

# ILA Local 1475 – Gateway Terminals, LLC

## Memorandum of Agreement

October 3, 2014

The parties hereby agree that the existing agreement between ILA, Local 1475 and Gateway Terminals, LLC, and all of the terms contained therein, shall be carried forward and extended until September 30, 2018, except to the extent modified below:

### 1) Rail NS/CSX

(A) 1-(Working) SCWC, 1-ACWC and 3-TIR/EIR Rail inspection clerk.

- 1) The above manning will be required 7 days a week.
- 2) The following starting times will apply:
  - a) 7am for day shift
  - b) 7pm for night shift

\* If ordered on a Holiday the above manning will be required.

### 2) Inventory

A) 1-SCWC@ 6AM, 1-ACWC & 1 Inventory clerk @ 7AM to handle all inventory Functions (Only if Gates are open) Monday through Friday.

- 1) Weekend and Holiday manning will consist of 1-SCWC when the Gate is open. The meal break will be for 1200-1300.

### 3) Gates

A) Minimum manning based on current volumes.

- 1) A minimum of 12 ILA 1475 A/CWC Kitchen Personnel  
1 ILA 1475 A/CWC Kitchen Personnel for every 3 ILA 1475 TIR/EIR Lane inspection clerks. (Excluding the 10am-2pm personnel)

2) If the 1300-1400 meal break is utilized, it will apply to both Gates 3 & 4.

- 3) 1-SCWC AND 16 ILA 1475 TIR/EIR Lane clerks (Gate 4), 1-SCWC AND 12 ILA 1475 TIR/EIR Lane clerks (Gate 3) and 1-(Working) SCWC and 3 ILA 1475 TIR/EIR Lane clerks (Gate 6)

B) No ILA 1475 Gateway dayshift personnel will be knocked off prior to 5:00 pm.

C) With the exception of 10 to 2 ILA 1475 personnel, Lane clerks will not be required to work two lanes for more than one meal period and will be paid at the overtime rate for that meal hour.

D) On weekends and holidays, management will have the option of staggering the meal periods to aid in the flow of traffic. When this is done, the ILA 1475 TIR/EIR

clerks will be paid one hour of double overtime no matter what meal period is taken. The minimum manning will consist of 3 ILA 1475 A/CWC Kitchen personnel and 9 ILA 1475 TIR/EIR gate personnel on volumes up to 1500 TIR/EIR, based on an eight hour shift. An additional clerk will be added for each additional 128 TIR/EIR transactions.

E) One additional 10AM-2PM ILA 1475 TIR/EIR Lane Clerk will be ordered for Gate 3.

F) Management has the option to order 9AM TIR/EIR Lane clerks in conjunction with the 9AM ACWC orders. The clerks ordered at 9AM will work until 6PM and will be paid 6 hours straight time, 1 hour flex time and 1 hour overtime.

4) Labor and Management agree to meet periodically for the purpose of reviewing processes to evaluate productivity, manning and efficiency.

5) All ILA 1475 personnel will remain on the job until released by the Employer.

**ILA LOCAL 1475**

**GATEWAY TERMINALS, LLC**



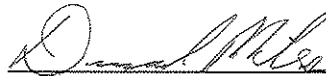
Ricky C. Deloach  
President



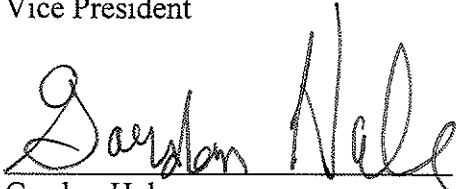
Brad Ziegler  
Director



Edwin J. Ramsey, Jr.  
Vice President



Derrick Miles  
Director



Gordon Hale  
Business Agent



Luke Doremus  
Director

