



WATERFRONT NEWS

INTERNATIONAL LONGSHOREMEN'S & WAREHOUSEMEN'S UNION
CANADIAN AREA

PUBLISHED BY CANADIAN AREA 2691 EAST HASTINGS STREET
 VANCOUVER 152, B.C.

TRANSFER RULES

October 7, 1974

TO ALL I.L.W.U. CANADIAN AREA MEMBERS

The 1974 I.L.W.U. Canadian Area Convention referred the subject of membership transfers between Locals to a special committee of Local Presidents to attempt to come up with some uniform rules governing transfers.

Since the Convention, the Presidents met and recommended the following rules to the Canadian Area Executive Board with a recommendation of acceptance. The Area Executive Board, with a unanimous vote, are therefore recommending acceptance of these rules to the membership to be voted on by referendum ballot in accordance with the Canadian Area Constitution.

The voting procedure that will be followed is:

- (a) Vote at time of Local elections.
- (b) Two ballots will be issued, one on Local Transfers, one on Foremen Transfers.
- (c) Local votes to be counted separately by an Area Balloting Committee

Document #1

RULES FOR TRANSFER OF MEMBERS FROM LOCAL TO LOCAL WITHIN THE JURISDICTION OF I.L.W.U. CANADIAN AREA

1. Locals will consider each applicant for transfer under their Local rules recognizing industry pensionable years of service for seniority purposes.

Interpretation: When Locals determine to increase their membership, transfers will be accepted according to each Locals rules, also an individuals pensionable years will be recognized in all Locals.

A pensionable year will be any one year where a person worked 800 hours either under the Industry contract or other I.L.W.U. contracts.

2. Industry pensionable years of service and ability will be recognized by each Local for new job postings or training within each Local.

Interpretation: Each member from the I.L.W.U. Canadian Area Local who transfers will bring his seniority with him and that seniority will be applied to all new job postings and training in that Local.

3. No member who transfers will bump any other member for job purposes.

Interpretation: No member transferring will be allowed to replace any other person who is holding a position.

4. No member will be allowed a transfer unless he has eight (8) years industry pensionable time.
Interpretation: No member working under the I.L.W.U.-B.C.M.E.A. Collective Agreement will be allowed to transfer until he has eight (8) pensionable years.
5. Members of Locals outside the industry Collective Agreement will be accepted as transfers by Locals using union years of service with a minimum of eight (8) years as the criteria.
Interpretation: Persons working under other than the industry Collective Agreement must have eight (8) pensionable years before he will be allowed to transfer.
6. Other rules may be considered by any Local for extenuating circumstances that may arise.
Interpretation: Any Local may accept a transfer for compassionate reasons or to fill tradesmen's jobs or other reasons the Local considers of an extenuating nature.
7. Any Local opting out of these rules will not enjoy the rights of transfer between Locals.
Interpretation: Any Local by their decision who do not wish to participate in this program may opt out. If the Local wishes that their membership stay in their own Locals or they don't wish to alter their Constitution that is their right.

Document #2
RULES FOR TRANSFER OF FOREMEN WITHIN THE JURISDICTION OF THE
I.L.W.U. CANADIAN AREA

1. After a longshoreman has served a probationary period of ninety (90) days as a foreman, he must transfer to Local 514.
Interpretation: A member in good standing of any Local who accepts a foreman's job must transfer to Local 514 after a probationary period of ninety (90) days.
2. A Local 514 foreman, in good standing, will be allowed the opportunity to transfer back to his previous Local once.
3. Local 514 foremen on a subsequent transfer back to a home local will appear before their respective memberships for acceptance.
Interpretation of #2 and #3: A foreman who has never previously transferred back to his home Local will be allowed one automatic transfer back. Any subsequent transfers back, a Local 514 foreman must appear before his home Locals membership for consideration. This section is not intended to negate any transfers effected prior to implementation of these rules.
4. A Local 514 foreman wishing a transfer, who never belonged to a home Local must make representation to the Local he wishes to transfer into.
Interpretation: If a foreman never had a home Local he would have to appear before a Locals membership to be considered for membership on a transfer, according to Local rules.
5. A Local 514 foreman who ceases to be employed as a foreman, must transfer and will not be allowed a travelling card within the Canadian Area.
Interpretation: Any Local 514 member who loses his position as a foreman and wishes to continue working in the industry as a longshoreman must make application to transfer.
6. A Local 514 foreman's home Local will be considered to be the Local he last paid dues to prior to joining Local 514 providing he was a member of that Local for three (3) years. If not, he would be considered to be a member of his previous Local.

Interpretation: This section refers to longshoremen who belonged to more than one Local prior to becoming a foreman.

A foreman's home Local is defined as the last I.L.W.U. Locals jurisdiction the foreman worked under for at least three (3) years.

If a foreman worked less than three (3) years in the previous Local he was in his home Local would be his original Local regardless of his years.

- Local 514 foremen transferring back to their home Locals will be given Local 514 foremen's time for seniority purposes within their Local.

Interpretation: A foreman had to have a home Local prior to becoming a member of Local 514 to attain seniority benefits.

He would have to have Local 514 foremen's years. If he was not a Local 514 member, while working as a foreman, his years will not count for seniority.

Any years for seniority purposes must have been consecutive, both in the foreman's home Local and in Local 514.

In addition to these rules it is understood that the eight year seniority clause will apply to foremen requesting transfer to a Local who never had a home Local.

The Ballot will essentially look like this.

S A M P L E B A L L O T
ARE YOU IN FAVOUR OF THESE RULES OF TRANSFER AS RECOMMENDED BY THE I.L.W.U. CANADIAN AREA EXECUTIVE BOARD
YES <input type="checkbox"/>
NO <input type="checkbox"/>
MARK WITH AN X

Further Area Business

At the September 23rd and 24th Canadian Area Executive Board meeting it was determined to publicize the two following strikes which have been in effect for some months. The C.I.C. and the B.C. Federation of Labour request we bring to your attention the strike at Goodyear and Firestone in Ontario and the Varta Batteries strike in Richmond.

Before you buy tires or batteries, check with your Local secretary to ensure you don't purchase products from companies that are on strike.

I.L.W.U. CANADIAN AREA OFFICERS AND EXECUTIVE BOARD

Refer to the back page for the new Pension rates.