

**OUTLINE FOR
IDENTIFIED CASUAL PROCESSING**

Los Angeles/Long Beach (Local 13)

June 23, 2015

The Joint Coast Labor Relations Committee (JCLRC) has authorized the Joint Port Labor Relations Committee (JPLRC) to add Identified Casuals in the Port of Los Angeles/Long Beach. The list shall be ranked by method stated below and shall be maintained by the Port of Los Angeles/Long Beach JPLRC until July 1, 2019 (unless jointly extended by the CLRC) during which time it shall serve as a source for application for casual work. Any names remaining on the list after July 1, 2019, shall be purged from the process and shall have no rights to consideration for casual application based on prior inclusion on the list but shall be afforded equal opportunity with others should a new list be established.

1. Process of soliciting applications and adding to the Identified Casual List.
 - a. Goal: Equal number of Interest Cards and Public Cards to be drawn and sequenced.
 - b. Public Cards: Advertise in *LA Times*, *Long Beach Press Telegram*, and *La Opinión* that on a certain day interested individuals who do not have an Interest Card can mail to the JPLRC, care of the third-party vendor, a card containing all the information set forth in the advertisement (e.g., full name, address, telephone number with area code) and complying with all the requirements of the advertisement (e.g., size, 18 years of age, and eligible to work in the United States).
 - c. Interest Cards: All Port of Los Angeles/Long Beach Fully Registered (Class A) and Limited (Class B) Registered Longshore workers, Port of Los Angeles/Long Beach registered Marine Clerks, Port of Los Angeles/Long Beach Registered Foremen/Walking Bosses, active Los Angeles/Long Beach Identified Casuals, and the Port of Los Angeles and Long Beach direct Employers will receive Interest Cards (the direct Employers will receive a total of 500 cards to be distributed by a third-party vendor through PMA) to give to individuals seeking Identified Casual processing. A notice, accompanying the Interest Card, will give details about what is required and when/where the Interest Card is to be mailed, following the same requirements as for Public Cards. Two separate Post Office boxes located in the Los Angeles/Long Beach area will be used: one for Interest Cards and one for Public Cards.
 - d. An independent third-party vendor will administer the distribution, collection, and administration of both Interest and Public Cards. The independent third-party vendor will report to the JPLRC and maintain the records of the casual processing.



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- e. The day after the cards are collected all the Interest Cards will be counted to determine the exact number of cards that will need to be matched from the Public Cards. A sort will be made to screen out duplicates at that time or as soon as possible thereafter. This task will be performed by the third-party vendor.
- f. No Interest Card or Public Card will be accepted if the applicant submits more than one of any type. Applying more than once will automatically disqualify the applicant, regardless of when it is discovered (i.e., even if after dispatch privileges have been granted).
- g. First Drawing: A drawing will be made by the Area Arbitrator or other neutral source from the Public Cards to select a number equivalent to that of the received Interest Cards ("Selected Public Cards"). Cards shall be selected one by one; the drawing will be videotaped and attended by Union and Employer representatives.
- h. Second Drawing: The Interest Cards and the Selected Public Cards (selected in the First Drawing described above) will be combined. A drawing will be made from the combined pool by the Area Arbitrator or other neutral source. Cards will be selected one by one; the drawing will be videotaped and attended by Union and Employer representatives. As the cards are selected, they will be assigned a sequence number from which a Drawing List will be created.
- i. The JPLRC is authorized to process enough applicants to provide (factoring in attrition during processing) 2,400 Identified Casuals. The Drawing List will be closed upon the completion of Identified Casual processing and will not be used for further Identified Casual additions, unless otherwise determined by the JPLRC subject to the control and final authority of the JCLRC. The JPLRC reserves the authority, subject to the control and final authority of the JCLRC, to make any changes at any time to the process including, but not limited to, discontinuing any application and hiring process as jointly agreed to by the JPLRC.
- j. Processing for Identified Casual status will be offered in sequence number order from the Drawing List. At the time of processing, applicants must be at least eighteen years of age, present a valid State Issued Driver's License, present documentation sufficient to comply with Federal immigration requirements (I-9 documentation), have sufficient knowledge of English to understand safety warnings, and have no disqualifying criminal convictions (as set forth in the Coastwise Rules Covering Registration/Deregistration of Longshoremen and Clerks). New ID Casuals shall be offered an opportunity to take the Marine Clerk Cognitive test.


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- k. New Identified Casuals may be offered the opportunity to take the Marine Clerk Cognitive test (for the purpose of accepting excess marine clerk work) and may be offered equipment training and/or PIT certification, depending on the Port's operational needs and the traditional training provided to casuals in the port (SCLB-0142-2004 and SCCL-0072-2004). However, if the Marine Clerk Cognitive Test is failed, the Casual will retain dispatch privileges for longshore work but may not accept clerk work.

- i. The JPLRC shall comply fully with CLRC Mtg. No. 21-11, item 15 and CLRC Mtg. No. 20-12, item 11.

Applicants with disputes or claims regarding any aspect of this program must file a grievance in writing within ten days of notification by the JPLRC or knowledge of the source of the dispute, whichever is earlier. The JPLRC's decision shall be final and binding with any disagreements referred to the CLRC.

Any request for disability accommodations will be processed pursuant to the JCLRC ADA Policy.

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