Date: October 19, 2026
Identification # - **02-26** -

To Local 94
Qualified Foreman
411 North Harbor Blvd.#303
San Pedro, CA 90731

From: Total Terminals International (TTI)

Subject: Terminal Foremen 2nd Shift

We Plan to fill 0-2 Steady: Foreman 2nd Shift

Subject information: **Foreman must work VESSEL, YARD & RAIL operations**

Jobs sometime after: October 26th, 2026

Shift Wage Rate: 2nd Shift Rate $102.04 2nd Shift OT Rate: $115.05

Qualified Foremen interested in this Steady Employment opportunity are requested to submit a completed application in person prior to the above date:

To: Angel Palmero / Marc Moroney angelpa@totalterminals.com / marcmo@totalterminals.com

At: 301 Mediterranean Way, Long Beach, CA 90802 – Vessel Tower

Date and Time of Posting:
10/19/2026 8:30 A.M.

By: _____ _____
(Signature of PMA Representative) (Signature of Company Representative)

POSTED: 10/20/26 D.E.M.

EXPIRES: 12/18/26 D.E.M.

# TOTAL TERMINALS INTERNATIONAL, LLC

301 Hanjin Rd. Long Beach, CA 90802 Tel: 562/256/2700 Fax: 562/499-3588

In deciding whether to select a new steady foreman at its operations, Total Terminal International (TTI) seeks a combination of skills, experience, responsibility and supervising ability that will best assist TTI in having a timely, efficient and safe operation. Factors that will be assessed include the following:

- Employer Complaint history of the applicant
- No open Employer Complaint at time of application
- Number of shifts worked as a Foreman, at any employer
- Number of shifts worked as a Foreman, at TTI
- Expressed interest by the applicant to our management in being a steady foreman at TTI
- Input from TTI management about the applicant's suitability to be a steady foreman at TTI
- Overall assessment of the applicant's likelihood of being industrious, responsible, Productive, efficient, and safe in supervising all aspects of our operations

**THIS POSTING IS NOT A COMMITMENT BY TTI TO HIRE A STEADY FOREMAN. SUBMITTING AN APPLICATION IS NOT A GUARANTEE OF EMPLOYMENT AT TTI.**

# TTI Steady ILWU Guidelines and Expectations

1. Applicable Area Guarantee Policy
2. Harassment and §13.2 Policy/Procedure
3. Expectations
    A. Safety
        i. Demonstrate leadership
        ii. Full PPE compliance
        iii. Effective and timely safety talks
    B. Productivity
        i. Start and stop times
        ii. Labor management in the employer's interest
            a. Breaks
            b. On the job/On the payroll
            c. Proper cargo stowage (where applicable)
    C. Attitude
        i. Collaborative leadership with frontline management (foremen & management)
        ii. Availability depends on company work opportunity. One weekend shift availability is expected.
        iii. Squaring off should be done through site management.

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 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.