

## Local 1588 Proposals to Ceres Atlantic March 5, 2008

### Shelter, Heat, Water

The company will provide ILA members a heated container with a window and bottled water cooler or bottled water in the ship area. The Company will provide a bottled water cooler or bottled water in the warehouse. ***[Initialed and agreed Gary Lesnavich and Tony Perlstein 3/5/08]***

### Seniority

In accordance with previously signed seniority agreements, the company will re-post for one week for the Assistant Foreman (formerly known as header) positions currently held by Keith Trackewicz and John Torres. The company will select the most senior qualified list member who signs the posting. ***[Initialed and agreed Gary Lesnavich and Tony Perlstein 3/5/08. There will be a new posting for three positions including the fill-ins]***

### Foremen and Assistant Foremen fill-ins

The company will train the Assistant Foremen with the most time in an Assistant Foremen position as fill-in for the Foremen when Foremen are on vacation or otherwise absent. When an Assistant Foremen is filling in for a Foreman, or is absent for any other reason, that Assistant Foreman's position will be filled in by the most senior qualified list member who has put in for the Assistant Foremen position. ***[Initialed and agreed Gary Lesnavich and Tony Perlstein 3/5/08]***

### Respecting Bargaining Unit Work

The Company Superintendants will direct ILA work through Foremen and Assistant Foremen. Superintendants will not communicate work orders directly to ILA members.

### Vacation Scheduling

Up to six members will be granted their vacation requests in any given week. Vacation requests submitted by March 1 will be granted in order of seniority. After March 1, requests will be granted on a first come first serve basis. ***[Initialed and agreed in principle Gary Lesnavich and Tony Perlstein 3/5/08]***

### Taking Self-Out

Ceres will establish a text/email system like Global's for members to remove themselves from the system. ***[Initialed and agreed in principle Gary Lesnavich and Tony Perlstein 3/5/08]***

### Linehandler Pay

Linehandlers will receive one additional hour for the tie up and one additional hour for the let go.

### Locked Union Bulletin Board

The Company will provide space near the check-in for the Union to mount a locked bulleting board for official union postings. ***[Initialed and agreed Gary Lesnavich and Tony Perlstein 3/5/08]***

### Lunch Truck

The company will arrange for a lunch truck in the parking lot between 7AM and 12 PM. ***[Ceres will talk with Caputo from Royal Caribbean to try and arrange, he has thus far opposed it 3/5/08]***