

CHALLENGE ISSUES BY COMMITTEE MEMBERS

Issue 1.

Dual seniority for Deck & Dock is not part of the original MOU proposed by the District.

We have worked on this transition agreement in order to bring the Deck & Dock personnel into the Clerks seniority using accumulated Deck & Dock hours to establish their Clerk seniority while they continue to cover the Deck & Dock jobs.

Now they wish to have dual seniority by maintaining their Deck & Dock seniority and their accumulated hours under Clerks seniority going forward.

Dual seniority is something we are not opposed to but only if Deck & Dock personnel earn their clerk seniority by becoming a clerk as all other clerks before them have done.

If they so choose to obtain dual seniority we request that they sign up on Extra List 5 and earn clerk seniority as all other clerks on the Local's Extra Lists have done.

We believe that this Transition agreement was never intended to create dual seniority. This will not only continue to divide this Local but will increase the animosity that we are trying to reduce with this agreement.

Issue 2.

It is my position, as well as a few others on this committee, that there is NO provision within our current seniority agreements that allows a group who has worked the prescribed number of hours and met the minimum qualifications in the same contract year to be separated into different seniority classifications. Currently, ILA Local 1475 has 2 separate seniority agreements (Deck and Dock and Clerks and Checkers). We feel very strongly that any Extra List personnel, regardless of their status (Extra List 1,2,3,4, and Emergency List) who met the minimum qualification under the respective Local 1475 seniority agreements in contract year 2020-2021 would be classified into the same seniority classification. My position is also in line with the District Proposal. Under the District proposal ALL personnel who accumulate a minimum of 700 hours during the contract year 2020-2021 under the clerks and checkers seniority agreement would be classified as Clerk Seniority AA. Also under the District proposal ALL personnel who accumulate a minimum of 700 hours during the contract year 2020-2021 under the Deck and Dock Seniority agreement would be classified as Clerk Seniority GG. I also feel that my position is in the best interest of the Local if we should be challenged on this issue considering there are NO provisions in the current seniority agreements that gives us the right to sub-categorize seniorities for any personnel who met the same minimum qualifications under these agreements. Again, I feel that my position is the most defensible in a Court of Law.

Any interpretation of this MOU will be resolved by the Seniority Board.

Submitted by Committee Members

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