

***Houston Local Master Contract
ILA 24/30 Walking Foremen 2/2025
Term Ending 09/30/2030***

All provisions applicable to fully automated container operations only

1. Upon ratification, the differential will be \$3.25 reflecting, an additional \$1 will be received on 10/1/2025, and \$1 in 10/1/2026. An additional walking foreman added on vessels with 6000+ TEU capacity. Reopener paired with production incentives in ILA 24 differential discussion. It is acknowledged that the walking foreman will be the highest paid job within ILA Local 24.
2. Walking Foremen Committee may submit recommendations for new walking foremen. Employer must maintain final approval.
3. Should there be a consolidation or other substantial business (entrepreneurial) decision related to consolidation impacting the union bargaining unit for employers that are party to this contract, the Parties will meet and bargain regarding the effects of any such decision.
4. Walking Foremen Supervisory II class to be discussed by JTC in conjunction with Walking Foremen to advise.
5. Formal referral pool of Walking Foremen for all employers. Detailed parameters of the pool are to be discussed in a small joint committee to include walking foreman committee representatives.
6. Seniority and industry requirements to be discussed in a small joint committee to include walking foreman committee representatives.
7. Walking foremen shall receive an additional overtime hour at the first start of the vessel excluding returning vessels when there is no reach back guarantee.
8. When an employer requires an ordered and invited Walking Foremen to attend a company meeting on their own time as a condition of employment that foreman will receive a four (4) hour guarantee to be paid at the prevailing rate. Only applicable during non-guaranteed time and not currently working during guaranteed time.
9. Walking Foremen will receive a meal ticket for gangs working through the meal hour regardless of new gangs being ordered.
10. One hour of overtime will be paid to put away gear and radios on non-guaranteed hours only. When less than one hour of guarantee is left, one hour of overtime is paid. When more than one hour of guarantee is left, then no extra hour is paid.
11. After 5 years of continuous service, with a minimum of 800 hours each year, as a walking foreman with one company, Walking Foreman will receive two (2) weeks of paid vacation.