



Date: October 7, 2026

ID # PA-07-26

To: Qualified Foreman
180 E. Ocean Blvd. Ste# 1020
Long Beach, CA, 90802

From: Ports America
(List Company Name)

Subject: 1 (ONE) Steady Foreman
(List job title)

We Plan to fill: 1 (One) Steady: NIGHTS: Foremen (Vessel/Yard / Rail)

Job sometime after: October 17, 2026
(List Date at least 5 or 10 days after posting)

Qualified Foreman interested in this Steady Employment opportunity are requested to submit a completed application in person prior:

To: October 17, 2026
(List date at least 5 or 10 days after posting)

To: Ms. Laurie Wurzer or Liz Redmon – Labor Relations Manager
(List Name of person at company who is to log applications)

At: Main Office 2nd Floor 2001 John S. Gibson Blvd. San Pedro, CA 90731
(List address of person at company who is to log application)

Date and Time of Posting
10/07/2026

11:00 A.M.

BY: MARTIN CRESNA
Signature of PMA Rep

Liz Redmon
Signature of Company Representative

2nd shift Pay Rate: \$109.44, 2nd shift OT Rate \$123.12

For more information about wages for this position, please see the Wage Schedule for Walking Bosses & Foreman Rates in the PCWB&FA, available online at pmanet.org

POSTED: 10/9/26 2.E.M.

EXPIRES: 12/7/26 2.E.M.



When deciding to hire Steady Foreman at any Ports America facility/terminal, Ports America will seek a combination of skills and requirements. These will be based on experience, responsibility, effective supervising ability that will best assist Ports America in having a timely, efficient and safe operation. The following criteria will be considered when making our decision:

Applicant must be able to work in the following job categories:

- Vessel: Must work Ship, Lash, Hatch and Dock on container, Barge, Breakbulk, Autos, Cruise vessels.
- Rail: Must be able to climb up ladder on rail car if necessary and perform all Rail Foreman duties
- Yard: Must perform all yard duties to Employers satisfaction

Other factors that will be assessed include the following:

- Employer Complaint history of applicant
- No Open Employer Complaints at the time application received
- Number of shifts worked as a Foreman at any employer. (work availability)
- Number of shifts worked in the Foreman category for PA sites
- Expressed interest by the applicant to our management personnel
- Input from our management

THIS POSTING IS NOT A COMMITMENT BY PA TO HIRE A STEADY FOREMAN.
SUBMITTING AN APPLICATION IS NOT A GUARANTEE OF EMPLOYMENT AT PORTS AMERICA.

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.