



FOREMEN'S UNION

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BULLETIN _____ October 2019

MEMBERSHIP MEETING

Wednesday, November 6, 2019 7 PM at the Cruise Terminal S.P. 93

Executive Board Meeting: Our next meeting will be Wednesday, October 30 at 11:30 AM

New Foremen: The first class of 30 probationary Foremen will graduate Friday, October 25, 2019. Please assist them with some guidance and leadership and remember we were all new members at one time. The next class will start Monday, November 11, 2019.

Records: If you are off work for any reason, we need to keep a record in your personal file of all your information, i.e. Doctor's notes and especially LS 208's for workers compensation claims and non-industrial injuries. This information is needed in case we need to file the proper documentation for vacation, pension, welfare, and holiday claims that you may be entitled to. Please keep any change of address and phone numbers current with the office.

The problem continues with Steady Schedules: Your schedule for the following week shall be set on Friday by 3:30 PM. No schedules are to be revised after the Friday deadline!! If you are unable to work on a shift (Day/Night) you are scheduled to work, you must call a replacement for that shift. You can also make yourself available to your company on a scheduled day off. But if you fail to work on the shift you volunteered for you must call a replacement. If you fail to follow these guidelines you are in violation of the Steady Agreement and you will be cited to appear before the Executive Board. If you have any questions, please call the office.

Daylight Saving Time: At 2:00 am Sunday, November 3, 2019 all clocks are to be moved back one hour. If you are working the 2nd shift or the 3rd shift Saturday night you will not set your clocks back until after the shift ends. Sunday, November 3 dayshift will begin at the adjusted Pacific Standard Time. Please make sure you set your clocks so that you are on time for work Sunday November 3, 2019 1st shift.

Ship Bosses: As a reminder of Membership Action, Ship Bosses must always maintain a presence aboard the vessel. Ship Bosses are only allowed to relieve one (1) Hatch Boss at time. Dock Bosses take their relief on the job.



Veterans Day: *Monday, November 11, 2019* is a Paid Holiday and any work performed on that day will be paid at the overtime rate of pay.

On Time: It is important for all foremen to set an exemplary standard. Being on time is a character trait that most people find important. Please show respect to yourself and your Brothers and Sisters by being on time and ready to go to work.

As a Reminder: This is the Local 94's **NO TOLERANCE POLICY** statement for any and all forms of discrimination, harassment, and retaliation.

PLEASE READ VERY CAREFULLY, TAKE THIS SERIOUSLY, AND RETAINED FOR YOUR RECORDS.
NO FORM OF HARASSMENT OR DISCRIMINATION WILL BE TOLERATED

The ILWU 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 the 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 notified and reminded that it is his or her obligation and responsibility to ACT to combat and prevent any and all forms of harassment and discrimination. PCWB&FA Section 13 and its sub-sections outline our responsibility to maintain a harassment and discrimination free workplace.

Other Insurance Coverage Form: The ILWU-PMA Coastwise Indemnity Plan has mailed to all participants an OIC form that is required to be completed and returned by **December 31, 2019** or your spouse and/or dependents claims will be denied until this form is returned. This form must be completed annually and returned promptly.

Safety Talks: It is the Foreman’s responsibility to give a Safety Talk to all Longshore personnel. Please include all pertinent information regarding the specifics of the job and the potential hazards that they may encounter. You must also repeat your safety talks for individuals that arrived late or have picked up a replacement. Please protect yourself at all times. PCMSC section 4 outlines our contractual responsibility. It’s our jurisdiction!!

“Knowledge helps you make a living;
Wisdom helps you make a life”.

In Solidarity:

Daniel G. Miranda
President

Duane E. Martinez
Vice President

Mike Trudeau
Secretary – Treasurer

