



Date June 24, 2024

ID # 02-24  
[Redacted]

TO: Qualified Foreman - Local 94  
c/o Pacific Maritime Association  
300 Ocean Gate 12<sup>th</sup> floor  
Long Beach, California 90802

FROM: Everport Terminal Services (ETS)  
[Redacted] (List Company Name)

SUBJECT: 0-2 (Zero to Two Steady Foremen)  
[Redacted] (List Job Title)

We Plan to fill 0-2 1st Shift Foremen (Primary Vessel)  
[Redacted] (List Number) [Redacted] (List Job Title)

Day: X Night: \_\_\_\_\_

Job(s) sometime after July 4, 2024  
(List date at least 5 or 10 days after posting)  
1st Shift Pay Rate \$76.72, 1st Shift OT Rate \$115.08.

Qualified Foremen interested in this opportunity are requested to submit a completed application in person

By July 4, 2024  
(List date at least 5 or 10 days after posting date)

To Leo Russo (310) 221-4840  
(List name of person at company who is to log applications)

At 389 Terminal Way Terminal Island, CA. 90731  
(List address of person at company who is to log applications)

Date and Time of Posting: 06/24/2024 4:00 PM

/s/ Leo Russo

Signature of Company Representative

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

POSTED: 6/26/24 9:00 AM

EXPIRES: 8/24/24 9:00 AM



In deciding whether to select a new steady foreman at its operations, Everport Terminal Services (ETS) seeks a combination of skills, experience, responsibility and supervising ability that will best assist ETS 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 ETS
- Expressed interest by the applicant to our management in being a steady foreman at ETS
- Input from ETS management about the applicant's suitability to be a steady foreman at our company
- Our overall assessment of the applicant's likelihood of being industrious, responsible, productive, efficient, and safe in supervising all aspects of our operations

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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 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.

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: \_\_\_\_\_