

MINUTES OF THE SPECIAL MEETING
COAST LABOR RELATIONS COMMITTEE

Meeting No. 13-01

Meeting: 10:00 a.m., Tuesday, August 21, 2001

Place: Pacific Maritime Association
550 California Street, Sacramento Street Tower
San Francisco, California

Present:	<u>For the Union</u>	<u>For the Employers</u>
	R. Ortiz, Jr.	C. Johnson
	J. Wenzl	J. Suite

1. Discrimination/Harassment Policy

The Committee agreed that Section 13 of the Pacific Coast Longshore and Clerks' Contract Document is amended as attached to this set of Minutes.

The Committee also agreed to a Letter of Understanding on "Equal Employment Policy and Procedures; a Letter of Understanding on "Special Grievance/Arbitration Procedures for the Resolution of Complaints re Discrimination and Harassment" and a Letter of Understanding on "Guidelines for Remedies and Penalties in Cases of Discrimination, Harassment and Retaliation Under the Special Grievance Procedures." A copy of each of these Letters of Understanding is also attached to this set of Minutes as Attachments "A," "B," and "C."

The Committee noted that the foregoing agreements supercede the discrimination/harassment policies and procedures adopted in CLRC Meeting No. 7-01, Item 8, which are null and void. The Committee also noted the special procedures adopted for the Port of Tacoma in CLRC Meetings No. 8-97 and No. 19-00 remain in effect in that port until rescinded by the Committee.

Signed: August 21, 2001

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For the Union:

For the Employers:

/s/ Ray Ortiz, Jr.

/s/ J. E. Suite

/s/ Joseph Wenzl

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