When negotiations resumed August 26, 1971, the Coast Negotiating Committee presented PMA with a set of demands and the strike. The demands covered wages, price freeze, containers and scope of work, guarantees, wages, pensions, welfare, major capital equipment, machinery, paid holidays, clerks' demand and other terms. Agreements reached in negotiations at on the 24-hour guarantee for B men. Major agreements exist between the union and PMA on many problems for a cap on the employers' liability for guarantees and provisions for reduction of that liability in the event of economic decline. These are also major disagreements between the parties on rules for eligibility for guaranteed payments.

WAGES

The parties agreed that the basic eight-hour, hourly wage rate effective on resumption of work would be $5 with comparable adjustments for clerks.

The union demand for the 2nd year wage increase is $5.50 per hour effective 7/1/72. PMA has offered an increase effective 12 months after resumption of work.

In response to the union demand for increased skill rates, subistence in the lodging, PMA proposed a 1/3 increase in skill pay, 50c increase in meal allowance, and a $2 increase in lodging.

PENSIONS

The parties agreed on a pension plan which provides for a $500 benefit from age 62 to 65 with 25 years of service. The basic monthly pension is $350 per month with an additional $150 per month from age 62 to 65.

This report on the status of ILUWU-PMA negotiations was the final document issued to all locals by the Coast Negotiating Committee before its members dispersed to their home ports. It was developed too late to be included in the last issue of The Dispatcher.

MANNING

The parties agreed that basic Manning now covered in Section 25(b) subject to Coast Negotiation. The union's position is that there will be no reduction in basic Manning. PMA is seeking to eliminate gang bosses. Robber Manning also is a subject for coast negotiations.

T-Letters. All new operations now in existence—such as LASH, Roll-on Roll-off, and SeeBe are guarded in support of the coast negotiations. The T-letter procedure has been eliminated and Manning for new operations which develop subsequents to the effective date of the agreement shall be determined at the local level, subject to arbitration and appeal to the coast.

GRIEVANCE MACHINERY

PMA has not agreed to on-the-job settlement of discharge cases, or to put a limit on periodic time of a man who can be on the non-dispatch list, but has proposed that either party may request that a grievance in any step of the grievance machinery be processed within 24 hours.

In response to the union demand to define assault, PMA has proposed the following language: "In determining the appropriate penalty for the first offense, the parties shall consider the degree of assault involved, such as threat of assault, attempted assault, actual assault, or battery. All facts involved in each case shall be considered, such as the manner in which the assault occurred; intent to do harm; provocation, if any; nature of any violence, etc.

PMA has not agreed to revisions of Section 17.18 to exclude union officials.

CLERKS' DEMAND

The clerks' demands have been referred to a sub-committee, and little work has been done on the settlement of these items.

HOLIDAYS

PMA withdrew a proposal for 5 paid holidays, effective 7/1/72 when they were made to the 24-month contract term proposal.

CONTRACT TERM

PMA has responded to the union demand for a 2-year contract with a proposal for a 24-month agreement from the date of settlement.