

# ILA Local 1475 – Gateway Terminals, LLC

## Memorandum of Agreement

March 12, 2020

The parties hereby agree that the existing agreements (Gateway Agreement, Gateway Flex-Time Agreement, Gateway Accommodation Special Start for Additional Personnel, Letter of Understanding Agreement) between ILA, Local 1475 and Gateway Terminals, LLC, and all of the terms contained therein, shall be carried forward and extended until September 30, 2024, except to the extent modified below:

### 1) Rail NS/CSX

(A) 1-(Working) SCWC, 1-ACWC and 3-TIR/EIR Rail inspection clerk to cover 5 working lanes. A 4<sup>TH</sup> TIR/EIR Rail to be added nights and weekends. Rail clerks can be shifted as necessary but will never leave one side unattended. -additional lanes will require 1 clerk per lane.

1) The above manning will be required 7 days a week when ordered.

2) The following starting times will apply:

a) 7am for day shift

b) 7pm for night shift

\* Management agrees to negotiate the Rail manning and operation prior to Mega Rail completion.

\* If ordered on a Holiday the above manning will be required.

### 2) Inventory

A) 1-SCWC@ 6AM, 1-ACWC & 1 Inventory clerk @ 7AM to handle all inventory Functions (Only if Gate is open) Monday through Friday.

1) Weekend and Holiday manning will consist of 1-SCWC when the Gate is open. The meal break will be for 1200-1300.

### 3) Gates

A) Minimum manning based on current volumes.

1) A minimum of 14 ILA 1475 A/CWC Kitchen Personnel  
1 ILA 1475 A/CWC Kitchen Personnel for every 3 ILA 1475 TIR/EIR Lane inspection clerks. (Excluding the 10am-2pm personnel)

2) If the 1300-1400 meal break is utilized, it will apply to Gates 3, 4 & 8.

3) 1-SCWC AND 16 ILA 1475 TIR/EIR Lane clerks (Gate 4) ACWC in kitchen,  
1-SCWC AND 12 ILA 1475 TIR/EIR Lane clerks (Gate 3) ACWC in lane,  
1-SCWC AND 13 ILA 1475 TIR/EIR Lane Clerks (Gate 8) ACWC in lane  
1-(Working) SCWC (Ocean Terminal Gate)

B) No ILA 1475 Gateway dayshift personnel will be knocked off prior to 5:00 pm.

C) With the exception of 10 to 2 ILA 1475 personnel, Lane clerks will not be required to

work two lanes for more than one meal period and will be paid at the overtime rate for that meal hour. Manning of the 10AM-2PM will be 1 SCWC, 1 ACWC and 2 TIR at Gate 4. One additional 10AM-2PM ILA 1475 TIR/EIR Lane clerk will be ordered for Gate 8. In the event that more than 12 TIR/EIR Lane clerks are ordered for Gate 3 an additional 10AM-2PM ILA 1475 TIR/EIR Lane clerk will be ordered.

D) On weekends and holidays, management will have the option of staggering the meal periods to aid in the flow of traffic. When this is done, the ILA 1475 TIR/EIR clerks will be paid one hour of double overtime no matter what meal period is taken. The minimum manning will consist of 3 ILA 1475 A/CWC Kitchen personnel and 9 ILA 1475 TIR/EIR gate personnel on volumes up to 1500 TIR/EIR, based on an eight-hour shift. An additional clerk will be added for each additional 128 TIR/EIR transactions.

E) Management has the option to order 9 AM TIR/EIR Lane clerks in conjunction with the 9AM ACWC orders. The clerks ordered at 9AM will work until 6PM and will be paid 6 hours straight time, 1-hour flex time and 1-hour overtimes.


4) Labor and Management agree to meet periodically for the purpose of reviewing processes to evaluate productivity, manning and efficiency.

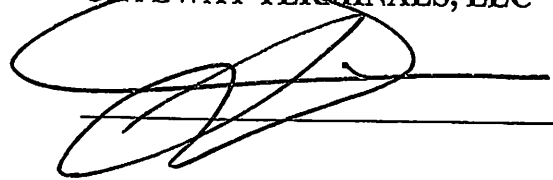
5) All ILA 1475 personnel will remain on the job until released by the Employer.


6) 1475 TIR/EIR personnel will remain outside in lane for length of contract doing Major Damage Criteria Inspection in accordance with Master Contract.

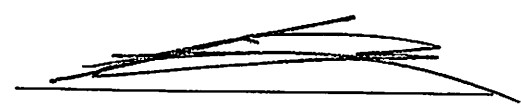
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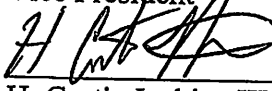
GATEWAY TERMINALS, LLC

  
SCS ~~Frank C. Ryan, Jr.~~ *stephen C. Sims*  
President



  
my ~~Edwin J. Ramsey, Jr.~~ *Edwin J. Ramsey, Jr.*  
Vice President



  
H. Curtis Jenkins III  
Business Agent

