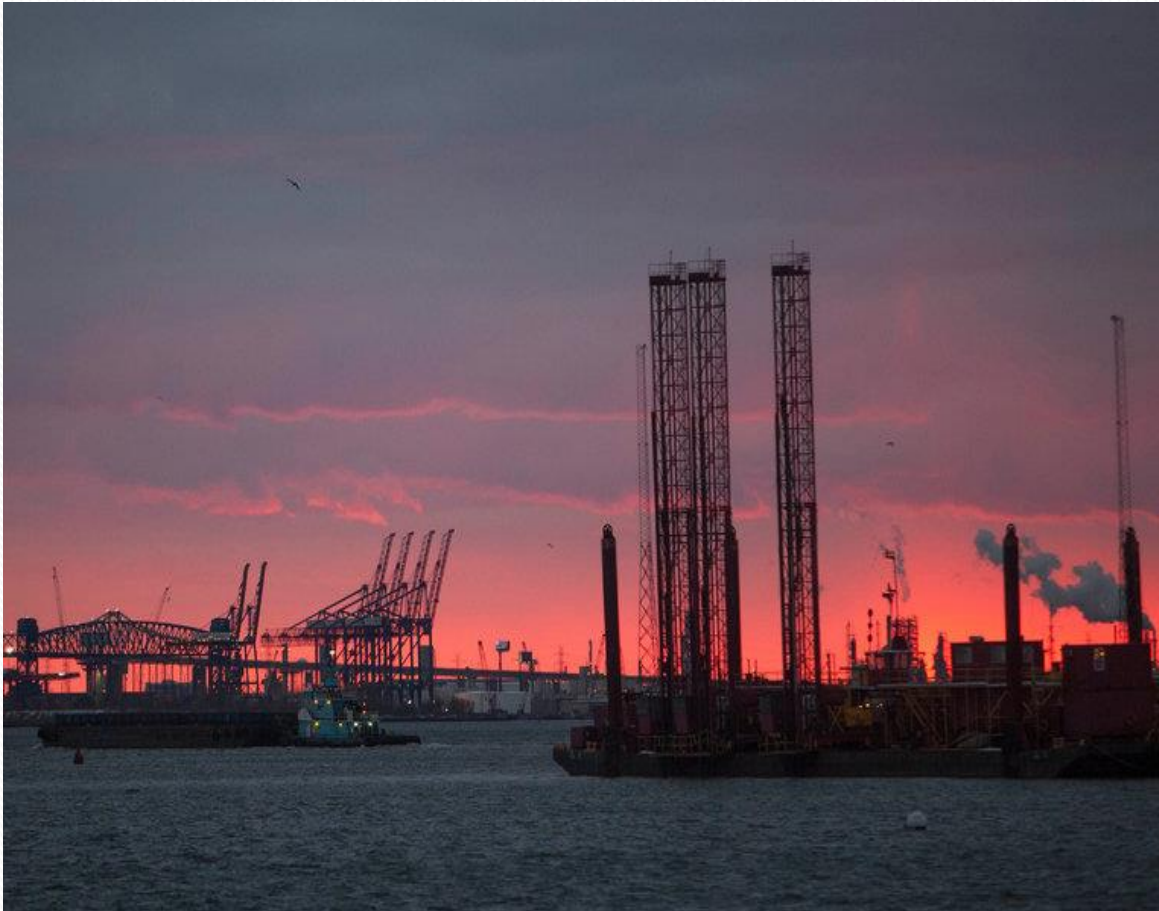


Crisis Management

Labor Walkout 1/29/2016



“New York-Area Ports Shut Down as Longshoremen Walk Off the Job”



- JAN. 29, 2016
- “Shipping containers and loading cranes near Elizabeth, New Jersey, as seen from Bayonne, on Friday, after longshoremen walked off the job at ports in New York and New Jersey.”
- Credit Dave Sanders for The New York Times

Timeline

- 9:24 Phone Call regarding “rumblings”
 - Calls to terminals
- 9:57 first labor walking off
- 10:15 Brooklyn – no knowledge
- 10:45 call to ILA leadership – no answer
- 11:00 call to USMX
- 11:15 call to Port Authority – PAAAlert issued
 - “Due to the current work stoppage in the port, no new trucks will be allowed to queue on port roadways. Do not send trucks the Port at this time.”

Collective Bargaining Agreement

- Article XXIV: Prohibition of Lockouts, Strikes, and Work Stoppages

“During the term of this Agreement there shall be no lockouts by the Employers, but this shall not be construed to mean a layoff of employees due to business conditions. The Union agrees that there shall be no strikes or work stoppages by the employees. The right of employees not to cross a bona fide picket line is recognized by the Employers.”

Timeline

- 11:43 Letter to ILA – Notification of grievance – Notification of Emergency Contract Board Meeting
- 12:53 Counsel review of procedures
- 3:00 Contract Board meeting
 - ILA no-show = deadlock
 - Arbitrator available via phone – sworn testimony
 - Arbitrator decision – in favor of Management
 - File electronically in Federal Court
 - Appear in federal court later or next day
- 6:48 ILA releases Statement

ILA Statement

- NORTH BERGEN, NJ – (6:48 p.m. E.S.T. - January, 29, 2016)

The leadership of the International Longshoremen's Association, AFL-CIO urges all ILA members in the Port of New York and New Jersey to accept orders and return to work immediately.

“We have heard your voices, we have heard your concerns, and we have taken action on your behalf,” ILA leaders communicated to their members early Friday evening.

“We urge all ILA members to return to work and will continue to report to you on the progress we make resolving all concerns of our hard working and dedicated ILA workforce,” said ILA leaders.

Timeline

- Ongoing communications with MTOs
- 7:58 NYSA statement released

NYSA Statement

Today's unauthorized walkout by members of the International Longshoremen's Association is extremely disruptive and in violation of the NYSA-ILA Collective Bargaining Agreement. This stoppage was not authorized and is not supported by the members of New York Shipping Association, Inc.

An emergency Contract Board meeting was held at 3 p.m. this afternoon, which resulted in a deadlock.

An arbitrator issued an award finding that the work stoppage was a violation of the no strike provision in the contract and ordering the officers of the ILA and its constituent locals in the port to inform their members of the same.

During this time discussions took place between the ILA and NYSA with regard to outstanding issues concerning chassis, jurisdiction, hiring and technology. It was agreed to expeditiously seek solutions to these longstanding issues.

The ILA urged their members to return to work and we expect operations to resume this evening.

Communication

- Marine Terminal Operators
- ILA
- Counsel
- NYSA Members
- Port authority
- Trucking/Shipping Community
- Press/Public

Lessons Learned

