

# ITS

ID # ITS-09-21

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

From: ITS  
(List Company Name)

Subject: Steady Foreman Posting  
(List job title)

We Plan to fill: 2 (Vessel / CY / Rail) Steady: Day

Job sometime after: Dec 3<sup>rd</sup>, 2021  
(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: Dec 3<sup>rd</sup>, 2021  
(List date at least 5 or 10 days after posting)

To: Robert Van Leeuwen, Donnegan Lobo, Brent Kitagawa, Tom Adams  
(List Name of person at company who is to log applications)

At: 1281 Pier G Way, Long Beach, CA 90802  
(List address of person at company who is to log application)

Date and Time of Posting

11/24/21 9:00 AM  
(Date) (Time)

BY:   
Signature of PMA Rep

Tom Adams  
Signature of Company Representative

POSTED: 11/25/21 D.C.M.

EXPIRES: 11/23/22 D.C.M.

# **International Transportation Services Inc.**

When deciding to hire steady foremen at ITS, we will seek a combination of skills and requirements. These will be based on experience, responsibility, effective supervising ability that will best assist ITS in operating in an efficient and safe manner. The following criteria will also 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.
- Rail: Must be able to climb up ladder on rail car if necessary and perform all Rail Foremen duties.
- Yard: Must perform all yard duties to Employer's satisfaction.

Other factors that will be assessed include the following:

- Employee 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.
- Expressed interest by the applicant to our management personnel.
- Input from our management.

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

OK

MINUTES OF SPECIAL LRC MEETING  
JOINT FOREMEN'S LABOR RELATIONS COMMITTEE  
LOS ANGELES-LONG BEACH, CALIFORNIA

The Committee met at 10:00 a.m. via telephone.

Present:	<u>Employers</u>	<u>ILWU Local 94</u>
	S. Fresenius	E. Alexander
		D. Miranda
		M. Trudeau

NEW BUSINESS

1. PROCEDURE FOR APPLYING FOR STEADY FOREMEN EMPLOYMENT - 02/03/17 - GB-0005-2017
- 

The Committee agreed to the following procedure:

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 hand-deliver two copies of the completed application to the person designated in the posting. The person designated in the posting to receive the application will keep and initial and date one copy, and will initial and date the second copy and return it to the applicant.
3. Every applicant who hands in a completed application during the first 10 calendar days of the posting will be offered an interview at a time and location designated by the posting Employer.
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.
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.

Meeting adjourned at 11:00 a.m.

  
 \_\_\_\_\_  
 Approved by PMA -

  
 \_\_\_\_\_  
 Approved by Local 94 -

SF/jt - 02/13/17

POSTING ID # \_\_\_\_\_

**STEADY EMPLOYMENT APPLICATION**  
**FOREMEN'S UNION ILWU LOCAL 94**

\_\_\_\_\_ Registration # \_\_\_\_\_

Current member in good standing of the Foreman's Union Local 94, hereby apply  
for steady employment at \_\_\_\_\_

Vessel \_\_\_\_\_ Yard \_\_\_\_\_ Rails \_\_\_\_\_

Shift applied for: Days \_\_\_\_\_ Nights \_\_\_\_\_

Contact info:

Cell # \_\_\_\_\_

Home # \_\_\_\_\_

Date of steady posting: \_\_\_\_\_

Date of steady posting expiration: \_\_\_\_\_

Employer Signature: \_\_\_\_\_ Date: \_\_\_\_\_