

INTERNATIONAL
LONGSHOREMEN'S
& WAREHOUSEMEN'S
UNION



MARINE CLERKS ASSOCIATION
LOCAL 63 LOS ANGELES and LONG BEACH HARBORS

350 WEST 5TH STREET, SUITE 200

SAN PEDRO, CALIFORNIA 90731

50/50 AGREEMENT

JOE W. GASPEROV
PRESIDENT

The Joint Clerks Labor Relations Committee has reached an agreement, for a trial basis, on a 50/50 Equalization Formula. The Committee agreed to implement, beginning Monday, October 15, 2007, for a 90-day trial period, a system to equalize the work opportunity between Hall Clerks and Steady Clerks. The continuation of this local, non-precedent setting agreement will be reviewed every 30 days and will only be continued with the mutual consent of the Union and employers. The elements of this Clerk Work Equalization Agreement are as follows:

- Port Hours will not be applied.
- CWOG will be available for registered clerks Monday through Friday. The parties will continue to meet and discuss how to deal with No-Work Holidays, Stop Work Meetings, and steadies. Agreement on these issues shall be attained prior to any final agreement on equalization.
- 50/50 (Hall and Steady) shall be applied 7 days a week, by shift and by terminal in the following manner:
 - 50/50 Vessels and Yard combined
 - 50/50 Rail
 - 50/50 Tower/Gate
- Steady Gate clerks are grandfathered. However, steady clerks not currently working towers exclusively cannot be shifted to the tower as a means to bypass 50/50. The parties will continue to meet to address the terminals that currently employ tower steadies in excess of 50/50 and will look at placing maximum levels of steadies, i.e. 70% cap.
- Supercargo jobs shall be 50/50 per terminal. The parties agree to meet and reach a resolution during the first 30 days for dealing with companies that only employ a supercargo or typically only have 1 vessel working per terminal on operations such as bulk, break bulk, autos or passenger vessels.
- Odd number goes to the employer.
- Chief Supervisors, Vessel Planners, 30% Yard Planners, 30% Rail Planners, and 30% Rail Coordinators are exempt from the 50/50 formula. The Employers will not use this agreement to eliminate Chief Supervisors.
- This is a local, non-precedent setting agreement for 90 days, to be reviewed every 30 days and can only be extended each 30 days by mutual agreement.

It is up to each and every clerk, hall and steady, to ensure that this is adhered to. If you have any questions, please contact the Business Agents or one of the Officers. This issue will be fully discussed at the next Regular Membership Meeting on November 1, 2007. In addition, there will be a Special LRC next Wednesday, October 17, 2007 at 2 p.m. at Local 63 to discuss this matter. Any Local 63 member is welcome to attend.