

08/09/2007 14:00 FAX

001/002

AUG-09-07 02:05PM FROM:ILWU Local 18

208-323-0126

T-070 P.001/002 P-188

PROPOSED CONTINUOUS OPERATION DOCUMENT**Between****ILWU Local 18 and Stevedoring Services of America****August 9, 2007****TO: S.S.A. & P.M.A.****SUBJECT: Elimination of Unit Breaks**

This is the Union counter proposal and follow up language to our August 8, 2007 meeting.

1. 2 crane operators per gang paid 10.5 hours at skill rate 3.
2. 1 spotter per gang paid at the existing rate.
3. 2 slingmen per gang.
4. 2 stevedores per gang.
5. 1 heavy bull operator per shift per vessel paid at nine hours.
6. 1 relief semi per gang, if more than 8 semi's hired per gang then additional relief will be hired. Historical hiring practices at this facility will continue, see attached dispatch slips.
7. 1 relief top pick for every 2 hired (example, one or two top pick hired, one relief; three or four top pick hired, two relief; etc., etc.) Historical hiring practices at this facility will continue. (See attached dispatch slips.)
8. Relief drivers, i.e., top picks and semi, shall not be issued equipment but will operate the person's equipment they are relieving.
9. Sufficient manpower will be hired to provide each worker with relief.
10. Agreement includes all vessels that work at S.S.A. Terminals or at piers or terminals where S.S.A. holds a proprietary interest (no small vessel exemption).
11. It is understood that if increased manning is negotiated at the coast level, this increase manning level will be adopted.
12. There will be no gimmick by the employer's on the operation or the manning.
13. The duties of the two stevedores per gang will remain consistent with the historical practices at Terminal 18.
14. The duties of the two slingmen per gang will remain consistent with the historical practices at Terminal 18.
15. Continuous operation to be defined as no unit breaks; breaks are taken by an individual when relieved by the relief

PROPOSED SHIP CRANE AGREEMENT
 Between
 I.L.W.U. Local #18 and Stevedoring Services of America
 Date: July 31, 2007

S.S.A. Agreement with Local #18 on vessels with ship cranes (munk or whirley).

All vessels that call at a S.S.A. Terminal in the Port of Seattle that have ship based cranes, either munk or whirley, shall employ an extra deck crane operation for moving said cranes.

The work described above is longshore work and secured under Section 1 of the P.C.L.G.D.

The job listed above is in addition to any other manning agreements in the Port of Seattle.

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men. The operation will continue during individual breaks. Lunch will be taken as a unit.

16. Previous pin and twin-twenty agreements for SSAT operations at Terminal 19 are rescinded.

17. If any attempt is made by SSAT, PMA or Employer representative to reduce any of this manning, as agreed to here, or in any of our agreements, it shall result in the termination of the continuous operation agreement and the reinstatement of the rescinded pin and twin twenty agreements and the unit breaks will resume at S.S.A. terminals or at piers where SSA holds a proprietary interest.

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SCM
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