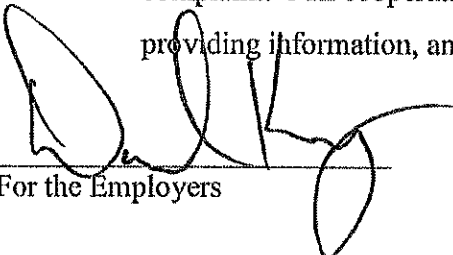



July 1, 2014

Letter Of Understanding  
**SECTION 16 PROCEDURES**

During the course of the 2014 Negotiations, the Parties agreed to adopt the changes made to Section 13.2 in the 2014 PCL&CA negotiations, with the following further changes:

1. To avoid problems of double jeopardy and duplicate proceedings for the same incident with the same individuals, any case filed under the PCL&CA Section 13.2, PCWB&FA Section 13.2, or the Local 75 Watchmen's Agreement Section 16a, involving a Watchman as an accused or an offended party and a walking boss/foreman, longshoreman, clerk, or casual worker as an accused or an offended party, shall be processed in a single proceeding held under both the Local 75 Watchmen's Agreement and the PCWB&FA (for cases involving a walking boss/foreman) or the PCL&CA (for cases involving a longshoreman, clerk, or casual worker), with all parties having equal rights of representation under their respective Contracts.
2. At the request of a Watchman, an Employer shall file and present under the PCL&CA a Section 13.2 complaint against a longshoreman, clerk, or casual worker for engaging in "prohibited conduct" against the Watchman. Similarly, at the request of a Watchman, an employer shall file and present under the PCWB&FA a Section 13.2 complaint against a walking boss/foreman for engaging in "prohibited conduct" against the Watchman. A Watchman making such a request must fully cooperate with the Employer in the investigation, preparation, and presentation of the complaint. Full cooperation includes meeting with the Employer, being interviewed, providing information, and testifying at an arbitration hearing if called to do so.

  
For the Employers

  
For ILWU Local 75