

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION
LOCAL #1475 HIRING HALL RULES
FEBRUARY 1,1992 / Revised July 10, 2023

RULE I: SENIORITY

SECTION 1: All personnel will be hired and dispatched for work on a senior basis in accordance with the Savannah Clerk and Checkers Seniority Agreement and the Collective Bargaining Agreement between I.L.A. Local# 1475 and the Georgia Stevedores Association.

SECTION 2: Personnel receiving eight (8) hours or more pay from 7am, 8am, or 1pm shall not possess seniority prior to 7am the following day.

SECTION 3: Personnel receiving eight (8) hours or more pay from 7pm shall not possess seniority prior to 1pm the following day.

SECTION 4: Personnel on 7pm starts / reliefs who receive eight or more hours pay from 1 am shall not possess seniority prior to 7pm the following night.

SECTION 5: For the purpose of clarification those starting times found in paragraph 8-A(I) of the current Collective Bargaining Agreement will be addressed in these rules as 7am, 8am, or 1pm.

RULE II: AVAILABILITY

SECTION 1: All seniority personnel must report their availability for the shift or shifts they desire to work on the 238-1475 Hiring Center Availability Tape.

SECTION 2: Personnel must report their availability for 7am, 8am and 1pm work by 3pm the previous day, with the only exception being no-work days.

SECTION 3: Personnel must report their availability for 7pm, 12m, and 1 am starts / reliefs by 12n the same day, with the only exception being no-work days.

SECTION 4: Personnel accepting day/night/relief work will no longer be automatically marked up for the following day/night/relief.¹

¹10/12/2022 Reg. Mem. Mtg – Section 4 changed in conjunction with the Sen. Agreement.

SECTION 5: Personnel working 7pm, 12m or 1 am starts / reliefs will automatically be considered available for work the following night.

SECTION 6: Personnel who are available and desire not to work shall notify the Hiring Center no later than 3pm.

SECTION 7: Personnel who are available for work must stay in contact with the Hiring Center concerning employment. If not, they will be assigned employment according to their seniority. Assigned personnel will be subject to the limitations and guidelines of Rule XI of these Hiring- Hall Rules.

SECTION 8: Personnel on new starts / reliefs who are released by their employer and receive five (5) hours pay or less may exercise their seniority for any new start or relief dispatched through the Hiring Center at or after the time of their release.²

SECTION 9: Personnel on new starts / reliefs who are released by their employer and received more than five (5) hours pay but less than eight (8) may exercise their seniority for any reliefs dispatched through the Hiring-Center at or after the time of their release.

SECTION 10: Personnel working 7pm (non-eight hour guarantee) starts may accept 7am, 8am starts the following day. Personnel making more than five (5) hours pay from 7pm are required to notify the Dispatcher no later than 1½ hours prior to starting time to relinquish job previously accepted.

SECTION 11: Personnel working 1pm (non-eight hour guarantee) starts may accept 7pm or 12m starts. Personnel making more than five (5) hours pay from 1pm are required to notify the dispatcher 1 ½ hours prior to starting time to relinquish job previously accepted.

SECTION 12: It is the responsibility of the individual to notify the Dispatcher 1 ½ hours prior to starting, time if you cannot fulfill employment previously accepted.

SECTION 13: Non-continuity personnel who have previously accepted 7am or 8am starts that are modified (set back) to 1 pm by the employer in accordance with 8(b) of the present Collective Bargaining Agreement will have the option to retain said job or to relinquish job and be shown in (AO) status.

²12/27/2004 Ex. Brd. ruled that (new starts) does not mean relief jobs. Reaffirmed at the following Reg. Mtg. reliefs added by HH rule change

RULE III: CONTINUITY

SECTION 1: Personnel possessing continuity shall be the Chief Wharf Clerk, Timekeeper, Deck or Dock man and Plan Clerk (on automated vessels), also any additional personnel who are ordered by the employer to assist the Chief Wharf Clerk and who are in addition to the minimum compliment of men. Their continuity shall last as long as that particular job is reordered provided that when a new compliment of Longshoremen are ordered, a new compliment of clerks shall also be ordered.

SECTION 2: Personnel shifted from one continuity job to another or from a non-continuity job to one of continuity during the same eight (8) hour period, shall not possess continuity for that job.

SECTION 3: Personnel accepting jobs of continuity will be required to complete those jobs. In the event they mark off a continuity job prior to completing eight (8) hours for pay purposes, then they will not be eligible for employment twenty-four (24) hours after relinquishing the job of continuity. Personnel holding jobs of continuity may not accept a new call if their job is reordered for the next day.³

SECTION 4: Continuity personnel who have accepted 7am or 8am starts that are modified (set back) to 1pm by the employer in accordance with 8(b) of the present Collective Bargaining Agreement will only be required to fulfill eight (8) hours from the original starting time. Personnel who work these continuity jobs for a minimum of eight (8) hours from 1900 will have continuity the following night if the job is reordered.⁴

SECTION 5: (Deleted) Personnel in the capacity of Chief Wharf Clerk who assembles cargo that day for a new vessel start at 7pm may work said vessel if all work is to be completed that night and is so ordered by the employer.^{5/6}

SECTION 6: A person's continuity shall be considered broken when the employer does not re-hire the person for that job for a period of twenty-four (24) hours from starting time of the original job. If, however, that job is re-ordered by the employer at some later date and the person who was ordered to that job originally is not employed elsewhere on a job of continuity, then that person will be required to accept the re-ordered continuity job.

SECTION 7: The Dispatcher will not replace a person the next day or night with a person of the same seniority unless that person takes another new start or marks off that job prior to completing eight (8) hours for pay purposes.

³ 02/24/2003 and 01/23/2007 Ex. Brd. Ruled 24-hour penalty starts at starting time of relief, day or night whichever applies 11/10/2010 Reg. Mtg. HH motion.

⁴ 04/12/2023 Addition Reg. Mtg.

⁵ 03/12/1997 Reg. Mtg. HH motion section 5 deleted in its entirety.

⁶ 01/29/1998 Ex. Brd. If CWC assembles two vessels (on different days), he shall be required to work the most recently assembled vessel

RULE IV: EMERGENCY ORDERS

SECTION 1: Orders received that are not covered by the current Collective Bargaining Agreement are subject to the approval of the Business Agent, President, Vice-President, or Chairman of the Executive Board. All emergency orders are subject to the conditions that are imposed by the Officer contacted. The Dispatcher will contact the Officer and note on the Dispatch Sheet all information available concerning the order.⁷

RULE V: RELIEFS

SECTION 1: When personnel are so ordered by the employer to report back after a meal period and they do not wish to do so, the Chief Wharf Clerk will try to secure a relief from among the personnel working the same shift on the vessel who are not ordered to return. If the Chief Clerk cannot obtain relief from the vessel, then he or she shall notify the Dispatcher by 10am for flextime and 1pm reliefs, 4pm for 7pm reliefs, 11pm for 1am reliefs, and 5:30am for 7am reliefs. This will apply to all eight-hour guarantee starts. For all other starts without an eight-hour guarantee, the following will apply: 11:30am for 1pm reliefs, 5pm for 7pm reliefs, 11:30pm for 1am reliefs, and 5:30am for 7am reliefs.⁸

SECTION 2: The Dispatcher will fill relief jobs on eight-hour guarantee starts as follows: 1pm and flex time reliefs will be dispatched at 10am; 7pm reliefs will be dispatched in conjunction with the line-up for night work at 4pm, 1am reliefs will be dispatched at 11pm and 7am reliefs will be dispatched at 5:30am. For starts without an eight-hour guarantee, 1pm reliefs will be dispatched at 11:30am, 7pm reliefs will be dispatched at 5pm, or if possible, during the line-up for night work, 1am reliefs will be at 11:30pm, and 7am reliefs will be dispatched at 5:30am.

SECTION 3: The Dispatcher will not furnish any reliefs or mark-offs which are not reported to the Dispatcher within these time periods. The Dispatcher may fill reliefs outside these time periods only with the approval from the President, Vice-President, Business Agent, or Executive Board Chairman. The situation must be documented on the Dispatch, and initialed by the appropriate officer.^{9/10}

⁷ 08/28/1997 Ex. Brd. Once an additional order is received after the starting time of a vessel, the added-on job must be filled from the hall. Clerks working the vessel would not be eligible to fill the added-on job.

⁸ 05/14/1997 Reg. Mtg. For the purpose of clarification, all on the vessel reliefs will be offered to those persons who work until 12n for 1pm reliefs, 6pm for 7pm reliefs, 12m for 1am reliefs. Any other time periods, the person wishing to secure the on the vessel relief must be employed at the time the relief is needed.

⁹ 10/10/2007 Reg. Mtg. Rule V adopted by HH rule change.

¹⁰ 08/27/1998 Ex. Brd. Emergency relief: the person coming from the hall would receive all the pay.

RULE VI: EXTRA WORK

SECTION 1: All extra work, including reliefs will be offered on a seniority basis to those persons who have made themselves available in accordance with Rule II Section 2. Extra work will be offered first to those persons who have not worked and then to those who have worked and complied with Rule II. No personnel may triple over until the seniority list has been exhausted and all personnel available to double over have been offered employment.

RULE VII: TARDINESS

SECTION 1: When a person is late arriving to the job to which he is ordered, it shall be left to the discretion of the Chief Wharf Clerk as to when to ask the Dispatcher for a replacement. Once the replacement is ordered, the original person to whom the job was given shall have no claim to it.

RULE VIII: CANCELLING OR REJECTING EMPLOYMENT

SECTION 1: Personnel who cancel or reject employment after accepting a job shall be credited as though they did not work. Repeated or habitual cancelling or failure to show up for work after having accepted employment will result in disciplinary action taken by the Executive Board.¹¹

Section 2: Personnel who reject employment within an hour and a half of start time will be marked as Emergency Mark Off (EMO). Dispatchers will fill those jobs as they become available. Employees who reach three (3) unexcused EMOs in any contract year will be required to meet with the Executive Board for a review.

Section 3: Personnel who experience an unforeseen circumstance while on the job and request an Emergency Relief (ER) will not be eligible for employment twenty-four (24) hours after their job as been filled so long as they remain on the job until their replacement arrives and is in place. Personnel who request an ER and are unable to stay on the job until their replacement arrives will fall under Rule 8, Section 2.¹²

Section 4: Repeated or habitual violation to Section 2 will result in the following disciplinary action taken out by the Executive Board.

First Offense: Disciplinary action resulting in a maximum suspension of "Active Status" for seven (7) days by the Executive Board.

Second Offense: Disciplinary action resulting in a maximum suspension of "Active Status" for fourteen (14) days by the Executive Board.

¹¹ 05/23/2007 Ex. Brd. Once a person accepts a job and hangs up the phone the job has been accepted. If the person calls back and gives up the job, then the appropriate penalty applies.

¹²05/10/2023 Reg. Mtg. Rule VIII: Canceling or Rejecting Employment adopted by HH Rule Change.

RULE IX: GREIVENCES

SECTION 1: Personnel with grievances concerning the Hiring Center shall contact the Business Agent within five (5) days of the occurrence, the Business Agent shall notify the Dispatcher concerned within twenty-four (24) hours from the time the grievance is known to him. The Business Agent shall then refer the grievance to the Executive Board by which valid claims at this point would be implemented in accordance with I.L.A. Local 1475's Bylaw Article VIII Sec 7.

SECTION 2: In case of: A) Total failure of the Hiring Center to be manned due to gross negligence of the Dispatcher. B) Total failure of the on-call Dispatcher to be available, the Business Agent shall notify the Chairman of the Executive Board within three (3) days of the occurrence. The Chairman will notify the Dispatcher concerned within twenty-four (24) hours from the time the grievance is known to him. It will be mandatory that the Chairman refer this event to the Executive Board for consideration. The penalty for valid claims will be implemented in accordance with I.L.A. Local 1475's Bylaw Article VII Section 7. (It is understood that the above only applies to extreme instances whereby the Hiring System was unable to function due to gross negligence of the Dispatcher in question).¹³

RULE X: CONDUCT OF DISPATCHERS

SECTION 1: The Dispatcher in the Hiring Center shall act in accordance with I.L.A. Local #1475's Bylaw Article XI. The Dispatchers and the Hiring Center shall be under the supervision of the Chairman of the Executive board. The Dispatchers will be governed by the Executive Board; however final authority shall rest with the Membership of the Local.

SECTION 2: The Dispatcher shall not accept any employment during the week in which he / she is assigned to the Hiring Center.

SECTION 3: The Hiring Center shall be manned on a seven (7) day a week basis. The Dispatcher shall report to the Hiring Center no later than 11:15am Monday thru Saturday and no later than 3:30pm on Sunday, until all jobs have been dispatched to Seniority Personnel.

SECTION 4: It shall be the policy of the Hiring Center and the duty of the Dispatcher to offer to each person his / her choice of all available jobs in accordance seniority status. Notwithstanding the above, it must be realized that circumstances require the Dispatcher to assign a person a job. Personnel shall be assigned the best available position befitting their seniority; once a person accepts employment through the Hiring Center then he /she may not call the Dispatcher to change jobs.¹⁴

¹³12/13/2000 Reg. Mtg. HH rule addition

¹⁴ 5/23/2007 Ex. Brd. Once a person accepts a job and hangs up the phone the job has been accepted. If the person calls back and gives up the job, then the appropriate penalty applies.

SECTION 5: Extras will be dispatched in accordance with I.L.A. Local #1475 Extra Hiring Rules.

SECTION 6: Any questions concerning company orders, rules or problems in regard to members will be referred to the appropriate Union Officer.

RULE XI: CATEGORY TAPE HIRING SYSTEM

SECTION 1: Monday through Sunday, the Dispatcher will begin the line-up for the next day's work at 5:30pm. Monday through Sunday, the Dispatcher will begin the line-up for the current day's night work at 4pm. The Dispatcher may line-up outside of these times only with approval from the President, Vice-President, Business Agent, or Executive Board Chairman. The situation must be documented on the dispatch, and initialed by the appropriate officer.¹⁵

SECTION 2: At 5:30pm, "A" card tape is placed on the 238-1475 tape machines. "A" card personnel only may call the Hiring-Center on the 238-1475 line.

SECTION 3: If there are any "A" card personnel who are slow to respond, the Dispatcher is required to call them at their job of a number previously given by the individual. If the Dispatcher fails at his attempt to contact the person, then he will be required to assign the person according to their seniority. Personnel assigned for day work must contact the Dispatcher prior to 9pm or it will be assumed that the individual does not wish to work, and they will be credited as though they did work.^{16 / 17}

SECTION 4: After all "A" cards have been dispatched the Dispatcher will start with the next seniority classification until all jobs are filled. After each category has been dispatched, the Dispatcher will hang-up all telephones and update all tapes to indicate the category, time and starting times available.

SECTION 5: This procedure is repeated for night work with the exceptions, Sunday line up for night work requires that all personnel assigned employment must contact the Dispatcher prior to 5:30pm to accept or it will be assumed that the individual does not wish to work and will be credited as though they did work, Mondays through Saturdays when night work is dispatched at 1pm, the individual assigned will have until 4pm to contact the Dispatcher and accept employment or it will be assumed that he does not want to work and will be credited as though they did.

¹⁵ 09/12/2007 Reg. Mtg. HH rule change

¹⁶ 8/28/1997 Reg. Mtg. Motion that Local 1475 Dispatcher make a call back list based on the order that the persons called in and further the Dispatchers are to use the list to fill jobs for morning mark-offs, day reliefs, etc.....(AO numbered list).

¹⁷ 03/04/2009 Ex. Brd. AO status will be recorded in the following manner: AO-New or AO-Free.

SECTION 6: No information will be given on the 238-1475 job lines unless the person calling is in the category on the tape at the time.

SECTION 7: 238-1475 “MARK-UP TAPE”

- (A) By 12n to mark-up for night work
- (B) By 3pm (if not working) to mark-up for work the following day
- (C) By 3pm to inform the Hiring Center that you do not wish to work the following day (mark-off)
- (D) From 3pm until 5pm, information on orders received.

SECTION 8: 238-1475 “INFORMATION TAPE”

- (A) The Dispatcher will record information for all seniority employees
- (B) At 11:30am day reliefs, night orders and any additional concerning work
- (C) At 1pm to line-up night work
- (D) After night line-up is completed, information updated concerning work
- (E) At 5pm to line-up day work
- (F) Upon completion of day line-up, information will be left indicating line-up for day work is over, information concerning last classification hired, next out, vessels assembling, night work, etc

SECTION 9: 238-1475 “WORK LINE”

- (A) After 11:30am call to receive day reliefs
- (B) After 1pm call to receive night job
- (C) After 4:15pm call to receive night relief jobs
- (D) After 5pm call to receive dayjobs
- (E) Office hours used to contact the Dispatcher.

SECTION 10: 238-1475 “BUSINESS LINE”

- (A) Will be I.L.A. Local #1475 official office line to be given out by seniority personnel for business purposes.
- (B) For contacting Officers of the Local
- (C) To receive orders from employers
- (D) To line-up day work and night work

SECTION 11: 659-6386 “HIRING CENTER CELL PHONE”¹⁸

- (A) Voice mail / Text messages with retrievable message capacity
- (B) Contact Hiring Center after normal business hours.

¹⁸ 02/23/2017 Changed pager to cellphone as pager is no longer in use.

RULE XII: MISCELLANEOUS RULES

SECTION 1: All additions and revisions to the Hiring Hall Rules shall be submitted in writing at a regular monthly meeting. Notification with proposed change will be sent to all members at least fifteen (15) days before voting at the next regularly scheduled monthly meeting. A two-thirds 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 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 null and void.

SECTION 3: Seniority personnel will have one (1) minute to accept a job once they are speaking with the dispatcher. If they have not accepted a job when their minute is up, the dispatcher will hang up and call that person back at the end of their category. They will then have one (1) final minute to accept a job. If the individual does not accept a job in that last minute, they will forfeit their availability for that shift.²⁴

RULE XIII: PENALTYS

SECTION 1: Any person accepting employment when they are not eligible will be penalized for a twenty-four (24) hour period.¹⁸

SECTION 2: Any personnel using any computer aided automatic dialing systems or artificial intelligence to gain an advantage to secure a job referral or using the latter to interfere with another seniority person's ability to receive a job referral, will be charged with misconduct in the Hiring Hall and the incident will be investigated.

If found guilty the following will apply:

1st offense - 180-day suspension from the Hiring Hall plus the cost of the investigation repaid to the Local.

2nd offense – Two (2) year suspension from the Hiring Hall plus the cost of the investigation repaid to the Local.²

¹⁸ 04/09/2008 Reg. Mtg. HH rule addition

¹⁹ 08/26/2002 Ex. Brd. In regard to the practice of taking a job back from someone who got the job by mistake or by error. Specifically the board made a clarification: If the Dispatcher makes a mistake he/she will correct the mistake and if a dispute arises as to who is entitled to the employment. Then in this case the Dispatcher has the final say.

²⁰ 08/11/2004 Reg. Mtg. Rail Terminal Inventory Unit: It is understood for 1475 Dispatching purposes only that the S/CWC and the 7 A/CWC's will be dispatched for Sunday line-up for continuity which runs Monday thru Sunday as 1 S/CWC, 4 A/CWCs rail and 3 A/CWC's inventory by seniority. Furthermore, if personnel work in a group or individually their primary job for continuity purposes Monday thru Sunday will be the job chosen on Sunday line-up for Monday work week (Monday thru Sunday). If any one of the above personnel chooses not to work the weekend, Saturday-Sunday then the replacement will be filled from the Rail/Inventory unit first.

²¹ 05/09/2007 Reg. Mtg. Motion to audio tape all phone calls to and from the dispatch office. In addition, all calls made and received away from the Hall to the Dispatcher are to be routed to the tape recorder located at the Hiring Hall.

²² 01/23/2007 Ex. Brd. Board agreed that the Local has always treated and recognized Monday thru Sunday (continuity/return rights) at the interchange and the past port practice was to be followed.

²³ 10/14/2009 Reg. Mtg. Motion, personnel who wish to be assigned employment, must notify the Dispatcher prior to line-up of their preference to be assigned a job for the following day.

²⁴ 10/12/2022 Reg. Mtg. Motion, one minute time limit for choosing a job.

²⁵ 4/10/2023 EB Mtg Motion, to begin at midnight 4/12/2023. Read and approved at mem. Mtg. – 4/12/2023