

**ILWU/BRH Contract Negotiations  
Tentative Agreement Summary of Major Changes  
Effective January 1, 2018 through December 31, 2020**

Article	Language Impact
Article 6 – Hiring and Seniority	<p>6.023: Updating language for extensions of probationary periods to reflect practice</p> <p>6.036: Removal of Memorial Day from the major holidays that a PRN employee must be available to work.</p>
Article 9 – Hours of Work	<p>9.0721: Providing an example for Pre-shift Callback for better understanding.</p> <p>9.09: Clarifying language regarding impact of self-scheduling on weekend premium pay requirement.</p>
Article 11 – Rates of Pay	<p>11.04: Clarification regarding process for requesting additional pay steps based on experience after the completion of the probationary periods.</p> <p>11.12: Clarifying language regarding what expenses can be approved for employer required education.</p> <p>11.13: Employees must continue to meet the criteria of the governing body issuing their certification in order to receive certification pay.</p> <p>11.17: Employees who are not required to float to other units as part of their job and who are sufficiently cross trained and have maintained competencies shall receive a float differential in the following manner when they float to a different unit:              2 different float areas--\$2 per hour              3 different float areas--\$3 per hour</p>
Article 19.01 – Leaves of Absence	Clarification language change regarding employees requesting leave.
Article 21 – Health Examinations	21.02 Changing terminology of the section to Influenza “Precautions” from “Vaccinations” to recognize the choice that a small percentage of employees make to wear masks during influenza season. Additionally, language changed to allow an employee who chooses to mask to wear an employer-approved personal mask,

	rather than a mask purchased by the employer.
Article 24 – Discipline/Employee Responsibilities	24.03 Language changed to acknowledge that an employee who is facing probationary separation has a right to union representation.
Article 26 – Health and Welfare	26.011 Update language regarding domestic partners to reflect current state laws regarding marriage. 26.012 Clarify that leaves of absence under articles 19.02 and 19.03 are not eligible for health insurance.
Article 31 – Duration of the Agreement	31.01 Agreement effective from January 1, 2018 to December 31, 2020.
Appendix A	Effective the first pay period in July 2018, the salary schedule will increase by 1.5%. Effective the first pay period in July 2019, the salary schedule will increase by 1%. Effective the first pay period in July 2020, the salary schedule will increase by 1%. Those who have their pay frozen at Step 13 of the wage schedule (current estimate—3 employees) after the scheduled wage increase, shall receive a lump sum payment equivalent to the percent increase received by those who do not have their pay frozen.