

AMENDMENTS TO THE CONSTITUTION & BY-LAWS, HIRING HALL
RULES AND WORK RULES OF I.L.A. LOCAL 1351

ARTICLE V, SECTION 2, VICE-PRESIDENT. H. He shall be a Relief Business Agent as needed except when this interferes with his responsibilities of acting for the President in his absence. (Passed, 11-8-00)

ARTICLE X, Section 6

After accepting a nomination, a candidate may decline their acceptance within three (3) days by personally signing their affidavit of decline at the local before 5:00 p.m. on the third day.

ARTICLE X, SECTION 8

The officers and committees shall be voted on and elected 21 days after the November Meeting. Fifteen (15) days written notice must be given containing a sample ballot showing the names of the individuals nominated for each position, and the time and place of the election by members in good-standing by secret ballot. Such notice must be mailed to each member at their last known home address. This notice is to include that the time and place of any run-off elections, if needed will be at the regular December meeting.

ARTICLE X, SECTION 9. Any nominee for the office of President, Vice-President, Secretary-Treasurer, Business Agent, Executive Board or Sergeant-at-Arms must receive a majority of votes cast by members-in-good-standing to be declared duly elected.

Otherwise, the two (2) nominees receiving the highest number of votes shall have a run-off election at the December meeting. The sample ballot is to be posted at the Union Hall the next day. This information is also to be added to the Business Agents recording each day, including the day of the run-off election. (Approved April 29, 2008)

ARTICLE X, SECTION 10. There shall be five (5) members on the Executive Board (Position# 6, 7, 8, 9, and 10). Nominations shall be made for each position. Those elected may hold only one position on the Executive Board. (Approved April 29, 2008)

ARTICLE XI, SECTION 1. The Union shall provide for full-time officers all benefits that are received by individuals working through ILA Local 1351 from the Maritime Association - ILA Pension, Welfare & Vacation Funds. (Passed, 12-12-84)

ARTICLE XI, SECTION 7. NEW. Any individual working for the local will be paid P, R, W & V benefits as provided to full time officers for hours paid. (Passed, 4-13-05)

ARTICLE XIII, SECTION 1, A. The Regular Membership Meeting...convening at 6:30 p.m. (Passed, 4-12-89)

ARTICLE XIII, SECTION 1,A. The regular Membership Meeting shall be held on the second Wednesday of each month, convening at 7:00 p.m. (Passed 9-12-2001)

ARTICLE, XIII, SECTION 2. Delete Subsection D which reads "Special meetings shall be held at 6:15 p.m." (Passed 4-12-89)

ARTICLE XIII, SECTION 4, A. The Regular Executive Board Meeting shall be held on the Wednesday of the Regular Executive Board Meeting between the hours of 8:30 a.m. and 5:00 p.m., and trials shall be conducted the same day. (Passed, 2-9-94)

ARTICLE XIII SECTION 4,A. The Regular Executive Board Meeting shall be held on the Tuesday before the Regular Membership Meeting between the hours of 8:30 a.m. and 5:00 p.m., and trials shall be conducted the same day. (Passed 10-12-2005)

ARTICLE XIII, SECTION 5. Rules of order and procedures shall be used as per *Robert's Rules of Order*. (Passed, 11-8-00)

ARTICLE XIV, SECTION 2, Sentence 2. Dues shall be waived on retirees (Those individuals receiving a pension earned through the I.L.A.). (Passed, 2-19-86)

ARTILE XIV, SECTION 3. *Payments of Membership Dues are owed on January 1 of each calendar year.* Any member who is thirty (30) days (as of Jan 31) or more in arrears in the payment of dues shall be automatically, and without notice, suspended from all rights and privileges of membership. Any member who is eighty (80) days (as of April 22) or more in arrears in the payment of dues shall be given written notice that failure to pay within then (10) days (by May 1) shall mean automatic expulsion; and upon his/her failure to pay within such ten (10) days (by May 1), he/she shall be automatically, and without further notice, expelled and dropped from the membership. (Approved 10-10-08)

ARTICLE XV, SECTION 4, Replace second sentence. The Recording Secretary shall promptly transmit a copy thereof to the accused by having it hand delivered by the President, Vice-President, or Business Agent, together with written notice of the time and place of the hearing therein, which shall be held not less than five days after the date of notice. In adverse conditions, the written notice will be transmitted to the last known address of the accused. (Passed, 12-12-84)

ARTICLE XV, SECTION 6, 2ND SENTENCE. Failure of the accused to appear on charges will result in a sentence of one (1) day on the hill for failing to appear, unless he/she gives the Executive Board advance notice of his/her plea of guilty or the hearing is postponed due to an emergency with the mutual consent of the Executive Board. (Passed, 9-8-99)

ARTICLE XIX, SECTION 4. All questions of a parliamentary nature not provided for in these rules shall be decided by Robert's Rules of Order. (Passed, 11-8-00)

HIRING HALL RULE 1. OFFICE HOURS. The telephone number for the Union is 713-923-2839. Information is 713-921-1100. The Union Hall opens at 4:45 a.m. daily, except no-work holidays, and closes at 7:00 p.m., but the Business Agent will continue to dispatch individuals for the next working period until all jobs have been filled.

On no-work holidays the Hall opens at 4:00 p.m. and closes at 7:00 p.m. with the

Business Agent continuing to fill all jobs.

The gates and building will be locked at the discretion of the Business Agent for security purposes. (Amended 9-8-04)

HIRING HALL RULE 3. SENIORITY. Replace first and third paragraphs. Hours. Qualifying hours for advancement in seniority will be figured on fifty percent (50%) of the average of the total number of hours actually worked by persons working off the board in each class. Those who worked in a regular job any portion of the year and those with zero (0) hours will not be used to calculate the average. Qualifying hours to maintain position in seniority will be twenty-five percent (25%) of the average of the total number of hours actually worked by persons working off the board in each class, calculated as above. These hours not to exceed the hours required in the original Hiring Hall Rule 3. (Passed, 4-12-89)

Any individuals who have qualified to move to the next higher classification will be allowed a complete contract year in that class to earn their qualifying hours for advancement or maintaining their position in that classification. (Passed, 11-13-85)

HIRING HALL RULE 3. SENIORITY. Requirements. Add (e). Any individual who does not work by his own choice through this Local for a period of two (2) consecutive years shall be dropped from the roster. (Passed, 4-12-89)

HIRING HALL RULE 3. SENIORITY. Advancement. Paragraph #4.

An inactive file (will be created) for injured and ill individuals not working for over a year and advancements made to fill the vacancies. (Passed, 6-12-85)

HIRING HALL RULE 3. SENIORITY. Illness and/or Injury Time. Replace all.

Individuals who are hospitalized and/or unable to work while under the care of a licensed physician, shall receive credit toward requirements for maintaining or advancing in seniority only, to be determined as follows:

All classifications shall be credited, for seniority purposes only, a number of hours per week, calculated each year by multiplying the average of a given class, as stated in the Constitution and By-Laws for seniority average hours, by one-half of one percent per week of qualified time. All individuals must furnish both satisfactory proof from the doctor and a sick time form furnished by the local. This will be made available to the Executive Board prior to January 1st of the year following the close of the contract year in question. This will be necessary in order to be eligible to receive sick time hours. Sick time submitted after January 1st will not be eligible for consideration. An individual cannot receive working hours and sick time hours within the same work week. (Friday/Thursday) (Passed, 1-13-93)

HIRING HALL RULE 3. SENIORITY. Classification. Remove numbers and make F-1, C-1 and C-2 open classes. (Pass 4-12-95)

HIRING HALL RULE 3. SENIORITY. Illness and/or Injury Time, Paragraph 2,

Sentences 3 and 5. This will be made available to the Executive Board Prior to October 1st following the close of the contract year in question. Sick-time submitted after September 30th will not be eligible for consideration. (Passed 9-8-99)

HIRING HALL RULE 3. SENIORITY. Requirements, Sections (d) and (e).

(d) Any individual in seniority classes A through E who does not work by their own choice or actions through this Local for one (1) year shall be considered to have retired. Any individual below seniority class of E who does not work by their own choice or actions through this Local for 365 consecutive days (1 year) shall be considered to have retired. (e) Any individual in seniority classes A through E who has not worked twenty (20) consecutive years through this Local and does not work by their own choice or actions through this Local for two (2) contract years shall be dropped from the roster. Any individual below seniority class of E who has not worked twenty (20) consecutive years through this Local and who does not work by their own choice or actions through this Local for 730 consecutive days (2 years) shall be dropped from the roster. (Passed 9-8-99)

HIRING HALL RULE 3. SENIORITY. ADD SECTION f. The Executive Board shall have the power to create additional seniority (Casual) Classes as deemed necessary. (Passed 4-13-05)

HIRING HALL RULE 3. SENIORITY

Hours. Individuals must have the following hours to maintain and / or move their seniority:

	Maintain	Move
A	1200	1200
B	1000	1200
C	1000	1200
D	1000	1200
E	1000	1200

* Below E * Qualifying hours for advancement in seniority will be figured on 75 % of the total hours actually worked by persons working off the board in each class.

* Qualifying hours to maintain position in seniority will be figured on 50 % of the total hours actually worked by persons working off the board in each class.

Those who worked in a regular job or dedicated position any portion of the year and those with zero hours (0) will not be used to calculate the average.

Any individuals who have qualified to move to the next higher classification will be allowed a complete contract year in that class to earn their qualifying hours for advancement or maintaining their position in that classification

In the event that sufficient hours are not available for A to E Class, the rule for *Below E will apply. (April 29, 2008)

HIRING HALL RULE 3. SENIORITY

Classification.

Make E Class an open class by removing the number (38). (April 29, 2008)

HIRING HALL RULE 3. SENIORITY

Advancement.

Add sentence to paragraph 1

Each individual will be assigned a Hiring Date (Orientation Date) to be used for seniority purposes.

HIRING HALL RULE 4. ORDERING TIMES. (c) All jobs for 1:00 p.m. will be filled starting at 11:10 a.m. that morning. (Passed, 8-13-86)

HIRING HALL RULE 4. ORDERING TIMES. (d) All jobs for 7:00 p.m. and 1:00 a.m. will be filled starting at 4:30 p.m. that evening. No person will be allowed to take both a 7:00 p.m. and 1:00 a.m. job. (Passed, 4-30-86)

HIRING HALL RULE 4. ORDERING TIMES. (d) All jobs for 7:00 p.m., 10:00 p.m. and 12:00 midnight will be filled starting at 4:30 p.m. in the evening. No person will be allowed to take more than one 7:00 p.m., 10:00 p.m. or 12:00 midnight job. (Amended 9-8-04)

HIRING HALL RULE 6. COMPLETING A JOB OR ASSIGNMENT. Add to first paragraph second and third sentences. Anyone whose job is cancelled in the morning will be placed back on the board in the same position he held prior to taking the job. If any jobs become available due to replacement or late orders for 7:00 a.m. and 8:00 a.m. starting times on that day, those jobs will be offered to these individuals first. (Passed, 8-1-89)

HIRING HALL RULE 6. COMPLETING A JOB OR ASSIGNMENT. Add fourth sentence to paragraph one. Any individual who is working and will be off at 12:00 noon will be allowed to call in at 11:00 a.m. to place their name on the Board. (Passed, 8-13-86)

HIRING HALL RULE 6. 4TH PARAGRAPH. Any individual giving the Business Agent false information concerning availability will be sentenced to three (3) days on the hill. (Passed 9-8-99)

HIRING HALL RULE 6. COMPLETING A JOB OR ASSIGNMENT. Paragraph 3 All individuals ordered for 7:00 p.m., 10:00 p.m. or 12:00 midnight who will complete their job before 7:00 a.m. must wait until between 5:45 p.m. and 7:00 p.m. to get back on the available board. (Amended 9-8-04)

HIRING HALL RULE 7. REPLACEMENTS. Add to paragraph three. This does

not apply, however, to any individual who has to leave the job for union duties which have been sanctioned by the Local. (Passed, 7-11-90)

HIRING HALL RULE 7. REPLACEMENTS. Add paragraph six.

In taking order backs for 7:00 p.m. work, the clerk shall offer the overtime work to those checkers working the vessel that day. (Passed, 6-12-85)

HIRING HALL RULE 7. REPLACEMENTS. Paragraph 2. All individuals who quit or get replaced for their job between 7:00 a.m. and 12:00 noon shall relinquish their guarantee for that period and their replacement shall receive the same guarantee as if he was originally assigned to that job. All individuals who quit or get replaced for a 1:00 p.m., 7:00 p.m., 10:00 p.m. or 12:00 midnight start shall relinquish their guarantee for that period and their replacement shall receive the same guarantee as if he was originally assigned to that job. (Amended 9-8-04)

HIRING HALL RULE 8. REGULAR EMPLOYEES GETTING ON BOARD.

Replace paragraph one. No regular employee can get on the board. (Passed, 4-30-86)

HIRING HALL RULE 8. REGULAR EMPLOYEES GETTING ON BOARD.

Replace paragraph two. This rule applies to anyone who works for the same company Monday through Friday, and receives paid holidays. (Passed, 4-11-84)

HIRING HALL RULE 12. TECHNICAL SKILLS. Add paragraph 3.

Clerk Working Ship and Clerk Working Ship/Timekeeper. All individuals seeking employment through this Local as a Clerk Working Ship (CWS) or Clerk Working Ship/Timekeeper (CWS/TK), inbound and/or outbound, must be certified as qualified by this Local. All CWS and CWS/TK will be dispatched with respect to seniority. (Passed, 1-9-91)

HIRING HALL RULE 17. HIRING HALL FEES. Sentence two. The service charge shall be five percent (5%)... (Passed, 10-12-89)

HIRING HALL RULE 17. HIRING HALL FEES. Last sentence. At any time that the Local's total savings shall reach \$350,000 or over, the service charge shall automatically be reduced to two percent (2%), and shall remain at 2% until the total savings falls to \$250,000 or below, at which time the service charge shall automatically be increased to five percent (5%), as provided for in the above paragraph. (Passed, 8-11-93)

HIRING HALL RULE 17. ADD NEW PARAGRAPH END

Separate building fund accounts to be established and controlled by the membership. All monies in building fund accounts will be excluded from calculations for service charge rate adjustments. Monies from sell of Union Hall property to be placed in building fund. (Approved 10-08-08)

HIRING HALL RULE 18. INSURANCE. Add to second sentence.

...have twenty (20) years or more service, or retired through the ILA. (Passed, 4-11-84)

HIRING HALL RULE 18. INSURANCE.

All individuals who have worked at least two (2) years through the Local and have worked at least 1200 hours during the second year or any subsequent year shall be entitled to insurance furnished by the Local in the amount of not less than Ten Thousand Dollars (\$10,000.00) for ages 69 and below and not less than Five Thousand Dollars (\$5,000.00) for ages 70 and above. They must work 1200 hours each subsequent year to qualify unless unable to work due to injury or illness, have twenty (20) years or more service, or retired through the ILA. (Passed 10-11-06)

HIRING HALL RULE 21. VACATIONS AS PER THE CONTRACT. Replace all.

No regular employee may get on the extra board while on paid vacation. (Passed, 8-14-85)

HIRING HALL RULE 30. ADOPTION OF AMENDMENTS TO HIRING HALL RULES. New Rule. An amendment to these Hiring Hall Rules may be proposed by the Executive Board or any three (3) members in good standing, by submitting same in writing, and signed by said proposers, to the Recording Secretary. The Recording Secretary shall read the proposed amendment at the next regular meeting of the Local and it shall be open for discussion. No action shall be taken on such proposal until the succeeding regular meeting of the Local, or a special meeting called for such purpose, at which time the proposed amendment shall be presented for a vote of the members to be held by written, secret ballot. At least fifteen (15) days notice of the meeting to vote on such amendment, along with a written copy of the proposed amendment, shall be sent to all members prior to said meeting. Approval by two-thirds (2/3) vote of the members voting shall be required for adoption. (Passed, 6-11-86)

HIRING HALL RULE 31. SMOKING. New Rule. No smoking will be allowed in the meeting hall during Union meetings. (Passed, 3-13-85)

HIRING HALL RULE 31. SMOKING. The Union Hall is a non-smoking facility. Smoking is not allowed inside the building. (Passed 10-11-06)

WORK RULE 10. New Rule. No ship clerk will go to work before his starting time such as giving out jobs or cargo, and if found guilty of such charge, a Fifty Dollar (\$50.00) fine will be imposed. This does not include cotton gangs. (Passed, 2-15-84)

WORK RULE 11. New Rule. If an individual takes a job, and his job from the previous hiring period runs past the starting time of the new job, he shall call the hall for a replacement. When this occurs, that person shall be allowed to get on the board at that time. (Passed, 9-10-86)

Hiring Hall Rule# 33 Add New: Beginning October 1, 2009, any individual who has worked thirty (30) years or more through Local 1351 will be rewarded with a retirement watch upon his/her retirement. The design, style, and dollar amount of the watch will be determined by the Executive Board annually. No individual will receive a watch more than once in his/her life time. (Passed, 11-11-09)

Hiring Hall Rule #3: If the Executive Board determines sufficient hours to maintain and or move are not available for an individual seniority class "A" "B" "C" "D" or "E", the rule for *Below E will apply to that seniority class. (Passed 09-08-10)

3. SENIORITY.

Hours. Individuals must have the following hours to maintain and / or move their seniority:

	Maintain	Move
A	1200	1200
B	1000	1200
C	1000	1200
D	1000	1200
E	1000	1200
F	750	1000
CAS. 1	750	1000
CAS. 2	750	1000
CAS. POOL	750	1000

Hour qualifications only for the first year of this amendment will be prorated based on ratification date.

Any individuals who have qualified to move to the next higher classification will be allowed a complete contract year in that class to earn their qualifying hours for advancement or maintaining their position in that classification. (Passed 06-11-14)

HIRING HALL RULE#3 ADD NEW PARAGRAPH

Hours of work performed as an official of the Union – Local, District or International, or as an employee whose work is in the service of the Hiring Hall, shall receive credit toward requirements for, or maintaining, or advancing in seniority, provided such individual previously occupied a seniority position in the Hiring Hall in the seniority year immediately preceding the acceptance of the position. (Passed 11-18-15)

Hiring Hall Rule#4

Ordering Times. All individuals will be called on the telephone by the Business Agent.

- (a) All jobs for 7 am and 8 am starting times, will be filled starting at 7 pm the evening before.
- (b) All jobs for 10 am will be filled starting at **7 am** that morning.
- (c) All jobs for 1 pm will be filled starting at **10 am** that morning.

- (d) All jobs for 7 pm, 10 pm and 12 midnight will be filled starting at **3:30 pm** in the evening. No person will be allowed to take more than one 7 pm., 10 pm or 12 midnight job. (Passed 11-18-15)

6. **COMPLETING A JOB OR ASSIGNMENT.** Any individual becoming available after being released by the employer may come by or call the hall. Anyone whose job is cancelled in the morning will be placed back on the board in the same position he held prior to taking the job. If any jobs become available due to replacement or late orders for 7 am and 8 am starting times on that day, those jobs will be offered to these individuals first.

Any individual who is working and will be off at 12 noon will be allowed to call in in at **10 am** to place their name on the Board. Any individual going to complete their assignment and not reordered for 7 pm may call the hall starting at **3 pm** but no later than 7 pm.

All individuals ordered for 7 pm, 10 pm or 12 midnight who will complete their job before 7 am must wait until between 5:45 pm and 7 pm to get back on the available board.

Any individual giving the Business Agent false information concerning availability will be sentenced to three (3) days on the hill.

When an individual is released from his job, he must report to the Business Agent. (Passed 11-18-15)

Constitution and By Laws, Article 15, Section 4 Proposed to Read:

The Secretary-Treasurer shall promptly transmit a copy thereof to the accused together with time and place of the hearing therein, an officer of the Local shall contact the accused by phone of the time and place of the hearing therein, which shall be held not less than five days after the date of written notice mailing transmitted to the last known address of the accused. (Passed 11-18-15)