



**Fleet Memo for the
 Week Ending August 7, 2010**

P O S T !

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

**Crowley Contract
 Negotiating Prep
 Begin Monday**

The week of August 9th through 13th the negotiating committee will prepare, at the Union Hall. Negotiation dates with the company are scheduled for August 23rd through September 1st.

The Crowley JLRC will be held on September 10th, with a pre meet at the gear locker at 0900 hrs and a meeting with the company at 1000 hrs.

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

**WSF: MEC Rules on 3
 Major Issues to IBU**

(REPRINT) The IBU won a very big decision last Thursday July 29, 2010 when the MEC ruled that they would not certify three of WSF's issues for arbitration. The IBU had protested six items that WSF had not given us written proposals on during negotiations. The MEC ruled that because WSF had never produced a proposal, or talked about the issues during negotiations that impasse had not been reached, and therefore the items could not move forward. The items they can't bring to arbitration are:

1. Appendix A Rule 5 Relief Deck Employees and 5A Travel & Mileage Pay
2. Delete Addendum H & I completed gutting the Relief dispatch by seniority process.

(Continued on next page)

(MEC Rules on 3...continued)

This was a very important decision in that it told the state they can not skirt issues, not address them at the bargaining table and then try to spring them on the union just in time for arbitration. We will be busy all this coming week for arbitration.

The IBU is still putting our proposals forward to help find a solution to WSF's problems and think we will prevail (see article "WSF Update: 2011-13 CBA Arbitration" (beginning on page 2, this issue).

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 has been in arbitration all week and will be bringing the following issues before the arbitrator, Sylvia Skratek: *(Continued on next page)*

(WSF Arbitration...continued)

overtime comp limit; passes; grievance procedure; a wage proposal; deck vacation scheduling; holiday pay; maintenance and cure; On call deck dispatch; On call terminal dispatch by seniority; and a complete AB/OS proposal on travel time. All of our proposals seek to help solve a problem that WSF has identified – and most would result in a cost savings for the state.

BACKGROUND:

On July 20th the IBU, MMP, MEBA, and OPEIU8 met with WSF in an extraordinary negotiating session in an attempt to settle the issues the bargaining units have in common, and to achieve cost savings for WSF. The state’s top five issues are: overtime; guaranteed pay; passes; comp time; and travel time. At the end of an eleven hour negotiating session WSF would not agree to ANY of the issues that the four unions put forth to solve WSF’s problems.

The state’s proposal is composed of 100% take backs to gut our collective bargaining agreement and return WSF’s IBU employees to the conditions that prevailed in the Mosquito Fleet! The state’s proposals include reducing crew size to COI; ending shortcrew pay; paying overtime in six (6) minute increments; requiring car registrations in order to use a ferry pass, and to tax you on the privilege; remove ten (10) days of vacation accrual for the most senior employees, and reductions for less senior employees; reduce holiday comp accrual to a 240 hour cap; ~~assign Reliefs to homeports of WSF’s choice, and pay them \$3.78 per hour IF they do not work their home port; and the removal of Addendum I and all references to deck dispatch by seniority.~~ **REJECTED BY THE MEC ON JULY 29TH.**

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 union will aggressively contest these proposals and **NEED MEMBERS’ SUPPORT IN THE FIGHT!**

We have worked diligently along with the MMP, MEBA, Metal Trades, and OPEIU8 to come to agreement on common issues and continue to look for ways to agree to a contract without going to arbitration, but WSF appears unwilling to reach agreement.

Freight, Towing, and Environmental Update

Foss CBA out to a Vote The Foss collective bargaining agreement was mailed out to a ratification vote to the members about two weeks 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 (Continued)

(Foss....Continued)

Health: Maintenance of Benefit

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

For Foss and other FTE industry updates 24/7, call the 'IBU Hotline' at 206.284-5040, extension 50! And CALL (if you have any questions about the contract going out for ratification) Regional Director Dennis Conklin, Business Agent Gail McCormick, or Foss Negotiating Committee chairman Bryan Morris.

The NEXT Regular General Membership Meeting will be on September 2nd – at the Nordby Conference Room (out front of the Union offices on Nickerson). **All members are encouraged to attend!**

***Attention! All IBU
@ Crowley***

The CMS CBA expires in mid-October. The IBU is accepting nominations for these Negotiating Committee positions, several of which are still open:

PUGET SOUND INSIDE SUPPLEMENT

Cook/deckhand
Deckhand/engineer
Chief engineer

PIER 17

Working lead man

ALL ALASKA SUPPLEMENT

Deckhand/cook
Deckhand/engineer
Chief engineer

T-105- GEAR LOCKER

Working lead man

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OCEAN/COASTWISE & OIL SUPPLEMENTS

Cook/deckhand

AB & DH/ TK1

Chief engineer

ATB'S--- OIL OPERATIONS

Cook/deckhand

AB &DH/TK1

Chief engineer

If you are interested, please submit your Acceptance of Nomination Form for the 'IBU/Crowley Marine Services CBA Negotiating Committee' to the Union Hall, Attn: PSR Secretary (SEE FOLLOWING PAGE). Thanks.

Dennis W Conklin

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

Dennis Conklin
Regional Director
Puget Sound
O: 206.284.5040 x 17
C: 206.612.2244
dennis-ibu@qwestoffice.net

Jay Ubelhart
Business Agent
Passenger Ferries
O: 206.284.5040 x 24
C: 206.715-7746
jay-ibu@qwestoffice.net

Gail McCormick
Business Agent
Freight, Towing, and Environmental Industries
O: 206.284.5040 x 12
C: 206.380.4157
gail-ibu@qwestoffice.net

EMPLOYEE RIGHTS*...

When called into
a meeting with Management

or affect my
personal working conditions,

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

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

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

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

INLANDBOATMEN'S UNION
OF THE PACIFIC

ACCEPTANCE OF NOMINATION FORM

REGION: _____

I, _____, accept the nomination for the position of:
(please print)

Member of the **IBU/Crowley Marine Services CBA Negotiating Committee**,

representing _____
(for example: supplement you work under: e.g. Petroleum, All Alaska)

as a _____
(for example: Cook Deckhand/Chief Engineer)

Signature: _____

Date: _____