

**ILA LOCAL 953 and STEAMSHIP TRADE ASSOCIATION OF BALTIMORE, INC. AND THEIR  
EMPLOYER-MEMBER, PORTS AMERICA CHESAPEAKE**

**SHIPRUNNERS AND PLAN CLERKS HIRING PROTOCOL FOR SEAGIRT MARINE TERMINAL**

This Agreement and Hiring Protocol supersedes any and all prior agreements between the Parties regarding Shiprunners at Seagirt Marine Terminal ("Seagirt"). A copy of the final executed Protocol will be shared with all trained and qualified Shiprunners prior to its implementation. A copy will be maintained at the Union Hall. The Protocol shall apply exclusively to Seagirt.

**I. GUARANTEED SHIPRUNNERS**

- A. There shall be a total of Five Guaranteed Shiprunners, including the PAC-designated Lead Shiprunner.
- B. The Lead and Guaranteed Shiprunners shall be ranked in order of seniority. The Lead Shiprunner is a working Shiprunner.
- C. To be a Lead or Guaranteed Shiprunner, the member must be trained and qualified as a Shiprunner at Seagirt. The Employer determines qualifications.
- D. Lead and Guaranteed Shiprunners shall be paid all hours their ship works but no less than 40 straight-time hours per week (unless they decline an assignment, as set forth below).
- E. The Lead Shiprunner is responsible for placing orders for labor with the Union Hall.
- F. Jobs will be assigned to Guaranteed Shiprunners (including the Lead Shiprunner) in a rotation that is based on port-wide seniority.
- G. Lead and Guaranteed Shiprunners who decline an assignment forgo the guarantee and will only be paid for the vessels they work.
- H. Lead and Guaranteed Shiprunners are dedicated to working as Shiprunners for PAC at Seagirt. Any Shiprunner who does not have a ship must take a Plan if one is available. If no Plan is available, they receive the guarantee. On weekends, if no Shiprunner or Plan Clerk work is available, they may work elsewhere.
- I. The Lead and Guaranteed Shiprunners must work the complete vessel operation once it is assigned to them: the line-up, the days the vessel works, and any sign-off.

J. Lead and Guaranteed Shiprunners who accept a work order may checkup only because of a bona fide illness or bona fide emergency. In such cases, they shall inform management and the Union Hall of the nature of the illness or emergency. PAC may require them to provide objective evidence of such illness or emergency. Lead and Guaranteed Shiprunners who checkup for reasons other than for a demonstrable bona fide emergency or illness shall be subject to discipline, (Article 15 Pages 40-41) including being removed from the list of Guaranteed Shiprunners if they are repeat offenders. PAC shall have the right to refuse a Shiprunner if Shiprunner checks up without having a bona fide emergency.

K. Replacements (in the event of bona fide emergency, illness or pre-planned day off/vacation) will be assigned per the process for Reserve Shiprunners, below.

L. STA/PAC may cancel this Agreement with 90 days' notice to the Union during which time the parties will meet to negotiate a successor agreement.

## **II. RESERVE SHIPRUNNERS**

A. The Union Hall will maintain a list of trained and Seagirt-qualified Shiprunners (in addition to the Lead and Guaranteed Shiprunners) who shall be designated Reserve Shiprunners. The Employer determines qualifications.

B. Prior to the ordering time each day (by 3:00 p.m. Monday through Friday and by 11:30 a.m. Saturday), all Reserve Shiprunners will advise the Union Hall of their availability to work as a Shiprunner the following day. Reserve Shiprunners who are on the list who do not contact the Union Hall by the proper time will be assumed to be not available for a Shiprunner or Plan Clerk job at Seagirt the following day.

C. As Orders for Reserve Shiprunners come into the Union Hall, they will be assigned to Reserve Shiprunners who have informed the Union Hall of their availability in order of their port-wide seniority.

D. Reserve Shiprunners who are assigned the Shiprunner work order must work the complete vessel operation: the line-up, the days the vessel works and any sign-off.

E. Reserve Shiprunners who do not make themselves available for a Shiprunner work order can accept any other job according to their seniority and qualifications except for a Shiprunner or Plan Clerk job at Seagirt.

F. Reserve Shiprunners who make themselves available as a Shiprunner, but do not receive a lineup, shall be given priority for any available Plan Clerk jobs at Seagirt, after any Guaranteed Shiprunners.

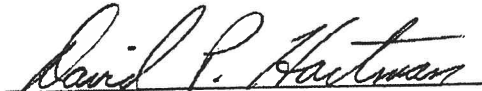
G. Reserve Shiprunners who accept an offer may checkup but only for a bona fide illness or bona fide emergency. In such cases, they shall inform management and the Union Hall

of the nature of the illness or emergency. PAC may require them to provide objective evidence of such illness or emergency. Reserve Shiprunners who checkup for reasons other than demonstrable bona fide emergency or illness shall be subject to discipline, including being removed from the list of Reserve Shiprunners if they are repeat offenders. PAC shall have the right to refuse a Shiprunner if Shiprunner walks off the job without having a bona fide emergency.

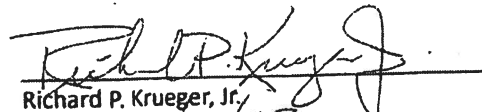
H. Reserve Shiprunners who checkup are prohibited from working in any bargaining unit position that day, after they checkup.

I. In the event a Reserve Shiprunner checks up, the Union Hall will offer the remainder of the work on that vessel to other Reserve Shiprunners who made themselves available to work as a Shiprunner and who are not already committed to a vessel during the relevant period in order of seniority and will "back-fill" any vacancies that may be created thereby also in order of seniority.

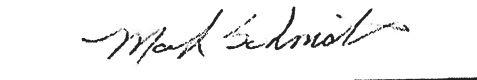
FOR THE STA:

  
David Hartman  
Dated: 11/14/2023

FOR ILA LOCAL 953:

  
Richard P. Krueger, Jr.  
Dated: 11/13/23

FOR PAC:

  
Mark Schmidt  
Dated: 11/14/2023