

UNITED STATES MARITIME ALLIANCE



ABOUT

- The United States Maritime Alliance, Ltd. (USMX) is a non-profit incorporated membership association headquartered in Iselin, NJ. It represents employers of the East and Gulf Coast longshore industry. Membership consists of 24 container carrier members, including the 10 largest carriers worldwide, and every major marine terminal operator and port association on the East and Gulf Coasts.
- While serving as the representative of the Management groups in Master Contract bargaining, the Alliance also articulates industry positions on regulatory and safety issues; oversees coastwide training, retraining, certification, and recertification programs; and is responsible for administering coastwide fringe benefit funds and programs

MISSION

- The mission of USMX is to preserve and protect the interests of its members in matters associated with the maritime industry, including all labor relations issues affecting longshore and related activities, and, in particular, in the realm of collective bargaining
- The Alliance shall carry out this mission for its members and customers, with due consideration of the interests, safety, and well being of the workers and their representatives

OFFICERS & STAFF

David F. Adam USMX Chairman & Chief Executive Officer	
Ole A. Sweedlund USMX Exec. VP, Administration	Thomas J. Simmers USMX Executive Vice President
F. Paul De Maria USMX Vice President, Labor Relations	Thomas P. Sullivan USMX Director, Labor Relations
Anthony J. Dalonges USMX Corporate Treasurer CCC Service Corp. President	Beth Monica USMX Corporate Secretary USMX Executive Assistant
Kim F. Perez USMX Administrative Assistant	Roberta L. Beasley USMX SA District Contract Administrator
Candace Love USMX SA District Secretary	

BOARD OF DIRECTORS

David F. Adam Chairman of the Board	
Roy Amalfitano Evergreen Shipping Agency (America) Corp.	Peter Braedel Hapag-Lloyd (America), Inc.
Ian S. Cairns CMA/CGM (America), Inc.	Patrick T. Dolan Ports of the DE River Marine Trade Assoc.
Albert V. Gebhardt Maersk, Inc.	James R. Gray, Jr. Jacksonville Maritime Association
Daniel Hall Ceres Terminals, Inc.	William J. Messina APM Terminals, Inc.
John J. Nardi New York Shipping Association, Inc.	Christopher J. Parvin Mediterranean Shipping Company USA
William Payne NYK Line (North America), Inc.	Michael Radak Hanjin Shipping Company, Ltd.
John Walsh SSA/Cooper, LLC	

USMX MEMBER ORGANIZATIONS

APL, Ltd.	APM Terminals North America	Atlantic Container Line
Boston Shipping Association	Ceres Terminals Inc.	China Shipping (NA) Holding Co.
CMA CGM Group	Columbia Coast Transport	CCNI
COSCO Container Lines Americas, Inc.	CP&O, LLC	CSAV Group North America
Evergreen Shipping Agency (America)	Georgia Stevedore Assoc.	Global Terminal & Container Svcs.
Hamburg Sud North America	Hampton Roads Shipping Assoc.	Hanjin Shipping Company
Hapag-Lloyd (America), Inc.	Horizon Lines, LLC	Hyundai Merchant Marine (America), Inc.
Jacksonville Maritime Association	“K” Line America	Maersk Line
Maher Terminals, LLC	Mediterranean Shipping Co. USA, Inc.	Midgulf Association of Stevedores
Mol (America) Inc.	New York Shipping Association, Inc.	NYK Line (North America), Inc.
OOCL (USA), Inc.	Ports America	Ports of the DE River Marine Trade Assoc.
South Carolina Stevedores Association	SE FLA Employers Port Association	SSA/Cooper, LLC
Steamship Trade Assoc. of Baltimore	Turkon America, Inc.	United Arab Shipping Company
Wallenius Wilhelmsen Logistics Americas	West Gulf Maritime Association	Yang Ming (America) Corp.

Zim American Integrated Shipping Services Company

USMX STANDING COMMITTEES

Audit & Finance

- Appointed by USMX's Carrier Directors
- Shall assist Board in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control over financial reporting, the auditing process, and the Corporation's process for monitoring compliance with laws and regulations and with the Corporation's Code of Business Conduct

STANDING COMMITTEES *(cont'd.)*

Compensation

- Appointed by USMX's Carrier Directors
- Consists solely of seven (7) Carrier Directors
- Responsible for fixing the compensation of the Chairman/CEO during employment and retirement, except as noted below:
 - For all matters of compensation regarding other members of USMX staff, the Chairman/CEO shall make a recommendation to the Committee, which shall have the authority to approve or reject the recommendation

STANDING COMMITTEES *(cont'd.)*

Governance

- Purpose is to recommend establishment of certain non—USMX-managing committees as needed
- Other committees not having and exercising the authority of the Board of Directors in the management of the Corporation may be appointed in such manner as may be designated by a resolution adopted by a vote of a majority of the Directors present at a meeting at which a quorum exists. Members of these committees may be drawn from the general membership as well as from the Board of Directors

STANDING COMMITTEES *(cont'd.)*

Nominating

- Majority vote of each membership class will determine committee members
 - Carrier Class: five (5) Carrier members
 - Port Association Class: three (3) members
 - Direct Employer Class: three (3) members
- Purpose is to represent each membership class and to put forth a slate of Directors (approved by each membership class) to be voted upon by each membership class at annual USMX Board of Director elections

USMX STANDING COMMITTEES *(cont'd.)*

Pilotage

- Purpose is to investigate the possibility of including maritime pilots as part of the Master Contract negotiations

Ro-Ro/Car Carrier

- Committee is in initial stages of development

USMX & ILA MASTER CONTRACT

- Since 1977, USMX and its predecessor organizations have successfully negotiated with the International Longshoremen's Association, AFL-CIO (ILA) master contracts (MC) governing containerized & roll-on/roll-off cargo without any disruptions to service
- In April of 2013, after more than a year of bargaining and two temporary extensions, USMX and the ILA ratified a new 6-year agreement, which covers 14,500 port workers on the East and Gulf Coasts of the United States
- Current MC runs 10-1-12 through 9-30-18
- Pertains to container and roll-on/roll-off cargo

USMX & MASTER CONTRACT *(cont'd.)*

- Governs wages, fringe benefits, manning, jurisdiction; but does not include local conditions
 - USMX will supply assistance as required to Port Associations with their local negotiations
- Economic impact of the Master Contract
 - 120 million tons of cargo
 - 14,500 union jobs
 - Total MC wages of \$1 billion annually, generating 550,000 directly-related jobs
 - Generates over 2 million indirect jobs, with estimated total wages in excess of \$100 billion, with over \$11 billion in state and local taxes paid

MASTER CONTRACT JOINT COMMITTEES

- USMX and the ILA have developed joint committees (made up of representatives from each side), the purpose of which is to carry out the MC agreement and to ensure that all parties are operating in compliance with the terms of the agreement. The following joint committees are currently in place:
 - Jurisdiction
 - Local Industry Grievance
 - Industry Appellate
 - Industry Resource
 - Contract Implementation
 - New Technology & Automation
 - Safety

MASTER CONTRACT JOINT TRUST FUNDS

- USMX and the ILA have developed joint trust funds (made up of representatives from each side), the purpose of which is manage the container royalty and manhour assessments collected coastwide and to administer the healthcare and fringe benefits required by the MC. The following joint trust funds are currently in place:
 - Container Freight Station
 - Container Royalty
 - Container Royalty 5
 - Management-ILA Managed Healthcare (MILA)

MARITIME INDUSTRY SAFETY & SECURITY

- USMX is active in issues of national policy as they relate to the maritime industry. USMX participated as an original and prominent member of the Marine Transportation System National Advisory Council (MTSNAC), which advised the Secretary of Transportation on issues of significance to the marine transportation system including international freight movement and supply chain issues. The U.S. Department of Transportation plans to resurrect MTSNAC and USMX has re-applied for membership.
- USMX is committed to the safety and security of the East and Gulf Coast ports, and works cooperatively with the ILA to provide training to longshore workers

MARITIME INDUSTRY SAFETY & SECURITY *(cont'd.)*

- USMX had an active role in maritime security issues including the passage of the Maritime Transportation Security Act of 2002 and its ensuing Coast Guard regulations for vessel and facility security
- USMX was instrumental in the creation and implementation of the TWIC program at East and Gulf Coast ports. For example:
 - USMX prepared responses for the Government Accountability Office, which addressed important deployment issues such as TWIC usage and verification; participates in TWIC Stakeholder Committee that meets with the TSA regarding enrollment/procedures; and prepared comments on rulemaking procedures/questions to the Coast Guard Policy Advisory Council to clarify requirements for installation of TWIC biometric readers at marine terminals

CONCLUSION

- USMX has been and will remain committed to preserving and protecting the interests of its members and customers in matters associated with the maritime industry with due consideration of the interests of its members and the safety and well-being of the workers and their representatives. Likewise, it understands the importance of its commitment to maintaining labor peace in order to meet and exceed the crucial demands of a global economy