



**Fleet Memo for the
Week Ending August 21, 2010**

POST!

**IBU/ILWU PUGET SOUND REGION
FLEET MEMO**

**Crowley Contract
Negotiating Begins
August 23rd**

The week of August 9 -13, the Union negotiating committee made up of representatives of the Puget Sound, Alaska, and S.F. regions prepared for negotiations. Tuesday 8/10 was an all day negotiations workshop run by the Labor Education Resource Center out of the U of O in Eugene, Oregon. **Negotiation dates with the company are scheduled for August 23rd through September 1st.**

P.S. The Crowley JLRC will be held on September 10th (pre meet at the gear locker at 0900; meeting with the company at 1000).

**Regular General
Membership Meeting
on September 2nd**

Starts at 1700 in the Nordby Conference Room, 1715 W. Nickerson (next to the Union offices). **All members are very strongly encouraged to attend!**

Dunlap/IBU Contract is T.A.d (REPRINT) The IBU has reached tentative agreement with the company this week on the three year CBA (2010, '11, and '12). Below are highlights of the key TA's proposals:

- 1. Wage Increases:** 0% in 2010 -- wage opener with the right to strike in years 2011 and 2012. The rest of the CBA wage language remains intact;
- 2. Pension:** 12% increase in 2010. On September 28, 2010 the pension goes critical, i.e. no more increases until the pension gets out of critical zone (new Federal regulation).
- 3. Health benefits:** 15% increase in 2010, 15% in '11, and 15% in '2012. Health benefits language carryover from previous CBA;
- 4. Maintenance and Cure:** raised from \$75.00 per day to \$80.00 per day;
- 5. Cargo rate:** increased from \$18.50/hour to \$20.00/hr.;
- 6. Draws:** remains intact as in the previous CBA (Note: the Union will negotiate along with the MM&P when their CBA opens next).
- 7. Sick Leave:** removed the five (5) year cap in the language which makes sick leave unlimited (Inside, only);
- 8. Call back:** Four (4) hour call back will be credited towards the employee, 360 hour bi-monthly total – this language will be inserted in Rule 12.04 of the Inside Supplement;
- 9. Training:** for IBU employees that transition to the Union Hall.

Thanks to all Dunlap/IBU employees that participated in the negotiations. If any employee has questions please contact the Regional Director, Dennis Conklin, or Business Agent, Gail McCormick (contact info on the last page of the fleet memo).

WSF Update: 2011-13 CBA Arbitration

The IBU concluded arbitration August 6, 2010 before the arbitrator, Sylvia Skratek. The IBU presented their issues of overtime/comp time limits; vacation deck scheduling; On call deck dispatch; On call terminal dispatch; paying overtime in six (6) minute increments, and a full proposal on Reliefs travel time and mileage. WSF tried to take away crew requirements above the COI; tried to take away dispatch by seniority, and roll back vacations by up to 10 days.

The state's proposal was composed of 100% take backs to gut our collective bargaining agreement. WSF's proposals are a slap in the face to dedicated employees who safely transport passengers and vehicles on the largest ferry system in the United States.

The arbitrator will issue her decision no later than September 22, 2010.

OCSI The Olympic Cascade contract is out for ratification, and voted will be counted on August 27th.

Foss CBA out to a Ratification Vote The Foss collective bargaining agreement was mailed out to a ratification vote to the members about a month ago. **IF ANY MEMBER HAS NOT RECEIVED THEIR BALLOT, PLS. CONTACT THE UNION!**

The tentative agreement includes:

Wages: **1 % raise - retroactive to 2009**
 3 % raise in 2010 and in 2011

Pension: **12 % Pension contribution, retroactive to 2009**
 0 % in 2010 and in 2011

Health: **Maintenance of Benefit**

Maintenance and Cure increased from \$75.00 to \$90.00

If you have any questions about the contract out for ratification, call Regional Director Dennis Conklin, Business Agent Gail McCormick, or Foss Negotiating Committee chairman Bryan Morris.

Dennis W Conklin

(Signed by the Regional Director on behalf of the Business Agents)

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EMPLOYEE RIGHTS*...

**When called into
a meeting with Management**

****Based upon the
Supreme Court's
WEINGARTEN RULE***

***“If this discussion might lead
to my being disciplined or
terminated,***

***or affect my
personal working conditions,***

***I request that my
Union representative or
Union Steward be present.***

***Without this representation,
I choose not to answer any
questions.”***

**AN INJURY TO ONE
IS AN INJURY TO ALL!**