

PORT AUTHORITY OF GUAM

JOSE D. LEON GUERRERO COMMERCIAL PORT

1026 Cabras Highway, Suite 201 Piti, GU 96915

Phone: (671) 477-5931 Fax: (671) 477-2689

Website: www.portguam.com



NEWS RELEASE

GFT Union Upholds Port's Proper Administration of the Collective Bargaining Agreement



Port Authority of Guam's Management Team takes a group photo with Robert Koss, GFT Union Representative, Dan Del Priore, GFT Chief Negotiator, and several GFT stewards (observers) after successful discussions regarding the Collective Bargaining Agreement.

Piti, Guam, November 17, 2023: The Port Authority of Guam (PAG) proudly reaffirms its steadfast commitment to the Collective Bargaining Agreement (CBA) established with the Guam Federation of Teachers (GFT) on January 20, 2020. This reassertion follows an in-depth dialogue with Robert Koss, GFT Union Representative, Dan Del Priore, GFT Chief Negotiator, several GFT stewards (observers), and Port management on November 16, 2023. The meeting centered on the operation of Port personnel and shift workers as stipulated under Section 4.B of the CBA.

This critical section of the CBA delineates the workweek for personnel directly engaged in cargo loading and unloading, contingent on vessel arrival and departure schedules. It specifies twelve-hour workdays during vessel operations and mandates providing a two-week work schedule in advance, ensuring a guaranteed forty-hour workweek for all employees.

During the meeting, PAG reassured the GFT of its ongoing compliance with both the Port's Personnel Rules and Regulations and the CBA since its inception. The Port's interpretation of the CBA, particularly regarding work hours, is designed to prevent employees from working beyond 40 hours in weeks without vessel operations. This approach is in line with the original intent of the CBA's drafters to minimize unnecessary overtime and operational costs.

Rory J. Respicio, Port General Manager, stated, "As an Equal Employment Opportunity Employer, the Port is dedicated to treating all employees with equality and fairness, ensuring that our management decisions are in harmony with the Personnel Rules and Regulations, the CBA, and the Rule of Law."

"The Port seeks the Union's perspective on its interpretation of Section 4.B of the CBA, aiming to nurture a continued constructive partnership. This endeavor is geared towards securing a workplace environment where employees' rights are not only respected but also actively upheld."

Responding to the meeting's outcomes, Robert Koss commented, "The union has diligently monitored the implementation of the agreement, and we are satisfied with its application in policy terms. Despite the complexities inherent in Port operations, like personnel scheduling versus actual vessel arrivals, our primary objective is to ensure steadfast compliance with the CBA."

He further added, "We can confidently affirm our approval of how the Port has managed its operations in accordance with the CBA. This period represents the most pro-employee stance we have observed from the Port in over a decade. In the spirit of Thanksgiving, we hope that the employees appreciate their management's efforts, and conversely, that management recognizes and values its employees' contributions. This meeting was a win:win for both the employees and management, and underscores fundamentally the reason the Port has excelled so much in these past five years under the present management."