

MEMORANDUM OF AGREEMENT

This Agreement made this 23 day of June, 2014, in the City of Miami between the Southeast Florida Employers Port Association and the International Longshoremen's Association, Locals 1359/1860, 1416, 1526 and 1922 is made for the purpose of amending the Collective Bargaining Agreement as it relates to the use of seniority obtained at one port for seniority purposes at another port:

In consideration of the mutual promises, each party to the other party contained herein, the parties hereto agree as follows:

The Collective Bargaining Agreement between the parties is amended as follows:

1. The Amendment to the Collective Bargaining Agreement dated the 29th day of February, 2012 which provided:

"In order to qualify for one year's seniority an individual's working hours will be designated by and credited to the individual's home port/ILA Local. You cannot qualify for seniority in more than one ILA Local."

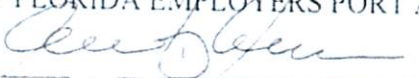
be and the same is hereby rescinded and considered null and void and in its place the parties agree as follows:

"Seniority obtained at one port may not be used at another port. Nothing contained herein shall prevent an individual from obtaining seniority at more than one port provided that at the port for which seniority is requested the individual has obtained enough hours of work at such port to qualify for a seniority year at that port."


All other provisions of the Collective Bargaining Agreement not in conflict herein shall remain in full force and effect.

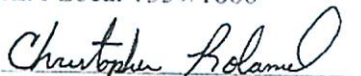
IN WITNESS WHEREOF, the parties hereby have executed this Amendment to the Collective Bargaining Agreement effective as of the date as set forth above.

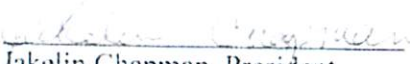
SOUTHEAST FLORIDA EMPLOYERS PORT ASSOCIATION, INC.



Charles Arocha, President

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, AFL-CIO


Marion Matthews, President
ILA Local 1359/1860


Christopher Roland, President
ILA Local 1526


Jakelin Chapman, President
ILA Local 1416


Gerardo Becerra, President
ILA Local 1922