

**Early Retirement**

Early retirement provisions at age 59 with 25 years of service with an actuarially reduced basic benefit and bridge otherwise payable at age 62. Early retirement benefits would be as follows, and include welfare coverage:

AGE	BASIC BENEFIT	BRIDGE	TOTAL
62	\$350.00	\$150.00	\$500.00
61	317.59	108.52	426.11
60	289.00	83.78	372.78
59	263.70	67.40	331.00

At age 55, with 25 years of service, men may retire with the basic \$350 deferred until age 65, or with an immediate pension having an actuarial reduced value equal to the amount of the basic benefit payable at age 65.

Men may leave the industry at age 55 with 13 to 24 years of service with pension benefits accrued to date, and payment deferred until age 65.

Compulsory retirement is reduced from age 68 to 65, effective January 1, 1973.

Present pensioners who retired prior to July 1, 1966 will receive a basic benefit of \$300 effective July 1, 1971; and those who retired between June 30, 1966 and July 1, 1971 will receive the \$300 benefit 61 months after date of retirement.

**PAY BOARD APPROVAL OF ECONOMIC ITEMS**

In the event that the Wage and Price Board approvals are not granted within 30 days after filing of applications, either party may give notice of cancellation and the proposed contract and local agreements shall expire and the union shall be free to take such action, including strike action, as may be necessary to force implementation of the proposed agreement.

**II. NON-ECONOMIC ISSUES**

**9.43**

The union wrote into the contract the provisions of Caucus Resolution No. 9-f, which provides that steady skilled men cannot operate winches or fork lifts up to 5-ton capacity, except to fill out the 8-hour guarantee and to move equipment around incidental to their other duties.

Equalization of hours and methods of dispatching shall be worked out at the local level, or settled by coast arbitrator no later than five days after adjournment of the coast caucus, providing coast caucus recommends approval of the entire settlement.

**Clerks Demands**

Following clerk demands were agreed to:

- 1) Safety and first aid training provided to supervisors and supercargoes who wish to qualify, subject to negotiating at the local level.
- 2) The union is submitting a list of locations where shelters are required for clerks. If an agreement cannot be reached, the matter is referred to the coast arbitrator.
- 3) Supercargoes. At those locations and under those conditions where a PMA vessel is required to employ a supercargo, a nonmember vessel will not be worked by a PMA member unless the nonmember vessel employs a supercargo.

The following items are settled as indicated:

1. Travel Time. The employers have the right to request further discussion on the subject of existing travel time and pay.
2. All PMA lawsuits against the ILWU and any of its locals, and all lawsuits of the ILWU and any of its locals against the PMA, are dropped.

**Items Referred to Mediation/Arbitration**

If the Parties are unable to resolve by February 11, 1972, the following items by further negotiation or mediation, they shall be submitted for resolution to the Coast Arbitrator whose decision shall be final and binding:

ILWU	PMA
<b>HOURS</b>	<b>HOURS</b>
Elimination of all extended shifts.	Present shifts. Extended hours to continue in effect. Allow men to be ordered for lashing, lining, store, baggage, to work beyond existing hours.

**GRIEVANCE MACHINERY**

Revised to provide for quick settlement of on-job discharge, define assault, no penalty on union officials, time limit on length of time on non-dispatch list.	Deregistration for bad conduct on work; additional penalties for certain offenses. Expedite grievance machinery.
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**ILWU**

Same as present.

Same as present.

Contract to apply on certain industrial docks. Limit teamster unloading trucks on dock. Log assembly by longshoremen.

Lash-RoRo-SeaBee: East Coast manning to be negotiated by the Coast Negotiating Committee.

New tools and equipment to be manned by clerks and training provided by employer.

New hazardous cargo list. Minimum standard for shippers, pallets, regulations, of use of special equipment - lifts, reefers, etc.

All men trained in all categories.

No gear men as crane operators. No extensions beyond 22 days.

**ILWU**

- a) Union demands all non-member contributions be accepted.
- b) Union disagrees.
- c) Union disagrees.
- d) Union disagrees.

**PMA**

**STOP-WORK MEETING**

One meeting per month between 7 p.m. and 3 a.m. Other meetings by mutual agreement on one week's notice, no more than one special stop-work meeting a month.

**HIGH PILING**

Eliminate sling load limits. Allow teamster to high-pile two-high and to break down piles not exceeding 12 feet.

**SCOPE OF WORK**

Same as present.

**MANNING**

PMA disagrees. However, there is agreement on eliminating T-letter procedure.

**CLERKS JURISDICTION**

PMA disagreement. No substitute offered.

**LOCAL NEGOTIATIONS**

At the time the Dispatcher went to press the parties had not arrived at their respective positions regarding local negotiations.

**PENALTY-HEALTH-SAFETY**

Subcommittee to work out differences in six months.

**TRAINING**

Training as in present agreement.

**CRANE SUPPLEMENT**

No change as required in context of basic agreement.

**10. PMA DEMANDS**

**PMA**

- a) Eliminate nonmember participation.
- b) Protection against dispatch hall lawsuits.
- c) Gear Priority
- d) Skill Rate Application.

**Referendum Procedure**

**Re: Veto Power on New Agreement**

Any Pacific Coast longshore contract approved by the negotiating committee appointed by the Longshore and Clerks' Caucus shall not become effective until submitted to the longshore and clerks' rank and file for referendum.

The longshore and clerks' Pacific Coast membership shall be divided into voting units as follows:

<b>Seattle</b>	Local 19	1 unit
<b>Portland</b>	Local 8	1 unit
<b>San Francisco</b>	Local 10	1 unit
<b>Wilmington</b>	Local 13	1 unit
<b>Clerks</b>	Locals 34, 40, 52 and 63	1 unit
<b>Small Ports:</b>		
<b>Oregon</b>	Locals 4, 12, 21, 31, 49, 50, 53	1 unit
<b>Washington</b>	Locals 1, 7, 23, 24, 25, 27, 32, 47, 51	1 unit
<b>California</b>	Locals 14, 18, 29, 46, 54	1 unit

Any one voting unit as above shall be accorded veto power over the contract. If in any one unit a majority votes against the proposition, the veto shall kill the proposition.

If the proposition is vetoed, a second coastwide referendum must be taken in which a two-thirds (2/3) majority must be cast to override a veto and ratify the supplement.