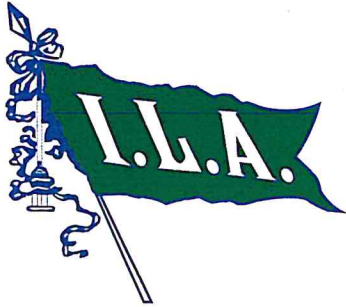
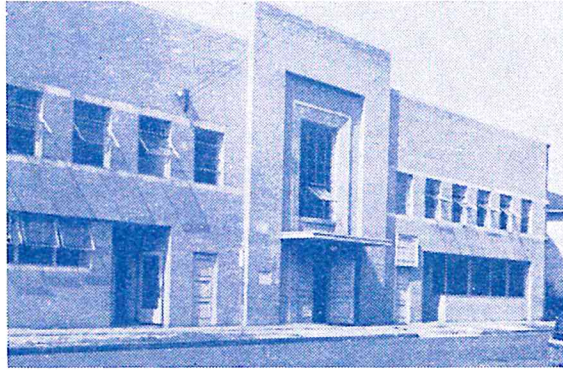


INTERNATIONAL LONGSHOREMEN'S ASSOCIATION



MARK F. BASS, President
JAMES F. DEAN, JR., Vice-President
JOSEPH L. WILLIAMS, Financial Secretary



LOCAL 1410

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Memorandum of Understanding

It is agreed and understood by the parties that there is a need to address trained employees that refuse to present themselves at the hiring center to be hired for jobs that they have been trained to perform before seeking any other job when directed by the the hiring center delegate and or management. The old rule read as follow:

All "trained employees" must first present themselves for hire at the Hiring Center for those jobs they have trained to perform before seeking to be hired for any other jobs. If directed by Employer or the Union, a "trained employee" first must report to a job he or she has been trained to perform, even if the trained employee shaped-up and was hired on another gang for a job that does not require the training possessed by the trained employee. If a trained employee refuses to accept a job he or she was trained to perform, the employee will be declared ineligible for hire for the remainder of that day with no guarantee time to apply, and any refusal is subject to further disciplinary action.

THE BARGAINING PARTIES HAVE AGREED TO THE FOLLOWING NEW LANGUAGE EFFECTIVE IMMEDIATELY:

All "trained/certified employees" must first present themselves for hire at the Hiring Center for those jobs they have been trained/certified to perform before seeking to be hired for any other job. If directed by the Employer or the Union, a "trained/certified employee" first must report to a job he/she has been trained/certified to perform, even if the trained/certified employee shaped-up and was hired on another gang for a job that does not require the training/certification possessed by the trained employee. If a hiring delegate or the employer directs a trained/certified employee to a job that he/she is trained/certified to perform and the trained/certified employee refuses to accept the job he/she was trained/certified to perform, the employee will be declared.ineligible for hire for the remainder of that day with no guarantee time to apply, and that employee shall also be immediately ineligible for hire for fourteen (14)

days. Any refusal is subject to further disciplinary action, including but not limited to permanent ineligibility for hire by the parties.

All disciplinary decisions are subject to the grievance procedure of the CBA; however, it does not stop the penalty from being applied.

It is agreed and understood that the terms of this Memorandum of Understanding shall be effective through September 30, 2024.

APM Terminals Mobile LLC



Brian Harold, Director

2/23/2022

Date

CSA Equipment Co. LLC



Britton Cooper, President

3/10/22

Date

Metro Cruise Services LLC



Lorenzo Looper, Director

3/30/22

Date

**International Longshoremen's
Association, Local 1410**



Mark Bass, President

2/23/2022

Date