shall start at 6:00 p.m., provided that the Joint Port Labor Relations Committee in any port may by mutual agreement alter the second shift regular starting time for such port to 7:00 p.m. An employer who orders clerks for the third shift may start the second shift, at the option of the employer, at 5:30 p.m. or 6:00 p.m. or at the second shift regular starting time set by the Joint Port Labor Relations Committee. The initial start on the second shift may be made later than the regular starting time. The third shift shall start at 2:30 a.m. or 3:00 a.m. at the option of the employer.

**2.411** The term “initial start” refers to the man’s start, not the job or ship’s start.

**2.42** Agreed upon exceptions to the regular shift starting time because of special conditions shall continue in effect with such modifications as may be mutually agreed to by the Joint Port Labor Relations Committee.

**2.43** The first shift may not overlap the next shift for work purposes, but may overlap the next shift at a different berth for payroll purposes. The work of the second shift clerks that are sent to eat and return to work may overlap the work of the third shift clerks but only for the purpose of completing the pay guarantee. This restriction does not apply to supervisors or supercargoes.

**2.431** However, for the purpose of implementing Section 2.4492 work on the third shift and first shift may overlap between 7:00 a.m. and 8:00 a.m., and

**2.432** For the purpose of implementing Section 2.5 any work shift may overlap the following work shift.

**2.44** The following are the extensions or exceptions to the standard shifts:

**2.441** Travel time, whether paid or unpaid, shall not be included in the work shift, except where traveling from one job to another in order to complete a shift.

**2.442** A 2-hour leeway without going to a second meal or receiving meal money shall be allowed, thus extending the 8 hour shift to a maximum of 10 hours, when a vessel is required to finish in order to shift.

**2.443** On the shift immediately preceding the final work shift, clerks may be required to work a maximum of 9 hours.

**2.444** On the final shift (day or night) clerks may be required to work a maximum of 10 hours without a second meal or meal money.

**2.4441** Some clerks may work the standard shift, some clerks work part of the extension and other clerks work the full extension.

**2.445** A 1-hour leeway shall be allowed on the third shift, thus extending the 5-hour shift to a maximum of 6 hours. Clerks shall receive the full hour at the rate provided in Section 4.153.

**2.446** The standard shift shall be extended to work a vessel in case of real emergency, such as fire, or a leaking vessel in danger of sinking, and clerks thus employed shall go to eat when ordered to do so.

**2.447** When no replacements are available to the employer in the area, clerks in their home port shall work a maximum of 10 hours.

**2.4471** Where clerks travel from home port to another port they shall not work longer than the maximum provided for in Sections 2.442, 2.443 and 2.444.

**2.448** An extension of up to 2 hours on any shift shall be allowed when using a floating crane to finish any heavy lift operation but shall apply only to the men involved.

**2.449** Dock Operations.

**2.4491** Any dock facility may operate from 7:00 a.m. to 6:00 p.m. and from 5:00 p.m. to 4:00 a.m. at the option of the employer.

**2.4492** For flexibility on dock operations, basic clerks may (1) be ordered to work for 1 full hour only prior to the start of any shift or (2) be directed to work for 1 full hour only after any shift. Individual basic clerks shall be limited to a

total of 9 hours on the first shift, 9 hours on the second shift, and 6 hours on the third shift. The 1 hour of work before or after the first and second shifts shall be paid at 1.5 times the straight time rate and on the third shift at 1.8 times the straight time rate.

**2.45** Supervisors and supercargoes may be ordered by the employer to start work prior to the normal shift starting time and also to work beyond the end of the shift.

**2.451** Supercargoes and Chief Supervisors shall be paid a minimum of 1 hour extended time prior to the start of each shift and 1 hour at the end of each shift. Such extended time shall be payable in accordance with the provisions of Section 4, except as provided in Section 3.114. Any and all work required of these categories by the employer during these extended hours shall be performed.

**2.452** Chief supervisors shall be limited to a maximum of 10 hours per shift. Exception: When working a flex hour (Section 2.4492) prior to the start of the shift or working an extended hour(s), chief supervisors shall be entitled to an additional hour(s) up to a maximum of 12 hours per shift. (An additional hour may be paid when voluntarily working through the meal hour.)

**2.453** Fifteen percent and 25% supervisory clerks shall be limited to ten hours' pay per shift with the understanding that 15% and 25% supervisors shall report to the job one hour prior to the start of the standard shift. Exception: When working a flex start, voluntarily working through the meal hour, or to work an extra hour's extended time at the end of the shift, 15% and 25% clerk supervisors shall be entitled to one hour additional pay up to a maximum of 12 hours per shift. Local flex time (Section 2.4492) agreements shall remain in effect.

**2.5** To meet extraordinary or emergency situations, Joint Port Labor Relations Committees may, by mutual agreement of the

parties, make limited exceptions to the rules in this Section other than Section 2.1.

**2.6** Clerks shall be available to the employers for 3 shifts. The employer shall determine the number of shifts to be worked and the number of clerks used on each shift. Clerks will report at the shift starting time designated by the employer in accord with the Contract Document.

## **SECTION 3**

### **GUARANTEES**

**3.1** Eight-hour guarantee.

**3.11** Applicability and method of payment.

**3.111** Fully registered and limited registered clerks who are ordered to a job and who report to work and are turned to shall receive a guarantee of 8 hours' work or 8 hours' pay, except on the third shift where a guarantee of 5 hours' work or 5 hours' pay is applicable.

**3.112** On the first shift, the 8-hour guarantee of work or pay shall be provided between the hours of 8:00 a.m. and 6:00 p.m.

**3.113** On the second shift, the 8-hour guarantee of work or pay shall be provided within a spread of 9 hours from the normal starting time, or in the San Francisco Bay Area from the beginning of a late subsequent start permitted under the present provisions in the San Francisco working rules. The spread is enlarged by 1 hour for a late initial start.

**3.114** In the event a full shift of work cannot be provided and dead time results, such dead time shall be payable at the regular hourly rate of the shift involved to which the employee is entitled under Section 4.13. No penalty cargo rates shall be paid for dead time hours.

**3.1141** When at least 1 hour of such dead time results, the 1 hour extended time at the end of the shift provided for in Section 2.451 shall be paid for at the established shift rate.

**3.115** A clerk shall have only one 8-hour guarantee in any 1 day (*See Section 3.27.*)

**3.12** Exceptions to 8-hour guarantee.

**3.121** The 8-hour guarantee shall not apply in the following circumstances:

**3.1211** When clerks are neither turned to nor ordered to stand by (*See Section 3.22*);

**3.1212** When clerks are turned to or ordered to stand by and work cannot commence, continue or resume because of bad weather (such determination to be made by the employer) and the clerks are not ordered back after a midshift meal (*See Section 3.23*);

**3.1213** When insufficient longshoremen report to work so that the 4-hour guarantee is applicable (*See Section 3.221*);

**3.1214** When clerks employed at Selby, California, are not shifted to other operations to fill out the 8-hour guarantee (*See Section 3.27*); and

**3.1215** As provided in Section 3.3.

**3.122** Where clerks have been ordered and fail to report to work at all or on time, thus delaying the start of an operation, the time lost thereby until replacements have been provided or until the clerk has been turned to shall be deducted from the 8-hour guarantee.

**3.123** When clerks are traveled and, as a result, their starting time is later than 9:00 a.m. so that it is impossible to fill out the 8-hour guarantee between 8:00 a.m. and 6:00p.m., the

guarantee shall be pay or work from actual starting time until 6:00 p.m., except for the meal hour. The same principle shall apply to a night shift start.

**3.124** When hours are lost as a result of stop-work meetings, or mutual agreement of the ILWU and PMA, such hours shall be deducted from the 8-hour guarantee.

**3.125** When clerks are employed at Selby, California, the employer may shift the clerks to other operations to fill out an 8-hour guarantee, otherwise the guarantee is only 4 hours. If clerks are not shifted to other work but are ordered back after a midshift meal, a second 4-hour minimum shall apply.

**3.13** Accompanying the obligation placed upon the employers to furnish 8 hours of work each shift is the obligation on the part of the clerks to shift from one job to another when such move is ordered by the employers. Subject to the provisions hereunder the employers shall have the right to shift clerks, and clerks shall shift as ordered.

**3.131** Clerks paid a differential under Section 4.3 may be shifted by the employers to comparable work or to any clerks' work without reduction in their differential rate.

**3.132** The employer shall have the right to release any clerk at any time during a shift or at the end of a shift while expressly observing all provisions of the Port Supplements.

**3.1321** The employers have the right to order back after any shift only such clerks as they require while expressly observing all provisions of the Port Supplements.

**3.133** The shifting of registered and limited registered clerks shall be carried out without bumping.

**3.14** Rules and examples applicable to shifting clerks:

**3.141** Initial late start orders may be placed at the dispatching hall to work a ship and to shift to a second ship for a



late start on the second ship. Clerks so ordered shall be dispatched for the second ship, with orders to work the first ship only as a fill-in.

**3.142** Clerks may be ordered to shift from a job or a ship that they have completed to a late start on another job or ship. Such clerks will be released at the end of the shift on the second job and may be required to work no longer than the extended hours as provided in Section 2.

**3.143** Clerks may be ordered to shift from a job or a ship where they have not completed their original assignment to permit a late start on another job or ship, or in order to finish the second ship for shifting or sailing. These clerks may be ordered back to their original job during that shift or for the start of the next day's shift. If extended hours are required to permit the second ship to shift or sail, the clerks will work up to but not beyond the end of the extension provided in Section 2.

**3.144** Clerks may be ordered to shift from a job or a ship which they have not completed but where they have run out of available work—e.g., a delay in arrival of cargo, a breakdown of equipment or a ship that fails to arrive as scheduled—to another job or ship, and they will be ordered to return to their original job to finish it.

**3.145** Shifting of clerks under Section 3.13 or Section 3.14 may be accomplished without clearance through the dispatching hall.

### **3.15** Possible adjustments in small ports:

**3.151** The full provisions of the 8-hour guarantee shall prevail in all ports. In ports of 6 gangs of longshoremen or less adjustments may be made in leeway for late starts because no alternative work is available to fill out the 8-hour guarantee by mutual agreement at the local level provided there is approval by the Joint Coast Labor Relations Committee.

### **3.2** Four-hour minimum.

**3.21** Clerks, other than fully registered or limited registered men, who are ordered to a job and are turned to shall receive a minimum of 4 hours' work or 4 hours' pay.

**3.22** Clerks who are ordered, report for work as ordered and are ready to turn to but are not turned to shall receive the 4-hour minimum. Such clerks may be required to stand by for a maximum of one-half hour within the 4-hour minimum.

**3.221** When an operation cannot commence at the designated starting time because of failure of at least the minimum required and properly ordered number of longshoremen to appear, then pay shall be as follows:

**3.2211** Clerks directly related to the operation who report for work as ordered shall be turned to. They may be released 1 hour later if the balance of the work does not commence or continue thereafter because of insufficient longshoremen being present. If they are so released they shall receive a 4-hour minimum in addition to the time they may have worked prior to the commencement of the shift.

**3.222** When the required minimum number of longshoremen report and turn to as directed and work continues up to the midshift meal hour and there are longshoremen who as yet have not reported, then either the longshoremen or the employer can determine that work cannot continue thereafter. When work ceases under these circumstances or if the employer determines that the operation is not satisfactory prior to the meal hour, then the minimum pay for clerks shall be time worked or 4 hours, whichever is the greater.

**3.223** When the required minimum complement of longshoremen reports and the operation commences and cannot be continued because of refusal of longshoremen to con-

tinue working with less than the required number of longshoremen, then pay shall be as follows:

**3.2231** Clerks shall be shifted to other work or shall be released with a 4-hour minimum.

**3.23** Inclement weather.

**3.231** When men are ordered to stand by and work cannot commence because of bad weather (such determination to be made by the employer), the 4-hour minimum shall apply. Any dead time resulting from bad weather shall be paid under Section 3.114.

**3.232** When men are turned to and work cannot continue because of bad weather (such determination to be made by the employer), the 4-hour minimum shall apply unless the men are ordered back after a midshift meal. Any dead time resulting from bad weather shall be paid under Section 3.114.

**3.233** When men are turned to and commence work at the start of a shift in bad weather, they shall be entitled to pay for the full shift. Any dead time resulting from bad weather shall be paid under Section 3.114.

**3.24** *(This Section of the Longshore Contract Document is not applicable.)*

**3.25** *(This Section of the Longshore Contract Document is not applicable.)*

**3.26** Any replacement who is not refused employment for personal cause is to be paid for time worked on his initial shift, but he shall not receive less than the remainder of the original man's guarantee. Replacements caused by industrial injury or illness shall continue to receive time worked, or a minimum of 4 hours, whichever is greater.

**3.27** When clerks are employed at Selby, California, they have a 4-hour guarantee. If the employer shifts the men to oth-

er operations or orders them back after a midshift meal, then the 8-hour guarantee shall apply.

**3.28** A clerk who has received an 8-hour guarantee and has been dispatched from the hall to a new job shall receive an additional 4-hour guarantee for the second job.

### **3.3** General provisions as to guarantees.

**3.31** There shall be no guarantee for any clerk who is released for cause or who quits or who refuses to shift as provided under Section 3.13 or who loses hours as a result of ILWU unilateral action or who is not turned to where inability to turn to is a result of insufficient clerks to start the operation or who is turned to and works less than his guaranteed time by reason of illness or injury. Such clerks shall be paid only for their actual working time.

**3.32** When clerks are late in reporting at the designated shift starting time on an initial or subsequent start, if they are turned to, they shall then be turned to at and paid as of the next quarter-hour; that is, the quarter-hour, the half-hour, the three-quarter hour or the even hour and time lost between the designated starting time and time turned to shall be deducted from the guarantee.

**3.33** When clerks are not sent to eat before the beginning of the second hour of the 2-hour meal period, pay for the work in the second hour shall be one-half hour if worked less than one-half of such hour and 1 full hour if worked one-half or more than one-half of such hour.

**3.34** When clerks are knocked off work 6 minutes or more after the even hour, they shall be paid to the next one-half hour and when knocked off 36 minutes or more past the even hour, they shall be paid to the end of the hour.

**3.35** *(This Section of the Longshore Contract Document is not applicable.)*

**3.36** No rule is to be used as a subterfuge for firing clerks.

## SECTION 4

### WAGES

#### 4.1 Wage Rates.

**4.11** The basic straight time hourly rate of pay for clerks shall be as follows:

Effective 8:00 a.m., July 3, 1999	\$26.68
Effective 8:00 a.m., July 1, 2000	\$27.18
Effective 8:00 a.m., June 30, 2001	\$27.68

**4.12** All hourly rates of pay shall be as set forth in the Wage Schedule and shall be effective as set forth therein.

#### 4.13 Work Experience Straight Time Hourly Rates.

**4.131** Each employee, regardless of registration or non-registration status, unless exempted under Section 4.132, shall be paid for work under this Contract Document on the basis of total worked hours in the industry accumulated since the beginning of the 1976 payroll year. The total accumulated worked hours credited to the employee at the end of the previous payroll week (7:59 a.m. Saturday) shall determine the employee's appropriate straight time hourly rate according to the following table:

Work Experience Hours	Straight Time Hourly Rate		
	Eff. 7/3/99	Eff. 7/1/00	Eff. 6/30/01
4,001 or more hours	\$26.68	\$27.18	\$27.68
2,001 through 4,000 hours	\$22.22	\$22.58	\$22.94
1,001 through 2,000 hours	\$20.22	\$20.58	\$20.94
0 through 1,000 hours	\$19.22	\$19.58	\$19.94

**4.1311** Qualifying hours for pay rate status as set forth in Section 4.131 above shall include all hours for which

pay is received, excluding vacation hours, paid holiday hours, and Pay Guarantee Plan hours.

**4.1312** At the end of each succeeding payroll week, each employee, regardless of registration or non-registration status, will be credited with any hours worked. If the new total accumulated worked hours exceeds the upper limit of the work experience hours grouping in which the employee is classified, pay for hours worked the following payroll week and succeeding weeks shall be based on the hourly rate of the next work experience grouping.

**4.1313** All other derivative rates, such as the second and third shift rates and the overtime rates shall be calculated from the rates described in Section 4.131. All skill rates appropriate to the work being performed shall be applied to the rates so derived.

**4.132** All Class A and Class B employees registered on or before June 30, 1987 shall be exempted from the work experience requirements of Sections 4.131 through 4.1313 and shall be entitled to receive the basic straight time hourly rate or rates derived therefrom.

#### **4.14** Shift Rates and Overtime Rates.

**4.141** *Shift Rates:* The first shift hourly rate shall be the basic straight time hourly rate. The second shift hourly rate shall be 1.333333 times the basic straight time hourly rate. The third shift hourly rate shall be 1.6 times the basic straight time hourly rate. (*See exceptions in Section 4.154.*)

**4.142** *Overtime Rates:* The overtime hourly rate shall be 1.5 times the basic straight time hourly rate on the first shift, 1.5 times the basic straight time hourly rate on the second shift and 1.8 times the basic straight time hourly rate on the third shift.

#### **4.15** Payment of Rates.

**4.151** *First Shift.* The basic straight time hourly rate shall be paid for the first 8 hours worked between the hours of 8:00 a.m. and 6:00 p.m. on the first shift Monday through Friday. The overtime rate (1.5 times the basic straight time hourly rate) shall be paid for work in excess of 8 hours, for work outside the hours of 8:00 a.m. to 6:00 p.m. on the first shift Monday through Friday and for all hours worked on the first shift on Saturday, Sunday, and Agreement Holidays.

**4.152** *Second Shift.* The second shift hourly rate (1.333333 times the basic straight time hourly rate) shall be paid for the first 8 hours worked on the standard second shift, as set forth in Section 2.41, Monday through Friday. (*See exception in Section 4.154*). The overtime rate (1.5 times the basic straight time hourly rate) shall be paid for work in excess of 8 hours, for work outside the standard 8-hour second shift Monday through Friday and for all hours worked on the second shift on Saturday, Sunday, and Agreement Holidays.

**4.153** *Third Shift.* The third shift hourly rate (1.6 times the basic straight time hourly rate) shall be paid for the first 5 hours worked on the standard third shift, as set forth in Section 2.41, Monday through Friday. The third shift overtime rate (1.8 times the basic straight time hourly rate) shall be paid for work in excess of 5 hours, for work outside the standard 5-hour third shift, Monday through Friday, and for all hours worked on the third shift on Saturday, Sunday and Agreement holidays.

#### **4.2** Training Rates of Pay.

**4.21** The hourly rate of pay for training shall be the employee's straight time rate as established under Sections 4.13 through 4.132.

#### **4.3** Supervisors, Kitchen/Tower/Computer Clerk, and Chief Supervisors and Supercargoes Skill Rates.

**4.31** Wages to be called Skill Rates shall be paid for the types of work specified below.

**4.311** The straight time Skill Rates are derived by adding a skill differential to the straight time hourly rate payable under Sections 4.13 through 4.132.

**4.312** Skill Rates:

	<i>Effective Date:</i>	<u>7/3/99</u>	<u>7/1/00</u>	<u>6/30/01</u>
<b>Clerk Supervisor</b>				
4,001 or more Hours		\$29.58	\$29.83	\$30.08
2,001 through 4,000 Hours		\$25.12	\$25.23	\$25.34
1,001 through 2,000 Hours		\$23.12	\$23.23	\$23.34
0 through 1,000 Hours		\$22.12	\$22.23	\$22.34
<b>Kitchen/Tower/Computer Clerk</b>				
4,001 or more Hours		\$31.85	\$32.10	\$32.35
2,001 through 4,000 Hours		\$27.39	\$27.50	\$27.61
1,001 through 2,000 Hours		\$25.39	\$25.50	\$25.61
0 through 1,000 Hours		\$24.39	\$24.50	\$24.61
<b>Chief Supervisor and Supercargo</b>				
4,001 or more Hours		\$32.98	\$33.23	\$33.48
2,001 through 4,000 Hours		\$28.52	\$28.63	\$28.74
1,001 through 2,000 Hours		\$26.52	\$26.63	\$26.74
0 through 1,000 Hours		\$25.52	\$25.63	\$25.74

**4.313** The Skill Rates for the first shift shall be the straight time Skill Rate set forth in Section 4.312; the Skill Rate for the second shift shall be 1.333333 times the straight time Skill Rate; the Skill Rate for the third shift shall be 1.6 times the straight time Skill Rate.

**4.314** During overtime hours, the Skill Rates shall be 1.5 times the straight time rate on the first and second shifts and 1.8 times the straight time Skill Rate on the third shift.



**4.32** Clerks, while employed as supervisors, shall receive the Clerk Supervisor Skill Rate.

**4.33** Clerks, while employed as chief supervisors, supercargoes, and vessel planners covered by a Supplemental Agreement (See Addenda –Vessel Planning) shall receive the Chief Supervisor and Supercargo Skill Rate.

**4.34** Any employee who now receives a higher basic wage than that provided in this Contract Document shall not have his salary reduced because of the Contract Document going into effect.

**4.35** Clerks, while employed as kitchen/tower clerk supervisors, yard clerk supervisors, vessel clerk supervisors, and other such clerk supervisors who perform the same function utilizing computer equipment to direct cargo and equipment operations in the yard and against vessels shall receive the Kitchen/Tower/Computer Clerk Skill Rate.

#### **4.4** Penalty cargo rates.

**4.41** In addition to the basic wages for clerks' work, additional wages to be called penalties shall be paid for the types of cargoes, conditions of cargoes, or working conditions specified in the Wage Rate Schedule.

**4.42** *(This Section of the Longshore Contract Document is not applicable.)*

**4.43** Where 2 penalty rates might apply, the higher penalty rate shall apply and in no case shall more than one penalty rate be paid.

**4.44** The penalty cargo rate for the first shift shall be the straight time penalty cargo rate as set forth in the Penalty Cargo List; the penalty cargo rate for the second shift shall be 1.333333 times the straight time penalty cargo rate; the penal-

ty cargo rate for the third shift shall be 1.5 times the straight time penalty cargo rate.

**4.45** During overtime hours on the first, second, and third shifts the penalty cargo rate shall be 1.5 times the straight time penalty cargo rate.

**4.46** The straight time penalty cargo rate for working explosives shall at all times equal the employee's straight time rate as set forth in Section 4.13.

**4.47** Where a Skill Rate and a penalty both apply, the allowance for the penalty shall be applied to the Skill Rate and shall be augmented for shift differentials and overtime hours as provided in this Section 4.

**4.48** Supervisors and supercargoes.

**4.481** Supercargoes and ship supervisors in charge of hatch clerks will be paid penalty cargo rates when 50% or more of the hatch clerks receive the penalty cargo rate.

**4.482** Dock supervisors working directly against a vessel will be paid penalty cargo rates when 50% or more of the hatch clerks they are supervising receive penalty cargo rates when loading or discharging of the ship is actually in progress.

**4.5** Subsistence.

**4.51** Subsistence rates when payable shall be \$70.00 per night for lodging and \$14.00 per meal.

**4.6** Mileage Allowance.

**4.61** A mileage allowance for transportation shall be payable to each employed traveler. The amount shall be the maximum non-taxable mileage rate in accordance with IRS standards.

**4.62** Rate changes by the IRS will be implemented as soon as administratively possible but no later than 30 days from notification.

**4.63** When automobile mileage allowance is payable under local travel provisions then “travel time” shall be determined on the basis of actual automobile driving time, up to existing speed limits, in increments of no less than 15 minutes. Failure of the local parties to agree to a schedule on this basis shall be submitted to the Area Arbitrator for final determination in accordance with these guidelines.

**4.64** There shall be no other changes made in local travel provisions during the term of this Agreement, except for changes made at the local level by mutual agreement.

**4.7** Personal effects. Clerks shall be reimbursed for damage (other than usual wear and tear) to personal effects which are damaged on the job, provided satisfactory evidence is presented to the Joint Port Labor Relations Committee. The amount of the reimbursement shall be decided by the Committee, which shall adhere to the following rules:

**4.71** Personal effects are items which a clerk needs to take on the job to perform his work, and there must be proven need for the item on the job.

**4.72** Any damage must be a direct result of performing work and must be reported to company supervision on the job when it occurs.

**4.73** The damaged item must be exhibited to the Committee for determination of the depreciation and extent of damage.

**4.74** The claim must be accompanied by prima facie evidence that the item was damaged on the job, and negligence and carelessness are factors to be given consideration.

**4.75** If reimbursement is in order, the item will either be repaired or replaced in kind or reimbursed at its depreciated value.

**4.76** Any second approved claim by an individual for broken glasses may be reimbursed by replacement with safety-type glasses.

**4.77** Claims for lost or stolen items are not valid.

## **SECTION 5**

### **HOLIDAYS**

**5.1** The following holidays shall be recognized: New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Cesar Chavez' Birthday, Memorial Day, Independence Day, Bloody Thursday, Harry Bridges' Birthday, Labor Day, Veterans' Day, Thanksgiving Day, Christmas Eve Day, Christmas Day, and New Year's Eve Day.

**5.2** Holiday observance and work schedule. The observance of holidays and the work schedule on the holidays listed in Section 5.1 shall be as follows in all U.S. Pacific Coast ports:

***New Year's Eve Day, December 31*** and

***New Year's Day, January 1***—No work shall be performed between 3:00 p.m., December 31 and 7:00 a.m., January 2.

*Exceptions:* (a) An extended shift will be worked from 3:00 p.m. to 5:00 p.m. on December 31 for the purpose of finishing a ship and (b) the provision for "no work" shall not apply to passenger ships, essential military cargo and emergencies as defined in Section 5.24.

***Martin Luther King's Birthday, 3rd Monday in January***—Normal work day.

***Lincoln's Birthday, February 12***—Normal work day.

***Washington's Birthday, 3rd Monday in February***—Normal work day.

***Cesar Chavez' Birthday, March 31***—Normal work day.

***Memorial Day, last Monday in May***—Normal work day.

**Independence Day, July 4**—Normal work day.

**Bloody Thursday, July 5**— No work shall be performed between 8:00 a.m., July 5 and 7:00 a.m., July 6.

**Harry Bridges' Birthday, July 28**—Normal work day.

**Labor Day, 1st Monday in September**—No work shall be performed between 8:00 a.m. on Labor Day and 7:00 a.m. the day after Labor Day.

*Exception:* The provision for “no work” shall not apply to passenger ships, essential military cargo and emergencies as defined in Section 5.24.

**Veterans' Day, November 11**—Normal work day.

**Thanksgiving Day, 4th Thursday in November**—No work shall be performed between 8:00 a.m. Thanksgiving Day and 7:00 a.m. the following day.

*Exception:* The provision for “no work” shall not apply to passenger ships, essential military cargo and emergencies as defined in Section 5.24.

**Christmas Eve Day, December 24** and

**Christmas Day, December 25**—No work shall be performed between 3:00 p.m., December 24 and 7:00 a.m., December 26.

*Exceptions:* (a) An extended shift will be worked from 3:00 p.m. to 5:00 p.m. on December 24 for the purpose of finishing a ship and (b) the provision for “no work” shall not apply to passenger ships, essential military cargo and emergencies as defined in Section 5.24.

**5.21** When a holiday falls on Sunday, the work schedule provided in Section 5.2 shall apply on Sunday; however, the holiday shall be observed on Monday and payment as provided in Sections 5.32, 5.321 and 5.322 shall apply to Monday.

**5.22** On Election Day the work shall be arranged so as to enable the men to vote.

**5.23** Where work ceases at 3:00 p.m. (December 24 and December 31) the day shift guarantee shall be 6 hours on an 8:00 a.m. start and 5 hours on a 9:00 a.m. start.

**5.24** Any work schedule restriction provided in Section 5.2 shall not apply in the event of an emergency involving the safety of vessel, life or property.

**5.3** Paid Holidays. The following holidays shall be recognized as “paid holidays”: New Year’s Day, Martin Luther King’s Birthday, Washington’s Birthday, Cesar Chavez’ Birthday Memorial Day, Independence Day, Harry Bridges’ Birthday, Labor Day, Veterans’ Day, Thanksgiving Day, Christmas Eve Day, Christmas Day and New Year’s Eve Day.

**5.31** Eligibility for paid holidays. Only registered employees are entitled to receive a “paid holiday,” provided:

**5.311** They have registration status on the date of the “paid holiday,” and

**5.312** Have worked the required number of hours, in the most recent payroll year for which total payroll year hours are available, to qualify for a 1-week basic vacation as provided in Section 7.11.

**5.313** In addition to Sections 5.311 and 5.312, employees receiving their job assignments through the dispatch hall must be available for at least 2 of the 5 days, Monday through Friday (exclusive of the holiday), during the payroll week in which the holiday falls.

**5.3131** Employees who work the required hours to have qualified for a 2-week basic vacation in the prior payroll year shall not be required to meet the provisions of Section 5.313 on paid holidays which are normal workdays, i.e., Mar-

tin Luther King's Birthday, Washington's Birthday, Cesar Chavez' Birthday, Memorial Day, Independence Day, Harry Bridges' Birthday, Veterans' Day.

**5.314** In addition to Sections 5.311 and 5.312, employees working on a steady basis must meet the availability requirement of their employer.

**5.315** The availability provision of Section 5.313 or Section 5.314 shall not apply to absence while on vacation or because of sickness or injury which is verified.

**Payment.** A registered employee eligible for a "paid holiday" shall receive pay equivalent to 8 hours at the straight time rate to which the employee is entitled under Section 4.13 for the week in which the "paid holiday" occurs.

**5.321** Registered employees eligible for a "paid holiday" shall receive payment as provided in Section 5.32 above, whether they work or not. When registered employees who are eligible for a "paid holiday" perform work on such holiday, their additional payment for working shall be as prescribed in Section 4.

**5.322** Registered employees not eligible for a "paid holiday" and non-registered employees who perform work on any of the paid holidays listed in Section 5.3 above shall be paid for working as prescribed in Section 4.

**5.33** Disbursement. Payment for each "paid holiday" shall be made on the second payday following the payroll week in which the "paid holiday" falls. The Pacific Maritime Association shall be the disbursing agent for such payments. (PMA and the Union will review the timely submission of availability to process payment of holiday pay. When this process is completed and availability is submitted in a timely manner, holiday pay will be paid the week following the holiday.)

**5.331** An employee who does not receive a “paid holiday” payment because of illness/injury, vacation, visiting, full-time union employment, full-time joint employment, jury duty or any other reason in which the employee claims eligibility requirements were met, shall file a claim. To be valid, such claim for “paid holiday” payment must be submitted to PMA no later than 5 weeks after the normal pay day for the “paid holiday”.

**5.34** Work force availability. The Union agrees that employees shall be available to meet the Employers’ work requirements on all holidays in accordance with the work schedule contained in Section 5.2.

## **SECTION 6**

### **SCHEDULED DAY OFF**

**6.1** Each registered clerk, other than monthly and preferred, shall be entitled to 2 full days (48 hours) off each payroll week.

**6.11** The Joint Port Labor Relations Committee shall fix, arrange, direct and schedule days off in advance in accordance with the above to the extent possible considering needs of the port and men available.

**6.2** Each monthly and preferred clerk shall be entitled to 2 full days (48 hours) off each payroll week, as agreed between himself and his employer.

## **SECTION 7**

### **VACATIONS**

**7.1** Computation of vacations. In any payroll year each clerk who is registered and qualified on December 31 of the calendar year in which he earns his vacation shall receive a vacation with pay the following year at the straight time hourly rate to which the employee was entitled under Section 4.13 on Janu-



ary 1 of the calendar year in which vacations are paid. The computation shall be as follows:

### 7.11 Basic vacation.

**7.111** Qualifying hours required for a basic 1-week or 2-week vacation with pay shall be as follows:

Average Port Hours	Qualifying Hours			
	Under Age 60		Age 60 and Over	
	1 Week	2 Weeks	1 Week	2 Weeks
1,300 or more . . . . .	.800	1,300	700	1,200
1,200 - 1,299 . . . . .	.700	1,200	600	1,100
1,100 - 1,199 . . . . .	.676	1,100	600	1,100
1,000 - 1,099 . . . . .	.615	1,000	600	1,000
900 - 999 . . . . .	.552	900	552	900
800 - 899 . . . . .	.552	800	552	800
less than 800 . . . . .	.552	800	552	800

**7.1111** “Qualifying hours,” as defined in Section 7.21, include hours worked in any port. In no event shall the qualifying hours for a basic 1-week vacation be less than 552 hours.

**7.1112** In calculating “average port hours,” the following shall apply:

- (a) Average port hours are the average hours worked in the port during the payroll year by those clerks registered in the port at the end of the payroll year, except that men who were paid for less than 100 hours shall be excluded.
- (b) Hours worked shall include work performed by clerks in any registration classification (longshore, clerk or foreman).
- (c) Hours worked by men outside of their port shall be excluded. “Port” shall be considered either the port, port district or general area in which men are assigned and have employment priority.

## **7.12** Additional vacation.

**7.121** One additional week's vacation with pay if he shall have qualified for at least 2 weeks of basic vacation under Section 7.111, and if in each of any 8 of his past years of service he shall have qualified for at least a 1-week basic vacation. (See Sections 7.261 through 7.265).

**7.1211** Any active employee registered before July 1, 1990, in ports other than Seattle, Portland, San Francisco and Los Angeles who does not qualify for the additional week of vacation under Section 7.121 shall receive the additional week if he shall have qualified for 2 weeks of basic vacation under Section 7.111 and shall have been available for employment for 10 years or more under the Agreement or its predecessors for employees bound thereby, and if he shall have qualified for at least a 1-week basic vacation in 5 of the previous 10 payroll years. (See Sections 7.261 through 7.265).

**7.122** One additional week's vacation with pay if he shall have qualified for at least 1 week of basic vacation under Section 7.111, and if in each of any 17 of his past years of service he shall have qualified for at least a 1-week basic vacation. (See Sections 7.261 through 7.265.)

**7.123** One additional week's vacation with pay if he shall have qualified for at least 1 week of basic vacation under Section 7.111, and if in each of any 23 of his past years of service he shall have qualified for at least a 1-week basic vacation. (See Sections 7.261 through 7.265.)

**7.124** One additional week's vacation with pay if he shall have qualified for at least 1 week of basic vacation under Section 7.111, and if in each of any 25 of his past years of service he shall have qualified for at least a 1-week basic vacation. (See Sections 7.261 through 7.265.)

**7.13** Each week's vacation pay shall be 40 times the employee's straight time hourly rate as set forth in Sections 4.13 and 7.1, or the employee's appropriate skilled straight time rate.

**7.131** A skilled rate applies when at least half of the qualifying hours are at a skilled rate(s).

**7.132** Whenever a clerk is credited with hours under both the PCCCD and the CFS Supplement, a skill rate vacation shall be paid by combining skilled hours credited under both agreements and as provided for by Section 7.13 of the PCCCD.

**7.133** The skilled rate payable shall be the highest skilled rate at which accumulated skilled hours equal one-quarter of the qualifying hours for the basic 1-week or 2-week vacation.

**7.14** For each 50 paid hours accumulated in excess of 1,975 hours 2 additional hours of vacation pay shall accrue, up to, but not exceeding 16 hours additional vacation pay in accordance with the following schedule:

Men Working-Hours	Additional Vacation Hours
2,025 to 2,074 .....	2
2,075 to 2,124 .....	4
2,125 to 2,174 .....	6
2,175 to 2,224 .....	8
2,225 to 2,274 .....	10
2,275 to 2,324 .....	12
2,325 to 2,374 .....	14
2,375 or over .....	16

## **7.2** Qualifying hours and years.

**7.21** Qualifying hours for vacation purposes shall include all hours for which pay is received, except vacation hours, paid holiday hours, and Pay Guarantee Plan hours.

**7.22** Qualifying hours shall be limited to hours paid for by individual employers or parties to this Contract Document and

to other hours as to which employers participating in the vacation plan in the port area make the required payments to the Association. Hours paid to any clerk in any port area covered by the Agreement, other than that in which he is registered on December 31, shall be added to paid hours in his home port, provided, however, that such clerk either shall have been granted authorization in the customary manner to visit other port areas or shall have been transferred on the registered list in accordance with the rules and with the consent of the Joint Port Labor Relations Committees.

**7.23** Registered clerks shall be credited with hours paid for as clerks, longshoremen, or other employment under collective bargaining contracts to which the Union and the Association are parties, but no worker shall receive 2 vacations in the same year, 1 under this Agreement and another under any other agreement.

**7.24** Registered clerks shall be credited with hours at court as jurors, including waiting time under court order, as certified by the clerk of the court.

**7.25** Those employees who have worked during the payroll year but have insufficient qualifying hours for a vacation due to illness or injury, shall qualify for vacation based on hours worked during the 4 payroll quarters preceding the quarter in which the injury or illness occurred.

**7.26** In computing years of service under Section 7.12:

**7.261** Continuous absence from employment because of industrial illness or injury arising out of employment under this Contract Document compensated for under a State or Federal Compensation Act shall be considered qualifying time.

**7.2611** Temporary absence from employment due to compensable temporary partial disability because of industrial illness or injury shall be considered qualifying time.

**7.262** Service in the Armed Forces of the United States or employment by the United States as a civilian in longshore operations in World War II and the Korean War that occurs after registration shall be considered qualifying time.

**7.263** Service as a full-time Union official or as a registered clerk employed as a joint employee of a Labor Relations Committee, Welfare Fund, Pension Fund or other joint entity of the parties shall be considered qualifying time.

**7.264** When any clerk is absent less than the full calendar year, he shall receive only proportionate credit for qualifying time.

**7.265** Any clerk whose combination of hours worked and hours of Pay Guarantee Plan payment total 800 hours or more in any payroll year shall have such counted as a qualifying year for years of service for vacation eligibility.

**7.27** Any employee who has been registered in both a small port and a large port during the period in which he claims to have satisfied the requirements of Section 7.121 for a third week of vacation must satisfy the requirements of Section 7.1211, but for such purposes he shall be given double credit for any year in which he worked at least 800 hours in a small port, and for each such year of double credit the 15-year spread shall be reduced by 1 year.

**7.28** Where a clerk has been paid for work in part of the year both by the Union or its clerks' locals and by the Employers and the total amount thereof qualifies him for a vacation, his vacation shall be paid by the Employers and the Union on a pro rata basis.

### **7.3** Vacation procedure.

**7.31** The method and procedure for scheduling vacations shall be those which have been in effect since 1951. Vacation

periods may be scheduled during any month(s) of the calendar year by the Joint Labor Relations Committee of each port who will also schedule vacations on a full week by week basis when so requested by the man.

**7.32** Each registered clerk entitled to a vacation shall take his vacation at the time scheduled.

**7.33** A registered clerk whose registration is cancelled after he shall have fulfilled all requirements for a vacation during the previous payroll year shall receive vacation pay at the time agreed to by the parties.

**7.34** If a registered clerk dies after he has worked the required hours for a vacation, his vacation pay will be paid to his widow or beneficiary.

**7.35** If a registered clerk retires under the ILWU-PMA Pension Plan after he has worked the required hours for a vacation, he shall receive his vacation pay at the time agreed to by the parties as set forth in Section 7.421.

#### **7.4 Administration.**

**7.41** The Pacific Maritime Association shall be the disbursing agent under this Agreement and shall make vacation checks available in the same manner as regular pay checks are made available in each port area. Vacation checks will be available for distribution in the first full payroll week of March of the calendar year in which vacations are paid. PMA and the Union will review and analyze the Vacation Claims Process for vacations paid during the January/February 2000 vacation payment cycle. Based on this review, expedited claims processes will be developed so that, in the following year (2001), vacations will be paid in the first full payroll week of February. A second distribution of vacation checks based on timely claims will occur in the first full payroll week of June.

**7.411** In addition to the regular distribution of vacation pay checks as set forth above in Section 7.42, there shall be 2 additional vacation pay distributions for vacation benefits earned in the current year for new retirees only. Such distributions shall occur in the first full payroll week in August and in the first full payroll week in December. These current year computations made in August and December shall be based on the prior year's "average port hours".

**7.42** Any public port or port commission may become a party to this vacation agreement by notifying the Union and the Association, prior to the first day of the calendar year in which the vacation is to be taken. Similarly, any or all of the Armed Services may become parties. In the event that one or more public ports or Armed Services becomes a party to the agreement, said port(s) or Service(s) shall be placed in the same status as an individual employer member of the Pacific Maritime Association for all the purposes of this Agreement.

**7.43** Nonmember employers may participate in the vacation plan in accordance with the conditions thereon fixed by the Association.

## **SECTION 8**

### **DISPATCHING, REGISTRATION, AND PREFERENCE**

#### **8.1** Dispatching halls.

**8.11** The dispatching of all clerks shall be through halls maintained and operated jointly by the International Longshore and Warehouse Union and the Pacific Maritime Association in accordance with the provisions of Section 17. There shall be one central dispatching hall in each of the respective port areas with such branch halls as shall be mutually agreed

upon. All expense of the central and branch dispatching halls shall be borne on the basis of expense practices in the past.

**8.12** Any clerk who is not a member of the Union shall be permitted to use the dispatching hall only if he pays his pro rata share of the expenses related to the dispatching hall, the Labor Relations Committee, etc. The amount of these payments and the manner of paying them shall be fixed by the Joint Port Labor Relations Committees.

**8.13** Any non-Association employer shall be permitted to use the dispatching hall only if he pays to the Association for the support of the hall the equivalent of the dues and assessments paid by the Association's members. Such nonmember employers shall have no preference in the allocation of men, and shall be allocated men on the same basis as Association members.

**8.14** Clerks not on the registered list shall not be dispatched from the dispatching hall or employed by any employer while there is any man on the registered list qualified, ready and willing to do the work.

**8.15** The local union shall bear the fraction of all expenses of the dispatching hall that the local union has borne under the expense practices in the past, less the amount received by the Joint Labor Relations Committee as pro rata shares payable under Section 8.12. (See Addenda, Dispatch Hall Costs.)

## **8.2** Dispatching hall personnel.

**8.21** The personnel for each dispatching hall, with the exception of Dispatchers, shall be determined and appointed by the Joint Labor Relations Committee of the port. Dispatchers shall be selected by the Union through elections in which all candidates shall qualify according to standards prescribed and measured by the Joint Labor Relations Committee of the port. If it fails to agree on the appropriate standards or on whether a



candidate is qualified under the standards, the dispute shall be decided in accord with provisions of Section 17.

**8.22** The term of office of any Dispatcher shall be at least 1 year.

**8.23** All personnel of the dispatching hall including Dispatchers, shall be governed by rules and regulations of the Joint Port Labor Relations Committee, and shall be removable for cause by the Joint Port Labor Relations Committee.

**8.24** The Association shall be permitted to maintain a representative in the dispatching hall. The Joint Port Labor Relations Committee shall permit any authorized representative of the Association or the Union to inspect dispatching hall records.

### **8.3** Registration.

**8.31** The Joint Port Labor Relations Committee in any port, subject to the ultimate control of the Joint Coast Labor Relations Committee, shall exercise control over registered lists in that port, including the power to make additions to or subtractions from the registered lists as may be necessary. In each port there shall be maintained a list of clerks showing their registration status under this Agreement. When objecting to the registration of any man, members of the Joint Port Labor Relations Committee shall be required to give reason therefor.

**8.32** Any clerk registered by a Joint Port Labor Relations Committee in accordance with this Contract Document shall thereby acquire joint coastwise registration under the Agreement. The rights and obligations of coastwise registration in regard to transfers between ports, visiting and leaves of absence are set forth in Supplement I to this Contract Document. The rights and obligations of coastwise registration in regard to transfer of registered clerks to registered longshoremen sta-

tus and vice versa are set forth in Supplement II to this Contract Document.

**8.33** Either party may demand additions to or subtractions from the registered lists as may be necessary to meet the needs of the industry.

**8.34** Each registered clerk has the obligation to request a leave of absence if he intends to absent himself from work for a period of 30 days or longer and in other circumstances as may be covered by port rules under Supplement I. A registered clerk who fails to work for 30 days, except when on approved leave, and whose facts and reasons for such absence are not acceptable to the Joint Port Labor Relations Committee, may be deregistered.

**8.35** A registered individual holding a non-clerk job is subject to discipline, including deregistration, if the individual's outside employment detrimentally conflicts with the individual's duties as a registered clerk.

#### **8.4 Preference of employment.**

**8.41** First preference of employment and dispatch shall be given to fully registered clerks who are available for employment covered by Section 1 of this Contract Document in accordance with the rules and regulations adopted by the Joint Port Labor Relations Committee. A similar second preference shall be so given to limited registered clerks. The Joint Coast Labor Relations Committee shall be authorized to effectuate such preferences in such manner and for such times and places as it determines in its discretion.

**8.42** The following shall govern the distribution of work among the fully registered daily clerks on a month by month basis during months when it becomes necessary to either increase or decrease the normal port hours as set forth in the Port Supplement.

**8.421** Hours of work shall be based upon the average hours of work by daily clerks who are regularly available.

**8.422** The Joint Port Labor Relations Committee, when it becomes necessary to either increase or decrease port hours, will do so not later than the 22nd of the month or earlier if requested.

**8.423** Overall work opportunity shall be equalized in each port area. No clerk covered by this Contract Document shall be required or permitted to work in excess of the monthly port hours as established by the Joint Port Labor Relations Committee, excepting-

**8.4231** Clerks may be continued at work when qualified replacements are not available.

**8.4232** Clerks may exceed port hours for the purpose of finishing a ship or shift. The employer will minimize in every possible way any necessity of such clerks exceeding the port hours.

**8.4233** Supervisors and supercargoes will be allowed to complete the job in connection with a particular ship which they were working when the port hours are reached, if replacing them will cause undue hardship. The employer will minimize in every possible way any necessity of such clerks exceeding the port hours.

**8.43** There shall be no favoritism or discrimination in the hiring or dispatching or employment of any clerk qualified and eligible under the Agreement.

**8.44** Any clerk or dispatching hall employee found guilty by the Joint Port Labor Relations Committee of favoritism or discrimination or bribery shall immediately be discharged and dropped from the registered list.

**8.45** Employees on a monthly salary shall work a minimum of 173 hours per month and are subject to the same extension beyond 173 hours of work as daily employees.

**8.46** Employers shall be entitled to have made available to them adequate numbers of monthly and preferred clerks in all classifications. All such men must be hired, transferred or promoted in accordance with the applicable provisions of this Contract Document, the Port Supplements and Working Rules.

### **8.5** Furnishing of clerks.

**8.51** Each dispatching hall shall furnish on any day the number of clerks required in accordance with local dispatching rules.

**8.52** Where such clerks cannot be dispatched from the fully registered list, then limited registered clerks and casuals, if required, shall be dispatched.

**8.53** Qualified limited registered clerks and casuals shall be dispatched in all classifications when required.

**8.54** Limited registered clerks and casuals shall be dispatched on any shift on any day, if required.

**8.55** Limited registered clerks and casuals shall be permitted to finish the job to which they were dispatched when so determined by the dispatcher. Replacements hereunder shall not occur before the end of a shift.

**8.56** Arrangements for employment of casuals shall be made by the Joint Labor Relations Committee of the port.

**8.57** A registered clerk who accepts a dispatch and who fails to report to the job to which dispatched and thereby makes it impossible for the work to proceed shall be guilty of causing a work stoppage and shall be subject to discipline as set forth in Section 17.

**SECTION 9****PROMOTIONS AND TRAINING**

**9.1** The principle of promotion from the ranks is hereby recognized and agreed to. For the purpose of this Contract Document, promotion is defined as upgrading registered clerks covered by this Contract Document and the classifications contained in the respective Port Supplements.

**9.2** There shall be established in each port a joint committee composed of an equal number of registered clerks' representatives and an equal number of employer representatives. It shall be the responsibility and obligation of such committee to establish qualifications and to pass on all promotions of the classifications contained in the respective Port Supplements.

**9.21** Such qualifications shall include:

- (a) Competency and ability to perform work as required in the respective classifications.
- (b) Ability to direct work and supervise operations.
- (c) Ability to maintain and promote harmonious relations on the job and between the parties to this Agreement.
- (d) Ability to handle men.
- (e) Ability to secure conformance to the Agreement.
- (f) Any other qualification that the joint committee may consider necessary.
- (g) Length of service in the industry and classification shall constitute the determining factor in promotions, provided above qualifications (a to f) are equal.

**9.22** The joint committee shall examine and pass upon all applications for promotion and eligibility for promotion as follows:

**9.221** Either individual registered clerks or the employers may file with the committee notice of desire for promotion or to upgrade, in which case the joint committee will consider such notice and classify the applicant according to qualifications as outlined herein, and once having been qualified are thereby eligible for promotion.

**9.222** Preferred daily clerks and monthly clerks having already been qualified and employed as such, in accordance with the provisions of this Contract Document, may be promoted temporarily by the employers, in which case additional clerks to fill the vacancies if any are thereby created in the lower classifications, shall be obtained from the dispatching hall provided, further, that the limitations imposed by other provisions of this Contract Document, for the purpose of equalizing earnings by limiting the number of clerks that may be promoted in this manner, are observed.

**9.23** All permanent promotions must be approved by the promotion committee, and having once been approved, no further recourse to the committee is necessary by registered clerks or employer. Application of this paragraph shall not prevent employers making temporary promotions as provided in Section 9.222.

**9.231** The joint promotion committee shall post in the dispatching hall and furnish to each employer lists of the registered clerks that have been certified as qualified and eligible for promotion by the committee.

**9.3** Competent men with adequate experience and training shall be made available to the employers. In the event of a shortage of fully registered men, limited registered men or casuals, or both, may be used by the employer in any of the classifications covered by this Agreement or the Port Supplements.

**9.31** Subject to the ultimate control of the Joint Coast Labor Relations Committee, the Joint Port Labor Relations Committee shall provide for the availability of the necessary men when there are not sufficient such competent clerks available.

**9.4** The Employers will train registered clerks in all classifications and administer the necessary training programs, including training clerks in the operation of computer remote terminals, electronic or mechanical devices, etc.

**9.5** Any disputes arising out of the application of this Section shall be dealt with through the grievance machinery, as provided in Section 17.

## **SECTION 10**

### **ORGANIZATION OF GANGS, GANG SIZES AND MANNING, AND METHODS OF DISPATCHING**

*(This Section of the Longshore Contract Document is not applicable.)*

## **SECTION 11**

### **NO STRIKES, LOCKOUTS, AND WORK STOPPAGES**

**11.1** There shall be no strike, lockout or work stoppage for the life of this Agreement.

**11.2** The Union or the Employers, as the case may be, shall be required to secure observance of this Agreement.

**11.3** How work shall be carried on.

**11.31** In the event grievances or disputes arise on the job, all clerks shall continue to work as directed by the employer in accordance with the specific provisions of the Agreement or if

the matter is not covered by the Agreement, work shall be continued as directed by the employer.

#### **11.4** Exceptions and procedures for health and safety.

**11.41** Health and safety exception. Clerks shall not be required to work when in good faith they believe that to do so is to immediately endanger health and safety. Only in cases of bona fide health and safety issues may a standby be justified. The Union pledges in good faith that health and safety will not be used as a gimmick. The employer shall have the option of having the men who raise a question of health and safety stand by until a decision is reached or “working around” the situation until it can be resolved, and no further work shall be performed on that disputed operation until the health and safety issue is resolved.

#### **11.42** Procedures for health and safety disputes.

**11.421** The dock steward or clerk shall bring the question of health and safety to the attention of management in immediate charge of the operation. The dock steward and/or clerk and his immediate supervisor are the only individuals who shall present the situation to management.

**11.422** If agreement cannot be reached in Section 11.421 the Business Agent shall be called. (The Business Agent or steward, who are responsible and safety-minded individuals should be able to determine whether a condition is safe or unsafe.)

**11.423** If agreement cannot be reached in Section 11.422, an immediate Joint Port Labor Relations Committee meeting shall be called on the job.

**11.424** If agreement cannot be reached in Section 11.423, the Area Arbitrator shall be called to the job for an immediate ruling as to how work shall proceed. After the work



proceeds the Arbitrator shall make a further ruling that a bona fide health or safety issue did or did not exist.

**11.425** Where the Arbitrator decides-or where agreement is reached in any 1 of the steps under Section 11.42-that the employers were correct, the men shall not be paid for standby time, if involved.

**11.426** Where the Arbitrator decides-or where agreement is reached in any 1 of the steps under Section 11.42-that the men were correct, the men shall be paid for standby time, if involved.

**11.427** If the Arbitrator decides or it is agreed at any step under Section 11.42 that an unsafe condition exists which can be corrected, the men shall work as directed to correct such condition.

**11.428** If it is determined at any step under Section 11.42 that the condition claimed to be unsafe is in fact safe, the men shall resume work as directed and failure to resume work as directed shall be cause to remove the men from the payroll as of the time of standby.

**11.429** If during a period of standby on an issue of health and safety any man leaves his place of work except upon instructions of management, he shall be removed from the payroll as of the time of standby regardless of how the issue is settled. Any man who so leaves without obtaining his own replacement shall be automatically subject to appropriate penalties under the grievance machinery.

**11.43** Application of contract grievance machinery.

**11.431** The grievance machinery, pending investigation and adjudication of on-the-job disputes, requires that work shall be performed in accordance with specific provisions of the Contract Document, or if the matter is not covered by the

Contract Document, work shall be continued as directed by the employer. The exception to this is: "Clerks shall not be required to work when in good faith they believe that to do so is to immediately endanger health and safety."

**11.432** The preceding procedure applies specifically to issues initially presented as being a dispute under health or safety. On all other issues, the authority of management to remove men from the payroll for cause is not disturbed.

**11.433** Should the Arbitrator rule that the issue of health or safety was raised as a gimmick, the Employers may process the matter through the grievance procedure for appropriate penalties.

**11.434** The contract machinery is the same in all disputes. The preceding procedure covering disputes on health and safety is not intended to modify the basic grievance machinery structure.

## **11.5 Picket Lines.**

**11.51** Refusal to cross a legitimate and bona fide picket line, as defined in this section, shall not be deemed a violation of this Agreement. Such a picket line is one established and maintained by a union, acting independently of the ILWU clerks' locals, about the premises of an employer with whom it is engaged in a bona fide dispute over wages, hours or working conditions of employees, a majority of whom it represents as the collective bargaining agency. Collusive picket lines, jurisdictional picket lines, hot cargo picket lines, secondary boycott picket lines and demonstration picket lines are not legitimate and bona fide picket lines within the meaning of this Agreement.

**11.52** If an ILWU clerks' local located within the confines of the United States whose members are not covered by this Agreement is engaged in a legitimate, bona fide, nonjurisdic-

tional and noncollusive strike concerning wages, hours or working conditions of its members, no clerk under this Agreement shall be required to perform work hereunder respecting cargo that normally, without such strike, would be handled by members of such ILWU clerks' local but which has been handled or is destined to be handled by other workers engaged in strike-breaking activities under established and legitimate trade union principles.

## **SECTION 12**

### **MEETINGS FOR REGISTERED CLERKS**

**12.1** In addition to other qualifications specifically set forth in this Contract Document, all registered clerks in order to remain qualified and eligible for dispatch through the dispatching hall must be familiar with all the provisions of the Agreement, including all working, dispatching and safety rules and the requirements of conformance and performance under the Agreement.

**12.2** To this end it shall be the duty of the Union to inform all registered Union clerks of their collective and individual responsibilities under the Agreement. Similarly, it shall be the duty of the Joint Port Labor Relations Committee to inform all registered nonunion clerks of such responsibilities. Meetings for such purposes shall be scheduled by mutual consent of the Joint Port Labor Relations Committee.

**12.3** Stop-Work Meetings.

**12.31** Each local shall have the right to hold 1 regularly scheduled stop-work meeting each month during overtime hours on the second shift. (*See Addenda, Scheduling of Meetings.*)

**12.311** In a port where such regularly scheduled stop-work meetings are held, the scheduled date during the month shall be the same for the longshore local and the clerks' local.

**12.32** Any other stop-work meetings must be mutually agreed to by PMA and the Union and PMA shall receive at least 1-week's notice of such nonscheduled meetings. They shall not occur more often than once a month.

**12.4** Any registered clerk refusing to attend such respective meetings or creating a disturbance which frustrates the purpose of the same shall be suspended or dropped from the registered list at the discretion of the Joint Port Labor Relations Committee.

## **SECTION 13**

### **NO DISCRIMINATION**

**13.1** There shall be no discrimination in connection with any action subject to the terms of this Agreement either in favor of or against any person because of membership or non-membership in the Union, activity for or against the Union or absence thereof, or race, creed, color, sex, age, national origin or religious or political beliefs. (*See Addenda, No Discrimination.*)

## **SECTION 14**

### **ONEROUS WORKLOAD**

*(Section 14 of the Longshore Contract Document is not applicable.)*

**14.1** The Union shall have the right, without limitation, to raise a claim that an operation imposes an onerous workload on the individual worker and to carry such an issue through the grievance machinery as provided in accordance with Section 17 of this Agreement.

**14.11** Nothing herein limits the Union's right to raise the question of onerousness of work or individual speedup through the grievance machinery. However, this does not mean that when a clerk is directed to take his own relief, without a clerk being assigned to relieve him, this automatically presents a question of onerousness of work or individual speedup for the clerks remaining on the job. When, in good faith, a factual question of onerousness of work or individual speedup arises in connection with the clerks remaining on the job, prompt use of the grievance procedure is required.

**14.12** Clerks will work additional hours, at the applicable rate, if needed in connection with finishing the vessel work shift as worked by longshoremen involved in an onerous workload dispute. When the longshoremen involved take the option of going to a meal on their own time and returning to complete the makeup hours, any clerk (or clerks) working with such longshoremen may be sent to a meal on his own time and will return to complete the additional hours.

## **SECTION 15**

### **EFFICIENT OPERATIONS**

**15.1** There shall be no interference by the Union with the Employers' right to operate efficiently and to change methods of work and to utilize mechanical, electronic or other labor-saving devices and to direct the work through employer representatives while explicitly observing the provisions and conditions of this Contract Document protecting the safety and welfare of the employees and avoiding speedup. "Speedup" refers to an onerous workload on the individual worker; it shall not be construed to refer to increased production resulting from more efficient utilization and organization of the work force,

introduction of labor-saving devices or removal of work restrictions.

**15.11** In order to avoid disputes, the employer shall make every effort to discuss with the Union in advance the introduction of any major change in operations.

**15.12** When new methods of operation are introduced, the Employers shall discuss the proposed operation with the Union. If agreement cannot be reached at the Coast level, the Employers shall have the right to put their operation in effect, subject to final resolution through the Contract grievance machinery.

**15.2** The employer shall not be required to hire unnecessary clerks. The number of clerks necessary shall be the number required to perform an operation in accordance with the provisions of Section 15.1, giving account to the contractual provisions for relief.

**15.3** The Employers shall have the right to propose changes in working and dispatching rules that they claim are in conflict with the intent of provisions incorporated in this Agreement. The Joint Coast Labor Relations Committee may refer proposed changes that are of only local significance to the local level for negotiation. Any such change agreed to at the local level must be approved at the Coast level before being put into operation. Any proposal referred to the local level and not resolved within 30 days thereafter shall automatically return to the Joint Coast Labor Relations Committee.

**15.31** Any provisions of the agreements (Port Supplements and Working Rules) for the various port areas covered hereby which are in conflict with this Contract Document shall be changed. Any other changes in the agreements can be made only by mutual agreement with the parties at the Coast level.

**15.4** Any disputes concerning the interpretation or application of provisions of the Contract Document relating to the subject of this Section 15 may be submitted directly to the Joint Coast Labor Relations Committee.

## **SECTION 16**

### **ACCIDENT PREVENTION AND SAFETY**

**16.1** Recognizing that prevention of accidents is mutually beneficial, the responsibility of the parties in respect thereto shall be as follows:

**16.11** The Union and the Employers will abide by the rules set forth in the existing Pacific Coast Marine Safety Code which shall be applicable in all ports covered by the Agreement.

**16.12** The Employers will provide safe working conditions and comply with all safety rules.

**16.13** Each individual employer will continue to furnish protective clothing or devices as he did on October 18, 1960, even though not specifically required by the Pacific Coast Marine Safety Code. At the local level the parties will from time to time review the question of protective clothing and devices and arrive at and maintain an orderly procedure for the issuance, safeguarding and return of the items furnished by the employers.

**16.14** The Employers will maintain, direct and administer an adequate accident prevention program in keeping with changing conditions in the industry.

**16.15** The Union will cooperate in this program and develop and maintain procedures to influence all clerks to cooperate in every way that will help prevent industrial accidents and minimize injuries when accidents occur.

**16.16** The employees individually must comply with all safety rules and cooperate with management in the carrying out of the accident prevention program.

**16.17** An employee, who is injured and claims two PMA employers are in dispute over who is responsible for his workmen's compensation claim, may request the Joint Coast Labor Relations Committee to assist the employee in securing a determination as to which employer is to make advance payments until the dispute is resolved. The JCLRC will not function to determine which employer, if any, is liable.

**16.2** Safety and first aid training shall be provided by the Employers to Supercargoes or Supervisors who wish to qualify to render first aid, subject to the parties at the local level determining the extent, necessity, number of men, selection of men and implementation of such training.

**16.3** Providing shelters.

**16.31** The union shall not be precluded from raising the question of the necessity of providing adequate stationary or mobile dock shelters within 60 days at dock locations not presently in operation.

**16.32** When a PMA employer works at a dock not controlled by a PMA member, the PMA employer will endeavor to work out at the local level any question raised as to the necessity of providing an adequate place to work at such location.



**SECTION 17****JOINT LABOR RELATIONS COMMITTEES,  
ADMINISTRATION OF AGREEMENT  
AND GRIEVANCE PROCEDURES****17.1** Joint Labor Relations Committees.

**17.11** The parties shall establish and maintain, during the life of this Agreement, a Joint Port Labor Relations Committee for each port affected by this Contract Document, and a Joint Coast Labor Relations Committee. Each of said labor relations committees shall be comprised of 3 or more representatives designated by the Union and 3 or more representatives designated by the Employers. Each side of the committee shall have equal vote.

**17.12** The duties of the Joint Port Labor Relations Committee shall be:

**17.121** To maintain and operate the dispatching hall.

**17.122** To exercise control of the registered lists of the port, as specified in Section 8.3.

**17.123** To decide questions regarding the dispatching of men.

**17.124** To investigate and adjudicate all grievances and disputes according to the procedure outlined in this Section 17.

**17.125** To investigate and adjudicate any complaint against any clerk whose conduct on the job, or in the dispatching hall, causes disruption of normal harmony in the relationship of the parties hereto or the frustration and/or violation of the provisions of the working or dispatching rules or of this Agreement. The application of this Section 17.125 shall not negate the procedure for penalties as provided for in Section 17.7.

**17.126** To carry out such other functions as are assigned to it herein or by the parties, directly or through the Joint Coast Labor Relations Committee.

**17.13** *(This Section of the Longshore Contract Document is not applicable.)*

**17.14** The Joint Coast Labor Relations Committee shall function in the administration of this Agreement as provided herein and shall investigate and adjudicate grievances as provided herein.

**17.141** All meetings of the Joint Coast Labor Relations Committee and all arbitration proceedings before the Coast Arbitrator shall be held in the City and County of San Francisco, State of California, unless the parties shall otherwise stipulate in writing.

**17.15** The grievance procedure of this Agreement shall be the exclusive remedy with respect to any disputes arising between the Union or any person working under this Agreement or both, on the one hand, and the Association or any employer acting under this Agreement or both, on the other hand, and no other remedies shall be utilized by any person with respect to any dispute involving this Agreement until the grievance procedure has been exhausted.

**17.151** Any dispute in which the Association or the Union asserts that any dispatching hall is dispatching employees who were not entitled to be dispatched, or who were dispatched out of sequence as to other persons entitled to priority dispatch shall be subject to prompt resolution through the grievance procedure of the Agreement when a complaint is filed by either party with the Joint Port Labor Relations Committee. If such complaint is not resolved within 7 days from the date of filing, the matter shall be referred to the Area Arbitra-

tor whose decision shall be final and binding. The grievance procedure shall then be deemed “exhausted”.

**17.16** Pending investigation and adjudication of such disputes work shall continue and be performed as provided in Section 11.

**17.2** Grievances arising on the job shall be processed in accordance with the procedure hereof beginning with Section 17.21. Other grievances as to which there are no specific provisions herein shall be processed in accordance with the provisions hereof beginning with Section 17.23.

**17.21** The dock steward or clerk shall take the grievance to management in immediate charge of the operation.

**17.22** If the grievance is not settled as provided in Section 17.21, it shall be referred for determination to an official designated by the Union and to a representative designated by the Employers.

**17.23** If the grievance is not settled as provided in Section 17.21 or Section 17.22 or does not arise on the job, it shall be referred to the Joint Port Labor Relations Committee which shall have the power and duty to investigate and adjudicate it.

**17.24** In the event that the Employer and Union members of any Joint Port Labor Relations Committee shall fail to agree upon any question before it, such question shall be immediately referred at the request of either party to the Area Arbitrator for hearing and decision, and the decision of the Area Arbitrator shall be final and conclusive except as otherwise provided in Section 17.26.

**17.25** *(This Section of the Longshore Contract Document is not applicable.)*

**17.26** The Joint Coast Labor Relations Committee has jurisdiction to consider issues that are presented to it in accor-

dance with this Agreement and shall exercise it where it is mandatory and may exercise it where such jurisdiction is discretionary as provided in Sections 17.261, 17.262 and other provisions of the Agreement.

**17.261** Any decision of a Joint Port Labor Relations Committee or of an Area Arbitrator claimed by either party to conflict with this Agreement shall immediately be referred at the request of such party to the Joint Coast Labor Relations Committee (and, if the Joint Coast Labor Relations Committee cannot agree, to the Coast Arbitrator, for review). The Joint Coast Labor Relations Committee, and if it cannot agree, the Coast Arbitrator, shall have the power and duty to set aside any such decision found to conflict with this Agreement and to finally and conclusively determine the dispute. It shall be the duty of the moving party in any case brought before the Coast Arbitrator under the provisions of this Section 17.261 to make a prima facie showing that the decision in question conflicts with this Agreement, and the Coast Arbitrator shall pass upon any objection to the sufficiency of such showing before ruling on the merits.

**17.262** The Joint Coast Labor Relations Committee and the Coast Arbitrator shall have power to review decisions relative to the operation of dispatching halls, or the interpretation of port working and dispatching rules, or discharges, or pay (including travel pay and penalty rates), but shall exercise it in any case only if the Committee decides to review the specific case.

**17.263** When either the Union or the Association claims that there has been a violation of Section 13 by anyone bound by this Agreement, the grievance shall be submitted to the Joint Coast Labor Relations Committee and shall be re-

solved there or referred to the Coast Arbitrator for hearing and decision in accordance with the applicable contract provisions.

**17.27** In the event that the Employer and Union members of the Joint Coast Labor Relations Committee fail to agree on any question before it, including a question as to whether the issue was properly before the Joint Coast Labor Relations Committee, such question shall be immediately referred at the request of either party to the Coast Arbitrator for hearing and decision, and the decision of the Coast Arbitrator shall be final and conclusive.

**17.271** Referrals to the Coast Arbitrator must be submitted and heard by the Coast Arbitrator within 6 months following the date of disagreement at the Coast Labor Relations Committee level. Referrals not submitted within 6 months shall be considered “dropped.”

**17.28** Miscellaneous provisions.

**17.281** Should either party fail to participate in any of the steps of the grievance machinery, the matter shall automatically move to the next higher level.

**17.282** If the local grievance machinery becomes stalled or fails to work, the matter in dispute can be referred at once by either the Union or the Association to the Joint Coast Labor Relations Committee for disposition.

**17.283** The hearing and investigation of grievances relating to discipline by return to the dispatching hall (Section 17.7), penalties (Section 17.8) and dispatching hall personnel (Section 8.23) shall be given precedence over all other business before the Joint Port Labor Relations Committees and before the Area Arbitrator. Either party may request that:

- (a) grievances arising under Section 17.7 or involving dispatch hall disputes (except those covered by Sec-

tion 17.151) be processed initially and from step to step within 24 hours; and

- (b) failures to observe Area Arbitrators' awards be processed to the next step within 24 hours.

**17.284** Nothing in this Section 17 shall prevent the parties from mutually agreeing upon other means of deciding matters upon which there has been disagreement.

### **17.3 Business Agents.**

**17.31** To aid in prompt settlement of grievances and to observe Agreement performance, it is agreed that Business Agents as Union representatives shall have access to ships and wharves of the employer to facilitate the work of the Business Agent, and in order that the employer may cooperate with the Business Agent in the settlement of disputes the Business Agent shall notify the representative designated by the employer before going on the job.

**17.4** When any clerk (whether a registered clerk or an applicant for registration or a casual clerk) claims that he has been discriminated against in violation of Section 13 of this Agreement, he may at his option and expense, or either the Union or the Association may at its option and at their joint expense, have such complaint adjudicated hereunder, which procedure shall be the exclusive remedy for any such discrimination.

**17.41** Such remedy shall be begun by the filing of a grievance with the Joint Port Labor Relations Committee setting forth the grievance and the facts as to the alleged discrimination. Such a grievance shall be timely if presented within 10 days of the occurrence of the alleged discrimination. Such grievance shall be investigated by the Joint Port Labor Relations Committee at a regular or special meeting of the Committee at which the individual involved shall be permitted to

appear to state his case, at which time he may present oral and written evidence and argument.

**17.411** With respect to any claim of violation of Section 13, the Joint Port Labor Relations Committee shall extend the time for filing of such claim beyond the time established in Section 17.41 whenever such extension is necessary because the period of limitation otherwise applicable is determined to be unlawful or because in the judgment of the Committee in the exercise of its sound discretion, such an extension is otherwise necessary to prevent inequity but in no event shall the time for filing of such claims be extended beyond 6 months from the date of the occurrence of the alleged discrimination.

**17.42** Either the Employers, the Union or the man involved may appeal the decision of the Joint Port Labor Relations Committee. Such appeal shall be to the Joint Coast Labor Relations Committee by letter addressed to the Joint Coast Labor Relations Committee. To be timely, such appeal must be delivered or mailed within 7 days of the decision of the Joint Port Labor Relations Committee.

**17.421** If such an appeal is taken within the time limits allowed, the Joint Coast Labor Relations Committee shall either confirm or reverse or modify the decision of the Joint Port Labor Relations Committee without any further hearing, or order a further hearing and thereupon issue its decision on the basis of the entire record including that at both hearings.

**17.43** An appeal from the decision of the Joint Coast Labor Relations Committee can be presented to the Coast Arbitrator (or by agreement of the Joint Coast Labor Relations Committee to an Area Arbitrator) by the individual involved, the Employers or the Union. An appeal to the Coast Arbitrator filed by an applicant for registration or a casual longshoreman involving the subject of registration shall be permitted only for

those grievances which the Joint Coast Labor Relations Committee, in its sole discretion, certifies to the Coast Arbitrator that the facts introduced in support of the grievance into the record of the prior proceedings, if un rebutted, may support a finding of a violation of the grievant's Section 13 rights under this Agreement. Appeal shall be by a written request for an arbitrator's hearing mailed or delivered to the Union and the Employer representatives of the Joint Coast Labor Relations Committee if by an individual, or to the individual and the other party's representative on the Joint Coast Labor Relations Committee if by either the Union or the Employers. Such an appeal shall be timely only if such request for an arbitrator's hearing is so filed in writing with the Joint Coast Labor Relations Committee no later than 7 days after issuance of the decision of the Joint Coast Labor Relations Committee from which an appeal to an arbitrator is taken.

**17.431** The arbitration procedure shall be carried on in accordance with the procedures generally applicable under this Agreement for arbitration before the Coast Arbitrator.

## **17.5** Arbitrators and awards.

**17.51** The parties have an arbitrator for each of the said 4 port areas and a Coast Arbitrator.

**17.511** The Area Arbitrator shall be appointed by the Joint Coast Labor Relations Committee and shall serve at its discretion. If any arbitrator shall at any time be unable or refuse or fail to act, the Joint Coast Labor Relations Committee shall select a successor or substitute.

**17.512** The Coast Arbitrator shall be selected by the Joint Coast Labor Relations Committee. If the Committee fails to agree on the selection of the Coast Arbitrator, the individual shall be selected by a 6-person panel of prominent industry rep-



representatives: 3 selected by the Union and 3 selected by the Employers.

**17.52** Powers of arbitrators shall be limited strictly to the application and interpretation of the Agreement as written. The arbitrators shall have jurisdiction to decide any and all disputes arising under the Agreement including cases dealing with the resumption or continuation of work.

**17.53** Arbitrators' decisions must be based upon the showing of facts and their application under the specific provisions of the written Agreement and be expressly confined to, and extend only to, the particular issue in dispute. The arbitrators shall have power to pass upon any and all objections to their jurisdiction. If an arbitrator holds that a particular dispute does not arise under the Agreement, then such dispute shall be subject to arbitration only by mutual consent.

**17.54** In the event the parties agree that an arbitrator has exceeded his authority and jurisdiction or that he is involved in the industry in any other position of interest which is in conflict with his authority and jurisdiction, he shall be disqualified for any further service.

**17.55** All decisions of the arbitrators, except as provided in Sections 17.261 and 17.6, shall be final and binding upon all parties. Decisions shall be in writing signed by the arbitrator and delivered to the respective parties.

**17.56** All expenses and salaries of the arbitrators shall be borne equally by the parties, except where specifically provided herein to the contrary.

**17.57** All decisions of Arbitrators shall be observed and/or implemented. No decision of an Area Arbitrator, interim or formal, can be appealed unless it is observed and/or implemented.

## **17.6** Informal hearings and interim rulings.

**17.61** When a grievance or dispute arises on the job and is not resolved through the steps of Sections 17.21 and 17.22, and it is claimed that work is not being continued as required by Section 11, a request by either party shall refer the matter to the Area Arbitrator (or by agreement of the Joint Coast Labor Relations Committee to the Coast Arbitrator) for his consideration in an informal hearing; such referral may be prior to formal disagreement in any Joint Labor Relations Committee. Such hearing may be ex parte if either party fails or refuses to participate, provided that the arbitrator may temporarily delay an ex parte hearing to permit immediate bona fide efforts to settle an issue without a hearing.

**17.62** The arbitrator shall act with his powers limited strictly to the application and interpretation of the Agreement as written. The parties shall have the right to present such views as they wish to the arbitrator, but it shall not be necessary to have a shorthand or stenotype reporter present to report the proceedings nor shall employment of counsel be necessary. The arbitrator, on this basis, shall promptly issue an oral interim ruling with respect to the grievance or dispute and thereafter confirm it in writing. An interim ruling shall be binding on the parties regarding the particular issue on the particular ship on the particular occasion but shall not be a precedent for other cases. Any interim ruling shall be binding unless reversed by a contrary decision after a formal hearing.

**17.63** If either party is dissatisfied with the interim ruling, the question shall be immediately referred at the request of such party to the arbitrator for hearing and decision in accordance with the normal procedure under Section 17.5 of this Agreement; the arbitrator shall then proceed as if there had been a failure to agree on the question by the Joint Port Labor

Relations Committee, provided that the arbitrator may temporarily delay a hearing to permit prompt bona fide efforts to settle the question in the Joint Port Labor Relations Committee.

**17.64** The use of the informal procedure leading to an interim ruling can be waived by consent of both parties with respect to any particular dispute or grievance. If at the beginning of the informal procedure either party establishes a good faith claim that an issue, other than a dispute with respect to Section 11, is of general significance or that the formal procedure will be necessary to settle such issue, the Arbitrator shall rule that the informal procedure be bypassed regarding such issue. In the absence of such waiver or decision to bypass, the arbitrator shall hold an informal hearing and issue an interim ruling regarding the dispute in accordance with the procedure set forth above.

**17.7** Discipline by return to the dispatching hall.

**17.71** The employer shall have the right to return to the dispatching hall any man (or to send home any nonregistered man) for incompetence, insubordination or failure to perform the work as required in conformance with the provisions of this Agreement.

**17.72** *(This Section of the Longshore Contract Document is not applicable.)*

**17.73** If any man feels that he has been unjustly returned to the dispatching hall or dealt with, his grievance shall be taken up as provided in Section 17.2 beginning with Section 17.23.

**17.74** In case of return to the dispatching hall without sufficient cause, the Joint Port Labor Relations Committee may order payment for lost time or reinstatement with or without payment for lost time.

**17.75** *(This Section of the Longshore Contract Document is not applicable.)*

**17.8** Penalties for work stoppages, assault, pilferage, drunkenness and other offenses.

**17.81** All clerks shall perform their work conscientiously and with sobriety and with due regard to their own interests shall not disregard the interests of the employer. Any employee who is guilty of deliberate bad conduct in connection with his work as a clerk or through illegal stoppage of work shall cause the delay of any vessel shall be fined, suspended, or for deliberate repeated offenses for which he has been found guilty under the Contract procedures, canceled from registration. A determination that an onerous or health and safety claim made in good faith shall be disallowed is not a finding that a man is guilty of an offense within the meaning of this Section. Any employer may file with the Union a complaint against any member of the Union and the Union shall act thereon and notify the Joint Port Labor Relations Committee of its decision within 30 days from the date of receipt of the complaint. An employer shall not be required to appear nor need he participate in discipline by the Union of its members beyond the filing of complaints.

**17.811** If within 30 days thereafter the Employers are dissatisfied with the disciplinary action taken under Section 17.81, then the following independent procedure of Section 17.82 may be followed, which procedure shall also be applicable in the case of clerks not members of the Union.

**17.82** The Joint Port Labor Relations Committee has the power and duty to impose penalties on clerks who are found guilty of stoppages of work, assault, refusal to work cargo in accordance with the provisions of this Agreement, or who leave the job before relief is provided, or who are found guilty

of pilfering or broaching cargo or of drunkenness or who in any other manner violate the provisions of this Agreement or any award or decision of an arbitrator. In determining penalties neither the parties nor the arbitrators shall consider offenses that predate by 5 years or more the date of a current offense.

**17.821 Assault.**

**17.8211** For first offense assault: Minimum penalty, 1-year suspension from work. Maximum penalty, discretionary.

**17.8212** For second offense assault: Mandatory cancellation from registered list upon request of either party.

**17.8213** In either case such conviction shall not be dependent upon the existence of a prior court decision, nor shall the determination of guilt await a court decision.

**17.822 Pilferage.**

**17.8221** For first offense pilferage: Minimum penalty, 60 days' suspension from work. Maximum penalty, discretionary.

**17.8222** For second offense pilferage: Mandatory cancellation from registered list upon request of the employer.

**17.823 Drunkenness or smoking in prohibited areas.**

**17.8231** First offense: Suspension for 15 days.

**17.8232** Second offense: Suspension for 30 days.

**17.8233** Succeeding offenses: Minimum penalty, 60 days' suspension. Maximum penalty, discretionary.

**17.824 Abuse of or use of controlled substances and/or drugs on the job or in or around any employment premises or the dispatch hall.**

**17.8241** First offense: Suspension for 15 days.

**17.8242** Second offense: Suspension for 30 days.

**17.8243** Succeeding offenses: Minimum penalty, 60 days' suspension. Maximum penalty, discretionary.

**17.825** Sale and/or peddling of controlled substances and/or drugs on the job or in or around any employment premises or the dispatch hall.

**17.8251** For first offense: Minimum penalty, 1-year suspension from work. Maximum penalty, discretionary.

**17.8252** For second offense: Mandatory cancellation from registered list upon request of either party.

**17.8253** In either case such conviction shall not be dependent upon the existence of a prior court decision, nor shall the determination of guilt await a court decision.

**17.826** An employee found to be in violation of reasonable verbal instructions, posted employer safety rules, and/or the PCMSC shall attend a 1-day safety class approved by the Coast Labor Relations Committee without pay. Failure to attend and complete the class as scheduled without a valid excuse, shall result in suspension from work until the class is completed. In addition, the employee shall be subject to the following minimum discipline, which shall be applied uniformly without favoritism or discrimination.

**17.8261** First Offense: Letter of warning.

**17.8262** Second Offense: Suspension from work for 15 days.

**17.8263** Third Offense: Suspension from work for 60 days. Maximum penalty, discretionary.

**17.8264** Fourth Offense: Subject to deregistration.

**17.827** An employee who, knowingly and flagrantly disregards reasonable verbal instructions, posted employer safety rules, and/or the PCMSC, and who intentionally causes significant damage to equipment or cargo, or who intentional-

ly injures himself or others, shall be subject to the following minimum discipline, which shall be applied uniformly without favoritism or discrimination.

**17.8271** First Offense: Suspension from work for 90 days. Maximum penalty, discretionary.

**17.8272** Second Offense: Subject to deregistration.

**17.828** Grievances arising under Sections 17.826 and 17.827 shall be subject to the grievance procedure of Section 17 with the following exceptions:

**17.8281** Grievances arising under Sections 17.826 and 17.827 shall be heard by the local parties within 30 days of the employee being cited. In the event the parties fail to resolve the grievance within the 30-day time period, the grievance shall be referred to the Area Arbitrator, at the request of either party, for an immediate hearing and decision.

**17.8282** In determining whether a violation under Sections 17.826 and 17.827 is a first, second, third or fourth offense, Section 17.82 shall govern.

**17.829** An employee released from the job for being under the influence of alcohol or drugs may request that his/her union representative report to the job. If the union representative, having observed the employee, believes the employee was unjustly released, he will discuss the case immediately with the employer. If the employer and union representative are unable to reach agreement, or if the union representative does not immediately respond to the request to come to the job, the case shall be immediately referred at the request of either party to the Joint Port Labor Relations Committee which shall have the power and duty to investigate and adjudicate it. If the Joint Port Labor Relations Committee members present are unable to reach agreement, and/or if no Union member of the Joint Port Labor Relations Committee responds to the request

to come to the job within 1 hour, the Area Arbitrator shall be immediately called to the job to decide if the employee was properly released. If the released employee fails to contact his/her union representative, or if the employee leaves the job, the employee shall be guilty as charged. Where an employee is guilty of working under the influence of alcohol or drugs the employee shall be subject to the penalties found in Section 17, and shall be referred to the ILWU-PMA employee assistance program.

**17.83** Suspensions under the foregoing provisions shall follow convictions by either the Union grievance machinery or by the Joint Port Labor Relations Committee, either of whom shall accept a prior court decision. The court decision will be considered by the parties and they shall discount the penalties set forth above accordingly. When a fine has been assessed then the days off on suspension shall be discounted at the rate of \$5.00 per day. Any man suspended under these provisions shall not be dispatched for work in any port covered by this Agreement until the suspension penalty has been served.

**17.84** *(This Section of the Longshore Contract Document is not applicable.)*

**17.85** In the event of disagreement at the Joint Port Labor Relations Committee level as to the imposition of penalties under this Section 17.8, the issue shall be processed immediately through the grievance procedure, and to the Area Arbitrator, if necessary.

**17.86** The rules and penalties provided herein above shall be applicable to fully registered clerks and, except where a more stringent rule or penalty is applicable pursuant to Section 17.851, to limited registered clerks and to nonregistered clerks.

**17.861** More stringent rules and penalties than those provided herein above that are applicable to limited registered



clerks or to nonregistered clerks or to both such groups may be adopted or modified by unanimous action of the Joint Labor Relations Committee and, subject to the control of such Committee so exercised, more stringent rules and penalties applicable to limited registered men or nonregistered men or to both groups that are provided in existing and future local joint working, dispatching and registration rules and procedures or by mutually agreed practices shall be applicable.

## **SECTION 18**

### **GOOD FAITH GUARANTEE**

**18.1** As an explicit condition hereof, the parties are committed to observe this Agreement in good faith. The Union commits the locals and every clerk it represents to observe this commitment without resort to gimmicks or subterfuge. The Employers give the same guarantee of good faith observance on their part.

**18.2** The parties agree that there shall be no 4-off and 4-on or variations thereof, and that the Union as well as the Employers will take the necessary steps to implement this understanding.

**18.3** Notwithstanding any past practice or conduct to the contrary, and with particular reference to this Section making it an explicit condition that the Union and Employers are committed to observe this Agreement in good faith, effective July 1, 1987, Section 18.2 shall be strictly enforced prospectively. To accomplish this, the International, the Local and the Employers pledge total support and cooperation to each other to achieve full compliance by all individual clerks and individual employers to the elimination of all violations of Section 18.2. "Hard timing" or other similar conduct which inhibits or frustrates compliance shall be considered a violation of this provision by the Employers in any port.

**SECTION 19****UNION SECURITY**

**19.1** All present fully registered employees, who are members of the Union on the date of execution of the Agreement, shall remain members of the Union in good standing as a condition of employment.

**19.2** All present fully registered employees who are not members of the Union on the date of execution of the Agreement shall become and remain members in good standing of the Union as a condition of employment.

**19.21** The Union hereby agrees to indemnify the Association and each member of the Association against any award, judgment, loss or expense arising out of a legal claim made against the Association or any company that is a member of the Association by a registered longshoreman or clerk, described in Section 19.2, because of deregistration or denial of full work opportunity at the request of the Union or any Union local pursuant to the provisions of Section 19.2.

**19.3** Any employee who becomes fully registered during the life of the Agreement shall, 30 days thereafter, become and remain a member of the Union in good standing as a condition of employment.

**19.4** A fully registered employee who, 30 days after said registration, has failed to acquire or thereafter maintain membership in the Union as here provided shall be removed from the registration list and deregistered 30 days after notice from the Union that he is not a member in good standing.

**19.5** A Union member shall be considered in good standing if he makes timely tender of the periodic dues and initiation fees uniformly required as a condition of becoming and remaining a member of the Union.

**SECTION 20****PAY GUARANTEE PLAN RULES AND  
ADMINISTRATION**

This Pay Guarantee Plan continues and is an extension of the Pay Guarantee Plan provided in the Memorandum of Understanding of February 10, 1972, as amended through July 1, 1996.

**Preamble**

The basic intention of the Pay Guarantee Plan (hereinafter PGP) is to provide a weekly income to eligible registered men.

**20.1** For each year of the Agreement the Employers will have a contingent liability for the Pay Guarantee Plan of the following maximum amounts:

First year	(7/3/99 to 7/1/00)	.....	\$24,960,000
Second year	(7/1/00 to 6/30/01)	.....	\$20,020,000
Third year	(6/30/01 to 6/29/02)	.....	\$20,020,000

**20.11** In the first year \$6,240,000 will be made available each quarter; in the second year \$5,005,000 will be made available each quarter; in the third year \$5,005,000 will be made available each quarter.

**20.12** One-thirteenth of each quarter's amount will be contingent liabilities and will be available at the end of each payroll week to meet the Plan's payout requirements for that week.

**20.13** At the end of the first payroll week if the benefits that have been paid are less than the amount available for that week, the unused amount will be made available for the next payroll week(s) as provided in Section 20.3. Thereafter, the unused amount of the total available in any payroll week shall be made available for the following payroll week(s). This accu-

mulating procedure shall continue over the full 156-week contract period.

**20.14** The Employers will determine the method by which contributions for the contingent liability will be collected and made available.

**20.2** Benefits. Effective with the beginning of the third payroll quarter of 1987, PGP benefits for Class A employees shall be a maximum of 38 hours pay each week; PGP benefits for Class B employees who have 5 or more vacation qualifying years as of the preceding April 1 shall be a maximum of 38 hours pay each week; PGP benefits for Class B employees with less than 5 vacation qualifying years as of the preceding April 1 shall be a maximum of 28 hours pay each week. The hourly rate of PGP pay shall be the employee's appropriate straight time rate of pay as provided under Section 4.13.

**20.21** An exception to the benefits provided in Section 20.2 above shall be that new registrants after July 1, 1984 shall not be entitled to PGP benefits until completion of 1 year of registration.

**20.22** The benefits payable each week shall be the difference between a man's earnings for the 4-week period ending with the current week and PGP benefits for those 4 weeks.

**20.221** Earnings are defined as all earnings and/or compensation received during the payroll week or period including such payments as straight time, overtime, skill pay, penalty cargo pay, travel time pay, pay for vacations and paid holidays, jury duty pay, State unemployment benefits and PGP payments.

**20.2211** Compensation shall include all payroll adjustments including monetary claims paid as a result of LRC or arbitration decisions. Payroll adjustments shall be included as

part of the individual's earnings for the payroll week in which such payments are made.

**20.2212** Compensation shall also include the amount of Social Security benefits, ILWU-PMA Pension Plan benefits and any other retirement benefits to which a man is entitled on the first day of the month if coincident with a man's 65th birthday, or on the first day of the month subsequent to a man's 65th birthday, whichever is applicable.

**20.222** If an individual's earnings in any week of the 4-week period were less than the benefit amount and he was ineligible for an appropriate PGP benefit that week, the calculation for the 4-week period will be made as if his earnings for that week were equal to the appropriate PGP weekly benefit.

**20.223** If an individual's earnings are less than the State unemployment compensation benefit for a given week and evidence is not submitted showing that the individual has applied for unemployment compensation together with the amount of entitlement, the earnings record for that week will be increased by the difference between actual earnings in the given week and the weekly guarantee maximum limit.

**20.2231** An employee shall not be eligible for PGP in any week for which:

- (a) he has non-longshore work-related earnings from an outside source not covered by this Agreement, which requires his attendance during any part of the day shift or night shift on any day of the week from Monday through Friday; or
- (b) he has received any weekly indemnity benefits for an off-the-job disability from either the State of California or the ILWU-PMA Benefit Funds; temporary total or temporary partial State workers' compensa-

tion, or temporary total or temporary partial Longshore & Harbor Workers' Compensation; or

- (c) he has failed to establish entitlement for a State Unemployment Compensation benefit, if such failure is due to employment not covered by this Agreement.

**20.22311** Employees must give full Social Security authorization and appropriate State authorization to PMA as Trustee of the PGP Fund for the purpose of verifying eligibility in accordance with the standards established by Section 20.2231. All documents necessary to obtain full Social Security and other State and Federal benefit program information to establish eligibility for PGP must be executed by the employee when requested by either party at the local level with immediate notice of such request to be given to the other party. When requested, evidence of all outside earnings shall be submitted to the Joint LRC. When a charge is made that any employee has violated Sections 20.2231 or 20.22311, such charge shall be subject to resolution under the grievance machinery.

**20.22312** Any employee who receives PGP in violation of Section 20.2231 shall be disqualified from receiving PGP for the life of this contract, or 12 months, whichever is longer.

**20.22313** Any claim that denial of PGP eligibility under these provisions is improper, shall be heard by the Joint LRC immediately and they shall have the authority to effect reinstatement and/or reimbursement.

**20.2232** Evidence of application for unemployment compensation benefits to be considered timely must be in the hands of PMA no later than the second Tuesday following the Friday payday on which PMA issues notification of eligibility for unemployment compensation so that the unemployment compensation benefit can be applied to the correct payroll

week. If the evidence of application is not in the hands of PMA by the second Tuesday then the difference between the man's actual earnings and the guarantee maximum benefit will be added to the man's earnings for the applicable payroll week.

### **20.3** Payment Procedures.

**20.31** PGP payments will be made to eligible men weekly on the payday of the second week following the week for which a benefit is payable. Men will be eligible for benefits if they are on the PGP eligibility list, meet the weekly availability requirement and have 4-week earnings less than the appropriate 4-week benefit amount.

**20.311** At the close of each payroll week the dispatch hall shall furnish PMA the joint records of all men available but not dispatched, and those who flopped, for each day of the payroll week. A combination of days of "work" and "availability" in the joint dispatch hall shall be used to calculate PGP eligibility.

**20.32** Total PGP payments for any week may not exceed the weekly contingent liability for that week plus the unused amount from the prior week(s) as provided in Section 20.13.

**20.321** If in any payroll week the total payments due do not exceed the current weekly contingent liability plus any unused amount from prior weeks, payment in full will be made.

**20.322** If in any payroll week the total payments due are in excess of the current weekly contingent liability plus any unused amount from prior weeks, an across-the-board percentage reduction will be made to reduce the week's payments to an amount equal to the current weekly contingent liability plus any unused amount from prior weeks.

**20.323** Twelve successive 13-week periods shall be determined commencing July 3, 1999. If, at the end of each 13-

week period, there is an unused amount resulting from the accumulating procedure of Section 20.13 and if weekly PGP payments were reduced during such period as provided in Section 20.322, the following PGP benefit adjustment procedure shall then apply:

**20.3231** A lump sum “make whole” payment shall be made to any registered man who, during the 13-week period, had his weekly PGP benefit reduced under the provisions of Section 20.322 above. Such lump sum payments in the aggregate shall not exceed the unused amount resulting from the accumulating procedure of Section 20.13.

**20.32311** Except as provided in Section 20.32312 below, the lump sum “make whole” payment to a man shall be the difference between his PGP payments for the 13-week period and the amount he would have been entitled to had there been no reduction under Section 20.322 above.

**20.32312** If the total of “make whole” payments exceeds the total unused amount available, the “make whole” payments will be reduced by an across-the-board percentage reduction so that the total PGP payments will not exceed the unused amount available.

**20.324** If, at the end of each 52-week period (week numbers 52, 104 and 156), there is an unused amount resulting from the accumulating procedure of Section 20.13 and if weekly PGP payments were reduced during such 52-week period and have not been previously “made whole” under the benefit adjustment procedure of Section 20.323, then the benefit adjustment procedure of Section 20.323 shall apply to such 52-week period.

**20.325** If, at the end of the third 52-week period (week number 156) and after the benefit adjustment procedure of Section 20.324, there is an unused amount resulting from the



accumulating procedure of Section 20.13 and if weekly PGP payments were reduced during the first 52-week period and/or the second 52-week period and have not been previously “made whole” under the benefit adjustment procedure of Section 20.323, then the benefit adjustment procedure of Section 20.323 shall apply to the first 52-week period and/or the second 52-week period.

**20.33** PMA shall furnish to the local union a list of men showing their hours worked, their earnings, their availability and the amount of PGP payments for which a man is eligible before the adjustment, if any, the amount of the adjustment, and the net payment after adjustment.

**20.331** A claim of incorrect payment of PGP is to be submitted to a designated person in each local. To be considered timely, such claim must be in the hands of PMA no later than 28 days after the payday on which the payment was made.

**20.4** Eligibility. Only registered Class A and Class B men are eligible to participate in the PGP.

**20.41** Men on the PGP eligibility list will be eligible for PGP benefits for any payroll week (8:00 a.m. Saturday to 8:00 a.m. Saturday) by establishing “availability” as defined in Section 20.531 for the 5 days Monday through Friday inclusive, except that in any week in which a paid holiday as defined in Section 5 is observed on Monday through Friday men shall be eligible for PGP benefits for that week by being available Monday through Friday less the day on which the paid holiday is observed.

**20.411** For each full day of work by a man on a Saturday and/or Sunday the individual’s weekly availability requirement as defined in Section 20.41 shall be reduced by 1 day.

**20.42** The PGP eligibility list shall include only those registered men (1) who meet the requirements of the 50% test provided below in Sections 20.421 through 20.4212, or (2) who in the preceding payroll year were paid at least a basic 1-week vacation (on the basis of required, qualifying hours under the terms of the 1981-1984 Agreement).

**20.421** Eligibility shall include only those Class A or Class B registered men who work 50% or more of the average work hours available to Class A or Class B men, respectively, in their home port for the most recent available 4 payroll quarters preceding the current quarter. "Work hours" shall not include travel hours, outport hours, vacation hours, holiday hours, or PGP hours. Men with less than 100 work hours for the 4-quarter period and steadymen will be excluded in the calculation of the average.

**20.4211** The PGP eligibility list will be prepared quarterly and will be effective for the period beginning with the second week of the current payroll quarter to the second week of the following payroll quarter.

**20.4212** Men who have insufficient hours to meet the 50% test due to vacation, jury duty, illness, injury, full-time Union employment, full-time joint employment, military service, leave of absence, etc. shall be entitled to a pro rata adjustment on the basis of hours worked while not absent during the test period.

**20.43** Men will be deleted from the PGP eligibility list while working on a steady basis for an employer under a weekly or monthly guarantee for which their employer is responsible. The individual employers of steady men shall notify the PMA area offices immediately when men are employed or released as steady men.

**20.431** Men employed or released as steady men during a payroll week are not eligible for benefits under the PGP for such week.

**20.44** Men dropped from the registration list for any reason shall be deleted from the PGP eligibility list.

**20.45** Authorized visitors, granted clearance by the home port LRC and approved by the visited JPLRC to work as a visitor shall be included on the PGP eligibility list in the port they are visiting.

**20.46** Unauthorized visitors, visiting and working in other than their home port without having obtained the clearance and approval of the LRC of both ports shall not be included on the PGP eligibility list of the port visited, but shall remain on the PGP eligibility list of the home port.

**20.47** Men who are transferred to another port under the provisions of the Agreement will be placed on the PGP eligibility list in the port to which they are transferred effective at the beginning of the payroll week immediately following the effective date of the transfer.

**20.5** Availability. It is recognized that the industry works 7 days per week and the Union agrees that employees will be available to fill the needs of the employers on all working shifts during the week, including Saturdays, Sundays and holidays in accordance with the Agreement. It is also recognized that some employees only make themselves available to work days and some employees only make themselves available to work nights, and that some employees make themselves available to work either days or nights.

**20.51** Port rules shall determine shift availability of men. Availability shall be any combination of day or night.

**20.52** A failure by a local to provide the required registered work force on Saturday and/or Sunday shall be referred for correction to the Joint Port LRC. This matter shall take precedence over any other matter before the JPLRC. If the matter is not settled within 5 days from its introduction to the JPLRC the Area Arbitrator shall adjudicate the dispute by mediation/arbitration within 10 days. Arbitrators' decisions shall be corrective and restricted to the local involved.

**20.53** Failure to meet the weekly availability requirement shall disqualify the employee for PGP benefits for the week in which the failure occurs.

**20.531** "Availability" is defined to mean working or being available for work without employment offered.

**20.532** "Working" is defined to mean working a full shift, unless injured on the job or released earlier by the employer.

**20.5321** A man replacing himself prior to the completion of a full shift will not be considered as having been available that day for PGP purposes. Each such replacement shall be reported by the Employer to PMA in the payroll week in which such replacement occurs.

**20.533** Men checked in for work who refuse any work opportunity offered in their category (skilled, unskilled) will not be given availability credit. *Exception:* Dock preference men shall be exempt from work on ship.

**20.5331** In addition to Section 20.533 above, a Class A registered man will be deemed unavailable if he did not accept work when work was available to him and a Class B man or a casual was employed in his category (skilled or unskilled) on his assigned shift during the Monday-Friday period. A Class B registered man will be deemed unavailable if he did not accept work when work was available to him and a ca-

sual was employed on his assigned shift during the Monday-Friday period.

**20.5332** The reference to “category (skilled or unskilled)” in Sections 20.533 and 20.5331 means that a skilled man is required to accept only skilled work for which he is qualified unless Section 20.7231 is applicable. Unskilled men are required to accept any unskilled work.

**20.534** Men who do not meet the weekly availability requirement because of absence due to illness, injury, full-time union employment, full-time joint employment, military service, leave of absence, disciplinary time off, incarceration or for any other reason other than jury duty whether it be authorized or unauthorized shall not be entitled to a PGP payment for the payroll week in which such absence occurs.

**20.535** Men who are absent Monday through Friday because of part-time union employment or part-time joint employment shall have their hours, earnings and availability for such employment integrated with their hours, earnings and availability under the Agreement to determine eligibility for PGP benefits.

**20.536** Individuals who are absent because of jury duty shall have their jury duty days Monday through Friday counted toward availability and shall not be subject to four-week averaging (Section 20.22) to determine PGP for the week or weeks while serving. Verification of jury duty service and pay shall be presented to PMA in order to receive this benefit.

**20.537** Men working as unauthorized visitors in another port must meet the 5 days Monday through Friday availability requirement in the home port in order to qualify for PGP payments. Earnings paid to unauthorized visitors in the port visited shall be included in determining PGP payments in the home port.

**20.54** Each dispatch hall shall record availability for its local in the manner and form determined by the JPLRC. The JPLRC form for this purpose is to be transmitted to PMA for each weekly payroll period.

**20.541** Any dispute as to an individual's availability shall be promptly processed through the contract grievance machinery.

**20.55** Availability credit during a payroll week will be given for each day on the following basis provided that no more than a single day's credit shall accrue in a 24-hour period 8:00 a.m. to 8:00 a.m.:

**20.551** For each day or night Saturday to Saturday that a man has worked.

**20.552** For each day or night Monday through Friday that a man makes himself available for work in accordance with JPLRC check-in procedures.

## **20.6** Work Stoppages.

**20.61** A work stoppage by any local(s) in violation of Section 11.1 as defined herein shall disqualify all registered men in the port(s) affected from payment under the PGP in the payroll week(s) that the violation occurs.

**20.611** A work stoppage is here defined as one which occurs by reason of Union policy, local or International, or by failure to work as directed by an Arbitrator.

**20.612** An unauthorized stop work meeting in violation of Section 12.3 is considered to be a work stoppage by any local in violation of Section 11.1.

**20.613** Unauthorized non-work days or non-work shifts are considered to be a work stoppage by any local in violation of Section 11.1.

**20.614** Action to disqualify registered men in the port from payment of PGP under Section 20.61 can be taken by the Employers only upon written notification to the local(s) involved within 48 hours following the work stoppage. If the Union grieves such action, it has the right to have the grievance heard by the Area Arbitrator within 48 hours of receipt of notification. The Arbitrator's decision shall be rendered within 24 hours of the hearing.

**20.62** In each week a coastwide work stoppage occurs, the Employers' obligation will be reduced by the amount of the weekly contingent liability.

**20.63** In the event that unions other than those signatory to this Agreement have work stoppages or there occurs an Act of God (described herein as a "force majeure") that creates a need to provide PGP payments in a port, area or on a coastwise basis for a period extending beyond 1 payroll week, PGP payments will be suspended in the port, area or coastwise as applicable until work can be resumed. There shall be no reduction in the Employers' liability for the PGP as a result of such incident.

**20.631** The 1 payroll week, for which PGP payments may be made as provided herein, shall stand alone and therefore shall not be included in any 4-week period as provided in Section 20.22.

**20.632** Upon the occurrence of an event that creates a need to make PGP payments as provided herein, the Joint Coast Labor Relations Committee shall promptly meet to review conditions in the port(s) affected to discuss what relief the parties may agree can be provided for the clerks in those ports.

## **20.7** Abuses.

**20.71** The parties agree it is to their mutual best interest to prevent abuses of the intent and purpose of the Pay Guarantee

Plan. Recognizing this as their objective, the parties agree that the Rules contained herein are subject to change, modification, deletion or addition for such purpose.

**20.72** To correct abuses in a local, the registered work force may be dispatched under one or more of the following rules, or other rules agreed to by the JPLRC. Such rules must be observed after implementation to avoid unwarranted PGP payments.

**20.721** Obsolete boards are to be discontinued.

**20.722** The number of men in a local to be assigned to the day shift versus the night shift shall be jointly decided.

**20.723** Available men must accept any work for which they are qualified.

**20.7231** Skilled men will not be required to accept a dispatch to unskilled work except in those locals where it is an accepted dispatching practice.

**20.73** Disagreement over implementation of any rule to correct abuses or failure by a JPLRC to agree on any other alleged abuses within 10 days shall be subject to prompt and final determination by the Area Arbitrator. An Area Arbitrator's decision shall be restricted to the local involved.

## **20.8** General Provisions.

**20.81** Travel. Historically, travel between ports has been an accepted and essential part of the Agreement. It is the workers' obligation to travel to work where such travel is customary or feasible.

**20.811** Travel between ports shall continue in accordance with customary dispatch procedures and travel practices.

**20.8111** Each JPLRC shall develop a list of "travel exempt" men who are not required to accept a dispatch to trav-



el. Such list shall include only those men who have valid or legitimate reasons for refusing to travel, such as but not limited to physical or medical limitations.

**20.8112** Men not on the “travel exempt” list who refuse to accept travel orders on any day upon which they are available shall not be entitled to a guarantee payment for the payroll week of such occurrence.

**20.8113** The availability record maintained by the dispatch hall shall indicate such refusal to travel.

**20.812** Travel time and earnings paid for work in the port to which traveled shall be included in an individual’s earnings record.

## **20.82** Dispatch Procedures.

**20.821** Dispatch of Longshoremen as Clerks. If the registered work force of clerks in any local is exhausted on any dispatch, available registered longshoremen, Class A or Class B, shall be offered the work before casual clerks are employed. Failure of a registered longshoreman to accept such dispatch during the Monday through Friday availability period shall make him ineligible for PGP benefits for that payroll week.

**20.8211** Whenever a registered longshoreman refuses to accept a dispatch to clerks’ work during dispatch periods, a report of such incident must be made by the dispatcher on the JPLRC availability form.

**20.8212** Registered longshoremen dispatched to clerks’ work who are determined by an employer to be unqualified shall be placed on a list of longshoremen unqualified for clerks’ work by the longshore JPLRC. Such men are not required to accept dispatch as a clerk but shall, however, be entitled to use the grievance machinery under the Clerks’ Contract

Document to claim reinstatement of eligibility for clerks' work.

**20.82121** The Employer shall have the right to have any grievance against a longshoreman working as a clerk processed by the Joint Clerks' LRC with that Committee having the authority to invoke disciplinary action consistent with the Agreement. The decision of the Joint Clerks' LRC is to be recognized and enforced by all Joint Labor Relations Committees.

**20.822** Dispatch in "Low Work Opportunity Port" Situation. When a "Low Work Opportunity Port" situation occurs for Class B men they shall be dispatched by rotation on a 1-day basis. In a similar situation the same rule shall apply to hall Class A men in the port. (*See Supplement III.*)

**20.83** Registered Men Employed by Nonmembers of PMA.

**20.831** Hours and earnings of registered men employed on a steady or casual basis by an employer who is signatory to a Nonmember Participation Agreement shall be included in the calculation of a man's eligibility and earnings.

**20.84** Payroll Processing. All payrolls for registered men including any former direct payments made by member companies and payrolls of nonmember companies participating in the PGP shall be processed through the PMA Management Information Services.

**20.85** Vacations. No employee shall be eligible for PGP payments for more than 52 payroll weeks per payroll year minus the number of weeks of vacation for which he is paid in that year.

**20.851** Vacation weeks to which a man is entitled for PGP purposes, shall be taken in 5-day units of Monday through Friday.

**20.852** The JPLRC availability record maintained in the dispatch hall shall indicate when a man is on vacation.

**20.853** Men shall not be entitled to a PGP payment for any payroll week while on vacation.

**20.8531** When a man is on vacation, the appropriate maximum weekly PGP benefit shall be charged to his weekly guarantee record for each week of paid vacation taken.

**20.8532** If at the end of the payroll year the payroll records indicate that a man has not taken the number of weeks of vacation for which he was paid, the appropriate maximum weekly PGP benefit shall be charged to his guarantee record for the number of weeks of vacation not taken, beginning with the first payroll week following the end of the payroll year.

**20.86** Fringe Benefit Eligibility.

**20.861** PGP payments for which a man is eligible, prior to any reduction or offset for unemployment insurance or jury duty pay, shall be credited when required to establish eligibility for Welfare Plan coverage, a qualifying year under the Pension Plan and a qualifying year of past service for additional vacation under Section 7.12.

**20.8611** The number of hours to be credited under Section 20.861 will be calculated by dividing the amount of the PGP by the appropriate basic clerk straight time rate.

**20.862** PGP payments shall not be credited for the purpose of establishing eligibility for the basic vacation under Section 7.11.

**20.87** Survey Team. A 4 man PGP Survey Team with 2 representatives each from the Employers and the Union shall be

established. The Team shall visit each area and review the administration of the PGP. The Team shall make recommendations to the parties in the various ports and to the Coast Committee. The principal purpose of the Team shall be to promote efficient and uniform administration of the PGP and its rules.

**20.88** Grievances. Disputes arising over interpretation or application of PGP provisions and rules shall be subject to the contract grievance procedure.

## **SECTION 21**

### **LASH BARGE JURISDICTION**

**21.1** Section 1.1 of the PCLCD, Section 1.2 of the PCCCD and Section 1 of the Pacific Coast Walking Bosses/Foremen's Agreement shall apply to loading cargo to and discharging cargo from LASH barges at all docks accommodating vessels and/or barges within the existing geographical jurisdiction of any longshore, clerk or walking bosses/foremen local, and the labor involved therein is hereby assigned to longshoremen, clerks and walking bosses/foremen.

**21.2** At docks where there are jurisdictional claims made by other Unions which may prevent LASH barge work from commencing or continuing with the use of longshoremen, clerks and walking bosses/foremen, then non-longshoremen, non-clerks and non-walking bosses/foremen may do such work provided the following procedures are followed:

**21.21** The LASH barge owner and/or agent shall be required to expend a good faith effort to secure assigned work for longshoremen, clerks and walking bosses/foremen and shall notify the local unions 10 days before the start of the operation.

**21.22** At those industrial docks or private docks where established practices for PMA vessels are in effect, such prac-

tices shall apply to LASH barges (use of front men, operation of hoisting equipment for cargo-handling from/to LASH barges, and that dock work, clerks' work and walking bosses/foremen work which longshoremen, clerks and walking bosses/foremen do at each such dock).

**21.23** At docks other than those described in Section 21.22 where none of the assigned work is performed by longshoremen, clerks or walking bosses/foremen, an assessment of \$1.50 per revenue ton shall be transmitted promptly upon completion of the loading or discharging operation to the Treasurer, Pacific Maritime Association, San Francisco. Such monies shall be accompanied by a transmittal letter showing the port and area location where the operation took place, the date or dates on which the operation occurred and the revenue tons handled.

**21.24** The labor involved in loading and discharging of LASH barges outside the geographical jurisdiction on the United States Pacific Coast of any longshore, clerk or walking bosses/foremen local may be performed by non-longshoremen, non-clerks and non-walking bosses/foremen and such work shall not be claimed by longshoremen, clerks or walking bosses/foremen by virtue of the existence of this Memorandum of Understanding. Similarly, nothing in this Memorandum of Understanding shall prevent longshoremen, clerks and walking bosses/foremen from exercising their legal rights to obtain representation of such workers by organizational or procedural efforts. At such docks as described in Section 21.24 where none of the assigned work is performed by longshoremen, clerks and walking bosses/foremen, an assessment of 65¢ per revenue ton shall be paid and handled on the same basis as the \$1.50 assessment provided for in Section 21.23.

**21.25** The monies transmitted to PMA under this Agreement as described in Sections 21.23 and 21.24 shall be held by the Pacific Maritime Association and disbursed on a quarterly basis by sending the total amount accumulated in the quarter to the ILWU Coast Pro Rata Committee. Accompanying the check shall be an itemization of the amounts collected in accord with the breakdown in the transmittal letter described in Section 21.23. The ILWU Coast Pro Rata Committee will make appropriate distribution of these monies to the various longshore, clerk and walking bosses/foremen locals, and such monies will be used as an offset by each local receiving such monies against the respective local's share of the joint dispatch hall expenses. When such distribution is made, the ILWU Coast Pro Rata Committee will advise each PMA Area Manager of the breakdown and amounts of the distribution, with a carbon copy of such information to the PMA Treasurer in San Francisco.

## **SECTION 22**

### **TERM OF AGREEMENT AND ITEMS OPEN TO REVIEW DURING TERM OF AGREEMENT**

**22.1** This Agreement shall remain in effect—unless terminated in accordance with other provisions in the Agreement or unless the termination date is extended by mutual agreement—until 5:00 p.m., July 1, 2002, and shall be deemed renewed thereafter from year to year unless either party gives written notice to the other of a desire to modify or terminate the same, said notice to be given at least 60 days prior to the expiration date. Negotiations shall commence within 10 days after the giving of such notice.

## **SECTION 23**

### **WELFARE AND PENSION PLANS**

**23.1** The parties hereto have agreements on the subjects of Welfare and Pensions for longshoremen and clerks covered by this Agreement as set forth in the ILWU-PMA Welfare Agreement as amended, and the ILWU-PMA Welfare Fund-Declaration of Trust as amended, the ILWU-PMA Pension Agreement as amended, and the ILWU-PMA Pension Fund-Declaration of Trust as amended.

## **SECTION 24**

### **MODIFICATION**

**24.1** No provision or term of this Agreement may be amended, modified, changed, altered or waived except by a written document executed by the parties hereto.

**24.2** All joint working and dispatching rules shall remain in effect unless changed pursuant to Section 15. All other restrictions on the employer or clerks that are in conflict with the provisions of this Agreement are null and void. There will be no unilateral “hip pocket” working or dispatching rules.

**24.3** The parties agree that all arbitration decisions and rulings of the Labor Relations Committees with respect to provisions of the Contract that are not changed or modified in this Agreement, remain in effect; the foregoing is subject to the right of either party, by motion in the Joint Coast Labor Relations Committee, to seek a review or reopening of any such decision or ruling during the term of this Agreement. If there is disagreement on any proposal to change or modify such decision or ruling, the issue of whether the decision or ruling is in accordance with this Agreement may be submitted to the Coast Arbitrator for decision.

IN WITNESS WHEREOF, the parties hereto have signed this Contract Document effective as of July 1, 1999.

*Pacific Maritime  
Association*

on behalf of its members

*International Longshore  
and Warehouse Union*

on behalf of itself and each  
and all of its longshore locals  
in California, Oregon, and  
Washington and all employees  
performing work under the  
scope, terms, and conditions  
of this Agreement.

/s/ Joseph N. Miniace

/s/ Terry N. Lane

/s/ P.R. Resch

/s/ James Spinosa

/s/ Robert McEllrath

/s/ Ray Ortiz, Jr.



## **CLERKS' PENALTY CARGO LIST**

*(Payments to be in accordance with Section 3.34)*

### **PENALTY CARGO—OTHER THAN BULK COMMODITIES**

#### **15¢ Penalty**

When the following commodities in lots of 15 short tons or more are hand-handled by longshoremen from place of rest on dock to pallet boards, or vice versa, clerks when utilized in the specific operation shall be paid the penalty when the method of operation used requires the clerk to make physical contact with the commodity or the employer requires the clerk to remain in attendance at the pile during the hand-handling operation and as a result subjects the clerk to the offensive characteristic of the commodity.

Alfalfa meal or pellets in sacks.

Carborundum grits in sacks.

Cement in sacks.

Coal in sacks.

Copra meal in sacks.

Cottonseed meal in sacks.

Creosoted wood products, unless boxed or crated.

Fertilizers in sacks, namely, tankage, animal, fish, fish meal, guano, blood meal and bone meal. (Bone meal odor freed, non-offensive and treated to prevent weeping is not included.)

Herring in boxes and barrels.

Lumber, logs and lumber products loaded out of water.

Lumber, freshly painted and paint is wet.

Lumber, chemically treated, uncrated, where treatment results in irritation and offensiveness.

Nitrate, crude, untreated, in sacks.

Ore in sacks (excludes commodities such as rutile sand, zircon sand).

Phosphates, crude, untreated in sacks (not considered treated by mere process of grinding).

Pig iron, rough piled, when hand-handled.

Refrigerated Cargo: When clerks are required to work in refrigerator space on cargoes in lots of 15 short tons or more, or if job lasts one hour or more, to be transported at temperature of freezing or below, and when clerks are required to work in hatch areas where the temperature is 32 degrees Fahrenheit or below.

Rubber, baled, covered with loose talc.

### **25¢ Penalty**

Green Hides: For receiving or delivering the above commodities in lots of 15 short tons or more, clerks shall be paid the applicable penalty when the method of operation used requires physical contact with the commodity or the employer requires the clerk to be in attendance at the pile during the receipt or delivery and as a result subjects the clerk to the offensive characteristic of the commodity.

When clerks are required to remain in attendance in the hatch checking while longshoremen are hand-handling the above listed commodities to or from place of stow, they shall be paid the applicable penalty rate.

When the above commodities in unit loads or in palletized loads are machine stowed or unstowed, should an obnoxious condition develop, a conditional penalty may be paid to those individuals subjected to that obnoxious condition.

### **15¢ Conditional Penalty**

For the following commodities when packages are leaking or sifting due to damaged or faulty containers.

Penalty payable only to those clerks subjected to an offensive condition.

Alfalfa meal or pellets in bags.

- Aniline dyes in bags.
- Aqua gel (oil well drilling clay) in bags.
- Asbestos in bags or sacks.
- Barium oxide in bags or drums.
- Bichromate of soda in bags.
- Borate in bags.
- Borate in bags when not leaking or sifting but when temperature is 130 degrees Fahrenheit or more.
- Calcium nitrate in bags.
- Carborundum grits in bags.
- Caustic soda in drums.
- Celite and Decalite in bags.
- Cement in bags.
- Coal in bags.
- Copra meal in bags.
- Cornstarch in bags.
- Cottonseed meal in bags.
- Creosote in pails, kits, etc., when not crated.
- Cryolite in bags.
- DDT in bags or fibre drums.
- Feather meal in bags.
- Fertilizers in bags, namely, tankage, animal, fish, fish meal, guano, blood meal and bone meal.
- Fish, brined, in tierces or barrels.
- Fish oil, whale oil and Oriental oils in drums, barrels or cases.
- Gilsonite in bags.
- Iron oxide in bags.
- Lampblack, soot and carbon in bags.
- Lime in fibre drums and bags.
- Lime, dehydrated, in bags.
- Nitrate, crude, untreated in bags.

Ore in bags (excludes commodities such as rutile sand, zircon sand).

Paint pigment in bags.

Phosphates, crude, untreated in bags (not considered treated by mere process of grinding).

Plaster in bags.

Soda ash in bags.

Soy sauce in drums, barrels, etc.

Talc in bags.

Tapioca flour in bags.

Tallow in drums.

Urea in bags.

Vermiculite in bags.

Whiting in bags.

**NOTE:** Because the terms “sack” and “bag” are confusing, when these words are used, they are intended to mean the following:

*Sack:* Refers to burlap, cotton or cloth sacks with no inner lining.

*Bag:* Refers to plastic, multiwall paper bags or innerlined cloth sacks.

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## **NEW AND UNLISTED COMMODITIES**

*Automatic penalties are not payable for any unlisted commodity.*

The parties at the local level may jointly refer any commodity and the packaging method used to the parties at the Coast level who will finally determine whether or not the item is to be added to the penalty cargo list.

Where a penalty based on offensiveness is claimed due to abnormal condition, the local parties may agree or local arbitrators may rule that a conditional penalty not to exceed the 15¢ conditional penalty rate is or is not to be paid to those subjected to the condition in the instant case.

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## **PENALTY CARGO- BULK COMMODITIES (EXCLUDING BULK LIQUIDS)**

### **25¢ Penalty**

For weighing: sulphur, soda ash and crude untreated potash.

### **50¢ Maximum Dust Penalty**

#### *Exceptions*

- (1) The understanding reached regarding the San Francisco working rule covering bulk ore or concentrate continues the \$0.35 straight time and \$0.525 overtime penalties for unusually dusty, and \$0.85 straight time and \$1.275 overtime penalties for extremely dusty, fine, dry concentrates, but limits the application of these rates specifically to bulk ore or concentrate handled at Selby only.
- (2) A similar understanding applies to Quirivelca ore handled at Tacoma, namely, the existing rate of 20¢ on sacks and 30¢ on bulk is limited to this specific commodity handled at Tacoma only.

### **Conditional Penalty**

When clerks are utilized in operations where bulk commodities not otherwise specified are mechanically loaded or discharged, the bulk penalty rate of 25¢ or the maximum dust penalty rate of 50¢ may be paid as a conditional penalty when the clerks are subjected to the same degree of offensiveness that warrants the penalty payment to longshoremen.

The Employers shall have the right to protest the applicability of any penalty based on the characteristics of the commodity or the methods of operation, whether on a local basis or coastwise. The Union has the right to request the maximum penalty on any bulk commodity. The Joint Coast Labor Rela-

tions Committee shall finally decide whether the commodity is to be on the no penalty list, the bulk penalty list or the maximum penalty list.

The bulk penalty rate of 25¢ is based on the basic offensive characteristics of the commodity to which the employees are subjected. The local parties or the local arbitrators shall be limited in determining whether the normal bulk penalty or the maximum dust penalty is to be applied on any particular operation.

Where the method of operation removes the offensiveness for which a penalty is paid, the Employers may process a request through the grievance machinery to eliminate the penalty for that method of operation.

All local working rules are to be amended so as to conform to the new penalty cargo list as required under Section 24 and in accordance with Section 15.3.

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## **DAMAGED CARGO**

### ***85¢ Penalty***

Cargo damaged by fire, collision, springing a leak or stranding, for that part of cargo only which is in a damaged condition.

Cargo damaged from causes other than those enumerated above shall, if inspection warrants, pay the damaged cargo rate or such other rate determined by the Port Labor Relations Committee for checking that part of the cargo only which is in damaged condition. This provision shall apply to individual consignments which are damaged and shall not empower any committee to add to or detract from penalty cargo rates herein specified.

Cargo damaged from causes other than those enumerated above is understood to mean cargo damaged by reason of a casualty to the vessel or an occurrence aboard the vessel, such as

a rupture in the sanitary pipes or a fuel oil leak, which produces the damaged cargo condition.

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## **FIRE PENALTY**

### **\$1.20 Penalty**

For checking cargo in a hatch or on dock where fire is burning or cargo smoldering.

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## **EXPLOSIVES**

When working Class A explosives as defined by Interstate Commerce Commission regulations, all men working in connection with a ship which is loading explosives are to receive the penalty during such time as explosives are actually being worked. (*Refer to Section 4.46.*)

## 1999-2000 WAGE SCHEDULE

Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### No Cargo Penalty

#### *Basic*

4,000 or more	\$26.68	\$35.57	\$40.02	\$42.69	\$48.02
2,001-4,000	22.22	29.63	33.33	35.55	40.00
1,001-2,000	20.22	26.96	30.33	32.35	36.40
0-1,000	19.22	25.63	28.83	30.75	34.60

#### *Clerk Supervisor*

4,000 or more	\$29.58	\$39.44	\$44.37	\$47.33	\$53.24
2,001-4,000	25.12	33.49	37.68	40.19	45.22
1,001-2,000	23.12	30.83	34.68	36.99	41.62
0-1,000	22.12	29.49	33.18	35.39	39.82

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$31.85	\$42.47	\$47.78	\$50.96	\$57.33
2,001-4,000	27.39	36.52	41.09	43.82	49.30
1,001-2,000	25.39	33.85	38.09	40.62	45.70
0-1,000	24.39	32.52	36.59	39.02	43.90

#### *Chief Supervisor & Supercargo*

4,000 or more	\$32.98	\$43.97	\$49.47	\$52.77	\$59.36
2,001-4,000	28.52	38.03	42.78	45.63	51.34
1,001-2,000	26.52	35.36	39.78	42.43	47.74
0-1,000	25.52	34.03	38.28	40.83	45.94



**1999-2000 WAGE SCHEDULE***Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**15¢ Cargo Penalty***Basic*

4,000 or more	\$26.83	\$35.77	\$40.25	\$42.91	\$48.25
2,001-4,000	22.37	29.83	33.56	35.78	40.22
1,001-2,000	20.37	27.16	30.56	32.58	36.62
0-1,000	19.37	25.83	29.06	30.98	34.82

*Clerk Supervisor*

4,000 or more	\$29.73	\$39.64	\$44.60	\$47.55	\$53.47
2,001-4,000	25.27	33.69	37.91	40.42	45.44
1,001-2,000	23.27	31.03	34.91	37.22	41.84
0-1,000	22.27	29.69	33.41	35.62	40.04

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.00	\$42.67	\$48.00	\$51.19	\$57.56
2,001-4,000	27.54	36.72	41.31	44.05	49.53
1,001-2,000	25.54	34.05	38.31	40.85	45.93
0-1,000	24.54	32.72	36.81	39.25	44.13

*Chief Supervisor & Supercargo*

4,000 or more	\$33.13	\$44.17	\$49.70	\$52.99	\$59.59
2,001-4,000	28.67	38.23	43.01	45.86	51.56
1,001-2,000	26.67	35.56	40.01	42.66	47.96
0-1,000	25.67	34.23	38.51	41.06	46.16

## 1999-2000 WAGE SCHEDULE

Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 25¢ Cargo Penalty

#### *Basic*

4,000 or more	\$26.93	\$35.91	\$40.40	\$43.06	\$48.40
2,001-4,000	22.47	29.96	33.71	35.93	40.37
1,001-2,000	20.47	27.29	30.71	32.73	36.77
0-1,000	19.47	25.96	29.21	31.13	34.97

#### *Clerk Supervisor*

4,000 or more	\$29.83	\$39.77	\$44.75	\$47.70	\$53.62
2,001-4,000	25.37	33.83	38.06	40.57	45.59
1,001-2,000	23.37	31.16	35.06	37.37	41.99
0-1,000	22.37	29.83	33.56	35.77	40.19

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.10	\$42.80	\$48.15	\$51.34	\$57.71
2,001-4,000	27.64	36.85	41.46	44.20	49.68
1,001-2,000	25.64	34.19	38.46	41.00	46.08
0-1,000	24.64	32.85	36.96	39.40	44.28

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.23	\$44.31	\$49.85	\$53.14	\$59.74
2,001-4,000	28.77	38.36	43.16	46.01	51.71
1,001-2,000	26.77	35.69	40.16	42.81	48.11
0-1,000	25.77	34.36	38.66	41.21	46.31

## 1999-2000 WAGE SCHEDULE

Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000

"Experience" Level (Hours)	1st & 2nd		3rd Shift Overtime	3rd Shift Overtime
	1st Shift	2nd Shift		

### 35¢ Cargo Penalty

#### Basic

4,000 or more	\$27.03	\$36.04	\$40.55	\$43.21	\$48.55
2,001-4,000	22.57	30.09	33.86	36.08	40.52
1,001-2,000	20.57	27.43	30.86	32.88	36.92
0-1,000	19.57	26.09	29.36	31.28	35.12

#### Clerk Supervisor

4,000 or more	\$29.93	\$39.91	\$44.90	\$47.85	\$53.77
2,001-4,000	25.47	33.96	38.21	40.72	45.74
1,001-2,000	23.47	31.29	35.21	37.52	42.14
0-1,000	22.47	29.96	33.71	35.92	40.34

#### Kitchen/Tower/Computer Clerk

4,000 or more	\$32.20	\$42.93	\$48.30	\$51.49	\$57.86
2,001-4,000	27.74	36.99	41.61	44.35	49.83
1,001-2,000	25.74	34.32	38.61	41.15	46.23
0-1,000	24.74	32.99	37.11	39.55	44.43

#### Chief Supervisor & Supercargo

4,000 or more	\$33.33	\$44.44	\$50.00	\$53.29	\$59.89
2,001-4,000	28.87	38.49	43.31	46.16	51.86
1,001-2,000	26.87	35.83	40.31	42.96	48.26
0-1,000	25.87	34.49	38.81	41.36	46.46

## 1999-2000 WAGE SCHEDULE

*Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 50¢ Cargo Penalty

#### *Basic*

4,000 or more	\$27.18	\$36.24	\$40.77	\$43.44	\$48.77
2,001-4,000	22.72	30.29	34.08	36.30	40.75
1,001-2,000	20.72	27.63	31.08	33.10	37.15
0-1,000	19.72	26.29	29.58	31.50	35.35

#### *Clerk Supervisor*

4,000 or more	\$30.08	\$40.11	\$45.12	\$48.08	\$53.99
2,001-4,000	25.62	34.16	38.43	40.94	45.97
1,001-2,000	23.62	31.49	35.43	37.74	42.37
0-1,000	22.62	30.16	33.93	36.14	40.57

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.35	\$43.13	\$48.53	\$51.71	\$58.08
2,001-4,000	27.89	37.19	41.84	44.57	50.05
1,001-2,000	25.89	34.52	38.84	41.37	46.45
0-1,000	24.89	33.19	37.34	39.77	44.65

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.48	\$44.64	\$50.22	\$53.52	\$60.11
2,001-4,000	29.02	38.69	43.53	46.38	52.09
1,001-2,000	27.02	36.03	40.53	43.18	48.49
0-1,000	26.02	34.69	39.03	41.58	46.69

## 1999-2000 WAGE SCHEDULE

Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000

"Experience" Level (Hours)	1st & 2nd		3rd Shift Overtime	3rd Shift Overtime
	1st Shift	2nd Shift		

### 85¢ Cargo Penalty

#### Basic

4,000 or more	\$27.53	\$36.71	\$41.30	\$43.96	\$49.30
2,001-4,000	23.07	30.76	34.61	36.83	41.27
1,001-2,000	21.07	28.09	31.61	33.63	37.67
0-1,000	20.07	26.76	30.11	32.03	35.87

#### Clerk Supervisor

4,000 or more	\$30.43	\$40.57	\$45.65	\$48.60	\$54.52
2,001-4,000	25.97	34.63	38.96	41.47	46.49
1,001-2,000	23.97	31.96	35.96	38.27	42.89
0-1,000	22.97	30.63	34.46	36.67	41.09

#### Kitchen/Tower/Computer Clerk

4,000 or more	\$32.70	\$43.60	\$49.05	\$52.24	\$58.61
2,001-4,000	28.24	37.65	42.36	45.10	50.58
1,001-2,000	26.24	34.99	39.36	41.90	46.98
0-1,000	25.24	33.65	37.86	40.30	45.18

#### Chief Supervisor & Supercargo

4,000 or more	\$33.83	\$45.11	\$50.75	\$54.04	\$60.64
2,001-4,000	29.37	39.16	44.06	46.91	52.61
1,001-2,000	27.37	36.49	41.06	43.71	49.01
0-1,000	26.37	35.16	39.56	42.11	47.21

## 1999-2000 WAGE SCHEDULE

*Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### **\$1.20 Cargo Penalty**

#### *Basic*

4,000 or more	\$27.88	\$37.17	\$41.82	\$44.49	\$49.82
2,001-4,000	23.42	31.23	35.13	37.35	41.80
1,001-2,000	21.42	28.56	32.13	34.15	38.20
0-1,000	20.42	27.23	30.63	32.55	36.40

#### *Clerk Supervisor*

4,000 or more	\$30.78	\$41.04	\$46.17	\$49.13	\$55.04
2,001-4,000	26.32	35.09	39.48	41.99	47.02
1,001-2,000	24.32	32.43	36.48	38.79	43.42
0-1,000	23.32	31.09	34.98	37.19	41.62

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$33.05	\$44.07	\$49.58	\$52.76	\$59.13
2,001-4,000	28.59	38.12	42.89	45.62	51.10
1,001-2,000	26.59	35.45	39.89	42.42	47.50
0-1,000	25.59	34.12	38.39	40.82	45.70

#### *Chief Supervisor & Supercargo*

4,000 or more	\$34.18	\$45.57	\$51.27	\$54.57	\$61.16
2,001-4,000	29.72	39.63	44.58	47.43	53.14
1,001-2,000	27.72	36.96	41.58	44.23	49.54
0-1,000	26.72	35.63	40.08	42.63	47.74

**1999-2000 WAGE SCHEDULE***Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**Explosives Cargo Penalty***Basic*

4,000 or more	\$53.36	\$71.15	\$80.04	\$82.71	\$88.04
2,001-4,000	44.44	59.25	66.66	68.88	73.33
1,001-2,000	40.44	53.92	60.66	62.68	66.73
0-1,000	38.44	51.25	57.66	59.58	63.43

*Clerk Supervisor*

4,000 or more	\$56.26	\$75.01	\$84.39	\$87.35	\$93.26
2,001-4,000	47.34	63.12	71.01	73.52	78.55
1,001-2,000	43.34	57.79	65.01	67.32	71.95
0-1,000	41.34	55.12	62.01	64.22	68.65

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$58.53	\$78.04	\$87.80	\$90.98	\$97.35
2,001-4,000	49.61	66.15	74.42	77.15	82.63
1,001-2,000	45.61	60.81	68.42	70.95	76.03
0-1,000	43.61	58.15	65.42	67.85	72.73

*Chief Supervisor & Supercargo*

4,000 or more	\$59.66	\$79.55	\$89.49	\$92.79	\$99.38
2,001-4,000	50.74	67.65	76.11	78.96	84.67
1,001-2,000	46.74	62.32	70.11	72.76	78.07
0-1,000	44.74	59.65	67.11	69.66	74.77

## 2000-2001 WAGE SCHEDULE

Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001

"Experience" Level (Hours)	1st & 2nd		3rd Shift Overtime	3rd Shift Overtime	
	1st Shift	2nd Shift		1st & 2nd Shift	3rd Shift

### No Cargo Penalty

#### Basic

4,000 or more	\$27.18	\$36.24	\$40.77	\$43.49	\$48.92
2,001-4,000	22.58	30.11	33.87	36.13	40.64
1,001-2,000	20.58	27.44	30.87	32.93	37.04
0-1,000	19.58	26.11	29.37	31.33	35.24

#### Clerk Supervisor

4,000 or more	\$29.83	\$39.77	\$44.75	\$47.73	\$53.69
2,001-4,000	25.23	33.64	37.85	40.37	45.41
1,001-2,000	23.23	30.97	34.85	37.17	41.81
0-1,000	22.23	29.64	33.35	35.57	40.01

#### Kitchen/Tower/Computer Clerk

4,000 or more	\$32.10	\$42.80	\$48.15	\$51.36	\$57.78
2,001-4,000	27.50	36.67	41.25	44.00	49.50
1,001-2,000	25.50	34.00	38.25	40.80	45.90
0-1,000	24.50	32.67	36.75	39.20	44.10

#### Chief Supervisor & Supercargo

4,000 or more	\$33.23	\$44.31	\$49.85	\$53.17	\$59.81
2,001-4,000	28.63	38.17	42.95	45.81	51.53
1,001-2,000	26.63	35.51	39.95	42.61	47.93
0-1,000	25.63	34.17	38.45	41.01	46.13



**2000-2001 WAGE SCHEDULE***Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**15¢ Cargo Penalty***Basic*

4,000 or more	\$27.33	\$36.44	\$41.00	\$43.71	\$49.15
2,001-4,000	22.73	30.31	34.10	36.35	40.87
1,001-2,000	20.73	27.64	31.10	33.15	37.27
0-1,000	19.73	26.31	29.60	31.55	35.47

*Clerk Supervisor*

4,000 or more	\$29.98	\$39.97	\$44.97	\$47.95	\$53.92
2,001-4,000	25.38	33.84	38.07	40.59	45.64
1,001-2,000	23.38	31.17	35.07	37.39	42.04
0-1,000	22.38	29.84	33.57	35.79	40.24

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.25	\$43.00	\$48.38	\$51.59	\$58.01
2,001-4,000	27.65	36.87	41.48	44.23	49.73
1,001-2,000	25.65	34.20	38.48	41.03	46.13
0-1,000	24.65	32.87	36.98	39.43	44.33

*Chief Supervisor & Supercargo*

4,000 or more	\$33.38	\$44.51	\$50.07	\$53.39	\$60.04
2,001-4,000	28.78	38.37	43.17	46.03	51.76
1,001-2,000	26.78	35.71	40.17	42.83	48.16
0-1,000	25.78	34.37	38.67	41.23	46.36

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 25¢ Cargo Penalty

#### *Basic*

4,000 or more	\$27.43	\$36.57	\$41.15	\$43.86	\$49.30
2,001-4,000	22.83	30.44	34.25	36.50	41.02
1,001-2,000	20.83	27.77	31.25	33.30	37.42
0-1,000	19.83	26.44	29.75	31.70	35.62

#### *Clerk Supervisor*

4,000 or more	\$30.08	\$40.11	\$45.12	\$48.10	\$54.07
2,001-4,000	25.48	33.97	38.22	40.74	45.79
1,001-2,000	23.48	31.31	35.22	37.54	42.19
0-1,000	22.48	29.97	33.72	35.94	40.39

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.35	\$43.13	\$48.53	\$51.74	\$58.16
2,001-4,000	27.75	37.00	41.63	44.38	49.88
1,001-2,000	25.75	34.33	38.63	41.18	46.28
0-1,000	24.75	33.00	37.13	39.58	44.48

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.48	\$44.64	\$50.22	\$53.54	\$60.19
2,001-4,000	28.88	38.51	43.32	46.18	51.91
1,001-2,000	26.88	35.84	40.32	42.98	48.31
0-1,000	25.88	34.51	38.82	41.38	46.51

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 35¢ Cargo Penalty

#### *Basic*

4,000 or more	\$27.53	\$36.71	\$41.30	\$44.01	\$49.45
2,001-4,000	22.93	30.57	34.40	36.65	41.17
1,001-2,000	20.93	27.91	31.40	33.45	37.57
0-1,000	19.93	26.57	29.90	31.85	35.77

#### *Clerk Supervisor*

4,000 or more	\$30.18	\$40.24	\$45.27	\$48.25	\$54.22
2,001-4,000	25.58	34.11	38.37	40.89	45.94
1,001-2,000	23.58	31.44	35.37	37.69	42.34
0-1,000	22.58	30.11	33.87	36.09	40.54

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.45	\$43.27	\$48.68	\$51.89	\$58.31
2,001-4,000	27.85	37.13	41.78	44.53	50.03
1,001-2,000	25.85	34.47	38.78	41.33	46.43
0-1,000	24.85	33.13	37.28	39.73	44.63

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.58	\$44.77	\$50.37	\$53.69	\$60.34
2,001-4,000	28.98	38.64	43.47	46.33	52.06
1,001-2,000	26.98	35.97	40.47	43.13	48.46
0-1,000	25.98	34.64	38.97	41.53	46.66

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 50¢ Cargo Penalty

#### *Basic*

4,000 or more	\$27.68	\$36.91	\$41.52	\$44.24	\$49.67
2,001-4,000	23.08	30.77	34.62	36.88	41.39
1,001-2,000	21.08	28.11	31.62	33.68	37.79
0-1,000	20.08	26.77	30.12	32.08	35.99

#### *Clerk Supervisor*

4,000 or more	\$30.33	\$40.44	\$45.50	\$48.48	\$54.44
2,001-4,000	25.73	34.31	38.60	41.12	46.16
1,001-2,000	23.73	31.64	35.60	37.92	42.56
0-1,000	22.73	30.31	34.10	36.32	40.76

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.60	\$43.47	\$48.90	\$52.11	\$58.53
2,001-4,000	28.00	37.33	42.00	44.75	50.25
1,001-2,000	26.00	34.67	39.00	41.55	46.65
0-1,000	25.00	33.33	37.50	39.95	44.85

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.73	\$44.97	\$50.60	\$53.92	\$60.56
2,001-4,000	29.13	38.84	43.70	46.56	52.28
1,001-2,000	27.13	36.17	40.70	43.36	48.68
0-1,000	26.13	34.84	39.20	41.76	46.88

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 85¢ Cargo Penalty

#### *Basic*

4,000 or more	\$28.03	\$37.37	\$42.05	\$44.76	\$50.20
2,001-4,000	23.43	31.24	35.15	37.40	41.92
1,001-2,000	21.43	28.57	32.15	34.20	38.32
0-1,000	20.43	27.24	30.65	32.60	36.52

#### *Clerk Supervisor*

4,000 or more	\$30.68	\$40.91	\$46.02	\$49.00	\$54.97
2,001-4,000	26.08	34.77	39.12	41.64	46.69
1,001-2,000	24.08	32.11	36.12	38.44	43.09
0-1,000	23.08	30.77	34.62	36.84	41.29

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.95	\$43.93	\$49.43	\$52.64	\$59.06
2,001-4,000	28.35	37.80	42.53	45.28	50.78
1,001-2,000	26.35	35.13	39.53	42.08	47.18
0-1,000	25.35	33.80	38.03	40.48	45.38

#### *Chief Supervisor & Supercargo*

4,000 or more	\$34.08	\$45.44	\$51.12	\$54.44	\$61.09
2,001-4,000	29.48	39.31	44.22	47.08	52.81
1,001-2,000	27.48	36.64	41.22	43.88	49.21
0-1,000	26.48	35.31	39.72	42.28	47.41

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### **\$1.20 Cargo Penalty**

#### *Basic*

4,000 or more	\$28.38	\$37.84	\$42.57	\$45.29	\$50.72
2,001-4,000	23.78	31.71	35.67	37.93	42.44
1,001-2,000	21.78	29.04	32.67	34.73	38.84
0-1,000	20.78	27.71	31.17	33.13	37.04

#### *Clerk Supervisor*

4,000 or more	\$31.03	\$41.37	\$46.55	\$49.53	\$55.49
2,001-4,000	26.43	35.24	39.65	42.17	47.21
1,001-2,000	24.43	32.57	36.65	38.97	43.61
0-1,000	23.43	31.24	35.15	37.37	41.81

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$33.30	\$44.40	\$49.95	\$53.16	\$59.58
2,001-4,000	28.70	38.27	43.05	45.80	51.30
1,001-2,000	26.70	35.60	40.05	42.60	47.70
0-1,000	25.70	34.27	38.55	41.00	45.90

#### *Chief Supervisor & Supercargo*

4,000 or more	\$34.43	\$45.91	\$51.65	\$54.97	\$61.61
2,001-4,000	29.83	39.77	44.75	47.61	53.33
1,001-2,000	27.83	37.11	41.75	44.41	49.73
0-1,000	26.83	35.77	40.25	42.81	47.93

**2000-2001 WAGE SCHEDULE***Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**Explosives Cargo Penalty***Basic*

4,000 or more	\$54.36	\$72.48	\$81.54	\$84.26	\$89.69
2,001-4,000	45.16	60.21	67.74	70.00	74.51
1,001-2,000	41.16	54.88	61.74	63.80	67.91
0-1,000	39.16	52.21	58.74	60.70	64.61

*Clerk Supervisor*

4,000 or more	\$57.01	\$76.01	\$85.52	\$88.50	\$94.46
2,001-4,000	47.81	63.75	71.72	74.24	79.28
1,001-2,000	43.81	58.41	65.72	68.04	72.68
0-1,000	41.81	55.75	62.72	64.94	69.38

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$59.28	\$79.04	\$88.92	\$92.13	\$98.55
2,001-4,000	50.08	66.77	75.12	77.87	83.37
1,001-2,000	46.08	61.44	69.12	71.67	76.77
0-1,000	44.08	58.77	66.12	68.57	73.47

*Chief Supervisor & Supercargo*

4,000 or more	\$60.41	\$80.55	\$90.62	\$93.94	\$100.58
2,001-4,000	51.21	68.28	76.82	79.68	85.40
1,001-2,000	47.21	62.95	70.82	73.48	78.80
0-1,000	45.21	60.28	67.82	70.38	75.50

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### No Cargo Penalty

#### *Basic*

4,000 or more	\$27.68	\$36.91	\$41.52	\$44.29	\$49.82
2,001-4,000	22.94	30.59	34.41	36.70	41.29
1,001-2,000	20.94	27.92	31.41	33.50	37.69
0-1,000	19.94	26.59	29.91	31.90	35.89

#### *Clerk Supervisor*

4,000 or more	\$30.08	\$40.11	\$45.12	\$48.13	\$54.14
2,001-4,000	25.34	33.79	38.01	40.54	45.61
1,001-2,000	23.34	31.12	35.01	37.34	42.01
0-1,000	22.34	29.79	33.51	35.74	40.21

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.35	\$43.13	\$48.53	\$51.76	\$58.23
2,001-4,000	27.61	36.81	41.42	44.18	49.70
1,001-2,000	25.61	34.15	38.42	40.98	46.10
0-1,000	24.61	32.81	36.92	39.38	44.30

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.48	\$44.64	\$50.22	\$53.57	\$60.26
2,001-4,000	28.74	38.32	43.11	45.98	51.73
1,001-2,000	26.74	35.65	40.11	42.78	48.13
0-1,000	25.74	34.32	38.61	41.18	46.33



**2001-2002 WAGE SCHEDULE***Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**15¢ Cargo Penalty***Basic*

4,000 or more	\$27.83	\$37.11	\$41.75	\$44.51	\$50.05
2,001-4,000	23.09	30.79	34.64	36.93	41.52
1,001-2,000	21.09	28.12	31.64	33.73	37.92
0-1,000	20.09	26.79	30.14	32.13	36.12

*Clerk Supervisor*

4,000 or more	\$30.23	\$40.31	\$45.35	\$48.35	\$54.37
2,001-4,000	25.49	33.99	38.24	40.77	45.84
1,001-2,000	23.49	31.32	35.24	37.57	42.24
0-1,000	22.49	29.99	33.74	35.97	40.44

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.50	\$43.33	\$48.75	\$51.99	\$58.46
2,001-4,000	27.76	37.01	41.64	44.40	49.92
1,001-2,000	25.76	34.35	38.64	41.20	46.32
0-1,000	24.76	33.01	37.14	39.60	44.52

*Chief Supervisor & Supercargo*

4,000 or more	\$33.63	\$44.84	\$50.45	\$53.79	\$60.49
2,001-4,000	28.89	38.52	43.34	46.21	51.96
1,001-2,000	26.89	35.85	40.34	43.01	48.36
0-1,000	25.89	34.52	38.84	41.41	46.56

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 25¢ Cargo Penalty

#### *Basic*

4,000 or more	\$27.93	\$37.24	\$41.90	\$44.66	\$50.20
2,001-4,000	23.19	30.92	34.79	37.08	41.67
1,001-2,000	21.19	28.25	31.79	33.88	38.07
0-1,000	20.19	26.92	30.29	32.28	36.27

#### *Clerk Supervisor*

4,000 or more	\$30.33	\$40.44	\$45.50	\$48.50	\$54.52
2,001-4,000	25.59	34.12	38.39	40.92	45.99
1,001-2,000	23.59	31.45	35.39	37.72	42.39
0-1,000	22.59	30.12	33.89	36.12	40.59

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.60	\$43.47	\$48.90	\$52.14	\$58.61
2,001-4,000	27.86	37.15	41.79	44.55	50.07
1,001-2,000	25.86	34.48	38.79	41.35	46.47
0-1,000	24.86	33.15	37.29	39.75	44.67

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.73	\$44.97	\$50.60	\$53.94	\$60.64
2,001-4,000	28.99	38.65	43.49	46.36	52.11
1,001-2,000	26.99	35.99	40.49	43.16	48.51
0-1,000	25.99	34.65	38.99	41.56	46.71

**2001-2002 WAGE SCHEDULE***Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**35¢ Cargo Penalty***Basic*

4,000 or more	\$28.03	\$37.37	\$42.05	\$44.81	\$50.35
2,001-4,000	23.29	31.05	34.94	37.23	41.82
1,001-2,000	21.29	28.39	31.94	34.03	38.22
0-1,000	20.29	27.05	30.44	32.43	36.42

*Clerk Supervisor*

4,000 or more	\$30.43	\$40.57	\$45.65	\$48.65	\$54.67
2,001-4,000	25.69	34.25	38.54	41.07	46.14
1,001-2,000	23.69	31.59	35.54	37.87	42.54
0-1,000	22.69	30.25	34.04	36.27	40.74

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.70	\$43.60	\$49.05	\$52.29	\$58.76
2,001-4,000	27.96	37.28	41.94	44.70	50.22
1,001-2,000	25.96	34.61	38.94	41.50	46.62
0-1,000	24.96	33.28	37.44	39.90	44.82

*Chief Supervisor & Supercargo*

4,000 or more	\$33.83	\$45.11	\$50.75	\$54.09	\$60.79
2,001-4,000	29.09	38.79	43.64	46.51	52.26
1,001-2,000	27.09	36.12	40.64	43.31	48.66
0-1,000	26.09	34.79	39.14	41.71	46.86

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 50¢ Cargo Penalty

#### *Basic*

4,000 or more	\$28.18	\$37.57	\$42.27	\$45.04	\$50.57
2,001-4,000	23.44	31.25	35.16	37.45	42.04
1,001-2,000	21.44	28.59	32.16	34.25	38.44
0-1,000	20.44	27.25	30.66	32.65	36.64

#### *Clerk Supervisor*

4,000 or more	\$30.58	\$40.77	\$45.87	\$48.88	\$54.89
2,001-4,000	25.84	34.45	38.76	41.29	46.36
1,001-2,000	23.84	31.79	35.76	38.09	42.76
0-1,000	22.84	30.45	34.26	36.49	40.96

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$32.85	\$43.80	\$49.28	\$52.51	\$58.98
2,001-4,000	28.11	37.48	42.17	44.93	50.45
1,001-2,000	26.11	34.81	39.17	41.73	46.85
0-1,000	25.11	33.48	37.67	40.13	45.05

#### *Chief Supervisor & Supercargo*

4,000 or more	\$33.98	\$45.31	\$50.97	\$54.32	\$61.01
2,001-4,000	29.24	38.99	43.86	46.73	52.48
1,001-2,000	27.24	36.32	40.86	43.53	48.88
0-1,000	26.24	34.99	39.36	41.93	47.08

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### 85¢ Cargo Penalty

#### *Basic*

4,000 or more	\$28.53	\$38.04	\$42.80	\$45.56	\$51.10
2,001-4,000	23.79	31.72	35.69	37.98	42.57
1,001-2,000	21.79	29.05	32.69	34.78	38.97
0-1,000	20.79	27.72	31.19	33.18	37.17

#### *Clerk Supervisor*

4,000 or more	\$30.93	\$41.24	\$46.40	\$49.40	\$55.42
2,001-4,000	26.19	34.92	39.29	41.82	46.89
1,001-2,000	24.19	32.25	36.29	38.62	43.29
0-1,000	23.19	30.92	34.79	37.02	41.49

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$33.20	\$44.27	\$49.80	\$53.04	\$59.51
2,001-4,000	28.46	37.95	42.69	45.45	50.97
1,001-2,000	26.46	35.28	39.69	42.25	47.37
0-1,000	25.46	33.95	38.19	40.65	45.57

#### *Chief Supervisor & Supercargo*

4,000 or more	\$34.33	\$45.77	\$51.50	\$54.84	\$61.54
2,001-4,000	29.59	39.45	44.39	47.26	53.01
1,001-2,000	27.59	36.79	41.39	44.06	49.41
0-1,000	26.59	35.45	39.89	42.46	47.61

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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### **\$1.20 Cargo Penalty**

#### *Basic*

4,000 or more	\$28.88	\$38.51	\$43.32	\$46.09	\$51.62
2,001-4,000	24.14	32.19	36.21	38.50	43.09
1,001-2,000	22.14	29.52	33.21	35.30	39.49
0-1,000	21.14	28.19	31.71	33.70	37.69

#### *Clerk Supervisor*

4,000 or more	\$31.28	\$41.71	\$46.92	\$49.93	\$55.94
2,001-4,000	26.54	35.39	39.81	42.34	47.41
1,001-2,000	24.54	32.72	36.81	39.14	43.81
0-1,000	23.54	31.39	35.31	37.54	42.01

#### *Kitchen/Tower/Computer Clerk*

4,000 or more	\$33.55	\$44.73	\$50.33	\$53.56	\$60.03
2,001-4,000	28.81	38.41	43.22	45.98	51.50
1,001-2,000	26.81	35.75	40.22	42.78	47.90
0-1,000	25.81	34.41	38.72	41.18	46.10

#### *Chief Supervisor & Supercargo*

4,000 or more	\$34.68	\$46.24	\$52.02	\$55.37	\$62.06
2,001-4,000	29.94	39.92	44.91	47.78	53.53
1,001-2,000	27.94	37.25	41.91	44.58	49.93
0-1,000	26.94	35.92	40.41	42.98	48.13

**2001-2002 WAGE SCHEDULE***Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
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**Explosives Cargo Penalty***Basic*

4,000 or more	\$55.36	\$73.81	\$83.04	\$85.81	\$91.34
2,001-4,000	45.88	61.17	68.82	71.11	75.70
1,001-2,000	41.88	55.84	62.82	64.91	69.10
0-1,000	39.88	53.17	59.82	61.81	65.80

*Clerk Supervisor*

4,000 or more	\$57.76	\$77.01	\$86.64	\$89.65	\$95.66
2,001-4,000	48.28	64.37	72.42	74.95	80.02
1,001-2,000	44.28	59.04	66.42	68.75	73.42
0-1,000	42.28	56.37	63.42	65.65	70.12

*Kitchen/Tower/Computer Clerk*

4,000 or more	\$60.03	\$80.04	\$90.05	\$93.28	\$99.75
2,001-4,000	50.55	67.40	75.83	78.59	84.11
1,001-2,000	46.55	62.07	69.83	72.39	77.51
0-1,000	44.55	59.40	66.83	69.29	74.21

*Chief Supervisor & Supercargo*

4,000 or more	\$61.16	\$81.55	\$91.74	\$95.09	\$101.78
2,001-4,000	51.68	68.91	77.52	80.39	86.14
1,001-2,000	47.68	63.57	71.52	74.19	79.54
0-1,000	45.68	60.91	68.52	71.09	76.24

# CONTAINER FREIGHT STATION SUPPLEMENT

Following are the terms and conditions of the Container Freight Station Supplement dated December 16, 1969 in its current status as amended and/or modified through July 12, 1986:

## **CFS SECTION 1**

### **SCOPE OF WORK**

**1.1** The stuffing and unstuffing of containers by Container Freight Station Longshore/Clerk Utilitymen in a Container Freight Station (hereinafter referred to as a CFS) is work covered by this Supplement.

**1.11** Any member of PMA may carry on work covered by this Contract Supplement by doing it at any CFS operated hereunder or by otherwise doing it under the Agreement.

**1.12** A CFS covered by this Contract Supplement is a permanent facility that either is especially built only for stuffing and unstuffing and storing containers, or is an especially constructed shed or a place set aside to stuff and unstuff and store containers that is distinct from the dock itself and from a container yard.

**1.121** A container yard is an area where containers are warehoused or are held awaiting loading aboard ships, or are held after being unloaded from ships, or are held ready to be hauled away to a factory or a warehouse or other place not a CFS, or are held on the way to or from a CFS.

**1.13** A CFS must be a permanent installation.



## **1.2** CFS employees and CFS work are described in this CFS Section 1.2.

**1.21** A CFS must employ a basic complement of steady-men (a minimum of 3 steady employees, 1 from each of the ILWU longshore division categories, i.e., Longshore, Clerk and Walking Boss) which shall be obtained as provided in CFS Sections 6.1 through 6.112. There shall be no manning scales for any CFS operation. The number of men for any operation can be 1 or more as determined by the employer subject to the requirement that a CFS must employ a basic complement. All employees shall perform all necessary work in the CFS without regard to their category unless otherwise restricted herein.

**1.22** CFS Longshore/Clerk Utilitymen. Combination longshore/clerk employees covered by this Contract Supplement shall perform all types of work at the CFS as directed by the employer, which shall include but not be limited to handling cargo, driving forklift and other mechanical handling and lifting equipment, stockpiling, palletizing and depalletizing, loading and unloading railcars, stuffing and unstuffing containers, moving containers in the CFS, shifting and assembling cargo, bagging, all other cargo-handling activities, cleaning up in and around the CFS and the physical checking of cargo received at, delivered from, or within the CFS area, including the customary spotting, sorting, tallying and tagging of cargo in the CFS area.

**1.221** Ratios of longshoremen and clerks in existing CFS's as of July 1, 1984 shall govern hiring ratios. Local JPLRC's shall provide the rules necessary to maintain port by port hiring ratios and/or establish a ratio where none now exists. Any failure to agree shall be subject to final and binding Area Arbitration.

**1.222** Registered clerks steadily employed in a CFS as of July 1, 1984 will not be required to physically handle cargo when such work is beyond their capabilities. Any clerks hired subsequent to July 1, 1984 shall not be entitled to this exception.

**1.223** Whenever possible, registered clerks will perform any and all CFS clerks' work. When no such work is required, they will perform any basic CFS utility work. "Bumping" to achieve this end is not required. "Bumping" is defined as the interruption of an operation already under way in order to substitute another category of worker.

**1.224** If only 1 CFS longshore/clerk utilityman from the Clerks category is employed, he shall be a "working supervisory clerk" who shall perform the work described in CFS Section 1.223 above.

**1.225** If 2 or more CFS longshore/clerk utilitymen from the Clerks category are employed, 1 shall be the "working supervisory clerk." In this case, the "working supervisory clerk" shall direct the clerical activities of other CFS longshore/clerk utilitymen, and may also be required to perform CFS clerk's work if such work does not prohibit supervision of the clerical activities of other CFS longshore/clerk utilitymen.

**1.226** CFS longshore/clerk utilitymen shall shift assignments as directed within the CFS area. An employer shall not place an excessive or unreasonable amount of work on any employee. Employees have the right to claim onerousness under the grievance machinery.

**1.23** It is understood and agreed that this CFS Supplement does not cover work in a CFS office. The local supplements to the Pacific Coast Clerks' Contract Document shall not apply to CFS operations. Direction of clerk supervisors will be by management personnel.

**1.24** CFS employees-steady or extra labor-shall be utilized only in the CFS as designated. They shall not at any time be transferred to longshore or clerks work outside the CFS under the terms of any of the Agreements except as provided for in CFS Section 1.3 and subsections.

**1.25** If an employer operates more than 1 CFS in an area he may use the steady and extra labor employees of 1 CFS to temporarily supplement the steady work force of another CFS, in which case he shall arrange suitable transportation for such employees.

**1.26** No CFS employer shall hire or use extra CFS labor for any reason other than to supplement the basic work force.

**1.3** Longshoremen employed under the Pacific Coast Longshore Contract Document may be directed to place cargo or containers coming from a vessel at any point on the CFS premises, and to pick up cargo or containers from any place on the CFS premises for delivery to a dock.

**1.31** At any CFS facility on or adjacent to the container yard, the employer may designate a CFS longshore/clerk utilityman who may move containers to and from the container yard. Such employee shall whenever possible be a longshore utilityman. The appropriate skill rate shall be paid for the time involved, except that utilitymen shall not operate portainers, transtainers or mobile cranes. At any CFS facility not on or adjacent to a container yard, present practices may continue in the movement of containers. In instances where PCL&CA or CFS personnel are utilized, the drivers may be required to perform any work necessary related to the delivery or pickup of containers, such as placing/removing pallet boards or blocks under the fifth wheel, opening doors, releasing twist-locks, etc.

**1.32** If containers are placed upon or taken off of trucks, trailers, chassis or railcars at a CFS, the work shall be done by

longshoremen or CFS employees. Longshoremen and CFS employees shall perform this work as directed by the employer.

**1.33** Incoming and outgoing railcars at or adjacent to a CFS, containing mixed CFS and general cargo, may be completely loaded or discharged by either CFS utilitymen or PCLCD longshoremen at the employer's option.

**1.34** When cargo is directly transferred to a container from a truck, or from a container to a truck, utilizing a conveyor or gravities, the employment of a "pusher" is at the discretion of the employer.

**1.35** Where devanned cargo has come to rest on the CFS facility, individuals other than those employed at the CFS under this supplemental agreement may load such cargo without sorting to their equipment for shipment from the CFS.

**1.36** When cargo arrives at the CFS and is under the control of the trucking company, forwarders or drayage firms, the handling of such cargo from their equipment to the point of rest on the CFS may be done by the non-CFS employees.

**1.361** A truck driver who arrives at a CFS with loose cargo may place such cargo on a pallet board, slipsheet, bin or similar device on his truck or tailgate. When this occurs, the pallet board, slipsheet, bin or similar device shall be placed on and removed from the truck or tailgate by a CFS employee.

**1.4** All machinery, equipment and other tools now or hereafter used in a CFS shall be operated by CFS longshore/clerk utilitymen when used in an operation covered by the Contract Supplement and the operation thereof is assigned to CFS longshore/clerk utilitymen and is covered by this Contract Supplement, provided that exceptions thereto-as to individual classes of workers who are not CFS longshore/clerk utilitymen and as to tools or classes of tools-may be continued and any excep-

tions may be set up, modified or eliminated by joint agreement of the Association and the Union.

- (a) Exceptions described and procedures provided for resolving disputes as set forth in Section 1.5 of the PCLCD and subordinate subsections shall be construed in connection with the agreement of the employers to provide skill training for CFS utilitymen so as to minimize the grounds for exceptions listed in Section 1.54 of the PCLCD. When trained, skilled CFS longshore/clerk utilitymen certified as capable of performing work now assigned by the Pacific Maritime Association member company to non-CFS utilitymen are available, such CFS longshore/clerk utilitymen will be assigned to such work, provided no union jurisdictional work stoppages are caused, and provided that such trained, skilled CFS longshore/clerk utilitymen may be assigned to any skilled work they are capable of performing without limitation by reason of claimed specialization.
- (b) Where Pacific Maritime Association or its member companies have existing bargaining relationships, have granted recognition to and have assigned work to bona fide labor unions as a result of such relationships and recognition, or where status quo exceptions relating to other unions are now set forth in Section 1 of the PCLCD, International Longshore and Warehouse Union will not make any jurisdictional claim or cause any jurisdictional work stoppage dispute involving Pacific Maritime Association or such member companies with relation to such work assignments. However, if the Union obtains the right to represent and bargain for such workers and

no jurisdictional work stoppage problems are created, the Association agrees that such exceptions regarding assignment of work to CFS longshore/clerk utilitymen will be eliminated.

**1.5** It is the intent and purpose of this contract supplement to protect and preserve the work jurisdiction of employees covered by the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement to stuff or unstuff cargo in containers to be loaded aboard or discharged from vessels as provided for herein. Within any Port Area CFS Zone all containers owned or leased by vessel operating carriers shall be stuffed or unstuffed by such employees at docks, or at ILWU-PMA CFS facilities within the Port Area CFS Zone.

(a) *Containers of Convenience.* Where the vessel operating carrier requires cargo to be transferred from one container to another, or where containers are utilized by the vessel operating carrier for its own convenience, the stuffing or unstuffing of such cargo shall be performed by employees covered by the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement.

**1.51** *Exceptions.* Exceptions shall apply to (1) where there is mutual agreement to perform such work elsewhere, (2) where some other employer or the federal government has a legally enforceable right to require that it be done elsewhere, or (3) where exceptions contained in CFS Section 1.541 are applicable.

**1.52** *Transition Period.* It is intended that the work provided for herein shall be performed by employees covered by the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement as soon as possible. Recognizing the need to make and publish tariff changes, eliminate subcon-

tracting practices, etc., it is agreed that whatever changes are necessary shall be accomplished no later than 35 days following the implementation date set forth in the March 16, 1986 Memorandum of Understanding.

**1.521 *Existing Contracts.*** Where there are existing contracts between ILWU locals and vessel operating carriers and/or CFS employers, a transition period will end no later than the expiration dates of such contracts. Where there is a jurisdictional problem between two segments of the ILWU having to do with stuffing and unstuffing of containers, containers will be discharged or loaded without penalty and as directed by the employer without interference by the ILWU, and the ILWU will be responsible for solving its own jurisdictional problems.

**1.522 *Subcontracting.*** All vessel operating carriers, or other employers covered by the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement thereto, shall discontinue their past practice of subcontracting of stuffing or unstuffing of containers and to refrain from future subcontracting work as defined in CFS Sections 1.5 and 1.5(a) to employers not parties to this Agreement, except that such subcontracting practices may continue during the period legally required by the subcontract plus any additional time required to build, expand, lease, equip, or provide facilities to be operated within the Port Area CFS Zone under the PCL&CA or this CFS Supplement. During such period containers may be received from or delivered to such subcontractors without penalty, but such penalty-free period shall not extend beyond 35 days following the implementation date set forth in this document. Each company having subcontracts will promptly notify PMA of the date it will be operating under this Agreement and such information shall be furnished to the Union.

**1.5221** All vessel operating carriers shall be required to have all LCL (less-than-container load) cargo which is booked and/or controlled by them stuffed or unstuffed by employees under the terms of the Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement thereto, unless any of the exceptions stated in CFS Section 1.5 are applicable. All published LCL tariffs and/or advertisements shall delete all references to off-dock Container Freight Stations where such work on behalf of vessel operating carriers has been performed in the past by other employees.

**1.52211** The language in CFS Section 1.5221 above which reads "all LCL cargo which is booked and/or controlled by them" includes such cargo which is stuffed or unstuffed by a non-vessel operating carrier (NVOCC), freight forwarder, or consolidator within the Port Area CFS Zone, if such company is owned by a vessel operating carrier or the vessel operating carrier has a proprietary financial interest in the company.

**1.52212** CFS Sections 1.533 and 1.534 shall not be used as a subterfuge by any vessel operating carrier to avoid their obligation set forth in CFS Section 1.5221 above. Any violation found to be a subterfuge or deliberate evasion of responsibility on the part of the vessel operating carrier shall result in the penalty set forth in CFS Section 1.54 doubled to a total of \$2,000 per container.

**1.53** *Definitions.* For the purposes of this section the following definitions shall be applicable:

**1.531** *Container*-means a single rigid, non-disposable dry cargo, insulated, refrigerated, flatrack, vehicle, rack, portable liquid tank, or open-top container, etc. All types of containers will have constructions, fittings, and fastenings able to withstand, without permanent distortion, all the stress-



es that may be applied in normal service use of continuous transportation, and shall have a minimum outside width of 8' and minimum outside length of 20'.

**1.532 Port Area CFS Zone**—means geographic area of 50 miles radius from each ILWU-PMA joint longshore dispatch hall. Where 2 or more zones overlap, the combined area within the outer limits of such zones shall be treated as a single zone.

**1.533 Inbound Shipper's Load**—means one that is handled as a unit, without the contents being checked for delivery purposes, for movement straight through to any facility designated by the consignee or shipper. (*Warning: Note penalty for violation of this Section as set forth in CFS Section 1.52212.*)

(*Note: If and when it is legally found that the provisions of NLRB Decision and Order D-3426 can be applied to containers owned or leased by all vessel operating carriers, within 30 days thereafter, the above CFS Section 1.533 shall be replaced by the following:*

**1.533 Inbound Shipper's Load**—means one that is handled as a unit, without the contents being checked for delivery purposes, for movement straight through to the consignee who is the purchaser or who otherwise has a proprietary financial interest in the import cargo in the container which is being transported, as distinct from a financial interest in the transportation or consolidation or deconsolidation of such cargo.)

**1.534 Outbound Shipper's Load**—means one that is tendered as a unit, without the contents being checked for receiving purposes, for movement straight through to the vessel. (*Warning: Note penalty for violation of this Section as set forth in CFS Section 1.52212.*)

(*Note:* If and when it is legally found that the provisions of NLRB Decision and Order D-3426 can be applied to containers owned or leased by *all* vessel operating carriers, within 30 days thereafter, the above CFS Section 1.534 shall be replaced by the following:

**1.534** *Outbound Shipper's Load*—means one that is tendered as a unit, without the contents being checked for receiving purposes, for movement straight through to the vessel and which comes from a manufacturer or seller having a proprietary financial interest in the export cargo in the container which is being transported, as distinct from a financial interest in the transportation or consolidation or deconsolidation of such cargo.)

**1.535** *Stuffing and Unstuffing*—stuffing means the act of placing cargo into a container and unstuffing means the act of removing cargo from a container.

**1.536** *"Store door" method of pickup or delivery*—means the stuffing or unstuffing of cargo into or out of containers at 1 or more wholesale or retail warehouses, factories, or processing plants when pickup or delivery service is the responsibility of the vessel operating carrier.

**1.537** *Coastwise and Intercoastal*—Coastwise means the West Coast of the North American Continent. Intercoastal means between the East Coast and West Coast of the United States.

**1.538** *Domestic Trade*—means intercoastal, West Coast of the continental United States including Alaska, Hawaii, Guam, Puerto Rico and any other U.S. insular possession.

**1.54** *Container Penalty.* Containers of cargo owned or leased by vessel operating carriers which are loaded aboard or discharged from vessels will be assessed a penalty of \$1,000

per container, except as provided below in CFS Section 1.541. The payment of such penalty shall be the responsibility of the carrier operating the vessel. Such penalty payments shall be collected by PMA and shall be used to reduce the unfunded past service liability of the ILWU-PMA Pension Plan.

**1.541** The penalty described in CFS Section 1.54 shall not apply to:

**1.5411** Outbound containers originating outside of the Port Area CFS Zone as defined in CFS Section 1.532 or inbound containers destined for delivery outside of the Port Area CFS Zone as defined in CFS Section 1.532.

**1.5412** Containers stuffed or unstuffed by employees under the terms and conditions of the Pacific Coast Longshore and Clerks' Agreement or this CFS Supplement.

**1.5413** Outbound containers defined as a "shipper's load" originating within the Port Area CFS Zone.

**1.5414** Inbound containers defined as a "shipper's load" destined for delivery within the Port Area CFS Zone.

**1.5415** Containers of household goods which are stuffed or unstuffed by a moving company.

**1.5416** Containers of cargo moving coastwise or intercoastal.

**1.5417** Containers stuffed or unstuffed in the "store door" method of pickup or delivery in the "domestic trade".

**1.5418** Containers where the penalty has been paid once on the cargo contents.

**1.542** *Container Penalty Payment Procedure.* The following payment procedure shall apply when a grievance machinery decision is rendered which provides that a container penalty as set forth in CFS Section 1.54 or CFS Section 1.52212 is payable:

**1.5421** Within 5 days of the date of the decision, payment of the penalty shall be made by the vessel operating carrier. Payment shall be made to Pacific Maritime Association and PMA shall immediately place the monies in a special CFS bank account.

**1.5422** Within 15 days of the date of the decision, PMA shall notify the ILWU International of its intention to appeal, or not to appeal, the decision.

**1.54221** If PMA elects not to appeal the decision, the monies in the special CFS bank account, plus any accrued interest, shall be immediately forwarded to the Administrator of the ILWU-PMA Pension Plan to be applied against the unfunded past service liability of the ILWU-PMA Pension Plan.

**1.54222** If PMA elects to appeal the decision, the monies shall be retained in the special CFS account until a final resolution is reached through the contract grievance machinery. Processing of an appeal shall be completed within 3 months following PMA's notice to appeal.

**1.542221** If the final resolution sustains the decision, the monies in the special CFS penalty account, plus any accrued interest, shall be immediately forwarded to the Administrator of the ILWU-PMA Pension Plan to be applied against the unfunded past service liability of the ILWU-PMA Pension Plan.

**1.542222** If the final resolution reverses the decision, the monies in the special CFS penalty account, plus any accrued interest, shall be immediately returned to the vessel operating carrier.

**1.5423** Evidence of deposits to or withdrawals from the special CFS bank account shall be transmitted to the ILWU International.

## **1.55** *Grievances*

**1.551** *Local.* It is intended by the Parties that grievances as to whether a container is subject to the container penalty set forth in CFS Section 1.52212 or CFS Section 1.54 shall be subject to resolution through the grievance machinery promptly and reasonably. In determining the facts as to whether a container of cargo is subject to a container penalty, the carrier operating the vessel shall, upon request, make available to the Union as expeditiously as possible the records and/or documentation that may be necessary to verify the facts as to the stuffing or unstuffing of the container. Any delay by the vessel operating carrier to immediately provide such records and/or documentation must be justified. In an effort to avoid disputes, the records and/or documentation referred to herein shall be made available to the Union, upon request, prior to the filing of a grievance.

**1.5511** For purpose of implementing the intent of the Parties as expressed in CFS Section 1.551 above it is agreed that the special local grievance procedure, as set forth in CFS Section 1.5512 below, which involves initiating a grievance at the Section 17.61 level of the grievance machinery is temporary, shall not be used as a precedent, and shall expire on July 1, 1987.

**1.5512** The following special grievance procedures shall be followed:

**1.5513** An alleged violation shall be called to the attention of the Union representative who shall review the claim with the terminal operator and/or vessel operating carrier. If the claim is unresolved at that level on the job site, the Union may invoke Section 17.61 of the Agreement and request an informal hearing and interim ruling by the Area Arbitrator. Work shall proceed at all times as directed by the Employer and the

alleged violation shall not interfere with, delay, nor prevent the container(s) from being received and loaded aboard a vessel or from being discharged and delivered.

**1.5514** When called to the job under Section 17.61, the Area Arbitrator may issue an interim ruling, or may delay an interim ruling pending a bona fide delay in the documentation and/or records necessary to reach a decision being available, or may rule under Section 17.64 that a formal hearing under Section 17.5 should be held to resolve the matter.

**1.5515** An interim ruling rendered by the Area Arbitrator under Section 17.61 may be appealed as provided in Section 17.63.

**1.5516** Subject to Section 17.57 of the Agreement any decision of the Area Arbitrator may be appealed to the Joint Coast Labor Relations Committee as provided in Section 17.261 of the Agreement. In the event the Joint Coast Labor Relations Committee reaches disagreement, the matter may be appealed to the Coast Arbitrator as provided in Section 17.27 of the Agreement for final resolution.

**1.552** *Coast.* Grievances, other than those set forth in CFS Section 1.551 above, involving implementation disputes or problems, clarifications or interpretations shall be referred to the Joint Coast Labor Relations Committee and at the request of either party shall be referred, in the event of disagreement, to the Coast Arbitrator for final resolution.

*Note:* The provisions of CFS Section 1.5 shall be subject to reopening at any time during the term of the PCL&CA if the National Labor Relations Board issues a ruling extending its determination that Decision and Order D-3426 can be applied to containers owned or leased by all vessel operating carriers whether they be members or nonmembers of PMA.

**1.6** It is further understood that a non-PMA company operating a CFS facility may join PMA and become covered by this

Contract Supplement upon meeting the usual terms and conditions established by PMA as being applicable to obtaining such membership.

**1.7** Any questions arising as to the application or interpretation of Section 1.92 of the PCL&CA or CFS Section 1.12 of this Supplement as they apply to covered work in the dock areas shall be subject to review by the Joint Coast Labor Relations Committee and shall be referred, if necessary, to the Coast Arbitrator for final resolution.

**1.8** If the ILWU (Longshore/Clerks Division-the International or local) has negotiated or negotiates a CFS contract with a PMA member or nonmember with terms and conditions dealing with the handling of containerized cargo that are more favorable to said member or nonmember than the terms and conditions of this CFS Supplement or the PCL&CA, such contract shall be available to PMA members operating under this CFS Supplement or the PCL&CA.

## **CFS SECTION 2**

### **STRAIGHT AND OVERTIME HOURS**

**2.1** The standard work shifts of CFS employees shall be 8 hours on the first shift, 8 hours on the second shift and 7 hours on the third shift Monday through Friday. Work outside the standard work shifts on Monday through Friday and all work on Saturdays, Sundays, and Agreement Holidays is overtime work.

**2.11** The regular work week for CFS employees shall be 40 hours within any 5 consecutive 8-hour days spread during a week. Staggered shifts may be utilized at the option of the employer, i.e., Monday through Friday, Tuesday through Saturday, Wednesday through Sunday, etc. Overtime shall be payable when work on any spread includes Saturday and/or

Sunday. Overtime work shall be offered equitably to members of the steady work force.

## **2.2** Meal time shall be 1 hour.

**2.21** The established noon meal period shall be 2 hours between 11:00 a.m. and 1:00 p.m. and the meal hour shall be 1 hour within such period beginning at 11:00 a.m. or 12:00 noon. Working straight through the meal period shall be permitted by sending some employees to their meal the first hour (11:00 a.m.) and others to their meal the second hour (12:00 noon) of the 2-hour spread.

**2.22** The midshift meal hour on the second shift shall be either the fourth or fifth hour after the starting time. The 2 meal hours constitute the established meal period.

**2.23** CFS employees shall go to meals as directed by the employer and shall return to complete their shift.

**2.231** CFS employees are not required to work over 6 hours without an opportunity to eat on any of the shifts herein provided.

**2.3** CFS employees are entitled to a 15-minute relief period around the midpoint of each work period involved, having due regard for the continuity and nature of the work.

**2.31** CFS employees shall take their relief as directed by the employer, and there shall be no abuse of such relief periods by the employees and they shall observe specified times for starting, resuming and finishing work as directed by the employer.

**2.4** Extended time may be worked to finish cars, trucks and containers, either inbound or outbound, which have been started, as well as all necessary work for the purpose of meeting receiving or delivery deadlines, when such work is required to



meet efficient operational needs. There shall be no gimmicking of this provision.

**2.41** When working extended time, CFS employees shall be paid at the overtime rate. In no case shall a CFS employee be allowed to work more than 2 hours under this provision.

**2.42** At the option of the employer, 1 or more CFS long-shore/clerk utilitymen may be ordered to report for work either one-half hour or 1 hour in advance of the start of a work shift for the purpose of performing preparatory work such as gassing equipment, opening doors, etc. Such additional work prior to the standard work shift shall be paid for at the overtime rate. (Such preparatory work shall not include physical cargo handling of any type, but cargo may be received and/or delivered.)

**2.5** CFS employees shall be available to the employers for 3 shifts. The employer shall determine the number of shifts to be worked and the number of CFS employees used on each shift. CFS employees will report at the shift starting time designated by the employer in accord with this Contract Supplement. Steady employees may, at their option only, accept a change of shifts.

**2.51** The first shift is 8 hours between 8:00 a.m. and 5:00 p.m.

**2.52** The second shift is the first 8 hours starting between 5:00 p.m. and 7:00 p.m. and one that is set up and operates for a period of no less than 1 full week. A second shift may be put into operation at any time and may overlap the third shift.

**2.53** The third shift is the first 7 hours starting at 1:00 a.m. and ending at 8:00 a.m. and that is set up and operates for a period of no less than 1 full week. A third shift may be put into operation at any time. The 7-hour third shift shall be considered as a single work period for relief purposes (CFS Section 2.3).

The third shift has no designated meal period. Employees shall be allowed time to eat in accordance with CFS Section 2.231 if an extended shift is worked on the third shift.

**2.54** The employer may operate on the second or third shift.

## **CFS SECTION 3**

### **GUARANTEES**

#### **3.1 Steady men.**

**3.11** During the probationary period, any steady CFS employee called and reporting for duty and turned to is guaranteed a minimum of 8 hours' pay at the regular hourly rate. If no work is available the guarantee shall be 4 hours' pay at the regular rate.

**3.12** Any steady employee who has completed the probationary period and is called and reports for work at the designated starting time on the first day of that employee's regular work week shall be guaranteed 40 hours' work or pay at the regular rate, subject to CFS Sections 3.13 and 3.14.

**3.13** A steady employee absent due to illness or injury or with permission of the employer shall be paid for hours worked during that payroll period. A steady employee who is absent without bona fide reason shall be paid for hours worked during that payroll period and shall be subject to disciplinary action.

**3.14** During any week in which a holiday falls on Monday through Friday, the weekly guarantee of 40 hours is reduced to 32 hours.

#### **3.2 Extra labor.**

**3.21** Any Class A or Class B registered employee dispatched and reporting for CFS extra labor duty and turned to is guaranteed a minimum of 8 hours' pay at the regular hourly

rate. If no work is available, they shall receive 4 hours' pay at the regular hourly rate.

**3.22** All nonregistered employees dispatched and reporting for extra CFS labor duty shall receive a minimum of 4 hours' pay and/or time worked. If such an employee is called back for the following day, the guarantee shall be 8 hours for the initial day and for every day turned to from that day on until released.

**3.3** Acts of God: The provisions of this Section shall not apply in the event work is not available or possible due to fire, flood, earthquake, power failure or other acts of God, or as a result of ILWU unilateral actions or because of work stoppages by other unions.

**3.31** There shall be no guarantee for any CFS employee who is released for cause or who quits or who refuses to shift as provided under CFS Section 1.25, or who is turned to and works less than the guaranteed time by reason of illness or injury. Such CFS employees shall be paid only for their actual working time.

**3.32** When men are knocked off work 6 minutes or more after the even hour, they shall be paid to the next one-half hour, and when knocked off 36 minutes or more past the even hour, they shall be paid to the end of the hour.

## **CFS SECTION 4**

### **WAGES**

#### **4.1** Wage Rates.

**4.11** The basic straight time hourly rate of pay for long-shore/clerk utilitymen and working supervisory clerks shall be as follows:

	Longshore/Clerk Utilitymen	Working Sup. Clerks
Effective 8:00 a.m. July 3, 1999	\$26.68	\$29.58
Effective 8:00 a.m. July 1, 2000	\$27.18	\$29.83
Effective 8:00 a.m. June 30, 2001	\$27.68	\$30.08

**4.12** All hourly rates of pay shall be as set forth in the Wage Schedule and shall be effective as set forth therein.

**4.13 Work Experience Straight Time Hourly Rates.**

**4.131** Each employee, regardless of registration or non-registration status, unless exempted under CFS Section 4.132, shall be paid for work under this CFS Supplement on the basis of total worked hours in the industry accumulated since the beginning of the 1976 payroll year. The total accumulated worked hours credited to the employee at the end of the previous payroll week (7:59 a.m. Saturday) shall determine the employee's appropriate straight time hourly rate according to the following table:

<u>Work Experience Rates</u>	<b>Straight Time Hourly Rate</b>		
	<b>Effective 7/3/99</b>	<b>Effective 7/1/00</b>	<b>Effective 6/30/01</b>
0 through 1,000 hours	\$19.22	\$19.58	\$19.94
1,001 through 2,000 hours	\$20.22	\$20.58	\$20.94
2,001 through 4,000 hours	\$22.22	\$22.58	\$22.94
4,001 or more hours	Basic S.T.	Basic S.T.	Basic S.T.

**4.1311** Qualifying hours for pay rate status as set forth in CFS Section 4.131 above shall include all hours for which pay is received, excluding vacation hours, paid holiday hours, and Pay Guarantee Plan hours.

**4.1312** At the end of each succeeding payroll week, each employee, regardless of registration or non-registration status, will be credited with any hours worked. If the new total accumulated worked hours exceeds the upper limit of the work experience hours grouping in which the employee is classified,

pay for hours worked the following payroll week and succeeding weeks shall be based on the hourly rate of the next work experience grouping.

**4.1313** All other derivative rates, such as the second and third shift rates and the overtime rates shall be calculated from the rates described in CFS Section 4.131.

**4.132** All Class A and Class B employees registered on or before June 30, 1987 shall be exempted from the work experience requirements of CFS Sections 4.131 through 4.1313 and shall be entitled to receive the basic straight time hourly rate or rates derived therefrom.

**4.14** Shift Rates and Overtime Rates.

**4.141** Shift Rates: The first shift hourly rate shall be the basic straight time hourly rate. The second shift hourly rate shall be 1.333333 times the basic straight time hourly rate. The third shift hourly rate shall be 1.6 times the basic straight time hourly rate for the first 5 hours of the 7-hour shift and 1.8 times the basic straight time hourly rate for the last 2 hours of the 7-hour shift.

**4.142** Overtime Rates: The overtime hourly rate shall be 1.5 times the basic straight time hourly rate on the first shift, 1.5 times the basic straight time hourly rate on the second shift and 1.8 times the basic straight time hourly rate on the third shift.

**4.15** Payment of Rates.

**4.151** *First Shift.*

**4.1511** The basic straight time rate shall be paid for the first 8 hours worked between the hours of 8:00 a.m. and 5:00 p.m. on the first shift Monday through Friday.

**4.1512** The overtime rate (1.5 times the basic straight time hourly rate) shall be paid for work in excess of 8

hours, for work outside the hours of 8:00 a.m. to 5:00 p.m. on the first shift Monday through Friday and shall be paid for all hours worked on the first shift on Saturday, Sunday, and Agreement Holidays.

**4.152** *Second Shift.*

**4.1521** The second shift rate (1.333333 times the basic straight time hourly rate) shall be paid for the first 8 hours worked on the second shift Monday through Friday.

**4.1522** The overtime rate (1.5 times the basic straight time hourly rate) shall be paid for work in excess of 8 hours, for work outside the regular 8-hour second shift Monday through Friday and shall be paid for all hours worked on the second shift on Saturday, Sunday, and Agreement Holidays.

**4.153** *Third Shift.*

**4.1531** The first 5 hours worked during the 7-hour standard third shift Monday through Friday shall be paid at 1.6 times the basic straight time hourly rate and the last 2 hours worked shall be paid at 1.8 times the basic straight time hourly rate.

**4.1532** The overtime rate (1.8 times the basic straight time hourly rate) shall be paid for all hours worked in excess of the 7-hour standard work shift Monday through Friday and shall be paid for all hours worked on the third shift on Saturday, Sunday and Agreement Holidays.

**4.154** There shall be no pyramiding of overtime.

**4.155** No travel time or travel allowances shall be paid.

**4.2** Penalty Cargoes.

**4.21** CFS Longshore/Clerk Utilitymen.

**4.211** In addition to the basic wage for CFS work, additional wages to be called penalties shall be paid as specified in Section 4.4 and related subsections of the PCLCD and PC-

CCD for the types of cargoes, conditions of cargoes, or working conditions specified in the Wage Rate Schedule (Penalty Cargo List) of the PCLCD and PCCCD.

**4.212** Penalty Cargo rates where applicable shall be limited to those CFS utilitymen specifically assigned to the operation for which a penalty rate is paid.

## ***CFS SECTION 5***

### **VACATIONS**

**5.1** Steady CFS employees shall be paid vacations in accordance with the terms and conditions of the PCL&CA except that in all circumstances each week's vacation pay shall be 40 times the applicable CFS straight time rate.

**5.11** The provisions of Section 7.14 of the PCCCD shall apply to steady CFS clerks.

**5.2** In conformity with Section 7.23 of the PCL&CA hours worked by registered men in CFS's shall be interchangeable with hours worked under the PCL&CA. Vacation pay shall be in accordance with the terms of that Contract Document or Supplement under which more than half of the total hours for the year were worked.

## ***CFS SECTION 6***

### **DISPATCHING, REGISTRATION AND PREFERENCE**

**6.1** Steady Employees.

**6.11** Each CFS under the Contract Supplement shall be furnished a basic complement of employees to work on a steady basis, in the number determined by the employer to meet the anticipated regular employment needs.

**6.111** Orders placed at the joint ILWU-PMA dispatching halls for employees to work on a steady basis as part of the basic complement of employees for a CFS shall be placed at the hall at least 5 calendar days before dispatch and these orders shall be posted immediately. Registered employees desiring dispatch to such jobs may notify the dispatcher of such desire during the time the jobs are posted. Registered employees shall be dispatched from the ILWU-PMA dispatching halls to such jobs, subject to first preference to Class A registered employees and second preference to Class B registered employees.

**6.112** If the local dispatching hall fails to provide the number of registered employees requested by the employer on a steady basis, then such individual employer shall be free to employ other workers of his own choosing. Workers so hired shall be entitled to steady employment under the terms and conditions of the Contract Supplement.

**6.2** Extra CFS labor to supplement the steady work force: It is recognized by the parties that the workload in a CFS may vary, calling for the employment of employees over and above the basic steady complement. When such additional employees are required they shall be identified as extra CFS labor.

**6.21** Orders for extra CFS labor shall be placed by the employer at the ILWU-PMA dispatching hall no later than the day before such employees are required. Extra labor shall be dispatched as per local joint dispatching rules except that such employees can be given their dispatch prior to the day they are to report.

**6.22** If sufficient employees are not available through the dispatching hall, the employer shall be free to employ extra CFS labor from other sources of his own choosing.



**6.23** Extra CFS labor may be continued on the payroll at a CFS but not after the end of the weekly payroll period.

**6.3** Union Security. Membership in the Union on or after the 30th day following the beginning of steady employment under this Contract Supplement shall be required as a condition of employment of steady CFS employees who have completed their probationary period, provided that membership in the Union shall be subject to the approval of the Union, and provided further that membership shall not be terminated for reasons other than failure to tender periodic dues and initiation fees uniformly required as a condition of retaining membership, and provided further that no steady employee can be denied a job because of Union membership.

## **CFS SECTION 7**

### **EMPLOYEE STATUS, SENIORITY, AND DISCHARGE**

#### **7.1** Probationary period.

**7.11** Individuals employed on a steady basis shall be considered as on probation during the first 30 calendar days of their employment. Any such individual who came from the registered work force, and who does not prove satisfactory to the employer at any time during the probationary period may be returned to the dispatching hall at the employer's discretion.

**7.12** Individuals hired on a steady basis from a source other than the ILWU-PMA dispatching halls shall also serve a 30-day probationary period during which time they may be terminated at the employer's discretion.

#### **7.2** Seniority.

**7.21** When employees hired for the basic steady complement in a CFS have passed the probationary period they be-

come permanent employees. Seniority shall date from the date of original hire. Employees may be terminated from such status only under the seniority or discharge provisions of this Contract Supplement and the Agreement.

**7.22** Seniority shall be lost by an employee who fails to return to work within 72 hours after having been notified that the job is again available unless the employee is prevented from returning to work by a bona fide illness or injury, or because of a scheduled vacation or approved leave of absence under the PCL&CA or is working in a job under the Agreement and cannot be replaced.

**7.23** Seniority shall also be lost if an employee is laid off for a continuous period of 60 days.

**7.24** Seniority shall also be lost by discharge of the employee from the CFS for cause or by an employee's failure to report to work when directed to do so by the employer without obtaining leave of absence approved by the company and the Union.

**7.241** A registered Class A or Class B longshoreman or clerk who loses seniority under the preceding paragraph shall be returned to the dispatching hall and shall be subject to discipline under the PCL&CA for the incidents giving rise to the employee's return to the hall. The employment records of the registered longshoremen and clerks under this Supplement shall be part of their records under the Agreement.

**7.25** Nothing in this Supplement shall prevent the discharge of a steady or an extra employee who is not a registered Class A or Class B longshoreman or clerk. If there is disagreement between the parties as to the propriety of the discharge, the employee shall have access to the grievance procedure, provided such complaint is filed promptly with the employer

within 2 working days after the employee has been notified of the discharge.

## **CFS SECTION 8**

### **LAYOFF**

**8.1** Should the work opportunity at a CFS be reduced to such a degree as to necessitate a reduction in the basic complement of employees, the last steady employee hired shall be the first laid off. An employee who was a registered Class A or Class B longshoreman or clerk shall be returned to the joint dispatching hall.

**8.2** Should steady work opportunity increase, laid-off employees with seniority shall be offered the first opportunity to return to the CFS as steady employees in the reverse order of layoff. Those employees returning who had previously gained seniority shall not have to serve an additional probationary period, and their previous seniority shall count in regard to future layoffs.

**8.21** Notice of return to work shall be given to the laid-off employee by certified mail, return receipt requested, directed to the last address on record with the company who laid him off. A carbon copy of such notice shall be sent to the ILWU-PMA dispatching hall.

## **CFS SECTION 9**

### **GRIEVANCE PROCEDURE**

**9.1** Section 17 of the Agreement applies to this Contract Supplement and is supplemented by the following:

**9.11** Any disagreements as to the facts involved in the application of the rules set out in CFS Sections 1.13, 1.24, 1.25, 1.26, 6.21 and 6.23 shall be carried on through the grievance-arbitration procedure of Section 17 of the Agreement, except

that decisions reached at the local level by joint agreement or by the Area Arbitrator shall be final and binding.

## ***CFS SECTION 10***

### **GENERAL**

The provisions of Sections 5, 11, 12, 13, 15, 16 and 18 of the Pacific Coast Longshore and Clerks' Agreement are applicable parts of this Contract Supplement. Other provisions can be reviewed, and their application or effect specified by mutual agreement.

## ***CFS SECTION 11***

### **TERM OF CONTRACT SUPPLEMENT**

**11.1** The term of this Contract Supplement shall be the same as the PCL&CA.

## ***CFS SECTION 12***

### **HEALTH, WELFARE, AND PENSIONS**

**12.1** Employers shall contribute to the welfare and the pension funds as provided under the PCL&CA.

**12.2** Any CFS employee eligible for ILWU-PMA welfare benefits because of longshore or clerk registration and work on the day before the first day of employment under the terms and conditions of this Contract Supplement shall continue to be eligible for benefits.

**12.21** Registered employees working as CFS employees shall enter, remain in, and be removed from the group of registered longshoremen and clerks eligible for welfare benefits under the terms generally applicable, except that hours of work as a CFS employee shall be considered as hours of work as a longshoreman or clerk in determining eligibility questions.

**12.3** Any CFS employee, including any such employee not already having such eligibility under the PCL&CA, shall be eligible for welfare benefits on the first day of the month after first completing 3 months of continuous service, without lay-off, under the terms and conditions of this Contract Supplement.

**12.31** Eligibility of a steady CFS employee for welfare benefits on the basis of CFS Section 12.3 shall terminate at the end of the month in which the employee is laid off as a steady CFS employee.

**12.32** A steady CFS employee who has become eligible under CFS Section 12.3 and lost eligibility under CFS Section 12.31 shall, within the period during which seniority is retained under CFS Section 7.2 again become eligible for welfare benefits on the first day of the month following return from layoff unless the employee has again been laid off during the month in which called back.

**12.4** Time worked under this Contract Supplement by any CFS employee shall count as time worked as a longshoreman or clerk under the ILWU-PMA Pension Plan, and the Pay Guarantee Plan for A and B registered longshoremen and clerks.

## 1999-2000 WAGE SCHEDULE

*Effective 8:00 a.m., July 3, 1999, to 8:00 a.m., July 1, 2000*

"Experience" Level (Hours)			1st & 2nd		
	1st Shift	2nd Shift	Shift Overtime	3rd Shift	3rd Shift Overtime
<i>Longshore/Clerk Utilityman</i>					
4,000 or more	\$26.68	\$35.57	\$40.02	\$42.69	\$48.02
2,001-4,000	22.22	29.63	33.33	35.55	40.00
1,001-2,000	20.22	26.96	30.33	32.35	36.40
0-1,000	19.22	25.63	28.83	30.75	34.60
<i>Clerk Supervisor</i>					
4,000 or more	\$29.58	\$39.44	\$44.37	\$47.33	\$53.24
2,001-4,000	25.12	33.49	37.68	40.19	45.22
1,001-2,000	23.12	30.83	34.68	36.99	41.62
0-1,000	22.12	29.49	33.18	35.39	39.82

## 2000-2001 WAGE SCHEDULE

*Effective 8:00 a.m., July 1, 2000, to 8:00 a.m., June 30, 2001*

"Experience" Level (Hours)			1st & 2nd		
	1st Shift	2nd Shift	Shift Overtime	3rd Shift	3rd Shift Overtime
<i>Longshore/Clerk Utilityman</i>					
4,000 or more	\$27.18	\$36.24	\$40.77	\$43.49	\$48.92
2,001-4,000	22.58	30.11	33.87	36.13	40.64
1,001-2,000	20.58	27.44	30.87	32.93	37.04
0-1,000	19.58	26.11	29.37	31.33	35.24
<i>Clerk Supervisor</i>					
4,000 or more	\$29.83	\$39.77	\$44.75	\$47.73	\$53.69
2,001-4,000	25.23	33.64	37.85	40.37	45.41
1,001-2,000	23.23	30.97	34.85	37.17	41.81
0-1,000	22.23	29.64	33.35	35.57	40.01

## 2001-2002 WAGE SCHEDULE

*Effective 8:00 a.m., June 30, 2001*

<b>"Experience" Level (Hours)</b>	<b>1st Shift</b>	<b>2nd Shift</b>	<b>1st &amp; 2nd Shift Overtime</b>	<b>3rd Shift</b>	<b>3rd Shift Overtime</b>
<i>Longshore/Clerk Utilityman</i>					
4,000 or more	\$27.68	\$36.91	\$41.52	\$44.29	\$49.82
2,001-4,000	22.94	30.59	34.41	36.70	41.29
1,001-2,000	20.94	27.92	31.41	33.50	37.69
0-1,000	19.94	26.59	29.91	31.90	35.89
<i>Clerk Supervisor</i>					
4,000 or more	\$30.08	\$40.11	\$45.12	\$48.13	\$54.14
2,001-4,000	25.34	33.79	38.01	40.54	45.61
1,001-2,000	23.34	31.12	35.01	37.34	42.01
0-1,000	22.34	29.79	33.51	35.74	40.21

## **CFS PROGRAM FUND**

The parties acknowledge their mutual interests in developing productive work opportunities that preserve for dockworkers their work and living standards. Such a program will retain and attract to the industry responsible, reliable and skilled persons whose availability will assure a stable work force and will minimize the costs of those industry programs that are now required when work is unavailable.

The parties recognize that the continued movement of container work from the docks jeopardizes their aforesaid mutual interests. They desire to reverse that movement and encourage the establishment, development and growth of efficient and productive container freight stations on the docks to preserve the work which has historically been performed by the long-shore work force.

To achieve these ends they have agreed as follows:

- (1) The employers will expend annually during the term of this contract approximately \$3 million to be raised upon containerized cargo tonnage. (The reference to a dollar expenditure is not a cap upon the sum the employers may be required to expend annually to achieve the objectives of this program.) The funds shall be managed by PMA and distributed by it to those of its members who operate CFS facilities, such distribution to be on a basis which will encourage the preservation, growth and increase of such container stuffing and unstuffing facilities. PMA will report periodically to the Union on the receipts and disbursements of the Fund.
- (2) The provisions of the Container Freight Station Supplement shall not be burdened by past arbitration decisions or past practices prior to July 1, 1984 whether



oral or written. In short, any restrictions on the employer that are in conflict with the provisions of the Container Freight Station Supplement will be considered null and void.

- (3) The parties will henceforth commit themselves to increasing CFS productivity and the elimination of wasteful work practices.
- (4) The parties agree to set up a joint committee to report periodically to the Joint Coast Labor Relations Committee on the progress of this program and to make recommendations as to further implementation.
- (5) Disputes which arise with respect to this program shall be first referred to the Joint Port Labor Relations Committee for the port where the dispute may arise and, if necessary, may be referred by either party to the Joint Coast Labor Relations Committee and then by either party to the Coast Arbitrator.
- (6) This program may be terminated with the mutual written consent of the parties upon 60 days' written notice to all employers receiving distributions under this program and, in all events, this program shall immediately terminate if the provisions of CFS Sections 1.5 through 1.543 of the 1970-71 Container Freight Station Supplement and CFS Sections 1.53, 1.54, 1.55 and 1.57 of the amended Container Freight Station Supplement that were entered into February 10, 1972 are determined to be legally enforceable.

**SUPPLEMENT I****COASTWISE REGISTRATION AND  
TRANSFER**

The Joint Port Labor Relations Committee in any port, subject to the ultimate control of the Joint Coast Labor Relations Committee, shall exercise control over registration lists in that port, including the power to make additions to or subtractions from the registered lists as may be necessary. Any clerk or longshoreman who is properly registered by a Joint Port Labor Relations Committee acting under their agreement and this Supplement I has coastwise registration under the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement. The rights and obligations of coastwise registration shall be under the control of the Joint Coast Labor Relations Committee and subject to the provisions set forth herein below.

**1. TRANSFERS OF CLERKS  
BETWEEN PORTS**

**1.1** A clerk having fully registered (Class A) status may transfer to another port, and as a fully registered (Class A) clerk at such other port, provided:

**1.11** The Joint Port Labor Relations Committee at the former home port determines that a transfer is warranted on the basis of work opportunity or that there are compelling reasons for letting him transfer despite the need for him at that port and that there is an opening available for him at the port to which he seeks to be transferred.

**1.12** Transfers shall not be permitted if contrary to policies established by the Joint Coast Labor Relations Committee; and

**1.13** The Joint Port Labor Relations Committee to which transfer is made, by applying the usual rules finds there is an

opening available for him on the list of such port and approves him for transfer of registration.

**1.2** A request to transfer may be denied by the Joint Port Labor Relations Committee of the port from which transfer is sought if the clerk is needed at that port or if he has not had a satisfactory record at that port.

**1.3** No clerk shall be eligible for transfer who within a year of the application has been the subject of major discipline.

**1.4** A request for transfer may be denied by the Joint Port Labor Relations Committee of the port to which the man seeks to transfer. Any denial of transfer, except because there is no opening available on its list, shall be subject to review in accordance with the procedure and rules that are applicable.

**1.5** No fully registered (Class A) clerk shall be entitled to transfer under these provisions until he has held such status for at least 1 year.

**1.6** Hereunder, a fully registered (Class A) clerk may transfer only to fully registered (Class A) status as a clerk in another port. The place of the transferred man on the fully registered (Class A) list of the port to which he transfers shall be determined by his total fully registered (Class A) and limited registered (Class B) time as compared to such time of those on the fully registered (Class A) list of the port to which he transfers.

**1.7** Fully registered (Class A) men having less than 1 year of such status and limited registered (Class B) men may apply for inclusion on the limited registered list of another port and consideration shall be given to the work and availability record under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks in taking action on such applications. An application of such a clerk for limited registration in the second port shall be considered without discrimination based upon his failure to be a resident of the port to which application

is made provided the Joint Port Labor Relations Committee of the port where he has limited registration certifies to the Joint Port Labor Relations Committee of the port where application is made that the applicant has a fully satisfactory record as a clerk in the port where registered and that there is no reason to interfere with his transfer that is deemed sufficient by the Joint Port Labor Relations Committee. In considering the application of a limited registered (Class B) clerk from another port, consideration may be given to his employment provided the favorable certification referred to above is submitted by the Joint Port Labor Relations Committee where he has been registered.

## **2. VISITING REGULATIONS FOR THE HOME PORT**

**2.1** Fully registered (Class A) men shall be freely accorded visiting privileges subject to the manpower needs of their home port and the port to be visited as more specifically set forth below.

**2.2** Permission to leave a home port can be granted only by action of the appropriate Joint Port Labor Relations Committee acting under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks. One who leaves his home port without Joint Port Labor Relations Committee approval shall be subject to being called back when needed and to de-registration if he then fails to make himself available at his home port.

**2.3** Permission to leave to visit need not be granted if there is so much work in the home port that nonregistered clerks must regularly be used.

**2.4** Permission to leave to visit shall be conditioned on the obligation to return to the home port at any time after 30 days when it appears that nonregistered clerks are being regularly used in the home port.

**2.5** The period of time away from the home port, and other conditions of being away on visit, shall be determined by the Joint Port Labor Relations Committee of the home port.

**2.6** No clerk shall be granted leave to visit while there is a trade dispute affecting the work of clerks in the home port unless the Joint Coast Labor Relations Committee is in unanimous agreement on the leave. Representatives of either party may refuse to agree to such leaves except on such conditions as they deem are appropriate.

**2.7** A registered man away from his home port shall have his eligibility for benefits determined on the basis of the number of hours actually worked under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks.

### **3. VISITING REGULATIONS FOR THE PORT BEING VISITED**

**3.1** A man who has fully registered (Class A) clerk status under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks may, if he has been granted leave by his home port to visit, be permitted to visit at another port covered by the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks upon receiving the approval of the Joint Port Labor Relations Committee of the port he wishes to visit; provided that the Joint Port Labor Relations Committee of the port visited shall determine (a) whether or not visiting clerks will be accepted from other ports under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks, (b) the conditions under which they shall be accepted provided that there shall be at all times a condition imposed by the basic ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks that any visitorclerk may lose his visitor rights at any time upon proper notice, (c) the length of time any visitor shall be permitted to remain in the port, and (d) in what cat-

egory or categories of work the visitor may be dispatched and work.

**3.2** Any fully registered (Class A) clerk having visitor status hereunder shall be given work opportunity equal to that of fully registered (Class A) men at the port visited.

**3.3** A visitor shall not be dispatched until his application for visitor status, to which there is attached a copy of his leave from his home port to go on the visit, has been submitted to the Pacific Maritime Association and the local union in the port being visited and preliminary approval of the visit has been given by a local Joint Port Labor Relations Committee subcommittee that is representative of both parties.

**3.4** Preliminary approval of the visit shall be given automatically and immediately if (a) a certificate of leave to visit issued by the Joint Port Labor Relations Committee of the home port is presented, (b) the Joint Port Labor Relations Committee of the port being visited has agreed that visitors may be accepted at the time the application is submitted and (c) the applicant has sufficient time as a registered clerk as may be required.

**3.5** Final action on a visitor application shall be taken no later than the second regular Joint Port Labor Relations Committee meeting after the application has been submitted. Thereafter the visitor shall have rights to work in the visited port only if the application is approved by both parties or by action of the Area Arbitrator. An application may be denied if the man has a poor work or availability record at any 1 or more ports under the ILWU-PMA Pacific Coast Agreement covering longshoremen and clerks, or if he does not satisfy the requirements therefor.

**3.6** No visiting privileges need be accorded limited registered (Class B) men, but if there is a shortage of registered clerks in any port, temporary visiting privileges may be accorded to lim-

ited registered (Class B) men from other ports where the Joint Port Labor Relations Committee of the port of registration agrees to permit such visiting by its limited registered (Class B) clerks.

#### **4. LEAVES OF ABSENCE**

**4.1** A leave of absence for a registered clerk can be granted only by action of the Joint Port Labor Relations Committee.

**4.2** The Joint Port Labor Relations Committee shall give a leave of absence on request for the period of any employment by the Union, or a clerk's local, or for the period of any joint employment.

**4.3** Port rules may be established with respect to the period of leaves of absence, reasons for which they may be granted, procedures for obtaining leaves, etc.

**SUPPLEMENT I-A****REGISTRATION/TRANSFER TO CLERK**

*(Dated July 1, 1990)*

- 1.** The parties shall retain joint control of the number of registered workers and Identified Casuals in the industry.
- 2.** The parties shall retain all Contract provisions on preference of employment, Coastwise registration and transfer, industry travel, and no layoffs.
- 3.** Each Joint Port Labor Relations Committee, subject to JCLRC control, shall establish the number of Class A and Class B registered longshoremen and clerks and Identified Casuals required in each port to effectively cover the work available in each port, with due regard for the Coastwise transfer provisions and the industry travel system.
- 4.** Each Joint Port Labor Relations Committee shall review the size of the registration list and the available work in its port on a quarterly basis. Based on the available work in the port as determined by this review and subject to JCLRC approval, the Joint Port Labor Relations Committee shall make additions to the Class A, Class B, and Identified Casual List. Such additions shall be accomplished prior to the next quarterly review. In the event the local parties reach disagreement on additions to the Class A, Class B, or Identified Casual List, such disagreement shall be referred to the JCLRC and shall be arbitrable. The objective of this provision is to add workers in small numbers to each List on a more regular basis and to avoid large additions.

**4.1** In ports where the registration lists fall below ten, there shall be additions to those registration lists in order to maintain no less than ten registrants.

**4.2** Newly-registered longshoremen in these ports shall be obligated to travel as individuals when ordered by the Em-



ployer for up to three days during any payroll week and shall receive their orders to travel in conformance with applicable local/area working, dispatching and travel provisions. When such individuals are ordered, they shall be entitled to travel pay and reporting guarantees. PGP shall be paid as per the PCLCD. And such travel obligation for newly registered longshoremen in these ports that fall below ten shall extend for no more than seven years. Longshoremen having registration dates in these ports prior to July 1, 1999 shall not be obligated to these travel provisions.

**5.** The selection of individuals for the Identified Casual List shall be made by the JPLRC or a Tripartite Joint Port Labor Relations Committee in a port where such Committee exists. All Casuals shall be required to pass the industry Strength and Agility Test, physical examination, and Drug and Alcohol Screening Test. All Identified Casuals dispatched to perform Marine Clerks' work must pass the Marine Clerks' Cognitive Test. One Identified Casual List shall cover all Casual work, longshore and clerk, to be dispatched in rotation from a longshore or clerk dispatch hall.

**6.** Additions to the Class B Longshore Registration List shall be made from the list of Identified Casuals in that port based upon work experience (hours) and work record in the industry. Class B registrants shall move to Class A status in no more than 5 years, except if there is a decline in work opportunity for the Class A work force in the port.

**7.** A simplified application procedure shall be developed by the JCLRC.

**8.** Under the direct control of the Joint Coast Labor Relations Committee, the selection of individuals for the initial establishing of the Identified Casual Lists shall be made by the JPLRC or a Tripartite Port Labor Relations Committee in ports

where such Committee exists on the basis of a random-draw concept. Where possible, existing lists of unidentified Casuals may be “grandfathered.” Additionally, each JPLRC shall establish a procedure for dispatching unidentified Casuals when the Identified Casual System is insufficient to fill the Employers’ manpower requirement.

**9.** Future clerk registration positions shall be filled first by transferring Class A longshoremen. If transferring longshoremen in sufficient numbers do not meet the following requirements, remaining positions shall be filled with Class B clerk registration.

**9.1** The following criteria must be met in order for longshoremen to qualify for a transfer to clerk registration:

**9.11** Transfer applicants, except longshoremen who are registered in Low-Work Opportunity Ports as determined by Supplement III, must have worked the required hours to have qualified for a 2-week basic vacation in each of the previous 2 years. This requirement may be waived for up to a maximum of 1 year for individuals off work due to industrial illness or injury.

**9.12** Transfer applicants must pass the ARRO Cognitive Test.

**9.13** Transfer applicants must successfully pass a CRT Keyboard Skill Test, which includes a typing test for speed and accuracy.

**9.14** Transfer applicants successfully meeting the requirements of Sections 9.11, 9.12 and 9.13 above, shall be placed in a pool of applicants for selection. Selection shall be from applicants by seniority for 50% of the total number of transfers, and the remaining 50% shall be selected by the employers.

**10.** Transfer applicants who are transferred to Marine Clerks' registration shall be required to successfully complete the Basic Clerks' Training Course and Clerks' Computer Training Course. Transferred clerks will be considered probationary for a period of 1 year. During such year, the work record and capabilities of the probationary clerk shall be subject to evaluation by the Employers. The Employers shall have the right at any time within the 1-year probationary period to have removed from the registration list of clerks and returned to longshore registration any probationary clerk who, in the opinion of the Employers, is considered to be unqualified. This right to return a probationary clerk to longshore registration shall not require joint agreement. Such probationary clerk will receive a written explanation from the employer.

**11.** If, as the result of a quarterly review, the Joint Port Clerks Labor Relations Committee determines that there is an excess of registered clerks and the Joint Port Longshore Labor Relations Committee determines that there is an insufficient number of registered longshoremen, the JPLRC shall transfer clerks who have come from the longshore ranks back to longshore registration. These transfer returns shall be first offered to volunteers and, second, shall be required on the basis of inverse seniority as a clerk.

## ***SUPPLEMENT II***

### **COAST PROVISIONS FOR TRANSFER OF REGISTRATION BETWEEN LONGSHORE AND CLERK REGISTERED LISTS**

**1.** Any request for transfer must be considered and any transfer must be approved by both the longshore Joint Port Labor Relations Committee and the clerks' Joint Port Labor Relations Committee.

**2.** Each Joint Port Labor Relations Committee shall determine the requirements and qualifications of applicants for registration within its jurisdiction. In determining whether an applicant for transfer is or is not qualified, the Committee having jurisdiction over the list to which transfer is requested shall recognize the special qualifications of men who have worked in the longshore industry. A longshoreman, by reason of his knowledge and experience in the industry, is better qualified to be a clerk than an outsider; and a clerk, for the same reason, is better qualified to be a longshoreman than an outsider.

**3.1** No transfer shall take place to the registered list of clerks in any port unless it is determined by the clerks' Joint Port Labor Relations Committee in that port that men are needed in addition to the existing combined pool of men on the Class A and Class B lists.

**3.2** No transfer shall take place to the longshore registered list in any port unless it is determined by the longshore Joint Port Labor Relations Committee in that port that men are needed in addition to the existing combined pool of men on the Class A and Class B longshore registered lists.

**4.1** When the clerks' Joint Port Labor Relations Committee determines that additional personnel is needed on the list of registered clerks, fully registered longshoremen seeking trans-

fer and found to be qualified shall be transferred directly to the Class A registered clerks' list. A longshoreman who has not had 5 years of full registration (Class A) shall not be accorded transfer.

**4.2** When the longshore Joint Port Labor Relations Committee determines that additional personnel is needed on the list of registered longshoremen, fully registered clerks seeking transfer and found to be qualified shall be transferred directly to the Class A registered longshoremen's list. A clerk who has not had 5 years of full registration (Class A) shall not be accorded transfer.

**5.1** Fully registered longshoremen may be transferred to the fully registered clerks' list not more frequently than quarterly.

**5.2** Fully registered clerks may be transferred to the fully registered longshoremen's list not more frequently than quarterly.

**6.1** Prior to any application being considered for registration as limited registered (Class B) clerk, fully registered longshoremen found to be qualified may be transferred to the fully registered clerks' list—up to the number fixed by the clerks' Joint Port Labor Relations Committee.

**6.2** Prior to any applications being considered for registration as limited registered (Class B) longshoremen, fully registered clerks found to be qualified may be transferred to the fully registered longshoremen's list—up to the number fixed by the longshore Joint Port Labor Relations Committee.

**7.** Any additions to or reduction from any registered list of longshoremen or clerks, either Class A or Class B, will be made at the port level, but only after clearance by the Joint Coast Labor Relations Committee.

**8.1** Clerks on the clerks' Class B list may be advanced to the status of fully registered clerks even if qualified longshoremen are awaiting transfer, but only after clearance by the Joint Coast Labor Relations Committee.

**8.2** Longshoremen on the longshoremen's Class B list may be advanced to the status of fully registered longshoremen even if qualified clerks are awaiting transfer, but only after clearance by the Joint Coast Labor Relations Committee.

**9.** A clerk accepted for transfer on the longshore registered list or a longshoreman accepted for transfer on the clerks' registered list shall carry with him all his pension, welfare, Pay Guarantee Plan, and vacation rights. His place on the Class A list to which he is transferred shall be determined by his total Class A registered time.

**10.** A fully registered man seeking a transfer shall be transferred only if he is qualified for the vacancy. Each of the labor relations committees involved in such transfer shall act in a nondiscriminatory manner and no clearance for transfer, registration, or refusal of transfer shall be based on, or in any way affected by rules, regulations, constitutional provisions, by-laws or any other aspect or obligation of union policies or requirements.

**SUPPLEMENT III****REGISTRATION AND TRANSFER OF MEN  
FROM LOW WORK OPPORTUNITY PORTS****A. NO LAY-OFFS**

There shall be no reduction in registered longshoremen or clerks' work force during the term of the Agreement except for normal attrition due to quits, deaths and retirements, and deregistration for cause. This does not preclude the parties from agreeing upon a reduction in force should unusual circumstances develop.

**B. PROMOTION OF CLASS B MEN**

Subject to the ultimate control of the parties at the Coast level, local Joint Port Labor Relations Committees may submit requests for promotions from Class B to Class A on an orderly basis.

**TRANSFER OF MEN FROM LOW WORK  
OPPORTUNITY PORTS**

A "Low Work Opportunity Port" (LWOP) situation may include Class B men in a port, or Class A and Class B men in a port, and is described as follows:

1. When the average Class B hours worked in a port are reduced to one-half or less of the 28 hour PGP guarantee for Class B men for a continuous 6-week period, such situation shall constitute a LWOP for Class B men in that port.
2. When the average Class A hours worked in a port are reduced to one-half of the 38 hour PGP guarantee for Class A men for a continuous 6-week period, such situation shall constitute a LWOP for Class A men in that port. No Class A man LWOP shall exist without a Class B man LWOP in any port where Class B men are registered.

**3.** LWOP status shall be determined by averaging the hours worked during any 6 consecutive payroll weeks. Once a port has obtained LWOP status it shall automatically remain in that status for 26 payroll weeks. At the end of the 26th payroll week, a review shall be made of the last 6 payroll weeks of that period (the 21st payroll week through the 26th payroll week). If the average weekly work hours for those 6 weeks is 14 hours or less per week for Class B men or 19 hours or less for Class A men in the port, the LWOP status shall continue for a succeeding 26 payroll-week period. If not, the LWOP status shall be discontinued. Whenever LWOP status is discontinued, re-entry into, subsequent continuance or discontinuance of such status shall occur as provided herein.

**4.** The determination of whether men in low work opportunity ports are to be offered the opportunity to transfer (including the number) to other ports requiring additional manpower shall rest with the Joint Coast Labor Relations Committee.

**5.** Men in Low Work Opportunity Ports may transfer to other ports where greater work opportunity exists, under the following conditions:

- (a) The selection of men volunteering to transfer shall be on a seniority basis. Class "A" men shall have first preference and Class "B" men shall have second preference. Seniority within each classification shall also prevail.
- (b) Transferees cannot be denied transfer by the Joint Port Labor Relations Committee of the port requiring additional manpower without just cause. Any dispute under this provision shall be arbitrable.



**6.** Those who transfer to another port under Section 4 shall be given the following considerations by PMA:

- (a) Round trip transportation, subsistence and lodging for 1 advance trip only to look for housing in the port to which transferred. This trip shall be limited to the man to be transferred, his wife, or both and transportation reimbursement shall be made on the basis of airline coach-class transportation or the lowest airline fare available at that time, or the current mileage rate agreed to in Section 6.6, PCCCD, if personal car is used. Subsistence reimbursement shall be as set forth in Section 6.51, PCCCD, and lodging reimbursement shall be on the basis of actual cost, with receipts to be furnished. This advance trip shall not exceed 5 days.
- (b) Moving expenses for family and for the family's personal belongings and household goods as indicated below:
  - (1) Moving of personal belongings, i.e., household goods by a licensed moving company selected by the parties. Pacific Maritime Association payments for shipment of household goods will be limited to a maximum of 6,500 pounds of shipment for a married man and his family; single men with no dependents involved shall be limited to 2,500 pounds. Insurance shall not exceed \$2.00 per pound.
  - (2) Transportation to the port to which transferred and subsistence and lodging for the man and his family. Reimbursement for transportation shall be made on the basis of cost of airline coach-class transportation or the lowest airline fare available

at that time, or the current mileage rate agreed to in Section 6.6, PCCCD, if a personal car is used. Subsistence reimbursement shall be as set forth in Section 6.51, PCCCD, and lodging reimbursement shall be on the basis of actual cost, with receipts to be furnished. The maximum payment for subsistence and lodging while traveling and while in the port to which transferred shall not exceed normal time, for mode of travel used, plus 3 days.

- (3) Minimum cost required to disconnect and hookup appliances.
- (4) Storage of household effects caused by unusual circumstances, when approved by the parties.
- (5) All transfers must be completed and transfer relocation expenses, as described in Supplement III, PCCCD, must be submitted no later than 2 years after acceptance for transfer; claims filed thereafter shall be disallowed.

**7.** Men transferring shall sign an “Agreement to Transfer” under the conditions set forth herein. Their registration shall become effective in the port to which transferred at the beginning of the payroll week (8:00 a.m. Saturday) following the move to the port to which transferred and check-in to dispatch hall after approval of the JPLRC.

**8.** Once transferred, men shall not be eligible for transfer back to their original port or to any other port for 3 years (unless the port to which transferred should become a low work opportunity port). After 3 years, eligibility to transfer to other ports shall be as provided in the PCLCD and PCCCD.

**9.** The conditions of transfer are limited to those contained herein and it is intended that these conditions will be applied on

a “reasonable” basis. Any dispute as to an underpayment or overcharge may be submitted to the Area Arbitrator for final and binding resolution.

**10.** Men who transfer from Low Work Opportunity Ports but do not move their residence may elect to retain the welfare coverage in effect at the port from which they transferred.

***SUPPLEMENT IV*****INDUSTRY TRAVEL SYSTEM**

Area agreements with respect to traveling of clerks, shall continue in full force and effect. In multichartered locals, registered clerks who voluntarily travel within a defined area shall, when they work, be paid under the Industry Travel System in accordance with Supplement IV, Section 5, of the PCLCD. Additionally, registered clerks who voluntarily travel within a defined area and who work in a longshore occupation, shall also be paid in accordance with Supplement IV, Section 5, of the PCLCD.

## **ADDENDA**

*For the convenience of the clerks, the employers and the parties, there are printed herein a number of the rulings of the Joint Coast Labor Relations Committee that are currently in effect. The printing herein of any ruling of the Joint Coast Labor Relations Committee does not in any way change its effect or mean that it is entitled to greater weight than other rulings of the Joint Coast Labor Relations Committee. Nor does the printing of any ruling in any way limit the power of the Joint Coast Labor Relations Committee to modify or change it.*

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### **NO DISCRIMINATION Item XXII June 22, 1962 Memorandum of Agreement**

The parties hereby state that during the negotiations resulting in this Memorandum of Agreement they discussed the provisions of Section 13, No Discrimination, of the basic Agreement and agreed that the parties are jointly responsible for the total implementation of the provisions therein and the Union agrees that it will administer its internal affairs so as to fulfill its share of this joint responsibility.

### **Item XI July 1, 1975 Memorandum of Agreement**

To formalize the Agreement that has been reached and placed in effect between the International Longshoremen's

and Warehousemen's Union and the Pacific Maritime Association that there be no discrimination on the basis of "sex" in the terms, meaning, application, implementation and administration of their collective bargaining contracts, and in the exercise of control over the registered lists, the terms of each of the collective bargaining contracts between the International Longshoremen's and Warehousemen's Union and Pacific Maritime Association are amended to provide as follows:

- (a) All collective bargaining contracts shall provide that there shall be no discrimination in connection with "sex".
- (b) All words, terms or definitions of employees used in the collective bargaining contracts are used as being words of common gender, and not as being words of either male or female gender, and hence have equal applicability to female and male persons wherever such words are used.

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## PICKET LINE LANGUAGE

*CLRC No. 1, January 29, 1954*

**Manpower Utilization and Picket Lines:** There was a general discussion of language pertaining to this subject, wherein the Union stated that they did not expect longshoremen to get paid for observing picket lines, but on the other hand, did not want longshoremen necessarily ordered day after day. It was agreed that the following language which was initialed by the parties, will be the guide to settle any claims in the future and, likewise, wipe out the meaning of past arbitration awards on the subject.

***Manpower Utilization and Picket Lines:*** A local shall, through its president or its secretary, notify PMA in writing of intention to respect a specific picket line. Delivery of such

written notice shall relieve the dispatching hall of obligation to furnish men or gangs to the picketed operation until a decision under the grievance machinery is issued ordering the start or continuance of work.

Men or gangs ordered prior to or within 2 hours of such written notice to PMA shall report to work without benefit of coverage of minimum report time as provided in the Agreement.

Men or gangs ordered later than 2 hours following such receipt but prior to the issuance of a determination by the parties through grievance machinery, shall if they accept the order and report, be covered by the minimum provisions of the Agreement, provided, however, that failure of the employer to place orders following such receipt shall not constitute any waiver of the employer's position nor an acceptance of the union's position, pending decision as hereinafter provided.

Following the establishment of any picket line about the premises of an employer affecting the work of employees covered by ILWU-PMA Agreements, either party may require a meeting of the Joint Labor Relations Committee of the port affected (or an Area Committee or the Coast Committee, if such is agreed to be appropriate) and such meetings shall be held immediately.

The Committee shall promptly examine the facts and issue its written decision as to whether the picket line is legitimate and bona fide under the Agreement. Should a Committee fail to reach such a decision, then either party may refer the matter to the Area Arbitrator for prompt interim decision.

Excepting as provided in this Document, men or gangs who leave or refuse to start or continue any work because of a picket line shall be paid for their actual working time only, including travel time and transportation costs as prescribed by local working or dispatching rules.

In order to minimize any further delay to an operation which has been picketed, the local dispatching hall shall make every effort to furnish men or gangs in accordance with employer orders immediately the picket line is lifted, or as soon thereafter as possible.

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## **DISPATCH HALL COSTS**

Effective January 1, 1997, the PMA agrees to be obligated to pay 65% of all 1996 base year Dispatch Hall expenses and the Union agrees that each local will be obligated to pay 35% of all 1996 base year Dispatch Hall expenses. For the purpose of these obligations, the 1996 base year expenses of the Dispatch Halls shall be the January 1, 1996 to December 31, 1996 equally shared expenses which appear on the audited financial statements. Whenever, due to reduction in dispatch hall costs or increase in the PCL&CA holiday cost, the average cost of a holiday exceeds 15% of the 1996 base year expenses, the Union's 35% share shall be reduced by a proportionate amount allocated to the local dispatch halls administratively by the JCLRC. All additional jointly agreed to expenses above the base year expenses shall be shared equally between PMA and the Local Union. The formula for sharing extraordinary capital improvements shall be subject to mutual agreement of the parties.

(Notwithstanding the fact that PMA's contribution towards Dispatch Hall costs is by virtue of this Agreement greater than the contribution of the ILWU, nothing herein contained or otherwise shall in any way change or modify the basic principle and understanding of the parties as expressed in this Agreement that the Dispatch Halls shall continue in the future, as they have in the past, to be maintained and operated jointly and equally by the ILWU and the PMA.)



Amended by July 15, 1999, Memorandum of Understanding to incorporate the following:

A. The Washington Area, Oregon/Columbia River Area, Southern California Area, and Northern California Area shall have seven-day allocations, orders, and dispatch. In ports where there is presently no Sunday allocations, the dispatcher shall be compensated accordingly.

B. Upon completion of Item A, Dispatch Hall Costs Addenda, PCLCD and PCCCD, shall be amended to provide that PMA shall be obligated to pay 85% instead of 65%, and the Union shall be obligated to pay 15% instead of 35% of the 1998 base year dispatch hall expenses, and the minimum Dispatch Skill Rate shall be 10% of the Basic Longshore Rate of pay.

## **SCHEDULING OF MEETINGS**

*(Letter of Understanding dated July 1, 1984)*

With regard to the revision of Sections 12.31 and 12.311 in the 1984 negotiations, the Union pointed out the understanding could present a problem in ports where three 8-hour shift operations occur under the local agreements. In such situations the start of an 8-hour shift could overlap the time-period of a scheduled meeting.

The parties agreed that if the three 8-hour shifts present a problem, it would have to be accommodated so that all members of a local are given the opportunity to attend their scheduled meeting.

## **GUARANTEES, SKILLED RATES FOR ALL LONGSHORE AND CLERKS**

Employees shall be paid at the appropriate shift and skill rates of pay in accordance with Sections 2 and 4, PCL&CA,

and the provisions herein. Individual side agreements, including paid hours in excess of the PCL&CA, as defined by Area Arbitration No. SC-29-94, between individual employees or local Union officials and individual member companies shall be considered a Contract violation. Employer(s) found guilty of violating this provision shall be denied manpower at that terminal where the violation occurred. First offense — 24 hours loss of manpower; second offense — 48 hours loss of manpower. Any disagreements involving guilt or assessment of a penalty shall be subject to the Contract grievance machinery.

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## **VESSEL PLANNING**

It is agreed that a Supplemental Agreement will be negotiated covering those units of vessel planners recognized as represented by ILWU Marine Clerk Locals. This Supplemental Agreement shall include, for such vessel planners, registration and benefits under the PCL&CA. Registration of such vessel planners shall become effective upon the negotiation and signing of the Supplemental Agreement.

In the future, where a local of ILWU Marine Clerks is recognized as representing a unit of vessel planners, such vessel planners will be eligible for registration and benefits under the PCL&CA and Supplemental Agreement upon mutual agreement of their employer and the union, effective upon the signing of the Supplemental Agreement by their employer and the union.

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## **EMPLOYER CONTRIBUTION TO LONGSHORE AND CLERKS' 401(k) FUND**

The Employers agree to contribute to a fund each year of this Agreement an amount sufficient to provide to the 401(k) account of each registered longshoreman and marine clerk a

contribution of \$1.00 per hour. The payment shall be for hours paid by PMA Member Companies for work at PCL&CA longshore and marine clerk and PCWB&FA walking boss occupation codes in the previous contract year up to a maximum of 2000 hours to those who have established a pension qualifying year.

The contribution will be made to each account as soon as practicable following the end of each Contract year.

This is subject to the limitations imposed by Sections 401(a), (k) and (m) of the Internal Revenue Code and any other applicable IRS and ERISA regulations.

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## **PMA LETTER TO MEMBERS**

July 1, 1981

To: Members

### **SUPERINTENDENTS**

During the course of the ILWU/PMA 1981 negotiations, the Union complained that Superintendents employed by stevedoring companies and steamship companies have been violating the ILWU/PMA Pacific Coast Longshore and Clerks Agreement by performing work which is contractually defined as jurisdiction belonging to longshoremen and clerks.

We have an obligation under our contracts to refrain from such violations by our Superintendents or other management personnel.

Very truly yours,

Edmund J. Flynn  
President

## LETTER OF UNDERSTANDING

July 1, 1984

Mr. James R. Herman  
President  
International Longshoremen's and  
Warehousemen's Union  
1188 Franklin Street  
San Francisco, CA 94104

Letter of Understanding  
*Sections 1.13 and 1.131 – PCCCD*

Dear Mr. Herman:

During the course of the 1984 negotiations the parties discussed the meaning and application of Sections 1.13 and 1.131 of the Agreement, and agreed that the intent of those sections is to preserve the traditional work of marine clerks as expressed by the Coast Arbitrator in Award C-21-83, and the Southern California Area Arbitrator in Award SC-31-83.

Very truly yours,

/s/ W. E. Coday

Understanding Confirmed:

/s/ James R. Herman  
Date: July 1, 1984

# LETTER OF UNDERSTANDING

October 29, 1987

Mr. James R. Herman  
 President  
 International Longshoremen's and  
 Warehousemen's Union  
 1188 Franklin Street  
 San Francisco, CA 94109

Clerks Contract Document  
*Sections 2.451, 3.114 and 4*

Dear Mr. Herman:

Our Letter of Understanding dated July 1, 1981 with respect to examples of payments to *Supercargoes and Chief Supervisors* (pp. 189 through 195, 1984/1987 PCCCD) has been modified by the conversion of rates in the July 2, 1987 Memorandum of Understanding.

Taking into consideration the changes made in the July 2, 1987 Memorandum, we believe that the following, revised examples properly set forth the correct conversion for *Supercargoes and Chief Supervisors* entitled to receive the top derivative hourly rate of pay as provided under Section 4.132:

## EXAMPLE #1 - FIRST SHIFT

**Non-overtime weekday – Monday  
 through Friday**

*Payment*                      *Rate<sup>1</sup>*

(a) *Minimum callout at 7:00 a.m.*

(Section 2.45 - extended time)

7:00 a.m. - 8:00 a.m.—

(Section 4.151)

1 hour

First Shift

O.T. Rate

LETTERS OF UNDERSTANDING

(Section 3.22 - minimum callout)

8:00 a.m. - 12:00 Noon—	4 hours	First Shift
(Section 3.114)		S.T. Rate

(Section 2.45 - extended time)

12:00 Noon - 1:00 p.m.—	1 hour	First Shift
(Section 4.151)		S.T. Rate

(b) *Normal Regular Shift Pay (7:00 a.m. - 6:00 p.m.)*

(Section 2.45 - extended time)

7:00 a.m. - 8:00 a.m.—	1 hour	First Shift
(Section 4.151)		O.T. Rate

(Normal hours)

8:00 a.m. - 12:00 Noon—	4 hours	First Shift
(Section 4.151)		S.T. Rate

(Normal meal period)

12:00 Noon - 1:00 p.m.—	Meal hour	
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(Normal hours)

1:00 p.m. - 5:00 p.m.—	4 hours	First Shift
(Section 4.151)		S.T. Rate

(Section 2.45 - extended time)

5:00 p.m. - 6:00 p.m.—	1 hour	First Shift
(Section 4.151)		O.T. Rate

(c) *Normal Regular Shift Pay Involving Dead Time*

(Section 2.45 - extended time)

7:00 a.m. - 8:00 a.m.—	1 hour	First Shift
(Section 4.151)		O.T. Rate

(Normal hours)

8:00 a.m. - 12:00 Noon—	4 hours	First Shift
(Section 4.151)		S.T. Rate

(Normal meal period)

12:00 Noon - 1:00 p.m.— Meal hour

(End of cargo work at 3:00 p.m.)

1:00 p.m. - 3:00 p.m.— (Section 4.151)	2 hours	First Shift S.T. Rate
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(Dead Time)

3:00 p.m. - 5:00 p.m.— (Section 3.114)	2 hours	First Shift S.T. Rate
---	---------	--------------------------

(Ext. Time)

5:00 p.m. - 6:00 p.m.—	1 hour	First Shift
------------------------	--------	-------------

(Day Shift Dead Time)

S.T. Rate

(Section 3.114)

**EXAMPLE #2 - SECOND SHIFT**

**Normal Second Shift  
(5:00 p.m. - 4:00 a.m.) -  
Monday Through Friday**

(a) *Minimum Callout At 5:00 p.m.*

(Section 2.45 - extended time)

5:00 p.m. - 6:00 p.m.— (Section 4.152)	1 hour	2nd Shift O.T. Rate
---	--------	------------------------

(Minimum callout Section 3.22)

6:00 p.m. - 10:00 p.m.— (Section 3.114)	4 hours	2nd Shift S.T. Rate
--	---------	------------------------

(Section 2.45 - extended time)

10:00 p.m. - 11:00 p.m.— (Section 4.152)	1 hour	2nd Shift S.T. Rate
---	--------	------------------------

*(b) Normal Second Shift Pay (5:00 p.m. - 4:00 a.m.)*

(Section 2.45 - extended time)

5:00 p.m. - 6:00 p.m.— (Section 4.152)	1 hour	2nd Shift O.T. Rate
---	--------	------------------------

(Normal hours)

6:00 p.m. - 10:00 p.m.— (Section 4.152)	4 hours	2nd Shift S.T. Rate
--	---------	------------------------

(Normal meal period)

10:00 p.m. - 11:00 p.m.—	Meal hour	
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(Normal hours)

11:00 p.m. - 3:00 a.m.— (Section 4.152)	4 hours	2nd Shift S.T. Rate
--	---------	------------------------

(Section 2.45 - extended time)

3:00 a.m. - 4:00 a.m.— (Section 4.152)	1 hour	2nd Shift O.T. Rate
---	--------	------------------------

*(c) Normal Second Shift Pay Involving Dead Time*

(Section 2.45 - extended time)

5:00 p.m. - 6:00 p.m.— (Section 4.152)	1 hour	2nd Shift O.T. Rate
---	--------	------------------------

(Normal hours)

6:00 p.m. - 10:00 p.m.— (Section 4.152)	4 hours	2nd Shift S.T. Rate
--	---------	------------------------

(Normal meal period)

10:00 p.m. - 11:00 p.m.—	Meal hour	
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(End of cargo work at 1:00 a.m.)

11:00 p.m. - 1:00 a.m.— (Section 4.152)	2 hours	2nd Shift S.T. Rate
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(Dead Time)

1:00 a.m. - 3:00 a.m.— (Section 3.114)	2 hours	2nd Shift S.T. Rate
---	---------	------------------------

(Ext. Time)

3:00 a.m. - 4:00 a.m.—	1 hour	2nd Shift
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(Night Shift Dead Time)

S.T. Rate

(Section 3.114)

**EXAMPLE #3 - THIRD SHIFT**

**Normal Third Shift  
(2:00 a.m. - 9:00 a.m.) -  
Monday through Friday**

(a) *Minimum callout at 2:00 a.m.*

(Section 2.45 - extended time)

2:00 a.m. - 3:00 a.m.— (Section 4.153)	1 hour	3rd Shift O.T. Rate
---	--------	------------------------

(Minimum callout - Section 3.22)

3:00 a.m. - 7:00 a.m.— (Section 3.114)	4 hours	3rd Shift S.T. Rate
---	---------	------------------------

(Section 2.45 - extended time)

7:00 a.m. - 8:00 a.m.— (Section 4.153)	1 hour	3rd Shift S.T. Rate
---	--------	------------------------

(b) *Normal Shift Pay (2:00 a.m. - 9:00 a.m.)*

(Section 2.45 - extended time)

2:00 a.m. - 3:00 a.m.— (Section 4.153)	1 hour	3rd Shift O.T. Rate
---	--------	------------------------

(Five hours of normal third shift)

3:00 a.m. - 8:00 a.m.—	5 hours	3rd Shift
(Section 4.153)		S.T. Rate

(Section 2.45 extended time)

8:00 a.m. - 9:00 a.m.—	1 hour	3rd Shift
(Section 4.153)		O.T. Rate

(c) *Normal Third Shift Pay Involving Dead Time*

(Section 2.45 - extended time)

2:00 a.m. - 3:00 a.m.—	1 hour	3rd Shift
(Section 4.153)		O.T. Rate

(End of cargo work at 7:00 a.m.)

3:00 a.m. - 7:00 a.m.—	4 hours	3rd Shift
(Section 4.153)		S.T. Rate

(Dead Time)

7:00 a.m. - 8:00 a.m.—	1 hour	3rd Shift
(Section 3.114)		S.T. Rate

(Ext. Time)

8:00 a.m. - 9:00 a.m.—	1 hour	3rd Shift
(Third Shift Dead Time)		S.T. Rate
(Section 3.114)		

<sup>1</sup>*Rates are those set forth in the Wage Rate Table.*

It should be noted that the weekday second and third shift straight time hourly rates for clerk work are “frozen” at \$29.15 and \$34.97, respectively, until the longshore weekday second and third shift straight time hourly rates equal \$29.15 and \$34.97, respectively. At that time, the weekday second shift straight time hourly rate for clerk work shall be 1.333333 times the basic straight time rate, and the weekday third shift straight time hourly rate shall be 1.6 times the basic straight time rate.

If you agree with the examples set forth above, please indicate your concurrence below.

Very truly yours,

/s/ R. R. Holtgrave

Concurrence Confirmed:

/s/ James R. Herman

Dated: 11/4/87



# Pacific Coast Clerks' Contract Document

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## NOTES

## NOTES



## NOTES

## NOTES

# PACIFIC COAST MARINE SAFETY CODE

1999 Revision

INTERNATIONAL LONGSHORE AND  
WAREHOUSE UNION

*and*

PACIFIC MARITIME ASSOCIATION

\_\_\_\_\_

Name \_\_\_\_\_

Port \_\_\_\_\_

Local No. \_\_\_\_\_ Reg. No. \_\_\_\_\_



“The Union and the Employers will abide by the rules set forth in the existing Pacific Coast Marine Safety Code which shall be applicable in all ports covered by the Agreement.”

— *Section 16.11 of the Pacific Coast Longshore Contract Document, 1999-2002 and the Pacific Coast Clerks' Contract Document, 1999-2002*



*In a question of convenience vs. safety,  
safety first.*

*In a question of comfort vs. safety,  
safety first.*

*In a question of tonnage vs. safety,  
safety first.*



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## FOREWORD

Recognizing the need for minimum safety standards for stevedoring operations, the Pacific Coast Marine Safety Code was originally developed by the Pacific Coast marine industry as a voluntary code for use in all ports of the Pacific Coast.

The work of drawing up the Code was delegated to the Pacific Coast Marine Safety Code Committee composed of delegates representing shipowners, waterfront employers, and longshoremen from four districts comprising all of the major ports of the Pacific Coast, together with the General Chairman, Byron O. Pickard, and a board of technical advisers.

The Code was adopted at special meetings of the Pacific Coast Marine Safety Code Committee held in San Francisco, August 2, 1929; Portland, August 19, 1930; Los Angeles, November 6, 1931; and San Francisco, October 21, 1932; and remained as voluntary Code until its inclusion in the November 1946 return-to-work agreement when it was included in the Longshore Contract by the Waterfront Employers Association of the Pacific Coast and the ILWU.

Since 1946, the Code has been revised and amended on several occasions, usually when the Pacific Coast Longshore Contract is negotiated. The 1999 revision was completed on July 1, 1999 by the following committee:

*For the International  
Longshore and  
Warehouse Union*

Jeff Vigna, Chairman  
Douglas Getchell  
Jim Chrest  
George Hilbert  
Danny Miranda  
William “Bill” Watkins

*For the Pacific Maritime  
Association*

John McNeill, Chairman  
Mark Blackman  
Doug Beeber  
Rob Dieda  
Ron Merial  
Marc MacDonald  
Vince Lamaestra  
Jim Potter

*The effective date of this Code is July 1, 1999.*





# PACIFIC COAST MARINE SAFETY CODE

## *SECTION 1*

### SCOPE, PURPOSE AND EXCEPTIONS

**Rule 101.** This Code applies to all work performed under terms of the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement.

**Rule 102.** The purpose of this Code is to provide minimum requirements for safety of life, limb and health. In cases of practical difficulty or unnecessary hardship an employer or ship may make exceptions from the literal requirements of this Code and permit the use of other devices or methods, but only when it is clearly evident that equivalent protection is provide.

**Rule 103.** The word "shall" is to be understood as mandatory.

**Rule 104.** The safety duties listed in this Code by job category shall not be construed to establish manning requirements.

**Rule 105.** At the direction of the parties, this Code was revised and updated in 1999 to upgrade its capacity to prevent injuries, and to reduce injury incidence rates. All persons party to this Code shall assume and properly discharge their safety responsibilities.

**Rule 106.** If applicable Federal regulations adopt reduced permissible employee exposure values for noise and carbon monoxide that differ from the provisions of this Code, the revised values shall apply.

**Rule 107.** This Code shall not supersede the provisions of Section 11.41 of the Pacific Coast Longshore and Clerks' Agreement.

**Rule 108.** Nothing in this Code shall preclude the introduction of new operations, equipment, methods, or processes, but only when it is clearly evident that equivalent protection is provided. A copy of a letter shall be transmitted to the local union(s) in the port or ports where the new operations, equipment, methods or processes are introduced.

## **SECTION 2**

### **DUTIES OF VESSELS OF ALL TYPES**

**Rule 201.** The owners and/or operators of vessels shall provide safe ship's gear and equipment and a safe working place for all stevedoring operations on board ship.

**Rule 202.** Inspection of ship's gear shall be made by the ship's officers before gear is used for stevedoring operations, including limit switches and alarms, if installed. Where limit switches and alarms are installed, they shall be in proper working order.

**Rule 203.** The ship's officers shall give all assistance possible in maintaining the gear in safe condition while in use.

**Rule 204.** All boom guys and gin blocks shall be secured by safety shackles or other type shackles, properly moused.

**Rule 205.** Shields, screens or other protective devices shall be provided which will prevent contact with gears, fric-

tion drives, cranks, connecting rods and all other exposed moving parts of winches and other machinery.

**Rule 206.** All projecting set screws on moving parts shall be replaced by countersunk or headless set screws unless moving part is so guarded that contact is impossible. No part of the set screws shall project above the surface.

**Rule 207.** Excessive noise shall be eliminated. Employee noise exposure shall be in accordance with Rule 305. Chipping and scaling of decks, bulkheads or sides of vessels by ship's crew or shipyard personnel shall not be carried on in the immediate vicinity of hatches in which cargo is being worked.

**Rule 208.** There shall be no spray painting or sandblasting in the immediate vicinity of longshore operations.

**Rule 209.** Ship's officers shall make certain that all electric arc or gas welding operations conducted during cargo handling operations shall be so shielded as to effectively prevent injuries to employees in the vicinity.

**Rule 210.** When welding or burning is being done in a hatch in which longshoremen are working, necessary precautions shall be taken to prevent hot metal from falling on men working below.

**Rule 211.** Ship's crew or repair crews shall not be permitted to work in rigging over heads of men working in the hold, on the deck, or on the apron.

**Rule 212.** When any parts of the ship (such as mast stays) are so located as to make an unsafe place for the winch driver to stand when driving double, either the stays shall be unshipped or the winches shall be driven single.

**Rule 213.** Holes in strongbacks or beams for attaching bridles shall be located within reaching distance from the

coaming so that the bridle may be attached without the men climbing on the strongback or beam.

**Rule 214.** Sufficient hatch boards of proper dimensions to ensure a safe working surface for each deck being worked shall be supplied during stevedoring operations.

**Rule 215.** Adequate hand grips shall be provided on all hatch boards.

**Rule 216.** Broken, split, or ill-fitting hatch covers shall be replaced at once.

**Rule 217.** All hatch covers, and fore and aft and 'thwartship beams, insofar as they are not interchangeable, shall be clearly marked to indicate the deck and hatch to which they belong, and their position therein.

**Rule 218.** Deflectors shall be furnished and used to prevent liquids from overboard discharges from reaching the pier apron, lighter, or log rafts.

**Rule 219.** When main decks are intentionally oiled or painted for protection preparatory to stowing a deck load, safe walkways shall be provided by the ship by use of sand, dunnage or other suitable non-slip material.

**Rule 220.** All decks and other places where persons are engaged in the operations shall be kept free from litter, clean, and passageways shall be kept open.

**Rule 221.** Open containers of paint and other flammable materials shall not be located under ship's crane or winch platform access ladders.

**Rule 222.** A liberal supply of sand or other suitable material shall be kept readily available for use on slippery places.

**Rule 223.** When cargo of a highly flammable nature such as cotton, sisal, jute, etc., is being worked, the ship shall take the necessary steps to insure that any fire can be immedi-



ately controlled, and the fire main shall be charged and the hose connected.

**Rule 224.** Garbage shall be disposed of regularly.

**Rule 225.** Garbage remaining on deck, pending collection, shall be kept in covered containers, and shall never be placed so that passageways are blocked, or so that it will otherwise interfere with stevedoring operations.

**Rule 226.** (Not used)

**Rule 227.** An adequate quantity of cargo lights in good condition and with proper size bulbs shall be provided before night work starts. Adequate illumination for night work shall be in accordance with Rule 304.

**Rule 228.** Cargo light reflectors shall be kept clean and in good condition. Lines shall be attached for lowering or raising cargo lights unless the cord is designed to suspend the light.

**Rule 229.** Permanent deck and 'tween deck lighting fixtures, mast lights and outlets shall be maintained in usable condition and tested at frequent intervals.

**Rule 230.** The vessel shall supply fittings of sufficient number and of adequate size to allow for the proper securing of the cargo gear for a safe operation.

**Rule 231.** Members of the ship's crew shall not be permitted to smoke aboard ship or on the dock except in authorized, designated places.

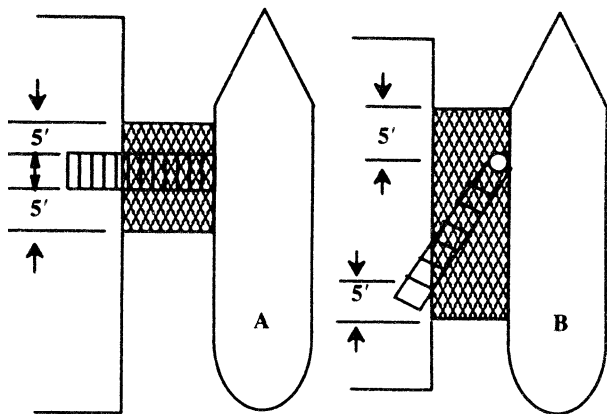
**Rule 232.** Ship's crew members shall not be permitted in the immediate vicinity of longshore operations except in the course of their duties, but in no event while under the influence of intoxicating liquor.

**Rule 233.** Where noxious gases may be present in holds or compartments, or when the ship has been fumigated, such places shall be declared clear of gas by a qualified inspector

competent in the use of test equipment and procedures before employees are permitted to enter. Where state or Federal regulations prescribe inspector qualifications, they shall apply.

**Rule 234.** A life net furnished by the vessel shall be rigged under all gangways or accommodation ladders used by employees in such a manner as to prevent a person from falling between the ship and the dock. When the means of access is rigged at right angle to the ship (athwartship), the net shall extend at least five feet (5') on either side. When the means of access is rigged parallel to the ship (or nearly so), the net shall extend at least five feet (5') past the top and at least five feet (5') beyond the junction point of the means of access and the dock.

**Exception:** Ramps equipped with handrails on roll-on/roll-off or drive-on/drive-off vessels.



**Rule 235.** When a ship is lying at a pier or wharf, there shall be provided at all times a safe means of going to and from

the ship consisting of a gangway or ramp. Such means of access shall be adequately lighted during hours of darkness. Personnel platforms on container crane lifting beams shall not be used as a substitute for a gangway.

**Rule 236.** Gangways provided shall be at least twenty inches (20") wide and properly secured to the ship. Such gangways shall be provided with a two-rail railing on each side; the upper rails shall be at least thirty-three inches (33") high. Rails shall consist of wood, taut ropes or chains, or other equally safe devices.

**Rule 237.** A ladder shall be provided in all holds where employees are engaged in operations. Where there are two units or gangs operating in a hatch, there shall be two ladders provided.

**Rule 238.** All ladders providing access to holds shall be kept in good repair and in safe condition. When rungs are broken or missing or ship's ladders are otherwise unsafe, they shall be blocked off pending repair. Pending repair, portable straight ladders, properly secured, shall be provided. Where it is not practicable to use straight ladders, or when no alternative safe means of access is available, properly secured Jacob's ladders may be used, provided they are of the double rung or flat tread type.

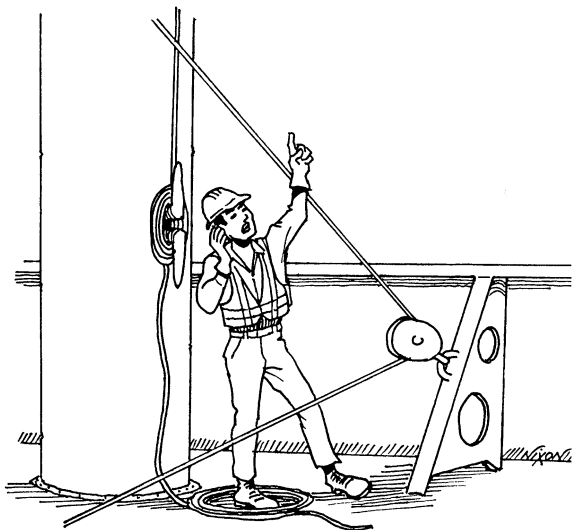
**Rule 239.** Hold ladders shall be kept clear and no cargo stowed within six inches (6") from the back of ladder rungs.

**Rule 240.** (Not used.)

**Rule 241.** Where extensions to operating levers of winches are used, they shall be furnished by the vessel and be constructed of material of sufficient strength, and securely attached to the regular levers.

**Rule 242.** The winch fall shall be wound on the drum so that the lever is operated in the same direction as the load, if design of the winch permits.

**Rule 243.** Unless the ship is equipped with topping lift winches, it shall furnish a sufficient number of topping lift stoppers for safely handling topping lifts. The anchor end of all stoppers shall be shackled or otherwise suitably secured to padeyes, king posts, or objects of sufficient strength to stand the strain, and the stoppers shall always be placed so that they are in line with the lifts before the strain is on them. Stoppers shall be of sufficient length, strength, and be in safe working condition.



***AVOID WORKING IN THE BIGHT***

**Rule 244.** When employees are required to work in the bight of the line formed by the lead block at the heel of the boom or the bight formed by outboard stanchion-mounted slewing blocks on single swinging booms, a preventer shall be placed on such blocks. The preventer shall not be less than three-quarter inch (3/4") wire rope, or equivalent, rove in reasonably snug and secured by such means as will develop at least eighty percent (80%) of the strength of the preventer.

**Rule 245.** Measures shall be taken to prevent escaping steam from obscuring any part of the decks, gangways, stages, wharf, or other place, or from otherwise hindering or injuring any person employed in the operations.

**Rule 246.** In order to furnish a clear space for handling hatch covers and strongbacks during covering and uncovering operations, and the entire hatch is to be opened at following ports, cargo in 'tween decks shall be stowed so as to provide a clear space of thirty-six inches (36") around the hatch coaming. Such clearance shall be designated by appropriate marking.

**Rule 247.** Where cargo is stowed on a section of a hatch, a space of thirty-six inches (36") shall be left for the safe handling of individual hatch covers from the adjoining section.

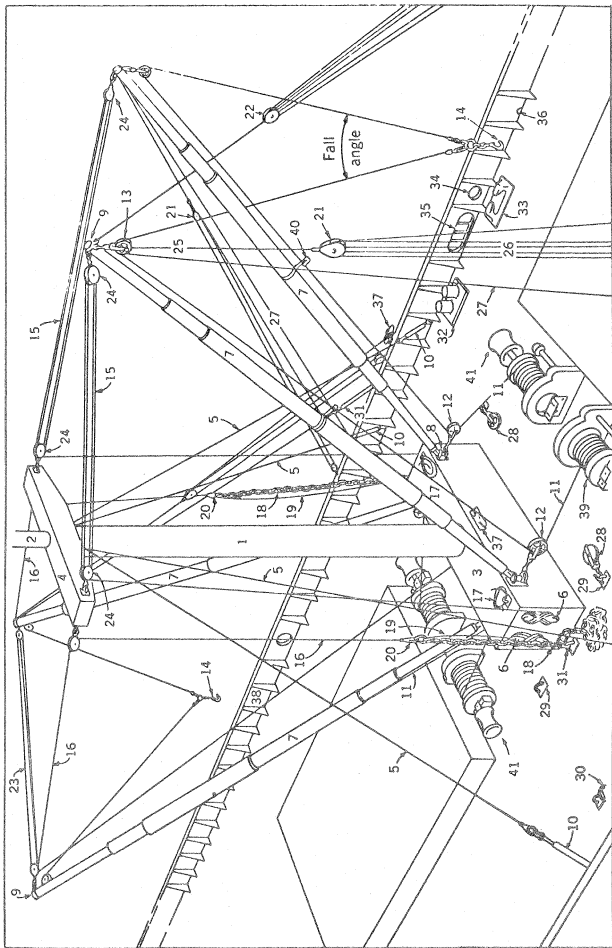
**Rule 248.** When deck loads are stowed closer than three feet (3') to a hatch coaming, life lines shall be rigged for the safety of men handling strongbacks and hatch covers on main decks.

**Rule 249.** Manholes and other deck openings which are flush with the deck shall be barricaded by use of either covers or railings.

**Rule 250.** All bridles for removing strongbacks or beams from hatch coamings shall be of sufficient length so that strongbacks can be hooked on without climbing out on beams.

**The married fall system.** This sketch shows two variations in the rigging of the married fall rig. The rig on the left shows the use of the midship guy (23) in place of the inboard guy (22) which is seen on the boom in the foreground of the set of booms on the right. The inboard guy on the boom to the extreme right is not visible. Another variation is the topping lift rig. The set of gear to the left is rigged with a single part. At the lower end of this part, a bale or flounder plate is attached and to it the bull chain (18) and bull line (19) are secured. The gear on the right is shown rigged with a twofold tackle topping lift (15) with the hauling part leading down to a large cleat (6) on the mast house (3). The general nomenclature is as follows:

- |  |   |  |
|--|---|--|
| (1) Mast   | (15) Topping lift, twofold wire tackle      | (29) Padeye                                |
| (2) Topmast  | (16) Topping lift, single part (bale)       | (30) Ring bolt                             |
| (3) Masthouse (resistor house with electric winches) | (17) Chain stopper for hauling part of (15) | (31) Shackle securing ball chain to padeye |
| (4) Crosstree  | (18) Bull chain                             | (32) Bitts                                 |
| (5) Shrouds  | (19) Bull line                              | (33) Open Chock                            |
| (6) Topping lift cleats                              | (20) Flounder plate                         | (34) Closed chock                          |
| (7) Booms  | (21) Outboard or working guy or vang        | (35) Freeing port                          |
| (8) Boom gooseneck assembly                          | (22) Inboard guy or vang                    | (36) Scupper drain                         |
| (9) Link or spinder band                             | (23) Midship, schooner or spanner guy       | (37) Cleat                                 |
| (10) Turnbuckle                                      | (24) Topping lift block                     | (38) Bulwark                               |
| (11) Cargo runner or fall                            | (25) Guy or vang pendant                    | (39) Winch drum                            |
| (12) Heel block                                      | (26) Guy or vang tackle                     | (40) Lizard                                |
| (13) Head block                                      | (27) Preventer guy                          | (41) Winch Head                            |
| (14) Cargo Hook                                      | (28) Snatch block, used as fair lead        |  |



**Rule 251.** A substantial hand line shall be attached to each leg of strongback, pontoon, or sectional hatch cover bridles for use in preventing swinging of hatch sections, strongbacks or pontoons. These hand lines shall not be less than eight feet (8') in length, and be in good condition.

**Rule 252.** Shackles or toggles shall be used on strongback bridles in place of hooks. Toggles shall be constructed so that one-half the length of the toggle exceeds by one inch the longest diameter of the hole into which it is to be placed.

**Rule 253.** Cargo booms shall be tested and have approved capacity as a swinging boom plainly marked in a conspicuous manner and place, preferably at the heel of the boom. When booms are used in union purchase and are not marked with the union purchase safe working load, the capacity shall be determined by the vessel's officers, but no load lifted shall be in excess of one-half of the safe working load of the boom with the smaller capacity.

**Rule 254.** Cargo handling bridles provided by the vessel, which are to remain attached to the hoisting gear while hoisting successive drafts, shall be attached by shackles or other positive means shall be taken to prevent them from becoming accidentally disengaged from the cargo hook.

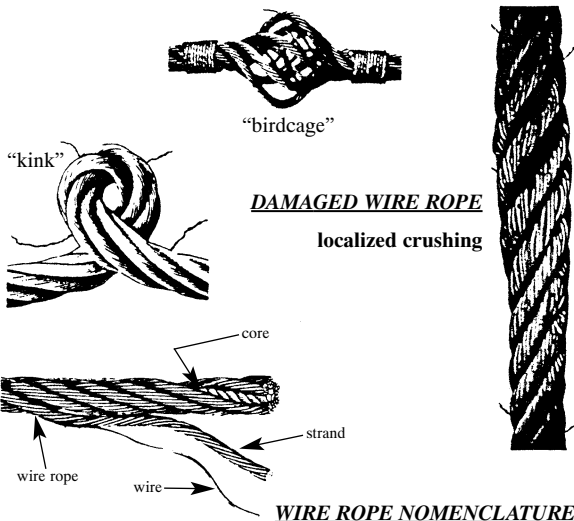
**Rule 255.** Any component of cargo handling gear, including tent gantlines and other associated rigging, which is visibly unsafe shall not be used until made safe.

**Rule 256.** Wire rope falls used in cargo handling operations shall not be moved from one operation to another operation.

**Rule 257.** Wire rope shall not be used as cargo handling gear if, in any length of eight (8) diameters, the total number of visible broken wires exceeds ten percent (10%) of the total number of wires, or if the rope shows other signs of excessive



wear, corrosion, or defect. End attachments shall be checked for cracks, deformities or wear. There shall be no more than one broken wire in the close vicinity of a socket or swage fitting.



**Rule 258.** Wire rope slings used for cargo handling shall be replaced if in any length of eight (8) diameters, the total number of broken wires exceeds ten percent (10%) of the total number of wires or if the rope shows the following:

- (a) Wear or scraping of one-third (1/3) the original diameter of outside individual wires;
- (b) There is kinking, crushing, birdcaging or any other damage resulting in distortion of the rope structure;

- (c) There are end attachments that are cracked, deformed or worn;
- (d) There is corrosion of the rope or end attachments;
- (e) There is more than one broken wire in the close vicinity of a socket or swaged fitting.

**Rule 259.** Fractured, bent, or sprung hooks shall not be used.

**Rule 260.** All swivels shall be in good working order.

**Rule 261.** Tent bridles shall not be less than five-eighth inch (5/8") wire.

**Rule 262.** There shall be sufficient lashings, and tent shall be secured from the wind.

**Rule 263.** Gantline blocks shall be twenty-four inches (24") below the gin block and the gantline pendant shall be in good condition.

**Rule 264.** Padeyes, shackles, and shackle pins that are worn in excess of 10% of the original diameter or that are visibly unsafe from defects or deformities, shall be replaced.

**Rule 265.** (Not used)

**Rule 266.** Sheaves with deep grooving from wear or corrugated from line grooving shall be taken out of service.

**Rule 267.** Preventers used on booms shall be secured to the boom independently of the working guys, except in the case of cast fittings where the strength of the casting exceeds the total strength of all lines which are secured to it. Preventers shall be rigged so that they cannot become dislodged from the head of the boom.

**Rule 268.** Padeyes, rings, cones, etc., permanently affixed on the deck in working and walking areas of the ship shall be a contrasting color to the deck. On container and RO/RO

type ships, this rule applies only to the fore and aft passage-ways and athwartship passageways other than lashing areas.

**Rule 269.** Cargo which is covered and used as a work surface or walking area by employees shall be checked for holes. Plywood, plates, or other means shall be provided to cover such holes.

**Rule 270.** All lumber used for staging, scaffolding, walkways and ladders aboard ship shall be of sufficient quality to meet or exceed the purpose for which it is used.

**Rule 271.** If a ship, boat or other vessel is alongside any other ship, boat or other vessel, and persons employed are required to pass from one to the other, a safe means of access shall be provided.

**Rule 272.** Open elevator shafts shall be provided with a means to prevent persons from falling into the shafts.

**Rule 273.** When employees are required to walk on a ramp for access to or egress from drive-on/drive-off ships, a walkway with hand lines or hand railings shall be provided on the ramp.

**Rule 274.** Where the hazard of collision between vehicles exists, a means of traffic control shall be used on ramps where vehicles drive on and off the ship.

**Rule 275.** Prior to the start of cargo handling operations a responsible representative of the employer shall ascertain from labels on the cargo, from the dangerous cargo manifest, or from other shipping documents, what hazardous cargoes, if any, are to be handled and the general nature of the hazard. He shall inform employees of the general nature of the hazard, the importance to the employees of preventing damage to the cargo, and the special precautions to be taken. The responsible

representative of the employer aboard the vessel shall instruct the employees to notify him of any leaks or spills.

**Rule 276.** Vessels loading logs on deck which are equipped with offshore gangways shall have that gangway lowered to the water's edge until all lashing and trimming are completed.

**Rule 277.** Bypass keys for ship's cranes equipped with limit switches shall not be left in the override locks.

**Rule 278.** Vessel's radar shall not rotate or radiate during cargo handling operations. Exception: vessel's radar may rotate or radiate as required for maintenance and repair but only after the employer has notified the local union(s) prior to the start of the shift(s). (The intent of this rule is to protect container crane operators and employees working aloft, close to and in direct line with the vessel's radar. This rule is not intended to apply to employees working on deck or in other locations removed from the vicinity of the radar.)

**Rule 279.** Munck cranes shall be equipped with a fire extinguisher.

**Rule 280.** All vessel rail-mounted gantry cranes shall be equipped with:

- (a) Visible and audible warning devices that operate upon crane travel;
- (b) When employees may be in the vicinity of the tracks, crane trucks shall be equipped with personnel-deflecting guards;
- (c) A clearly marked and readily accessible emergency stop device on each leg, or other devices that automatically stop the crane when travel is obstructed.

Vessels not complying with Rule 280 shall be given a grace period until the next subsequent voyage.

**Rule 281.** The lifting capacity of cranes and ship's gear shall not be downrated to avoid the correction of any defect which can affect the lifting capacity.

**Rule 282.** When the upper end of the gangway access rests on or is flush with the top of the bulwark, substantial steps, properly secured against all movement and equipped with at least one substantial handrail approximately thirty-three inches (33") in height shall be provided between the top of the bulwark and the deck.

**Rule 283.** Prior to the start of roll-on/roll-off cargo handling operations, a responsible representative of the employer shall be advised by the vessel of any hazardous routes or areas that could be mistaken for normal drive-on/drive-off routes. Hazardous routes or areas shall be marked off.

**Rule 284.** Vessel's cargo gear register shall be available for viewing, upon request to the supercargo, walking boss, foreman, or other person in charge of operations.

**Rule 285.** Four-by-twenty-nine (4 x 29) wire rope shall not be used in any running rigging.

**Rule 286.** All overhead obstructions 6'5" or lower on gangways shall be clearly marked with a high visibility color.

## **SECTION 3**

### **DUTIES OF EMPLOYERS**

**Rule 301.** The employer shall provide, so far as the same shall be under his control, a safe working place for all operations.

**Rule 302.** The employer shall provide for the proper and safe condition of all stevedoring gear supplied by him.

**Rule 303.** The employer shall require the use of safe processes and practices.

**Rule 304.** Employers shall provide adequate illumination. Adequate illumination is defined as light levels in walking and working areas which enable employees to safely perform assigned tasks and to be seen by other employees operating equipment. Lights shall be so placed that they do not shine in the eyes of employees.

**Rule 305.** Protection against the effects of occupational noise exposure shall be provided when the sound levels and period of exposure exceed those in the following chart:

Duration per day, hours:	Sound level dBA slow response
8 .....	90
6 .....	92
4 .....	95
3 .....	97
2 .....	100
1 1/2 .....	102
1 .....	105
1/2 .....	110
1/4 or less .....	115

**Rule 306.** Telephone facilities shall be made available within 250 yards of the place at which operations are being carried on. The 250 yard requirement does not apply to container yards where radio equipped vehicles are used and telephones are reasonably available. Radio communications may be substituted temporarily for emergency use and when a vessel is worked in the stream.

**Rule 307.** At all places where operations are being carried on, drinking water in covered clean utensils or devices with sanitary drinking cups or from sanitary fountains, shall be available.

**Rule 308.** Accessible toilets and washbasins shall be available at all times for the use of persons engaged in the operations. Such toilets and washbasins shall be kept clean and in good order.

**Rule 309.** Facilities shall be provided by the employers for the training of persons who wish to qualify to render first aid. All arrangements for first aid training shall be made through the Area Accident Prevention Committee.

**Rule 310.** Employers shall do everything possible to prevent fires. Smoking shall be permitted on board ship or on piers in designated areas only. When electric or motorized vehicles are being used, at least a 5 BC rated fire extinguisher shall be available in the area.

**Rule 311.** Employers shall not be present on the job while under the influence of intoxicating liquor, or drugs of a stimulating or depressive nature.

**Rule 312.** All employers and their representatives shall abide by all applicable safety rules governing employees, and set an example for all employees by observing these safety rules.

**Rule 313.** An approved first aid kit shall be made available by the employer. The first aid kit shall contain items required by applicable regulations. Where necessary, eye wash shall be available.

**Rule 314.** The first aid kit and the first aid room, where one is provided, shall be maintained and kept fully stocked by a designated employee or employees authorized to render first aid to the injured.

**Rule 315.** One or more stretchers (Stokes baskets) of an approved type, suitably equipped for use with hoisting gear, shall be made available by the Employer wherever operations

are carried on. Inspection by the Employer shall be made monthly to ensure that the stretchers are in good working order. Effective, June 30, 1993, all stretchers shall be of a plastic type.

**Rule 316.** Notices shall be exhibited by every employer in a prominent position at each pier or wharf on which he operates, stating:

- (a) The position of the first aid kit, cabinet or first aid room, and the title of the person in charge thereof;
- (b) The telephone number of emergency hospital or ambulance service;
- (c) Names, addresses and phone numbers of hospitals where applicable.

**Rule 317.** Provisions for the rescue of persons from drowning shall be made and maintained during the course of longshore operations and shall include life rings, with adequate life line attached, at readily accessible points on each pier apron or bulkhead. One or more portable or permanent ladders giving access to the surface of the water shall be provided.

**Rule 318.** When goggles and respirators are required, they shall be provided by the employer, and utilized in accordance with Rule 612.

**Rule 319.** Goggles or respirators, after having been used, shall be cleaned and sterilized before being reissued to another person.

**Rule 320.** The employers shall see that necessary safety precautions shall be taken and guards posted before permitting work to be done in the immediate vicinity where fumigation by means of cyanide or other toxic gas is being carried out on wharves, piers, or bulkheads. Where possible, the use of special fumigation chambers is recommended.



**Rule 321.** When cargo of a highly flammable nature, such as cotton, sisal, jute, etc., is being worked, the employers shall take necessary steps to ensure that any fire can be immediately controlled, and the fire main shall be charged and the hose connected.

**Rule 322.** All aprons, floors, and other places where persons are engaged in the operations, shall be kept free from litter, and clean, and passageways shall be kept open.

**Rule 323.** Grease, oils, etc., spilled where operations are being carried on, shall be immediately cleaned up and covered by sand or other suitable material.

**Rule 324.** When working barge, scow, raft or log boom alongside ship, a properly secured double rung or flat tread Jacob's ladder, and a life ring, shall be provided for each unit of operation.

**Rule 325.** Life lines shall be furnished and hung over side to water's edge when men are working on log booms or cribs.

**Rule 326.** A ladder shall be provided in all holds where employees are engaged in operations. Where there are two units or gangs operating in a hatch, there shall be two ladders provided.

**Rule 327.** All ladders providing access to holds shall be kept in good repair and in safe condition. When rungs are broken or missing, or ship's ladders are otherwise unsafe, they shall be blocked off pending repair. Pending repair, portable straight ladders, properly secured, shall be provided. Where it is not practicable to use straight ladders, or when no alternative safe means of access is available, properly secured Jacob's ladders may be used, provided they are of the double rung or flat tread type.

**Rule 328.** Hold ladders shall be kept clear and no cargo stowed within six inches (6") from the back of ladder rungs.

**Rule 329.** If cargo is stowed so as to block off the permanent hold ladders, portable straight ladders, properly secured, shall be provided. Where it is not practicable to use straight ladders, or when no alternative safe means of access is available, properly secured Jacob's ladders may be used, provided they are of the double rung or flat tread type.

**Rule 330.** When necessary to unfasten or cut metal car strips, bands or wires, appropriate safe tools shall be provided such as band cutters and wire cutters.

**Rule 331.** If vehicles, tools, materials, appliances, or any gear (including empty stevedoring boards) are at any time found to be out of repair, defective, or in any way unsafe, it shall be reported immediately to the person in charge of work. Any such unsafe or doubtful gear or equipment shall be marked and placed so that it cannot be used by employees until properly repaired.

**Rule 332.** Wire bridles shall have a covering of marline, rubber hose, or other suitable protection for men's hands over lower splices.

**Rule 333.** Cargo which is covered and used as a work surface or walking area by employees shall be checked for holes. Plywood, plates, or other means shall be provided to cover such holes.

**Rule 334.** Screw pin shackles shall be moused when used to secure cargo runners to cargo hook assemblies or cargo runners to other cargo handling gear used to hoist successive loads.

**Rule 335.** Cargo handling bridles, such as pallet bridles, which are to remain attached to the hoisting gear while hoist-

ing successive drafts, shall be attached by shackles, or other positive means shall be taken to prevent them from becoming accidentally disengaged from the cargo hook.

**Rule 336.** No employee shall enter or be allowed to remain in a workplace in which a hazardous condition exists resulting from hazardous substances or materials in the atmosphere such as fumigants, pesticides, insecticides, asbestos, hazardous preservatives or any known carcinogen, etc., until proper precautions have been taken.

- (a) Whenever it has been ascertained or the possibility exists that such a hazardous condition is present, the exact nature of the hazard, if any, shall be determined. Air sample tests shall be made by qualified persons acquainted with the hazard, trained for the duty and provided with proper equipment. Where Federal or state regulations prescribe inspector qualifications, they shall apply.
- (b) Protective equipment, such as protective clothing, gloves, respirators, goggles, etc., shall be provided whenever there is exposure to hazardous cargo.
- (c) First aid supplies shall be provided and first aid shall be administered by a qualified person whenever employees are exposed to and adversely affected by hazardous cargo.

**Rule 337.** Prior to the start of cargo handling operations a responsible representative of the employer shall ascertain from labels on the cargo, from the dangerous cargo manifest, or from other shipping documents, what hazardous cargoes, if any, are to be handled and the general nature of the hazard. He shall inform employees of the general nature of the hazard, the importance to the employees of preventing damage to the cargo and the special precautions to be taken. The responsible rep-

representative of the employer aboard the vessel shall instruct the employees to notify him of any leaks or spills.

**Rule 338.** Employers shall furnish protective clothing to employees when handling cargo which may cause burns, skin irritations or other health hazards.

**Rule 339.** All gear and equipment, including twist locks on container handling equipment provided by the employer shall be inspected by the employer or his authorized representative before each use and, when necessary, at intervals during its use, to ensure that it is safe. Any gear which is found upon such inspection to be visibly unsafe shall not be used until it is made safe.

**Rule 340.** No person shall ride the cargo hook or load except when authorized by supervision during a medical emergency, or when the gear is especially designed for this purpose.

**Rule 341.** Gear and equipment shall be used in a manner consistent with its designed or approved use.

**Rule 342.** Vehicle operators shall park chassis and bomb carts in areas designated by the employer. Chassis and bomb carts shall be parked so as to minimize obstructing the driving areas.

**Rule 343.** Dockside container hoisting equipment shall be equipped with radios. Walking Bosses/Foremen, Clerks, and Signalmen working directly with such equipment shall be provided with radios. Container cranes at each terminal working against a vessel shall be assigned a separate radio channel.

Top/Side Handlers and Reach Stackers working together against that vessel shall also be assigned a separate radio channel from those assigned to the working cranes. This rule does not apply to operations where Straddle Carriers, Top/Side Handlers or Reach Stackers are working directly against the crane.

For those geographic areas where additional useable channels are not available, the provisions of this rule shall become effective when such channels are available.

**Rule 344.** Where a fall arrest system is used, the following shall apply:

- (a) The fall arrest system shall be used only for employee fall protection.
- (b) The components of the fall arrest system shall be “approved” as per Rule 612.
- (c) Only a full body harness shall be used.
- (d) The fall arrest system shall be rigged to minimize free fall distance, with a maximum free fall distance of six feet (6’).
- (e) Each terminal shall have an established procedure to rescue personnel in case of a fall.
- (f) The fall arrest system shall incorporate an energy absorbing mechanism.
- (g) All connectors shall be designed and used to minimize accidental disengagement. Snap hooks shall be positive locking. (A spring-loaded keeper over the throat of the hook is not adequate.)
- (h) The fall arrest system shall be attached to a tie off point capable of sustaining at least twice the potential impact load of an employee’s fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more than one employee is attached to a tie off point, the above limits shall be increased proportionally. Positive means shall be taken to prevent the movement of equipment when used as tie off points. Where container lifting beams are used as tie off

points, there shall be a shut off switch to prevent the crane from trolleying, hoisting, or gantrying. There shall be an indicator, visible or audible to the men on the container tops, that shows when the beam is dead.

- (i) Harness, lanyards, and energy absorbers (except those which are integral to a self-retracting lifeline) which have been subjected to impact loading shall be removed from service and destroyed. All other components of the fall arrest system shall be inspected and serviced by a competent person as per the manufacturer's recommendations.
- (j) Horizontal lifelines shall have a tensile strength capable of sustaining at least twice the potential impact load of an employee's fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more than one person is tied off to a horizontal lifeline, the above limits shall be increased proportionally.
- (k) All components of the fall arrest system shall be inspected and maintained as per the manufacturers recommendations. (See also Rule 339.)

**Rule 345.** Where personnel cages are used to hoist or lower employees, they shall comply with the following:

- (a) The cage shall be used to carry only personnel, their tools and necessary materials, and equipment to perform the work.
- (b) The cage shall be designed to a minimum safety factor of four based on ultimate strength. The maximum rated capacity and the cage's weight shall be posted on the cage. Cages shall be maintained to their design specifications. The cage shall be taken

out of service if any defects are found affecting safe use.

- (c) Guardrails complying with Rule 1111, midrails and toeboards or another equally effective enclosure shall be provided for employees riding the cage. The entrance(s) to the cage shall be provided with a means of closure. Adequate overhead clearance shall be provided for employees riding the cage. Where an overhead hazard exists the top of the cage shall be covered with expanded metal or equivalent. A solid covering is prohibited where it would obstruct the line of sight between the crane operator and the employees riding the cage. The cage shall be equipped with a means of storing tools, cones, materials, and equipment. The storage area shall not be loaded above the top restraining member.
- (d) The cage shall be secured to the hoisting apparatus by a positive means. The means of attachment shall have a safety factor of at least five (5) based on the weight of the cage and its maximum rated capacity. Where the cage is secured by twistlocks on the container spreader beam, there shall be a secondary means of attachment.
- (e) Prior to being placed into service for the first time the cage shall be loaded to 200 percent of its maximum rated capacity, hoisted over a full operational cycle, and suspended for a minimum of five (5) minutes.
- (f) The crane operator shall remain at the controls at all times while employees are suspended in the cage. Employees being hoisted shall remain in continuous sight of, and communication with, the crane opera-

tor or signalman. The crane operator shall move the cage only on a clearly understood communication from the employee in the cage, which may be relayed by the signalman. When the cage is left aloft without the crane in attendance, a radio or an emergency alarm system shall be available. Employees shall keep their bodies and extremities within the periphery of the cage while it is in motion. The cage shall not be loaded in excess of its maximum rated capacity, as posted.

**Rule 346.** The lifting capacity of cranes and ship's gear shall not be downrated to avoid the correction of any defect which can affect the lifting capacity.

**Rule 347.** Where employees are required to perform data entry, the Employer shall insofar as practicable, provide adjustable work stations. Chairs shall be provided with adjustable seats and back rests. Back rests shall be adjustable for height and to angles ranging from behind vertical position to forward of the vertical position. Forearm supports, if present, shall be removable if they are not adjustable. The adjustment mechanisms for adjustable seat pans and back rests shall be readily operable by the user.

**Rule 348.** When purchasing any crane, straddle carrier, top handler, or other container handling equipment the Employer shall request from the manufacturer any available information on the manufacturer's safety design features and safety tests performed on the piece or class of equipment. This information shall be available to the Union in a timely manner.

**Rule 349.** Vessel's cargo gear register shall be available for viewing, upon request to the supercargo, walking boss, foreman, or other person in charge of operations.



**Rule 350.** Four-by-twenty-nine (4 x 29) wire rope shall not be used in any running rigging.

**Rule 351.** Each phone owned or controlled by the Employer at all marine terminal facilities and container freight stations shall have its geographical location, address and phone number posted at the phone.

**Rule 352.** All motor vehicles or other power-operated equipment purchased after January 1, 1991 shall be provided with an operator restraint system or seat belt to ensure the safety of the operator. Such operator restraint system or seat belt shall be properly secured to the vehicle or equipment.

**Rule 353.** Employers shall ascertain whether there are any general or specific safety and/or health hazards. Employees shall be informed of these hazards and any special precautions to be taken when such problems/hazards come to the attention of the Employer or prior to the start of these operations.

**Rule 354.** The Employers shall ensure that there shall be access to all terminal facilities by emergency, rescue, and law enforcement vehicles. Whenever there is an injury severe enough to warrant calling an ambulance or an emergency vehicle, work equipment and machinery shall be stopped and cleared as necessary for access to and treatment of the injured.

**Rule 355.** All protective equipment and safety equipment provided by the Employer shall be properly used, maintained, and stored.

**Rule 356.** No protective or safety equipment shall be used in a longshore operation which has been modified in any way, unless approved by a competent authority.

**Rule 357.** Repairs and modifications that may effect the structural integrity of material handling equipment shall be

done in accordance with manufacturer specifications. Absent the ability to contact the manufacturer, acceptable engineering practices shall be used. Equipment shall be tested by a third party or a designated person, either of whom shall possess specialized abilities. "Designated person" means a person who possesses specialized abilities in a specific area and is assigned by the employer to perform a specific task in that area. "Specialized abilities" shall refer to a person or company possessing experience and ability in the testing and certification of repairs and modifications to material handling equipment.

**Rule 358.** When Top/Side/Strad container handling equipment is repaired outside of the maintenance or shop areas, mechanics shall have radio communication with all necessary personnel.

**Rule 359.** If a vessel cannot provide safe access for long-shore workers to inspect ship's gear, it shall be the responsibility of the Employer to provide an alternative and safe means of access.

**Rule 360.** ILWU mechanics, when working on container cranes, shall have radio communications.

**Rule 361.** When the direct Employer provides a gangway:

It shall be at least twenty-four inches (24") wide and properly secured to the ship. The gangway shall be provided with a two-rail railing on each side; the upper rails shall be at least thirty-three inches (33") high. Rails shall consist of wood, taut ropes or chains, or other equally safe devices.

**Rule 362.** In order to expedite emergency services, each container facility will designate its own separate radio channel. This channel may also be used for supervisory or security purposes

**Rule 363.** All overhead obstructions 6 feet 5 inches or lower on gangways shall be clearly marked with a high visibility color

## **SECTION 4**

### **DUTIES OF SUPERVISION**

The safety duties of the supervisory personnel, Walking Bosses, Ship and Dock Foremen are:

**Rule 401.** They shall see that all working conditions are safe and that gear is in apparent safe working condition before and during the operation.

**Rule 402.** They shall act promptly in obtaining correction of any defect in the gear or machinery, or unsafe working condition.

**Rule 403.** They shall instruct workers under them in the proper and safe methods of handling cargo, gear and equipment. These instructions shall be given in a safety talk at the start of each shift. Workers arriving late on the job will receive these instructions from their direct supervisors, as soon as practicable. Special attention shall be focused on safe lashing practices, traffic patterns, and hazardous material particular to each ship and dock operation. Workers shall be informed of the designated assembly areas.

**Rule 404.** They shall see that booms are not raised or lowered except under the direction of the foreman, walking boss, gang boss, or hatch tender in charge of the hatch, and in compliance with provisions of Rules 619 and 620.

**Rule 405.** They shall see that operations are carried on in a safe manner.

**Rule 406.** Where there is an immediate danger to the health and safety of the men, they shall stop work and supervi-

sion shall take the necessary precautions to protect the employees and/or remove them to safety.

**Rule 407.** They shall make every effort to determine cargo hazards in advance, and to have correct personal protection at hand for known hazards.

**Rule 408.** They shall permit operations on or in ship's decks, holds, piers or other places only when they are adequately lighted. Adequate illumination is defined by Rule 304.

**Rule 409.** The foreman or walking boss in charge of operations shall arrange immediate and proper first aid for the injured.

**Rule 410.** The foreman or walking boss in general charge of the operations shall investigate and render a full report of the accident to the employer.

**Rule 411.** Supervision shall set an example and shall observe all applicable rules of this Code which govern other employees.

**Rule 412.** Supervision shall not smoke aboard ship or on the dock except in authorized, designated places.

**Rule 413.** Supervision shall not be present on the job while under the influence of intoxicating liquor, or drugs of a stimulating or depressive nature.

**Rule 414.** They shall see that the removal or replacement of hatch covers, strongbacks or beams is supervised by the foreman, walking boss, gang boss, or hatch tender in charge of the hatch.

**Rule 415.** Supervision shall see that falls led from cargo booms are not used to move railroad cars on docks.

**Rule 416.** (Not used.)

**Rule 417.** Supervision shall not require employees to enter spaces in the hold of log vessels for the placement of

dumper devices where the possibility of logs striking, rolling upon, or pinning the employees exists.

**Rule 418.** Cargo which is covered and used as a work surface or walking area by employees shall be checked for holes. Plywood, plates or other means shall be provided to cover such holes.

**Rule 419.** All protective equipment and safety equipment provided by the employer shall be properly used, maintained, and stored.

Rule 420. Radios are provided to pass essential information during operations. Communications on all radio channels shall be kept to an absolute minimum. Using a radio for personal communication is prohibited.

## **SECTION 5**

### **DUTIES OF GROUP LEADERS (HATCH, DOCK OR GANG)**

The Hatch, Dock, Gang Boss or other group leader shall carry out the following safety duties:

**Rule 501.** He shall be in direct charge of his gang or group and shall see that all work is done in a safe manner.

**Rule 502.** He shall instruct the men under him in the proper and safe methods of handling cargo, gear and equipment. Special attention shall be focused on safe lashing practices particular to each ship.

**Rule 503.** He shall report promptly to his foreman or walking boss, or other employer representative on the job, any defect in the gear or machinery, or any unsafe working condition or unsafe working practices. Supervision shall act promptly in obtaining correction of any defect in the gear or

machinery, or any unsafe working condition or unsafe working practices.

**Rule 504.** In the event that he finds it impossible to get in touch immediately with his foreman or walking boss, or other employer representative on the job, he shall stop the work upon discovery of any unsafe condition or unsafe working practices until his foreman or walking boss, or other employer representative on the job, shall have had opportunity to pass upon the situation.

**Rule 505.** He shall set an example and shall abide by all applicable safety rules in this Code which govern other employees.

**Rule 506.** He shall maintain good housekeeping.

**Rule 507.** He shall give clear and understandable instructions on safety in operations and shall ascertain that these are carried out.

**Rule 508.** He shall not smoke aboard ship or on the dock except in authorized, designated spaces.

**Rule 509.** He shall not be present on the job while under the influence of intoxicating liquor, or drugs of a stimulating or depressive nature which affect his ability to carry out his obligations as required under the Pacific Coast Longshore and Clerks' Agreement.

**Rule 510.** Cargo which is covered and used as a work surface or walking area by employees shall be checked for holes. Plywood, plates or other means shall be provided to cover such holes.

**Rule 511.** He shall personally check men trimming bulk cargo into and out of the hold, box car or elevator.

**Rule 512.** Where twenty foot containers are stowed in a forty foot cell and longshore workers are required below deck, they shall be in radio communication with the crane operator.

## **SECTION 6**

### **DUTIES OF EMPLOYEES AND GENERAL SAFETY RULES**

**Rule 601.** The safety duties of all parties to this agreement, (both employers and employees) in addition to those printed elsewhere in this Code, shall be to use the safety devices provided; to practice the safety methods prescribed; and to cooperate in all that makes for safety.

**Rule 602.** An injury of any kind, irrespective of its severity, shall be reported immediately to the foreman, walking boss, or man in charge of operations, by the injured person, if he is physically able to do so. If not, the injury shall be reported by any other person in possession of the facts.

**Rule 603.** No person subject to this Code shall engage in horseplay on the job.

**Rule 604.** Employers and employees shall do everything possible to prevent fires. Smoking shall be permitted on board ship or on piers in designated areas only.

**Rule 605.** No employee shall be present on the job while under the influence of intoxicating liquor, or drugs of a stimulating or depressive nature which affect his ability to carry out his obligations as required under the Pacific Coast Longshore and Clerks' Agreement.

**Rule 606.** All persons going to and from the ship shall use the approved means provided. Personnel platforms on container crane lifting beams shall not be used as a substitute for a gangway.

**Rule 607.** No person shall ride the cargo hook or load except when authorized by supervision during a medical emergency, or when the gear is especially designed for this purpose.

**Rule 608.** Employees shall never ride strongbacks or beams; nor shall they unnecessarily walk on or climb upon those in place.

**Rule 609.** Longshoremen shall not be hoisted aloft (except as provided in Rule 359); booms shall be lowered for changing gear or making necessary repairs.

**Rule 610.** Employees shall not ride on moving conveyors other than escalators or other devices especially designed for the transportation of men.

**Rule 611.** Blocks, crow bars, slings and other equipment shall not be thrown from deck to ship's hold or from ship to pier or lighter, or from pier to ship or lighter.

**Rule 612.** All employees shall wear and properly use all personal protective equipment provided, including but not limited to:

- (a) Approved goggles when handling cargo liable to injure or irritate the eyes;
- (b) Respirators of an approved type when handling cargo liable to injure or irritate the respiratory passages or lungs;
- (c) U.S. Coast Guard approved flotation devices shall be worn as per the manufacturer's recommendations when working over sides of vessels, i.e., log booms, rafts, or other locations where the possibility of falling into the water exists.
- (d) Approved hearing protection when required to reduce exposure to noise. Employees shall be given an option of ear plugs or ear muffs. The temporary



unavailability of ear muffs shall not cause a disruption of work nor a standby pursuant to Section 11 of the Pacific Coast Longshore and Clerks' Agreement.

- (e) Approved fall arrest system.
- (f) The term "approved" in (a), (b), (c), (d), and (e) means approved and accepted by ANSI or applicable state or federal regulations, depending upon jurisdiction.

**Rule 613.** No fencing, gangway, gear, ladder, lifesaving means or appliances, lights, marks, stages, or other things whatsoever required to be provided under this Code shall be removed or interfered with by any person except when duly authorized or in case of necessity, and shall be restored at the end of the emergency period for which its removal was necessary.

**Rule 614.** When, in line of duty, an employee is specifically authorized to ride a truck, tractor, or trailer, he shall sit on an adequate seat so that no part of his body extends beyond the sides of the vehicle; so that he will not be injured by shifting or moving loads and will not be overbalanced or thrown off due to a sudden stop, jolt or turn.

**Rule 615.** Riding on tongues or handles of trailers, or forks of lift trucks is prohibited.

**Rule 616.** Jumping on or off moving vehicles is prohibited.

**Rule 617.** Employees shall not ride on haulage equipment except when authorized in line of duty.

**Rule 618.** When removing tarps, employees shall, when possible, walk forward, drawing the tarp behind them.

**Rule 619.** When booms are being raised or lowered, employees shall get in the clear and stay out from under.

**Rule 620.** When using the winch head to top or lower the boom, longshoremen shall:

- (a) Stretch out the topping lift wire and make sure it is free of kinks;
- (b) Not stand in the coils (or bight) of the line;
- (c) Keep not less than five turns of wire on the winch head unless wire can be shackled or otherwise safely secured to the winch head.

**Rule 621.** Employees shall not climb hatch ladders when ship's cargo gear is in motion in that end of the hatch.

**Rule 622.** When steadying or landing a sling load, employees shall not stand in the load's line of travel nor between the load and any nearby fixed object, and shall always face the load.

**Rule 623.** Longshoremen shall steady the slings or bridles to prevent whipping when they are pulled free from under loads by the cargo hook, or else they shall see that they and their fellow workers stand well clear.

**Rule 624.** When rigging hatch tents, employees shall not secure lashings to loose objects.

**Rule 625.** Employees shall keep the work area orderly and shall keep unnecessary material from underfoot at all times.

**Rule 626.** Employees shall step down from elevations. Jumping is prohibited.

**Rule 627.** If tools, materials, appliances, or any gear (including empty stevedore boards) are at any time found to be out of repair, defective, or in any way unsafe, employees shall report the same immediately to the person in charge of the work. Any such unsafe or doubtful gear shall be marked and so

placed that it cannot be used by longshoremen until properly repaired.

**Rule 628.** Employees shall not engage in any activity which will distract them from their duties.

**Rule 629.** The use of personal electronic devices, i.e., AM/FM radios, cellular phones, portable TVs', portable tape players, and lap-top computers are prohibited on the job.

**Rule 630.** Entering dark holds, decks, compartments, or other places without flashlight or other approved portable light, is prohibited.

**Rule 631.** When employees are below, they shall stand in the clear while strongbacks and hatch covers are being taken out or put into place.

**Rule 632.** Drafts shall be lowered to at least shoulder height before longshoremen take hold of them for steadying or landing.

**Rule 633.** A chain shall not be shortened by bolting, wiring, or knotting.

**Rule 634.** A broken chain shall not be used until the proper repairs have been made. Proper repairs shall include patent links of equivalent strength. Wire shall never be used to "marry" two ends of a chain.

**Rule 635.** Standing in the bight of a line is prohibited.

**Rule 636.** When using a bull line to move cargo, the longshoremen shall stand out of the bight, and clear of the "throw" of the lead and hook.

**Rule 637.** When a log raft and barge are being worked on the same side of a vessel, men shall not be required to work on the log raft if the river current or tide flow could sweep them under the barge.

**Rule 638.** When men are working on rafts or booms, a rescue boat shall be immediately available. A power boat shall be provided when necessary.

**Rule 639.** When a ship goes by a raft, and turbulence or suction is created, the men shall exit from the raft until the ship is clear of the raft.

**Rule 640.** Boomsticks shall be in good shape and repair, with no protruding objects, and buoyant enough to support a minimum of 500 pounds. All boomsticks shall be debarked.

**Rule 641.** Walking sticks or safety sticks shall be planked in order that the men shall have a safe place to walk alongside the ship.

**Rule 642.** When necessary to unfasten or cut metal car strips, bands or wires, appropriate safe tools shall be provided such as band cutters and wire cutters.

**Rule 643.** When loading or unloading railroad cars with drafts of long, heavy or awkward cargo which may cause an unsafe condition to exist, men shall position themselves to safely handle the load.

**Rule 644.** Nails which are protruding from shoring or fencing in the immediate work areas shall be bent over or otherwise rendered harmless.

**Rule 645.** Dunnage, lumber, or shoring material in which there are visibly protruding nails shall be removed from the immediate work area, or, if left in that area, the nails shall be bent over or otherwise rendered harmless.

**Rule 646.** Cargo handling bridles, such as pallet bridles, which are to remain attached to the hoisting gear while hoisting successive drafts, shall be attached by shackles or other positive means shall be taken to prevent them from becoming accidentally disengaged from the cargo hook.

**Rule 647.** Cargo which is covered and used as a work surface or walking area by employees shall be checked for holes. Plywood, plates or other means shall be provided to cover such holes.

**Rule 648.** Employees shall not enter spaces in the hold of log vessels for the placement of dumper devices where the possibility of logs striking, rolling upon, or pinning the employee exists.

**Rule 649.** Clothing shall be worn that is suitable for the work to be performed and that provides protection from the elements.

**Rule 650.** In order to avoid needless injury, appropriate foot protection shall be worn to protect against falling, crushing or penetrating actions. Footwear, such as open-toed sandals, moccasins, go-aheads, bedroom slippers, high-heeled shoes, and similar footwear is inappropriate and shall not be worn.

**Rule 651.** All employees shall be required to wear a protective helmet at all times when working in areas where there is a potential for injury to the head from falling objects. All such equipment issued after January 1, 2000 shall comply with American National Standards Institute ANSI Z 89.1, 1997 (Personal Protection - Protective Headwear for Industrial Workers-Requirements). Employees employed in the following areas and employees engaged in the operation of the following equipment are exempted:

- (a) Offices on piers or marine terminals;
- (b) Rest rooms and cafeterias;
- (c) Cranes with enclosed cabs;
- (d) Vehicles with adequate overhead protection;
- (e) Terminal gates;

(f) Container freight stations.

When employees leave the above equipment or areas to work on a marine terminal or aboard a vessel, or where the employer has issued or posted instructions that hard hats are required despite the above exceptions, employees shall wear their hard hats.

**Rule 652.** Gear and equipment shall be used in a manner consistent with its designed or approved use.

**Rule 653.** The load shall not pass over the heads of workers.

**Rule 654.** Both hands shall be used when climbing all ladders. Articles which are too large to go into pockets or on belts shall be raised or lowered in a safe manner.

**Rule 655.** Whenever hatch plates of any type are used, they shall be secured to prevent them from slipping, and shall be of sufficient strength to support the equipment used upon them without excessive deflection.

**Rule 656.** All protective equipment and safety equipment provided by the employer shall be properly used, maintained, and stored.

**Rule 657.** No protective or safety equipment shall be used in a longshore operation which has been modified in any way, unless approved by a competent authority.

**Rule 658.** While installing or removing cones from containers, employees shall not position themselves in the bight where they could be injured by the tractor wheels, container, chassis or other equipment.

**Rule 659.** Unlicensed rolling stock restricted to marine terminals, other than cargo, shall have reflectorized striping on all four (4) sides.

**Rule 660.** Radios are provided to pass essential information during operations. Communications on all radio channels shall be kept to an absolute minimum. Using a radio for personal communication is prohibited

## **SECTION 7**

### **DUTIES OF HATCH TENDERS AND WINCH DRIVERS**

The following shall be the safety duties of the persons designated as hatch tenders or winch drivers:

**Rule 701.** They shall consider themselves as the safety men for the gang or unit, and for this purpose shall cooperate with their foreman, walking boss, or other employer representative on the job for the safety of the men during operations.

**Rule 702.** They shall see that all ship's cargo handling gear is at all times properly secured and in apparent safe working condition and that the space over which they have to travel in following the hook is clear of obstructions.

**Rule 703.** They shall see that the save all is properly made fast.

**Rule 704.** They shall see that hatch beams, pontoons, or strongbacks and hatch covers which are removed are stowed in a safe, orderly manner and secured. (This rule is not intended to require the lashing of cell lids that are secure by their weight or location.)

**Rule 705.** They shall see that strongbacks and pontoons adjacent to sections through which cargo is to be worked are locked, bolted, or otherwise secured before hoisting operations are started.

**Rule 706.** They shall see that all loads are properly slung before being hoisted.

**Rule 707.** They shall see that all loads are hoisted or lowered only when there is no danger of striking a person on the deck or on the dock, or who is ascending or descending a ladder in their hatch.

**Rule 708.** They shall see that, when it is necessary to hold loads, they are held over or landed on deck or dock, and not suspended over heads of men working under the hook.

**Rule 709.** They shall enforce the rule that riding of the cargo hook, or any gear, or load hoisted by winches, is prohibited except in an emergency, and then only under the order and direct supervision of his foreman, walking boss or other employer representative.

**Rule 710.** They shall remain on the job until all men in their gang are out of the hold.

**Rule 711.** Before starting hoisting operations:

- (a) They shall see that cargo falls are in good order and properly secured to the winch drums;
- (b) They shall see that winches are in good working order by running them in hoisting and lowering position without load, and that all guards are in place;
- (c) They shall see that winch extension levers, when used, are securely fastened;
- (d) They shall immediately report any defects to their foreman or walking boss or other employer representative on the job. They shall not operate the equipment until the defect is corrected.

**Rule 712.** They shall see that any gear shifting levers on winches are properly secured.



**Rule 713.** They shall see that the working place provided for them is kept in good order and that all means are taken to prevent their slipping.

**Rule 714.** If a seat is used when driving winch, the winch driver shall see that it is sufficiently strong to support his weight and is placed so that it will not slip, tip over or put him in danger of falling into the hatch. When seated, he shall keep his feet and legs out of the hatchway.

**Rule 715.** The winch driver shall operate winches only on clearly understood signals.

**Rule 716.** The winch driver shall at all times operate the winch in a safe manner, keeping the load under complete control so that same may be stopped or hoisted instantly.

**Rule 717.** The winch driver shall report at once winches which are not properly lubricated, or are in any way defective, to his foreman, walking boss, or other employer representative on the job, who shall act promptly in obtaining correction of any defect in the gear or machinery or any unsafe working condition.

**Rule 718.** When leaving winch unattended, the winch driver shall see that the power is turned off, or where provisions are made to do so, he shall secure the levers in neutral.

**Rule 719.** They shall see that men's fingers are in the clear before beams or strongbacks are raised from or lowered into the sockets.

**Rule 720.** When tending hatch, they shall keep the sling load in sight when it is moving and warn all persons in danger of being injured by the movement of cargo. The hatch tender shall remain alert at all times.

**Rule 721.** The hatch tender shall control the movements of the sling loads by positive signals to the winch driver.

**Rule 722.** Hatch tenders and winch drivers shall see that hinged or folding hatch covers normally stowed in the approximate vertical position are secured when in the upright position.

**Rule 723.** Winch drivers and hatch tenders shall observe all the general safety rules contained in Section 6 of this Code and pay particular attention to Rules 604, 605, 628, and 629.

**Rule 724.** They shall see that all portable tools are properly slung with a line or rope of adequate strength before being hoisted or lowered.

**Rule 725.** Personnel required to give signals for winch and crane operations shall use only hand signals as shown in Rule 1422.

## **SECTION 8**

### **DUTIES OF CRANE OPERATORS**

The safety duties of crane operators are:

**Rule 801.** Before starting hoisting operations, crane operators shall do the following:

- (a) Shall follow all established “start-up” procedures;
- (b) Shall see that all safety lights are in proper working order;
- (c) Shall see that the crane is working properly by testing it without a load on the hook;
- (d) Shall make sure he is familiar with all operating procedures of the particular piece of equipment he is to operate;
- (e) Shall report any defects to his gang boss, foreman, walking boss, or other employer representative on the job, who shall act promptly in obtaining correc-

tion of any defect in the gear or machinery or any unsafe working condition.

**Rule 802.** Shall operate the crane only on clearly understood signals unless the operation is under complete control of the operator.

**Rule 803.** Shall at all times operate the crane in a safe manner, keeping the load under complete control.

**Rule 804.** Shall see that when it is necessary to hold loads, they are held over or landed on the deck or dock and not suspended over heads of men working under the hook or walkways utilized by pedestrians.

**Rule 805.** When leaving the cab, he shall see that all "shut down" procedures are followed.

**Rule 806.** He shall keep both hands free when going up and down ladders. Articles which are too large to go into pockets or belts shall be lifted to or lowered from the crane by hand line (excepting where stairways are provided).

**Rule 807.** If crane power goes off, the operator shall immediately throw all controllers to "off" position until the power is again available.

**Rule 808.** The operator shall pay special attention to the relative position of the blocks to avoid unnecessary tripping of the limit switch.

**Rule 809.** Crane operators shall observe all the general safety rules contained in Section 6 of this Code and pay particular attention to Rules 604, 605, 628, and 629.

**Rule 810.** Crane operators shall also observe all applicable winch driver and hatch tender duties.

**Rule 811.** Sling loads which are improperly slung shall not be hoisted.

**Rule 812.** Relief operators or other persons shall be positively acknowledged by the operator at the controls prior to approaching or entering the cab.

**Rule 813.** Container crane operators shall hoist employees on container crane lifting beam only when employees are properly located on a guarded platform.

**Rule 814.** Crane operators shall not operate cranes within an unsafe proximity to energized high voltage electrical wires.

**Rule 815.** Container crane operators shall not switch twistlock or other container lifting beam securing mechanisms to the unlock position until containers are properly landed.

**Rule 816.** Operators of variable radius boom type cranes shall operate the cranes only when the swing area of machinery house is properly guarded to prevent a person from being caught between the crane carrier and the machinery house.

**Rule 817.** Operators of variable radius boom type mobile truck cranes shall operate the cranes only when outriggers are properly placed as required by the operation.

**Rule 818.** Crane operators shall not operate cranes when visibility cannot be maintained to assure a safe operation.

**Rule 819.** When cranes are equipped with power-down capability, there shall be no free fall of the gear with a load on it.

**Rule 820.** Personnel required to give signals for winch and crane operations shall use only hand signals as shown in Rule 1422.

## **SECTION 9**

### **DUTIES OF VEHICLE OPERATORS**

A vehicle operator shall carry out the following duties:

**Rule 901.** Shall test brakes, shifting mechanisms, accelerator mechanisms, windshield wiper, steering gear, warning safety lights, horn, and where equipped, mechanisms for raising, lowering and tilting before starting work, and report any defects to the foreman, walking boss or other Employer representative on the job, who shall act promptly in obtaining correction of any defect in the gear, vehicle, machinery or any unsafe working condition.

**Rule 902.** Shall operate vehicles in such a manner as to give him an unobstructed view of the direction of travel, and shall drive in reverse when necessary.

**Rule 903.** Shall be especially cautious and sound horn when approaching blind corners, or other places where vision is obstructed.

**Rule 904.** Shall obey all speed and traffic regulations and other applicable haulage equipment rules.

**Rule 905.** Shall have the vehicle at all times under control so that it can be brought to an emergency stop in the clear space in front of the vehicle.

**Rule 906.** Shall not permit an employee to ride on haulage equipment without specific instructions from their foreman, walking boss, or other management supervisor in charge of operations, unless equipment is designed to accommodate passengers and has a designated safe seat.

**Rule 907.** Shall set brakes and shut off motor when leaving vehicle.

**Rule 908.** Vehicles designed to be operated from a sitting position shall be provided with seats. Seats, and backrests when provided, shall be properly maintained. Vehicles shall be operated from the seat or platform only and not while standing alongside, unless the equipment is designed to be operated in

this manner. All equipment designed to be operated from a sitting position and purchased after June 1, 1985 shall be equipped with padded or molded seats and backrests.

**Rule 909.** Shall at all times operate his vehicle in a safe manner and in accordance with its intended use.

**Rule 910.** Vehicle operators shall observe all the general safety rules contained in Section 6 of this Code and pay particular attention to Rules 604, 605, 628, and 629.

**Rule 911.** No load or beam on a lift truck or crane shall be suspended or swung over any employee, except when hooking up gear, or the load to the beam.

**Rule 912.** (Not used.)

**Rule 913.** When operating a vehicle, shall keep forks or load as near the floor or deck as conditions will allow.

**Rule 914.** No lift truck shall travel with a load of empty boards which exceeds the height of the mast or with loose cargo which exceeds the height of any load backrest devices.

**Rule 915.** Shall not permit employees to climb masts of lifts or stackers unless provided with a ladder.

**Rule 916.** Employees shall not be hoisted while standing on the forks of a lift truck. (See Rule 1222.)

**Rule 917.** Truck trailers and containers on chassis disconnected from tractors and being entered by forklifts or automotive equipment shall be secured against movement by chocking or other means, and supported against collapse or upset.

**Rule 918.** When a tractor driver connects the trailer to the fifth wheel, before leaving immediate area he shall test to see that the fifth wheel is engaged.

**Rule 919.** Vehicle operators shall park chassis and bomb carts in areas designated by the employer. Chassis and bomb

carts shall be parked so as to minimize obstructing the driving areas.

**Rule 920.** Where chassis and bombcarts are equipped with service brakes, they shall be used, and both air hoses shall be connected. All bombcarts purchased after October 1, 1987 shall be equipped with service brakes.

**Rule 921.** When operating motor vehicles or other power-operated equipment provided with an operator restraint system or seat belt, all operators shall have the operator restraint system or seat belt properly fastened whenever the vehicle is in motion.

## **SECTION 10**

### **SHIPBOARD SAFETY RULES**

**Rule 1001.** Deck loads shall be so stowed as not to interfere with safe operations of winches.

**Rule 1002.** Access from deck load to winches and decks shall be provided by means of steps or ladders.

**Rule 1003.** There shall be twelve inches (12") horizontal clearance between outboard edge of deck load and the inboard edge of bulwark rail except in places where a pendant or other device is provided to preclude sending a workman down ship's side to secure or handle boom guys, preventers, etc.

**Rule 1004.** Signalmen shall not be permitted to walk over deck loads from rail to coaming unless there is a safe passage. If it is necessary to stand at the outboard or inboard edge of the deckload where less than twenty-four inches (24") of bulwark, rail, coaming, or other protection exists, signalmen shall be provided with a suitable means of protection against falling from the deckload.

**Rule 1005.** A safe fore and aft walkway over deck loads shall be provided.

**Rule 1006.** When it is necessary to work cargo on a skeleton deck or other superstructure, safe flooring shall be provided.

**Rule 1007.** When deck loads are stowed closer than three feet (3') to a hatch coaming, life lines shall be rigged for the safety of men handling strongbacks and hatch covers on main decks.

**Rule 1008.** In order to furnish a clear space for handling hatch covers and strongbacks during covering and uncovering operations, and the entire hatch is to be opened at following ports, cargo in 'tween decks shall be stowed so as to provide a clear space of thirty-six inches (36") around the hatch coaming. Such clearance shall be designated by appropriate marking.

**Rule 1009.** Where cargo is stowed on a section of a hatch, a space of thirty-six inches (36") shall be left for safe handling of individual hatch covers from the adjoining section.

**Rule 1010.** The foreman, walking boss, or hatch tender in charge of the hatch shall personally supervise the removal or replacement of hatch covers, strongbacks or beams.

**Rule 1011.** No cargo shall be worked through a section of a hatch unless the strongback or pontoon of the adjacent section is bolted, locked or secured by other means.

**Rule 1012.** Strongbacks and hatch covers shall be stowed so as not to interfere with a safe walkway from rail to hatch coaming or fore and aft, and secured so that they cannot be tipped over or dragged into hatches or overboard by drafts or gear. This applies to all decks including deck load.

**Rule 1013.** No cargo shall be loaded or unloaded by a fall or sling at any intermediate deck unless either the hatch at that



deck is safely covered or a secure landing platform of a width not less than that of one section of hatch coverings has been placed across the hatch.

**Rule 1014.** Where two gangs are working in the same hatch on different levels, a net shall be provided to prevent men and cargo from falling on men below. Also, a steel net or wire rope tautly secured or other positive barrier shall be rigged with three feet (3') clearance from the edge of the upper level maintained to prevent motorized vehicles from falling on the men below.

**Rule 1015.** Longshoring operations shall not be carried on when chipping or scaling of decks, bulkheads or sides of vessels creates excessive noise which interferes with communication of warnings or instructions. Longshoring operations shall not be carried on in the hold or on deck beneath men working in the rigging overhead when such overhead work creates a hazard of falling objects. Longshoring operations shall not be carried on where employees are exposed to injurious light rays, hot metal, or sparks, any of which result from welding or cutting. Longshoring operations shall not be carried on where employees are exposed to unsafe concentrations of dust or vapors from sandblasting or spray painting.

**Rule 1016.** When cargo is stowed in a hatch where employees are required to work eight feet (8') or more above an open deck or floor, a safe means (platforms or safety nets) shall be rigged to prevent men from falling.

**Rule 1017.** Temporary tables on which loads are to be landed shall be of sufficient size and strength to permit the men thereon to work in safety.

**Rule 1018.** Cargo shall not be landed on or handled over a covered hatch or 'tween deck unless the blind or queen beam is in place under the hatch covers.

**Rule 1019.** When work in a hatch is finished for the day and it is necessary to close hatches, top deck hatch covers, or night hatches or tents shall be put on, or safety lines stretched around the hatch coamings.

**Rule 1020.** Stowed or piled cargo in ship's holds which is likely to shift or roll shall be secured or blocked.

**Rule 1021.** Precautions shall be taken to prevent the falling, sliding, or spreading of cargo raised or lowered by hoisting gear.

**Rule 1022.** When loads are being hoisted in or out of hatch, all men below shall stand in the clear.

**Rule 1023.** Drafts shall be lowered to at least shoulder height before longshoremen take hold of them for steadying or landing.

**Rule 1024.** The cargo gear while rigged for hoisting shall not be used for bull line operations.

**Rule 1025.** Booms shall not be raised or lowered except under the direction of the foreman, walking boss, or hatch tender in charge of the hatch.

**Rule 1026.** Buckets, tubs, etc., used in handling bulk or frozen cargo shall not be hand loaded above the rim.

**Rule 1027.** When men are working in the square of the hatch, bales of cotton, wool, cork, gunny bags or similar articles shall not be hoisted by hooks attached to the bands or fastenings of such bales, unless such bands or fastenings are designed and certified for hoisting.

**Rule 1028.** Working guys and preventers, when used, shall be adjusted so as to divide the strain, as nearly as practicable, equally between them, and shall be checked at frequent intervals.

**Rule 1029.** Electric trimmers used for bulk cargo containing explosive dust shall be disconnected from conductors before being lowered into holds. The electric current shall be kept shut off while conductors are being secured to or disconnected from the trimmers. Motors shall be of the explosion-proof type. There shall be no sparking device, switch, collector rings, etc., in the hold. All controls shall be located outside of the explosive area and shall be of the explosion-proof type.

**Rule 1030.** Portable hatch coaming rollers, when used, shall be firmly attached or secured to hatch coamings and shall have wire preventers in addition to the regular clamps.

**Rule 1031.** Gear and equipment not in use shall be stowed clear of area in which operations are being carried on.

**Rule 1032.** Sails shall be stretched, hung and safely secured to vessel and dock where cargo hook is being worked. This shall apply to all cargo except container operations.

**Rule 1033.** Double slings shall be used on all types of cargo where there is danger of slidders, such as dunnage, lumber, logs, debarked logs, pipe, etc. Choker type slings shall be provided when the cargo requires they be used. On logs and debarked logs only, choker type slings shall be used to prevent slidders when conditions require additional restraint.

**Rule 1034.** A sling load or draft shall not be lifted with a chain having a kink or knot in it.

**Rule 1035.** Wire rope slings used for cargo handling shall be replaced if in any length of eight (8) diameters, the total number of broken wires exceeds ten percent (10%) of the total number of wires or if the rope shows the following:

- (a) Wear or scraping of one-third (1/3) the original diameter of outside individual wires;

- (b) There is kinking, crushing, bird caging or any other damage resulting in distortion of the rope structure;
- (c) There are end attachments that are cracked, deformed or worn;
- (d) There is corrosion of the rope or end attachments;
- (e) There is more than one broken wire in the close vicinity of a socket or swaged fitting.

**Rule 1036.** Cargo handling bridles, such as pallet bridles, which are to remain attached to the hoisting gear while hoisting successive drafts, shall be attached by shackles, or other positive means shall be taken to prevent them from becoming accidentally disengaged from the cargo hook.

**Rule 1037.** Grabs and tongs shall not be used to hoist timbers, logs, or piling to or from ship.

**Rule 1038.** When slings are to be shifted on logs, they shall be shifted on the dock, water or deck if clear of cargo.

**Rule 1039.** To provide a safe working condition, the top of the outermost logs adjacent to the stanchions on deck loads of logs shall be approximately eighteen inches (18") below the top of the stanchions.

**Rule 1040.** Appropriate fall arrest systems shall be available to employees exposed to falling from the top of deck loads of logs.

**Rule 1041.** The surface area of log cargo stowed in holds of vessels shall be maintained as level as possible during loading operations.

**Rule 1042.** The place for winch drivers to stand or sit shall be kept in good order and all means taken to prevent slipping or falling of the seat or of the driver.

**Rule 1043.** When an edge of a permanent landing platform is exposed so that there is danger of a person falling, the

edge shall be guarded by a line, save all or railing placed so as not to interfere with movement of cargo.

**Rule 1044.** No employee shall enter or be allowed to remain in a workplace in which a hazardous condition exists resulting from hazardous substances or materials in the atmosphere such as fumigants, pesticides, insecticides, asbestos, hazardous preservatives or any known carcinogen, etc., until proper precautions have been taken.

- (a) Whenever it has been ascertained or the possibility exists that such a hazardous condition is present, the exact nature of the hazard, if any, shall be determined. Air sample tests shall be made by qualified persons acquainted with the hazard, trained for the duty and provided with proper equipment. Where Federal or state regulations prescribe inspector qualifications, they shall apply.
- (b) Protective equipment, such as protective clothing, gloves, respirators, goggles, etc., shall be provided whenever there is exposure to hazardous cargo.
- (c) First aid supplies shall be provided and first aid shall be administered by a qualified person whenever employees are exposed to and adversely affected by hazardous cargo.

**Rule 1045.** Manholes and other deck openings which are flush with deck shall be barricaded by use of either covers or railings.

**Rule 1046.** The handling of explosives shall be in accordance with United States Coast Guard regulations.

**Rule 1047.** No worker shall work on a deck load of cargo or containers directly adjacent to an open hatch, except when adequate protection against falling into the hatch is provided.

**Rule 1048.** When a crane is loading or unloading a tier of containers across a vessel, employees working aloft on that tier shall maintain a minimum athwartship distance of five (5) container widths or half the width of the tier, whichever is greater, offshore of the container being loaded or unloaded.

**Rule 1049.** Employees shall not walk or work in the aisles adjacent to a container bay being loaded or discharged, except when the uppermost tier is being worked. Employees lashing or unlashng while the uppermost tier is being worked shall maintain a minimum athwartship distance of five (5) container widths or half the width of the tier, whichever is greater, offshore of the container being handled by the crane.

**Rule 1050.** Where pedestal platforms at the edge of a vessel are not equipped with railings, or where employees on deck must work outside the bulwark rail, suitable fall protection shall be provided.

**Rule 1051.** Where a fall arrest system is used, the following shall apply:

- (a) The fall arrest system shall be used only for employee fall protection.
- (b) The components of the fall arrest system shall be “approved” as per Rule 612.
- (c) Only a full body harness shall be used.
- (d) The fall arrest system shall be rigged to minimize free fall distance, with a maximum free fall distance of six feet (6’).
- (e) Each terminal shall have an established procedure to rescue personnel in case of a fall.
- (f) The fall arrest system shall incorporate an energy absorbing mechanism.

- (g) All connectors shall be designed and used to minimize accidental disengagement. Snap hooks shall be positive locking. (A spring-loaded keeper over the throat of the hook is not adequate.)
- (h) The fall arrest system shall be attached to a tie-off point capable of sustaining at least twice the potential impact load of an employee's fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more than one employee is attached to a tie-off point, the above limits shall be increased proportionately. Positive means shall be taken to prevent the movement of equipment when used as tie-off points. When container lifting beams are used as tie-off points, there shall be a shut off switch to prevent the crane from trolleying, hoisting, or gantrying. There shall be a visible indicator to the men on the container tops. Said indicator shall be a light affixed to the bottom of the crane cab. When the light is on, the container beam is alive. When workers are tied off to a live beam, the crane shall operate only in "slow-mode." Such cranes shall be equipped with an indicator light by March 31, 1997.
- (i) Harness, lanyards, and energy absorbers (except those which are integral to a self-retracting lifeline) which have been subjected to impact loading shall be removed from service and destroyed. All other components of the fall arrest system shall be inspected and serviced by a competent person as per the manufacturer's recommendations.
- (j) Horizontal lifelines shall have a tensile strength capable of sustaining at least twice the potential

impact load of an employee's fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more than one person is tied off to a horizontal lifeline, the above limits shall be increased proportionally.

- (k) All components of the fall arrest system shall be inspected and maintained as per the manufacturers recommendations. (See also Rule 339.)

**Rule 1052.** Where personnel cages are used to hoist or lower employees, they shall comply with the following:

- (a) The cage shall be used to carry only personnel, their tools and necessary materials, and equipment to perform the work.
- (b) The cage shall be designed to a minimum safety factor of four based on ultimate strength. The maximum rated capacity and the cage's weight shall be posted on the cage. Cages shall be maintained to their design specifications. The cage shall be taken out of service if any defects are found affecting safe use.
- (c) Guardrails complying with Rule 1111, midrails and toeboards or another equally effective enclosure shall be provided for employees riding the cage. The entrance(s) to the cage shall be provided with a means of closure. Adequate overhead clearance shall be provided for employees riding the cage. Where an overhead hazard exists the top of the cage shall be covered with expanded metal or equivalent. A solid covering is prohibited where it would obstruct the line of sight between the crane operator and the employees riding the cage. The cage shall be equipped with a means of storing tools, cones, mate-



rials, and equipment. The storage area shall not be loaded above the top restraining member.

- (d) The cage shall be secured to the hoisting apparatus by a positive means. The means of attachment shall have a safety factor of at least five (5) based on the weight of the cage and its maximum rated capacity. Where the cage is secured by twistlocks on the container spreader beam, there shall be a secondary means of attachment.
- (e) Prior to being placed into service for the first time the cage shall be loaded to 200 percent of its maximum rated capacity, hoisted over a full operational cycle, and suspended for a minimum of five (5) minutes. Where the cage is secured by twistlocks on the container spreader beam, there shall be a secondary means of attachment.
- (f) The crane operator shall remain at the controls at all times while employees are suspended in the cage. Employees being hoisted shall remain in continuous sight of, and communication with, the crane operator or signalman. The crane operator shall move the cage only on a clearly understood communication from the employee in the cage, which may be relayed by the signalman. When the cage is left aloft without the crane in attendance, a radio or an emergency alarm system shall be available. Employees shall keep their bodies and extremities within the periphery of the cage while it is in motion. The cage shall not be loaded in excess of its maximum rated capacity, as posted.

**Rule 1053.** Materials such as cones, lashing rods, turnbuckles, etc., which are not secured or set in place shall be re-

moved from container tops, cell lids, or hatch covers prior to hoisting. Turnbuckles left in place shall be laid down. (This shall not preclude the hanging of any type of lashings or cones from the corner castings during loading and discharging.)

**Rule 1054.** The lifting capacity of cranes and ship's gear shall not be downrated to avoid the correction of any defect which can affect the lifting capacity.

**Rule 1055.** Whenever hatch plates of any type are used, they shall be secured to prevent them from slipping, and shall be of sufficient strength to support the equipment used upon them without excessive deflection.

**Rule 1056.** UTR's equipped with "slicks" shall not be used aboard vessels.

**Rule 1057.** When cargo-handling equipment which is intended to be used on the vessel is hoisted, it shall be hoisted as per the manufacturer's recommendations. Any other method of hoisting shall be tested and certified. The employer shall have certificates of testing available for the union's review.

**Rule 1058.** Prior to June 30, 1993 and every four years thereafter, all container crane spreader beams shall be proof load tested and certified in accordance with applicable state and or federal OSHA regulations. The employer shall have certificates of testing available for the union's review.

**Rule 1059.** Any paper wrapped package of lumber shall be considered unsafe if there are hidden voids in the walking surface.

- (a) If at any time hidden voids are discovered, they shall be clearly marked prior to handling.
- (b) Whenever possible, marked packages shall not be used for the top package of any multiple load.

- (c) In addition, the employer shall notify the supplier/mills, in writing, that they have created and exposed longshore personnel to a hazardous condition.

**Rule 1060.** Where twenty foot containers are stowed in a forty foot cell and longshore workers are required below deck, they shall be in radio communication with the crane operator.

**Rule 1061.** All overhead obstructions 6 feet 5 inches or lower on gangways shall be clearly marked with a high visibility color.

## **SECTION 11**

### **DOCK SAFETY RULES**

**Rule 1101.** When dangerous or broken floors or piers and bulkheads cannot be temporarily repaired in an adequate manner, they shall be properly barricaded and warning lights shall be provided during hours of darkness until permanent repairs are made. Supervision shall immediately notify the proper authorities to institute permanent repairs in accordance with Rule 402.

**Rule 1102.** Docks, piers, wharves or terminals shall be maintained in a safe condition. All surfaces and pavings shall be maintained in good repair.

**Rule 1103.** The structural integrity of docks, piers, wharves, terminals, and working surfaces shall be maintained. Maximum safe load limits of floors within buildings and structures in pounds per square foot shall be conspicuously posted in all cargo areas. Maximum safe load limits shall not be exceeded.

**Rule 1104.** No employee shall enter or be allowed to remain in a workplace in which a hazardous condition exists resulting

from hazardous substances or materials in the atmosphere such as fumigants, pesticides, insecticides, asbestos, hazardous preservatives or any known carcinogen, etc., until proper precautions have been taken.

- (a) Whenever it has been ascertained or the possibility exists that such a hazardous condition is present, the exact nature of the hazard, if any, shall be determined. Air sample tests shall be made by qualified persons acquainted with the hazard, trained for the duty and provided with proper equipment. Where Federal or state regulations prescribe inspector qualifications, they shall apply.
- (b) Protective equipment, such as protective clothing, gloves, respirators, goggles, etc., shall be provided whenever there is exposure to hazardous cargo.
- (c) First aid supplies shall be provided and first aid shall be administered by a qualified person whenever employees are exposed to and adversely affected by hazardous cargo.

**Rule 1105.** Lights on ships and aprons shall be so located as not to shine into the eyes of, or otherwise interfere with, the vision of winch drivers, crane operators, or signalmen.

**Rule 1106.** One or more lights shall be kept burning after dark on the apron near the gangplank or other means of access to the ship. Gangways shall be kept adequately illuminated to their full length. All means of access and walkways leading to working areas as well as the working areas themselves shall be adequately illuminated.

**Rule 1107.** In order to provide safe access for handling lines while mooring and unmooring ships, cargo, non-rail mounted equipment, and other material shall not be piled or

placed within approximately six feet (6') of the edge of any wharf or pier where linesmen are required to work.

**Rule 1108.** Dolphin walkways shall be provided with a nonskid surface and guardrails shall be provided on both sides, except at waterside edges where lines are handled. Kick rails shall be provided at such edges.

**Rule 1109.** Except where vehicle curbs or bullrails six (6") or more inches in height already exist, or where vehicular traffic is prohibited or impossible, vehicle curbs or bullrails at least nine inches (9") in height shall be provided at the waterside of flush aprons and bulkheads.

**Rule 1110.** Guardrails of sufficient strength and design shall be provided at permanent dock locations where employees are required to be present when a hazard exists of falling a distance of four feet (4') or into the water, except at loading platforms and docks and at waterside edges used for cargo handling or lines handling.

**Rule 1111.** Guardrails shall be constructed of suitable material such as chain, wood, wire rope, fiber rope or pipe and the top of guardrails shall be forty-two inches (42") high, plus or minus three inches (3").

**Rule 1112.** Gear on the dock shall be arranged so as not to create a hazardous situation for men walking, moving, or working on dock.

**Rule 1113.** Material shall be piled so that it will not collapse when part of pile or adjoining piles are removed.

**Rule 1114.** Safe means of access to high piles in terminals, warehouses or on lighters shall be provided. Jumping or climbing up or down on pieces of lumber protruding from tiers is prohibited.

**Rule 1115.** The immediate work area of all docks, aprons, floors, and other places where persons are engaged in the operations shall be kept free from litter and clean, and passageways shall be kept open.

**Rule 1116.** Grease, oils, etc., spilled where operations are being carried on shall be immediately cleaned up and covered by sand or other suitable material.

**Rule 1117.** A liberal supply of sand or other suitable material shall be kept readily available on each terminal and vessel for use on slippery places.

**Rule 1118.** Dock doors having counterbalances shall have the counterbalances enclosed so that it is impossible for a man to walk under them.

**Rule 1119.** Gangplanks, accommodation ladders and gangways shall be placed or shifted in a safe manner using mechanical equipment when necessary for this purpose.

**Rule 1120.** Any loads built on or off the docks shall be made safe before being hoisted aboard.

**Rule 1121.** Buckets, tubs, etc., used in handling bulk or frozen cargo shall not be hand loaded above the rim.

**Rule 1122.** There shall be no spray painting or sandblasting in the immediate vicinity of longshore operations.

**Rule 1123.** All electric arc or gas welding operations shall be shielded so as to prevent injuries to employees working in the near vicinity, and fire protection equipment shall be provided.

**Rule 1124.** Two binders shall be in place on all log-loaded trucks and rail cars while moving to or under ship's gear. A safe means shall be used to unload such trucks and rail cars.

**Rule 1125.** Roadways regularly used by haulage equipment in log storage yards shall be maintained to assure the equipment operator's safety.

**Rule 1126.** Bulk cargo spouts, bulk cargo suckers, and similar types of equipment shall be in good working order, properly maintained and certified in accordance with applicable regulations.

**Rule 1127.** A means of direct communication shall be provided between the discharge or shipboard control end of loading spouts, suckers, chutes and the point from which the flow of cargo is controlled. (There shall be a direct means of communication from the source of the cargo and the shipboard control station.)

**Rule 1128.** All hoppers used in the discharging of bulk cargo on which it is necessary for a man to work shall be equipped with a safe walkway. A safe means of access shall be provided.

**Rule 1129.** Falls led from cargo booms of vessels or cranes, or other equipment not specifically intended for the purpose, shall not be used to move scows, lighters, or railroad cars.

**Rule 1130.** (Not used.)

**Rule 1131.** (Not used.)

**Rule 1132.** (Not used.)

**Rule 1133.** (Not used.)

**Rule 1134.** (Not used.)

**Rule 1135.** (Not used.)

**Rule 1136.** Railroad crossings at gates and roadways within terminal areas shall be marked.

**Rule 1137.** (Not used.)

**Rule 1138.** (Not used.)

**Rule 1139.** (Not used.)

**Rule 1140.** (Not used.)

**Rule 1141.** (Not used.)

**Rule 1142.** (Not used.)

**Rule 1143.** (Not used.)

**Rule 1144.** Car plates, when used, shall be placed in such a manner as to prevent rocking or teetering.

**Rule 1145.** All car plates shall bear approximately six inches (6") back from the edge of the platform.

**Rule 1146.** Whenever car plates of any type are used they shall be of sufficient width to approximately fill the car door opening.

**Rule 1147.** When car plates are not being used they shall be stored in such a place and in such a manner as not to create a hazard for persons using aprons, piers or terminals.

**Rule 1148.** Whenever car plates of any type are used they shall be secured to prevent slipping of plates and shall be of sufficient strength.

**Rule 1149.** Stowed or piled cargo on piers, or in terminal sheds, which is likely to shift or roll, shall be secured or blocked.

**Rule 1150.** In container yard areas, all locking/unlocking of chassis shall be done in such a way as to allow adequate room and adequate lighting at all four corners of the chassis.

**Rule 1151.** When a noxious condition exists under a canopy due to truck exhaust, then the trucks shall shut down their engines.

**Rule 1152.** Materials such as cones, lashing rods, turnbuckles, etc., which are not secured or set in place shall be removed from container tops, cell lids, or hatch covers prior to hoisting. Turnbuckles left in place shall be laid down. (This



shall not preclude the hanging of any type of lashings or cones from the corner castings during loading and discharging.)

**Rule 1153.**

- (a) Speed limits shall be posted, observed, and strictly enforced.
- (b) Stop signs shall be posted at all gates. Stop or yield signs shall be posted at all intersections where visibility is limited.
- (c) Drivers shall not cut across traffic lanes or through container storage areas or park vehicles and equipment across railroad/crane tracks, except as directed by supervision.
- (d) A diagram of the traffic routes, parking areas, and a list of traffic rules shall be provided to all drivers operating in the marine terminal. All marine terminal traffic rules and regulations shall be obeyed by all drivers. The terminal operator shall take measures to control traffic, including discipline of any driver who creates a safety hazard.

**Rule 1154.** Employees working within a marine terminal shall be provided with and shall wear a high visibility vest that is marked with reflectorized material. With the employers approval, other articles of clothing which provide equivalent reflectorized protection may be worn in place of the vest.

**Rule 1155.** Whenever hatch plates of any type are used, they shall be secured to prevent them from slipping, and shall be of sufficient strength to support the equipment used upon them without excessive deflection.

**Rule 1156.** When self-locking cones are used in conjunction with a chassis operation, the cones shall not be inserted or removed while the container is suspended over a chassis unless

tools or equipment may be used to protect against personal injury.

**Rule 1157.** When lines are being handled and crane tracks are within three feet (3') of bollards or dolphins, cranes adjacent to the berth shall be parked or pinned at a sufficient distance from bollards and dolphins that will be used by linesmen.

**Rule 1158.** Container spreader beams attached to yard handling equipment, other than container cranes, shall be inspected, tested, and certified once every four years to the manufacturer's rated capacity/recommendation and inspected annually. The employer shall have certificates of testing and inspection available for the Union's review.

**Rule 1159.** Any paper wrapped package of lumber shall be considered unsafe if there are hidden voids in the walking surface.

- (a) If at any time hidden voids are discovered, they shall be clearly marked prior to handling.
- (b) Whenever possible, marked packages shall not be used for the top package of any multiple load.
- (c) In addition, the employer shall notify the supplier/mills, in writing, that they have created and exposed longshore personnel to a hazardous condition.

**Rule 1160.** (Not used.)

**Rule 1161.** When working on or crossing rail tracks, employees must step over and not on top of rails, frogs, switches or guard rails.

**Rule 1162.** (Not used.)

**Rule 1163.** All vehicles used to transport longshore workers will be designed to accommodate passengers and have designated safe seats. Such vehicles shall be equipped with

exhaust systems which are in full compliance with the relevant sections of the Pacific Coast Marine Safety Code.

**Rule 1164.** (Not used.)

**Rule 1165.** (Not used.)

**Rule 1166.** (Not used.)

**Rule 1167.** (Not used.)

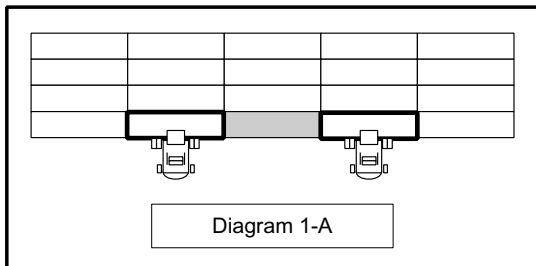
**Rule 1168.** (Not used.)

**Rule 1169.** Trailers or containers loaded with hazardous materials shall be appropriately placarded.

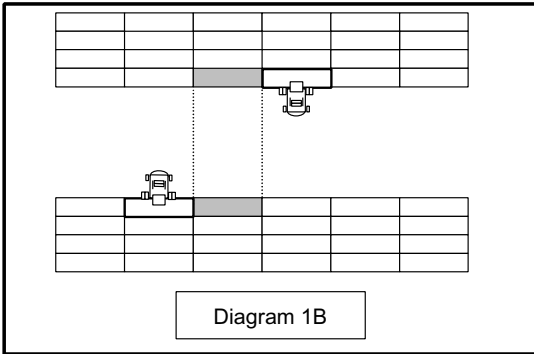
**Rule 1170.** Chassis which need to be stretched or contracted to receive a container shall be stretched or contracted prior to coming under the crane.

**Rule 1171.** Unlicensed rolling stock restricted to marine terminals, other than cargo, shall have reflectorized striping on all four (4) sides.

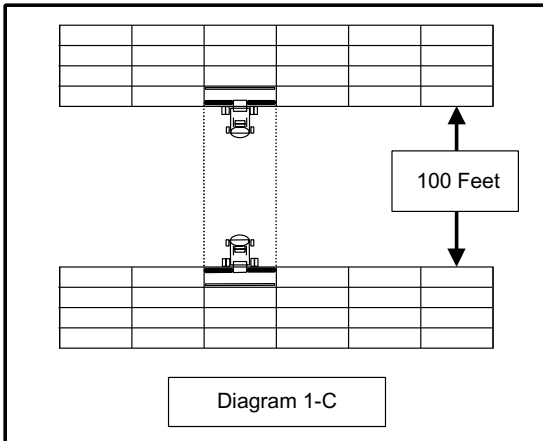
**Rule 1172.** Top Handlers, Side Handlers or Reach Stackers when working side by side on the same side of the aisle (See diagram 1-A)



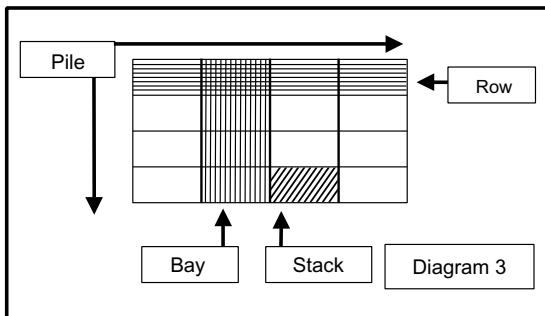
or when working on opposite sides of the same aisle (See diagram 1-B) shall maintain a minimum separation of one container length between each operation.



If the aisle is a minimum of 100 feet wide, back to back operations are permitted (See diagram 1-C).



**Rule 1173.** In Top Handler, Side Handler and Reach Stacker or RTG operations, containers of different lengths shall not be stowed in the same bay. (See diagram 3)



## SECTION 12

### HAULAGE EQUIPMENT

**Rule 1201.** Every power truck operated from an end platform or pedal position shall be equipped with a substantial guard securely attached to the platform or frame of the vehicle in such a manner as to protect the operator and designed so that the operator can easily mount or dismount from his operating station.

**Rule 1202.** Exhaust pipes, connections, and mufflers on internal combustion engine-driven vehicles shall be maintained in good repair.

**Rule 1203.** Internal combustion engines shall be maintained and adjusted so as to minimize excessive smoke. Engines not so maintained shall be taken out of service until repaired.

**Rule 1204.** Internal combustion lift truck exhausts shall discharge away from the normal position of operator. When lift trucks are equipped with vertical exhaust pipes, the exhaust pipes shall extend not less than one foot above operator's head, where possible.

**Rule 1205.** Tires on haulage equipment shall be replaced when the tire does not meet the manufacturer's specifications.

**Rule 1206.** Lift trucks introduced as new equipment after July 1, 1966 shall not be subject to the provisions of Rule 1204 if originally engineered and designed to diffuse the exhaust gases through the radiator fan.

**Rule 1207.** Internal combustion engine-driven vehicles shall be used only where ventilation exists or is provided which will keep the carbon monoxide content of the air at or below the permissible level of 50 parts per million as an 8-hour time-weighted average and the ceiling level of 100 parts per million. (See Rule 106.)

**Rule 1208.** Forklift trucks shall be equipped with an overhead guard of strength and design adequate to prevent injury to operator from falling objects, except that, where the construction of the truck is such that the presence of overhead guards would prevent trucks from entering containers, box cars, or decks, the guard may be removed during such operations.

**Rule 1209.** Power-driven vehicles shall be operated at a safe speed compatible with conditions and with city and state laws.

**Rule 1210.** Only persons authorized by the employer shall be permitted to operate motor vehicles, or to crank motors on mechanical equipment.

**Rule 1211.** Fuel tanks shall not be filled while engine is running.

**Rule 1212.** When filling gasoline tanks, the hose nozzle shall be kept in constant contact with the tank in order to prevent ignition of vapor by static sparks.

**Rule 1213.** When gasoline or LPG tanks are uncovered or exchanged during fueling, smoking shall be prohibited in the vicinity.

**Rule 1214.** Gasoline and LPG tanks shall not be opened, filled, exchanged or left open except in specially designated areas.

**Rule 1215.** Charging-board switches shall be pulled before connecting or disconnecting batteries of electric trucks.

**Rule 1216.** Cargo shall be hoisted to ship's deck with a lift truck only when the load can be set on the vessel safely.

**Rule 1217.** The rated capacity of all lift trucks shall at all times be posted on the vehicle in such a manner that it is readily visible to the operator. Unless the truck has counterbalances added, loads in excess of the manufacturer's rated capacity shall not be lifted, carried or moved by lift trucks.

**Rule 1218.** (Not used.)

**Rule 1219.** (Not used.)

**Rule 1220.** When towing cargo in pipe trucks or similar equipment, the cargo shall not exceed the limits of the safe means (protective plates higher than the load or restraints of adequate strength to prevent sliders, etc.) taken to protect the driver from sliding loads.

**Rule 1221.** Heavy duty highway trailers shall be moved in such a manner that, at all times, the moving trailer is under control.

**Rule 1222.** Men shall not be hoisted by standing directly on forks of vehicles. A guarded platform or structure designed for hoisting persons and secured to the vehicle shall be used.

**Rule 1223.** Every crawler type, rider operated bulk cargo-moving vehicle shall be equipped with an operator's guard of such design and construction as to protect the operator, when seated, against injury from contact with a projecting overhead.

**Rule 1224.** Guards and their attachment points shall be designed so as to be able to withstand, without excessive deflection, a load applied horizontally at the operator's shoulder level equal to the drawbar pull of the machine.

**Rule 1225.** (Not used.)

**Rule 1226.** Low lift straddle type container handling equipment operating in sheds with low overhead door clearance shall be provided with a device to warn the driver of the low overhead. Height limits shall be posted on the doors and the height of the equipment shall be marked in such a manner as to be visible to the operator. Such carriers shall not be operated through doors without clearance for the operator in the normal operating position.

**Rule 1227.** When haulage equipment is provided with safety lights, these lights shall operate when the engine ignition is switched on.

**Rule 1228.** Operators' seats on haulage equipment shall be maintained in safe condition, including padded seats and backrests when so equipped.

**Rule 1229.** Internal combustion engine exhaust gases shall discharge away from the normal position of operating personnel. When yard tractors are equipped with vertical exhaust pipes, the exhaust pipe shall extend one foot (1') above the operator's head.

**Rule 1230.** All top handlers, side-handlers, straddle carriers, log handling snapper-grabbers, and 20 ton or greater capacity forklifts, shall have an audible automatic backup warning device and flashing light. All 15 ton and greater ca-



capacity forklifts purchased after October 1, 1987 shall have an audible automatic backup warning device and flashing light. The backup warning device shall sound as soon as the travel mechanism or transmission is placed in the reverse position. The flashing light shall conform to Rule 1227.

**Rule 1231.** Yard semi-tractors shall be equipped with a flashing light conforming to Rule 1227, and with side view mirrors. The right hand side view mirror shall also be equipped with a convex mirror.

**Rule 1232.** All controls, levers, switches, indicator lights and warning devices on straddle carriers, side loaders, top picks, hustlers (UTR's), log stackers and front-end loaders, shall be plainly marked as to purpose or use.

**Rule 1233.** All new yard hustlers (UTR's) purchased after June 30, 1991 shall be equipped with a device to protect the operator from sliding and descending containers.

**Rule 1234.** All vehicles used to transport longshore workers will be designed to accommodate passengers and have designated safe seats. Such vehicles shall be equipped with exhaust systems which are in full compliance with the relevant sections of the Pacific Coast Marine Safety Code.

**Rule 1235.** All new semi-tractors purchased after July 1, 1994 shall be equipped with shock absorbing cabs.

**Rule 1236.** All Glad Hands fitted to hustlers (tractors) operated by longshore workers on marine terminals shall be of the type that "break away" at the tractor end of the hose

## **SECTION 13**

### **MACHINES AND POWER TRANSMISSION EQUIPMENT**

**Rule 1301.** Shields, screens, or other protective devices shall be provided which will prevent contact with gears, friction drives, cranks, connecting rods, and all other exposed moving parts of winches, cranks, and other machinery.

**Rule 1302.** All projecting set screws on moving parts shall be replaced by countersunk or headless set screws unless moving the part is guarded so that contact is impossible. No part of the set screws shall project above the surface.

**Rule 1303.** Shaft keys, unless enclosed by the housing of the machine, shall be flush or protected with cylindrical safety sleeves.

**Rule 1304.** Removal of protective devices during operations is prohibited.

**Rule 1305.** Winches, conveyors, belts and all driving gears may be lubricated while in motion only when this can be done without danger.

**Rule 1306.** Lubricating and oiling while a machine is in motion may be done only by persons authorized to do so.

**Rule 1307.** Cleaning of machine parts shall be done only when the machine is shut off and measures taken to prevent unintentional start-up.

**Rule 1308.** Stowing winches when used in conjunction with stevedoring operations shall at all times be properly secured to prevent shifting.

**Rule 1309.** When gasoline powered stowing winches are used in a lower deck or other confined space, the exhaust shall be led topside to open air and away from hatch opening.

## SECTION 14

### CRANE SAFETY RULES

**Rule 1401.** The term “crane” as used in this section refers to longshore cranes within the meaning and intent of the Pacific Coast Longshore Agreement and Supplements thereto.

**Rule 1402.** Each variable radius crane shall have a chart indicating permissible load at all operating radii, and shall have a radius indicator which will indicate the boom angle at all times.

**Rule 1403.** When the weight of a load to be hoisted is not known and it is evident that there is a possibility of overloading the crane, and no safety device is employed to prevent overloading of the crane, then safe methods shall be employed to safely handle the load or the load shall not be hoisted.

**Rule 1404.** Employers shall not require nor crane operators operate equipment unless such equipment is in compliance with Federal and state testing and inspection procedures.

**Rule 1405.** Limit switches shall be maintained in safe operating condition.

**Rule 1406.** During crane operations, sufficient lights to safely illuminate the work area shall be provided. All crane ladders, cabs and machinery houses shall have adequate illumination.

**Rule 1407.** Extra care shall be taken while hoisting or lowering loads near the permissible maximum weight.

**Rule 1408.** Deadheading by shackling the crane fall or crane fall pendant to a fixed object other than the crane itself for the purpose of moving a load with the bight of the line shall be prohibited.

**Rule 1409.** No side strain shall be placed on a crane boom.

**Rule 1410.** No crane shall be operated within an unsafe proximity to energized high voltage electrical wires.

**Rule 1411.** All traveling cranes shall be equipped with safety devices at or near ground level to stop crane travel in an emergency. Such devices shall be clearly identified.

**Rule 1412.** Glass used in operators' cabs shall be kept clean for good operator visibility, and shall be replaced when cracked or broken. Crane operators' cabs and seats shall be maintained in good order.

**Rule 1413.** All shore-based rail-mounted cranes and transtainers shall be equipped with an automatic bell or other audible warning device that operates when the crane is traveling. Rail-mounted container cranes and transtainers shall also be equipped with warning lights on all four crane legs that operate automatically when traveling, and shall be visible to pedestrians and equipment operators.

**Rule 1414.** No crane shall be operated when visibility cannot be maintained to assure a safe operation.

**Rule 1415.** All safety dogs and pawls shall be in good working order. Use of unsafe temporary controls is prohibited.

**Rule 1416.** All controls, levers, switches, panel boards, and other equipment required to be used by the operator shall be plainly marked or identified.

**Rule 1417.** A visual check of the crane shall be made at intervals during work shifts as a precautionary measure. Such visual check shall not cause interruption of work.

**Rule 1418.** Dockside container hoisting equipment shall be equipped with radios. Walking Bosses/Foremen, Clerks, and Signalmen working directly with such equipment shall be provided with radios. Container cranes at each terminal working against a vessel shall be assigned a separate radio channel.

Top/Side Handlers and Reach Stackers working together against that vessel shall also be assigned a separate radio channel from those assigned to the working cranes. This rule does not apply to operations where Straddle Carriers, Top/Side Handlers or Reach Stackers are working directly against the crane.

For those geographic areas where additional useable channels are not available, the provisions of this rule shall become effective when such channels are available.

**Rule 1419.** Obstructions shall not be placed in the immediate active travel area of rail-mounted shore-based cranes or within three feet (3') of moving or traveling parts which would create an area where a person could be pinned, except this shall not apply to crane legs which travel within three feet (3') of the face of the dock, or where less than three feet (3') of clearance between crane legs and gangways exists. When such condition exists, it shall be called to the attention of the workers and they shall use extreme caution whenever they are in these areas. Where employee access to the backreach area of container cranes on the dock is required, a clearance of six feet (6') shall be maintained between the crane and any obstruction.

**Rule 1420.** Crane operators shall have definite instruction as to who shall give them signals when signals are necessary. Crane operators shall take signals only from such persons. In case of emergency, any person may give a signal to stop.

**Rule 1421.** When a person is required to give hand signals, he shall safely position himself so that the crane operator can clearly see the signals.

**Rule 1422.** Only standard, recognizable signals for long-shore crane operations shall be used as shown in Figures 14.1 through 14.7.

**Rule 1423.** Cranes with variable radius booms shall be fitted with effective boom stops or limit switches if boom elevation can exceed the maximum intended boom angle from horizontal.

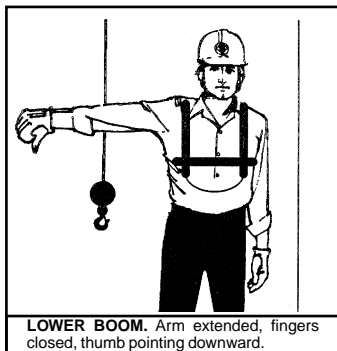
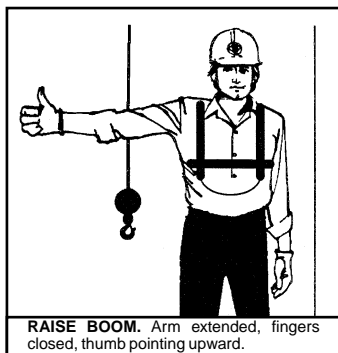
**Rule 1424.** Crane operating controls on shore-based variable radius cranes shall be color coded and marked, and an explanation posted at the operator's position to indicate function: Red-Boom; Yellow-2 line; White-1 line; Green-Swing.

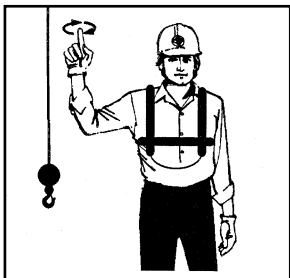
**Rule 1425.** When mobile cranes are equipped with outriggers, and such outriggers are required in the operation, they shall be used. No loads shall be hoisted or dragged if the outriggers are forced off the ground.

**Rule 1426.** Neither the load nor boom shall be lowered below the point where less than three full turns of wire rope remain on an ungrooved drum, and two turns on a grooved drum. Wire rope shall be secured to drums by clamps, U-bolts, shackles or equally positive means. Fiber rope fastenings may not be used.

**Rule 1427.** When cranes are equipped with power-down capability, there shall be no free fall of the gear with a load on it.

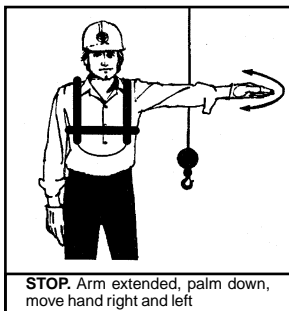
**Rule 1428.** No crane shall be used with a visible defect affecting safe use.

*Figure 14-1**Figure 14-2*



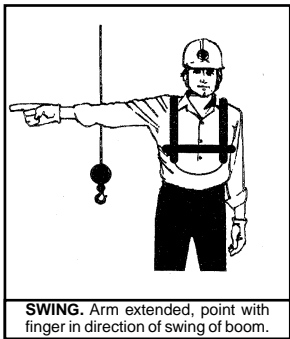
**HOIST.** With arm vertical, forefinger pointing up, move hand in small horizontal circles.

*Figure 14-3*



**STOP.** Arm extended, palm down, move hand right and left

*Figure 14-4*



**SWING.** Arm extended, point with finger in direction of swing of boom.

*Figure 14-5*



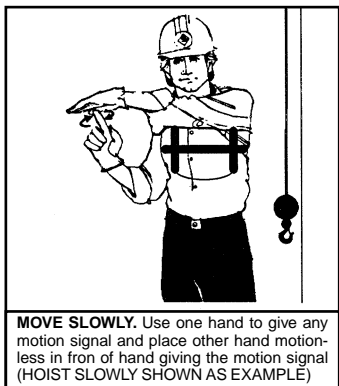


Figure 14-6

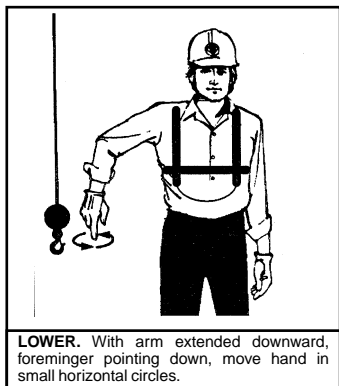


Figure 14-7

**Rule 1429.** A high wind warning device shall be provided on shore-based rail-mounted container cranes which will give an alarm that is visible or audible to the crane operator at a pre-determined wind velocity in accordance with the crane manu-

facturer's recommendations. Operator instructions for securing the crane shall also be provided.

**Rule 1430.** A positive means of securing rail-mounted cranes against movement in high winds shall be provided and utilized.

**Rule 1431.** Rail-mounted cranes shall have a means to deflect employees that may be struck by the crane movement on the rails. Rail-mounted crane wheels shall be properly guarded.

**Rule 1432.** Internal combustion engine exhaust gases shall discharge away from the normal position of operating personnel. Crane operators shall not be required to operate the crane in a position where excessive ship stack gases, smoke, or soot are entering the crane cab.

**Rule 1433.** Sheaves with deep grooving from wear or corrugated from line grooving shall be taken out of service.

**Rule 1434.** A nonskid surface shall be maintained on foot pedals.

**Rule 1435.** Access to crane cabs shall be by ladder or stairway. Vertical ladders, if more than twenty feet (20') in height, shall be equipped with a safety ladder cage. Stairways shall be equipped with handrails. All walking surfaces shall be of nonskid type. If there is a possibility of an employee being injured by a moving part of a crane, such as a revolving house, a prominent warning sign shall be posted.

**Rule 1436.** Footwalks, where installed, shall be of rigid construction and permanently secured. Walking surfaces shall be of anti-slip type, fitted on exposed sides with toeboards when necessary to prevent injury to employees below and with guardrails or handrails as appropriate.

**Rule 1437.** Electrical equipment shall be located or enclosed so that live parts will not be exposed to accidental contact except during such maintenance and inspection activity as requires circuits to be energized.

**Rule 1438.** At least one portable fire extinguisher of not less than 5 BC rating or equivalent shall be provided in a readily accessible location in the cab or in close proximity, available for immediate use.

**Rule 1439.** Unless interfering with the safety of the operation, crane hooks shall be provided with a latch or other positive means taken to prevent load disengagement.

**Rule 1440.** Cranes shall not be rigged to exceed the safe rated capacities at the radii at which the cranes are to be used.

**Rule 1441.** The lifting capacity of cranes and ship's gear shall not be downrated to avoid the correction of any defect which can affect the lifting capacity.

**Rule 1442.** Where cranes are equipped with elevators or fully enclosed man-lifts, employees shall use the crane's stairs or ladders if the elevator or man-lift is temporarily out of service.

**Rule 1443.** All dockside cranes shall display proper signals in accordance with Rule 1422 by January 1, 1994.

**Rule 1444.** After January 1, 1994, all cranes shall have a shut-off switch within reach of the crane operator's normal driving position.

**Rule 1445.** All transtainers shall be guarded with wheel fenders, bumpers, or skirt guards which shield each wheel to the front and rear extended to the lowest practicable level above ground and of sufficient height to push a person out of the way of the wheel.

**Rule 1446.** ILWU mechanics, when working on container cranes, shall have radio communications.

**Rule 1447.** All steps and ladder rungs on shore side cranes and Rubber Tired Gantry Cranes (RTG's) shall be constructed of or covered with non-skid material.

**Rule 1448** The Joint Area Accident Prevention Committee will contact their local fire departments (or other appropriate agencies), to set up a yearly high rescue exercise for hammerhead container crane personnel in each port. All records and reports derived for such exercises shall be reflected in the minutes of to JAPC. If local agencies are unable to participate in such rescue exercises, a written procedure will be jointly developed.

**Rule 1449.** All shipside container gantry crane (hammerhead crane) cabs shall be equipped with a pressurized filtered air system

## **SECTION 15**

### **CONTAINER SHIP SAFETY RULES**

**Rule 1501.** Employers shall provide adequate illumination. Adequate illumination is defined as light levels in walking and working areas which enable employees to safely perform assigned tasks and to be seen by other employees operating equipment. Lights shall be placed so that they do not shine in the eyes of employees.

**Rule 1502.** When containers are being loaded or discharged, the working side walkway of the ship shall be either roped off or other means taken to caution persons using the walkway that containers are being hoisted overhead.

**Rule 1503.** Grease, oil, ice, snow and similar slippery substances on container-top working surfaces shall be cleaned up so as to create safe working surfaces.

**Rule 1504.** Fall arrest systems shall be provided and used by all employees working on container tops when exposed to a fall hazard.

When workers on container tops are tethered to a device other than the beam, the beam shall be disconnected from the device. In those rare cases where disconnecting from the device causes an extreme safety hazard or an emergency exists, the beam may remain connected with the power to the crane shut off.

**Rule 1505.** Employees shall not be required to walk or work on top of rag top containers.

**Rule 1506.** When portable ladders are used, they shall be held or secured against movement.

**Rule 1507.** Employees shall not jump to adjacent containers in stow when there is a hazard of falling between containers. Lashing bridges made of aluminum or other suitable and safe material shall be provided and used. Ladders shall not be used as horizontal bridges.

**Rule 1508.** Lashings and cones shall not be dropped or thrown from aloft.

**Rule 1509.** Hoisting of employees on container lifting beams:

- (a) Employees to be hoisted and crane operators shall be informed of established procedures for hoisting employees.
- (b) Employee access to the riding location on the lifting beam shall be provided with steps and handholds

and slippery conditions eliminated to minimize slipping and tripping hazards.

- (c) The riding location shall be provided with sufficient guard rails and a gate or enclosing device at the opening to prevent employees from falling from the beam. Prior to July 1, 1994, guard rails, gates or enclosing devices shall be a minimum of 42'' in height.
- (d) The employee access space and riding location shall be equipped with guards where needed to avoid employee exposure to moving machinery.
- (e) A stowage space for lashings or other gear to be hoisted on the lifting beam shall be provided, keeping the access space and riding location clear of hazards. Such stowage locations shall be designed to prevent gear from falling from the lifting beam.
- (f) When a crane is loading or unloading a tier of containers across a vessel, employees working aloft on that tier shall maintain a minimum athwartship distance of five (5) container widths or half the width of the tier, whichever is greater, offshore of the container being loaded or unloaded.
- (g) When employees are required to ride the container beam or personnel cage, they shall not enter or exit the beam or cage at the bulwark rail of the vessel.

**Rule 1510.** Munck cranes shall be equipped with a fire extinguisher.

**Rule 1511.** Employees shall not climb hatch ladders when ship's cargo gear is in motion in that end of the hatch.

**Rule 1512.** No worker shall work on a deck load of cargo or containers or lash containers directly adjacent to an open

hatch, except when adequate protection against falling into the hatch is provided.

**Rule 1513.** Employees shall not walk or work in the aisles adjacent to a container bay being loaded or discharged, except when the uppermost tier is being worked. Employees lashing or unlashng while the uppermost tier is being worked shall maintain a minimum athwartship distance of five (5) container widths or half the width of the tier, whichever is greater, off-shore of the container being handled by the crane.

**Rule 1514.** Where pedestal platforms at the edge of a vessel are not equipped with railings, or where employees on deck must work outside the bulwark rail, suitable fall protection shall be provided.

**Rule 1515.** Where a fall arrest system is used, the following shall apply:

- (a) The fall arrest system shall be used only for employee fall protection.
- (b) The components of the fall arrest system shall be “approved” as per Rule 612.
- (c) Only a full body harness shall be used.
- (d) The fall arrest system shall be rigged to minimize free fall distance, with a maximum free fall distance of six feet (6’).
- (e) Each terminal shall have an established procedure to rescue personnel in case of a fall.
- (f) The fall arrest system shall incorporate an energy absorbing mechanism.
- (g) All connectors shall be designed and used to minimize accidental disengagement. Snap hooks shall be positive locking. (A spring-loaded keeper over the throat of the hook is not adequate.)

- (h) The fall arrest system shall be attached to a tie-off point capable of sustaining at least twice the potential impact load of an employee's fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more than one employee is attached to a tie-off point, the above limits shall be increased proportionately. Positive means shall be taken to prevent the movement of equipment when used as tie-off points. When container lifting beams are used as tie-off points, there shall be a shut off switch to prevent the crane from trolleying, hoisting, or gantrying. There shall be a visible indicator to the men on the container tops. Said indicator shall be a light affixed to the bottom of the crane cab. When the light is on, the container beam is alive. When workers are tied off to a live beam, the crane shall operate only in "slow-mode." Such cranes shall be equipped with an indicator light by March 31, 1997.
- (i) Harness, lanyards, and energy absorbers (except those which are integral to a self-retracting lifeline) which have been subjected to impact loading shall be removed from service and destroyed. All other components of the fall arrest system shall be inspected and serviced by a competent person as per the manufacturer's recommendations.
- (j) Horizontal lifelines shall have a tensile strength capable of sustaining at least twice the potential impact load of an employee's fall when certified by a qualified person, or 5,000 pounds in the absence of a certification by a qualified person. When more



than one person is tied off to a horizontal lifeline, the above limits shall be increased proportionally.

- (k) All components of the fall arrest system shall be inspected and maintained as per the manufacturers recommendations. (See also Rule 339.)

**Rule 1516.** Where personnel cages are used to hoist or lower employees, they shall comply with the following:

- (a) The cage shall be used to carry only personnel, their tools and necessary materials, and equipment to perform the work.
- (b) The cage shall be designed to a minimum safety factor of four based on ultimate strength. The maximum rated capacity and the cage's weight shall be posted on the cage. Cages shall be maintained to their design specifications. The cage shall be taken out of service if any defects are found affecting safe use.
- (c) Guardrails complying with Rule 1111, midrails and toeboards or another equally effective enclosure shall be provided for employees riding the cage. The entrance(s) to the cage shall be provided with a means of closure. Adequate overhead clearance shall be provided for employees riding the cage. Where an overhead hazard exists the top of the cage shall be covered with expanded metal or equivalent. A solid covering is prohibited where it would obstruct the line of sight between the crane operator and the employees riding the cage. The cage shall be equipped with a means of storing tools, cones, materials, and equipment. The storage area shall not be loaded above the top restraining member.

- (d) The cage shall be secured to the hoisting apparatus by a positive means. The means of attachment shall have a safety factor of at least five (5) based on the weight of the cage and its maximum rated capacity. Where the cage is secured by twistlocks on the container spreader beam, there shall be a secondary means of attachment.
- (e) Prior to being placed into service for the first time the cage shall be loaded to 200 percent of its maximum rated capacity, hoisted over a full operational cycle, and suspended for a minimum of five (5) minutes.
- (f) The crane operator shall remain at the controls at all times while employees are suspended in the cages. Employees being hoisted shall remain in continuous sight of and communication with the crane operator or signalman. The crane operator shall move the cage only on a clearly understood communication from the employee in the cage, which may be relayed by the signalman. When the cage is left aloft without the crane in attendance, a radio or an emergency alarm system shall be available. Employees shall keep their bodies and extremities within the periphery of the cage while it is in motion. The cage shall not be loaded in excess of its maximum rated capacity, as posted.

**Rule 1517.** Materials such as cones, lashing rods, turnbuckles, etc., which are not secured or set in place shall be removed from container tops, cell lids, or hatch covers prior to hoisting. Turnbuckles left in place shall be laid down. (This shall not preclude the hanging of any type of lashings or cones from the corner castings during loading and discharging.)

**Rule 1518.** Prior to June 30, 1993 and every four years thereafter, all container crane spreader beams shall be proof load tested and certified in accordance with applicable state and/or federal OSHA regulations. The employer shall have certificates of testing available for the union's review.

**Rule 1519.** When cones are being loaded or unloaded at the rail of a vessel, the power to the crane shall be shut off to prevent the crane from trolleying, hoisting, or gantrying. Power shall not be engaged until the crane operator has received radio instructions to do so.

**Rule 1520.** When reefer containers are being lashed/unlashed, supervision will coordinate lashing and reefer operations so work may be accomplished with minimum interference.

**Rule 1521.** Where twenty foot containers are stowed in a forty foot cell and longshore workers are required below deck, they shall be in radio communication with the crane operator.

**Rule 1522.** All overhead obstructions 6'5" or lower on gangways shall be clearly marked with a high visibility color.

## **SECTION 16**

### **CONTAINER TERMINAL SAFETY RULES**

**Rule 1601.** Marked or designated walkways shall be provided and maintained from the gate to the working area in a container yard. Employees shall use those walkways and equipment operators shall be advised of the location of the walkways, the possibility of pedestrians being in the walkways and instructed to follow any warning signs at vehicle crossing points.

**Rule 1602.** Signs or verbal instructions to guide pedestrians to walkways shall be provided.

**Rule 1603.** Marked or designated areas shall be set aside within a container or roll-on/roll-off terminal for passage of employees to and from active cargo transfer points and the gate and the vessel, except where transportation to and from these points is provided by the employer.

**Rule 1604.** Materials such as cones, lashing rods, turnbuckles, etc., which are not secured or set in place shall be removed from container tops, cell lids, or hatch covers prior to hoisting. Turnbuckles left in place shall be laid down. (This shall not preclude the hanging of any type of lashings or cones from the corner castings during loading and discharging.)

**Rule 1605.**

- (a) Speed limits shall be posted, observed, and strictly enforced.
- (b) Stop signs shall be posted at all gates. Stop or yield signs shall be posted at all intersections where visibility is limited.
- (c) Drivers shall not cut across traffic lanes or through container storage areas or park vehicles and equipment across railroad/crane tracks, except as directed by supervision.
- (d) A diagram of the traffic routes, parking areas, and a list of traffic rules shall be provided to all drivers operating in the marine terminal. All marine terminal traffic rules and regulations shall be obeyed by all drivers. The terminal operator shall take measures to control traffic, including discipline of any driver who creates a safety hazard.

**Rule 1606.** At vehicular check-out lines, check-in lines or similar locations where employees in the normal performance of their duties may be located behind, ahead or around a vehicle, signs shall be clearly posted to warn oncoming drivers.

**Rule 1607.** A distance of not less than twenty feet (20') shall be maintained between vehicles in line when employees are located between them. A visible and/or verbal means shall be used to identify this safety zone.

**Rule 1608.** When pedestrian employees are required in storage rows, a means to warn approaching vehicle operators shall be used and vehicles shall be equipped with warning devices such as lights, horns, etc., to notify employees of vehicle presence in the vicinity.

**Rule 1609.** Employees working within a marine terminal shall be provided with and shall wear a high visibility vest that is marked with reflectorized material. With the employers approval, other articles of clothing which provide equivalent reflectorized protection may be worn in place of the vest.

**Rule 1610.** Container chassis locks shall be in good working order and not welded or wired. Containers shall not be hoisted from chassis unless chassis locks are released.

**Rule 1611.** Empty containers stacked over two high in the container yard shall be stacked in a safe manner or secured in such a manner as to prevent them from being blown over in high winds.

**Rule 1612.** Vehicle operators shall observe applicable operator duties in Section 9.

**Rule 1613.** Dockside container hoisting equipment shall be equipped with radios. Walking Bosses/Foremen, Clerks, and Signalmen working directly with such equipment shall be

provided with radios. Container cranes at each terminal working against a vessel shall be assigned a separate radio channel.

Top/Side Handlers and Reach Stackers working together against that vessel shall also be assigned a separate radio channel from those assigned to the working cranes. This rule does not apply to operations where Straddle Carriers, Top/Side Handlers or Reach Stackers are working directly against the crane.

For those geographic areas where additional useable channels are not available, the provisions of this rule shall become effective when such channels are available.

**Rule 1614.** In container yard areas, all locking/unlocking of chassis shall be done in such a way as to allow adequate room and adequate lighting at all four corners of the chassis.

**Rule 1615.** When a noxious condition exists under a canopy due to truck exhaust, then the trucks shall shut down their engines.

**Rule 1616.** When working in conjunction with container cranes against a ship, portable chairs shall not be used.

**Rule 1617.** Employees working on foot inside a container storage row where container handling equipment is operating shall notify equipment operators in the area of their presence and location, and place an indicator that is clearly visible to the operator in the immediate work area. Equipment operators shall not enter those rows except when their movement is coordinated with the employee on foot.

**Rule 1618.** Where cranes are equipped with elevators or fully enclosed man-lifts, employees shall use the crane's stairs or ladders if the elevator or man-lift is temporarily out of service.

**Rule 1619.** When self-locking cones are used in conjunction with a chassis operation, the cones shall not be inserted or

removed while the container is suspended over a chassis unless tools or equipment may be used to protect against personal injury.

**Rule 1620.** When lines are being handled and crane tracks are within three feet (3') of bollards or dolphins, cranes adjacent to the berth shall be parked or pinned at a sufficient distance from bollards and dolphins that will be used by linesmen.

**Rule 1621.** Container spreader beams attached to yard handling equipment, other than container cranes, shall be inspected, tested, and certified once every four years to the manufacturer's rated capacity/recommendation and inspected annually. The employer shall have certificates of testing and inspection available for the Union's review.

**Rule 1622.** While installing or removing cones from containers, employees shall not position themselves in the bight where they could be injured by the tractor wheels, container, chassis or other equipment.

**Rule 1623.** All vehicles used to transport longshore workers will be designed to accommodate passengers and have designated safe seats. Such vehicles shall be equipped with exhaust systems which are in full compliance with the relevant sections of the Pacific Coast Marine Safety Code.

**Rule 1624.** All new semi-tractors purchased after July 1, 1994 shall be equipped with shock absorbing cabs.

**Rule 1625.** When cones are being loaded or unloaded at the rail of a vessel, the power to the crane shall be shut off to prevent the crane from trolleying, hoisting, or gantrying. Power shall not be engaged until the crane operator has received radio instructions to do so.

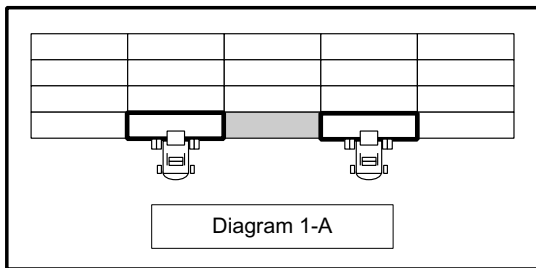
**Rule 1626.** Bombcarts shall safely accommodate the full length of the container. Wheels and tires shall be installed and

maintained in accordance with manufacturer's recommendations.

**Rule 1627.** Container terminals shall establish, post, and utilize procedures to transport improperly loaded/overweight containers. Overweight and/or improperly loaded containers will be brought to the attention of supervision for determination of safe handling.

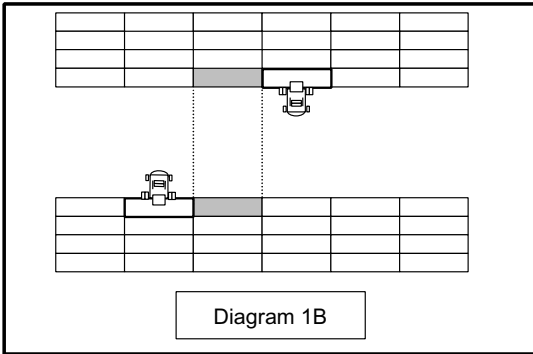
**Rule 1628.** Chassis which need to be stretched or contracted to receive a container shall be stretched or contracted prior to coming under the crane

**Rule 1172.** Top Handlers, Side Handlers or Reach Stackers when working side by side on the same side of the aisle (See diagram 1-A)

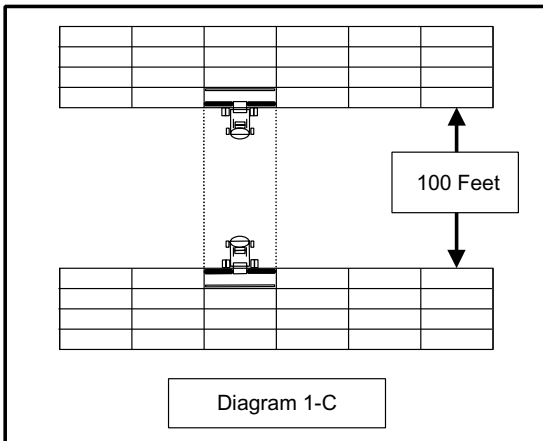


or when working on opposite sides of the same aisle (See diagram 1-B) shall maintain a minimum separation of one container length between each operation.

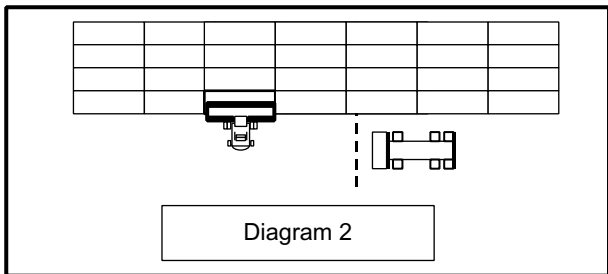




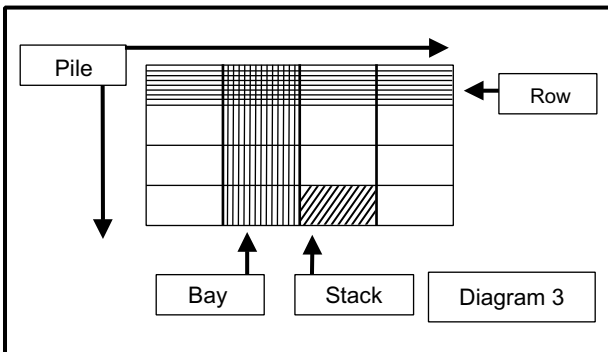
If the aisle is a minimum of 100 feet wide, back to back operations are permitted (See diagram 1-C).



**Rule 1630.** Hustlers and tractors pulling trailers, chassis or bomb carts being loaded/unloaded by Top Handlers, Side Handlers or Reach Stackers must stay back a minimum of one full container length from the bay being worked until the hoisting vehicle is ready to service them (See diagram 2).

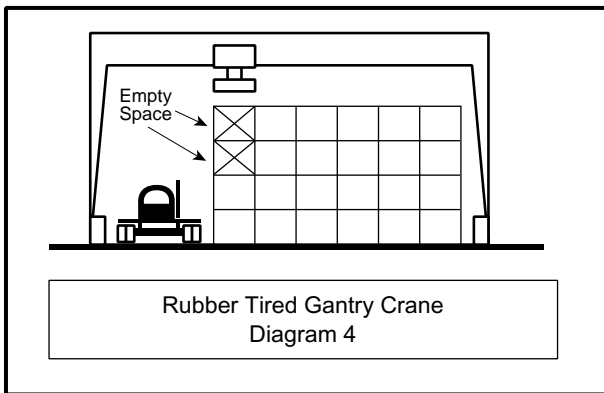


**Rule 1631.** In Top Handler, Side Handler and Reach Stacker or RTG operations, containers of different lengths shall not be stowed in the same bay. (See diagram 3)



**Rule 1632.** Rubber Tired Gantry (RTG) Crane Operations:

When hoisting containers to or from trailers, chassis or bombcarts, stacks adjacent to the truck lane shall not exceed two high. (See diagram 4)



## SECTION 17

### GENERAL AND MARINE RAIL SAFETY RULES

#### 17.001 INTRODUCTION

The Joint Pacific Coast Marine Safety Committee has added a new Section 17, "General and Marine Rail Safety Rules," to the PCMSC. All existing rail rules that were previously in the safety code have been duplicated in this section. These rail rules will remain in their present sections until 1999, when they will appear only in Section 17. The Joint Commit-

tee has developed a new format for Section 17 which is outlined at the beginning of the section.

A glossary has been added to standardize terminology that has traditionally been used in rail operations and to introduce new terms to describe recent developments in marine rail technology. The Joint Committee recognizes that this is both a new section and a new format and welcomes suggestions that may improve rail safety on the waterfront. Recommendations for consideration may be submitted to the Joint Port Accident Prevention Committees.

### **17.002** GLOSSARY

**Brake, air:** Brakes that are activated and released by air pressure.

**Brake, hand:** Mechanical wheel used for setting mechanical brakes.

**Car, intermodal:** A series of three (3) or five (5) permanently coupled intermodal gondolas.

**Cleat track vehicle:** (1) A multipurpose power vehicle with cleats sometimes used to push railcars; (2) a large jitney.

**Control devices:** Appropriately colored cones, flags, lights, lanterns, signs, and locks, derailleurs, gates and switches.

**Coupler/coupling:** The device on railcars that joins railcar to railcar.

**Derailer:** A device to protect tracks when switches cannot be lined away and locked out.

**Flying switch:** A switch lined to a track where a railcar is kicked on the fly without power or brakes.

**Frog:** Rail apparatus that facilitates tracks to cross each other (a flange way to allow one rail to cross another rail).

**Gondola, intermodal:** An open top railcar specifically designed to carry containers in single and double stacked configurations.

**Hubbing:** Movement of railroad cars within a facility.

**Point, guarding the:** “Guarding the point” is defined as escorting the unmanned or lead end of a train accessing or egressing a terminal.

**Power unit:** Locomotive a.k.a. “loci.”

**Protected track:** A rail track that has been closed to entry by the placement and/or installation of control devices.

**Pusher:** A small power unit used for inter-terminal switching.

**Rail spur:** Any railroad track other than a main line track.

**String, intermodal:** Any series of two (2) or more rail cars varying in length.

**Switch keys:** Keys used to lock and unlock switchlocks and derailer-locks.

**Switch:** A mechanical or automated device that opens or closes access to rail spurs.

## **17.100** WRITTEN RAIL SAFETY RULES

**Rule 17.101.** Employers with rail facilities shall develop a written rail safety plan which is terminal specific and in accordance with all PCMSC rules. This plan shall designate those responsible for safe train movement, loading and discharge operations. The plan shall also address the servicing railroad company and those other companies who may be affected by a rail movement, through and/or adjacent to their terminal. The rail safety plan shall be made available upon request.

This plan will include a description of terminal specific procedures and operations using the seven core elements of the Rail Safety Rules:

- 1) Written Safety Plan
- 2) Rail/Terminal Access/Egress
- 3) Train Movement Procedures
- 4) Control Devices
- 5) Supervision
- 6) Communications
- 7) Safe Work Practices

**Rule 17.102.** Employers with rail facilities shall develop and post a map of the terminal yard. The map shall identify terminal parameters, track location, switches, vehicle and material handling equipment traffic lanes and crossing points, pedestrian lanes, traffic control devices and train movement warning devices. Maps shall be made available upon request.

**Rule 17.103.** Rail operation logs shall be kept in accordance with state and federal regulations.

**Rule 17.104.** Employers shall have a written procedure for maintaining the security of control devices. The procedure shall describe how keys and locks for control devices, e.g., switches, gates, derailleurs, are stored, issued, collected, and inventoried.

**Rule 17.105.** The employer shall have a written procedure for notifying supervision and employees of scheduled and unscheduled train movement.

**Rule 17.106.**

- (a) Speed limits shall be posted observed, and strictly enforced.

- (b) Stop signs shall be posted at all gates. Stop or yield signs shall be posted at all intersections where visibility is limited.
- (c) Drivers shall not cut across traffic lanes or through container storage areas or pack vehicles and equipment across rail/crane tracks, except as directed by supervision.
- (d) A diagram of the traffic routes, parking areas, and a list of traffic rules shall be provided to all drivers operating in the marine terminals. All marine terminal traffic rules and regulations shall be obeyed by all drivers. The terminal operator shall take measures to control traffic, including discipline of any driver who creates a safety hazard.

#### **17.200 RAIL/TERMINAL ACCESS/EGRESS**

**Rule 17.201.** Terminal gates shall be equipped with locks and proper identifying signs/lights. Prior to access or egress, supervision shall ensure that gates are locked and unlocked and that signals are displayed. \*

**Rule 17.202.** Tracks shall be numbered and marked to be visible day and night and shall be consistent with railway track designations.

**Rule 17.203.** Switches shall be numbered, marked and be consistent with railway switch designations. Switches must be visible both day and night and shall indicate direction of travel.

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\*Railroad lights, Lanterns, Flags and Signals. All rules in that discuss "appropriately colored" flags, signs, lights, and lanterns shall conform to the following clarification:

- 1) In California, red flags and red signs with white lettering are required. When lights or lanterns are used, they shall be white.
- 2) In Oregon, the accepted method of compliance is to use blue flags, signs, lights, and lanterns.
- 3) In Washington, blue flags, signs, lights and lanterns are required.

**Rule 17.204.** Railroad crossings at gates and roadways within terminal areas shall be marked.

### **17.300** TRAIN MOVEMENTS

**Rule 17.301.** Prior to a train entering a terminal facility, confirmation to enter the terminal must be provided by supervisors of affected operations.

**Rule 17.302.** Prior to authorizing train access to a terminal, supervision shall ensure switches are lined away and locked out from tracks to be protected and employees are warned of train movement.

**Rule 17.303.** All trains shall be accompanied by an escort vehicle when the train is entering, transiting, or departing a rail facility and there is work in progress in the immediate area. The vehicle shall guard the point by driving abreast of the lead car.

**Rule 17.304.** Rail facilities shall have a positive method to warn employees of train movement, which shall include audio and visual signals. Such signals shall be visible and audible to pedestrians and equipment operators.

**Rule 17.305.** When jitneys, cleat track vehicles, or tractors are used to push or pull rail cars, a positive means of stopping by chain, wire or coupling shall be provided.

**Rule 17.306.** A person shall be assigned to attend the hand brake when cars are being moved by other than railroad personnel except when other mechanical means of braking are provided.

**Rule 17.307.** Before coupling or moving rail cars, it shall be ascertained that cars and cars with cargo can be coupled and moved safely.



**Rule 17.308.** Before shoving rail cars, the cars must be coupled and slack stretched to ensure that all couplings are made.

**Rule 17.309.** Railroad cars shall not be moved until it has been assured that the way is clear, nor without due warning being given to any exposed person. (See Rule 17.725.)

#### **17.400 CONTROL DEVICES**

**Rule 17.401.** All malfunctioning switches shall be reported and repaired. (See also Rule 331.)

**Rule 17.402.** Flying switches are prohibited in working areas or across roadways or walkways within marine terminal operations.

**Rule 17.403.** Protection by suitable warning signs or other means as necessary shall be provided against employees stepping in front of moving trains where doorways open directly onto railroad tracks, at blind corners, or at other places where the field of vision is restricted.\*

**Rule 17.404.** Railroad cars being worked within a marine terminal shall be identified with signals (regulation flags, lights or signs) clearly placed to indicate that employees are working within, on or under rail cars.

- (a) Such signals shall be placed and removed by one of the employees working in and about the rail cars as directed by supervision.
- (b) Switching equipment shall not pass signals on the track protected by that signal.

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\*Railroad lights, Lanterns, Flags and Signals. All rules in that discuss "appropriately colored" flags, signs, lights, and lanterns shall conform to the following clarification:

- 1) In California, red flags and red signs with white lettering are required. When lights or lanterns are used, they shall be white.
- 2) In Oregon, the accepted method of compliance is to use blue flags, signs, lights, and lanterns.
- 3) In Washington, blue flags, signs, lights and lanterns are required.

- (c) All signals used for protection of employees shall be of a type recognized by the railroads and capable of being set securely.\*

**Rule 17.405.** When work is being performed on rail cars or tracks by the employer and personnel not under supervision of the employer, i.e., railroad personnel, each group will set and remove their signals. At no time may one group set or remove the other group's signals.

### **17.500 SUPERVISION**

**Rule 17.501.** Supervision shall give safety talks at the beginning of each shift. Topics may include: Layout of yard, projected rail activity and individual responsibilities.

**Rule 17.502.** When work is being performed on or around railcars, supervision shall be responsible for the following safety precautions:

- 1) All switches shall be lined away from protected tracks, locked and properly flagged.
- 2) When there are no lockout switches, a derailer shall be set and properly flagged to protect the track. Derailers shall be set no less than 150 feet from the railcar to be protected. However, where space is limited, a minimum distance of 50 feet may be observed.
- 3) Appropriate signals shall be placed on each open end of railcar strings to be protected before work commences.

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\*Railroad lights, Lanterns, Flags and Signals. All rules in that discuss "appropriately colored" flags, signs, lights, and lanterns shall conform to the following clarification:

- 1) In California, red flags and red signs with white lettering are required. When lights or lanterns are used, they shall be white.
- 2) In Oregon, the accepted method of compliance is to use blue flags, signs, lights, and lanterns.
- 3) In Washington, blue flags, signs, lights and lanterns are required.

- 4) Other equipment shall not be placed on tracks being worked so as to block or reduce the view of warning signals.\*

**Rule 17.503.** Security for control device procedures shall be explained by supervision to longshore employees. (See also Rule 17.104.)

**Rule 17.504.** Prior to train movement, rail pusher operators and supervision shall confirm that switches have been properly aligned and that all affected personnel have been advised of the movement.

### **17.600 COMMUNICATIONS**

**Rule 17.601.** There shall be radio communications between rail yard engine/rail pusher operators and supervisors. Radios shall be made available and provided with a conveniently located mounting bracket or permanently installed.

**Rule 17.602.** Supervision shall be responsible for assigning radios for rail operations to units or individuals not working under direct supervision.

**Rule 17.603.** The railpusher shall be informed of any coupling or uncoupling of railcar air hoses.

**Rule 17.604.** Radio communications that give rail movement instructions shall be repeated for confirmation.

### **17.700 SAFE WORK PRACTICES**

**Rule 17.701.** Personnel working in rail facilities shall be attired as prescribed in Rule 1154.

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\*Railroad lights, Lanterns, Flags and Signals. All rules in that discuss "appropriately colored" flags, signs, lights, and lanterns shall conform to the following clarification:

- 1) In California, red flags and red signs with white lettering are required. When lights or lanterns are used, they shall be white.
- 2) In Oregon, the accepted method of compliance is to use blue flags, signs, lights, and lanterns.
- 3) In Washington, blue flags, signs, lights and lanterns are required.

**Rule 17.702.** There shall be no loading or unloading of railcars on a track adjacent to a track where cars are being moved.

**Rule 17.703.** All longshore personnel shall use the permanent ladder on rail cars. All ladders shall be kept in good repair and in safe condition. Pending repair of damaged ladders, properly secured portable ladders or other safe means shall be used.

**Rule 17.704.** When walking around the end of standing railcars, at least ten feet clearance shall be maintained.

**Rule 17.705.** Longshore workers shall not ride on moving rail cars except under specific instructions from supervision.

**Rule 17.706.** Longshore workers shall not walk on the siderails of rail cars unless they are designed for that specific purpose.

**Rule 17.707.** No work shall be performed on top of, or in between rail cars that are coupled to a locomotive or pusher.

**Rule 17.708.** When locking and unlocking cones, the cones furthest away from the container handling equipment shall be handled first.

**Rule 17.709.** When rail car couplers need alignment or adjustment, cars shall be separated by at least 50 ft. and stopped. Where space is limited a safe distance shall be maintained.

**Rule 17.710.** Employees shall not jerk or lunge on a brake wheel or place a foot in the wheel spoke to release a vertical wheel type hand brake.

**Rule 17.711.** Rails shall be inspected and cleared of debris.

**Rule 17.712.** When loading or unloading railroad cars with drafts of long, heavy or awkward cargo which may cause an unsafe condition to exist, men shall position themselves to safely handle the load.

**Rule 17.713.** Falls led from cargo booms of vessels or cranes, or other equipment not specifically intended for the purpose, shall not be used to move scows, lighters, or railroad cars.

**Rule 17.714.** Floors of railroad cars shall be in safe condition for the operations conducted within them.

**Rule 17.715.** When railroad cars are worked on any pier or bulkhead, stripping and stakes shall be piled in such a manner and in such a place that they will not create a hazard.

**Rule 17.716.** All box car doors and associated mechanisms shall be carefully inspected before workers attempt to open or close them. If the car door is not free and cannot be opened by hand, equipment shall be provided and a safe method shall be used. Forklifts shall not be used.

**Rule 17.717.** Car doors shall be opened slightly at first to examine for possible shifting of load in transit.

**Rule 17.718.** Condition of railcar doors shall be checked before opening. Defective doors shall be corrected or reported to the railroad.

**Rule 17.719.** Employees shall not pass under, between, over or through railroad cars when going to or from places of work.

**Rule 17.720.** Persons shall be checked in and out of railroad cars before and after loading.

**Rule 17.721.** Personnel shall not be allowed to ride on the sides of moving railroad cars.

**Rule 17.722.** When working on or crossing rail tracks, employees must step over and not on top of rails, frogs, switches or guard rails.

**Rule 17.723.** When employees are working in, on or under rail cars, or when hubbing or switching has been completed, a sufficient number of air brakes, or hand brakes, or other positive means shall be used to prevent movement. Brakes shall be set at the beginning and end of the rail car string as a minimum requirement.

**Rule 17.724.** When lift trucks are used in railway cars which have a bad floor, the floor of the car shall be covered with metal plates.

**Rule 17.725.** When persons are working in between or underneath railway cars there shall be a person stationed nearby to warn of any movement of the cars. (See Rule 17.309.)

**Rule 17.726.** A clear area extending 7 feet 6 inches feet from the nearest rail of all tracks shall be maintained. The cleared area shall be marked where possible.

**Rule 17.727.** Employee's shall not be allowed to be on, under, or between rail cars on tracks that are not properly protected.

**ADDENDA****CONTAINER CRANE ELEVATORS**

Addenda, July 1, 1990, Memorandum of Understanding:

During the course of the 1990 negotiations, it was agreed that both parties would work together to request the installation of elevators or fully enclosed man-lifts for crane access on all newly built shore based, rail-mounted container cranes which are purchased after July 1, 1990 by port authorities or direct employers for use in operations covered by the agreement.

**CONTAINER CRANE SEATS  
AND CONTROL PANELS**

Addenda, July 1, 1993, Memorandum of Understanding:

During the course of the 1993 negotiations, the parties agreed to a periodic review of control panels and seats for container cranes and transtainers in those ports having such equipment.

**INADVERTENTLY HOISTING  
SEMI-TRACTORS**

Addenda, July 1, 1999, Memorandum of Understanding:

During the recently concluded negotiations for the 1999 PCMSC, the parties discussed various solutions and technologies presently available to prevent inadvertent hoisting of semi-tractors. The discussion resulted in an agreement that the parties would continue to investigate and encourage the use of new technologies which may be developed during the term of

the 1999 PCMSC which might provide a solution to the problem.

## **RATCHET STYLE HARD HATS**

Addenda, July 1, 1999, Memorandum of Understanding

During the 1999 Pacific Coast Marine Safety Contract negotiation the topic of ratchet-style hard hats was discussed. The Pacific Maritime Association agreed to commence issuing two (2) types of hard hats, Fibre Metal model # E-2SW-Yellow and Jackson Safety stubby yellow model # 0740-0081, including chinstraps, prior to January 1, 2000. The choice of one of these hard hats will be issued at no cost to all new members of the work force. Replacement hard hats may be purchased at cost using a payroll deduction system.

The ILWU agreed to continue their support of the PCMSC Rule 651 by notifying the membership of their responsibility to wear hard hats and directing them to report for work in the proper safety attire

## **DUTIES OF THE JOINT PACIFIC COAST MARINE SAFETY COMMITTEE**

Addenda, July 1, 1996, Memorandum of Understanding

1. The Joint Pacific Coast Marine Safety Committee shall meet during the life of the contract a minimum of one time in each of the four Pacific Coast Longshore areas.
2. Scope and Function of the Joint Committee Between Contract Negotiations:
  - A. The Joint Committee may discuss and formulate clarifications of PCMSC language.



- B. The Joint Committee shall have the ability to address new safety issues that have a coastwide significance.
- C. It is further agreed that, between contract negotiations, the Joint Committee does not have the ability to create new rules or contract language; however, it may recommend rule changes to the Coast Labor Relations Committee (CLRC).

## **PREVENTING DISEASE TRANSMISSION**

Addenda, July 1, 1999, Memorandum of Understanding

During the course of the 1999 negotiations, the parties agreed that within 90 days following the signature of the PCLCD, PCCCD, and PCWB&FA, the employers shall during the existing CPR and First Aid training, provide a module of instruction and training dealing with the subject of Blood-borne Pathogens. This instruction and training shall conform to the appropriate regulatory guidelines.

***MEMORANDUM OF UNDERSTANDING***

**TRAFFIC PATTERNS AND SAFE DRIVING  
COMMUNICATIONS IN CONTAINER AND  
RAIL YARDS TO READ:**

It was agreed during the 1999 PCMSC negotiations that further discussion was needed concerning traffic patterns and safe driving communications in the Ports of Los Angeles & Long Beach. Accordingly it was agreed that the LA/LB area representatives from the 1999 PCMSC Negotiating committee in LA/LB to explore and implement a mutually agreeable solution to this communication problem no later than January 1, 2000.

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