

ILWU-PMA
JOINT COAST LABOR RELATIONS COMMITTEE

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International Longshoremen's and
Warehousemen's Union
1188 Franklin Street
San Francisco, California 94109

September 5, 1991

FILE
ARC Copy
Pacific Maritime Association
635 Sacramento Street
San Francisco, California 94111

TO: JOINT PORT LABOR RELATIONS COMMITTEES

SUBJECT: MEMORANDUM OF COASTWISE RULES COVERING REGISTRATION
AND DEREGISTRATION OF LONGSHOREMEN AND CLERKS

Enclosed is a copy of the revised Rules dated September 4, 1991, and adopted by the Coast Labor Relations Committee in Meeting No. 12-91, Item 1(c). The new Rules reflect the 1990 PCL&CA Supplement I-A language and applicable federal and state statutes. These new Rules are effective immediately, and a copy is to be posted in all Joint Dispatch Halls and any other location determined by the JPLRC in order to be accessible to registered employees and casuals.

More copies are being printed, and will be available upon request to this Committee.

Very truly yours,

ILWU-PMA
COAST LABOR RELATIONS COMMITTEE

For the Union:

For the Employers:

/s/ Richard Austin

/s/ Terry N. Lane

/s/ Wm. T. Ward

cc: ILWU Longshore & Marine Clerks' Locals
PMA Employer Committees

(JCLRCL95)

MEMORANDUM OF COASTWISE RULES COVERING
REGISTRATION/DEREGISTRATION
OF LONGSHOREMEN AND CLERKS

This is a memorandum of Coastwise rules adopted and promulgated this fourth day of September, 1991, by the Joint Coast Labor Relations Committee (the "JCLRC") pursuant to its authority as set forth in Section 8.3 of the ILWU/PMA Pacific Coast Longshore and Clerks' Agreement (the "PCL&CA").

These rules are applicable to each local Joint Port Labor Relations Committee (the "JPLRC") established under the Coast Agreement. The JCLRC may modify, amend, supplement, supplant or otherwise affect these rules at any time, as may the International Longshoremen's and Warehousemen's Union and the Pacific Maritime Association (the "parties") by their joint action. The provisions herein that call for action by the JPLRC are all subject to the limitations that such action shall be taken only to the extent authorized by the JCLRC and are subject to be reversed, revised, modified or changed at any time by action of the JCLRC or the parties. Any determination that the JPLRC is authorized or required to make is subject -- at any time before or after it has been made -- to review and reversal, modification, amendment or other change by the JCLRC or the parties.

RULES

1. A "longshoreman" as defined in Section 1.91 of the Pacific Coast Longshore Contract Document (the "PCLCD") and a "clerk" as defined in Section 1.71 of the Pacific Coast Clerks' Contract Document (the "PCCCD") shall fall into one or more of the following categories:

- 1.1 Categories:

- 1.11 Fully Registered, hereinafter, Class "A"
 - 1.12 Limited Registered, hereinafter, Class "B"
 - 1.13 Identified Casual
 - 1.14 Unidentified Extra Casual

2. The Registration Lists of Class "A" Longshoremen and Class "A" Clerks.

- 2.1 Individuals currently having Class "A" registration as longshoremen or clerks, with the approval of the JCLRC, shall constitute the lists of Class "A" longshoremen and Class "A" clerks. Such lists shall be maintained by the JPLRC.

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2.2 Individuals shall be added to the lists in accordance with the provisions of Rule 5 herein and the provisions of Rule 6 of Supplement I-A, PCL&CA.

2.3 The sequence of individuals on the Class "A" list shall be in accordance with seniority as provided hereinafter.

2.31 Seniority shall be based on the number of years in which the applicant earned a basic week of vacation under the PCL&CA since the date of original registration. (reference Section 7, PCL&CA)

2.32 Class "A" individuals in any port covered by the PCL&CA who transfer to another port in accordance with Supplements I, I-A and III of the PCL&CA shall be given credit for seniority accumulated as set forth in Section 2.31.

2.33 Class "A" longshoremen who transfer to the Class "A" clerks' list, and vice versa, in accordance with Supplements I-A and II of the PCL&CA shall be given credit for seniority accumulated as set forth in Sections 2.31 and 2.32.

3. The Registration Lists of Class "B" Longshoremen and Class "B" Clerks.

Registration lists shall be governed by Supplement I and Supplement I-A of the PCL&CA, unless modified by the following:

3.1 The sequence of individuals on the Class "B" registration lists for seniority and future advancement to Class "A" registration shall be as provided hereinafter.

3.11 The rule to govern the sequence on the Class "B" registration list shall be one of seniority based upon the length of time the individual has had registered status in accordance with the following.

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3.111 The period of time, for seniority purposes, may be reduced because of absence from the industry, and the individual did not qualify for a one-week basic vacation under the PCL&CA (reference Section 7, PCL&CA).

3.112 The JPLRC may establish the sequence of names for any Class "B" registration list based upon hours of work subsequent to registration; or the JPLRC shall adopt a system for the random assignment of numbers to the group of Class "B" registrants, and such sequence may be altered by the JPLRC for any Class "B" registrant who, following registration, fails to meet the standards required for all Class "B" registrants in the port in accordance with the rules set forth in Rule 9 and Rule 10 herein.

3.113 The sequence of the individuals for advancement to Class "A" registration shall be based on the total number of hours worked following registration under the PCL&CA over a base period of not less than one payroll year.

4. Identified Casual Longshoremen/Clerks and Unidentified Extra Casual Longshoremen or Clerks.

4.1 The JPLRC shall establish a list of Identified Casual longshoremen/clerks in accordance with the procedures approved by the JCLRC for Identified Casuals. Additions to the list shall be determined by the JPLRC and approved by the JCLRC as provided for by Supplement I-A, PCL&CA.

4.11 Identified Casuals shall meet the following minimum standards and tests established by the JCLRC for Identified Casuals.

a) Strength and Agility Testing

Passing the Strength and Agility Test shall be a condition of employment as an

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Identified Casual. Any individual that fails the test shall not be eligible for dispatch. Casuals may elect to take the test again after 120 days. If the individual passes, he shall be eligible again for dispatch as a Casual. Another failure shall result in a suspension from casual work for an additional 120-day period.

b) Physical Examinations

Passing the Industry Physical Examination shall be a condition of employment. Individuals failing this examination shall be ineligible for dispatch. Such individuals may, however, have any physical deficiency(ies) corrected at their own expense and may then retake the physical examination within a period of 120 days. Identified Casuals on jointly-agreed-to lists as of October 1, 1991, who have successfully completed the Identified Casual Physical Examination, will be required to pass the Industry Physical Examination if processed for Class "B" registration pursuant to Rule 6.23 or to maintain Identified Casual status pursuant to Rule 6.24. (This is necessitated by the change in these Rules to administer to new Identified Casuals effective October 1, 1991, the more comprehensive medical examination that was previously given to new registrants. Therefore, Identified Casuals processed prior to this change did not undergo this complete examination and shall be required to pass it if selected for Class "B" registration.)

c) Drug and Alcohol Screening

A Drug and Alcohol Screening Test shall also be required in addition to the physical examination. Identified Casuals failing the Drug and Alcohol Screening Test shall be denied dispatch.

**MINUTES OF THE SPECIAL MEETING
LONGSHORE JOINT PORT LABOR RELATIONS COMMITTEE
TACOMA, WASHINGTON**

Meeting No. WATA-0001-2003

Time/Date: 1:00 p.m. \ January 3, 2003

Place: 1221 Alexander Avenue, Tacoma, Washington

Present: For ILWU Local 23

C. E. Rendell

M. L. Turner

G. L. Brown

A.M. DePaul

For the Employers:

R. L. Luxa

Mark Miller

G. F. Osborn

Also Present:

D. R. Rollins, Business Agent

R. S. Boespflug, President

T. E. Faker

J. T. Weber

R. N. Roedel

Manpower Review – 3rd & 4th Quarter, 2002

The Committee reviewed the registration lists and work opportunity in the Port of Tacoma.

The Employers proposed to increase the Class B registration pool by 25 individuals, based on the third and forth quarter of 2002, as well as the registration list and work opportunity.

The Union held over the matter.

Identified Casuals – Port of Tacoma

The Committee agreed to elevate 12 unidentified casuals to identified casual status.

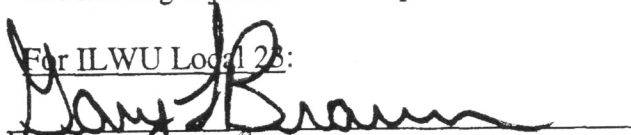
The Committee agreed to reinstitute the availability requirement of working 70% of the average hours worked by identified casuals in the Port of Tacoma for the payroll month of February 2003.

Straddle Carrier Training

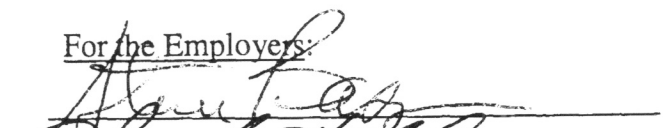
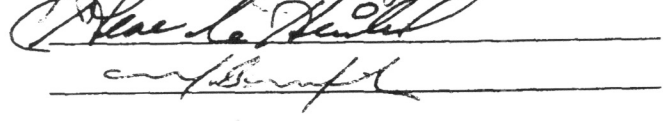
The Committee agreed to issue letters of reprimand (attached to file copy of these minutes), to those individuals who did not attend their physical exam, drug/alcohol screening and failed to prior notify the JPLRC in writing with a reason for their absence. Additionally, in accordance with the minutes of Tacoma Longshore Joint Port Labor Relations Committee meeting #12-89, held November 17, 1989, their Class B to Class A advancement will be delayed.

The meeting adjourned at 3:45 p.m.

For ILWU Local 23:



For the Employers:

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d) Safety Training

Identified Casuals shall successfully complete all industry safety training classes as required by federal, state or industry rules and regulations.

e) Availability for Work

The JPLRC's are directed to remove from the lists of Identified Casuals those individuals who do not make themselves available and work as required by the Joint Port Labor Relations Committees.

f) Clerks' Cognitive Test

Passing the Clerks' Cognitive Test shall be a condition of employment as a clerk. Individuals failing this test shall not be eligible for dispatch to clerks' work. At the end of the 120 days, individuals may, if they so choose, request to again take the Cognitive Test. If the individual passes, he/she shall then be eligible for dispatch as a clerk. Another failure shall result in a suspension from clerk's work for an additional 120-day period.

4.12 Selections for individuals for the Identified and Unidentified Casual List shall be governed by Sections 5 and 8, Supplement I-A, of the PCL&CA.

4.2 Unidentified Extra Casuals

Unidentified Extra Casuals, who work more than 50 hours in a three-year period, shall be required to pass the Industry's Strength and Agility Test, the Industry Physical Examination and the drug screening test, and they must attend safety training where and when scheduled by the Joint Port Labor Relations Committee. Unidentified Extra Casuals, who fail any one of these requirements shall have their dispatching hall privileges revoked immediately.

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Unidentified Casuals, who work as Marine Clerks more than 100 hours in a three-year period, shall also be required to pass the Marine Clerks' Cognitive Test to be eligible for dispatch to Marine Clerks' work.

5. Additions to the Lists of Class "A" Longshoremen and Class "A" Clerks.

- 5.1 Individuals on the Class "A" list of any port covered by the PCL&CA may transfer to the list of Class "A" individuals of another port in accordance with the provisions of Supplements I, II or III of the PCL&CA.
- 5.2 Applicants for transfer from the Class "A" longshore list to the Class "A" clerk list, or vice versa, shall be accepted in accordance with the provisions of Supplement I-A of the PCL&CA.
 - 5.21 Notice of taking applications shall be posted in the dispatch halls and may be posted at Union and PMA offices during the notification period and while the applications are being taken.
 - 5.22 Individuals seeking transfer from the Class "A" longshore list to the Class "A" clerk's list, or vice-versa, shall be subject to a medical examination at the time of transfer. The medical examination shall be only to the extent the requirements for clerks differ from those for longshoremen, and vice-versa.
 - 5.221 Transfer applicants must have been fully registered (Class "A") longshoremen for at least the five years preceding the date of their application for transfer as required by Section 4.1 in Supplement II of the PCL&CA.
 - 5.222 Each applicant shall file a written application for transfer. This application shall include such pertinent data as required by the Joint Port Labor Relations Committee where applications are being taken.

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- 5.223 No consideration shall be given to an applicant for transfer while a complaint against the applicant is being processed to a conclusion by any Labor Relations Committee.
- 5.224 Each applicant for transfer while under probation as a clerk and after acceptance must be willing to accept and carry out orders and instructions as directed by an immediate supervisor.
- 5.225 The personnel record of an applicant for transfer shall be taken into consideration at the time of any action on the request for transfer.
- 5.226 Applications will be valid for each transfer program only. All applicants must be willing to transfer immediately upon acceptance.
- 5.227 Each applicant for transfer must satisfy the JPLRC of being available to work not less than 70% of the average hours worked by the port's active registered clerks' work force during a one-year probationary period.

6. Additions to the List of Class "B" Longshoremen and Class "B" Clerks.

- 6.1 Subject to approval of the JCLRC, additions to the list of Class "B" longshoremen and Class "B" clerks may be made from time to time as determined by the JPLRC in accordance with Supplement I and I-A of the PCL&CA.
- 6.2 Class "B" longshore registration shall be offered to the CLRC-approved number of Identified Casuals in accordance with Paragraph 6 of Supplement I-A. Additionally, the CLRC shall approve of the time period for comparing hours and any other criteria.
 - 6.21 Identified Casuals selected by the JPLRC as candidates shall be informed, in writing, of

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the date and time to appear as scheduled before the JPLRC and shall successfully complete the processing questionnaire at that time.

- 6.22 Candidates who decline Class "B" registration or who fail to appear as scheduled shall retain their casual status but shall be disqualified from consideration.
- 6.23 Candidates shall be scheduled for, and be required to pass, the physical examination and the Drug and Alcohol Screening Test. Individuals who have been denied Class "B" registration for failing the CLRC pre-employment Drug and Alcohol Screening Test shall have their casual privileges suspended. Candidates who will be eligible for dispatch to Marine Clerks' work shall be also required to pass the Cognitive Test. Individuals failing the Cognitive Test shall not be eligible for dispatch to clerks' work for 120 days and may utilize the provisions of Section 4.11(f) of these Rules to regain eligibility for dispatch to clerks' work.
- 6.24 In the event the local parties reach disagreement on Class "B" registration, such disagreement shall be referred to the JCLRC.
- 6.3 The medical examination, as approved by the JCLRC, is the only medical examination that will be considered. It will not be reconsidered by the JPLRC or any doctor for the purpose of registration, and any subsequent medical examination will be given no consideration by the JPLRC, except as provided in Section 6.41.

Identified Casuals as of October 1, 1991, who have not passed the Industry Physical Examination, must take the examination to be processed for Class "B" registration. Identified Casuals added to lists after October 1, 1991, who have successfully passed the Industry Physical Examination, must again pass the Industry Physical Examination to be processed for registration. (This is necessitated by the change in these Rules to administer to new Identified Casuals effective October 1, 1991, the more comprehensive medical examination that was previously given to new

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registrants. Therefore, Identified Casuals processed prior to this change did not undergo this complete examination and shall be required to pass it if selected for Class "B" registration.)

6.31 Applicants for Class "B" registration who are given a Class "C" medical rating which prima facie determines they are "not qualified for Class "B" longshore/clerk work" by the Joint Port Labor Relations Committee's examining physician shall be subject to the following procedure:

- a) Such applicants shall be notified, in writing, by the JPLRC of their failure to meet the required examination standards. They shall be advised that if they have medical documentation which disagrees with the finding(s), they may submit such evidence within 15 days to the JPLRC for forwarding to and consideration by the examining physician.
- b) The JPLRC's examining physician shall review the documentation submitted by the applicant. If the examining physician decides not to change the Class "C" medical rating, the applicant shall be notified accordingly in writing. Also, the applicant will be advised that he/she shall have the right to appeal the examining physician's final decision to a medical specialist designated by the JPLRC (a medical specialist from the Medical School of the University of California, Oregon or Washington shall be used). The applicant will be further informed that his/her appeal must be made within ten days following notification by the JPLRC.
- c) The medical specialist (from the Medical School of the University of California, Oregon or Washington) shall be made aware of the requirements of longshore/clerk work and the legal standards applicable to the handicapped

and shall, after reviewing the applicant's condition (by any or all of the following: medical examination, medical history, medical reports from personal physicians, re-examination of the applicant, further tests, x-rays, etc.), conclude in writing either that the applicant is or is not able to perform longshore/Marine Clerk work for at least five years without endangering his/her health or safety or the safety of fellow employees.

- d) Otherwise qualified applicants found by the medical specialist to be able to perform work safely for at least five years will be granted Class "B" registration. Applicants found by the medical specialist to be unable to perform work safely for at least five years shall not be registered and shall no longer be eligible for dispatch as a casual longshoreman or Marine Clerk.

6.4 Failure to appear as scheduled for the interview, the required ARRO tests, the medical examination and Drug and Alcohol Screening Test, or at any other scheduled time, without a JPLRC jointly-agreed-to valid excuse shall disqualify an applicant from further consideration.

6.5 No individual shall be placed on the Class "B" list unless considered in accordance with the registration provisions and qualification standards set forth above and as supplemented by procedures approved by the JCLRC or the JPLRC and attached hereto.

6.6 Military Credit -- Veteran's Reemployment Rights Act (VRRRA)

In the case of an applicant for a registration in which the selection was based on casual hours of work during a specified period of time and the applicant

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did not have enough hours during the time period and was, during that time period, serving active duty in military service, the following shall apply:

- a) The JPLRC will analyze the work history of the applicant prior to and following the absence for military service.
- b) The JPLRC will determine what type of military service experience and training was obtained by the applicant during the period of absence.
- c) The JPLRC will analyze the amount of hours of casual work available during the period of absence.
- d) If the JPLRC agrees that, based upon the foregoing analysis, it is reasonable to conclude that the applicant would have worked sufficient hours, except for the military service, to be included in the group to be registered, and that the military service experience and training of the applicant contributes to the ability of the applicant to perform longshore work, the JPLRC can process the applicant for registration.

7. Permissive Rule Applicable to Children of Deceased.

7.1 A child of a deceased registered longshoreman, clerk or foreman who was on the active registration list at the time of death shall be entitled to apply for Class "B" registration in the same category that the decedent was registered Class "B" (longshoreman or clerk). If the deceased parent had been Class "B" registered as a clerk, but the child cannot qualify for clerk's registration, then the child may apply for registration as a Class "B" longshoreman, provided that the following considerations are met:

7.11 The child becomes the sole support of the decedent's family and notarized documentation to that effect is furnished to the JPLRC.

7.12 The child makes application for Class "B" registration within 30 days of the parent's

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death or within 30 days following the child's 18th birthday, and a copy of the parent's death certificate and a copy of the child's birth certificate is furnished to the JPLRC. In the event the child is in the military service at the time of the parent's death, the child must make application within 30 days following discharge from such military service.

- 7.2 The child who meets the conditions set forth in Section 7.1, 7.11 and 7.12 above shall request approval of the JPLRC for Class "B" registration. Such request shall be subject to approval by the JCLRC.
- 7.3 Following approval by the JCLRC, and as a prerequisite to Class "B" registration, the applicant shall be required to successfully complete all required procedures for new Class "B" registration within 90 days.

8. General Provisions.

- 8.1 Placement on any nonregistered or registered list does not assure any right to elevation to the next list.
- 8.2 A registered individual holding a nonlongshore (nonclerk) job is subject to discipline, including deregistration, if the individual's outside employment detrimentally conflicts with the individual's duties as a registered longshoreman (clerk).
- 8.3 Deregistration for cause from the registration list established pursuant to the PCL&CA or any predecessor document shall permanently exclude an individual from any registration list established or maintained pursuant to the PCL&CA, unless the JPLRC agrees to grant reregistration to such individual subject to the approval of the JCLRC or in the event of disagreement between the parties at the JCLRC by the Coast Arbitrator.
- 8.4 In accordance with CLRC Meeting No. 14-75, Item 3, ILWU-PMA pensioners shall not be dispatched to work in covered employment in either casual or registered status.

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9. Disciplinary Provisions.

9.1 Class "B" longshoremen and Class "B" clerks shall be subject to discipline or deregistration by the JPLRC in accordance with the following uniform rules:

9.11 An individual who has made any misstatement or misrepresentation in the application for registration or related documents or interview shall be deregistered.

9.12 An individual who has failed, without leave of absence or adequate reason or excuse to work for a period of thirty consecutive days or longer, shall automatically be deregistered.

9.13 An individual who over a period of four consecutive payroll weeks has failed to work or be available for dispatch 70% of such period, except when on leave of absence for illness, disability or for other reason approved by the JPLRC, shall be subject to the following penalties:

First Offense: a probationary warning

Second Offense: mandatory deregistration
(with notice of the first offense and after warning)

9.14 An individual who has failed to be available for work or shifts to which the individual may have been assigned by the Committee shall be deregistered.

9.15 An individual who fails to develop in respect to the abilities or knowledge requisite to the performance of longshore or clerks' work and/or safety program under guidelines and time limits established by the JPLRC shall be deregistered.

9.16 An individual who fails, when so instructed, to appear in person at a duly-noticed JPLRC meeting shall be placed on the nondispatch list for all companies and ports unless such individual timely shows proof of physical inability

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to attend in person. Such an individual may be removed from the nondispatch list only upon appearance in person at the next properly-noticed JPLRC meeting, though he may still be subject to discipline or deregistration for noncompliance with LRC rules and directives. An unapproved failure to appear a second time at a properly-noticed JPLRC meeting shall result in automatic deregistration.

- 9.17 An individual who works in a manner that endangers the safety of others shall be deregistered.
- 9.18 An individual who has been found guilty under the grievance procedure of the PCL&CA on a charge of pilferage shall be automatically deregistered.
- 9.19 An individual found guilty under the grievance procedure of the PCL&CA of intoxication on the job or of being under the influence of stimulating or depressive-type drugs on the job shall be subject to the following penalties:
- First Offense: minimum of 30 days off
- Second Offense: automatic deregistration
- 9.20 An individual who has been found guilty under the grievance procedure of the PCL&CA of having committed assault or battery on the job or in the dispatch hall or has done so at any other location when such action is related to the individual's responsibility of good conduct toward officials, staff members, or supervisory employees of ILWU, PMA or PMA Member Companies shall be deregistered.
- 9.21 An individual who fails to make payment of the pro rata share of expenses of the dispatching hall, the Joint Port Labor Relations Committee, etc., as fixed by the JPLRC or is delinquent in making such payments under uniform rules established by the JPLRC shall be deregistered.

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- 9.22 An individual who violates low-man-out dispatching rules or procedures or other dispatching rules that the JPLRC determines to be sufficient cause for deregistration shall be deregistered.
- 9.23 An individual whose job performance is poor or who has engaged in misconduct as a longshoreman or clerk shall be subject to deregistration.
- 9.24 An individual may be deregistered for any other lawful cause or reason provided that neither membership or nonmembership in the Union, nor activity or nonactivity for or against the Union or absence thereof, nor race, creed, color, sex, age, national origin, nor religious or political beliefs shall be a factor in such deregistration.
- 9.25 The JPLRC may impose severe disciplinary action or deregistration depending on the severity of the offense and the number of previous offenses for conduct described in Sections 11.11, 11.12, 11.13 and 11.14, and such action shall count against the individual when consideration is given for advancement to Class "A" registration. A Class "B" longshoreman or clerk engaging in the following conduct shall be subject to discipline.
- 9.251 Individuals smoking on the job, in unauthorized places, shall be assessed the penalties set forth in the PCL&CA.
- 9.252 Discipline shall be imposed for misconduct in the dispatching hall, refusal to work as directed, refusal to take orders, leaving the job without authorization, creating disturbances, or general improper attitude, including arriving late on the job or leaving the job early.
- 9.253 An individual who fails to show on the job or who fails to obtain a replacement shall be subject to two weeks' suspension from work on the first offense.

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9.254 Any individual who has violated procedures or rules that the JPLRC determines to be sufficient cause for disciplinary action.

10. Screening of Applications.

The JPLRC shall disqualify any applicant for Identified Casual or Class "B" registration or transfer for any of the following reasons:

- a) applicants who were previously deregistered for cause or whose casual dispatch privileges were revoked for cause;
- b) applicants who are habitual drinkers or drug abusers or applicants who, in the last five years, have been found guilty of first or second-degree homicide or grand theft or sale/peddling of illegal drugs;
- c) applicants who are unable or unwilling to perform all basic longshore or basic Marine Clerks' work;
- d) applicants who do not possess a valid vehicle driver's license;
- e) applicants who fail to successfully complete a pre-employment medical examination, Drug and Alcohol Screening Test, and Strength/Agility and Cognitive Tests;
- f) applicants who do not display sufficient knowledge of the English language to respond to written and verbal safety warnings;
- g) applicants who fail to successfully complete required safety training; and
- h) applicants who are retirees under the ILWU-PMA Pension Plan.

11. Disciplinary Provisions -- Casuals.

Disciplinary provisions regarding casual employment, availability and dispatch shall be in accordance with Section 17.86 of the PCL&CA.

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12. Grievances.

The grievance procedure of the ILWU-PMA PCL&CA shall be the exclusive remedy with respect to any disputes involving registration or deregistration arising between the Union or any person or persons working or seeking to work under this Agreement, or both, on the one hand, and the Association or any Employer acting under this Agreement, or both, on the other hand, and with respect to any dispute involving registration or deregistration arising between any person or persons working or seeking to work under this Agreement, on the one hand, and the Association or any Employer acting under this Agreement or the Union or any two or more of them, on the other hand. No other remedies shall be utilized by any persons with respect to any dispute involving registration or deregistration until the grievance procedure has been exhausted.

13. Attachments.

In addition, the following documents or facsimiles thereof are to be used in the registration of longshoremen and/or clerks:

- "Application for Transfer from Class 'A' Longshore to Class 'A' Clerk Status" with "Attachment" (Attachment A);
- "ILWU-PMA Joint Port LRC Application for Nonregistered (Casual) Work" (Attachment B);
- "ILWU-PMA Joint Coast LRC Notice of Interview" with "Class 'B' Processing Questionnaire" (Attachment C);
- "ILWU-PMA Joint Coast LRC Letter re Required Physical Examination and Substance Abuse Screening" with attached "Joint Coast LRC Policy on Alcohol and Drug Abuse" (Attachment D); and

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-- "ILWU-PMA Guide to Industry Physical Examination for
Longshore and Marine Clerks' Work" with "Joint Port
LRC Industry Physical Examination Record for Long-
shoreman and Marine Clerk Work" (Attachment E).

Dated: September 4, 1991

Dated: September 4, 1991

For the Union:

For the Employers:

/s/ Wm. T. Ward

/s/ Terry N. Lane

/s/ Richard Austin

8/29/91 (CLRC-REG/Doc)

Applicant # _____

Date of Receipt _____

**APPLICATION FOR TRANSFER
FROM CLASS "A" LONGSHORE TO CLASS "A" CLERK STATUS**

The jointly-approved transfer program will be handled in accordance with the PCL&CA and the Coastwise Rules for Registration and Deregistration.

It is essential that this application be filled out completely, with no omissions.

1. Longshore Registration Number _____
2. Name in Full _____
Last First Middle
3. Address _____
Number & Street City State Zip
4. Telephone Number _____
(If you have no telephone, write "none.")
5. Do you know of any physical disabilities that will preclude you from safely performing clerk work without immediately risking injury to self or fellow employees?
Yes _____ No _____
If yes, please explain: _____

6. Do you understand that passing the Clerk Cognitive Test (Arithmetic/Numbers' Competency) is a requirement to qualify for Class "A" clerk status?
Yes _____ No _____
7. Do you understand that passing the CRT Keyboard Skills Test is a requirement to qualify for Class "A" clerk status?
Yes _____ No _____
8. Can you speak and understand English?
Yes _____ No _____
9. Can you read and write English legibly?
Yes _____ No _____
10. What is the date on which you first became a Class "B" longshoremen? _____
11. What is the date on which you first became a Class "A" _____

Application for Transfer From
Class "A" Longshore to Class "A" Clerk
Page 2

longshoremen? _____

12. List any period in which there was an interruption in your registration status (for example: withdrawal, deregistration, etc.): _____

Please explain: _____

You are responsible for insuring that the Joint Port Clerk LRC has your current name and address on file at all times.

By signing this document, you agree that you have received and have read the applicable Coastwise Rules for Registration and Deregistration governing this transfer, and you understand and agree to the conditions set forth in Items A through F attached to this application.

Signature of Applicant

Date

(ATTACHMENT TO: APPLICATION FOR TRANSFER -- FROM CLASS "A"
LONGSHORE TO CLASS "A" CLERK STATUS)

- A. By receiving this Application, the Joint Port Clerks Labor Relations Committee does not assume, agree, or undertake to transfer me or authorize me to work on any extra basis outside my present registration.
- B. Failure to fully complete this Application, or any misstatements on this application, shall be basis for disqualification or revocation of transfer.
- C. This Application for transfer and my employment are, and will be, governed by the Agreement between International Longshoremen's and Warehousemen's Union and Pacific Maritime Association covering clerks and longshoremen and as it may be amended, from time to time, and by rules now in effect or hereafter agreed upon and adopted by these parties or any Labor Relations Committee.
- D. If I am accepted for transfer, I will be placed on a probationary basis for a period of one year, the rules and conditions of which shall be established prior to my transfer by the Joint Port Clerks Labor Relations Committee. If my work during this period is deemed unsatisfactory by the Employers, my transfer may be revoked and I may be returned to my previous registration (reference Supplement I-A, PCL&CA, Section 10). The Joint Port Clerks Labor Relations Committee may revoke my transfer at any time if it is found that my transfer was based on any misrepresentation.
- E. The Joint Port Clerks Labor Relations Committee may determine that there is an excess of registered clerks and the Joint Port Longshore Labor Relations Committee may determine that there is an insufficient number of registered longshoremen, and the JPLRC may transfer clerks who have come from the longshore ranks back to longshore registration.
- F. I may file a written grievance with the Joint Port Clerks Labor Relations Committee if I am dissatisfied with the action or inaction on this application for transfer. The time limit for the filing of any such grievance is ten (10) days after the posted announcement of the selection of the successful applicants for transfer.

ILWU-PMA JOINT PORT LONGSHORE LABOR RELATIONS COMMITTEE

Application for Nonregistered (Casual) Work

This application form must be prepared in duplicate by the applicant and filed with the Joint Port Labor Relations Committee. This three-page form must be filled out completely and signed.

1. Name: _____
Address: _____
City: _____ State: _____ Zip: _____
Telephone Number: _____
2. Social Security Number: _____
3. Are you at least 18 years of age? Yes _____ No _____
4. Name and telephone number of person to be contacted in case of emergency: _____

5. Have you completed the required INS Form No. 9? Yes _____ No _____
6. Do you have sufficient knowledge of English to understand and quickly respond to oral and written instructions and warnings given to you in English? Yes _____ No _____
7. Do you have any physical or mental conditions that would prevent you from performing all basic longshore work or basic marine clerks' work? Yes _____ No _____
If the answer is "Yes," please explain:

8. Have you ever worked as a longshoreman? Yes _____ No _____
Have you ever worked as a ship clerk? Yes _____ No _____
If the answer is Yes to either question above, where did you work?

What year(s)? _____ Work Number _____

9. If granted casual dispatching privileges, you will be required to work under the following conditions. Do you agree to be employed under these conditions?

| | | |
|---|-----------|----------|
| Exposure to heights | Yes _____ | No _____ |
| Exposure to water | Yes _____ | No _____ |
| All conditions of weather | Yes _____ | No _____ |
| Requirement to be available to work all shifts | Yes _____ | No _____ |
| No job preference in dispatching | Yes _____ | No _____ |
| Exposure to mechanical handling equipment | Yes _____ | No _____ |
| Exposure to moving loads and uneven work surfaces | Yes _____ | No _____ |
| Exposure to dusty areas and areas with irritating chemical exposures which may require the use of safety equipment | Yes _____ | No _____ |
| Exposure to areas requiring use of safety vest, safety shoes, a hard hat and earplugs or earmuffs | Yes _____ | No _____ |
| Work with computer terminals and keyboards | Yes _____ | No _____ |

10. Have you, during the last five (5) years, been found guilty of, or pleaded guilty to, having broken the law for any of the following reasons:

| | | |
|--|-----------|----------|
| Fighting or assault? | Yes _____ | No _____ |
| Use of alcohol (including driving while under the influence of alcohol)? | Yes _____ | No _____ |
| Use, possession or sale of narcotics or other dangerous substances? | Yes _____ | No _____ |
| Robbery, smuggling, theft, pilferage or burglary? | Yes _____ | No _____ |

ATTACHMENT B
Application for Nonregistered (Casual) Work
Page 3

Selling or possessing stolen goods
or smuggled goods? Yes _____ No _____

10a. If you answered YES to any segment of Question 10,
explain:

11. Have you previously had your ILWU-PMA dispatching hall
privileges revoked for cause? Yes _____ No _____

If the answer is YES, please explain:

12. Do you understand that before casual status would be
granted, you would be required to pass the JCLRC-approved
Strength and Agility Test, the physical examination, and
the drug and alcohol screening and, if you are to be
eligible for marine clerks' work, you would also be
required to pass the Marine Clerks' Cognitive Test?
Yes _____ No _____

13. Do you now have ILWU-PMA registration status?
Yes _____ No _____

14. Do you understand that failure to appear for any scheduled
training, including safety training classes, shall result
in your casual dispatching hall privileges being perma-
nently revoked? Yes _____ No _____

* * * * *

I understand that my request for casual work is received under
the following conditions:

- -

ATTACHMENT B
Application for Nonregistered (Casual) Work
Page 4

1. This is not a request for registration as a permanent employee or as a probationary employee leading to permanent employment, but only for casual work, that may be available after work is assigned to the available registered work force.
2. Casual workers are not eligible for and do not receive welfare (medical, dental, etc.), holiday pay, Pay Guarantee Plan benefits, vacation, pension or any type of so-called "fringe benefits" under the ILWU-PMA collective bargaining agreements.
3. By receiving this request or by dispatching me to any work, the Joint Port Labor Relations Committee does not assume, agree or undertake to accord me any employment or employee status whatsoever.
4. Casual work performed and employment will be governed by the Agreement between the International Longshoremen's and Warehousemen's Union and Pacific Maritime Association covering longshoremen and clerks on the Pacific Coast, and by the rules of determinations of the Joint Port Labor Relations Committee under such Agreement.
5. Casual workers may be denied further work at any time by the action of the Joint Port Labor Relations Committee or the Joint Coast Labor Relations Committee. Such workers are subject to the Pacific Coast Contract rules applicable to casuels, including discipline (Sections 17.86 and 17.861, PCLCD and PCCCD).
6. There shall be no discrimination in connection with any action subject to the terms of this Agreement, either in favor of or against any casual because of membership or nonmembership in the Union, activity for or against the Union or absence thereof, by race, creed, color, sex, age, national origin or religious or political beliefs.
7. Any grievances regarding casual employment shall be filed under the grievance machinery set forth in the PCLCD and PCCCD. The exclusive procedure for such grievance begins with the filing of a grievance within ten (10) days with

the Joint Port Labor Relations Committee, and its processing under the PCLCD or PCCCD grievance procedure. The ten (10)-day time limit on the filing of grievances means that if I do not file it within this time frame, I can never raise the issue.

8. A casual must have the proper Identified Casual Card on his person while on the job.
9. Casuals are dispatched for one day only but may return to the hall each following day for another dispatch opportunity.
10. I understand that should I be accepted for casual status in the port, I shall be required to relinquish any identified ILWU-PMA casual status that I may have in another port.
11. I understand that failure to submit to the appropriate Joint Port Labor Relations Committee two copies of the application form, filled out completely and signed, shall disqualify me from consideration for casual work.

I have read and agree to the foregoing. I have also received a copy of the ILWU-PMA Joint Port Labor Relations Committee Procedures and Rules Applicable to Nonregistered Casuals, which I have read and agree to.

Date _____, 19__

(Signature of Applicant)

Approved by Joint LRC:

For the Union

For the Employers

ILWU-PMA

(ATTACHMENT C)

JOINT COAST LABOR RELATIONS COMMITTEE

Post Office Box 7861
San Francisco, California 94120

International Longshoremen's and
Warehousemen's Union
1188 Franklin Street
San Francisco, California 94109

Pacific Maritime Association
635 Sacramento Street
San Francisco, California 94111

(Date)

NOTICE OF INTERVIEW

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

The ILWU/PMA Longview Joint Labor Relations Committee has scheduled you for an interview for possible limited (Class "B") longshore registration. You are to complete the enclosed processing questionnaire and bring it to the interview along with a valid driver's license or other photo identification.

Your interview is scheduled for:

DATE:

TIME:

PLACE:

Failure to appear, as scheduled, shall result in disqualification from further consideration for Class "B" registration during this registration program.

Attachment
Processing Questionnaire

(CLRCREG1/Doc)

CLASS B PROCESSING QUESTIONNAIRE

Name: _____
(Print) Last First Middle Initial

Address: _____
 Street Address

City State Zip Code

Social Security Number: _____ Telephone: _____

Drivers' License Number: _____

Read all questions carefully and answer YES or NO by checking the appropriate space. At the time of the interview, you may ask the Committee for a clarification on any particular question(s) that concern you.

1. If granted Class B registration, you must take any job offered to you. You will be dispatched to jobs only after available Class A men are dispatched. Do you understand that at times that can mean a limited work opportunity?
YES _____ NO _____
2. If granted Class B registration, you will be considered a fulltime employee and must meet availability requirements. Do you understand that if you fail, without leave of absence or adequate reason or excuse, to work for a period of thirty (30) consecutive days, you shall automatically be deregistered effective as of the beginning of the thirty (30)-day period?
YES _____ NO _____
3. Do you understand that you can be deregistered if, over a period of four (4) consecutive payroll weeks, you have failed to work or be available for dispatch seventy per cent (70%) of such period, except when on leave of absence for illness, disability or for other reason approved by the JPLRC?
YES _____ NO _____
4. Do you understand that failure to appear as scheduled for a physical examination, including an alcohol and drug screening test or the marine clerks' cognitive test, shall result in your disqualification from further consideration?
YES _____ NO _____

5. Do you understand that should you fail to meet the minimum industry standard for the physical examination or the drug and alcohol abuse screening, as required by the Joint Coast Labor Relations Committee, you shall be disqualified from further consideration and you shall be denied future dispatch effective immediately?
YES _____ NO _____
6. Do you understand that failure to appear for any scheduled training, including safety training classes, shall result in your deregistration?
YES _____ NO _____
7. If granted Class B registration, you will be required to work under the following conditions. Do you agree to be employed under these conditions?
- | | | |
|---|-----------|----------|
| Exposure to heights: | YES _____ | NO _____ |
| Exposure to water: | YES _____ | NO _____ |
| All conditions of weather: | YES _____ | NO _____ |
| Requirement to be available to work all shifts: | YES _____ | NO _____ |
| No job preference in dispatching: | YES _____ | NO _____ |
| Exposure to mechanical-handling equipment: | YES _____ | NO _____ |
| Exposure to moving loads and uneven work surfaces: | YES _____ | NO _____ |
| Exposure to dusty areas and areas with irritating chemical exposures which may require use of safety equipment: | YES _____ | NO _____ |
| Exposure to areas requiring use of safety vest, safety shoes, a hard hat and earplugs or earmuffs: | YES _____ | NO _____ |
| Work with computer terminals and keyboards: | YES _____ | NO _____ |
8. If selected, do you intend to make ILWU-PMA industry work a fulltime career?
YES _____ NO _____
9. Do you have adequate transportation that would allow you to accept all jobs assigned in the port area and also to travel to other ports within the dispatch area?
YES _____ NO _____
10. Have you, during the last five (5) years, been found guilty of or pleaded guilty to having broken the law for any of the following reasons:

| | | |
|--|-----------|----------|
| Fighting or assault? | YES _____ | NO _____ |
| Use of alcohol (including driving under the influence of alcohol)? | YES _____ | NO _____ |
| Use, possession or sale of narcotics or other dangerous substances? | YES _____ | NO _____ |
| Robbery, smuggling, theft, pilferage or burglary? | YES _____ | NO _____ |
| Selling or possessing stolen goods or smuggled goods? | YES _____ | NO _____ |

10a. If you answered YES to any segment of Question 10, explain:

11. If you have made any misrepresentation in this interview questionnaire or during your interview, you shall be disqualified from further consideration for registration. Do you understand that if it is determined after registration has been granted that you have made any misrepresentation, you shall be deregistered by the Joint Port Labor Relations Committee?

YES _____ NO _____

12. Do you understand and agree that the grievance procedure of the ILWU-PMA Contract is the exclusive remedy for any grievance which may arise with respect to your registration status or employment?

YES _____ NO _____

13. Any claim against the action of any Labor Relations Committee or either or both of the parties to the contract must be filed by the applicant in writing with the Joint Port Labor Relations Committee within ten (10) days of the action giving rise to the grievance. Do you understand that the ten-day limit on the filing of grievances means that if it is not filed within this time, the issue can never be raised?

YES _____ NO _____

I certify that the above statements and/or questions have been answered correctly.

Signature of Applicant _____ Date ____/____/____

ILWU-PMA

(ATTACHMENT D)

JOINT COAST LABOR RELATIONS COMMITTEE

Post Office Box 7861
San Francisco, California 94120

International Longshoremen's and
Warehousemen's Union
1188 Franklin Street
San Francisco, California 94109

Pacific Maritime Association
635 Sacramento Street
San Francisco, California 94111

(Date)

SUBJECT: Required Physical Examination and Substance Abuse
Screening

In accordance with ILWU/PMA policy established by the Joint Coast Labor Relations Committee, longshoremen and clerks are required to undergo a physical examination to ensure that specific minimum physical standards are met, and to have an urine drug/alcohol abuse screening to ensure a safe working environment.

You are instructed to appear for such examination and screening as follows:

DATE:

TIME:

PLACE:

DOCTOR:

If you wear glasses, a hearing aid, or use prescription medication, you must bring them with you to the examination. You must bring identification that includes your signature and photograph (e.g., State driver's license to be verified prior to your examination).

Failure to appear as scheduled shall result in your disqualification from further consideration. Should you fail to meet the minimum industry standard for the physical examination or for the drug/alcohol abuse screening, as required by the Joint Coast Labor Relations Committee, you shall be denied future dispatch effective immediately.

(CLRCREG2/Doc)

ILWU-PMA Joint Coast Labor Relations Committee Policy on
Alcohol and Drug Abuse

The parties to the ILWU-PMA Pacific Coast Longshore & Clerks' Agreement have long been concerned with alcoholism and drug abuse in the work place. The areas of concern are the protection of the health of the workers employed under the Agreement, the safety of the work place and the safe operation of all equipment. These issues are also addressed in Rule 605 of the Pacific Coast Marine Safety Code:

"No employee shall be present on the job under the influence of intoxicating liquor, or drugs of a stimulating or depressive nature which affect his ability to carry out his obligations as required under the Pacific Coast Longshore & Clerks' Agreement."

To assist registered workers suffering from alcohol and drug abuse problems, the ILWU and the PMA have offered an Alcohol-Drug Recovery Program, which is an integral part of our other employee health and welfare benefits. This program is operated in strict compliance with Federal Confidentiality Regulations (42 CFR, Part 2).

The ILWU-PMA Joint Coast Labor Relations Committee recently agreed to take additional steps to enhance our workers' health and safety. The intent of the steps is clearly not to discriminate or incriminate but to further reduce the hazards in the work place which result from the use of alcohol and/or drugs.

To achieve these goals we will utilize screening tests for alcohol and drug abuse for:

1. All applicants for employment as I.D. casual longshoremen and Marine Clerks;
2. All applicants for Class B registration with their pre-employment physical examinations;
3. All registered applicants for skill training programs with their physical examinations.

ILWU-PMA

GUIDE TO INDUSTRY ENTRY PHYSICAL EXAMINATION
FOR LONGSHORE AND MARINE CLERKS' WORK

POLICY:

A thorough health appraisal will be made before the applicant is granted status as an Identified Casual.

PURPOSE:

To answer those questions in relation to the specific job of an Identified Casual. Is the applicant:

1. physically and emotionally capable of doing the job in prospect?
2. likely to be a hazard to fellow employees?
3. at substantial risk of injury or illness due to a physical condition?

The examining physician is advised that persons employed as casual longshoremen and marine clerks will be required to do heavy physical labor in the holds, on the decks of ships and barges, and on the dock. "Longshore work" is defined as including any or all of the following:

1. handling and lifting of sacks, cartons, boxes, pallets, crates and heavy chains and cables;
2. lashing of boxes, containers, logs and other cargo;
3. climbing of vertical ladders at heights in excess of 20 feet.
4. driving of moving equipment, such as forklifts and automobiles;
5. operation of mechanical handling equipment;
6. working in proximity of moving loads and equipment and on uneven work surfaces;
7. working in dusty areas and areas with irritating chemical exposures which requires use of a respirator, safety glasses or goggles and impervious gloves or apron; working in areas requiring the use of a hard hat; and
9. working in noisy areas which requires the use of ear-plugs or muffs;

"Marine clerk work" is defined as including any or all of the following:

1. checking of cargo that may include sacks, cartons, boxes, pallets, crates, containers, logs and automobiles;
2. walking and standing for extended periods of time;
3. climbing of vertical ladders at heights in excess of twenty (20) feet;
4. driving of moving equipment, such as jitneys and automobiles;
5. working in proximity of moving loads and equipment and on uneven work surfaces;
6. working in dusty areas and areas with irritating chemical exposures which requires use of a respirator, safety glasses or goggles and impervious gloves or aprons; working in areas requiring the wearing of a hard hat; and
7. working in noisy areas which requires the use of ear-plugs or muffs.

EVALUATION OF MEDICAL HISTORY AND PHYSICAL EXAMINATION

Certain conditions of longshore work suggest caution in employment, and the examining physician should take these into consideration in performing his evaluation of the applicant. Some of the more significant medical conditions for the examining physician to evaluate:

1. A history of convulsive disorder, repeated blackouts or fainting, myocardial damage, significant cardiac valvular defects or arrhythmias, uncontrolled hypertension and uncontrolled diabetes precludes employment in jobs performed by longshoremen and clerks.
2. A communicable disease in an active stage, jaundice, recent history of a malignant disorder precludes immediate employment but re-examination may be performed after treatment and convalescence.
3. Chronic back problems, history of back surgery, arthritis involving the spine or extremities may preclude heavy lifting and prolonged working or standing.
4. Visual skills necessary to operate moving equipment and work in proximity of moving loads and equipment. Visual signals requires color perception to recognize red, green and amber lights.
5. Chest x-ray findings which preclude employment are:
 - a) malignant tumors of the respiratory system;
 - b) serious active infections of the lung, such as tuberculosis;
 - c) dust disease of the lung, such as silicosis or asbestosis; and
 - d) significant cardiac enlargement or aortic aneurysm.

PHYSICAL EXAMINATION INFORMATION FOR EXAMINING PHYSICIANS

Guidelines by Systems (Findings Preclude Employment as Indicated):

Appearance -- Finding of jaundice precludes immediate employment; re-examination on recovery.

Height/Weight -- Gross obesity, which precludes climbing ladders and movement through escape hatches and enclosed ladders, precludes employment.

Eyes -- Exophthalmos or asymmetry should be explained as to ability to safely perform longshore work; hyperthyroidism requires medical control before work assignment. Visual skills of 20/40 correctable. Color perception to recognize red, green and amber lights.

Ears -- Pure tone audiogram required for baseline record; hearing acuity should be sufficient to detect audible safety signals; significant impairment (greater than 30 dB average loss at 0.5, 1, 2 and 3 kHz) constitutes a safety hazard and precludes employment as a longshoreman or clerk.

Pulmonary Function -- Required for baseline record and to determine ability to wear a respirator.

Pulmonary function criteria for the wearing of a respirator:

Definitions:

FVC = Forced Vital Capacity
FEV-1.0 sec = Forced Expiratory Volume in 1 second
FEV-1.0 sec % = (FEV-1.0 sec/FVC) x 100

Preferred Criteria:

Persons with pulmonary function equal to or better than the following values should have no difficulty using respirators:

FEV-1.0 sec > 2.5 liters
FEV-1.0 sec % > 60%

Minimum Criteria:

No person shall be authorized to wear a respirator if:

FEV-1.0 sec = less than 1.7 liters

or if:

FEV-1.0 sec % = less than 48%

Urinalysis -- Abnormalities detected by screening tests should be evaluated by the examining physician:

1. Suspected diabetes requires evaluation prior to Casual Identified status; uncontrolled diabetes precludes employment. Insulin-dependent diabetes precludes employment unless the examining physician concludes, based on the findings of the examination and the statement of the applicant's personal physician, that the applicant can safely perform longshore and clerk's work. The statement of the applicant's personal physician must state that the applicant is a controlled diabetic who can safely perform longshore and clerk's work and is examined at regular intervals.
2. Persistent albuminuria or hematuria requires evaluation prior to employment.

Heart/Vessels -- Cardiovascular impairments, such as hypertension (systolic persistently above 150 or diastolic persistently above 90), symptomatic coronary artery disease, significant myocardial damage, valvular defects, or arrhythmias preclude employment as a longshoreman and marine clerk.

Abdomen -- Organomegaly, masses, point tenderness or prominent vessels should be evaluated.

Women: Record signs of pregnancy and date of last menstrual period.

Inguinal Rings -- Inguinal hernia shall be repaired before employment.

Genitalia -- Testicular masses require explanation.

Anal Area -- Prolapsed and thrombosed hemorrhoids or draining fistulae require treatment before employment.

Lymph Nodes -- Lymphadenopathy requires explanation.

Extremities -- Must be able to grip two-finger apposition each hand. History or signs of recurrent locked knee or knee-joint effusion precludes employment as a longshoreman and marine clerk. History of recurrent dislocation of the shoulder (defined as two dislocations within a two-year period prior to examination) requires evaluation to determine ability to lift or carry over 25 pounds, or to work requiring the use of the arms above shoulder level. Gross deformities or restriction in motion of joint, or the presence of surgical pins or bullets within or immediately adjacent to a large joint, also require evaluation to determine ability to perform work requiring heavy lifting, carrying or other tasks involving frequent use of the affected joint.

Spine -- The presence of incapacitating disability of the spine precludes employment as a longshoreman and marine clerk such as, but not limited to:

1. Spondylolisthesis (forward displacement of one vertebrae over another, usually L5 or S1);

2. old vertebral fracture if there is significant residual compression with spurring, or calcification of the anterior longitudinal ligament; and
3. advance degenerative arthritis.

Neurologic -- A history of convulsive disorder or other recurrent disturbance of consciousness, or a progressive disorder of the central nervous system such as multiple sclerosis, or peripheral neuropathy precludes employment as an Identified Casual longshoreman and marine clerk.

Emotional -- Serious neuropsychiatric impairment, such as recurrent schizophrenia or manic-depressive state, uncontrolled alcoholism or drug abuse preclude employment.

The examining physician shall determine if the severity of the following conditions precludes employment:

Nose -- Record septal defects and nasal polyps;

Mouth/Pharynx -- Record lesions of mucous membranes;

Neck -- Record abnormalities of thyroid, vessels or lymph nodes;

Chest/Lungs -- Record history of findings of asthma, chronic bronchitis or emphysema, which may preclude assignment in dusty jobs or irritating chemical exposures; and

Extremities -- Record joint deformities, limitation of motion, amputations and restricting scars.

After review of the medical history, physical examination and laboratory findings, the examining physician will medically classify the applicant into one of the following classes:

Medical Classification of the Job Applicant:

- | | |
|-------|--|
| _____ | A. Qualified for work as a longshoreman and marine clerk. |
| _____ | B. Not qualified to perform longshoreman and marine clerk work at the time of this examination because of correctable condition. |
| _____ | C. Not qualified for longshoreman and marine clerk work. |

JOINT PORT LABOR RELATIONS COMMITTEE

INDUSTRY PHYSICAL EXAMINATION RECORD

LONGSHOREMEN & MARINE CLERK WORK

This Section To Be Completed By Issuing Office

| | | | | | |
|---------------|-------------|-------------|---------------------|-----------|------|
| Last Name | First Name | Middle Name | Social Security No. | | |
| Address | City | State | Zip Code | Exam Date | |
| Date of Birth | Male Female | M S D | Day | Month | Year |
| Port | | | | | |

This Section To Be Completed By Applicant

Are You Presently, or Have You Been:

If Answer is "YES" Give Details Below

"YES""NO"

Under treatment for high blood pressure or heart disease?

Allergic to any medicines, foods, dusts or pollens?

Taking any medications?

Subject to dizzy or fainting spells, convulsions or seizures?

Subject to chronic cough, frequent colds or shortness of breath?

Under treatment for a back problem?

Under treatment for a nervous disorder?

Under treatment for diabetes?

Under treatment for rupture or hernia?

Having difficulty with your vision?

Wearing contact lenses?

Having difficulty hearing?

Wearing a hearing aid?

Under treatment for swollen or painful joints?

Under treatment for recurring dislocation of any joint?

Date: _____

Signature of Physician, Nurse or Medical Assistant

| APPLICANT | | | | PHYSICAL EXAMINATION | | | |
|---------------------|--------|----|----------------|-----------------------|----------------------|----------------------|--------------------|
| Name | | | | Height | Weight | B/P (RAS) | |
| Classes Worn? | YES | NO | Contacts Worn? | YES | NO | VISION (UNCORRECTED) | |
| | | | | Right | | VISION (CORRECTED) | |
| | | | | Eye: Near:20/ Far:20/ | | Near:20/ Far:20/ | |
| Color Vision: | NORMAL | | ABNORMAL | | VISION (UNCORRECTED) | | VISION (CORRECTED) |
| | | | | Left | | | |
| | | | | Eye: Near:20/ Far:20/ | | Near:20/ Far:20/ | |
| Chest X-Ray Result: | | | | Back X-Ray Result: | | | |
| YES NO | | | | YES NO | | | |

| Pulmonary Function: | FVC | FEV - 1.0 sec. | FVC/FEV - 1.0 sec. % |
|---------------------|----------|----------------|----------------------|
| Observed | _____ CC | _____ CC | _____ % |
| Predicted | _____ CC | _____ CC | _____ % |
| % Predicted | _____ % | _____ % | _____ % |

The applicant can _____ cannot _____ function normally wearing a respirator. His health will _____ will not _____ be impaired by the use of a respirator.

Hearing threshold levels in decibels:

| | 500 | 1000 | 2000 | 3000 | 4000 | 6000 |
|-------|-----|------|------|------|------|------|
| Right | | | | | | |
| Left | | | | | | |

Technician

Date

Urinalysis: P^H _____ Albumen _____ Sugar _____

N = NORMAL

ABN = ABNORMAL

NE = NOT EXAMINED

| | N | ABN | NE | | N | ABN | NE | | N | ABN | NE | | N | ABN | NE |
|-------------------------|---|-----|----|-------------------|---|-----|----|-----------------|---|-----|----|-----------------|---|-----|----|
| 1. EYES | | | | 7. PULSES | | | | 11. EXTREMITIES | | | | 14. PELVIC | | | |
| E.O.M. | | | | Radial | | | | Range of Motion | | | | Cervix | | | |
| Pupils | | | | Iguinal | | | | Deformities | | | | Uterus | | | |
| Fundi | | | | Dorsal Pedis | | | | Amputations | | | | Adnexia | | | |
| Conjunctivae | | | | Carotid | | | | Varicosities | | | | Masses | | | |
| Sclera | | | | 8. LUNGS & THORAX | | | | Edema | | | | Tenderness | | | |
| 2. EARS | | | | Auscultation | | | | Scars | | | | Discharge | | | |
| Tympanic Membrane | | | | Percussion | | | | Tremors | | | | 15. SKIN | | | |
| Left | | | | Breasts | | | | 12. BACK | | | | Dermatoses | | | |
| Right | | | | Scars | | | | Spine | | | | Hygiene | | | |
| Canals | | | | 9. ABDOMEN | | | | Curvature | | | | 16. REFLEXES | | | |
| 3. NOSE | | | | Masses | | | | Mobility | | | | Knee | | | |
| Septum (Perforation) | | | | Tenderness | | | | Scars | | | | Achilles | | | |
| 4. THROAT (Mucus Memb.) | | | | Liver | | | | 13. ANUS-RECTUM | | | | Bobinski | | | |
| Tonsils | | | | Spleen | | | | Hemorrhoids | | | | Romberg | | | |
| Teeth | | | | Kidney | | | | Pilonidal Cyst | | | | Pupillary | | | |
| Tongue | | | | Hernia | | | | Prostate | | | | Ankle | | | |
| 5. NECK | | | | Scars | | | | Masses | | | | 17. LYMPH NODES | | | |
| Thyroid | | | | 10. GENITALIA | | | | | | | | Cervical | | | |
| 6. HEART (Rhythm) | | | | Varicocele | | | | | | | | Axillary | | | |
| Sounds | | | | Hydrocele | | | | | | | | Iguinal | | | |
| Size | | | | Discharge | | | | | | | | Submaxillary | | | |

DETAIL POSITIVE FINDINGS BY NUMBER:

AFTER REVIEW OF THE MEDICAL HISTORY, PHYSICAL EXAMINATION, LABORATORY AND X-RAY FINDINGS AND THE HEALTH APPRAISAL POLICY FOR INDUSTRY LONGSHOREMAN OR CLERK WORK, IT IS MY OPINION THIS PERSON IS:

- _____ A. QUALIFIED FOR WORK AS A LONGSHOREMAN OR MARINE CLERK.
- _____ B. NOT QUALIFIED TO PERFORM WORK AT THE TIME OF THIS EXAMINATION BECAUSE OF A CORRECTABLE CONDITION.
- _____ C. NOT QUALIFIED FOR LONGSHORE OR MARINE CLERK WORK.

(Doctor's Signature)