



## ***BULLETIN: SUP and APL Reach Tentative Agreement***

The SUP Negotiating Committee reached terms and conditions for a new agreement within a compressed bargaining schedule with APL on Monday September 28, 2020. The Committee began negotiating with management on September 21<sup>st</sup> as the combined SIU-Pacific District on the General Rules, meeting separately on the SUP Work Rules later. During the whole of bargaining, dozens of proposals were exchanged, advanced, debated and withdrawn. The following summarizes the final terms and conditions of the concession-free agreement.

- 1) Term of Agreement: Two years from October 1, 2020 through September 30, 2022.
- 2) Wages and Wage-related Items:
  - a. Three percent (3%) on October 1, 2020
  - b. One and one-quarter percent (1.25%) on October 1, 2021.
- 3) Welfare Contribution Increase as measured by Medical Care Services CPI (at 6%) applicable October 1, 2020 and October 1, 2021.
- 4) MFOW, SIU, and SUP Training Funds Contribution Increase of fifty cents (\$0.50) per work day on October 1, 2020 and October 1, 2021.
- 5) Update Appendix B Transportation Fare increase and renew Maintenance Agreements.
- 6) Update to Section 11 Quarters and Section 12 Messrooms to bring existing and new vessels into compliance with the Maritime Labor Convention as the applicable standard.
- 7) Update to Section 17 Transportation to replace “coach” with “economy” and retain business or first-class transportation if medically required repatriation.

The Committee also proposed good faith fixes to perennial problems such as guaranteed weekend overtime for both watchstanders and dayworkers, new protections for the 1500 knock off, new additional billets for Ordinary Seaman, and streamlined overtime payments for handling of all stores, as well as higher wages and a vacation day among other things. At the same time, they defended against scores of Company attempts at a coordinated and sustained imposition of fundamental changes to the nature of our work and compensation. They ranged from elimination of the existing restriction to ship language (rejecting a realistic Union proposal for safe and equitable shore leave), rolling back health and welfare provisions, downgrading minimum storing and menu standards, adding a new requirement of dental exams and removing the 16” oscillating fans. The Company also aimed to reduce pay through a new fixed overtime scheme, tried for permanent bosuns, as well as a restructured watch system and elimination of the helmsman, carpenter’s work, deck port watches and many other things. In the end, as our improvements were rejected, their attacks were repulsed.

Overall, the short-term two-year agreement is responsive to pandemic and economic uncertainty while making minor advances in wages and benefits and giving up nothing to get them. Comprised of Chairman Mike Worth, Norhaslan Idris, Robert Reed, Dave Frizzi, along with San Francisco Business Agent Roy Tufono, Vice-President Matt Henning, and President Dave Connolly the Committee concluded on September 28<sup>th</sup> that nothing was left on the table and recommends ratification.