

**2021 San Diego Foreman Selection Process**  
**ILWU Local 94 Foreman Application Form**

Date of Receipt \_\_\_\_\_

Please type your responses directly into this Electronic Application Form and click the SUBMIT button at the bottom of this page once completed. Applications not filled out completely, or not submitted by the stated deadline, shall not be considered. After clicking SUBMIT, you will receive an email with the completed application. You will also be able to download your completed application by going to the “Reports/Docs” menu.

This is an equal employment opportunity process. The JFLRC welcomes applicants without regard to any protected characteristic, including without limitation race, sex, sexual orientation, age, national origin, religion, or disability.

Current ILWU Registration Number \_\_\_\_\_

Name in Full:

Last

First

Middle

Address:

Number &amp; Street

City

State

Zip

Telephone Number: \_\_\_\_\_

1. Are you **currently** registered as a Class A worker in Local 29? Yes No (If no, you are not eligible to apply for this foreman registration.)2. Did you have the required **5** years of Class A registration as a longshore worker or marine clerk in the ports of Los Angeles/Long Beach, Port Hueneme, and/or San Diego **as of August 31, 2021** ? Yes No (If no, you are not eligible to apply for this foreman registration.)

3. Do you understand you will not be eligible to apply for foreman registration for **three** years if you are offered and refuse registration as a foreman in this process?
- Yes
- No (If no, you are nonetheless bound by this rule.)
4. Are you willing and able to work (with or without reasonable accommodation of disability) in all foremen positions to which you may be assigned (such as, but not limited to: ship boss, hatch boss, lash boss, dock boss, yard boss, rail boss)?
- Yes
- No (If no, list all of the foremen positions in which you would be unwilling or unable to work, with or without reasonable accommodation of disability.)
5. Are you willing and able to work (with or without reasonable accommodation of disability) in all areas or locations that foremen can be assigned (such as, but not limited to: container ships, break bulk ships, bulk ships, dock, rail yards)?
- Yes
- No (If no, list all of the foremen areas or locations where you would be unwilling or unable to work, with or without reasonable accommodation of disability.)
6. Do you understand you will be required to work out of the Joint Foremen's Dispatch Hall (not as a steady), for one (1) year as directed by the JFLRC if you are offered registration as a probationary foreman?
- Yes
- No (If no, you are nonetheless bound by this rule. Explain below.)
7. Have you ever been found guilty or liable for discrimination or harassment in the workplace by any tribunal (including but not limited to a Joint Port Labor Relations Committee (JPLRC), an Area or Coast or Special Arbitrator, or a civil jury or bench trial, or other civil legal proceeding)?
- Yes (If yes, provide date(s) and details.)
- No

8. Within the past five years, have you been found guilty of violating the collective bargaining agreement governing your employment as a longshore worker or marine clerk (PCLCD or PCCCD) and received a time-off penalty as a result?
- Yes (If yes, provide date(s), type of violation(s), amount of penalty/ies.)
- No
9. Do you understand the JFLRC is looking to promote applicants who have been putting in regular and full-time work effort (as available work allows), and that an unsatisfactory work record may disqualify you from consideration for promotion to probationary foreman, and, as appropriate, may lead to deregistration of your foreman status at any time?
- Yes
- No (If no, explain below.)
10. If offered probationary foreman registration, will you (1) act as the direct supervisory representative of the company/companies by whom you are employed; (2) maintain the responsibility and authority to supervise, place or discharge workers and to direct the work and activities of longshore workers on the job in a safe and efficient manner, (3) perform the customary duties of a foreman in accordance with the then-current PCWB&FA and the directions of the company/companies by whom you are employed, with due respect to the interest and requirements of the job and the company/companies by whom you are employed, (4) set an exemplary standard for the longshore workers you supervise, and (5) ensure a workplace free from prohibited discrimination and harassment in accordance with Section 1.1 of the Pacific Coast Walking Bosses & Foremen's Agreement (PCWB&FA)?
- Yes
- No (If no, explain below.)
11. If offered probationary foreman registration, are you willing to fairly supervise all ILWU workers assigned to work under your supervision?
- Yes
- No (If no, explain below.)
12. You have received a list of the critical job functions and duties performed by foremen with this Application. Are you able to perform all of the functions shown on the list (with or without reasonable accommodation of disability)?
- Yes
- No (If no, please list those job functions you would not be able to perform, with or without reasonable accommodation of disability.)

13. If you are offered probationary foreman registration, you will be required to complete all required training and/or testing, which may include a drug and alcohol screening, training or testing in safety, first aid, application of mechanical principles, rigging, basic math and knowledge of Union rules and the collective bargaining agreements, or otherwise, and to keep all appointments and attend all classes as scheduled. Do you understand and agree that your failure to do so will eliminate you from probationary foreman registration?
- Yes
- No (If no, explain below.)
14. An applicant may be disqualified or deregistered if the JFLRC finds that he or she is not able to effectively represent the employers' interests while at work or to perform the duties of a foreman for any reason, including outside employment that conflicts with and/or disrupts his or her availability and/or job as foreman. Do you understand and agree to comply with this requirement?
- Yes
- No (If no, explain below.)
15. Do you authorize PMA to provide a copy of your work records to the JFLRC and those the JFLRC may designate to participate in the foreman selection process?
- Yes
- No (If no, your Application is incomplete and will not be considered.)
16. **Registration Eligibility List:** By signing this Application, you agree and understand what is outlined above including that applicants who pass the interview will be placed onto an eligibility list (Registration Eligibility List). As the JFLRC determines registration is needed, the JFLRC will decide how many and which applicants on the Registration Eligibility List will be offered probationary registration (subject to satisfactory completion of the remaining requirements). The JFLRC need not offer probationary registration to all individuals on the Registration Eligibility List, and may end or modify the selection process at any time.
- Yes
- No (If no, you are nonetheless bound by these procedures.)

**Please make certain that all the information you provide is totally accurate. If any contact information provided on this application changes, you must update that information with PMA in your port.**

**All information you provide is subject to verification. Any misstatements or omissions can result in your immediate disqualification as an applicant for the foreman position or immediate discharge if you are already selected for the foreman position, regardless of the time that has elapsed before discovery.**

**I hereby certify that I have read and understand the Foreman Application and Selection Process Informational Guide, the list of Critical Job Duties and Functions, and the Written Test Preparation Guide. I certify that all the information I have provided in this Application is true and accurate. I understand that the JFLRC may, at its discretion, at any time without notice, change or revoke the procedures for foremen selection.**

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**Signature**

**Date**