

BAN ON THE USE OF PERSONAL ELECTRONIC DEVICES AGREEMENT

This Ban on the Use of Personal Electronic Devices Agreement (hereinafter "Agreement") is made and entered into by the Steamship Trade Association of Baltimore, Inc. ("STA") and International Longshoremen's Association, Locals 333, 1429, 953 and 2066 (the "Union") for the purpose of instituting a port wide policy on the use of electronic devices such as cell phones.

In consideration of the mutual promises contained herein, the Parties agree as follows

1. The use of any personal electronic device, including cell phones, for the purposes of talking, texting or communicating, by ILA members at all STA-employer work sites is strictly forbidden. Use of these devices in any work area, job site, transporter, and/or cargo or cargo handling equipment will lead to immediate dismissal from the workplace for the day.

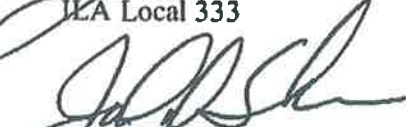
2. This Policy clarifies the existing policy on the use of cell phones and electronic devices.

3. Reasonable use of these devices may only be used in designated safe zones created by the employer.


4. This Policy shall be instituted ~~immediately~~ **EFFECTIVE FEBRUARY 19, 2017**


AGREED this 2 day of February 2017.


ILA Local 333


ILA Local 953


ILA Local 2066


STA


ILA Local 1429