



Union Office: Juneau: 907-790-9644/ Toll-free 800-478-0060

Ketchikan: 907-225-6360

Dear New IBUP Member,

Congratulations on your new career and membership to the Inlandboatmen's Union of the Pacific – Alaska Region, (IBUP-AK). You are now part of our AMHS family of unlicensed crew members working all four departments of the Alaska Marine Highway System! November 11, 2018 will mark our 100-year anniversary of representing maritime workers up and down the West Coast of the country working on ferries, tug boats, pilot boats and even shoreside operations in Alaska!

The State of Alaska and the Union are bound by our Collective Bargaining Agreement (CBA). This agreement is the contract that provides the terms and conditions of your employment with the State of Alaska. **Your wages, hours of work, working conditions and some of your benefits are a result of the agreement that the Union bargains for on behalf of all their members.** The IBUP-AK will do everything we can to represent you in matters that encompass health, safety and equitable treatment regarding your employment with AMHS.

UNION MEMBERSHIP AND DUES:

To become a member of the IBUP, complete the enclosed membership application and return it immediately. Dues are \$99.10 a month. The initiation fee is \$900.00 which can be automatically deducted from your paycheck once a year over a period of 3 years in August or you can take on the responsibility of paying your dues annually (\$300.00 minimum) according to your permit date (hire date). **You** are responsible for your dues, even if AMHS' payroll does not deduct it in error.

The incremental payments for your initiation fee is to your advantage because of the seasonal nature of our work. The only down side is that it will take longer to become a full book member.

When the initiation fee is paid in full, you will then be a full book member. Before you become full book, you will only be obliged to pay dues for the months in which you receive a paycheck. After you become a full book member, you must pay dues whether you work or not. If you are full book and will not be working for a period of 90 days or longer, you may take a withdrawal from payment to the Union but must be paid in full for the month of your withdrawal date. While on withdrawal, you *do not* pay dues.

It is important that you call our National office, toll free at 206-284-6001 ext. 16, at any time that you are on Leave Without Pay (LWOP) for a month or more. This will ensure that you will not be billed for dues until you return to work. Notification from you is **necessary** to avoid paying dues while on

LWOP and paying a required \$100.00 reinstatement fee if suspended for non-payment. Be sure to notify the National Office when you return to work as well.

As a full book member with 2 years good standing (meaning your monthly dues are paid in full), you are eligible to run for office positions such as: ship's delegate, executive board representative, negotiation team representative, patrolman or regional director.

EXECUTIVE BOARD:

The executive board is comprised of our members who are full book and in good standing. They are nominated and elected through ballots that are sent out to our members. IBUP Alaska Region board members are listed on our website at www.ibupak.org. You can reach Chairman Earling Walli at 907-500-8432 and by email at: earlingwalli@hotmail.com for any questions regarding the Executive Board.

SHIP'S DELEGATE:

The *ship's delegate* is our equivalent to a *shop steward*. They should be able to answer your questions or direct you to a source. If there is a dispute or disciplinary problem requiring an onboard hearing, the delegate is there to serve as your Union Representative. Your union representative is available to ensure that you are treated equitably and in compliance with our collective bargaining agreement. When you report aboard, one of the first things you should do is introduce yourself to the delegate if they do not come to you first. With constantly changing schedules of ferry vessels and crew members, you may substitute to have any other union member attend and document the meeting. If you have any questions regarding the Union or our Collective Bargaining Agreement with the State of Alaska, the delegate should be your first source.

NEGOTIATION COMMITTEE:

The negotiation committee is also comprised of IBU members who are full book and in good standing. They have meetings with our employer, the State of Alaska, before our contract expiration date to discuss our contract. It is our chance to clarify, alter or enhance our provisions under the contract with our employer. If you have any questions about language in the contract you can contact the Regional Director, Patrolman, or Chairman.

DISCIPLINE:

An employee's rights when called into a meeting with management are partially defined by the Supreme Court's Weingarten Rule. You may exercise your rights under this rule by stating:

"If this discussion might lead to my being disciplined or terminated, or affect my personal working conditions, I request that my Union Representative or Ships Delegate be present. Without this representation I choose not to answer any questions."

You should also familiarize yourself the contract with emphasis to this matter in:

- Rule 1 – Scope
- Rule 2 – Recognition
- Rule 5 – Union Membership
- Rule 8 – Health and Safety
- Rule 14 – Settlement of Disputes
- Rule 35 – Discipline
- Rule 36 – Conditions not Specifically Covered
- Rule 37 – Restrictions, Saving and Separability

SENIORITY:

Seniority is tracked as points. One seniority point is earned for each month in which you are compensated for a minimum of 84 hours, no more than one company point may be earned in one month with a total allowance of 13 points for a calendar year. **Rule 26** discusses seniority in detail.

DISPATCHING:

You must check in with dispatch at least once a week when you are not working.

Stewards – 907-228-6813	Deck and Engine – 907-228-6814	PSWIC/PSW, Pursers, and Stewards in Southwest System – 907-228-7296
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You should check in the first business day after the end of your work week. Upon your return to work status in the spring, you should contact the dispatch office no later than April 15. Keep in touch, failure to do so may cost you an assignment and ultimately a pay check. Be aware of the vessel’s work schedule that you are assigned to. There is week long and 2-week long schedules (Kennicott). The boats in the Southwest (8-hour days) have a minimum 2-week schedule. Although as a seasonal employee, expect irregular assignments.

Pay period dispatches come out on the AMHS employee portal and as a courtesy, on the IBUP Alaska Region website (www.ibupak.org) around 2 pm on the Wednesday before the pay period ends/starts. You have until 2pm the following Friday to contact dispatch if you find an error with your dispatch.

BULLETIN BOARDS AND WEBSITES:

Each vessel has a bulletin board in the crew mess and often in the crew quarters. You should familiarize yourself with the notices from AMHS and the USCG. Check the AMHS employee portal, at least weekly. For Alaska Regional news, crewlists, and common forms visit our website at www.ibupak.org. There, you can sign up for weekly newsletters and download the AMHS Crew list.