

Q&A Provisions for Efficient Operations

A-1

Q. Paragraphs A 1.2 (2) seems to permit changes in the hiring of supercargoes and checkers. Can we now decide not to hire checkers when we do not want them?

A. You are only required to have checkers when you need them. You cannot have somebody else do their work.

A-1

Q. Would resumption of use of swinging board in Washington Area, in view of its use elsewhere on the Coast, constitute a speedup and thus be improper?

A. The use of a swinging board in any area does not constitute a speedup. Speedup refers to the onerous work load on the individual worker.

A-2

Q. To keep the four hold men of the "basic gang" working, how is normal relief to operate so as to give continuity to the operation? The same question applies to the clerk assigned to that gang.

A. In Section A, Paragraph 2, the determination of necessary men requires that an operator must take into account the contractual provisions for relief. The "basic gang" is the minimum break bulk ship gang and must be supplemented by men or machines depending upon your operation. Swing men may be added in any number to meet your requirements. Since this is a break bulk operation, you have supplemented your hold gang with 2 swing men on discharge and 4 on loading. Your reliefs will then be as they are now, but assume you have 4 hold men and 2 machines working in the hatch; then you must have sufficient swing men on the job in the part of your operation that can be made available to provide the relief. The same will apply to the clerk. Do what you are doing now.

A-(1d)

Q. I.D. How can "speed up" of sling men and deck men be avoided when improved methods increase production?

A. Speedup is an onerous work load on the individual worker and is not related to increased production.

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Provisions for Efficient Operations (continued)

A-2(2)

Q. 2.(2). Does this paragraph negate the August 10, 1959 Provisions for relief with respect to hiring additional men to provide each individual with relief?

A. No.

3.

Q. Does the last sentence mean local or coast contract machinery?

A. Could be both. See 51-6.

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