



WATERFRONT COMMISSION

DETERMINATION 2

WHEREAS, on March 3, 2026, the New York Waterfront Commission (“Commission”) received a request from the Contract Board of the Shipping Association of New York and New Jersey (SANYNJ) and the International Longshoremen’s Association (ILA)(collectively, “NYSA-ILA Contract Board”) pursuant to Section 534-I (1)(b) of the Waterfront Commission Act, for the addition of fifty (50) longshore workers (craft 5) for employment by Ports America New York at the Manhattan Cruise Terminal to fill current shortages of baggage handlers and in anticipation of increased cruise operations in the coming months; and

WHEREAS, during subsequent discussions with SANYNJ representatives, the Commission was assured that, to ensure fair and nondiscriminatory hiring and to provide employment opportunities to qualified individuals, incoming longshore workers would be recruited, referred, selected and sponsored in accordance with the terms of the collectively bargained NYSA-ILA Hiring Plan, which was adopted on May 27, 2025 and modified effective January 1, 2026 (“Amended Hiring Plan”), which provides that:

- (1) The SANYNJ and the ILA shall each recruit and refer applicants for new jobs in the industry complying with local, city, state and federal laws regarding employment; and
- (2) 60% of the new hires will be selected from the ILA pool which shall be created from referrals from rank-and-file longshore workers, from the Executive Boards of ILA locals, from other labor unions, from vocational and technical schools, and from community-based organizations; and
- (3) 40% of the new hires will be selected from the SANYNJ pool which shall be created from members of U.S. military service organizations, including veterans and individuals who served in the Reserves or the National Guard, and from referrals made by managerial employees of the SANYNJ and its members;

NOW, THEREFORE, be it hereby

ORDERED, that the Commission accept fifty (50) applications from candidates recommended by the NYSA-ILA Contract Board pursuant to the Amended Hiring Plan for inclusion in the longshore workers' register as longshore workers (craft 5) with employment by Ports America New York at the Manhattan Cruise Terminal; and it is further

ORDERED that individuals who have been recommended by the NYSA-ILA Contract Board will be reviewed by the Commission to determine their appropriate referral source, and to ensure that the new hires are in accordance with the goals and percentages set forth in the Amended Hiring Plan; and it is further

ORDERED, that prior to the Commission's acceptance of any application for inclusion in the longshore workers' register pursuant to this Determination, the sponsoring employer shall furnish the Commission with the name and address of the recommended individual and shall certify that: (1) they have knowledge of the facts concerning the recruitment, referral, selection and sponsorship of that individual and (2) the selection of the person so sponsored was made in a fair and nondiscriminatory basis in accordance with the requirements of the laws of the United States and the state of New York dealing with equal employment opportunities; and it is further

ORDERED, that any that any individual included in the longshore workers' register as a longshore worker (craft 5) pursuant to this Determination shall be assigned "Z" seniority; and it is further

ORDERED, that any individual included in the longshore workers' register pursuant to this Determination shall be offered employment opportunities pursuant to the procedures set forth in Chapter 1, Part 7 of the applicable Rules and Regulations of the New York Waterfront Commission.

Adopted by
the Commission
on
03/06/2026

M.L.