

**Memorandum of Understanding**  
**Roll On Roll Off Operations in the Ports of the West Gulf**

- I. This Memorandum of Understanding is made and entered into by and between the West Gulf Maritime Association (“WGMA”) on behalf of the stevedore employers and the International Longshoremen’s Association (“ILA” hereafter known collectively as “Parties”) covering labor Roll On and Roll Off operations in the ports of Houston, Galveston, and Freeport, Texas.
- II. This Memorandum of Understanding shall take effect on October 1, 2025. Any additional terms negotiated outside of this agreement will take effect upon ratification.
- III. The Parties agree that the following is basic wage and fringe rates for each year of the term of this Agreement.

IV. **Wages.**

<b>Ro/Ro and Autos</b>					
Tier	2025	2026	2027	2028	2029
0	\$27.00	\$27.00	\$30.00	\$30.00	\$30.00
1	\$31.50	\$32.75	\$36.00	\$36.75	\$37.50
2	\$36.00	\$38.50	\$42.00	\$43.50	\$45.00
3	\$40.50	\$44.25	\$48.00	\$50.25	\$52.50
4+	\$45.00	\$50.00	\$54.00	\$57.00	\$60.00
Fringe	\$15.50	\$15.50	\$15.50	\$15.50	\$15.50

- V. A qualified anniversary year for all contract years is one in which the employee is credited with at least one (1) hour of service. A qualified anniversary year for all

contract years in one in which the employee is credited with at least 800 hours of service.

## **VI. Galveston**

### **A. ILA 20**

1. The deep sea gang(s) will receive a guarantee of Four (4) hours before the meal hour and Four (4) hours if returning from the meal hour at the prevailing rate.
2. Ship drivers (ordered by name) 8-hour guarantee and walking foreman wages. Any ship driver ordered by name who has worked a minimum of 800 hours with one company during a year will receive one (1) week paid vacation at Walking Foreman's wages. Any ship driver ordered by name who has worked a minimum of 1600 hours with one company during a year will receive two (2) weeks paid vacation at Walking Foreman's wage.

### **B. ILA 1665 Galveston:**

3. For operations relating to household goods, one clerk will be employed for up to twelve (12) appointments. For operations with thirteen (13) or more appointments or 150 boxes, the employer will add additional clerk(s).
4. Eight-Hour Guarantee. All terminal clerks will receive a guarantee of eight (8) hours.
5. If gangs are reduced, the following clerk manning will stay with the ship drivers, above the minimum manning.
  - a. One (1) clerk will be assigned for up to (8) ship drivers.
  - b. 8 or more ship drivers, 2 clerks will stay.

### **C. Local 1504-8 Galveston:**

6. Terminal workers will receive a guarantee of Four (4) hours before the meal hour and Four (4) hours if returning from the meal hour at the prevailing rate.
7. Working Walking Foreman will be chosen from a mutually agreed upon list based on employer qualifications. A worker may be excluded from the list by an employer for just cause.
  - a. Working Walking Foreman is ordered above the minimum manning.
  - b. A Regular worker may be replaced by a Working Walking Foreman by name.
  - c. The agreed upon language replaces all prior agreements and grievance rulings pertaining to Working Walking Foreman.

8. Minimum Manning is the following:
  - a. 1 Walking Foreman.
  - b. 1 Worker
  - c. Regulars may be utilized as part of the minimum manning.
9. Minimum Crane Gang Manning is the following:
  - a. 1 Utility Driver +\$1
  - b. 1 Worker +\$1
  - c. For three (3) or more crane lifts, an employer will hire an additional worker.
  - d. An additional \$1 will be paid to a worker who has completed Rigging training.
  - e. Current practice will remain until rigging training is available
  - f. Once rigging training is available, no worker may take job under crane without completion of training

## **VII. Freeport**

### **D. Local 30**

10. Gang size will not exceed fifty-five (55) workers. Clerks employed on these operations may park cars on conventional auto drive on, drive off operations in the yard.
11. All workers agree to work as directed within ILA jurisdictional craft hired and any jobs certified for within that craft. Crafts are defined as deep-sea, clerical, etc.
12. Gangs working on the ship and yard after the lunch period will receive a minimum four (4) hour guarantee.

### **E. Local 1817:**

13. The structured manning for clerks working with gangs are as follows: five (5) clerks will be employed for the first gang, two (2) additional clerks shall be added for the second gang. An additional clerk will be added per gang for operations employing three or more gangs. 1<sup>st</sup> gang-5 clerks, 2<sup>nd</sup> gang- add two clerks, 3<sup>rd</sup> gang- add an additional clerk per gang
14. When a vessel cancellation occurs after 1800 on 0700 or 0800 start times the next day, clerks ordered from the hiring hall are guaranteed 4 hours.
15. Working walking foreman perform all duties within their craft and are in addition to minimum manning.