



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 19  
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Seattle, WA 98174-1006

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March 24, 2017

DEAN MCGRATH  
ILWU LOCAL 23  
1306 ALEXANDER AVE E  
FIFE, WA 98424-1150

Re: ILWU Local 23 (PMA)  
Case 19-CB-175084

Dear Mr. McGrath:

Enclosed is a conformed copy of the Settlement Agreement in the above matter which was approved on March 22, 2017. This letter discusses what the Union needs to do to comply with the Agreement.

**Post Notice:** Enclosed are 22 copies of the Notice to Employees and Members. In compliance with the Agreement, a responsible official of the Union, (not legal counsel) of the Union, must sign and date the Notices and immediately post them in prominent places around its office and dispatch hall in Tacoma, Washington, including all places where the Charge Party Union customarily posts notices to employees and members. The Notices should be posted for 60 consecutive days after the initial posting. The Charge Party Unions should return 12 of the signed and dated Notices to this office, some of which we will forward to the Employer involved in this matter for posting if willing.

Further, if the Union maintains bulletin boards at the facility of the Employer where the alleged unfair labor practices occurred, the Union must also post Notices on each such bulletin board during the posting period. The Union must take reasonable steps to ensure that the posted Notices are not altered, defaced or covered by other material. If additional copies are required, please let me know. During the posting period, a member of the Regional Office staff may visit the Union's place of business to inspect the Notices.

**Electronic Posting:** The Agreement provides that the Union will post a copy of the Notice to Employees and Members on its intranet site and/or Facebook page, which it controls and customarily uses to communicate with its members, and keep it continuously posted there for 60 consecutive days from the date it was originally posted. Please a paper copy of the intranet or website posting along with the attached completed Certification of Compliance Part One. In the event the Union's intranet is password protected, I will contact you if it is necessary to obtain the password for the intranet site.

**Certification of Posting:** Certification of Compliance forms are also enclosed. Certification of Compliance Part One should be completed and returned by April 7, 2017, **with twelve signed and dated original Notices.** The Certification of Compliance Part Two should be

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completed and returned by April 14, 2-17. If the Certifications of Compliance and signed Notice are returned via e-file or e-mail, no hard copies of the Certifications of Compliance or Notice are required.

**Remedial Actions:**

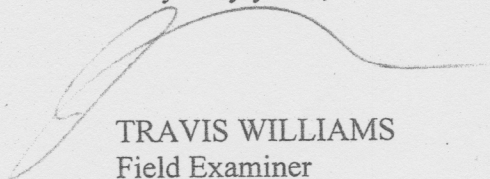
***Expungement:*** The Settlement Agreement requires that the Charge Party Union must remove from its files any reference to the 6-month suspensions of Karey Martinez, and Robert Jefferson from its dispatch hall that it imposed in 2016, and thereafter notify them in writing that this has been done and that their suspensions will not be used against them in any way by Local 23. Please take this action promptly, and send this office a copy of the letters notifying them of this expungement.

***Provide Access:*** The settlement Agreement requires that the Charge Party Union, upon request, provide users of its dispatch hall with access to and copies of the JPLRC minutes as per its normal procedure.

Please read all the terms of the Settlement Agreement and Notice carefully, as the Union is expected to comply with all such provisions. If you have any questions or if I can assist you, please let me know.

**Closing the Case:** When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative terms, you will be notified that the case has been closed on compliance. Timely receipt of the signed and dated Notice to Employees and Members and the Certifications of Compliance will assist the Region in closing the case in a timely manner.

Very truly yours,



TRAVIS WILLIAMS  
Field Examiner

pr

Enclosures: Copy of Conformed Settlement Agreement  
Notices to Employees and Members  
Certifications of Compliance

cc: ROBERT H. LAVITT, ATTORNEY  
SCHWERIN CAMPBELL BARNARD  
IGLITZIN & LAVITT LLP  
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JIM TESSIER, LABOR CONSULTANT  
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