

DISPATCHER Supplement

Summary of Dock Contract

The following is a summary of the changes and improvements in the Pacific Coast Longshore and Clerks Agreement. For your convenience the summary is divided into two sections: (1) Economic issues; (2) Non-Economic issues. The Coast Negotiating Committee is recommending a "YES" vote to the Coast Caucus.

I. ECONOMIC ISSUES

1. WAGES

	LONGSHORE	
	PER HOUR	
	Straight Time	Over-Time
Effective December 25, 1971		
72c per hour increase	\$5.00	\$ 7.50
Effective 8 a.m. July 1, 1972		
40c per hour increase	\$5.40	\$ 8.10
For longshoremen historically on an 8-hour basis, straight time, the increase will be	.81	Dec. 25, 1971
	.45	July 1, 1972
	CLERKS	
Base Rate, 81c per hour increase effective December 25, 1971	\$5.625	\$ 8.44
Clerk Supervisors effective December 25, 1971	\$6.19	\$ 9.285
Chief Supervisors/Supercargoes effective December 25, 1971	\$6.87	\$10.305
Container Freight Station Parity		
Wages in CFS shall be brought up to parity. Effective Dec. 25, 1971, a wage increase of \$1.125 per hour	\$5.625	\$ 8.44
Effective July 1, 1972, an increase of \$1.5725 per hour	\$6.075	\$ 9.11
Supervisory clerk, 12/25/71 (CFS)	\$6.19	\$ 9.285
7/1/72	\$6.68	\$10.07

CFS Shift differentials remain unchanged

2. SKILL RATES

- 15c per hour rates increased to 25c
- 20c per hour rates increased to 35c
- 30c per hour rates increased to 50c
- 40c per hour rates increased to 70c
- All increases in skill rates effective upon ratification.

In the closing hours of negotiations, the employers moved away from their position that the second wage increase would be effective October 1, 1972, and mainly to meet union's demand for retroactivity agreed with the union position that the effective date of the wage increase would be July 1, 1972.

The first increase is retroactive to December 25, 1971 and the second increase will be effective in about five months (July 1, 1972).

In the closing hours of negotiations the union's demands on skill rates were met. The increase in skill rates is an additional increase for approximately 28 percent of the longshore workforce. During the life of this agreement this percentage will increase substantially.

3. MEAL ALLOWANCE

Meal allowance is increased from \$2 to \$3 per meal for longshoremen and clerks.

4. LODGING

Lodging for longshoremen is increased from \$5 per night to \$8. For clerks, the increase is from \$6.50 to \$9.50.

5. GUARANTEE

For A men: 36 hours at the straight time rate
For B men: 18 hours at the straight time rate
(Averaged over a 26-week period)

Eligibility. Eighty percent of average hours. No rules to prevent A-men from working all they wish. Rules to prevent gimmicking to be negotiated or arbitrated.

Liability. \$5,200,000 liability per year of the contract.

The employers provide \$100,000 per week, for a total of \$5.2 million per year, and in the event there are insufficient funds because of technological change resulting in lost work opportunity to

pay the guarantee at any time during the life of the contract, the union has the right to arbitrate the issue. The arbitrator has the right to increase the employer's maximum liability where lack of work is due to technological improvements.

Container tax funds are applied against the cost of the guarantee, and if any tax funds remain, these funds will be applied against the unfunded liability of the pension plans.

The employer proposal for a 52-week average was reduced to a 26-week average. This reduces the possibility of high earnings in a peak period causing a reduction of guarantees in a slow period. All guarantee hours for B men will apply toward welfare.

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

6. CONTAINERS

All containers stuffed or stripped within a 50-mile zone in each port shall be stuffed or stripped by ILWU longshoremen or taxed \$1 per long ton (2,240 pounds).

Except:

- (1) Those containers stuffed or stripped at retail or wholesale warehouses, factories or processing plants;
- (2) Household goods stuffed or stripped by a moving company;
- (3) Containers moving in the coastwise or intercoastal trade;
- (4) Containers stuffed or stripped in the "store door" method in the domestic trade. Domestic trade includes intercoastal, West Coast of the continental United States including Alaska, Hawaii, Guam, Puerto Rico, and any other U.S. insular possession.

All containers originating outside of, or delivered outside of the 50-mile zone are not taxed.

Sea Land containers not stuffed or stripped by longshoremen, not covered by other exceptions, shall be taxed at \$1 per long ton rate.

The provisions of these amendments to the CFS Supplement are intended to protect and preserve the established work of employees covered by the ILWU/PMA Pacific Coast Longshore and Clerks Agreement at docks or areas adjacent thereto.

7. WELFARE

All improved welfare benefits will become effective not later than one month after date of ratification of the agreement.

- (a) Hospital and medical benefits in small ports will be brought up to a level or as close as possible to major port plans.
- (b) Prescription Drugs. Prescription drugs (Kaiser Plan IV or comparable) for welfare eligible retirees, eligible employees and dependents, subject to a \$1 deductible for each prescription.
- (c) Dental Program. Dental care for eligible men and for dependents based on 73% of the agreed schedule.
- (d) M&M Deficit. The employers agreed that approximately \$800,000 would be paid out to those who did not receive full M&M death and disability benefits.

8. LIFE INSURANCE

\$10,000 life insurance, \$10,000 Accidental D&D to fully registered longshoremen and clerks with five years of qualifying time, and whose survivors are not eligible for any pension on date of death.

9. INDEMNITY

Longshoremen and clerks who were eligible for welfare benefits injured in the course of their work, will receive the difference between workmen's compensation and \$125 per week. Rules will be established within 30 days of ratification.

10. PAID HOLIDAYS

The union receded from its demands for paid holidays as part of the negotiating package.

11. PENSIONS

There is agreement on the following:

- \$500 benefit from age 62 to 65 with 25 years of service.
- Basic benefit is \$350 per month with a bridge of \$150 per month from age 62-65. The basic benefit (\$350) continues after age 65.
- New disability and pro-rata benefits to be based on the \$350 basic benefit.