

ILA LOCAL 1475
SAVANNAH DECK AND DOCKMEN SENIORITY PLAN
April 1, 2019

To implement the employment of Deck and Dockmen in the Port of Savannah, Georgia, as provided by Clause 14 of the present Collective Bargaining Agreement of I.L.A. Local 1475 and the Memorandum of Understanding with Respect to ILA Deck and Dockmen, (MOU), dated August 8, 2013, the parties thereto hereby agree to the following:

1. The operation of the Plan shall be governed by a Seniority Board composed of the President and one (1) rank and file member of I.L.A. Local 1475, and two (2) members of the Georgia Stevedore Association.
2. Any dispute concerning or arising out of the terms and conditions of this Agreement shall be referred to the Seniority Board.
 - A. This Seniority Board shall act by majority vote, and should they reach a determination in a particular dispute, such determination shall be final and binding.
 - B. The Board shall hold meetings as necessary.
 - C. The Seniority Board shall be the sole judge of the sufficiency of the evidence to be considered in the resolution of any dispute brought before them.
 - D. If the Seniority Board shall be unable to reach a determination in a particular dispute, the dispute shall be resolved under the procedure established under Clause 15(B) of the Collective Bargaining Agreement.
 - E. The Board shall have authority to determine whether any seniority rules listed herein have been violated, and shall have power to invoke the penalties provided under Paragraph 6 herein.
 - F. Any dispute or grievance by an individual employee or employer must be submitted to the Board in writing at least 48 hours prior to a meeting. The complaint must be signed by the plaintiff.
3. As used in this Agreement, "continuous service" means that an employee must work a minimum of 700 hours as a Deck or Dockman in the port of Savannah beginning October 1, 2018 and each successive contract year following the seniority classification. An employee must continue to maintain 700 hours or more of service as a Deck or Dockman during future contract years to maintain seniority.
 - A. An individual must work a minimum of 700 hours in a contract year to attain a number/letter seniority classification.
 - B. All years of stevedoring services and all hours of service as a Deck or Dockman must have been earned in the Port of Savannah.

C. Deck and Dockmen shall be dispatched in accordance with their Seniority Classification as set forth below:

CLASS A: (DD1) Class A seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 42 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS B: (DD2) Class B seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 30 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS C: (DD3) Class C seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 23 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS D: (DD4) Class D seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 22 years of stevedoring service and who earned or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS E: (DD5) Class E seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 21 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS F: (DD6) Class F seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 20 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS G: (DD7) Class G seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 19 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS H: (DD8) Class H seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 18 years of stevedoring service and who earned 700

or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS I: (DD9) Class I seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 17 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS J: (DD10) Class J seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 16 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS K: (DD11) Class K seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 15 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS L: (DD12) Class L seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 14 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS M: (DD13) Class M seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 12 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS N: (DD14) Class N seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 11 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS O: (DD15) Class O seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 10 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.



CLASS P: (DD16) Class P seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 9 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS Q: (DD17) Class Q seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 8 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS R: (DD18) Class R seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 7 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS S: (DD19) Class S seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 6 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS T: (DD20) Class T seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 5 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS U: (DD21) Class U seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 4 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS V: (DD22) Class V seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 3 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS W: (DD23) Class W seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 2 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS X: (DD24) Class X seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen with 1 years of stevedoring service and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2013 to September 30, 2014, and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2014.

CLASS Y: (DD25) Class Y seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2015 to September 30, 2016 and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2016.

CLASS Z17: (DD26) Class Z17 seniority shall be enjoyed by those personnel who were employed as Deck or Dockmen and who earned 700 or more hours of service as a deck or dockman during the contract year October 1, 2016 to September 30, 2017 and who have maintained at least 700 hours of continuous service at such occupation since October 1, 2017

FUTURE CLASSIFICATIONS: The Seniority Board shall meet on or about September 30, 2019 to determine whether and how to classify personnel who have earned 700 or more hours of service as a deck or dockman in either or both contract years ending September 30, 2018 or September 30, 2019.

- D. A seniority Deck or Dockman who fails to earn 700 hours during any contract year will drop to the next classified seniority category He will serve a two-year probation period the following two contract years. He may regain his original seniority category by earning at least 700 hours during each of these two years of probation. Failure to earn 700 hours during this probationary period will result in a loss of seniority and he will drop to Casual status.

CASUAL: Casual seniority shall be enjoyed by those personnel who do not fall within the above classes, were employed as Deck and Dockmen 700 or more hours during any contract year and who remain ready and willing to work at all times.

- E. Additional qualified Deck and Dockmen will be added in the following order as needed from the groups listed below:
1. Those who hold Seniority status under Savannah Clerks and Checkers Seniority plan.
 2. Those individuals who have been approved jointly by Georgia Stevedore Association and ILA Local 1475.
4. In determining the above qualification, the following rules shall apply:

- A. As used in this Agreement "Contract Year" shall be defined as any annual period between October 1 and September 30 of the following year.
 - B. Employees may receive credit for allowable breaks in service which are due to:
 1. Injury or illness (other than through alcohol or drugs) to the extent of becoming eligible for Worker's Compensation or for benefits under the Industry's Welfare Plan.
 2. Absence due to military service provided the individual is reinstated in the Industry in compliance with the requirements of law as to re-employment.
 3. Absence due to service as an officer of the I.L.A. or its subdivision.
 4. Absence for a period not to exceed one year upon advance approval of the Seniority Board when the Board determines a temporary leave to be necessary and not for the purposes of accepting other employment.
 - C. Credit for allowable breaks in service shall be granted for the purpose of seniority on the basis of four (4) hours for each day of the week in each contract year, with a maximum of 700 hours per contract year.
 - D. The seniority of an individual shall cease with respect to priority of employment in the event he/she:
 1. Voluntarily quits, resigns or retires.
 2. Fails to work at least 700 hours unless such failure is allowable within 4(B). Time credited for paid vacations and holidays is not to be credited toward this requirement.
 - E. The records of the Pension and Welfare Fund shall be the official source of years of service and hours worked and where such records are questioned, the Seniority Board shall have the authority to determine the figures to be used for classification under the Seniority Plan.
 - F. All new deck and dock men, regardless of years of service in any craft in the industry will have NO SENIORITY or standing until they work a minimum of 700 hours as a deck and/or dock man in a single contract year.
5. In selecting personnel for work covered by the Collective Bargaining Agreement and the MOU, the following rules must be observed:
- A. The Local 1475 Hiring Center will dispatch personnel in accordance with the provisions of this Seniority Agreement.



- B. Providing they are able to perform the essential functions of an available position with or without a reasonable accommodation, all available personnel in group "A" must be offered employment before the other groups can be considered. Should further personnel be required after all available group "A" personnel have been offered employment, the employment will be offered to personnel in group "B" in the same fashion. Employment will continue to be offered through successive groups until all available personnel have been offered employment before personnel without seniority status are employed, except current practice will be followed through September 30, 2019.
- C. Personnel working during the day and having completed eight (8) hours, shall have no seniority or new status at 7:00 P.M. Personnel working during the night and having completed eight (8) hours shall have no seniority status at 8:00 A.M. Notwithstanding, personnel referred to in the above provisions, may be hired after all employees with seniority status have been offered employment. Once an individual has been offered employment by any employer for work at any starting time, and he/she refuses employment at that time, he/she therefore, waives his/her seniority status for that particular hiring period; but may be offered employment at the next hiring period. Persons who cancel or reject employment after having accepted it, shall lose their seniority for 24 hours.
- D. Employers must make every reasonable effort to train personnel for deck and dock jobs.
- E. Selection of individuals for jobs shall be without discrimination against any applicant by reason of race, creed, sex, membership or non-membership in I.L.A. Local 1475. Such selection shall be strictly in accord with the above rules and procedures as set forth in this Agreement and shall not be affected by Union rules, by-laws, regulations, constitutional provisions, or any other aspect of Union membership, policies, or requirements. If any provision herein is found to be in violation of any local, state or federal laws, then those portions in violation shall be declared null and void.
- 6.
- A. The Seniority Board, on written and signed complaint, shall hear and determine whether or not an employee has violated the following rules and regulations:
1. Collusion by an individual with an employer to violate hiring rules.
 2. Leaving a job prior to 2nd meal period (unless injured).
 3. Persistently failing to accept employment which he/she is capable of performing or regularly fails to make themselves available for employment.
 4. ILA Deck and Dockmen who secure a relief prior to the second meal break shall not be eligible for employment for 24 hours from the time they knock off.

5. Any other violation of this Seniority Agreement.
- B. Before taking disciplinary action for violation of rules herein specified, the party will be given written notice of the conduct claimed to be in violation of the rules and warranting disciplinary action, which notice shall fix a time and place at which the employee may appear and present his/her defenses.
- C. The Seniority Board must assess the following penalties against an employee who is found to violate the above rules and regulations during each contract year:

FIRST OFFENSE: Fourteen (14) days suspension of all Seniority through ILA Local 1475 Hiring Center.

SECOND OFFENSE: Thirty (30) days suspension of all Seniority through ILA Local 1475 Hiring Center.

THIRD OFFENSE: Sixty (60) days suspension of all Seniority through ILA Local 1475 Hiring Center plus such additional suspension of seniority preference as the Seniority Board deems necessary.

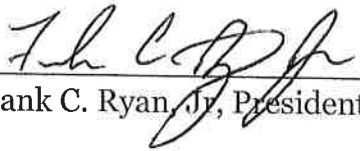
- D. The Seniority Board, on written and signed complaint, shall hear and determine whether or not an employee has violated the following rules and regulations:
 - a. Use of false seniority card or use of a card belonging to another individual.
 - b. Allowing another to use the seniority card entrusted to the owner.

FIRST OFFENSE: Permanent dismissal from the industry.

7. The Seniority Board will meet to determine whether the penalties listed in paragraph 6 are adequate, and if they find an undue number of violations, the Seniority Board shall recommend to the parties that the penalties be substantially increased.
8. The Seniority Plan will remain effective until the expiration of the present Collective Bargaining Agreement, but may be amended by mutual agreement between the parties. All provisions of the Plan including criteria for grouping employees are subject to change upon agreement by both parties, to the extent the change does not violate the terms of the MOU.
9. Both parties agree that the charging party shall have the right to file a complaint under the terms and conditions of the contractual agreement of their choice.

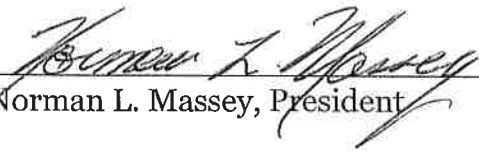
Signed and agreed to by the International Longshoremen's Association, Local 1475 and the Georgia Stevedore Association on the 1st day of April, 2019.

For the International Longshoremen's Association, I.L.A. Local 1475:



Frank C. Ryan, Jr, President

For the Georgia Stevedore Association:



Norman L. Massey, President