

Class "A" Dispatch Rules

Definition

The term "Longshoreman" as used herein shall mean any employee working under the Pacific Coast Longshore Document (PCLCD Section 1.91)

No Discrimination

ITEM XXII, June 22, 1962 – Memorandum of Agreement

The parties hereby state that during the negotiations resulting in this Memorandum of Agreement they discussed the provisions of Section 13, No Discrimination, of the basic Agreement and agreed that the parties are jointly responsible for the total implementation of the provisions therein and the union agrees that it will administer its internal affairs so as to fulfill its share of this joint responsibility.

Item XI, July 1, 1975 – Memorandum of Agreement

To formalize the agreement that has been reached and placed in effect between the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association that there be no discrimination on the basis of "sex" in the terms, meaning, application, implementation and administration of their collective bargaining contracts, and in the exercise of control over the registered lists, the terms of each of the collective bargaining contracts between the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association are amended to provide as follows:

- a) All collective bargaining contracts shall provide that there shall be no discrimination in connection with "sex."
- b) All words, terms or definitions of employees used in the collective bargaining contracts are used as being words of common gender, and not as being words of either male or female gender, and hence have equal applicability to female and male persons wherever such words are used.

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DISPATCH HALL

1. The Longshore Dispatch Hall for the Los Angeles – Long Beach Harbor shall be operated in accordance with the Pacific Coast Longshore Contract Document (PCLCD).
2. The Dispatch Office shall be open day and night, seven days a week (including Sundays and holidays) except on contracted non-working holidays where the hours may vary upon discretion of the Chief Dispatcher and Secretary/Treasurer. The main hall shall be locked from 7:00 p.m. to 5:00 a.m.
3. The Dispatch Hall must have one phone open twenty-four (24) hours per day for emergency purposes. This phone cannot be closed during dispatch times.
4. Any person causing disruptions, commotions, gambling, etc., in the Dispatch Hall is subject to penalty by the Joint Port Labor Relations Committee (JPLRC) and pursuant to the Pacific Coast Longshore Contract Document (PCLCD).
5. Any person caught reaching through the Dispatch window at any time is subject to penalty by the Joint Port Labor Relations Committee (JPLRC).
6. No one is allowed inside the Dispatch Office except on official business, and this office is to be closed and the door to the meat locker locked during gang assignment time. The meat locker shall be locked between the hours of 2:00 p.m. to 2:30 p.m. and 3:40 p.m. to 4:00 p.m.
7. Any member refusing to stay out of the Dispatch Office shall be subject to having a complaint filed against him/her; if found guilty, is subject to a penalty by Joint Port Labor Relations Committee (JPLRC).
8. Under no circumstances at any time shall anyone other than Dispatchers, Union Officials and/or Pacific Maritime Association (PMA) Representatives use any telephones in the Dispatch Hall.
9. There shall be **NO CHILDREN** allowed in the Dispatch Hall.
10. There shall be **NO SMOKING** in the Joint Dispatch Hall or Dispatch Office. First offense: Suspension for fifteen (15) days (per Section 17.823 of the PCLCD); Second offense: Suspension for thirty (30) days (per Section 17.8232 of the PCLCD); Succeeding offenses: Minimum penalty sixty (60) days suspension. Maximum penalty, discretionary (Section 17.8233 of the PCLCD).

DISPATCHERS

1. Dispatchers shall be employed in accordance with the Pacific Coast Longshore Contract Document (PCLCD) Section 8.
2. As of 2005 the current dispatchers compliment of joint employees at the Joint Longshore Dispatch Hall shall consist of ten (10) Day Dispatchers; one (1) Night Dispatcher; one Night Relief Dispatcher; one (1) Night Flex Dispatcher; one (1) Night Relief Flex Dispatcher; one Records Clerk; and one (1) Sergeant of Arms; and any other personnel jointly agreed to by the Joint Port Labor Relations Committee.

3. Dispatchers who refuse to dispatch Longshoremen or gangs as ordered or otherwise fail to comply with the Joint Port Labor Relations Committee's jointly signed instructions shall be removed from their job as provided for in Section 8.23 of the Pacific Coast Longshore Contract Document (PCLCD). See addenda for Dispatchers schedule and rate of pay.
4. Holiday schedule is to be set up as follows:
 - (a) Working Holidays: Normal Schedule
 - (b) Non-working Holidays such as Bloody Thursday, Labor Day, Thanksgiving Day, Christmas Day, and New Years Day: a skeleton crew, consisting of six (6) Day Dispatchers; one (1) Night Dispatcher and one (1) Night Flex Dispatcher shall be on duty.
5. Dispatchers shall refrain from interpreting the Contract with company dispatchers and/or longshoremen. They are to accept all orders and fill same. In the event the orders are improperly placed, it shall be brought to the attention of the Joint Port Labor Relations Committee (JPLRC) and it shall be their responsibility to resolve the matter.
6. After an election of Dispatchers, new President, new Vice-President, new Secretary-Treasurer a meeting shall be held, as soon as possible, to discuss the above rules, which all dispatchers are obligated to follow.
7. If anyone calling the hall requests the name of the person answering the telephone, the name shall be given.
8. All Dispatchers shall live up their schedule. This means that when their schedule calls for them to be on duty at the Dispatch Hall, they shall be there.

DISPATCHING PERIODS

1. Dispatching of Longshoremen starting at 8:00 a.m or later that day will commence at 6:45 a.m.
2. Dispatching Longshoremen starting at 6:00 p.m. or later will commence at 4:45 p.m.
3. Dispatching for a 7:00 a.m. "Flex" start will commence at 6:15 a.m. and dispatch for a 5:00 p.m. "Flex" start time will commence at 4:15 p.m.
4. Crane and CY jobs will be dispatched five (5) minutes before the general dispatch times.
5. The above hours will be followed each day, including Sundays and holidays. However, these times are subject to change based on JPLRC agreements. If changes do occur, the change will be announced at the Dispatch Hall (5 working days) prior to implementation.

DISPATCHING RULES FOR GANGS AND/OR LONGSHOREMEN

1. Day gangs shall be checked in before 3:40 p.m. Night gangs shall be checked in before 11:00 a.m. Any gang failing to do so will be penalized six (6) hours and shall be assigned providing work is available.

2. All day Longshoremen must be checked in by 6:00 a.m. on their respective boards to be able to work that day. All night Longshoremen must be checked in by 4:00 p.m. to work that night.
3. If any hall Longshoremen wish to work as partners, on any category with the exception of the winch, CY and crane boards, they shall check in together on the same hours, taking the highest hours of the two, and must remain partners for fourteen (14) days. If they decide to split up the partner act after fourteen (14) days, they must remain split for another fourteen (14) days before hooking up with another partner again.
4. All gangs and/or hall Longshoremen shall check in on their actual hours worked, paid and flopped, to the one-half (1/2) hour, including any paid travel hours from other ports. Hours paid for training and union business must also be added to the accumulative monthly hours when checking in on your respective board (holiday, vacation, jury duty, pay guarantee plan and holiday pay excluded).
5. All ship and dock gangs, when exempting themselves from working certain commodities, shall notify the Chief Dispatcher. Such gangs shall not change their exemption for a period of three (3) months.
6. Gangs and/or Longshoremen assigned to work hides, frozen cargoes, shovel, lash aloft, etc., shall be advised when they call at the Dispatch Hall or on the dispatch slip, and such jobs shall be volunteer jobs.
7. Members can check in on their respective boards by kiosk and/or telephone for either day or night shift.
8. A Longshoremen may pick up only one (1) job. Exception: Longshoremen checked in as partners; one (1) partner may pick up both jobs.
9. If during dispatching hours, a Longshoremen wishes to be temporarily absent from the Hall, he/she may instruct the Dispatcher in person that another Longshoreman will accept any job for which he/she may be called. The absent Longshoremen shall be held responsible for any job accepted by his/her substitute.
10. No Longshoreman shall have more than one job opportunity for each time start, 8:00 a.m. or 9:00 a.m. and 6:00 p.m. or 7:00 p.m., before all field categories have been gone through.
11. Under no circumstances shall a Longshoreman be allowed to trade and/or sell jobs.
12. When any gang and/or Longshoremen start a job, they shall have the privilege of staying on that job, with the exception that those Longshoremen are restricted by the Pacific Coast Longshore Contract Division (PCLCD) and Dispatch Rules.
 - (a) Visitors working from the floor shall be dispatched to work a job for one (1) shift only.
13. At no time shall the Dispatchers go back to less hours than they have called.
14. All winch drivers shall be dispatched from the Winch Drivers' Board. When the Board is exhausted of qualified winch drivers, the surplus jobs shall go to the field categories, lowest hour

category first. The minimum requirements for Winch Board privileges are that a Longshore Class "A" member must have either 120 hours in the winch category within the past year, or be certified to operate winches through the training program. No winch jobs are to be dispatched outside of registered members (LLRC Mtg., No. 140-97, July 23, 1977).

15. Class "A" Longshoremen may be allowed to stand by for skilled jobs when at the discretion of the Chief Dispatcher, such standby is warranted.
16. The following jobs shall be filled from the Jitney Board: straight jitney, combination drivers, lift operators, cleatracs, payloaders, bulldozers and other power machinery on the dock, except crane rated equipment and CY's.
17. All jobs on the Jitney Boards are to be volunteer except combination lift and straight jitney jobs; i.e., "General."
18. Registered Longshore members shall be entitled to two (2) full days forty-eight (48 hours) off each payroll week.
19. All ship and dock gangs, and all field categories, including steadies shall start at zero hours at the beginning of each month (i.e., 1st of each month old hours; 2nd of each new month, zero).
20. All Class "A" Longshoremen who were elevated to Class "A" status after July 1, 1987 will be required to check in on the Secondary (B-UTR) UTR Board (LRC Mtg. No. 3-90, 1-5-90).
21. If any gang and/or Longshoremen is dispatched to a job in error (dry run), they may return to the Hall and shall be given a one time priority work opportunity in the same category to which he/she was dispatched. If there is no opportunity, then they shall be put back on the board on their original hours and may volunteer for other jobs in "low-board" sequence."
22. Only regularly organized ship and dock gangs shall be allowed to check in for dispatch by telephone with the Dispatcher.
23. Upon completion of each job, all ship and dock gangs including make-ups shall turn in time sheets to the Records room.
24. Any Longshoreman who is still checked in but has bypassed a work opportunity will be dispatched after a Longshoreman receiving one (1) hour's pay, because of failure to fill under Section 3.2211 of the Pacific Coast Longshore Contract Document (PCLCD).
25. All Longshoremen must check their respective category boards and make corrections of hours before dispatch. No corrections shall be made once dispatch has started. Corrections shall be called for five (5) minutes prior to the start of dispatch. No information regarding averages or flops on any category boards shall be given over the telephone.
26. FIVE YEAR RULE ON THE B-UTR BOARD: The time accumulated by Longshoremen who have been given special permission or privileges to work on the Dock or Jitney Boards, shall not count towards their five (5) year requirement on the B-UTR Board.
27. When a gang leader takes an official office or Dispatcher's job, his/her gang remains intact on the job during his/her term of office.

28. Per LRC meeting SCLB-0132-2004, September 25, 2004, all Class "A" and Class "B" light duty requests must be submitted through the Health Benefits Office to be processed by the Joint Port Labor Relations Committee (JPLRC).
29. Any member appearing before the Joint Port Labor Relations Committee (JPLRC) under extenuating circumstances and granted special privileges, cannot volunteer out of granted category, and if they do, they must return to their respective category. Exception: Longshoremen on the Casual Board can volunteer for winch jobs and clerk jobs.
30. When the Swamper Board has been exhausted, excess signal jobs shall go to the Casual Board. When the Casual Board has been exhausted, excess signal jobs shall go to Dock Board then Low Boards. Exception: Front jobs go to low board rotation.
31. When the Winch Drivers' Board is exhausted and a qualified Longshoreman (Class "A") is elevated to fill a winch job, he/she shall be allowed to keep the job until it finishes.
32. Any Longshoremen working on the Casual Board may go steady to the front in any gang he/she may catch.
33. All dock board jobs on loadouts shall be dispatched off the Swamper's Board on a voluntary basis. They may call a replacement without penalty if they cannot handle the job on initial start only.
34. In all dispatching, the Dispatchers shall call the hours on the Board each time there is a change of hours.
35. Those winch jobs requiring a minimum of physical effort shall be classified as "red plug" jobs. The Joint Port Labor Relations Committee (JPLRC) defines these jobs as follows: bulk jobs where there is no continuous driving; liquid jobs and extra hatch tenders.
36. In order to check in as a red plug on the winch board, an individual must have been on the Winch Board prior to the injury or illness (LLRC Mtg., No. 157-83, 12-14-83).
37. When after accumulating 800 hours "red plug" Longshoremen will then assume a Class "B" "red plug," which is the only consideration given to injured Longshoremen on the Winch Board.
38. Any person working as a "red plug" and/or Class "B" "red plug" on the Winch Board, shall have all hours worked and be counted towards his/her 800 hours or 1300 hours, regardless of category where hours were worked (LRC Mtg., No. 145-83, 11-23-83).

Class B "Red Plug" Definitions and Stipulations:

- (a) They must accept all jobs at the window and report to the job. If the job is too rough for them, they can call a replacement with no six (6) hour penalty on the initial start only.
- (b) If a job is refused at the window, the Longshoreman will flop and the six (6) hour penalty will prevail. No harassing the Dispatchers for special jobs.
- (c) If any Longshoreman allowed this privilege accumulated more than 1300 hours, he/she must give up this special exemption for the balance of the payroll year. No exceptions.

39. All carpenter jobs shall be flops unless specified frozen, must lash, and/or lash aloft are volunteer jobs. Carpenter "with tools" job is a flop job.
40. Any Longshoreman aged 55 or older working off the dock, hold, and carpenter field list shall be allowed the privilege of calling a replacement on any job, initial start only, which he/she finds too laborious without taking the usual penalty of a six (6) hour flop. He/she must, however, give his/her replacement the entire shift (8:00 a.m. or 6:00 p.m. start for example).
41. Everyone will take average after being off the board or unavailable three (3) or more consecutive days if his/her hours are below average.

A Longshoreman who is "unavailable" shall be defined as having one, or any combination of the following:

- (a) not checked in and not working
- (b) calling a replacement and not working
- (c) flopped
- (d) squared off

42. The sequence of dispatch shall be as follows:

BASED ON OPEN ALLOCATION

- (a) Primary
- (b) Low Boards
- (c) "Men who missed their gangs and cannot check in"
- (d) Flops on the original board, then flops in Low Board Rotation
- (e) Steadies
- (f) Class "B" Longshoremen
- (g) Unauthorized Class "A" and Class "B" visitors
- (h) Other work pool sources

43. "Men who missed their gangs and cannot check in" are defined as follows:

Any gang member and/or Longshoreman who calls a replacement for the job after the initial start of the job and cannot check in, because the job and/or the gang is still working. Or any partner act where one member is working and the other member may have called a replacement or was flopped by his/her partner, and wishes to work, he/she may do so; however, these members may not volunteer until a period of 24 hours has gone by.

44. Longshoremen who falsify information concerning their being on the Non Dispatch Sheet will be subject to penalty by Joint Port Labor Relations Committee (JPLRC) (17.72 PCLCD).
45. Members of gangs shall check in on the field list corresponding to their gang category: Winch drivers on the Winch Board, hold men on the Hold Board, front men on the Day Dock Board or Casual Board – Night front men have the option of either checking in on the Night Dock Board if meeting eligibility requirements, night hold board, and the Casual Board if they have been certified as eligible by a neutral doctor.
- (a) If a member in the gang flops, he/she shall volunteer as flops in low board rotation, and shall not add the six (6) hour penalty to the gang work record and accumulative check in hours. They are obligated to follow the rules of their respective board.

THE UTR BOARDS

1. The following equipment will be dispatched from the UTR Boards (LRC Mtg. No. 16-88, Item 5, 1-29-88):
 - (a) Semi-tractors or UTR's (This is the "general" job for these boards).
 - (b) UTR/Signal (This is a "general" job for these boards).
 - (c) UTR/Work (These jobs are volunteer).
2. The Dispatcher assigned to the UTR Boards shall establish a "Flop" line based on job orders before (6:00 a.m. or 4:00 p.m.) and open allocation on all jobs on those boards. An individual in front of the established line must either take any UTR job available or flop. Longshore members who are checked in above the flop line will be eligible to volunteer for work off other dispatch boards in Low Board Rotation (LRC Mtg. No. 178-91, December 10, 1991)
3. Class "A" Longshoremen, who properly obtain steady employment prior to the completion of his/her five (5) year B-UTR rule requirement, must complete his/her five years on the B-UTR Board whenever he/she returns to the Joint Longshore Dispatch Hall, unless waiver has been granted by the Executive Board upon the start of steady employment.
4. A Class "B" Longshoreman who properly obtains steady employment must complete his/her five years on the B-UTR Board upon obtaining Class "A" registration when he/she returns to the Joint Dispatch Hall (LRC Mtg. No. 83-76, Item 26). All Class "B" Longshoremen must comply with Rule #3 above.

DISPATCH SEQUENCE FOR UTR JOBS

1. Dispatch sequence for UTR jobs shall be as follows: First (1st) A-UTR Board; Second (2nd) B-UTR Board; Third (3rd) Jitney Board; Fourth (4th) Low Boards (LRC Mtg. No. 32-88, 3-4-88).
2. The fifth (5th) priority shall be given to the Class "B" Longshoremen who have completed the ILWU-PMA Semi-tractor Training Program.
3. The sixth (6th) priority shall be given to unauthorized visitors.
4. The seventh (7th) priority shall be given to members wishing to double back authorized to work other pool sources.
5. Any unfilled UTR jobs will be immediately dispatched from the Joint Casual Dispatch Hall.

MONTHLY UTR JOBS

1. Orders for monthly UTR operators must be placed four (4) days prior to the end of the month. Such orders will be placed with the ILWU Joint Dispatchers and the PMA allocator. No tags are to be placed on monthly UTR orders.
2. The ILWU Dispatcher will post the list of jobs at the UTR window three (3) days prior to the end of the month for review by the membership.

3. On the first (1st) day of each month, dispatch of monthly UTR operators shall occur so as to guarantee the arrival of all monthly UTR operators to their Employers prior to the start of the shift.
4. In the event that a monthly UTR operator is released for cause or voluntarily discontinues his/her monthly employment, that monthly job is discontinued. Under such circumstances, the Employer is not obligated to complete the monthly guarantee and this job would be ordered, if needed on a daily basis from the Joint Dispatch Hall as required by the Employer (Special Mtg. No. 164-90, 9-19-90).
5. In the event that a monthly UTR operator voluntarily discontinues his/her monthly employment, or the monthly job has been fulfilled, the member must check in with all monthly guaranteed hours (maximum 195 hours) paid plus any volunteer hours worked from the Longshore Dispatch Hall. (Example: If a monthly UTR operator collects a guarantee of 45 hours per week, volunteers two (2) days @ 8 hours per day out of the hall and voluntarily discontinues his/her monthly employment after the first week, he/she would check in on their appropriate board with the accumulative total of sixty-one (61) hours). In the event that your accumulated hours is less than the average hours on your respective boards, you must take average when checking in
6. All Monthly UTR drivers, when volunteering, shall check in on the steady board.

ORDERS

1. Orders for dock work for night and day starts may be placed after 9:00 a.m. each day. Night orders are firm at 1:30 p.m. Day orders are from at 3:00 p.m. the proceeding day.

Orders for liquid cargo pumping operations for day starts may be placed thirty (30) minutes before dispatch period. Night orders may be placed thirty (30) minutes before dispatch period. Orders may be cancelled thirty (30) minutes before the dispatch periods.

Orders for gangs starting work Monday through Sunday, except on holidays, 8:00 a.m. or later, must be placed with the Dispatchers not later than 3:00 p.m. the preceding day.

Orders for gangs starting work at 6:00 p.m. or later, must be placed with the Dispatchers not later than 1:30 p.m.

2. Extra orders and replacements are taken and dispatched anytime the Hall is open, except one-half (1/2) hour before dispatch and during the dispatching periods.
3. All orders for gangs shall be dispatched as ordered by the company in the strict rotation according to the PMA allocation list provided for each shift by the PMA allocator. Orders are not to be shuffled.
4. In placing orders for ship gangs, the stevedoring companies shall provide the following information:
 - (a) The Lloyds Number and Name of the ship.
 - (b) Its location.
 - (c) The time the gangs are to report for work.
 - (d) The number of gangs required.

- (e) The size of gangs required.
 - (f) The number of extra men needed by category
 - (g) The name of the stevedoring company and name of the company dispatcher.
5. After an order from a stevedoring company is recorded, the order or orders are to be read back to the stevedoring company to assure accuracy. Each order is then time-clocked and the time of the order is given to the stevedoring company.
 - (a) The stevedoring companies will order all gangs and extra dock men to work against the ship, at the same time. These orders are recorded on the same form.
 - (b) Orders for dock work are placed separately by the stevedoring company. These orders are recorded on a different order form.
 6. All orders for shovel, hides, and frozen are volunteer and are to be dispatched on a volunteer basis in open allocation.
 7. Replacement orders called in prior to 1st Dispatch shall be dispatched along with new orders. All other replacement orders shall be dispatched at 2nd Dispatch.
 8. If four (4) or more dock men are ordered as a unit for the same job, they shall be dispatched in gangs of four (4) plus any odd number of extra manning needed, not exceeding three (3). The first member dispatched in the make-up dock gang shall be classified as the gang leader, thus receiving pay at Skill Level I.

CANCELLATION OF ORDERS

1. Cancellation of orders for gangs starting work Monday through Sunday, including holidays, at 8:00 AM or later, must be placed with the Dispatcher not later than 3:00 p.m. the preceding day.
2. Cancellation of orders for gangs starting at 6:00 p.m. or later must be placed with the Dispatcher not later than 1:30 p.m.

COMEBACKS

1. The Employer shall notify all regular gangs, (on the day shift) prior to 3:30 p.m., as to whether they are ordered back or released.
2. The Foreman shall notify all regular Longshoremen prior to the end of the respective shift as to whether they are ordered back or released.

CHECKING IN

1. All regular Day Gangs, ship or dock, shall be checked in prior to 3:40 p.m. for their day assignment the following day.
2. All Night Gangs shall be checked in before 11:00 a.m. for their night assignment that same evening.
3. All day Longshoremen must be checked in prior to 6:00 a.m. on their respective boards to be able to work that day. All night Longshoremen must be checked in by 4:00 p.m. to work that night.
4. All regular Longshoremen shall check in on their respective boards at the completion of his/her job once released by the employer.

5. All members working as a union official (Dispatcher, Trustee, Delegate, BA, etc) or representatives of the Local shall add the hours compensated to their work record and accumulative check-in hours.
6. The only way to be taken off a board once you are checked in: take a job, flop a job, an injury or illness (medical documentation may be required), going on vacation (must be five (5) consecutive days), changing categories and/or shift (night to day; day to night), members must show proof if challenged.
7. First (1st) day of each month, check in on prior month accumulative hours. Second (2nd) day of each month, start new month's accumulative hours.
8. Gangs or Longshoremen returning from vacation shall take average hours upon return to work providing they are below average.
9. If a Longshoreman flops three (3) or more consecutive days without working, he/she must take average on the fourth day or the next day he/she checks in providing he/she is below average.
10. Averages will be taken on all field category boards for both the day and night shifts everyday, including non-working holidays.
11. Everyone will take average after being off the board or unavailable three (3) or more consecutive days if his/her hour is below average.

A Longshoreman who is "Unavailable" shall be defined as having one, or any combination of the following:

- (a) Not checked in and not working.
- (b) Calling a replacement and not working.
- (c) Flopped.
- (d) Squared off.

ASSIGNMENTS

1. Day Gangs shall be assigned at 3:40 p.m. to 4:20 p.m. the preceding day.
2. Night gangs shall be assigned at 1:30 p.m. to 2:00 p.m. that day.
3. Regularly organized ship and dock gangs need not report physically to the Dispatch Hall, but may telephone the Hall for their orders.

VOLUNTEER JOBS

1. Any regular member volunteering out of his/her category must stay on the job for the duration of that job or call his/her own replacement.
 - (a) Individuals volunteering for work out of category when checked-in on the A & B Crane Boards, Mechanics, Steadies, Monthlies and any individuals elevated to a foreman position are subject to the one (1) day only rule.

- (b) Only those individuals checked in on the A & B Crane Boards are allowed to have comebacks on crane jobs. All other individuals volunteering for crane jobs are subject to the one (1) day only rule.
 - (c) Only those individuals checked in on the Mechanics Board are allowed to have comebacks on mechanic jobs. All other individuals volunteering for mechanic jobs are subject to the one (1) day only rule.
2. Members of gangs on volunteer jobs shall have the job for the duration or until his/her gang accepts a job then they shall call their own replacement and return to their gang when it is dispatched.
 3. Flopped jobs are volunteer jobs and shall go to all regular Longshoremen; in Low Board Rotation. When the work goes to the ID Board, it shall not be interrupted.
 4. All non-PMA member jobs for independent companies are volunteer jobs and no flops are assessed. However, all Longshoremen shall add the hours worked in their work record and accumulative check-in hours unless specified otherwise by the Local.
 5. Flex jobs and third (3rd) shift jobs are volunteer jobs.
 6. Bulk jobs are voluntary and all Longshoreman shall add the hours worked to their accumulative work record and check-in hours unless specified otherwise by the Local (i.e. LB 212 Metro, TI 211 Hugo Neu).

SQUARE OFFS

1. If a hall Longshoreman day or night, ship and/or dock gang, wishes to square off one (1) or two (2) consecutive days and/or nights in the payroll week, they may do so provided they have worked or been available five (5) consecutive days and/or nights, either below or above average.
2. Gangs and/or hall Longshoremen squaring off shall not be eligible to work that day or night.

FLOPS

1. Day gangs shall either accept or flop their assigned jobs before 8:00 p.m. and notify their members if jobs are flopped.
2. Night gangs shall either accept or flop their assigned jobs before 3:30 p.m. and notify their members if jobs are flopped.
3. Any Longshoremen who refuses to accept a flop job assignment from the Dispatch Hall shall be flopped, and he/she shall add six (6) hours to his/her work record and accumulative check-in hours.
4. During a physical dispatch, when a Longshoreman's number is called three (3) times and does not answer, he/she shall be flopped.
5. During the dispatch period, any member wishing to flop must do so before leaving the dispatch window. Once leaving the window with a job and/or the next number has been called, the member is obligated to report to the job, call a replacement, and work until the replacement arrives.

6. If a Longshoreman flops three (3) or more consecutive days without working, he/she must take average on the fourth (4th) day or the next day he/she checks-in providing he/she is below average.
7. All Longshoremen who call a replacement on an initial start of a job shall take a six (6) hour flop penalty. EXCEPTION: See rule #40 of Dispatching Rules for Gangs and/or Longshoremen.
8. A "Flop" line will be established on the UTR Board based on Job Orders* and there will be open allocation of all jobs on that board. An individual in front of that established line must either take any UTR job available or flop. The individuals choosing to "flop," shall add six (6) hours to their work record and accumulative check in hours. Individuals checked in above the line will be eligible to volunteer for work off other dispatch boards in low board sequence or wait their turn for a UTR job. (Special LRC No. 178-91, December 10, 1991).

* Note: Job orders are based off new "master orders" for that particular shift: 8:00 AM and 9:00 AM for the day shift; 6:00 p.m. and 7:00 p.m. for the night shift; third shift jobs are volunteer.

REPLACEMENTS

1. When a Longshoreman calls a replacement, he/she shall not check in for the duration of that job except on initial starts, when he/she will take the flop penalty. The penalty shall consist of six (6) hours added to his/her work record and accumulative check in hours.
2. A Longshoreman may call only two (2) consecutive one (1) day replacements for a doctor's appointment, funeral, or union business; second day replacements must be certified.
3. No hall man can call a one (1) day replacement on initial starts. EXCEPTIONS: Elevation to boss and Rule 14 for gang members under this section.
4. Longshoreman replacing themselves for 1st, 2nd, or 3rd shift comebacks need not show back on the job, but the order must be placed thirty (30) minutes before dispatch time, stating company, name of ship, berth, gang number, category, and starting time.
5. Steady gang members calling a replacement for the job, on the initial start of a job, from which the gang is dispatched as a unit, shall not be eligible to work that day or night.
6. Gangs calling replacements as a unit for a funeral or Union business shall not be charged with the hours.
7. Steady members of gangs on volunteer jobs shall return to their gangs when the gang is dispatched and must replace themselves on the volunteer jobs.
8. Hatch tenders and gang leaders shall place orders for replacements either by telephone or in person at the Dispatch Hall at least thirty (30) minutes before dispatch period, so that their orders can be dispatched during the regular dispatch period.
9. In regularly organized gangs, the hatch tender (in ship gangs), dock leader (in dock gangs) must order the replacements of one (1) day only's or casual workers who are working within their gangs at least thirty (30) minutes before the dispatch period so that the orders can be dispatched during regular dispatching hours.

10. If a complete dock gang is composed of casual workers, in such instance their replacements, if required, are requested by supervision (all non-registered Longshoremen who are working with a gang are replaced by gang leader or hatch tender when their services are required on subsequent shifts); i.e., lift drivers, extra winch drivers, carpenters, lashers, swingmen, dock men not attached to a gang, etc., are not the responsibility of the gang leaders to replace, but the responsibility of company supervision.
11. Longshoremen taking replacements on seven (7) day dock jobs shall assume the payroll status of Longshoremen replaced. EXAMPLE: Longshoremen working three (3) days calling a replacement – Longshoremen getting his replacement has four (4) days left.
12. Longshoremen accepting a foremen elevation shall call a one (1) day replacement. If a Longshoremen accepts an elevation on the second day after having been elevated the previous comparable shift he/she shall call a replacement for the job. At no time shall Longshoremen be required to work short-handed due to a member accepting an elevation. All Longshoremen shall cover the job that they were dispatched to until their replacement arrives.
13. Any gang member and/or regular Longshoreman, who calls a replacement for the job, after the initial start of a job, shall be "dead" for twenty-four (24) hours. Longshoremen can volunteer off the floor after twenty-four (24) hours, if the job and/or gang is still working, (when the Dispatcher announces, "Men who have missed their gangs and cannot check in").
14. Steady Gang Members can call one (1) day replacements on the initial start of any job, from which the gang is dispatched as a unit.
15. Steady Longshoremen can call one (1) day replacements on the initial start of their regular steady jobs from which the company has dispatched them.
16. A Longshoreman who has a "steady relief job" (weight master, relief dispatcher, or lines relief dispatcher) for a company shall call a replacement for the job when working for that steady employer.
17. If any regular Longshoreman calls a replacement on the initial start of a job, and wishes to be dispatched again, he/she will be dispatched after the flops in low board rotation. The Longshoreman, however, must remain on the job until his/her replacement arrives, and the six hour flop penalty shall prevail (no individual will be dispatched again until his/her replacement has been filled).
18. When a Longshoreman calls a replacement on an initial start of a third (3rd) shift job, he/she shall take the six (6) hour flop penalty.

CHANGE OF CATEGORIES

1. A Longshoremen may change categories or go into a gang any day except an overtime day provided he/she has completed the fourteen (14) day rule.
2. Gangs or Longshoremen going nights to days or days to nights shall spend fourteen (14) days in that category. An individual must be unavailable for a twenty-four (24) hour period before changing shifts.
3. Every Longshoremen shall spend fourteen (14) days in the category he/she checks in on.

4. Longshoremen transferring from gang to gang shall spend fourteen (14) days in the respective field category before going into another gang. EXCEPTION: The fourteen (14) day rule will not apply when joining a newly formed gang, or when a member is dispatched to the gang from his/her respective field category board.
5. Longshoremen going steady into a gang must spend fourteen (14) days on the respective field category he/she intends to work in when he/she joins the gang. EXCEPTION: A Longshoremen may go to the front for a gang after spending fourteen (14) days in any category.
6. Longshoremen working steady in gangs and wishing to change categories in the same gang must spend fourteen (14) days in the respective field category, which he/she intends to change to. Day or night shifts are considered to be separate categories.
7. Longshoremen checking in as partners must stay "hooked up" for fourteen (14) days in the category they check in on.
8. Gang members and/or Longshoremen changing from one category to another shall carry their accumulated hours with them. If their hours are higher than the average of the category to which they are transferring, they shall check in with their hours, if lower they shall take average on the category to which they are transferring.
9. A Longshoremen coming from a gang into the Hall shall check in with accumulated gang hours plus whatever volunteer hours he/she might have.
10. A Longshoreman coming from a steady position back to the Hall, shall check in with accumulated worked hours, paid guaranteed hours, plus whatever volunteer hours he/she might have.

CRANE DRIVERS

1. Order of Dispatch (Arbitration: SC-10-85, 4-25-85)
 - (a) Primary list and certified hall crane operators: A-Crane Board.
 - (b) Secondary list certified hall crane operators: B-Crane Board.
 - (c) Specialist List – Sub-Crane Board/Supplemental. Approved by JPLRC.
 - (d) Steady Crane Operators
 - (e) Low Board Rotation
 - (f) Flops
 - (g) Steady

Order of Dispatch for Mobile Cranes

- (a) Primary list (Mobile certified hall crane operators: A-Crane Board
- (b) Secondary list (Mobile certified hall crane operators: B-Crane Board
- (c) Steady Crane Operators, (Mobile certified crane operators)
- (d) Primary list (Mobile qualified hall crane operators
- (e) Secondary List (Mobile qualified hall crane operators B Crane)
- (f) Steady Crane Operators (Mobile qualified crane operators)
- (g) Low Board Rotations (Mobile qualified)
- (h) Flops
- (i) Steadies

2. Qualified and/or Certified Crane Operators checked in on the Crane Board shall have first call on all crane jobs provided they have not passed a crane job. They shall be dispatched on a low-man-out basis among themselves.
3. Crane Operators checked in on the "A" or "B" Crane Boards shall have the same rights as do registered Longshoremen in other categories to volunteer for other longshore work out of their category. They, however, shall be subject to the one (1) day only rule.
4. Only those individuals checked in on the "A" & "B" Crane Boards are allowed to have comebacks on crane jobs. All other individuals volunteering for crane jobs are subject to the one (1) day only rule.

**CRANE SPECIALIST LIST
(Supplemental Crane Board)**

LLRC Mtg. No. 26-79, 2-28-79

1. Follow regular procedure for flops beginning with the Class "A" Board.
2. Longshoremen refusing to shift to crane work on orders of officials shall be taken off the Crane Specialist Board for a period of thirty (30) days.
3. If a Longshoreman flops and is not in the Hall, follow regular procedure for flops beginning with Class "A" Board.
4. When a Longshoreman takes average on his/her field category, he/she must take average on the Crane Specialist Board.
5. There shall be no monthly average taken. A daily average for record purposes shall be kept.
6. All local dispatch rules not in conflict with the crane specialist rules shall apply subject to the provisions of the Pacific Coast Longshore Contract Document (PCLCD).
7. When crane drivers are ordered on extra orders and there is a master order for the same job, the crane drivers shall be dispatched in the same order as the master order.
8. When crane specialist drivers take jobs off other field categories, they are to be taken off the Crane Specialist Board and are not to be carried over. Crane drivers must check in for the next dispatch. When crane specialists take a job off the field and/or other boards, they must have the Dispatcher take them off the crane specialist board.
9. When crane specialist drivers check in on their field lists, they must also check in on the crane specialist board.
10. You cannot square off on the Crane Specialist Board unless you do so on your field list also.
11. If you are carried over on your field category, you are to be carried over on the Crane Specialist Board. Same with the squaring off.
12. If you are carried over accidentally on the Crane Specialist Board, you are not on the board legally and shall be taken off.

STEADIES

1. Steady Longshoremen must be checked in on the steady board either days or nights in order to receive a job on their days off.
2. A Longshoreman must be checked in on a field list at the Dispatch Hall for two weeks (14 days) before going steady for a company. Longshoremen going steady as crane operators shall be checked in specifically on the "A" Crane or "B" Crane boards for two (2) weeks (fourteen (14) days) before going steady for a company.
3. A steady Longshoreman applying for another steady position with a new company, if hired, must return to the Joint Longshore Dispatch Hall for fourteen (14) days.
4. When a Longshoreman accepts steady employment, he/she must remain fourteen (14) days on the shift he/she was hired to work (LRC Mtg., No. 104-83, 8-30-83).
5. Class "A" Longshoremen, who properly obtain steady employment prior to the completion of his/her five (5) year B-UTR rule requirement, must complete his/her five (5) years on the B-UTR Board whenever he/she returns to the Joint Longshore Dispatch Hall, unless waiver has been granted by the Executive Board upon the start of steady employment.
6. A Class "B" Longshoreman who properly obtains steady employment must complete his/her five (5) years on the B-UTR Board upon obtaining Class "A" registration when he/she returns to the Joint Dispatch Hall (LRC Mtg. No. 83-76, Item 26). All Class "B" Longshoremen must comply with Rule #5 above.
7. Longshoremen can be hired by a company for a steady job from the day shift or the night shift for either the day shift or the night shift, but must spend fourteen (14) days on the shift the member returns to (LRC Mtg. No. 104-83, 8-30-83).

PROCEDURE FOR OBTAINING STEADY LONGSHORE EMPLOYEES

1. Prior to filling a steady position a notice must be posted for the position to be filled. Simultaneously, a copy of the notice shall be delivered to the Secretary/Treasurer of Local 13. Said notice shall have its own identification number, and shall clearly state the particular job or jobs being filled, the member company (or its subsidiary, affiliate, or division) filling the job, how many persons are to be hired, special requirements, if any, and whether the job is for the night or day shift.
2. Employees desiring to apply for said openings shall complete an application form. The employee must identify the notice to which he or she is referring to by date, company, and job and identification number.
3. A member company may not hire a steady Longshore worker until the notice has been posted for at least ten (10) calendar days for regular steady Longshore workers' positions and for at least five (5) calendar days for CFS utility steady positions as required by the Container Freight Station Supplement Agreement currently in effect. An employer must fill steady positions from applications submitted.

4. A member company can continue to receive applications relating to a specific notice up to thirty (30) calendar days from the date the notice initially was posted. This decision must be conveyed to the Joint Records Clerk and to the Joint Labor Relations Committee (JPLRC).
5. A steady Longshore worker position may only be filled from applications received during the thirty (30) day maximum posting period. Any application received after the thirty (30) day period cannot be considered.
6. Any member company must make its hiring decision within forty (40) days after the notice originally was posted. If not, it must re post for the job.
7. Nothing herein shall prevent an employer from hiring at anytime after the five (5) day period or the ten (10) day period, and before the fortieth (40th) day after the original posting.
8. If an employer desires to modify the requirements of a posted job, they must post a new notice.
9. The applicant selected and the Joint Port Labor Relations Committee (JPLRC) shall be notified within ten (10) days of the decision to hire.
10. Once a job has been filled, or the time limit has expired, the notice shall be removed as soon thereafter as is practicable.
11. If the person hired does not commence work within sixty (60) days of the initial posting, the company shall post a new notice for the position.

REPLACEMENT FOR STEADIES

1. Replacements required on a temporary basis for a steady Longshoreman on vacation shall be ordered from the Dispatch Hall on the same basis as a steady request but for no more than a period of six (6) weeks. No posting of the job for ten (10) days shall be required, as these jobs are temporary in nature. Vacation relief replacements must be returned to the hall no later than six (6) weeks after original employment. The fourteen (14) day rule shall apply and these jobs are volunteer jobs.
2. Replacements required on a temporary basis for a steady longshoreman off on injury or illness disability shall be ordered from the Dispatch Hall from the appropriate board in the Hall and dispatched in a normal fashion on a "volunteer" basis. The order shall specify "Steady - Disability Replacement." Such Longshoreman shall take the payroll and guarantee status of the steady being replaced and, will remain on the job until the original steady Longshoreman returns, or until a period of six (6) months has been completed. The fourteen (14) days rule shall apply and these jobs are volunteer jobs.
3. If the disability continues beyond a six (6) month period, a new replacement for the original steady Longshoreman shall be ordered.

In the event that the original steady Longshoreman being replaced leaves the workforce by disability retirement, retirement, death or by electing to return to the Dispatch Hall, the vacancy will be filled, if the employer so elects, by the normal Steady Longshoreman hiring procedure. In any event, the replacement temporarily filling this spot shall then be returned to the Dispatch Hall.

4. If a Disability Replacement in turn becomes injured or ill and a continuing need for a Longshoreman to fill the job exists, a new replacement shall be ordered in accordance with this procedure. He/she shall be a replacement for the original steady Longshoreman, and not a replacement for a replacement.
5. All other replacements will be filled through the normal dispatch procedure.
6. All steady Longshoremen wishing to run for a paid union position, if elected, shall retain their steady position and original seniority upon returning to the company. The replacement required on a temporary basis for a steady Longshoreman off on an elected paid position may be hired for the duration of the term. Required procedure for obtaining steady longshore employment shall then apply.
7. Longshoremen requested by a company for a steady vacation relief job, cannot spend longer than six (6) weeks on this job, and must spend fourteen (14) days in the Longshore Dispatch Hall before being requested again.

HUNGRY SHEET DISPATCH RULES

1. The Hungry Sheet is the sheet used by the Night Dispatcher for dispatching longshoremen wanting a job opportunity; (i.e., replacements, extra orders) after the hall is closed at 7:00 p.m. every night.
2. This sheet is put out by the Night Dispatcher for any Class "A" Longshoreman who is checked in for work that night, and for "Men who have missed their gangs and cannot check in" (as defined in section Dispatching Rules for Gangs and/or Longshoremen, Rule #43). Class "B" Longshoremen shall be allowed to sign the Hungry Sheet provided they have not flopped a work opportunity.
3. All Longshoremen and/or gang members are to be checked in on their respective categories, correct hours and a telephone number where they can be reached when signing the hungry Sheet.
4. A "Red Line" shall be drawn at 7:00 p.m. when the hall has been closed.
5. All Longshoremen must be checked in by 7:00 p.m. to get preference on the Hungry Sheet above the "Red Line". This is for the benefit of Longshoremen who have been waiting around the Hall since dispatch for a job opportunity.
6. Dispatch off the Hungry Sheet will start at 7:30 p.m. This gives the Longshoremen one half (1/2) hour to get home.
7. Jobs will be dispatched where they left off when the Hall is closed at 7:00 p.m. Day Dispatchers shall mark up where specific job categories ended after each dispatch session.
8. All Longshoremen shall be checked in on the Hungry Sheet to receive a job after the Hall is closed. Hungry sheets shall be kept as part of the dispatch records with the Records Clerk.
9. At no time shall the Dispatchers go back to less hours than they have called – unless they go through all categories.

10. If a Longshoreman passes a job in a job category, he/she does not get a chance at that same job category until it goes through all Longshoremen checked in on the Hungry Sheet according to dispatch procedure.
11. Jobs will be dispatched like regular dispatch, low hours for job category of jobs not filled.
12. Longshoremen who finished up a job and signed the Hungry Sheet must sign where they worked in order to receive a second job opportunity.

DISPATCH RULES FOR EXTRA CLERK JOBS PGP DISPATCH RULES

1. Only those Longshoremen who have not had a general longshore job opportunity in their category will be allowed to take a clerk job. The only exception will be granted to Longshoremen cleared through the Joint Port Labor Relations Committee (JPLRC) because of a temporary disability (red numbers, red plugs).
2. Longshoremen are to be dispatched according to accumulative hours worked and/or flopped) low board, low-man-out principle, and in the same manner other members in the Longshore Dispatch Hall are dispatched (open allocation).
3. After all Class "A" clerks and Class "B" clerks have been dispatched, a telephone fax will be sent to Local 13's Dispatch Hall indicating the number of extra clerk jobs, if any, that are available. Such jobs will be listed on a tote board for Longshoremen to view.
4. A Longshore Dispatcher shall dispatch the extra clerk jobs to those Longshoremen who are eligible for extra clerk work at Local 13's Dispatch Hall, in accordance to Rule 3 of same section.
5. For Night dispatch, if the Clerk's Dispatcher is on call and at home and receives late jobs orders, he/she will place a call to Local 13 to check if there are any eligible Longshoremen available; if so, the Longshore Dispatcher will dispatch the Longshoremen to the job directly and call the work number information back to the Local 63 Dispatcher. If there is no Longshoreman available, the Clerk's Dispatcher will send the order to the Casual Hall, assuming it is prior to 7:00 p.m. or the close of dispatch at Local 13.
6. All extra clerk jobs are a one-day only basis. A record will be kept as to who went where.
7. It is also understood that, only, when all Longshoremen available for extra clerk jobs have been exhausted that the Longshore and Clerks Casual Hall be utilized for the extra clerk work.
8. Local 13 Longshoremen will be required to take all clerk categories, including CFS clerk jobs. The exemptions or exclusions will be to Joint Port Labor Relations Committee (JPLRC) approved members (members on the Casual Board, and red number ID's).
9. Registered Longshoremen dispatched to clerk work, who are determined by the employer to be unqualified, shall be placed on a list of Longshoremen unqualified for clerks work by the Local Longshore Labor Relations Committee (LRC). Such Longshoremen shall not be eligible to accept dispatch as a clerk until approval is granted by the Clerks Labor Relations Committee (LRC).
10. Longshoremen working as clerks and calling a replacement shall call Local 63's Dispatch Hall. Night members working as clerks shall also call Local 63's Dispatch Hall. There is a taped

message for after hour calls with the name of the Dispatcher on duty and his/her home phone number (LRC Mtg. No. 5-89)

VISITORS

The number of visitors working in the Port of Los Angeles – Long Beach shall not exceed one percent (1%) of the registered membership.

Visitors working off the floor are on a one (1) day only basis on all jobs.

Visiting Privileges (LRC Mtg. No. 19-75, 2-26-75) Item #30)

The Committee agreed to the following rules for authorized visitors:

The Joint Committee has the power to grant or deny visiting clearance in accordance with Supplement I, "Visiting Regulations for the Port being Visited," Section 3.1 of the Pacific Coast Longshore Contract Document (PCLCD).

1. No more than nine (9) men from Puget Sound, Columbia River, and Northern California will be allowed to check in on the boards under the one-percent (1%) rule.
2. All visitors checking in under the one-percent (1%) rule must have valid visiting clearance from their home port and be jointly cleared by the port visited before they will be allowed to check in on the boards.
3. Visiting clearance will be granted for four (4) weeks only and becomes effective the payroll week that the visitor arrives in the port.
4. If a visitor wishes to stay in the port longer than four (4) weeks, then he must submit an extension visitor clearance from his home port before the present clearance expires. Failure to do so will result in the removal of the visitor from the one percent (1%) quota considering him/her as an unauthorized visitor in the port. A visitor will be allowed only two (2) extensions.
5. Those visitors who are not jointly approved to check in under the one percent (1%) rule in the port will be considered as unauthorized visitors and will not qualify for any pay guarantee or holiday pay.

The Reciprocal Treatment Dispatch Policy shall apply from all Halls to the Port of Los Angeles – Long Beach.

PHYSICAL HANDICAPPED RESTRICTIONS, ETC

1. Longshoremen must have twenty (20) years in the Longshore industry and must be fifty-five (55) years of age or older to sign in on the Swamper Board. (LRC Mtg., No. 163-91, 11-15-91).
2. Longshoremen who have been given special permission or privileges to work on the Dock and Jitney Boards – this time shall not count towards their five (5) years on the B-UTR board.
3. Members asking for exceptions must appear before the Health Benefits Officer every thirty (30) days per bulletin.

4. The number of members allowed to check in on the Night Dock Board shall not exceed fifty (50) members. Only those members who have the most seniority in the Longshore Industry will be allowed to check in on this Board (Arbitration: SC-36-76, 9-13-76).
5. Any member appearing before the Health Benefits Officer asking for a sixty (60) day exemption and granted the special privilege cannot volunteer out of the granted category, and if they do they must return to their respective category; (Exception: Members on Casual Board can volunteer for winch and clerk jobs).
6. Longshoremen who are allergic to certain cargoes or wish to be exempted from working specific cargoes for reasons of health and safety, or other reasons shall submit a letter from a doctor to the Joint Port Labor Relations Committee (JPLRC). This letter is to be shown to the Chief Dispatcher and carried by the person at all times for proof in case of challenge by the Dispatcher or Foreman.

DISCIPLINARY PENALTIES

All violations of the Dispatch Rules by any member or employer, shall be cited by the Joint Port Labor Relations Committee (JPLRC) Grievance Procedure as outlined in Sections: (8), (17.125), (17.151), (17.262) of the Pacific Coast Longshore Contract Document (PCLCD).

MISCELLANEOUS

These Dispatch Rules shall supersede all previous dispatch rules and shall be distributed to each and every ILWU Local 13 Longshoreman, in addition it will be made available from the Record Clerk.

ADDENDA

The Day, Night, and Flex Dispatchers are scheduled for sixty (60) hours of work each week. The Night and Flex Relief Dispatchers are scheduled for twenty-four (24) hours a week. The paid hourly breakdown is as follows:

DAYS	STRAIGHT TIME	OVERTIME
Monday – Friday	8 hours	4 hours
Saturday & Sunday		12 hours
Holidays		12 hours

RATE OF PAY – PCLCD – First Shift Skilled Rate II

The Sergeant-at-Arms is scheduled for fifty-one and a half (51 1/2) hours of work each week. His work week shall consist of four (4) straight time days and one (1) overtime day.

DAYS	STRAIGHT TIME	OVERTIME
Monday – Friday	8 hours	4 hours
Saturday & Sunday		12 hours
Holidays		12 hours

RATE OF PAY – PCLCD – First Shift Skilled Rate II

The Records Clerk is scheduled for sixty and one half (60 1/2) hours of work each week.

DAYS**STRAIGHT TIME****OVERTIME**

Monday – Friday
Saturday & Sunday
Holidays

8 hours

4 hours
12 hours
12 hours

RATE OF PAY – PCLCD – First Shift Skilled Rate II

Note: The Joint Port Labor Relations Committee may agree to modify the above standard rates of pay to dispatchers.