



Roger J. Giesinger, 28-Year President of Hampton Roads Shipping Association, Announces Retirement

August 29, 2022

‘We enjoy a constructive relationship between our employers and our ILA labor partners, which is built on a strong foundation and will allow our waterfront labor and our port to continue to thrive together.’

NORFOLK, VA – The Hampton Roads Shipping Association’s leader of the last twenty-eight years, Roger J. Giesinger, will be retiring from his post as president and chief negotiator in the Port of Hampton Roads, effective December 31, 2022.

Mr. Giesinger stated, “It is with mixed emotions that I made the decision to retire from my position as President of the Hampton Roads Shipping Association.”

“My career has included twenty years with Virginia International Terminals, as Director of Operations & Labor, three years as Deputy Director of the Philadelphia Regional Port Authority, and twenty-eight years as President of the Hampton Roads Shipping Association. These years of service afforded me the opportunity to work for, and with, many terrific individuals in management as well as with labor leaders and other members of the International Longshoremen’s Association.”

“As I transition into my retirement years, I want to personally thank my family, friends, business associates, and all who have played a positive role in my career. I am deeply grateful for the associations forged over these last 50 years and I will take with me fond memories of a lifetime spent on the extraordinary waterfront.”

The Hampton Roads Shipping Association is a non-profit, civic and trade organization founded in 1971 to promote the interests of the Port of Hampton Roads and to further the common interests of business establishments within the Port, particularly those who hire waterfront labor. The Association renders assistance to the membership in the solution of maritime problems; maintains harmony between management and labor; fosters just and equitable principles and practices between labor and management; promotes safety; and works for the betterment, expansion, and prosperity of the port with an emphasis in the field of labor relations.

“I extend the utmost thanks and gratitude on behalf of the Hampton Roads Shipping Association, and the broader port community, to Roger for a career dedicated to working with the men and women of our waterfront to improve the efficient and competitive operations of the port, as well as their ability to earn a living that improves the circumstances for themselves and their families” stated HRSA Board Chairman Jim Michalski.

Mr. Michalski added “While Roger’s shoes cannot be filled, the work has already begun to find his successor. HRSA has accomplished much for our port customers and its member employers of ILA labor, and we will select someone who can build on this strong foundation and momentum so our waterfront labor and our port can continue to thrive together.”

The Board of Directors will set into motion an effort to find the association’s next president, which will be aided by Tim McNamara of Odgers Berndtson, an international search consultant with an extensive network and strong record of successful executive recruitment in the port sector. Tim McNamara, K.D., Vice Chairman and Partner, Odgers Berndtson, (O) 1.202.536.5168, tim.mcnamara@odgersberndtson.com

Career Milestones:

- **Labor Relations:** Mr. Giesinger has built, facilitated, and fostered a productive and favorable labor environment, emphasizing partnerships between employers and the ILA labor. No labor related work stoppages have occurred in the Port of Hampton Roads during Mr. Giesinger’s time in leadership.
- **Negotiations:** Mr. Giesinger has represented the Port of Hampton Roads in the negotiations of four Master Contracts, and contract extensions, to reach collective bargaining agreements between the U.S. Maritime Alliance (USMX) and the ILA from Maine to Texas. He has negotiated numerous local collective bargaining agreements between HRSA and the ILA in the Port of Hampton Roads, maintaining and improving the port’s competitive position.
- **Workforce Training:** In 1995 established an ILA training program which improves safety and productivity, financially benefits the association’s member employers, and continues to be managed by HRSA.
- **Processing New Longshoremen:** In 1996 an agreement was reached that saw HRSA assume the responsibility for the processing of people to fill the positions needed in each craft of the waterfront workforce. Mr. Giesinger has

personally been involved in processing thousands of people working on the waterfront.

- **Safety:** Since early in Mr. Giesinger's tenure, HRSA, with the ILA, has administered a drug testing program for the ILA workforce. He helped the Port of Hampton Roads become the first to implement a random drug testing program, and he has fostered a safety-first culture which has helped the Port to maintain one of the best safety records in the U.S.
- **Innovations:** Mr. Giesinger has led the development of an electronic hiring system which has improved port productivity, while also improving the quality of life for the men and women of the ILA. He played a significant role in working with the ILA to build the most successful container-on-barge operation in the U.S., and to make Virginia International Gateway the first semi-automated marine terminal in the U.S.
- **Leadership Roles:** Mr. Giesinger serves on the Board or holds other leadership roles in the U.S. Maritime Alliance (USMX), MILA Managed Health Care Trust Fund, HRSA-ILA Funds, and Virginia Maritime Association. He has served on numerous other industry and philanthropic Boards.
- **Recognitions:** Recipient of the Virginia Maritime Association Distinguished Service Award, 2014.

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