

THE WALKING BOSSES AND FOREMEN



INTRODUCTION

- What is a Foreman or Walking Boss?
- What are the duties of Foremen and Walking Bosses?
- How and when did the Foremen and Walking Bosses locals get formed?

Definition

- **Foreman:** describes a leading worker who is in charge of an area of work and who supervises other workers.
- **Walking Boss:** describes one who has authority to give orders while going about from place to place.

Duties

- The Walking Boss/Foreman is the direct representative of his employer and is responsible for the safe, efficient, and proper handling of cargo onboard a ship or on the dock and shall have the authority to supervise, place, or discharge longshore workers and to regulate work and perform his/her duties, in accordance with the orders of his/her employers.

Puget Sound, Portland, and Columbia River

Other term for *Walking Boss*:

Lead Boss

Southern California

Other terms for Foreman:

- Ship Boss (L.A.)
- Dock Boss (L.A.)
- Chief Ship Foreman (Port Hueneme)
- Chief Dock Foreman (Port Hueneme)

Other Coastwise Terms for Walking Boss and Foreman

- Assistant Walking Boss
- Ship's Dock Boss
- Car Gang Boss
- Utility Boss
- Hatch Boss
- Lashing Boss
- Hatch Foreman

- Ship Foreman
- Dock Foreman
- Lashing Foreman
- Carpenter Foreman
- Warehouse Foreman
- Rigging and Lashing Foreman

HISTORY

The history of the Walking Bosses and Foremen locals centers on four regions of the West Coast:

1. Puget Sound: Seattle, Tacoma
2. Columbia River: Portland
3. Northern California: San Francisco
4. Southern California: Los Angeles

1935

ILA charters Puget Sound
Walking Bosses as Local 38-114.

1937

June 17, 1937

- Portland's Walking Bosses Negotiating Committee, within ILA Longshoremen's Local 38-78, signs agreement with Waterfront Employers of Portland to perform all walking bosses work in the Columbia River area.

September 16, 1937

- Portland's Longshoremen's Local 38-78 splits with the ILA and is chartered by the ILWU as Local 1-8.

September 17, 1937

- Seattle's Longshoremen's Local 38-138 splits with the ILA and is chartered by the ILWU as Local 1-19.

September 20, 1937

- San Francisco's Longshoremen's Local 38-79 splits with the ILA and is chartered by the ILWU as Local 1-10.

September 21, 1937

- San Pedro Longshoremen's Local 38-82 splits with the ILA and is chartered by the ILWU as Local 1-13.

1940

February 26, 1940

- NLRB certifies ILWU Local 1-13 as the collective bargaining agent for all foremen employed in Los Angeles Harbor. These rights were never enforced.
- NLRB certifies the ILWU as the collective bargaining agent for all foremen and walking bosses in California, Oregon, and the Columbia River ports of Washington. This certification was not utilized until 1947.

1942

ILA Walking Bosses' Local 38-114 signs first agreement with Waterfront Employer's Association of Washington (WEAW).

1945

ILWU charters the *Walking Bosses Committee* within Longshore Local 1-19 as *Walking Bosses of Local 1-19A*.

1947

- Puget Sound's ILA Walking Bosses Local 38-114 wins National Labor Relations Board (NLRB) election and retains its collective bargaining rights for all walking bosses in Puget Sound area.
- Congress passes the Taft-Hartley Act in June and goes into effect on August 23. Under this law, employers were not legally obligated to bargain with supervisory personnel. (e.g., walking bosses and super cargoes).

July 11, 1947

- San Francisco's Walking Bosses, within ILWU Longshoremen's Local 1-10, strike Luckenbach Terminal.

July 14, 1947

- Foremen in ILWU Local 1-13 strike Outer Harbor Dock and Wharf Company in San Pedro, where ships were diverted from Luckenbach Terminal in San Francisco

September 10, 1947

- Oregon and Columbia River Walking Bosses (within Portland's ILWU Longshoremen's Local 1-8) vote to take a separate ILWU charter. Local 1-8 does not concur and the walking bosses remain in Local 1-8.

- All foremen in Los Angeles Harbor were discharged by their employers of September 30. On October 1, the Waterfront Employer's of Los Angeles Harbor locked out all ILWU workers. On October 10 the lockout terminated and foremen returned to work.

November 17, 1947

- ILWU charters the Foremen, Ship, Dock, and Walking Bosses' Local 91, on October 14, to cover all Foremen and walking bosses in California, Oregon, and the Columbia River ports of Washington. The charter was installed on November 17.

1948

December 2, 1948

ILWU charters the Southern California Foremen's Union, Local 94 with headquarters in Wilmington and units in San Diego (Unit 29) and Port Hueneme (Unit 46).

1949

March 14, 1949

- ILWU Local 91 signs first agreement with waterfront employers of San Francisco.

April 1, 1949

- ILWU Local 94 signs its first contract with Contracting Stevedores Association of Los Angeles Harbor.

1952

Majority of Puget Sound's walking bosses split away from ILA Local 38-114 to form a new union, the Ship and Dock Foremen's Association of Washington, Independent.

1953

Puget Sound's ILA Walking Bosses Local 38-114 is re-chartered by International Brotherhood of Longshoremen (IBL) as IBL Local 38-114.

1958

January 9, 1958

- Puget Sound's Independent Walking Bosses and the ILA Walking Bosses merge and are chartered by the ILWU as Walking Bosses Local 98.

March 12, 1958

- Oregon and Columbia River Walking Bosses, within Portland's ILWU Longshoremen's Local 1-8, form a separate local and are chartered by the ILWU as Walking Bosses' Local 92.

1959

October 15, 1959

ILWU Ship, Dock, and Walking Bosses Locals 91, 92, 94, 98, and Units 29 and 45 sign first foremen and walking bosses Coast Master Agreement with PMA.

CONCLUSION