

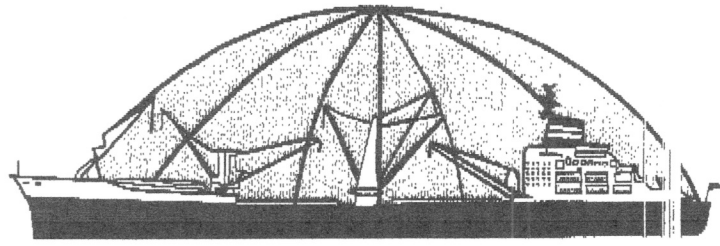
**International
Longshoremen's and
Warehousemen's Union**

LOCAL 23

(253) 383-2468

1306 ALEXANDER AVE. E.

FIFE, WASHINGTON 98424



October 30, 2015

Brother Aldape,

We have reviewed your grievance #1416 and believe it is premature in nature.

First, we point out you are not a member of Local #23 in line for advancement to the primary crane list. This calls into question whether you have standing to bring this grievance. Second, and more to the point, the rule has not yet been implemented or applied to anyone, including you. Therefore, you have not suffered any harm and have not been aggrieved. We need only rely on this reason alone to deny the grievance. In so doing we do not at this time even reach the issue of whether this was properly brought under Section 13.3.

Thank you for your interest.

In Solidarity,

Roger Boespflug

ILWU Local #23 Labor Relations Committee