



**SOUTHERN CALIFORNIA  
FOREMEN'S  
PORT SUPPLEMENT**

**July 1, 2022**

**Los Angeles - Long Beach  
Port Hueneme - San Diego**

**ILWU-PMA**





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Name \_\_\_\_\_

Port \_\_\_\_\_

Local No. \_\_\_\_\_ Reg. No. \_\_\_\_\_



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## FOREMEN’S PORT SUPPLEMENT

This Port Supplement to the Pacific Coast Walking Bosses & Foremen’s Agreement (“PCWB&FA”) (herein referred to as the “Coast Master Agreement”) is between the Pacific Maritime Association (“PMA”) for its covered member companies, (hereinafter called the “Employers”), and the Foremen’s Union Local 94 of the International Longshore and Warehouse Union (“ILWU”), hereinafter called the “Foremen’s Local.”

\*\* Unless specifically stated the provisions of this Port Supplement are also applicable to the Ports of Port Hueneme and San Diego. (See LOU Re: Foremen/Walking Boss Manning Requirements in Ports of San Diego and Port Hueneme dated July 1, 2014)

### **Section 1. JURISDICTION**

The areas of jurisdiction and responsibilities are as spelled out in the Coast Master Agreement, and include supervision of all longshore work as provided in Section 1 of the Pacific Coast Longshore Contract Document (“PCLCD”), with the following exceptions:

- (a) Gearmen
- (b) Sweepers
- (c) Linesmen
- (d) Mechanics
- (e) Exceptions contained in Section 1 of the PCLCD, as follows;
  - 1. Section 1.3
  - 2. Section 1.43
  - 3. Section 1.44
  - 4. Section 1.5 (b)
  - 5. Section 1.54 (a) and (b)
  - 6. Section 1.8
  - 7. Section 1.81 (See letter of understanding, attached)

These exceptions do not prevent the Employers from hiring foremen to supervise these jobs. If assigned, foremen will not claim jurisdictions.

## **Section 2. HOURS AND TRANSPORTATION**

2.1 Meal time shall be one hour.

2.11 The ship boss and the dock foreman being directly responsible for the supervision of the job, shall, when relieving during a regular meal hour, be paid one and one-half times the then prevailing rate of pay except as noted in Section 10.1292.

2.2 The following are extensions or exceptions to the standard shift as provided for in the Coast Master Agreement.

2.21 All travel time to and from the Southern California ports, other than between Los Angeles and Long Beach, shall be at the rate of pay prevailing at the time. Employers shall have the right to furnish suitable transportation, in which event actual time in transit shall be paid. This language may be modified during the life of this Agreement upon mutual agreement in writing. All mileage shall be paid at the current rate per mile established by the Coast Labor Relations Committee acting under the provisions of the Pacific Coast Longshore Contract Document pursuant to SCWB-0019-2011.

2.22 The standard shift may be extended in accordance with exceptions shown in Section 2.44 of the Pacific Coast Longshore Contract Document.

## **Section 3. GUARANTEES**

3.1 Minimum call-out (In the Port of Port Hueneme refer to Coast Master Agreement Section 3.1 and its subsections.)

3.11 All foremen shall receive a minimum call-out pay guarantee in accordance with Sections 3.1 and 3.11 of the Pacific Coast Walking Bosses and Foremen's Agreement.

3.111 Straight-time day shifts - six hours' pay at the straight-time rate, plus extended time of two overtime hours.

3.112 Second shift or overtime day shift - five hours' pay at the overtime rate plus extended time of two overtime hours.

3.113 Third shift - four hours' pay at the prevailing rate plus extended time of two overtime hours.

3.1A Minimum call- out when ordered back for the following day.

3.11A Straight-time day shifts - four hours' pay at the straight-time rate plus extended time of two overtime hours.

3.12A Second shift or overtime day shift-four hours' pay at the overtime rate plus extended time of two overtime hours.

3.13A Third shift - four hours' pay at the prevailing rate plus extended time of two overtime hours.

3.14 All foremen working less than a full shift because of inclement weather shall be paid in accordance with Sections 3.13, 3.131, 3.132, 3.133, and/or 3.134 of the Pacific Coast Walking Bosses and Foremen's Agreement.

3.2 When stop-work meetings are called by either ILWU Locals 13, 29, 46, or 63, members of ILWU Local 94 shall be paid actual hours worked.

3.3 Foremen employed on a steady basis. See Letter of Understanding, Coast Master Agreement.

3.4 Foremen employed on a steady basis shall be assigned as follows. Night steady foremen shall be assigned by their Employer no later than 1:00 p.m., which is the night check-in deadline for any foremen seeking employment from the Joint Foreman's Dispatch Hall. Day steady foremen shall be assigned by 3:00 p.m. All jobs not assigned to steady foreman by the above times shall be assigned to the Joint Foremen's Dispatch

Hall. Employers are not permitted to bypass the Local 94 Dispatch Hall with late job callouts to their steadies.

In the Port of San Diego, the deadline for any foremen seeking employment from the Joint Foreman's Dispatch Hall is 11:00 a.m. daily.

In the Port of Port Hueneme, the deadline for any foremen seeking employment from the Joint Foreman's Dispatch Hall is 11:00 a.m. Monday through Friday and 9:00 a.m. Saturday, Sunday, and Holidays.

In the Port of Port Hueneme, steady foremen shall be assigned no later than 11:00 AM on overtime days.

3.41 The Union guarantees that the Employers shall have the right to hire, select, assign and terminate foremen working on a monthly guaranteed basis. The Employers guarantee that no Employer will use his right under the Agreement to employ foremen on a monthly guaranteed basis to gimmick the dispatch of hall foremen in the Los Angeles/Long Beach, San Diego, and Port Hueneme as governed by the provisions of the Port Supplement by hiring foremen on a monthly guaranteed basis solely for a specific job.

3.411 All openings for employment of additional steady foremen shall be posted by letter from the Employer involved at the Foremen's Dispatch Hall. Such letters shall remain posted a minimum of 10 days prior to the selection and/or hiring of the new steady foreman. Postings are valid for a maximum of 60 days. Foremen selected shall be hired for a minimum of 4 payroll weeks unless released for cause.

3.4111 Procedure for Applying for Steady Foremen Employment

1. The Employer posting for a steady foremen position will describe the criteria for the steady foremen job in the posting.

2. Each applicant for the posting is required to electronically submit the completed application to the Union. The Union will forward the completed application electronically to the person designated in the posting. The person designated in the posting to receive the application will confirm receipt of the application, and electronically send the confirmation to the applicant and the Union.

3. Every applicant who submits a completed application during the first 10 calendar days of the posting will be offered a phone interview at a time designated by the posting Employer. If necessary, subsequent interview methods shall be determined by the Employer and must remain consistent for all applicants receiving a 2<sup>nd</sup> interview.

4. The posting Employer can fill the job, or decide not to fill the job, any time after 10 calendar days from the date of the posting. The Employer will continue to interview applicants until the Employer fills the job or decides not to fill the job, or pulls the posting (as outlined in Item #3 above.).

5. The posting Employer will notify each applicant interviewed whether or not they were selected for the job, and will inform applicants who applied for a posted job after the Employer filled the job or decided not to fill the job that they would not be interviewed for that reason.

6. The posting Employer will inform Local 94 promptly upon hiring or deciding not to hire for a posted steady position, so Local 94 can take down the posting and inform members that the position is no longer open.

3.412 When steady employment is terminated, each former steady foreman shall remain in the Dispatch Hall for a period of fourteen (14) days from the date of return to the Dispatch Hall before eligible to accept any new offer of steady employment.

3.413 Steady foremen who are released for cause shall have the right to have their case heard and resolved before the Joint Foremen's Labor Relations Committee.

3.414 Steady foremen who are released by their steady employer for any reason, other than discharge for cause, shall be released on the basis of inverse job seniority. Individuals so released shall be given a minimum of ten (10) days' notice, and shall retain their seniority for a period of thirty (30) days from the date of release.

3.415 When circumstances prevent release on inverse seniority basis, the Employers shall discuss their circumstances with the Union prior to releasing anyone. An employer experiencing problems with a steady foreman shall meet with Local 94 and that foreman to remedy such problems and, if these problems continue, that foreman may be released for cause without interference from the Union.

3.5 Time worked shall be paid in not less than one-half hour periods. (Except in the Port of San Diego where work shall be paid in not less than one-hour periods)

3.51 One hour shall be paid when it is necessary to work part of or all of an extended hour on a shift preceding the final shift before shifting or sailing of a vessel.

3.6 When longshoremen are paid "time in lieu" for the ship's crew having performed longshore work, equivalent time to what the individual man in the gang or unit received shall be automatically paid to the foreman in charge of the gang or unit he would have been supervising in accordance with Section 2.4 of the Pacific Coast Walking Bosses and Foremen's Agreement.

3.7 Walking Bosses and Foremen shall be paid two (2) hours extended time when they are turned to at the beginning of any standard Longshore work shift; when turned to on straight time days, their guarantee shall be eight (8) hours straight time and two (2) hours overtime. (This section does

not supersede Sections 3.12 and 3.13 of the Coast Master Agreement).

#### **Section 4. SCHEDULED DAYS OFF**

4.1 Each registered foreman shall be entitled to two full days (48 hours) off each payroll week.

#### **Section 5. HOLIDAYS**

This Section is governed by the applicable language in the Coast Master Agreement.

#### **Section 6. WAGES**

This Section is governed by the applicable language contained in the Coast Master Agreement.

#### **Section 7. Vacations**

Vacations shall be computed in accordance with Section 7 of the Coast Master Agreement.

#### **Section 8. HIRING, DISPATCHING, REGISTRATION AND PREFERENCE**

##### 8.1 Basic Policy

8.11 The Joint Foremen's Labor Relations Committee shall establish and maintain a list of fully registered foremen, a list of probationary registered foremen, and a list of prospective foremen, and any foremen classifications, as they deem necessary, based upon the needs of the Employers for foremen in the ports of Los Angeles/ Long Beach, Port Hueneme, and San Diego.

8.12 The Joint Foremen's Labor Relations Committee and the Registration Sub-Committee shall act in a nondiscriminatory manner, and no action with respect to registration or dispatch shall be based on, or in any way affected by, union membership, bylaws, rules, regulations, constitutional

provisions, or any other aspect or obligation of union membership policies or requirements. Thus, there shall be no discrimination for membership in the union or for activity for or against the union or absence thereof.

8.13 Vacancies in the list of fully registered foremen, probationary foremen, and in the list of prospective foremen and any foremen classifications shall be filled by the Registration Sub-Committee acting under the direction and control of the Joint Foremen's Labor Relations Committee. In so doing, it shall select the best qualified applicant or applicants pursuant to the Coast Master Agreement Coastwise foremen's hiring process as set forth in COWB Minutes No. 09-21.

8.14 Hall foremen shall have first preference for extra work so that no steadily employed foremen are assigned to any foreman's work through the Joint Foremen's Dispatch Hall so long as any hall foremen are able and available and fully qualified for the work assignment. When there are no able, available, and fully qualified hall foremen, the Joint Foremen's Dispatch Hall shall assign extra work to able, available, qualified foremen.

8.15 The deadline for placing night orders in the Joint Foremen's Dispatch Hall is 1:30 PM, and day orders at 3:30 PM.

8.16 In Port Hueneme, on all overtime days, orders shall be placed no later than 11:00 AM.

## 8.2 List of Prospective Foremen.

8.21 Whenever it is determined that one or more vacancies exist, the Registration Sub-Committee acting under the direction and control of the Joint Foremen's Labor Relations Committee shall select the best qualified applicant or applicants pursuant to the Coast Master Agreement Coastwise foremen's hiring process. Individuals shall be considered for the prospective foremen list only if they have an active application for registration on file when such consideration is given.

8.22 Individuals on a prospective, supplemental, or any foreman's classification list, shall continue to work as a fully registered longshoreman or fully registered marine clerk through their respective Dispatch Halls.

### 8.3 List of Probationary Registered Foremen.

8.31 An applicant for full registration as a foreman who is currently on the registration eligibility list of prospective foremen will be placed on the list of probationary registered foremen when they have been selected by the Joint Foremen's Labor Relations Committee.

8.32 New probationary foremen under this section shall be required to work out of the Joint Foremen's Dispatch Hall for six (6) months. The Joint Foremen's Labor Relations Committee in its discretion shall determine which shift (day/night) the new probationary foremen shall work. Evaluations will be made of each person during this time by the Employers. Based on these evaluations, it will be determined whether or not each individual will remain on the probationary list. At the end of the twelve-month period, a determination shall be made regarding permanent foreman registration status.

8.321 In the Ports of San Diego and Port Hueneme, it is understood that foremen work both days and nights and therefore are not restricted to days only.

8.33 If any probationary foreman is released for any disciplinary reason by the employer for whom they are working as a foreman, they shall be dropped from the list of probationary registered foremen if determined by the Joint Foremen's Labor Relations Committee. Probationary Foremen, if found guilty by the Joint Foremen's Labor Relations Committee, shall be returned to their former longshore or marine clerk Local and shall not be considered for prospective foremen for a period of five (5) years.

#### 8.4 Review for Full Registration

8.41 All probationary registered foremen shall have their record reviewed for consideration for adding to the list of fully registered foremen. A probationary registered foreman who completes one (1) full year of unbroken employment is eligible for review. Such reviews for full registration may include any other pertinent information presented to the Registration Sub-Committee, and personal interviews. The Registration Sub-Committee acting under the direction and control of the Joint Foremen's Labor Relations Committee shall either grant full registration, defer action for full registration or deny full registration. If the Registration Sub-Committee defers action, that individual shall remain a probationary foreman subject to the standard conditions applicable to probationary registered foremen. If the Registration Sub-Committee denies full registration, the individual shall be returned to their respective local.

#### 8.5 Application for Registration.

8.51 Applications for registration as a foreman shall be submitted as specified in the application's information guide. A register of applications shall be maintained by the Registration Sub-Committee acting under the direction and control of the Joint Foremen's Labor Relations Committee. The register shall provide at least the name and work number of the applicant, the applicant's contact information, the date and time the application is received, and the number assigned to it in sequence. The Union and the Employer shall both receive a copy of the application. All vetted applications not acted upon before the expiration of that application process, shall become null and void unless it is mutually agreed to by the Joint Foremen's Labor Relations Committee.

8.52 All applicants for registration are responsible for providing and maintaining accurate contact information. Changes of address without notice being received

by the Joint Foremen's Labor Relations Committee may result in immediate disqualification. All information provided on the application for registration is subject to verification. Any misstatements or omissions may result in immediate disqualification of the applicant, or immediate discharge of a selected applicant regardless of the amount of time elapsed before discovery.

8.53 An applicant shall be accepted only if the individual is deemed to have qualified.

8.54 If an applicant is offered registration and refuses it, this shall be noted in their file. Their application shall therefore become null and void and the individual shall not be permitted to file another application for three (3) years thereafter.

8.6 Qualification factors that will be considered.

(a) Each applicant shall have a minimum of ten (10) years' experience as a class "A" longshoreman and/or marine clerk in Los Angeles/Long Beach (Locals 13, 63), and a minimum of five (5) years' experience as a class "A" longshoreman and/or marine clerk in Port Hueneme (Local 46) or San Diego (Local 29) unless the number of years' experience is mutually agreed to by the Joint Foremen's Labor Relations Committee. Resident lists shall be filled exclusively by individuals who are registered in that respective port, in accordance with the rules and procedures contained in the Letter of Understanding, Consolidation of Southern California Ports in the Coast Master Agreement.

(b) Each applicant must be capable of performing the essential functions of foreman work, which includes performing physically and mentally demanding activities aboard the ship and on the dock.

(c) Each applicant must have the ability to perform and direct work on all operations under their authority as a foreman, in accordance with safe, productive, and damage free methods.

(d) Each applicant must have the ability to formulate and convey clear and concise work instructions to the labor working under them.

(e) Each applicant's work knowledge, including training and ability shall be thoroughly reviewed by the Registration Sub-Committee.

(f) Each applicant must have knowledge of rigging.

(g) Each applicant must have knowledge and understanding of sound safety practices.

(h) Each applicant's record with respect to discipline shall be reviewed and considered.

(i) Each applicant's work record must show a general habit of compliance with the working rules.

(j) Each applicant must have the ability to take and carry out orders.

(k) Each applicant must have an understanding of all Contracts and must be willing to carry out all the provisions of the Contracts.

(l) Each applicant's record of earnings and hours shall be reviewed. For Example: These records may show whether or not a person is dependable at all times.

(m) Where the Joint Foremen's Labor Relations Committee concludes that all other qualifications of any two or more applicants are equal, industry seniority shall be determinative.

8.7 No extenuating circumstances.

8.71 All of the above qualifications must be met by each individual with no exceptions; there shall be no extenuating circumstances.

8.8 Disqualification.

8.81 An applicant shall be disqualified for any of the following:

- (a) Possible lack of availability.
- (b) Possible unreliability.
- (c) Any condition that would prevent the applicant from performing the essential functions of the foremen job with or without reasonable accommodation.
- (d) Lack of ability to read and write the English language or illegible penmanship.
- (e) Poor safety record or knowledge.
- (f) Lack of knowledge of the job.
- (g) Inability to work with others.
- (h) Lack of supervisory ability.
- (i) Insufficient experience in the industry or inadequate distribution of experience among various categories.
- (j) No consideration shall be given to an applicant while a complaint against them is being processed under the grievance procedure and until the complaint has been adjudicated.

#### 8.9 Deregistration.

8.91 Any registration is subject to agreements between the PMA and the ILWU, or their successors, and to rules with respect to registration and deregistration established by these parties to the Coast Master Agreement.

### **Section 9. EMPLOYMENT**

9.1 The foremen steadily employed by any one of the Employers shall be considered the regular employees of that Employer under this Agreement. The foremen shall come from Foremen's Union Local 94, ILWU.

9.11 The Employer shall have the right to assign and determine the number of foremen to be used on a job except as otherwise provided in this Agreement.

## **Section 10. MANNING**

10.1 Whenever there are longshore personnel employed, there shall be a foreman employed on the job as set forth in Section 10 of the Coast Master Agreement and the below subsections.

10.11 Manning shall be divided into categories: break bulk, bulk, container vessel, yard, rails, and miscellaneous and sophisticated operations.

10.12 Break Bulk, Ship and Dock.

10.121 Foremen shall be employed to supervise longshoremen employed for the purpose of setting up, breaking down or shifting high piles, or otherwise fulfilling the requirements for the last place of rest under the terms of the current Pacific Coast Longshore Contract Document.

Foremen shall work as directed by their employer, and shall supervise such longshore operations on more than one location, and at more than one berth within each terminal complex area if such supervision becomes necessary through operational needs.

10.122 The dock foreman assigned to a vessel will be required to supervise the longshoremen assigned to that vessel on all operations involving cargo moving to or from the vessel to which they are assigned, and other cargo operations within the area in which the vessel is working, including adjacent berths.

10.123 Foremen shall not supervise both ship and dock operations simultaneously, with the exceptions of stores jobs.

10.124 There shall be a minimum of two dock foremen employed when there are four or more dock gangs working against a ship, or four or more ship gangs are discharging mixed steel products to widely separated areas of a dock or dock complex.

10.125 One dock foreman shall be employed for up to and including five (5) ship gangs working on a palletized or discharge operation.

10.126 One dock foreman shall be employed for every five (5) units of longshoremen palletizing, depalletizing, consolidating, or sorting on the dock and/or warehouse.

10.127 The ship boss in charge of an operation shall supervise one hatch, when only one hatch is working.

10.128 When two or more hatches are working in a general cargo operation, there shall be a foreman in each hatch as well as a ship boss to supervise the operation.

10.1281 The Employer will determine the number of hatch foremen to be used on straight cargoes such as, but not limited to, the following: lumber, newsprint, and straight cargoes of sacks, bales, cases or drums.

10.129 When seven or more ship gangs are working on one vessel, four (4) foremen shall be employed, two (2) on the ship, and two (2) on the dock, and subject to the following conditions:

10.1291 Employer will designate the ship boss and dock foreman who are in charge of the operation.

10.1292 On a continuous operation working through the meal hour, the four (4) foremen will relieve each other during the mid-shift meal period without payment for the meal hour.

10.1293 In Los Angeles/Long Beach on automobile operations (ramp type only) one foreman shall be employed for every fifteen (15) longshoremen, or increments of from three (3) to fifteen (15) longshoremen, employed. These foremen shall be employed aboard the ship or on the dock in a flexible manner, depending upon the supervisory requirements of the individual operation.

10.1294 In the Port of San Diego, on the first order, sixteen (16) longshoremen (not including the

hatch tender and winch driver) shall be supervised by one (1) ship foreman. When discharging and/or loading more than three (3) pieces of over high/over wide break bulk cargo and/or containers simultaneously with autos, an additional foreman shall be employed. When more than fifteen (15) lashers are employed, an additional foreman shall be employed for up to an additional fifteen (15) lashers.

10.1295 In the Port of Port Hueneme, on automobile operations (ramp type only) one (1) foreman shall be employed for every twenty (20) longshore workers, or increments from three (3) to twenty (20) longshore workers, employed on the first order, not including, crane operators associated with ramp operations. When discharging and/or loading more than three (3) pieces of over high/over wide break bulk cargo and/or containers simultaneously with autos, an additional foreman shall be employed. When more than twenty (20) lashers are employed, a 2<sup>nd</sup> foreman shall be employed for up to an additional twenty (20) lashers.

When fifty (50) or more drivers are employed, a 2<sup>nd</sup> dock foreman shall be employed. When discharging and/or loading to the Navy base auto processing facility, a 2<sup>nd</sup> dock foreman shall be employed.

#### 10.13 Bulk Operations

The following provisions shall apply unless provided otherwise in the Port Bulk Loading Supplement Long Beach/Los Angeles.

10.131 One foreman shall supervise bulk jobs to and from pipe lines.

10.132 One foreman shall supervise liquid cargo operations from ship to tank trucks. When rail cars are used on the operation, one dock foreman shall also be employed.

10.133 One foreman shall supervise vessels loading scrap metal.

10.134 When longshoremen are working in more than one hatch for periods of more than one (1) hour, a hatch foreman shall be employed to provide necessary supervision in addition to the ship boss.

10.135 All other manning now in effect at all bulk dock areas within the Ports of Los Angeles / Long Beach, San Diego, and Port Hueneme shall remain in effect, unless changed by mutual agreement.

10.136 In the Port of San Diego, one (1) dock foreman shall be employed to supervise rail to silo operations, including loading/unloading, pushing, shoveling, cleanup and breaking of the rail cars. One (1) ship foreman and one (1) dock foreman shall be employed on rail or silo to ship operations.

10.137 In the Port of San Diego, one (1) ship foreman and two (2) dock foremen shall be employed to supervise all Bauxite operations when working two (2) gangs in adjacent hatches. One (1) additional ship foreman shall be employed when working three (3) gangs, and/or four (4) gangs in adjacent hatches. An additional ship foreman shall be employed when working hatches that are not adjacent.

10.138 The Employer will determine the number of hatch foremen to be used on all bulk cargoes other than those specifically enumerated in the preceding Section 10.13 and subsections.

#### 10.14 Container Vessels, Yard, and Rail Operations.

10.141 On all container vessels, one (1) ship boss and one (1) dock foreman shall be employed when only one crane is working.

10.142 When two (2) or more cranes are ordered in a non-automated operation, vessels shall be required to employ one (1) hatch foreman for each crane as well as one (1) ship boss, and one (1) dock foremen shall be employed for every two (2) cranes, and additional foremen as specified below.

In the Ports of San Diego and Port Hueneme when working more than one (1) crane, one (1) ship foreman shall be employed for each crane, and one (1) dock foreman shall be employed for every two (2) cranes. In the Port of San Diego one (1) additional dock foreman shall be employed when utilizing a mobile crane.

When pieces of cargo handling equipment are working against a vessel (e.g., top handler, side handler, reach stacker, transtainer) a foreman may be employed to supervise that operation. That foreman's supervisory responsibilities shall not exceed the authority of the ship boss.

Foremen shall be assigned to either a hatch or dock. Some examples of the assignment of foremen are as follows.

- 2 cranes = 1 ship boss, 2 hatch foremen, 1 dock foremen or (1 ship boss, 1 hatch foremen, 2 dock foremen).
- 3 cranes = 1 ship boss, 3 hatch foremen, 2 dock foremen or (1 ship boss, 2 hatch foremen, 3 dock foremen).
- 4 cranes = 1 ship boss, 4 hatch foremen, 2 dock foremen or (1 ship boss, 2 hatch foremen, 4 dock foremen).
- 5 Cranes= 1 ship boss, 5 hatch foremen, 3 dock foremen or 1 ship boss 3 hatch foremen, 5 dock foremen).
- 6 cranes = 1 ship boss, 6 hatch foremen, 3 dock foremen, or (1 ship boss, 3 hatch foremen, 6 dock foremen).
- 7 cranes = 1 ship boss, 7 hatch foremen, 4 dock foremen, or (1 ship boss, 4 hatch foremen, 7 dock foremen).
- 8 cranes = 1 ship boss, 8 hatch foremen, 4 dock foremen, or (1 ship boss, 4 hatch foremen, 8 dock foremen).

- 9 cranes = 1 ship boss, 9 hatch foremen, 5 dock foremen, or (1 ship boss, 5 hatch foremen, 9 dock foremen).
- 10 cranes = 1 ship boss, 10 hatch foremen, 5 dock foremen, or (1 ship boss, 5 hatch foremen, 10 dock foremen).

Foremen shall not be reassigned from dock foreman to hatch foreman, or from hatch foreman to dock foreman, pursuant to Section 3.1 of the Pacific Coast Walking Bosses & Foremen's Agreement, the principles of the eight-hour guarantee as set forth in the Pacific Coast Longshore Contract Document, where applicable, remain intact.

The ship boss may request additional foremen without using the onerous provisions of the Coast Master Agreement.

10.1421 When lashers are ordered a lashing foreman shall be employed. When more than twenty (20) lashers are employed to lash back a vessel an additional lashing foreman shall be employed for up to an additional twenty (20) lashers.

10.143 When a container yard is operating, a dock foreman shall be employed to supervise the operation. When more than forty-five (45) longshoremen are employed against yard operations, one (1) additional foreman shall be employed. Container yard foremen will not be required to supervise longshoremen working against a vessel.

10.144 When a rail yard is operating, a dock foremen shall be employed to supervise the operation. When more than forty-two (42) longshoremen are employed against rail operations, one (1) additional foreman shall be employed. Rail yard foremen will not be required to supervise longshoremen working against a vessel.

#### 10.15 Miscellaneous and Sophisticated Operations

10.151 All Ro-Ro type vessels shall have a hatch foreman for each level that is being worked in addition to the

ship boss and dock foreman. When only one level is being worked, there shall be a minimum of one (1) ship boss and one (1) dock foreman to supervise the operation. The ship boss may request additional foremen without using the onerous section of the Coast Master Agreement.

In the Port of San Diego, when more than twelve (12) lashers are employed, a 2<sup>nd</sup> lashing foreman shall be employed.

In the Port of Port Hueneme, when more than twenty (20) lashers are employed, a 2<sup>nd</sup> lashing foreman shall be employed.

In the ports of San Diego and Port Hueneme, when multiple operations are required, such as: over high / over wide and container loading/unloading, or when discharging/loading cargoes from two (2) locations, an additional hatch boss and/or dock foreman may be employed.

10.152 Vessels used in the newsprint or lumber operations carrying mixed cargo, i.e., lumber and newsprint, shall employ foremen in each hatch where mixed commodities are being worked. When straight runs of lumber or newsprint are being worked, the vessel will work with one (1) ship boss and one (1) dock foreman, except that at industrial docks, no dock foremen will be required.

10.153 All manning now in effect for foremen assigned to carpenters or lashers shall remain in effect for the entire life of this agreement. In the Port of San Diego, when lashing or carpentry is performed outside the area of the effective supervision of the hatch boss, an additional foreman shall be employed to supervise the operation.

10.154 All vessels working bulk and break bulk on the same shift shall be covered by each governing section of this Supplement.

10.155 On all Passenger Vessels there shall be a minimum of one (1) ship boss and one (1) dock foreman

employed when there is one (1) gang working.

10.1551 When two (2) or more hatches/side ports are being worked there shall be a hatch boss employed for each hatch/side port to supervise the operation.

In the Ports of San Diego and Port Hueneme, a ship boss shall be employed for each hatch/side port and/or Mobile crane.

10.1552 When porters are ordered there shall be a minimum of one (1) porter boss employed to supervise the operation.

In the Port of San Diego, one (1) additional porter boss shall be ordered when more than eighteen (18) porters are employed.

## 10.2 Hall Foremen.

10.21 Any foreman dispatched to an Employer from the Dispatch Hall shall be considered a hall foreman to that Employer.

10.211 A hall foreman may be relieved by a steadily employed foreman at the end of the shift.

10.212 A hall foreman may be relieved by a steadily employed foreman at any time, but will be guaranteed a full shift's pay, plus extended time.

10.213 A steadily employed foreman, or a hall foreman, ordered or required to relieve a foreman on the finishing shift, shall be guaranteed a full shift and/or pay, plus extended time.

10.214 A hall foreman ordered or required to replace a steadily employed foreman on a finishing shift shall be guaranteed payment for a full shift.

## **Section 11. NO STRIKES, LOCKOUTS AND STOPPAGES**

The applicable Section of the Coast Master Agreement applies.

**Section 12. MEETING FOR REGISTERED WALKING BOSSES/FOREMEN**

The applicable Section of the Coast Master Agreement applies.

**Section 13. NO DISCRIMINATION**

The applicable Section of the Coast Master Agreement applies. All words, terms or definitions of employees used in this Foremen's Port Supplement are used as being words of common gender, and not as being words of any gender, and hence have equal applicability to all genders, and hence have equal applicability to all persons wherever such words are used.

**Section 14. ONEROUS WORK LOAD**

The applicable Section of the Coast Master Agreement applies.

**Section 15. EFFICIENT OPERATIONS**

15.1 There shall be no limitations upon the Employer's customary rights in the management of his business and his dealings with the foremen.

15.2 The foremen shall be responsible to management for the direction of work, supervision and maintenance of discipline on the job of those employed under the Pacific Coast Longshore Contract Document, including placing and discharging of labor and regulating the safe, efficient, and proper handling of cargo with due respect to the interest of their Employer.

15.21 Foremen shall perform their duties in accordance with the orders of their Employers.

15.3 The use of two-way radios shall be required on all container vessel, yard, rail or other sophisticated operations. These radios shall be in operational condition and shall be treated with reasonable care, properly utilized for the needs of the operation, and returned in good condition at the completion of the work for which they were issued.

15.4 On State or Federal election days, the Employers will comply with State Election Code 14350, and grant foremen time off to vote, if needed.

### **Section 16. SAFETY**

The applicable Sections of the Coast Master Agreement apply.

16.1 Foremen shall maintain valid certification in first aid cardiopulmonary resuscitation at all times, and shall meet all requirements which may be imposed by law. Foremen who do not wish to attend instructional classes provided by the Employers may obtain their certifications at other authorized sources at their own expenses, but must submit copies of such certification to the Joint Foremen's Labor Relations Committee for recording purposes.

### **Section 17. JOINT LABOR RELATIONS COMMITTEE, ADMINISTRATION OF AGREEMENT AND GRIEVANCE PROCEDURES**

The provisions of the Coast Master Agreement apply.

### **Section 18. GOOD FAITH GUARANTEE**

The provisions of the Coast Master Agreement apply.

### **Section 19. WELFARE**

The provisions of the Coast Master Agreement apply.

### **Section 20. PENSIONS**

The provisions of the Coast Master Agreement apply.

### **Section 21. LASH BARGE JURISDICTION**

The provisions of the Coast Master Agreement apply.

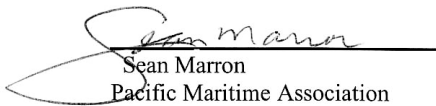
## **Section 22. MODIFICATIONS**

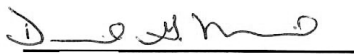
The provisions of the Coast Master Agreement apply.

22.1 The parties realize that from time to time after Agreements similar in part to this Agreement have been executed, one (1) party thereto will contend that the other party has at some time during the term of the Agreement orally agreed to amend, modify, change, alter or waive one or more provisions of the Agreement, or that by the action or inaction of such other party, the Agreement has been amended, modified, changed or altered in some respect. With this realization in mind and in order to prevent such contention being made by either party hereto, insofar as this Agreement is concerned, the parties have agreed and do hereby agree that no provision or term of this Agreement may be amended, modified, changed, altered or waived except by a written document executed by the parties hereto.

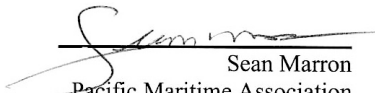
**Section 23. TERM OF AGREEMENT**

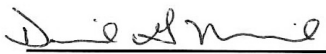
The provisions of the Coast Master Agreement apply. In witness whereof, the parties hereto have executed this Agreement on the 28th day of March, 2024 . This Agreement shall be effective as of July 1, 2022.

  
Sean Marron  
Pacific Maritime Association  
(For Covered PMA Members)

  
Daniel G. Miranda  
International Longshore and  
Warehouse Union, Local 94

The Parties met pursuant to the Letters of Understanding, Foremen/Walking Boss Manning Requirements in Ports of San Diego and Port Hueneme dated July 1, 2022. This Port Supplement is amended to include all Southern California Ports.

  
Sean Marron  
Pacific Maritime Association  
(For Covered PMA Members)

  
Daniel G. Miranda  
International Longshore and  
Warehouse Union, Local 94

## SOUTHERN CALIFORNIA AREA

Mr. Daniel G. Miranda, President  
ILWU Local #94  
180 E. Ocean Blvd STE# 1020  
Long Beach CA, 90802

Dear Daniel:

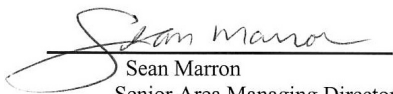
### **EXEMPTIONS IN FOREMEN'S PORT SUPPLEMENT**

#### **Section 1.81 - P.C.L.C.D.**

During the local negotiations of the Foremen's Port Supplement for the Ports of Los Angeles - Long Beach, Port Hueneme, and San Diego questions were raised as to the purpose of the exemption in Section 1 of Section 1.81 of the P.C.L.C.D.

The purpose of this exemption is to make it clear that Foremen's jurisdiction is waived as it may apply to the specific exceptions set forth in this subsection with respect to the roadability checking and repairing and the emergency maintenance and repair of laden refrigerated containers when such maintenance and repair is not under the jurisdiction of the I.L.W.U.

Very Truly Yours,

  
Sean Marron  
Senior Area Managing Director

## SOUTHERN CALIFORNIA AREA

Mr. Daniel G. Miranda  
ILWU Local #94  
180 E. Ocean STE#1020  
Long Beach CA, 90802

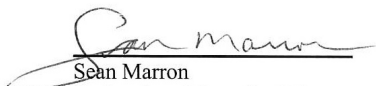
Dear Daniel:

### **JURISDICTION AND AUTHORITY OF FOREMEN**

During the negotiations of the Los Angeles - Long Beach - Port Hueneme - San Diego Foremen's Port Supplement, deep concern was expressed by the representatives of Local 94 over the erosion and dilution of the jurisdiction and/or authority of Foremen to direct the work of longshoremens on the job.

Please refer to the language presently contained in Section 1.1 of the Pacific Coast Walking Bosses & Foremen's Agreement. It is the intent and purpose of the employers to comply with this language and to support their foremen on the job in the full exercise of this authority in the supervision of all cargo handling, stevedoring activities covered under the Pacific Coast Longshore Contract Document.

Very Truly Yours,



Sean Marron  
Senior Area Managing Director

**PORT BULK LOADING SUPPLEMENT LONG  
BEACH/LOS ANGELES**  
**between**  
**ILWU LOCAL 94 and the PACIFIC MARITIME  
ASSOCIATION**  
**(For Covered Employers)**

**1. SCOPE**

This Port Bulk Loading Supplement Long Beach/Los Angeles (hereinafter, "Supplement") covers the work performed by employees represented by International Longshore and Warehouse Union Local 94 (hereinafter, "Union") at Los Angeles/Long Beach Dry Bulk Loading and Unloading Facilities operated in accordance with the Pacific Coast Walking Bosses & Foremen's Agreement (hereinafter, "PCWB&FA") by current Pacific Maritime Association (hereinafter, "PMA") member companies such other companies as may become PMA member companies (hereinafter, "Employer").

**2. PCWB&FA CONFORMANCE**

Except as set forth below, nothing contained herein shall supersede or conflict with the provisions of the PCWB&FA. Any items later determined to do so shall be modified to conform to that document. The provisions of the PCWB&FA shall apply to any subject not specifically addressed in this Supplement.

**3. TERMINATION AND RENEWAL**

This Supplement shall run concurrently with and terminate on the same date that the current PCWB&FA expires. At least 60 days in advance of that expiration date, either party may give

written notice to the other party of intent to terminate or modify this Supplement during which time this Supplement may be reviewed and/or negotiated. If no such notice is given, or if no new agreement is reached within said 60-day period, then this Supplement shall be considered renewed automatically at the expiration of the current PCWB&FA, and to terminate on the same date as the succeeding Coastwise Agreement.

If an Employer's business arrangements to ship a dry bulk commodity through a facility covered by this Supplement terminates or an Employer otherwise ceases to handle such commodity, then:

- A. Said Employer shall be automatically excluded from this Supplement, and
- B. Any obligations on the part of the Union to said Employer, either expressed or implied by the specific provisions of this Supplement, shall be null and void.

#### **4. CONTINUOUS OPERATION**

The Employer shall have the right to operate on a continuous basis through the meal hour (nine (9) hours when not finishing the vessel and ten (10) hours when finishing) on the first or second shifts only. Each employee shall be paid an additional hour, above the time worked, such that a key foreman shall receive 8 and 4 for a nine (9) hour continuous work shift and 8 and 5 for a continuous work shift when working ten (10) hours to finish a vessel. In addition, on the initial start of the vessel, all foremen assigned to that vessel, shall be flexed. To ensure a continuous operation, staggered relief of foremen shall be provided during the established meal periods.

## **5. SPECIFIC OPERATION MANNING**

The Employer shall submit manning for specific operations to the Union prior to becoming signatory to this Supplement. Each operation for which manning is mutually “agreed to” shall become Attachment A to each Employer’s duly executed Supplement. After such initial agreement, the manning shall remain in effect unless changed by mutual agreement.

## **6. MINIMUM MANNING TO START OPERATIONS**

The Employer shall have the right to start operations at the beginning of any regular shift with less than the full complement of manpower as specified under Section 5 above, provided that the proper orders have been placed with the Foremen’s Dispatch Hall to fill any specific shortage or the Foremen’s Dispatcher has given approval for on the job elevation. The Minimum Manning shall be shown relative to the “agreed to” manning specified under Section 5 above.

**ACCEPTED AND AGREED TO:**

**INTERNATIONAL LONGSHORE AND WAREHOUSE  
UNION, LOCAL 94:**

By:   
\_\_\_\_\_ Daniel G. Miranda

Its: \_\_\_\_\_ President \_\_\_\_\_

Date: \_\_\_\_\_

**PACIFIC MARITIME ASSOCIATION:**

By:   
\_\_\_\_\_

Its: \_\_\_\_\_ Assistant Area Director \_\_\_\_\_

Date: \_\_\_\_\_ 7/25/24 \_\_\_\_\_

**Attachment A**  
**Metropolitan Stevedore Company**  
**(Local 94 Port Bulk Supplement Manning)**

**NOTES:**

1. It is understood that the following manning applies when a meal hour is provided pursuant to Section 2.1 of the Southern California Foremen's Port Supplement. "\*" – Indicates the Foreman Manning for a continuous operation.
2. Pit #1 = Rotary Dump Rail Car Pit. Pit #2 = Bottom Dump Rail Car Pit.

**AGREED TO LONGSHORE/FOREMEN MANNING**

**1. Warehouse to Vessel - Pier G**

Supervision-General	1 Foreman
Supervision-Ship	1 Foreman
Supervision-Dock	*1 Foreman
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Control Room	1 Bulk Op II
Shiploader	2 Bulk Op II
Tunnel	2 Bulk Op II
Payloader	2 Bulk Op II per Machine

**MINIMUM MANNING TO START**

1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
1 Bulk Op II
1 Bulk Op II

**AGREED TO LONGSHORE/FOREMEN MANNING**

**2. Rail (Pit #1) to Stockpile - Pier G**

Supervision-General	1 Foreman
Supervision-Dock	2 Foremen
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Control Room	1 Bulk Op II
Rotary Dump	2 Bulk Op II
Locomotive	3 Bulk Op II
Dockmen	4 Basic/Bulk Op I

**MINIMUM MANNING TO START**

1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
3 Bulk Op II
3 Basic/Bulk Op I

**AGREED TO LONGSHORE/FOREMEN MANNING****3. Rail (Pit #2) to Vessel - Pier G**

Supervision-General	1 Foreman
Supervision-Ship	1 Foreman
Supervision-Dock	1 Foreman
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Control Room	1 Bulk Op II
Shiploader	2 Bulk Op II
Locomotive	3 Bulk Op II
Dockmen	6 Basic/Bulk Op I
Dock Signal	1 Basic/Bulk Op I

**MINIMUM MANNING TO START**

1 Foreman
1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
3 Bulk Op II
2 Basic/Bulk Op I
1 Basic/Bulk Op I

**AGREED TO LONGSHORE/FOREMEN MANNING****4. Rail (Pit #1) to Vessel - Pier G**

Supervision-General	1 Foreman
Supervision-Ship	1 Foreman
Supervision-Dock	2 Foremen
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Control Room	1 Bulk Op II
Shiploader	2 Bulk Op II
Rotary Dump	2 Bulk Op II
Locomotive	3 Bulk Op II
Dockmen	4 Basic/Bulk Op I

**MINIMUM MANNING TO START**

1 Foreman
1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
1 Bulk Op II
3 Bulk Op II
3 Basic/Bulk Op I

**AGREED TO LONGSHORE/FOREMEN MANNING****5. Truck Receiving to Stockpile - Pier G**

Supervision-Dock	1 Foreman
Trucks	2 Bulk Op II

**MINIMUM MANNING TO START**

1 Foreman
2 Bulk Op II

**AGREED TO LONGSHORE/FOREMEN MANNING****6. Trucks to Vessel - Pier G**

Supervision-General	1 Foreman
Supervision-Ship	1 Foreman
Supervision-Dock	*1 Foreman
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Shiploader	2 Bulk Op II
Dockmen	2 Basic/Bulk Op I

**MINIMUM MANNING TO START**

1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
1 Basic/Bulk Op I

**AGREED TO LONGSHORE/FOREMEN MANNING****7. Warehouse/Truck Blend to Vessel - Pier G**

Supervision-General	1 Foreman
Supervision-Ship	1 Foreman
Supervision-Dock	1 Foreman
Supervision-Dock	*1 Foreman
Checking	1 Supercargo
Beltwalker	1 Bulk Op II
Control Room	1 Bulk Op II
Shiploader	2 Bulk Op II
Tunnel	2 Bulk Op II
Payloader	2 Bulk Op II per Machine
Dockmen	2 Basic/Bulk Op I

**MINIMUM MANNING  
TO START**

1 Foreman
1 Foreman
1 Bulk Op II
1 Bulk Op II
1Bulk Op II
1 Bulk Op II
1 Basic/Bulk Op I

**AGREED TO LONGSHORE/FOREMEN MANNING**

**MINIMUM MANNING TO START**

**8. Warehouse(s) to 2 Vessels - Pier G**

	Ship 1		Ship 2		Ship 1		Ship 2	
Supervision-General		1 Foreman				1 Foreman		
Supervision-Ship		1 Foreman				1 Foreman		1 Foreman
Supervision-Dock		1 Foreman		*1 Foreman				
Checking		1 Supercargo		1 Supercargo				
Beltwalker		1 Bulk Op II		1 Bulk Op II		1 Bulk Op II		
Control Room		1 Bulk Op II		1 Bulk Op II		1 Bulk Op II		1 Bulk Op II
Shiploader		2 Bulk Op II		2 Bulk Op II		1 Bulk Op II		1 Bulk Op II
Tunnel		2 Bulk Op II		2 Bulk Op II		1 Bulk Op II		1 Bulk Op II
Payloader		2 Bulk Op II per Machine		2 Bulk Op II per Machine		1 Bulk Op II		1 Bulk Op II

**9. Warehouse Blend to Vessel - Pier G**

	Warehouse 1		Warehouse 2		Warehouse 1		Warehouse 2	
Supervision-General		1 Foreman				1 Foreman		
Supervision-Ship		1 Foreman				1 Foreman		
Supervision-Dock		1 Foreman		*1 Foreman				
Checking		1 Supercargo						
Beltwalker		1 Bulk Op II				1 Bulk Op II		
Control Room		1 Bulk Op II				1 Bulk Op II		
Shiploader		2 Bulk Op II				1 Bulk Op II		
Tunnel		2 Bulk Op II				1 Bulk Op II		1 Bulk Op II
Payloader		2 Bulk Op II per Machine		2 Bulk Op II per Machine		1 Bulk Op II		1 Bulk Op II

**10. Warehouse to Vessel & Rail (Pit #2) to Vessel - Pier G**

**Ship 1 (House) Ship 2 (Pit #2)**

Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Locomotive		3 Bulk Op II
Dockmen		6 Basic/Bulk Op I
Dock Signal		1 Basic/Bulk Op I

**Ship 1 (House) Ship 2 (Pit #2)**

	1 Foreman	
	1 Foreman	1 Foreman
		1 Foreman
	1 Bulk Op II	
	1 Bulk Op II	
	1 Bulk Op II	1 Bulk Op II
	1 Bulk Op II	
	1 Bulk Op II	
		3 Bulk Op II
		2 Basic/Bulk Op I
		1 Basic/Bulk Op I

**11. Warehouse to Vessel & Trucks to Vessel - Pier G**

**Ship 1 Ship 2 (Trucks)**

Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	*1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Dockmen		2 Basic/Bulk Op I

**Ship 1 Ship 2 (Trucks)**

	1 Foreman	
	1 Foreman	1 Foreman
	1 Foreman	
	1 Bulk Op II	
	1 Bulk Op II	
	1 Bulk Op II	1 Bulk Op II
	1 Bulk Op II	
	1 Bulk Op II	
		1 Basic/Bulk Op I

### 12. Rail (Pit #2) to Vessel & Trucks to Vessel - Pier G

Ship 1 (Pit #2)		Ship 2 (Trucks)	
Supervision-General	1 Foreman	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman	
Supervision-Dock	1 Foreman	*1 Foreman	1 Foreman
Checking	1 Supercargo		
Beltwalker	1 Bulk Op II	1 Bulk Op II	
Control Room	1 Bulk Op II		
Shiploader	2 Bulk Op II	2 Bulk Op II	1 Bulk Op II
Locomotive	3 Bulk Op II		
Dockmen	6 Basic/Bulk Op I	2 Basic/Bulk Op I	1 Basic/Bulk Op I
Dock Signal	1 Basic/Bulk Op I		

### 13. Rail (Pit #1) to Vessel & Trucks to Vessel - Pier G

Ship 1 (Pit #1)		Ship 2 (Trucks)	
Supervision-General	1 Foreman	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman	
Supervision-Dock	2 Foremen	*1 Foreman	1 Foreman
Checking	1 Supercargo	1 Supercargo	
Beltwalker	1 Bulk Op II	1 Bulk Op II	
Control Room	1 Bulk Op II		
Shiploader	2 Bulk Op II	2 Bulk Op II	1 Bulk Op II
Rotary Dump	2 Bulk Op II		
Locomotive	3 Bulk Op II		
Dockmen	4 Basic/Bulk Op I	2 Basic/Bulk Op I	1 Basic/Bulk Op I

**14. Warehouse/Truck Blend to Vessel & Rail (Pit #2) to Vessel - Pier G**

	Ship 1 (Blend)	Ship 2 (Pit #2)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	1 Foreman
Checking	1 Supercargo	
Beltwalker	1 Bulk Op II	
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	1 Bulk Op II
Tunnel	2 Bulk Op II	2 Bulk Op II
Payloader	2 Bulk Op II per Machine	
Dockmen	2 Basic/Bulk Op I	6 Basic/Bulk Op I
Locomotive		3 Bulk Op II
Dock Signal		1 Basic/Bulk Op I

	Ship 1 (Blend)	Ship 2 (Pit #2)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Dockmen	2 Basic/Bulk Op I	6 Basic/Bulk Op I
Locomotive		3 Bulk Op II
Dock Signal		1 Basic/Bulk Op I

**15. Warehouse to Vessel & Rail (Pit #1) to Vessel - Pier G**

	Ship 1 (House)	Ship 2 (Pit #1)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock		2 Foremen
Checking	1 Supercargo	
Beltwalker	1 Bulk Op II	
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	1 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Rotary Dump		1 Bulk Op II
Locomotive		3 Bulk Op II
Dockmen		3 Basic/Bulk Op I

	Ship 1 (House)	Ship 2 (Pit #1)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	*1 Foreman	2 Foremen
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Rotary Dump		2 Bulk Op II
Locomotive		3 Bulk Op II
Dockmen		4 Basic/Bulk Op I

**16. Warehouse/Truck Blend to Vessel & Warehouse to Vessel - Pier G**

	Ship 1 (Blend)	Ship 2 (Warehouse)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	1 Foreman
Checking	1 Supercargo	
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	2 Bulk Op II
Payloader	2 Bulk Op II per Machine	2 Bulk Op II per Machine
Dockmen	2 Basic/Bulk Op I	

	Ship 1 (Blend)	Ship 2 (Warehouse)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	*1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	2 Bulk Op II
Payloader	2 Bulk Op II per Machine	2 Bulk Op II per Machine
Dockmen	2 Basic/Bulk Op I	

**17. Warehouse/Truck Blend & Trucks to Vessels - Pier G**

	Ship 1 (Blend)	Ship 2 (Trucks)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	*1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	2 Bulk Op II
Payloader	2 Bulk Op II per Machine	2 Bulk Op II per Machine
Dockmen	2 Basic/Bulk Op I	2 Basic/Bulk Op I

	Ship 1 (Blend)	Ship 2 (Trucks)
Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	*1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	1 Bulk Op II
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	2 Bulk Op II
Payloader	2 Bulk Op II per Machine	2 Bulk Op II per Machine
Dockmen	2 Basic/Bulk Op I	2 Basic/Bulk Op I

**18. Rail (Pit #1)/Warehouse Blend to Vessel & Trucks to Vessel - Pier G**

**Ship 1 (Blend)**

**Ship 2 (Trucks)**

Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	2 Foremen	1 Foreman
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Dockmen	4 Basic/Bulk Op I	2 Basic/Bulk Op I
Locomotive	3 Bulk Op II	
Rotary Dump	2 Bulk Op II	

**Ship 1 (Blend)**

**Ship 2 (Trucks)**

1 Foreman	
1 Foreman	1 Foreman
2 Foremen	
1 Bulk Op II	
1 Bulk Op II	1 Bulk Op II
1 Bulk Op II	
1 Bulk Op II	
3 Basic/Bulk Op I	1 Basic/Bulk Op I
3 Bulk Op II	
1 Bulk Op II	

### 19. Warehouse/Truck Blend to Vessel & Rail (Pit #1) to Vessel - Pier G

#### Ship 1 (Blend)

#### Ship 2 (Pit #1)

Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	1 Foreman
Supervision-Dock	1 Foreman	2 Foremen
Checking	1 Supercargo	1 Supercargo
Beltwalker	1 Bulk Op II	1 Bulk Op II
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	2 Bulk Op II
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Dockmen	2 Basic/Bulk Op I	4 Basic/Bulk Op I
Locomotive		3 Bulk Op II
Rotary Dump		2 Bulk Op II

#### Ship 1 (Blend)

#### Ship 2 (Pit #1)

	1 Foreman	
	1 Foreman	1 Foreman
		2 Foremen
	1 Bulk Op II	
	1 Bulk Op II	
	1 Bulk Op II	1 Bulk Op II
	1 Bulk Op II	
	1 Bulk Op II	
	1 Basic/Bulk Op I	3 Basic/Bulk Op I
		3 Bulk Op II
		1 Bulk Op II

## 20. Warehouse/Rail (Pit#1) Blend to Vessel - Pier G

Warehouse

Rail (Pit#1) to Ship

Supervision-General	1 Foreman	
Supervision-Ship	1 Foreman	
Supervision-Dock	*1 Foreman	2 Foremen
Checking	1 Supercargo	
Beltwalker	1 Bulk Op II	
Control Room	1 Bulk Op II	
Shiploader	2 Bulk Op II	
Tunnel	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Locomotive		3 Bulk Op II
Rotary Dump		2 Bulk Op II
Dockmen		4 Basic/Bulk Op I

### MINIMUM MANNING TO START

Warehouse

Rail (Pit#1) to Ship

1 Foreman	
1 Foreman	
	2 Foremen
1 Bulk Op II	
1 Bulk Op II	
1 Bulk Op II	
1 Bulk Op II	
	3 Bulk Op II
	1 Bulk Op II
	3 Basic/Bulk Op I

## 21. Cement Discharge Operations LB 32

Supervision-Ship	1 Foreman	*1 Foreman
Checking	1 Supercargo	
Ship Unloader	2 Bulk Op II	
Payloader	2 Bulk Op II per Machine	
Swingmen	Basic as needed	

## 22. Aggregate Discharge Operations LB 44

Supervision-Ship	1 Foreman	*1 Foreman
Checking	1 Supercargo	
Ship Unloader	1 DWD Button	
Hatch Tender	1 Hatch Tender	
Dock Sweeper	1 Dock Sweeper	

Attachment "A"  
Long Beach 208

1. Utilizing 1 Ship Unloader:

Equipment	ILWU Category	No. Of People
1 Ship Unloader	Foreman	1
	Crane Ops	2
	S/Cargo	1

2. Utilizing 2 Ship Unloaders:

Equipment	ILWU Category	No. Of People
2 Ship Unloaders	Foremen	2
	Crane Ops	4
	S/Cargo	1

3. Payloading and cleaning hatches in conjunction with discharging cement with ship unloaders: No additional foremen than those noted above.

Note: If hatches "separate" from those being worked with the ship unloader(s) require more than 1 hour of payloading or cleaning, additional foremen to that of which is noted will be hired to supervise a "separate" cleaning / payloading operation.

Equipment	ILWU Category	No. Of People
1 Ship Unloader	Foremen	1
	Crane Ops	2
Payloaders -- As determined	S/Cargo	1
Min. 1 machine	Payloaders	2 per machine
	Swingmen	As Needed
	Winch Driver, Hatch Tender	1 W/D, 1 H/T

Equipment	ILWU Category	No. Of People
2 Ship Unloaders	Foremen	2
	Crane Ops	4
Payloaders -- As determined	S/Cargo	1
	Payloaders	2 per machine
	Swingmen	As Needed
	Winch Driver, Hatch Tender	1 W/D, 1 H/T

## NOTES

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