

## Negotiating Document Effective Upon Ratification

This agreement aims to improve the efficiency and effectiveness of the operation in the Port of Savannah.

1. 7:00 AM/8:00 AM Cancellation

- Labor ordered for 7:00 AM or 8:00 AM may be cancelled for weather two (2) hours prior to initial starting time. If 7:00 AM or 8:00 AM labor is cancelled, a four (4) hour penalty will apply.

2. 1300 Cancellation w/ Re-Order at 1500

- Initial labor ordered for 1300, that is delayed by weather/non-arrival, may be canceled by 9:30 AM, with no penalty. If reordered by 11:15 AM as an emergency order for a 1500 start as a non-cancellable start.
- Pay
  - 15-1700 2 DST
  - 17-1800 1 OT
  - 18-1900 Break
  - 19-2400 5 OT
- Cancellation rules will apply to this start.
- 8-hour penalty if cancelled a second time.
- No shifting on original start.
- Shifting will be permitted on all subsequent orders.

3. 2100 Start will be implemented as a regular start time.

- Pay: 6 OT 2 DOT
  - 2100-2400: 3 OT
  - 1:00 AM-6:00 AM: 3 OT 2 DOT
- No shifting on original start.
- Shifting will be permitted on all subsequent orders.

---

---

---

---

---

4. 0600 Start will be implemented as a regular start time.

- Pay
  - 0600-1700: 1 DOT / 1 OT / 8 ST
  
  - 0600-0700: 1 DOT
  - 0700-0800: 1 OT
  - 0800-1200: 4 ST
  - 1300-1700: 4 ST
  - 1700-1800: 1 OT if worked.
- The jobs listed below for an 0600 vessel will be paid an additional \$1 per hour paid at the differential rate for each hour.
- Long Shore
  - 1x Walking Boss
  - 1x Header (Gang)
  - 2x Hatch Tender/2-Man
  - 4x Shipside
  - 1x Header (Lasher)
  - 6x Lashers
  - 1x Header (Drivers)
  - 7x Drivers
- Clerks
  - 1x CWC (Chief)
  - 1x Plan
  - 1x Time
  - 2x RnD Clerks
  - 1x Hatch Clerk
  - 1x Dockman
  - 1x Deckman
- If 0600 vessel is cancelled, a five (5) hour penalty will apply.
- There will be no shifting of gangs to an 0600-vessel order.
- There will be no shifting of gangs from an 0600-vessel order.
- The number of gangs working until 1800 will be the same number of gangs ordered for 1900 except if 1900 gangs are cancelled by 1600.
  - Example: 5 gangs are ordered for 0600. At 1300, only 3 gangs are ordered for 1900. In this example, 3 gangs must work until 1800 and 2 gangs will be released at management's discretion.
- Either party can request to revisit the 0600-start time language after 90 days.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

5. Thanksgiving/Juneteenth

- Thanksgiving working hours
  - No work will be performed after 3:00 P.M. on Thanksgiving Day, except on ships which can be finished by 5:00 P.M. and except in case of fire or where property is in danger. On Thanksgiving Day personnel working will be guaranteed eight hours overtime pay.
- Juneteenth
  - Juneteenth will be an overtime day

6. Local 1414 Enhanced Hiring Process.

- The process will be in conjunction with current hiring practices.
- To protect the hall, all members will be required to check in at the hall on a frequency to be determined.

7. Savannah V/H Agreement

- All locally negotiated V/H assessment increases on non-MC cargo will be put towards V/H (appendix of these assessments by port to be added).
- All funds provided by CR5 automate payment must be utilized to fund V/H.
- The new \$1 MC m'hr assessment will be put toward V/H.
- All local accommodations must be reviewed and addressed, specifically if not paying CR5.
- No new accommodations will be allowed without approval of USMX & ILA International.
- Pre-existing Individuals: ILA members who meet the following criteria will continue to operate under the 700hr qualification.
  - Who have worked in the last 5 consecutive contract years with a total of 700 cumulative hours, with a minimum of 1 hour worked in each year.
  - Who have earned 700 hours in one of the last 5 contract years and have continued to work a minimum of 1 hour for each subsequent year through CYE 24.
- Individuals that work 2000+ hours in each consecutive contract year over the next 6 years will be locked in at their rate of pay regardless of the band they fall in.
  - 800-hour threshold to qualify for V/H.
  - Except pre-existing individuals will stay at 700hrs.
- 4 pay rate bands- prevailing rate with a max outlined below
  - 800-999: Starting wage (\$27 to move to \$30 yr 3)
  - 1000-1299: \$35 to move to \$45 yr 3
  - 1300-1999: \$40 to progress within \$5 of top wage (\$40, \$45, \$49, \$52, \$55, \$58)
  - 2000+ hours: Top MC Wage rate (\$45, \$50, \$54, \$57, \$60, \$63)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

8. A lashing gang is required as long as a gang is present, and a crane is working. This is contingent upon the adoption of the entire agreement outlined above.
9. Above outlines mutually agreed items contingent on vacation and holiday pay equaling container wages in the Port of Savannah.

## Acknowledgement of Agreement

---

Kevin Price  
Gateway Terminals

---

Paul Mosley  
President, ILA Local 1414

---

Scott Mercer  
Gateway Terminals

---

Ricky Deloach  
President, ILA Local 1475

---

Derrick Miles  
Georgia Stevedore Association

---

---

---

---

---