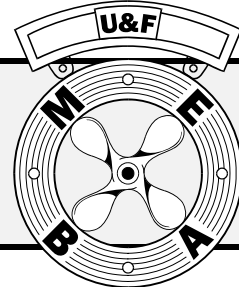


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# ALL PORTS BULLETIN

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**From:** M.E.B.A. District Executive Committee - *Marshall Ainley, Adam Vokac, Bill Van Loo, Erin Bertram & Jason M. Callahan*  
**Date:** June 29, 2020  
**Subject:** COVID-19: Updated Union Guidance & Hiring Hall Practices

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*This All Ports Bulletin restates and further updates an APB issued by the Union on April 1, 2020 as the COVID-19 pandemic continues to alter the way we live and work.*

Understanding that the health and safety of our membership and their families remain our primary concern, in order for our members to continue to seek employment, travel to vessels or worksites, and return home safely, the Union would like to re-emphasize our policies with respect to Hiring Hall and HQ operations. It is extremely important to ensure that we are all continuing to follow COVID safety measures and taking every necessary precaution, when possible, so that our M.E.B.A. membership, our union officials, representatives, staff and any other visitors to M.E.B.A. worksites remain protected.

Due to Government guidance and troubling increases in COVID cases, M.E.B.A. has just recently implemented a mandatory facial covering (facemask) policy at each of its Union halls and offices. Each of the Union halls and offices have been sent supplies of masks, including those supplied by FEMA for our essential workforce. Masks should be made available to the membership, if needed, when they stop in at the hall. In addition, each hall should be outfitted with a digital thermometer to make sure staff and visitors are not running a fever.

Notice of this policy should be posted at the entrances of each hall or office to remind visitors to adhere to this requirement before entry. Many M.E.B.A. workplaces have already implemented such a policy – some in accordance with state and local guidelines – others as a common sense precaution in these troubling times.

Those who do not follow the facemask policy should be gently reminded of the Union's policy, and shall not be permitted entry without compliance. The Union has already provided guidance for remaining outside our halls during job calls or at other times, so asking a member to remain outside if refusing to wear a mask should not be an issue.

By closely adhering to the policy themselves, the example of union officials, representatives, hall and office staff offers the most convincing case to those visitors reluctant to wear a mask.

As is the practice at M.E.B.A. halls and offices, social distancing continues to be honored. Where applicable, some M.E.B.A. officials and employees continue their important work remotely and are available to contact at regular business hours by cell phone or email.

Dispatching guidelines during the pandemic, as detailed in an All Ports Bulletin issued on April 1, 2020, continue to be applicable.

With regard to the continued operation of our hiring halls, we previously reduced hiring hall staff and operations to focus on dispatching active members seeking employment. The DEC has also provided authority for all hall officials, representatives and dispatchers to adhere to the CDC guidelines with respect to social (physical) distancing and the congregating of small groups of members. This includes the authority to request that members remain outside the hall prior to and after job call, as deemed necessary.

Additionally, we understand that members may be uncomfortable with attending/participating in a job call and may 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 been allowing 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. Members can choose to 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.

Any member concerned about entering a hiring hall, should notify the hall dispatcher ahead of time, and state that they would like to be included in the job call for shipping and/or for port relief work but 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 and will need to be provided and coordinated with the M.E.B.A. agent in charge of the hall at the time. Additionally, 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 is exhibiting any possible symptoms of COVID-19.

The Union has also allowed for remote clearance for all permanents or other members returning to work after a leave of absence, on a temporary basis. This practice reduces the need for individuals to travel, minimizes the flow of members through the halls and significantly reduces possible exposure for both staff and members. For those members who utilize the remote clearance option, we request that they scan and email their Mariner documents to their local hall during normal operating hours - including their Group Card and Dues Receipt. Cell phone pictures will also suffice. If the paperwork is in good order, the dispatcher will return the clearance via email.

In conclusion, we appreciate everyone taking prudent precautions as outlined above during this pandemic, and strictly adhering to state and local guidelines. The M.E.B.A. appreciates everyone's efforts and the sacrifices being made daily to contain this pandemic, while also working to move cargo and keep the world operating. As we have shown in every conflict, war and crisis, the Union and our members will rise to the challenge and overcome any obstacle to accomplish our mission in furtherance of this country's economy and national security.

## **NOTICE OF OFFICE POLICY DURING COVID-19 PANDEMIC** *(Summary)*

- Facial covering required at all times.
- Social distancing required.
- Temperature checks required on entry.
- Hand sanitizing regularly.
- Hall cleaning daily.
- Remaining outside the hall for job call continues to be an option.
- Electronic clearance for permanent employees and those on Leave of Absence is temporarily in effect.
- M.E.B.A. Union officials, representative, employees and staff, as well as Plans Vacation staff are continuing to work remotely when possible.
- The M.E.B.A. policy is detailed in the All Ports Bulletin issued to the membership on June 29, 2020.