Summary of Longshore Pact

Following is a summary of the major provisions of the new longshore contract. For more details, see pages 4 and 5 of The Dispatcher for February 11, 1972.

Duration

Wages
The settlement calls for wage raises totaling $1.12.
Straight-time hourly wages are raised 72 cents to total $5 per hour. Retroactive to December 15, 1971, and $5.40 per hour, effective July 1, 1972. Clerks will receive comparable adjustments.
The range of skill rate increases have increased between 10 and 30 cents per hour.
Other increases include $8 per night lodging and $3 per meal allowances.

Guarantee
The agreement includes a new pay guarantee plan, to compensate eligible longshoremen and clerks whose earnings have been reduced because of reduced work opportunities resulting from changed technology.
The pay guarantee plan would guarantee "A" men 36 straight-time hours per week and "B" men 18 straight-time hours per week. The guarantee will be paid weekly.
To be eligible, "A" men will have to be available for 80 percent of the average total paid hours per man for the "A" men and the local, and "B" men available for 80 percent of the hours for "B" men in their respective ports. There are no rules to prevent "A" men from working all they wish.

Total hours worked will be averaged over a 26-week period.
The pay guarantee will be paid from a $5.2 million fund every year, and funds from a tax on certain containers will be applied against the cost of the guarantee. Any guarantee funds remaining unspent will be applied against unfunded liability of the pension plan.

Rules and regulations on the guarantee will be worked out within 10 days, and if no agreement is reached the rules will go to coastwise arbitration.

Containers
The container issue was resolved in terms of a "zone concept." ILWU longshoremen will stuff or strip all containers within a 50-mile zone in each port or the containers will be axed $1 per long ton (2240 pounds). This includes Sea Land containers.
A number of exceptions to this rule have also been spelled out.
The purpose of these provisions is to protect and preserve the established work of longshoremen and clerks covered by the agreement or adjacent to the docks.

Welfare
A number of improvements and innovations are included under welfare.
These include bringing medical benefits in small ports up to major port levels, a prescription drug plan, dental programs for all eligible men and dependents (based on 73 percent of an approved dental schedule).
Also, an amendment on the M&I death and disability benefit.

Pensions
The basic pension benefit was raised to $350 per month. The benefit is for those between ages 62-65 who retired with 25 years service will $500 a month, which means $3 plus $150 as a bridge until Social Security begins at age 65, when 'a' pension reverts to $350.

New disability and pro rata benefits are based on the $350 basic benefit. There are also early retirement provisions that start at 55 years of age, with actuarially reduced basic benefits, or vesting benefits.

Compulsory retirement has been reduced from age 68 to 65, effective Jan. 1, 1973.
There is also a formula for increasing the pensions of those who are ready to retire.

Life insurance has been hiked to $10,000 and there will be an indemnity plan so that injured eligible men can receive the difference between workmen's compensation and $125 per week.

The final package did not include any paid holidays.

Non-Economic Items
A large number of non-economic items were included, either to be negotiated or settled by the coast arbitrator. These include clerks' demands, hours of work, grievance machinery, scope of shifts, and more.
These also include a section on the "steady men" issue (943) in which the arbitrator will be compelled to use local level or settled the arbitrator no later than five days after the caucus adjourns.

New Welfare Boosts Effective March 21
SAN FRANCISCO — The improvements in welfare benefits included in the new ILWU-MA longshore contract will become effective or