

**International Longshoreman's Association
Local 1475
Deck & Dock Extras
Hiring Hall Rules**

RULE I: AVAILABILITY

Section 1: All Deck & Dock Extra List personnel will be considered marked-up and available for all shifts.

RULE II: HIRING

Section 1: All Deck & Dock Extra List personnel will be dispatched in the following manner:

A: All Deck & Dock Extra List 1 personnel will be offered work referrals alphabetically on a rotating basis. After all Deck & Dock Extra List 1 personnel have been offered work referrals the Dispatcher will then offer work referrals to all Deck & Dock Extra List 2 personnel and then continue the process throughout all subsequent Deck & Dock Extra Lists. The rotation for each list starts where the list ended during the previous hiring period.

B: The purpose of this process is to offer one work referral to each Deck & Dock Extra in rotation for a twenty-four (24) hour period. The hiring period will begin with the Dispatching of day work at 5:30pm and will end with the last night referral dispatched the following day. The process will re-start with day work the following day at 5:30pm.

Section 2: All Deck & Dock Extras hired will be subject to the provisions and current requirements of the Collective Bargaining Agreement. All documents are available on-line at [ILA 1475.com](http://ILA1475.com).

Section 3: Deck & Dock Extras will not be afforded continuity or return rights. Deck & Dock Extras who receive job referrals which are later cancelled by the employer with no compensation will be offered job referrals during the next hiring period first within their respective lists.

Section 4: When receiving a job from the Dispatcher Deck & Dock Extras will be instructed as to their starting time. If, after accepting employment, a Deck & Dock Extra cannot report to a job, then the Deck & Dock Extra must notify the Dispatcher 1½ hours prior to the starting time. The following number, 912-659-6386, is for emergency reliefs. Should you be unable to reach the Dispatcher, you must call the Business Agent on his cell phone 912-656-2801.

RULE III: REQUIREMENTS

Section 1: All Deck & Dock Extras are required to maintain the proper credentials needed in order to access the port facilities. Currently, the Georgia Ports Authority provides this service at the Credentialing Office located at 100 Main Street, Garden City, Georgia. All Deck & Dock Extras will be provided with information in the future as credentialing requirements change.

Section 2: All Deck & Dock Extras are required to provide the ILA Local 1475 with updated information when changing personal information such as:

- Name
- Complete Mailing Address
- Primary Phone Number
- Secondary Phone Number

Any change of information must be sent to the Deck & Dock Extra List Monitor in the manner set forth in Rule III, Section 5.

Section 3: Deck & Dock Extras are requested to sign a check-off authorization form. Failure to sign a check-off authorization form will result in an assessment for Hiring Hall fees. Deck & Dock Extra Hiring Hall fees will be deducted from payroll checks.

Section 4: All Deck & Dock Extras are considered to be marked up. Deck & Dock Extras who fail to accept and complete 3 consecutive job referrals will be dropped from their respective Deck & Dock Extra List and will be placed on a 30 day suspension from any work referrals. After their 30-day suspension period they will be reinstated to their respective Deck and Dock Extra List. Deck & Dock Extras who fail to accept and complete 3 consecutive job referrals a second time in the same contract year will be moved to an inactive status until the end of said contract year. Furthermore, at the beginning of the new contract year they will be reinstated to their respective Deck & Dock Extra list. The Local's dispatching records will be used to determine compliance.

Section 5: All correspondence from Deck & Dock Extras to ILA Local 1475 must be in writing, certified, return receipt mail via the United States Postal Service to:

ILA Local 1475
Post Office Box 3005
Savannah, Georgia 31402
Attn: Deck & Dock Extra List Monitor, regarding Deck & Dock Extra List # _____
(Insert appropriate Deck & Dock Extra List number)

RULE IV: COMPLAINTS

Section 1: Deck & Dock Extras who wish to file a complaint may file their complaint in writing to the Deck & Dock Extra Hiring Monitor. The complaint should outline the facts of the incident. All complaints must be sent in the manner set forth in RULE III, Section 5. Should a complaint be filed the Local's Executive Board would determine if a hearing is in order. The Executive Board would then notify the Deck & Dock Extra in writing and the Deck & Dock Extra may be afforded an opportunity to appear at the hearing.

Section 2: Deck & Dock Extras who have a complaint which is time sensitive, i.e. not called, skipped over, etc. may call the Vice President for Deck & Dock directly on his cell phone, 912-210-2619. The Vice President for Deck & Dock will investigate the complaint, consult with the Deck & Dock Extra Hiring Monitor and notify the Deck & Dock Extra of what action shall be taken.

RULE V: DISCIPLINE

Section 1: Deck & Dock Extras are required to abide by the requirements found in these rules. Failure to follow these rules can result in being placed in an inactive status. The Executive Board will make the determination. The Deck & Dock Monitor will send a determination letter to the Deck & Dock Extra outlining the reasons for being placed in an inactive status. The Deck & Dock Extra would then have the right to appeal this decision to the Local's Executive Board. The appeal letter must be mailed to the Deck & Dock Extra Hiring Monitor in the manner set forth in Rule III, Section 5 and must be postmarked no later than 10 days after confirmed receipt of the determination letter.

RULE VI: MISCELLANEOUS RULES

Section 1: A member in good standing at a regular monthly meeting shall submit all additions and revisions to these Deck & Dock Extra hiring Rules in writing. Notification with the proposed change shall be sent to all members at least fifteen days before voting at the next regularly scheduled monthly meeting. A two-thirds (2/3) majority vote of the members present shall be required for enactment.

Section 2: The purpose of the foregoing rules is to treat all persons working through the Hiring Center of ILA Local 1475 in a fair and impartial manner, regardless of race, creed, sex or union affiliation. If any of the foregoing rules are found to be in violation of any Local, State or Federal laws, then those portions in violation shall be invalid.

Submitted to the Membership – June 14, 2017

Approved by the Membership – August 9, 2017

Rule III Section 4 amended and approved by membership- May 9, 2018