

**STEAMSHIP TRADE ASSOCIATION OF BALTIMORE, INC.
LOCAL CONTRACT PROPOSALS TO INTERNATIONAL LONGSHOREMEN'S
ASSOCIATION, AFL-CIO, LOCAL 333**

All terms, conditions, past port practices, arbitration decisions, and Addendum Agreements, including any extensions and amendments thereto, of the current STA/ILA Local 333 Collective Bargaining Agreement (including the Provisions Applicable to All Locals and the Cargo Agreement Local 333) are hereby extended and remain in full force and effect, except as modified herein:

TERM OF AGREEMENT

The term of this Agreement shall be six years. The effective date of this Agreement shall be October 1, 2018 until its expiration on September 30, 2024, consistent and in accordance with the new Master Contract signed between the United States Maritime Alliance (USMX) and the International Longshoremen's Association, AFL-CIO.

LOCAL WAGES AND BENEFITS

<u>Wage Increases</u>	<u>Amount</u>	<u>Contract Years</u>	
Autos	\$1.00	2, 4 and 5	
Cruise	\$1.00	2, 4 and 5	
Paper	\$0.50	2, 4 and 5 (not including wood pulp)	
Breakbulk, Bulk & Domino	\$1.00	4 and 6 (including cooper)	
ICTF	\$1.00	2 and 4	
Foreman	\$4.50	Wage Differential	Rostered
Mechanics	\$1.75	Wage Differential	Rostered
Mechanics	\$0.25	Tool Differential	Rostered

1. Direct deposit option shall be provided to employees within 120 days of the signing of this agreement.

2. Any benefit paid under Maryland's Healthy Working Families Act shall be offset from the vacation benefit.

3. Mechanics -Top tier Master Contract wages will be offered to any current or future rostered mechanic employee who attends and receives certification of an agreed upon joint STA/ILA training course or can provide equivalent industry certification.

4. Break-bulk Operations - \$28.00 per hour wage, with all fringe benefit contributions excluding severance and annuity. Small Boat Agreement manning; employer can establish a dedicated breakbulk gang.

5. If any shift at the ICTF performs Master Contract Cargo work. The container handling equipment operator will receive Master Contract wages.

WORKFORCE AND TRAINING

1. Gang membership is not a requirement to apply for a ship to shore crane training posting.
2. Auxiliary workforce – Must complete safety and lashing training/certification. This workforce will be remotely assigned. PIT training will be offered when four hundred (400) work hours is achieved. Only when PIT certification is achieved and 400hrs is earned in 2 of 3 contract years, will Dispatch Center access be provided.
3. Auto/RORO certification policy and procedures will be established by Local 333 and the STA.
4. Ship crane and toploader operator certification productivity is twenty-seven (27) moves per hour (based on a monthly average on vessels). Ship crane and toploader operators must maintain productivity certification to work out of the Dispatch Center. Union to review calculations upon request. Toploader operators are required to work forty (40) hours of terminal operations prior to working vessels.
 5. PCTC Vessels: Single fifteen (15) person gang - Discharge Operations Only;
 - Sixteen (16) person gang - if 1,000 units or 100 tracked units or more;
 - Seventeen (17) person gang – if 2,000 units or more.
 - Non-gang driver may be utilized for breakout and keeping the gang intact.
 - Additional employees shall work at the direction of the gang carrier and employer.
6. A joint ILA/STA accident investigation and training Committee will be established and meet on the second Tuesday of each month. This Committee will review all accidents, and assess training, testing and certification. Employer will notify union of all incidents.

DISPATCH AND ORDERING

1. ILA Local 333 may hold a port-wide vote to determine if dispatching for add-on, fill in and replacement jobs shall be assigned by way of port-wide seniority from the Dispatch Center. Vote within ninety (90) days.
2. Dispatching - Dispatch Center opens - 5:30 a.m. (Head Dispatcher only)
 - Start Time - 6:00 a.m. – Dispatch Time 5:30 a.m.
 - Start Time - 7:00 a.m. – Dispatch Time 6:00 a.m.
 - Start Time - 8:00 a.m. – Dispatch Time 6:45 a.m.
 - Reporting Time – Locust Point, Fairfield, Atlantic, Chesapeake, and TPA – Forty (40) minutes. No job will be cancelled prior to the allowable reporting time before the start time. The labor ordering deadline Monday through Saturday shall be 3:00 p.m. All ordering grievances will be reviewed by union and management to resolve within five (5) business days of the claim.

3. Set-Back/Cancellations Policy. Labor ordered at 07:00 or 08:00 may be set-back to 13:00, Monday, Tuesday, and the day following a holiday. Current notification language is amended to two (2) hrs. prior to the setback, per the Master Contract Agreement.

4. A port-wide phone number will be established for all time off requests. Local 333 union officials shall have access to the phone system documentation. Article XVIII, Section 2 shall be applicable with the following modification: timely notification shall be a minimum of one (1) hour and fifteen (15) min prior to the start time.

5. Thanksgiving shall be a no-work holiday, except for completion of vessels.

6. Workers leaving a job prior to completion may be replaced only if required for the operation. Superintendent, Foreman and gang carrier to confer and agree.

7. Earned Relief Driver Credit Program, with relief credit based on attendance - ILA and Management to jointly confirm language to implement.

8. Gearman and Deckman positions will be offered on a port-wide basis at the Dispatch Center. Topmen may be allowed in gangs without crane certification for employers that do not perform crane work in the Port of Baltimore.

9. Dispatch Center Joint Ad-Hoc Committee will have authority to install alternate methods to enhance the dispatch process efficiencies and expansion of the Dispatch Center.

10. In order to maintain letter seniority classification, an employee must be credited with 700 hours in a Contract Year.

11. Terminal Operations – All historic Seagirt start times apply.

12. The PACMD Agreement and all PACMD related Addendums and MOU's are cancelled. The crane mechanics vacation and holiday credits are unaffected by these cancellations.

13. When twenty or more refrigerated containers are loaded and/or discharged from a vessel, two reefer mechanics shall be employed.

(signatures appear on the next page)

IN WITNESS WHEREOF, the Parties hereto have hereunto set their hands and seals
this 30 day of September 2018.

By: Michael Byler (seal)
President
The Steamship Trade
Association of Baltimore, Inc.

International Longshoremen's
Association, AFL-CIO, Local 333

By: Scott Con (seal)
President
Local 333
International Longshoremen's Association, AFL-CIO, Local 953