DATE October 16, 2026

POSTING ID. 04-26

TO: LOCAL 94 C/O PACIFIC MARITIME ASSOCIATION
One World Trade Center, Suite 1700
Long Beach, CA 90831

FROM: FENIX MARINE SERVICES

SUBJECT: STEADY FOREMAN - ALL OPERATIONS
(List Job Title)

NIGHT: _____ DAY: X

SPECIAL REQUIREMENTS: _____

WE PLAN TO FILL 2 (List Number) STEADY: FOREMAN - ALL OPERATIONS (List Job Title)

JOBS SOMETIME AFTER: October 25, 2026
(List date at least 5 or 10 days after posting)

QUALIFIED FOREMAN INTERESTED IN THIS EMPLOYMENT OPPORTUNITY ARE REQUESTED TO SUBMIT A COMPLETED APPLICATION IN PERSON PRIOR TO:

October 25, 2026
(List date at least 5 or 10 days after posting date)

TO: Michael Hawley or Nestor Rodriguez email: Marine@fmslax.com 310-548-8910
(List name of person at company who is to log applications)

AT: FMS GATEHOUSE, BERTHS 302-305, TERMINAL ISLAND, POLA
(List address of person at company who is to log applications)

1st Shift Pay Rate $82.08, 1st Shift Overtime Rate $123.12
For more information about wages for this position, see the Wage Schedules for longshore workers in the Pacific Coast Longshore Contract Document (PCLCD) or the Wage Schedules for marine clerks in the Pacific Coast Clerks' Contract Document (PCCCD).

DATE AND TIME OF POSTING:

10-16-2026 8:00 A.M.

BY _____
(Signature of PMA Representative)

Gabrielle Carter by Janelle Daywalt
(Signature of Company Representative)

POSTED: 10/17/26 D.C.M.

EXPIRES: 12/15/26 D.C.M.

FMS Steady Foreman Posting Document

In deciding whether to select a new steady foreman at its operations, Fenix Marine Services, seeks a combination of skills, experience, responsibility and supervising ability that will best assist Fenix Marine Services in having a timely, efficient and safe operation.
Factors we assess may include the following:

- Employer Complaint History of the applicant
- No open Employer Complaints at the time of application
- Number of shifts worked as a foreman, at any employer
- Number of shifts worked as a foreman, at our terminal
- Expressed interest by the applicant to our management in being a steady foreman at our company
- Input from our management about the applicant's suitability to be a steady foreman at our company
- Our overall assessment of the applicant's likelihood of being industrious, responsible, productive, efficient, and safe, in supervising all aspects of our operations.

Thank you,

Date _____

Southern California Foremen Port Supplement
3.4111

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 2nd 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.