



Benny Holland, Jr.
Executive Vice President Emeritus

February 25, 2022

**VIA EMAIL & CERTIFIED MAIL,
RETURN RECEIPT REQUESTED**

Ms. Leslie D. Sims
83 Rio Rd.
Savannah, GA 31419

Re: Letter Received From L. Sims on February 16, 2022

Dear Ms. Sims:

I write in response to your letter regarding Local 1475 and Extra List 5.

First, as Chairman of the Committee that negotiated the Memorandum of Understanding for Local 1475 Clerks and Checkers' Seniority ("MOU"), I want to make clear that the Committee took great pains to make sure that the MOU was as fair as possible to everyone involved. While individuals on the Emergency List could not have their hours credited toward seniority because of the waivers, the Committee still wanted to reward these individuals for their hard work during a time of need for the Local. Thus, the Committee put in place rules that placed individuals on the Emergency List who had worked 700 hours on "Extra List 5" ahead of anyone on the Emergency List who did not work 700 hours and anyone on Extra List 6. It was the Committee's understanding that, due to their preferred placement on the extra lists, all individuals on Extra List 5 who wanted to work 700 hours in the 2021-2022 Contract Year would be able to, and, thus, would be able to obtain seniority in the following year. The Committee also wanted to make sure that only those individuals on Extra Lists 1-4 who showed up to work would be dispatched ahead of Extra List 5 personnel. Thus, the Committee put in place rules allowing for the suspension of non-seniority personnel who fail to show up for work.

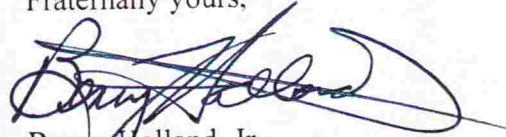
Moreover, I write to clarify that the MOU was the result of a collectively bargained agreement negotiated between the Committee and GSA. This MOU is the final byproduct of these negotiations and no motions to alter it will be considered by the Committee. In this regard, because the MOU is collectively bargained, Local 1475 does not have the unilateral authority to alter the MOU in order to grant seniority to Emergency List personnel. Thus, to answer your specific question, the Committee cannot provide you with the permission you seek to approach Local 1475 membership with "a motion to grant the Emergency List Personnel who made their 700 hours in the 2020-21 Contract Year the HH category." However, like any other collectively bargained agreement, you may petition your Local leaders to seek changes to the MOU during negotiations

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with the employer. As set forth in paragraph 31 of the MOU, any changes to the MOU must be approved by Local 1475, GSA, and the South Atlantic & Gulf Coast District.

Please do not hesitate to contact me with any further questions.

Fraternally yours,



Benny Holland, Jr.
Exec. Vice-Pres. Emeritus

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Encl.

cc: Mr. Stephen Knott, Sec.-Treas., ILA
Mr. Alan Robb, Pres., SA&GCD, ILA
Mr. Willie J. Seymore, Vice-Pres., ILA
Mr. Bill Williams, Sec.-Treas., SA&GCD, ILA
Mr. Larry A. Bachtell, Vice-Pres., ACD, ILA
Mr. Lance McLaughlin, Pres., Local 1771, ILA
Mr. Charles Seaton, Pres. Local 1776, ILA
Mr. Steve Sims, Pres., Local 1475, ILA
Laurence Goodman, Esq.
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