

Date of Receipt \_

Applicant # \_

**Tacoma Walking Boss & Foreman Selection Process**  
**ILWU Local 98 Walking Boss & Foreman Application Form**

Applications not filled out completely will not be considered.

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.

The JFLRC considers requests for reasonable accommodation of disabilities (with respect to the foreman selection process and for registered foremen) in accordance with the PCWB&FA Policy on ADA Compliance and Reasonable Accommodation (PCWB&FA ADA Policy), the Americans with Disabilities Act, and the Washington Law Against Discrimination (WLAD). Applicants are subject to all collectively bargained rules, whether or not stated in this Application Form, and regardless of whether an applicant checks "no" to any question (unless the JFLRC approves a disability accommodation request to the contrary). More information and forms are available at [www.pmanet.org](http://www.pmanet.org).

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.

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

Name in Full: \_\_\_\_\_  
Last First Middle

Address: \_\_\_\_\_  
Number & Street City State Zip

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

1 Are you **currently** registered as a Class A worker in Local 23? (If no, you are not eligible to apply for this foreman registration.)

Yes

No

2 Will you have, as of **July 10, 2022**, the required **five** years of Class A registration as a longshore or clerk worker? (If no, you are not eligible to apply for this foreman registration.)

Yes

No

3 If you are a registered Herman/Flynn mechanic in the port where you are applying, have you completed your steady employer obligation (12 years) or 15 years of industry service as required? (PLEASE NOTE: If you are **not** a registered Herman/Flynn mechanic, then **do not** answer this question – you should leave this question blank and proceed to Question 4.)

Yes

No

4 Are you willing and able to work (with or without reasonable accommodation of disability) in all Walking Boss & 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)? (If no, list all the foremen positions in which you would be unwilling or unable to work, with or without reasonable accommodation of disability.)

Yes

No

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5 Are you willing and able to work (with or without reasonable accommodation of disability) in all areas or locations that Walking Boss & Foremen can be assigned (such as, but not limited to: container ships, break bulk ships, bulk ships, dock, rail yards) for a minimum of one (1) year, on any and all shifts, based on Industry need? (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.)

Yes

No

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6 Do you understand that if you are offered registration as a probationary Walking Boss & Foreman you will be required to work out of the Joint Walking Boss & Foremen's Dispatch Hall (not as a steady), for one (1) year? (If no, you are nonetheless bound by this rule. Explain below.)

- Yes
- No

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7 Within the last five (5) years, 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)? (If yes, provide date(s) and details.)

- Yes
- No

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8 Within the past five years, have you been found guilty of violating the collective bargaining agreement governing your employment as a longshore worker marine clerk or walking boss/foreman (PCLCD, PCCCD, or PCWB&FA) and received a time-off penalty as a result? (If yes, provide date(s), type of violation(s), amount of penalty/ies.)

- Yes
- No

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9 Do you understand that the JFLRC is looking to promote those 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 Walking Boss & Foreman, and, as appropriate, may lead to deregistration of your Walking Boss & Foreman status at any time? (If no, explain below.)

- Yes
- No

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10 If offered probationary Walking Boss & Foreman registration, will you in accordance with Section 1.1 of the then-current Pacific Coast Walking Bosses & Foremen's Agreement (PCWB&FA)

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?

(If no, explain below.)

- Yes  
 No
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11 If offered probationary Walking Boss & Foreman registration, are you willing to fairly supervise all ILWU workers in the industry with dignity, respect and courtesy? (If no, explain below.)

- Yes  
 No
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12 You have received with this Application a list of the Foreman Selection Process Critical Job Duties and Functions List. Are you able to perform all the functions shown on the list (with or without reasonable accommodation of disability)? (If no, please list those job functions you would not be able to perform, with or without reasonable accommodation of disability.)

- Yes  
 No

13 If you are offered probationary Walking Boss & Foreman registration, you will be required to complete all required training and/or testing, which may include 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 Walking Boss & Foreman registration? (If no, explain below.)

Yes

No

14 An applicant may be disqualified or deregistered if the JFLRC finds that he or she disregards the Employer's interests while at work or is not able to perform the duties of a Walking Boss & Foreman for any reason that conflicts with and/or disrupts his or her availability and/or job as a Walking Boss & Foreman. Do you understand and agree to comply with this requirement? (If no, explain below.)

Yes

No

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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 Walking Boss & Foreman selection process? (If no, your application is incomplete and will not be considered.)

Yes

No

**16 Probationary Registered Walking Boss & Foreman:** As the JFLRC determines registration is needed, the JFLRC will decide how many and which applicants will be offered probationary registration (subject to satisfactory completion of all requirements). The JFLRC need not offer probationary registration to all individuals who apply to be promoted to probationary registration status and may end or modify the selection process at any time.

By signing this Application, you agree and understand what is outlined above including that you will be required to adhere to the dispatch procedures for foremen's work established by the JFLRC and abide by consequences developed by the JFLRC for repeated failure to make yourself available for dispatch to Walking Boss & Foreman work, or failure to comply with other rules established by the JFLRC. (If no, you are nonetheless bound by these rules.

Explain below.)

Yes

No

**Please make certain that all the information you provide is totally accurate. If any contact information provided on this Application changes, you must provide the changes in writing to the PMA office 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 Walking Boss & Foreman position, regardless of the time that has elapsed before discovery.**

**I hereby certify that I have received a copy of the Walking Boss & Foreman Application and Foreman Selection Process Critical Job Duties and Functions List. I certify that all the information I have provided in this Application is true and accurate. I understand that the JWB&FLRC may, at its discretion, at any time without notice, change or revoke the procedures for foremen selection.**

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**Signature**

**Date**