



# FOREMEN'S UNION

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BULLETIN

NOVEMBER 2009

## STOP WORK MEETING

**Membership meeting Thursday night, December 3<sup>rd</sup>, 7:00 pm, Cruise Terminal**

**Meeting schedules:** Executive Board (November meeting) Tuesday December 1<sup>st</sup>, 11:30 am-site to be determined; Trustee's Committee Tuesday December 1<sup>st</sup> 10:00 am at Local 94.

**Paid Holidays in November:** Thursday November 26<sup>th</sup> is Thanksgiving Day and there is NO WORK, with the exception of cargo defined in the contract. In order to receive the holiday pay you must have earned a one week vacation in the previous year and you must be available for work two (2) of the days of the week Monday through Friday, excluding the holiday. Vacations claimed must include Monday through Friday. A flop does not count as a day of availability.

**Please read and heed:** No form of harassment or discrimination will be tolerated. Local 94 has a zero tolerance policy against any and all forms of harassment and discrimination. To further that policy each and every member of ILWU Local 94 is immediately directed to re-examine and study the no tolerance discrimination/harassment policy provisions and guidelines set forth in the ILWU-PMA Pacific Coast Walking Bosses and Foremen's Agreement (including addendum). Each member is also hereby specifically reminded that it is his/her obligation and responsibility to act to combat and prevent any and all forms of harassment and discrimination. Please do not put yourselves in a compromising situation while at work. The Officers are currently fielding several 13.2 complaints against Foremen, so protect yourselves and your families from these type of attacks.

**Delinquent List:** The Secretary has made it easy for those owing fines. He has sent stamped return envelopes for those owing, yet only a handful of fines are being paid. Those on the list be warned: you shall be called to stand before the Executive Board in the very near future to answer to the charges of violating your oath and the Local 94 Constitution.

## HAPPY THANKSGIVING

DISPATCH RULES FOR FOREMEN-LOCAL 94

Adopted by Membership November 5, 2009

1. MEMBERS WILL CHECK IN TOTAL HOURS FOR ALL JOBS RECEIVED FOR THE MONTH.
- A. EXCEPTION: ALL WORK PERFORMED ON BULK DOCKS SHALL BE FREE HOURS. THESE JOBS SHALL BE DISPATCHED IN NORMAL ROTATION AND SHALL BE CONSIDERED "FLOP JOBS" IF NOT TAKEN.
2. HOURS SHALL RETURN TO 'ZERO' ON THE FIRST DAY OF EACH MONTH.
3. JOBS WILL BE DISPATCHED IN ROTATION. LOW-HOUR FOREMEN OUT FIRST.
4. FOREMEN WHO FLOP SHALL ADD TEN (10) HOURS FOR KEY AND ELEVEN (11) HOURS FOR FLEX JOBS. THEY CANNOT WORK THEIR PRIMARY SHIFT. FOREMEN WHO CHECK-IN FOR A DOUBLE SHIFT AND FLOP ONE OF THEM SHALL FLOP BOTH AND ADD THE COMBINED TOTAL OF BOTH SHIFTS.
5. CHECK-IN TIME DEADLINES: DAYS-3:30 PM; NIGHTS-1:00 PM. ANY HALL FOREMEN NOT TOLD TO CHECK IN BY 3:00 PM SHALL BE PAID FOR THE FOLLOWING DAY AT THE PREVAILING RATE: 10 HOURS FOR KEY. ANYONE NOT CHECKED-IN ON TIME SHALL BE DISPATCHED AS A LATE CHECK-IN.
6. JOBS WILL BE DISPATCHED AT THE FOLLOWING TIMES: DAYS-AFTER 4:00 PM; NIGHTS-AFTER 2:00 PM. PLEASE DO NOT CALL FOR YOUR JOB BEFORE THESE TIMES. MEMBERS LEFT ON THE BOARD WILL REMAIN AVAILABLE UNTIL 5:30 PM ON NIGHTS AND 7:30 AM ON DAYS. ALL MEMBERS NOT RECEIVING A JOB WILL BE CARRIED OVER.
14. ALL JOBS SHALL BE DISPATCHED BY CHECK-IN HOURS. NO PRIORITY SHALL BE GIVEN TO THOSE FOREMEN WISHING TO DOUBLE BACK ON THEIR OWN JOBS (NIGHTSIDE). ANY FOREMEN WISHING TO VOLUNTEER SHALL BE DISPATCHED BY HOURS. THOSE CHECKING-IN WITHOUT HOURS SHALL THEN FOLLOW.
15. FOREMEN SHALL NOT BE PERMITTED TO WORK MORE THAN TWO (2) CONSECUTIVE SHIFTS.
16. SEQUENCE FOR WORKING DAYS-TO-NIGHTS OR NIGHTS-TO-DAYS: DAY DISPATCH: 1) DAY HALL, 2) NIGHT HALL, 3) DAY STEADY, 4) NIGHT STEADY.  
NIGHT DISPATCH: 1) NIGHT HALL, 2) DAY HALL, 3) NIGHT STEADY, 4) DAY STEADY.
17. MEMBERS WILL TAKE AVERAGE AFTER BEING OFF THE BOARD THREE (3) OR MORE CONSECUTIVE DAYS/NIGHTS IF THE MEMBERS IS BELOW AVERAGE.
18. IF A MEMBER FLOPS THREE (3) OR MORE CONSECUTIVE DAYS/NIGHTS WITHOUT WORKING, THE MEMBER MUST TAKE AVERAGE ON THE FOURTH (4<sup>TH</sup>) DAY/NIGHT OR THE NEXT DAY/NIGHT THE MEMBER CHECKS IN PROVIDING THE MEMBERS IS BELOW AVERAGE.
19. ANY COMBINATION OF RULES SEVENTEEN (17) AND EIGHTEEN (18) WHICH EQUALS THREE (3) DAYS/NIGHTS OF NON AVAILABILITY, MEMBERS SHALL BE REQUIRED TO CHECK IN ON AVERAGE.
20. ALL MEMBERS SHALL BE REQUIRED TO BE CHECKED IN BEFORE BEING DISPATCHED TO WORK (PER MEMBERSHIP MEETING OCTOBER 6, 2005).
7. DAYS OFF: HALL FOREMEN MAY SQUARE-OFF ANY THREE DAYS/NIGHTS OF EACH PAYROLL WEEK (THEIR PRIMARY SHIFTS) WITHOUT TAKING AVERAGE. HALL FOREMEN SHALL BE AVAILABLE/WORK FOUR (4) DAYS/NIGHTS OF THEIR PRIMARY SHIFT OR TAKE AVERAGE. FLOPS DO NOT COUNT AS A DAY/NIGHT OF AVAILABILITY. TO BE ELIGIBLE FOR PGP YOU MUST BE AVAILABLE MONDAY THROUGH FRIDAY UNLESS EXCUSED BY A DOCTORS APPOINTMENT, SERVED A SUBPOENA, VERIFIED UNION BUSINESS WITH DOCUMENTATION.
8. ALL FOREMEN SHALL TAKE COMEBACKS OR CALL A REPLACEMENT.
9. MEMBERS CAN CALL A REPLACEMENT AFTER THE FIRST DAY ON THE JOB WITHOUT TAKING HOURS. FOREMEN MUST TAKE THEIR PRIMARY SHIFT OFF AFTER CALLING A REPLACEMENT.
10. DURING THE HOURS OF DISPATCH (1:00 PM TO 5:00 PM) ONLY MEMBERS WITH UNION BUSINESS OR EMERGENCIES WILL BE ALLOWED IN THE OFFICE.
11. ALL HALL FOREMEN SHALL BE DISPATCHED BEFORE ANY STEADY THAT VOLUNTEERS.
12. ALL THIRD SHIFT JOBS SHALL BE VOLUNTEER FOR BOTH DAY AND NIGHT MEMBERS.
13. STEADY FOREMEN CHECKING IN TO VOLUNTEER SHALL GIVE TOTAL HOURS WORKED OR PAID FOR THE MONTH ON FRIDAY.
21. VISITORS SHALL BE ALLOWED TO CHECK IN AND WORK OUT OF THE DISPATCH HALL ON A NO-COMEBACK BASIS. THE RECIPROCAL DISPATCH RIGHTS SHALL APPLY.

UNION POSITION REGARDING THIRD SHIFTS

AS APPROVED ON DECEMBER 8, 2006

1. THE THIRD (3<sup>RD</sup>) SHIFT IS VOLUNTEER ONLY, WITH LOWEST HOURS FIRST OUT IN THE FOLLOWING SEQUENCE: 1) HALL; 2) STEADY.
2. ALL THIRD (3<sup>RD</sup>) SHIFT JOBS ARE ONE SHIFT ONLY WITH NO COMEBACKS.
3. THE PRIMARY SHIFTS FOR ALL FOREMEN IS EITHER THE FIRST (1<sup>ST</sup>) SHIFT (DAYS) OR THE SECOND (2<sup>ND</sup>) SHIFT (NIGHTS).
4. ALL HALL FOREMEN, DAY OR NIGHT, MUST ADD TEN (10) HOURS OR BE CHECKED-IN ON THEIR RESPECTIVE PRIMARY SHIFT (1<sup>ST</sup> OR 2<sup>ND</sup>) IN ORDER TO BE DISPATCHED TO THE THIRD (VOLUNTEER) SHIFT.