

***Houston Local Master Contract
ILA 28/30 Walking Foremen 2/2025
Term Ending 09/30/2030***

All provisions applicable to fully automated container operations only

1. Guarantees:

- (A) Walking Foreman to be guaranteed (10) hours at the applicable straight and overtime rates from 7:00 A.M. to 6:00 P.M. Monday through Friday.
 - (B) Walking Foreman to be guaranteed (10) hours at the applicable overtime rate from 7:00 A.M. to 6:00 P.M. When working on Saturdays or Sundays.
 - (C) When an employer orders a Walking Foreman by name on a weekly basis for four or more consecutive weeks and who have not had a break in service, that Walking Foreman is to be guaranteed any Holidays under the Fully Automated - Master Contract Collective Bargaining Agreement that fall in the week when worked with that employer. This will be paid 10 hours at the overtime rate if worked. This will be paid 8 hours at the straight time rate if not worked. This restriction will be enforced by the local hiring hall.
2. 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. Parity with deep sea walking foremen moving forward.
3. Upon completion of five years of continuous service with one company, a walking foreman will receive two (2) weeks paid vacation at the 50 hour per week straight time rate from that company.
4. Past practices with respect to the employment of Walking Foreman will otherwise be continued.
5. The Walking Foreman Committee reserves the right to have representatives present during all future contract negotiations relating to the ILA 28 Walking Foreman.
6. The Walking Foreman may be appointed by the Employer, provided he or she has a minimum of five years in the industry, unless mutually agreed otherwise, is vetted for employment by the I.L.A Local No. 28 Walking Foreman Committee so long as the employer maintains final approval.
7. Tool allowance only to be received by the employer designated M&R walking foreman.