

Date of Receipt

Applicant #

**San Francisco/ Bay Area**  
**Walking Boss Selection Process**  
**ILWU Local 91 Application Form**

Please type your responses directly into this Electronic Application Form. Although this form is accessible by smartphone, applicants are encouraged to review the questions and fill out the form on a desktop or laptop computer. Please note that after you begin filling out the form, if there is a lapse of activity for 60 minutes, your session will be timed out and you will be required to log back in and start over.

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

The JWBLRC considers requests for reasonable accommodation of disabilities (with respect to the Walking Boss selection process) in accordance with the PCWB&FA Policy on ADA Compliance and Reasonable Accommodation (PCWB&FA ADA Policy), the Americans with Disabilities Act, and the California Fair Employment and Housing Act. 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 JWBLRC 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
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Address:

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

Email: \_\_\_\_\_

- 1 Are you **currently** registered as a Class A longshore worker in the port where you are applying? (If no, you are not eligible to apply for this walking boss registration.)
- Yes  
 No
- 2.a Are you a registered mechanic hired under the terms of the Herman/Flynn Letters of Understanding in the port where you are applying?
- Yes  
 No
- 2.b If yes, do you have either 12 years steady mechanic employment or 15 years of service? (If you answered no to #2.a above, you should not answer #2.b and you should skip now to #3). (If no, you are not eligible to apply for walking boss registration.)
- Yes  
 No
- 3 Do you understand that if you are offered and refuse registration as a walking boss, you will not be eligible to apply for walking boss registration for **three** years? (If no, you are nonetheless bound by this rule.)
- Yes  
 No
- 4 Are you willing and able to work (with or without reasonable accommodation of disability) in all walking boss 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 of the walking boss positions in which you would be unwilling or unable to work, with or without reasonable accommodation of disability.)
- Yes  
 No
- 5 Within the past 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

- 6 Within the past five (5) years, have you been found guilty of violating the collective bargaining agreement governing your employment as a longshore worker in any category (PCLCD, PCCCD)? (If yes, provide date(s), type of violation(s), amount of penalty/ies.)
- Yes
- No
- 7 Do you understand that the JWBLRC 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, and, as appropriate, may lead to deregistration of your walking boss status at any time? (If no, explain below.)
- Yes
- No
- 8 If offered probationary walking boss 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 walking boss 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
- 9 If offered probationary walking boss registration, are you willing to fairly supervise all ILWU workers assigned to work under your supervision? (If no, explain below)
- Yes
- No

- 10 If you are offered probationary walking boss 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 registration? (If no, explain below.)
- Yes
- No
- 11 An applicant may be disqualified if the JWBLRC finds that he or she is not able to effectively represent the employer's interests while at work or to perform the duties of a walking boss for any reason, including outside employment that conflicts with and/or disrupts his or her availability and/or job as walking boss. Do you understand and agree to comply with this requirement? (If no, explain below.)
- Yes
- No
- 12 Do you authorize PMA to provide a copy of your work records to the JWBLRC and those the JWBLRC may designate to participate in the Walking Boss selection process? (If no, your application is incomplete and will not be considered.)
- 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 walking boss position or immediate removal if you are already selected for the walking boss position, regardless of the time that has elapsed before discovery.

I hereby certify that I have received a copy of the San Francisco/Bay Area Walking Boss Application. I certify that all the information I have provided in this Application is true and accurate. I understand that the JWBLRC may, at its discretion, at any time without notice, change or revoke the procedures for walking boss selection.

Applications not filled out completely, and not submitted by 10/30/2023, shall not be considered.

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Signature

Date