



FOREMEN'S UNION

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BULLETIN

DECEMBER 2014

Merry Christmas and Happy New Year

Reminder: December 19th, is the last day for the payroll of 2014. Check your hours!

Paid Holidays: Christmas Eve **Wednesday December 24th**, Christmas Day **Thursday December 25th**, New Year's Eve **Wednesday December 31th**, and New Year's Day **Thursday January 1st 2015** are paid holidays. To be eligible for holiday pay, you **must** work or be available for work at least 2 days of the week, **Monday, Tuesday, or Friday** because **Wednesday, Thursday, and flops do not count as a day of availability**. Vacation claims **must** include **Monday through Friday** of the respective Holiday weeks.

Holiday Dispatch: Dispatch for **Thursday December 25th Christmas Day or Night** and **Friday December 26th 1st shift** will take place **Wednesday December 24th** Between **2:00 pm** and **3:00 pm**, The office will be closed at **3:00 pm**. Dispatch for **Thursday January 1st New Year's Day or Night** and **Friday January 2nd 1st shift** will take place **Wednesday December 31** between **2:00 pm** and **3:00 pm**, The office will be closed at **3:00 pm**. **Deadline to check-in for Holiday Dispatch will be 1:30 PM on Wednesday December 24th and Wednesday December 31st.**

Exception: An extended shift may be worked from **3 PM** to **5 PM** on **Wednesday, December 24** and **Wednesday, December 31** to finish a ship or train otherwise all work is to end at **3 PM**. **This Exception does not apply to yard work.**

Nominations for office: Nomination Forms are available in the business office immediately following the January meeting and shall remain available until thirty-six (36) hours following the March Membership Meeting. Elections shall be held for all officers and Committees on **Friday, March 13th**. To apply for an elective position, you must have been a member of Local 94 and in good standing for the previous 12 months and any fines and/or assessments owed must be paid prior to close of nominations or you shall be removed from the ballot. Any Candidate who wishes to have an observer on their behalf at the polling location and or for the counting of the ballots may do so by submitting a request in writing. This request listing the name of the observer and for which candidate they will be observing for must be received by the Secretary Treasurer no later than 24 hours prior to the polls opening (**6 am Thursday, March 12, 2015**).

Voting: Our General Election will take place **Friday March 13, 2015** at Local 63 between the hours of **6 AM** and **7 PM**. Members that meet the criteria of Article VI of the Foremen's Union Local 94 Constitution and By-Laws Section 1. **Absentee Ballot** "Sick and injured members, and those members away who wish to vote in an election, can do so by applying to the Secretary-Treasurer for an absentee ballot" This must be done by **12 noon** on **Friday, March 6, 2015** and returned by **Friday, March 13, 2014** no later than **3 PM**, (the instructions will be included). If a Run – Off Election is needed your Absentee request must be made by **12 noon** on **Friday, March 13, 2014** and returned by **Friday, March 20, 2014** no later than **3 PM**. The Run – Off Election if needed will take place on **Friday, March 20, 2014** between the hours of **6 AM** and **7 PM** at Local 63. General Rule #1 "All active members are required to vote at all elections, regular or special, or be fined **\$50** for failure to do so, except sick or injured members, or members on vacation and vacation is on file with the Secretary-Treasurer".

Dues for 2014: The amount paid for Union Dues and Assessments in 2013 was **\$3,850.00**

Vacation Checks: Vacation check notices will be sent out **January 9th**. If you have a claim or shortage, please notify the office. The distribution of the Vacation checks will be **February 13th 2015**. Part or all of your vacation check may be contributed to your 401 (k). Call Fidelity at 1-



800-761-4598

Retirement: We had a total of 16 members retire this year. We would like to thank them for all their years of dedicated service and wish them well.

Active Deceased: Kenneth Bertschinger #34110

ILWU Memorial Association Annual Christmas Party: Will be held on Friday, December 19, 2014 from 6 pm - 1 am doors will open at 5:30 pm and dinner will be served from 6 pm to 8 pm. Tickets will be on sale at the Memorial Hall and if you have any questions please contact Nacho at 310-293-1503.

401 (K), For your information (FYI) Provided by Linquest CPA: According to the Department of Labor (DOL), about one third of eligible employees don't participate in their employer's 401(k) plan. Those who don't participate in a 401(k) plan may have to depend solely on Social Security, (We have defined pension benefit) which likely won't allow them their desired retirement lifestyle and may not even be enough to fund basic expenses.

Optional 401(k) plan features can offer further employee advantages, For example, 401(k) plans can allow employees to direct their investments and provide them with access to their funds during times of financial hardship.

In recent years, many workers have seen a decline in their 401(k) accounts. This may be due to investment losses or to hardship distributions they took to pay for mortgages, medical bills or tuition. By continuing to participate, employees can be billed their 401(k) accounts for retirement and have money set aside for emergencies.

Under the current guidelines an individual is allowed to contribute up to \$17,500 per year which is achieved on a per hour contribution which you set up with Fidelity Investments. Those individuals who have reached the age of 50 can also contribute an additional \$5,500 under the terms of "catch-up contribution". The Employer contributes \$5.00 an hour up to 2240 hours for a maximum total of \$11,200 this contribution to your account is per our collective bargaining agreement. The Employer contribution runs on a calendar year of July 1 through June 30 of the following year. An individual who participates and maximizes their 401(k) contribution would realize a yearly tax deferred savings of \$34,200.

Omnibus Spending Bill - Vote No Now: We need to put the pressure on your elected officials in the U.S. House and Senate in opposition to the **omnibus spending bill**. Unions are opposed to this bill because it keeps the government open on the backs of hard-working Americans and retirees. This bill is the ugly side of political backroom dealings and should be voted down so that these issues can be fully debated in the light of day. Specially, Unions are opposed to the last-minute addition of a pension amendment that threatens the retirement security of thousands of retirees – an amendment that through procedural manipulation will not even receive a separate vote. Unions have always opposed pension cuts and are disappointed that the House and Senate have taken this action. This legislation represents substantial changes to policies that have protected the pensions of workers for decades. It should not be changed through procedural manipulation. A last-minute \$2 billion bailout to a \$100 million Fortune 50 company for breaking its promise to its retirees is outrageous and only adds to the list of special interest provisions in this bill. This shameful government bailout of one of the most profitable companies in America should be stopped in its tracks. The bill also dismantled key provisions of Wall Street Reform by allowing big banks to make risky derivatives trading bets using taxpayer insured funds. While the legislation threatens pensions and increases, it allows wealthy individuals to contribute over 1 million and half more dollars into politics, so we will continue to see legislation that benefits the wealthy and not hard-working Americans. For all those reasons, Unions are urging you to contact your elected officials to **vote NO on the Omnibus bill**.

In Solidarity:

Daniel G. Miranda
President

Edward Alexander
Vice President

Mike Trudeau
Secretary – Treasurer

