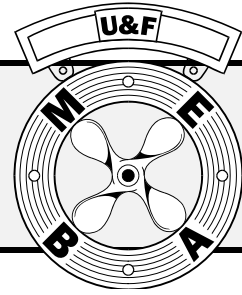

ALL PORTS BULLETIN



From: District Executive Committee - Marshall Ainley, Erin Bertram, Adam Vokac, Bill Van Loo & Jason M. Callahan
Date: March 19, 2020
Subject: COVID-19 / Union Guidance and Hiring Hall Practices

The District Executive Committee (“DEC”) has held ongoing discussions concerning issues arising from COVID-19 and its effects on our hiring hall practices, dispatching, the Shipping Rules and our contracts. The DEC provides the following guidance based on discussion and decisions, which may be subject to change, as necessary:

1. With regard to restriction to ship, the DEC has not agreed to requests we have received from employers to provide what we consider a “blanket” authorization to the Company for allowing restriction to the vessel in an area or number of countries. Throughout January and February, all issues with restriction to ship in ports in China, Korea, etc., were based on guidance from the State/Country and the Union expected the Company to have the vessel’s Captain post any restrictive requirements as required per contract. That in effect should prevent any restriction to ship issues brought to the Union by our members. The DEC expects the contract to be followed consistently with all employers with respect to the same situations and conditions in Europe or other foreign countries as well. With regard to the U.S., since each port terminal, county or state or other authority, could make these types of decisions, the Union would handle any restriction to ship grievance on a case-by-case basis. We hear there are presently issues with restriction to ship in locations in Alaska and Houston.
2. With regard to extending current tours and closing hiring halls, the DEC is not in agreement that this is a necessary action at this time. Extending tours can/will be problematic for those onboard considering the length of some voyages and the need for our members to be relieved in order to take care of family or friends, and those that may have to return to work for financial concerns. We have minimized hiring hall staff and operations to focus on dispatching active members seeking employment etc. The DEC did agree temporarily to allow for electronically clearing our permanent members or other members who may be on leave of absence, simply to reduce travel, the flow of members through the halls and exposure for both staff and members. With regard to fly-out jobs and difficulties with obtaining travel, the Union will work with employers on a case-by-case basis to allow for the waiver of certain Shipping Rules in order to accommodate specific situations.
3. Due to the current environment and to lessen exposure, the M.E.B.A. will allow remote clearance for all permanents or returning members, effective immediately. Those members are instructed to scan and email their Mariner documents, including their Group Card and Dues

Receipt, to their local hall during normal operating hours. Cell phone pictures will also suffice. If the paperwork is in good order, the dispatcher will return the clearance via email. This is a temporary measure to help keep our M.E.B.A. community safe. As always, the M.E.B.A. encourages safe practices at the halls and onboard ships. The Union also has processes ready to continue operations should more drastic measures become required.

4. Additionally, we understand that members may be uncomfortable with attending/participating in a job call and want to strictly observe the recommended precautions put forward by the CDC. Therefore, with the safety and health of our M.E.B.A. members, officials, representatives and employees in mind, the Union has looked at other means to allow for members to participate in-person at job calls without actually being in the hall, but while remaining directly outside or in close proximity to the hall.

If a member is not comfortable with being in close proximity to what may be numerous other members during job calls, members can remain outside the halls and the dispatcher can either call your cell phone or simply contact you outside the hall when your Shipping Card is at the top of the list. The member will need to notify the hall dispatcher ahead of time that they would like to be included in the job call for shipping and/or for port relief work but feel uncomfortable being in the hall, and so will remain directly outside or in close proximity to the hall.

A member who chooses to take a job utilizing this process must still provide all of the necessary documentation and fill out the necessary paperwork, including any COVID-19 screening documentation currently being required by our employers. Electronic transmission of such documentation may be utilized. This will be in coordination with the M.E.B.A. agent in charge of the hall at the time.

The M.E.B.A. agent in charge of the hall at the time has the authority to remove from the hall any member who they reasonably feel are exhibiting any possible symptoms of COVID-19, in which case the member may utilize the process described above.

The Union is making best attempts to accommodate the concerns of all of our members, employees, as well as our employers in this current environment. With the safety and health of all in mind, we would appreciate everybody taking the prudent precautions as recommended with this pandemic, when people must interface or interact directly with others.

The M.E.B.A. appreciates everyone's efforts and sacrifices who are working to move cargo and keep the world operating.