

INTERNATIONAL
LONGSHORE &
WAREHOUSE UNION



MARINE CLERKS ASSOCIATION
LOCAL 63 LOS ANGELES and LONG BEACH HARBORS

350 WEST 5TH STREET, SUITE 200

SAN PEDRO, CALIFORNIA 90731

JOE GASPEROV
PRESIDENT

BULLETIN – FEBRUARY/MARCH 2015

MEETINGS: **March 5, 2015 – Thursday – 6:00 p.m. – 2nd Shift Stop Work Membership Meeting (Hall)**
 March 11, 2015 – Wednesday – 6:30 p.m. – So. Cal. District Council Meeting (Ste. 204)
March 31, 2015 – Tuesday – 2:00 p.m. - Grievance Committee Meeting (Ste. 204)
 March 19, 2015 - Thursday – 12:00 p.m. Executive Board Meeting (Ste. 200)
 March 31, 2015 – Tuesday – 12:00 p.m. – Promotions Committee Mtg. (Ste. 204)

DUES AND ASSESSMENTS – The total amount of dues paid in 2014 was \$3873.60 (Dues = \$322.80 per month. The total amount of assessments paid in 2014 was \$176.19 (\$58.73 for February, March and April 2014). Any member who was off due to an excused disability on file in the Business Office only paid their Coast Pro Rata and Per Capita which were \$81.93 in January and \$83.87 from February through December so these members should multiply the amount(s) times the number of months they paid these figures to Local 63. Any member who was not part of Local 63 for the entire year should multiply the above amount(s) times the number of months they were in the Local to have their actual amount paid in 2014.

CAUCUS AND CONVENTION ASSESSMENT – Pursuant to Local 63 Constitution, Article X, Section 3(A), on January 15, 2015 the Executive Board approved the following motion to fund the costs of the 2015 Contract Caucus and 2015 Convention/Caucus: *M/S/C: Finlay/M. Sestich – to conduct a secret ballot at the March 5, 2015 Membership Meeting regarding whether to assess the Membership \$50 per month for a period of six (6) months to cover the costs of the Contract Caucus and the 2015 Convention/Caucus.* Members seeking more information and/or wishing to discuss this issue are encouraged to attend the February 5, 2015 2nd Shift Stop Work Meeting.

VACATION CLAIMS – Members who did not work the required amount of hours to qualify for all or part of their vacation payment due to disability status in 2014 must contact the Business Office to request a claim be submitted on their behalf. The first claim deadline is February 27th for an approved claim payment on March 13th and May 22nd for a final approval claim payment on June 12th.

VACATION/PENSION/WELFARE/HOLIDAY REQUIREMENTS – Please be aware that each of these benefits have very distinct criteria. Receiving one (1) or more of these benefits by having a claim approved DOES NOT necessarily ensure that any of the other benefits will be attained. The Business Office staff makes every effort to file claims for any of these benefits that a member may be in jeopardy of losing due to not meeting the individual requirements. Ultimately, it is the member's responsibility to request that a claim be submitted on their behalf should there be a need. If a member is uncertain of the requirements for any of the above noted benefits, they may request information in the Business Office or by contacting the appropriate office (i.e. PMA or the ILWU/PMA Benefit Plans Office).

PAID HOLIDAY – TUESDAY, MARCH 31, 2015 – CESAR CHAVEZ BIRTHDAY – Is an automatic holiday for those members who worked 1300 hours or more in 2014 (1200 if age 60 or over). Those members who do not meet the automatic paid holiday requirements must work at least two (2) of the four (4) days exclusive of the holiday - Monday, Wednesday, Thursday or Friday, March 30th, April 1st, 2nd, or 3rd to qualify for the paid holiday. If a member who did not work 1300 hours in 2014 but at least 800 hours in 2014 is currently on disability, they MUST request that a claim be filed on their behalf from the Business Office. Remember, only those members work **worked** at least 800 hours (700 if age 60 or over) are entitled to receive or file for paid holidays.

FINES PAYMENT DATE REMINDER – Rule G-09 Fines Payment Procedure: As per the motion carried at the August 21st Executive Board Meeting and approved at the October 2, 2014 Membership Meeting: All fines regardless of amount must be paid in full within thirty (30) days after final resolution. If fines are not satisfied, the Local will take proper legal action. Any member who cannot pay the entire amount at once, **MUST** sign up for a payment plan. Therefore, the Local has installed a new program which can be found on the website, posted in the dispatch hall, in the business lobby and was mailed with each statement in January. **Any member who owes \$200 or less must pay his/her statements in their entirety, no exceptions; a member who owes \$201 - \$499 may go on a payment plan but the balance must be paid in full within 3-months; a member who owes \$500 or more may go on a payment plan but the balance must be paid in full within 6-months.** All payment plans **MUST** be via weekly PMA payroll deductions, no exceptions. **Members who fail to abide by these conditions or remove themselves from the automatic payroll deductions prior to having their balances(s) paid in full may be subject to the Local pursuing legal action against them.**

REMINDER TO 30% CHIEF SUPERVISORS & SUPERCARGOES – As the leaders of your job categories it is your responsibility to make certain that workers are covering their job and being conscientious about their work performance. Please call the Business Agent or an Officer if you have an issue with anyone not fulfilling their obligation to the job.

SOUTHERN CALIFORNIA AREA WELFARE DIRECTOR – Sam Alvarado will be present on Thursday, March 12th and 26th from 10:00 a.m. to 5:00 p.m. for any Local 63 members who are in need of his services. Members who are unable to meet with him on these dates may still call and/or make appointments for his office located at 28924 So. Western Avenue, Suite 202 in RPV by calling him at: (310) 833-5144. Please call the Local 63 Business Office ahead of time to schedule your appointment. *Appointment times fill up quickly, calling in advance is recommended.*

MEMBERS GOING STEADY/CONSEQUENCES OF VIOLATING RULE S-03 – If a member is scheduled to go Steady after the date of the Executive Board meeting and the Union is properly notified prior to the Executive Board meeting, he/she must appear or they will not be allowed to go Steady until they properly appear. If a member is notified after the Executive Board meeting, he/she may go steady at the 1st of the month or on the 1st non-overtime day thereafter. However that member must appear at the next scheduled Executive Board meeting. Should they fail to appear at that meeting, they shall be returned to the Hall for no less than 30-days and until they properly appear before the Executive Board.

WORKING RULES REMINDER – U-24 – PMA LOGO APPAREL FINE - Local 63 members are *not* to wear any apparel adorned with any PMA company logo; the fine for this said offense shall be \$100.00.

MESSAGE FROM THE PRESIDENT – I wish to begin by thanking everyone for your solidarity out on the job and your unwavering support for the entire Negotiating Committee, especially in the last 3 ½ months. PMA and the member companies tried their best to divide us, whether it was port against port, Local against Local or member against member. I know it was difficult at times, all of our lives were affected in one way or another and no one likes uncertainty. Please know that the strength and unity you demonstrated throughout the bargaining was the key factor in helping the Negotiating Committee do our job and allowed us to achieve the contract that I believe each and everyone of you will be proud of. We are scheduled to present the Memorandum of Understanding (MOU) to the Caucus during the week of March 30th. After that, at a yet to be determined date, we will hold a special contract meeting for full discussion and recommendation. Finally, the Rank and File from up and down the Coast will have the ultimate say via a ballot vote. Pending ratification of this MOU, the parties have agreed to a temporarily modified grievance and arbitration process. Formal grievance arbitrations are suspended until ratification and implementation of the MOU. The only issues that will be heard are on the job, interim rulings limited to determining penalty cargo rates and rulings under Sections 17.829 and 17.61 of the PCL&CA. In addition, there will also be a temporary process for hearing 13.2 grievances that will be in effect until ratification of the MOU. Thank you again for your support and I look forward to discussing the details with everyone at our contract ratification meeting.