

## **Southeastern Dock and Marine Council, ILA**

P O Box 3795 - Jacksonville, Florida 32206

**Vincent S. Cameron**  
President

**Romia Johnson**  
Secretary-Treasurer

June 15, 2023

**Via Electronic Mail**

Derrick Miles – Co-Chair  
South Atlantic Employers Negotiations Committee  
6 Holmes Court  
Suite 200  
Pooler, Ga. 31322

Derrick:

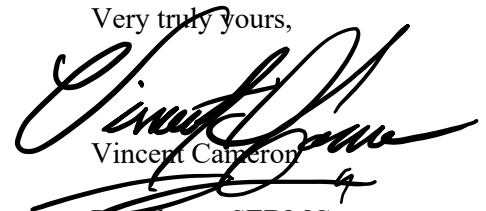
It has come to the attention of the Southeastern Dock and Marine Council that three workers represented by ILA Local 1408 were recently knocked off work, and then suspended for fourteen days, for alleged contract violations (relating to failure to wear seat belts, and safe driving) which occurred prior to the start of the workday. It was further reported to the Council that the companies are willing to make those three workers whole for their wage and benefit losses due to the fourteen-day suspension (but not for the day they were knocked off), if the Council agrees that is the appropriate resolution.

This is to let you know that the Council agrees with that resolution, with the further understanding that, on a going forward basis, discipline in the Port of Jacksonville for violations occurring after the start of the workday will be imposed in accordance with Section 20 of the District Contract, including the level of discipline.

As to violations of Section 20 occurring before the start of the workday, the Council agrees that a worker violating that Section may be knocked off for the day. Any further discipline, however, can only be imposed after a hearing is held as required by the District Contract, and will be determined by the parties on a case-by-case basis after evaluation of the severity of the infraction and any mitigating factors. To be clear, the Council agrees that workers should be operating in a safe manner at all times, and that they are obligated to comply with the safety protocols negotiated by the parties.

Please let me know if you have any questions or concerns about the above.

Very truly yours,



Vincent Cameron  
President – SEDMC