

MASTER CONTRACT

between

UNITED STATES MARITIME ALLIANCE, LTD.

(For and on Behalf Of Management)

and

INTERNATIONAL LONGSHOREMEN'S ASSOCIATION

(For and on Behalf of Itself and Each of its
Affiliated Districts and Locals Representing
Longshoremen, Clerks, Checkers and
Maintenance Employees Working on Ships
and Terminals in Ports on the East and
Gulf Coasts of the United States)

Effective October 1, 2024 For The Six-Year Term
Expiring on September 30, 2030



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PREAMBLE

THIS COLLECTIVE BARGAINING AGREEMENT entered into on this 11th day of March 2025 between the UNITED STATES MARITIME ALLIANCE, LTD. (“USMX”) for and on behalf of its members and any stevedores, marine terminal operators, and carriers that hereafter become members of USMX or that hereafter subscribe to this Agreement (hereinafter sometimes collectively referred to as “Management”) and the INTERNATIONAL LONGSHOREMEN’S ASSOCIATION (hereinafter referred to as the “ILA” or the “International”) for and on behalf of itself and each of its affiliated districts and locals representing longshoremen, clerks, checkers, and maintenance employees working on ships and terminals in ports on the East and Gulf Coasts of the United States constitutes the Master Contract establishing the terms and conditions of employment for longshoremen, clerks, checkers, and maintenance employees employed in container and roll-on/roll-off (“ro-ro”) operations at ports on the East and Gulf Coasts of the United States.

ARTICLE I SCOPE OF AGREEMENT

Section 1. Management.

The multiemployer Management group bound to the Master Contract consists of the carriers, stevedores, marine terminal operators, and port associations that are members of USMX; the carriers, stevedores, and marine terminal operators that are members of the port associations that are members of USMX; and the carriers, stevedores, and marine terminal operators that hereafter become members of USMX or hereafter subscribe to this Master Contract as well as those carriers and other employers bound hereto by operation of law.

Section 2. Recognition.

Management recognizes the ILA as the exclusive bargaining representative of longshoremen, clerks, checkers, and maintenance

employees who are employed on ships and terminals in all ports on the East and Gulf Coasts of the United States, inclusive from Maine to Texas, and the ILA recognizes USMX as the exclusive employer representative in such ports on Master Contract issues.

Section 3. Complete Labor Agreement.

This Master Contract is a full and complete agreement on all Master Contract issues relating to the employment of longshore employees on container and ro-ro vessels and container and ro-ro terminals in all ports from Maine to Texas at which ships of USMX carriers and carriers that are subscribers to this Master Contract may call. This Master Contract as supplemented by local bargaining constitutes a complete and operative labor agreement.

Section 4. Local Bargaining.

The port associations, which are bound by this Master Contract, will engage in local negotiations on those bargaining subjects left open to local negotiations by USMX and ILA. Local agreements must be consistent with and will supplement the terms and conditions of the Master Contract in the local ports covered by this Master Contract.

**ARTICLE II
WAGES**

Section 1. Wage Increases.

(a) Effective October 1, 2024, employees who were employed as of September 30, 2024, and who are receiving a straight-time basic wage rate of \$39.00 per hour as of September 30, 2024, shall receive an increase of \$6.00 per hour in their straight-time basic wage rate.

(b) Effective October 1, 2025, employees who were employed as of September 30, 2025, and who are receiving a straight-time basic wage rate of \$45.00 per hour as of September

30, 2025, shall receive an increase of \$5.00 per hour in their straight-time basic wage rate.

(c) Effective October 1, 2026, employees who were employed as of September 30, 2026, and who are receiving a straight-time basic wage rate of \$50.00 per hour as of September 30, 2026, shall receive an increase of \$4.00 per hour in their straight-time basic wage rate.

(d) Effective October 1, 2027, employees who were employed as of September 30, 2027, and who are receiving a straight-time basic wage rate of \$54.00 per hour as of September 30, 2027, shall receive an increase of \$3.00 per hour in their straight-time basic wage rate.

(e) Effective October 1, 2028, employees who were employed as of September 30, 2028, and who are receiving a straight-time basic wage rate of \$57.00 per hour as of September 30, 2028, shall receive an increase of \$3.00 per hour in their straight-time basic wage rate.

(f) Effective October 1, 2029, employees who were employed as of September 30, 2029, and who are receiving a straight-time basic wage rate of \$60.00 per hour as of September 30, 2029, shall receive an increase of \$3.00 per hour in their straight-time basic wage rate.

Section 2. New Employees.

The starting straight-time basic wage rate for new employees who enter the industry on or after October 1, 2024, and before October 1, 2026, shall be \$27.00 per hour. The starting straight-time basic wage rate for new employees who enter the industry on or after October 1, 2026, shall be \$30.00 per hour. New employees shall include any former employee who did not work at least one (1) hour under the prior Master Contract during the period from October 1, 2004, through and including September 30, 2024. New employees hired during the term of this Master Contract shall be entitled to

receive the increases set forth in Article II, Section 3 of this Master Contract that go into effect after the date of their hire.

Section 3. Wage Progression Formula (“Formula”)

(a) Effective October 1, 2024, all employees who are receiving a straight-time basic wage rate on September 30, 2024 that is less than the highest straight-time basic wage rate in effect on October 1, 2024, shall receive an increase in their straight-time basic wage rates in accordance with the following Formula:

- (i) On their first Industry Employment Anniversary Date, twenty-five percent (25%) of the difference between the highest straight-time basic wage rate and the lowest straight-time basic wage rate;
- (ii) On their second Industry Employment Anniversary Date, fifty percent (50%) of the difference between the highest straight-time basic wage rate and the lowest straight-time basic wage rate;
- (iii) On their third Industry Employment Anniversary Date, seventy-five percent (75%) of the difference between the highest straight-time basic wage rate and the lowest straight-time basic wage rate, and
- (iv) On their fourth Industry Employment Anniversary Date, one hundred percent (100%) of the difference between the highest straight-time basic wage rate and the lowest straight-time basic wage rate.

(b) The following definitions shall apply to the Formula:

- (i) An employee’s Industry Employment Anniversary Date will be based upon the number of Qualified Anniversary Years with which the employee has been credited as of September 30 of the prior Contract Year.
- (ii) A Qualified Anniversary Year for all Contract Years prior to October 1, 2009, is one in which the

employee is credited with at least one (1) hour of service. A Qualified Anniversary Year for all Contract Years from October 1, 2009, to September 30, 2024, is one in which the employee is credited with at least 700 hours of service. A Qualified Anniversary Year for all Contract Years after September 30, 2024, is one in which the employee is credited with at least 800 hours of service.

- (iii) When applying the Formula, the highest straight-time basic wage rate shall be the rate in effect on the date the Formula is applied.
- (iv) If any employee did not work at least one (1) hour under the Master Contract during the period from October 1, 2000, through and including September 30, 2004, that employee shall not receive any Qualified Anniversary Years for any years prior to the Contract Year ending September 30, 2005.

(c) USMX and the ILA agree that the application of the Formula will result in the following base wage rates in each year of this Master Contract.

Contract Years	10/01/24 09/30/25	10/01/25 09/30/26	10/01/26 09/30/27	10/01/27 09/30/28	10/01/28 09/30/29	10/01/29 09/30/30
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If the employee has the following Qualified Anniversary Years of Service on October 1 of the Contract Years set forth above, the Employee's straight-time basic wage rate for each Contract Year of this Master Contract will be:

0	\$27.00	\$27.00	\$30.00	\$30.00	\$30.00	\$30.00
1	\$31.50	\$32.75	\$36.00	\$36.75	\$37.50	\$38.25
2	\$36.00	\$38.50	\$42.00	\$43.50	\$45.00	\$46.50
3	\$40.50	\$44.25	\$48.00	\$50.25	\$52.50	\$54.75
4+	\$45.00	\$50.00	\$54.00	\$57.00	\$60.00	\$63.00

(d) If an employee's straight-time basic wage rate is higher than what the employee is entitled to receive based on the Qualified Anniversary Years of service on October 1 of a Contract Year, the employee's straight-time basic wage rate will stay at the higher level until the employee is entitled to move to the next level, based on the employee's Qualified Anniversary Years of service.

(e) The Formula shall continue in full force and effect in extensions of this Master Contract and subsequent Master Contracts. On October 1, 2024, and on each October 1 thereafter while the Formula remains in effect, employees shall be entitled to receive an increase in their straight-time basic wage rate pursuant to the Formula payable on that date.

ARTICLE III HOURS OF WORK

Section 1. Working Days.

The regular or normal working day shall consist of eight (8) hours from 8:00 A.M. to 12:00 Noon and from 1:00 P.M. to 5:00 P.M., and the regular or normal working week shall consist of forty (40) hours made up of five (5) regular or normal working days from Monday to Friday, inclusive.

Section 2. Nights, Weekends, and Holidays.

Employees covered by this Master Contract when required by Management shall work Saturdays, Sundays, and legal holidays and any night during the entire seven (7) day week.

Section 3. Meal Hours.

Meal hours shall be from 6:00 A.M. to 7:00 A.M., from 12:00 Noon to 1:00 P.M., from 6:00 P.M. to 7:00 P.M., and from 12:00 Midnight to 1:00 A.M. or as otherwise provided in the local agreement. Work shall be performed during meal hours on arrival or sailing days to complete discharging or loading a hatch, or by mutual agreement of the local ILA and port association in the ports or districts covered by this Master Contract.

ARTICLE IV

LOCAL FRINGE BENEFIT CONTRIBUTIONS

Section 1. Contributions.

Effective October 1, 2024, total contributions for local pension, welfare, and other employee fringe benefits shall be increased by \$1.00 per hour for a total of nineteen dollars (\$19.00) per hour. In ports that have converted a wage increase to a fringe benefit contribution in accordance with this Master Contract, the total per hour contribution rate shall be adjusted accordingly. USMX and the International shall review periodically the additional \$1.00 per hour and allocate additional funds if necessary.

Section 2. Money Purchase Plan

The ILA and USMX have created a coastwise money purchase plan for qualified employees who are working hours under the Master Contract in ports that do not have local money purchase plans. The coastwise money purchase plan is centrally managed. Qualification thresholds and disbursements for the coastwise plan have been agreed upon by USMX and the International. Where a local money purchase plan existed prior to October 1, 2018, the money purchase plan contributions prescribed in this section are to be transferred to the local money purchase plan. The money purchase plan contributions shall be as follows:

- (a) Effective October 1, 2018, qualified employees shall receive a \$1.00 per hour contribution;
- (b) Effective October 1, 2020, qualified employees shall receive an additional \$1.00 per hour contribution; and
- (c) Effective October 1, 2024, qualified employees shall receive an additional \$2.00 per hour contribution.

Section 3. Allocation of Contributions.

The contributions set forth in Article IV, Section 1 of this Master Contract may be allocated to fund not only pension and

welfare benefits but also any other fringe benefits as agreed to by the local ILA and port association in each of the ports or districts covered by this Master Contract, except that \$5.00 per hour worked in each port or district shall be paid to MILA and the new \$1.00 per hour contribution effective October 1, 2024 shall be paid to the local vacation and holiday fund, unless otherwise agreed to jointly by USMX and the International.

Section 4. Limitation On Contributions.

No hourly contributions other than those set forth in Article IV, Sections 1 and 2 of this Master Contract shall be imposed in any port or district except existing contributions in effect on September 30, 2018, which may not be increased during the term of this Master Contract unless jointly agreed to by USMX and the International. No tonnage assessment not in effect on the effective date of this Master Contract shall be imposed on containerization or ro-ro operations by any local ILA or port association in any port or district covered by this Master Contract during the life of this Master Contract.

**ARTICLE V
UTILIZATION OF WORK FORCE**

Section 1. New Employees.

(a) New employees shall be required to pass a mandatory physical examination and a drug test as established by Management and the ILA after they are offered employment and before they engage in any services.

(b) New employees shall also be required to pass ability and proficiency tests approved by Management and the ILA and shall also be required to be recertified every three (3) years in the case of equipment operators, clerical employees, and maintenance employees.

Section 2. Training.

Employees who operate or otherwise handle, or are selected to operate or otherwise handle, wheeled equipment, cranes, or other

moving equipment or who perform maintenance or clerical work shall receive such training as may be required from time-to-time by Management and shall be subject to such recertification requirements as shall be established by Management and the ILA, including a physical examination designed by Management and the ILA to demonstrate the employee's ability to perform the essential functions of the employee's job.

Section 3. Flex-Time.

(a) **Terminals.** Each local port or district must institute a flex-time system at waterfront terminals for the receiving and delivery of containers and chassis and for work associated with these functions with the details of flex-time to be worked out on a local basis in accordance with the following basic principles:

- (i) For all hours worked before 8:00 A.M. and after 5:00 P.M., the wage rate shall be 1 and 1/4 times the straight-time basic hourly rate except on Saturdays, Sundays and holidays, when the wage rate of 1 and 1/2 times the straight-time basic hourly rate shall apply.
- (ii) The minimum hourly guarantees shall begin at the time the employees begin work.
- (iii) After eight (8) hours worked in any day, the overtime rate of 1 and 1/2 times the straight-time basic hourly rate shall apply.
- (iv) Starting times and meal hours are local issues.

(b) **Ship Operations.** Any port or district may implement a ship or barge operation flex-time system which shall provide for flexible starting times and shift operations. The minimum hourly guarantees shall begin at the time the employees begin work. Starting times and meal hours are local issues.

Section 4. Gang Size.

(a) **Longshore Gang.** A two-employee reduction in the total operation of the longshore gang for container and ro-ro ships went

into effect on October 1, 1996, and an additional one-employee reduction went into effect on October 1, 1998. These reductions had to be made from other than drivers and/or crane operators. These reductions shall remain in effect during the term of this Master Contract.

(b) **Feeder Barge Gang.** The same reductions in the minimum gang size set forth in Article V, Section 4(a) of this Master Contract went into effect for a feeder barge gang under the Feeder Barge Agreement, which is limited to barges with a capacity of up to 350 containers. These reductions shall remain in effect during the term of this Master Contract.

(c) **Small Boat Gang.** The same reductions in the gang size set forth in Article V, Section 4(a) of this Master Contract went into effect under the Small Boat Agreement, which is limited to ships with a capacity of up to 500 TEUs. These reductions shall remain in effect during the term of this Master Contract.

Section 5. Staffing.

(a) **Checker.** One (1) checker shall be assigned to a longshore gang.

(b) **LTL Staffing.** The minimum stuffing and stripping gang for loading and unloading containers shall consist of one (1) longshoreman and one (1) checker, who shall work as directed on one or more containers or trucks simultaneously.

Section 6. Local Bargaining.

Subject to the provisions of Article V and Article XI of this Master Contract, manning, staffing, and the number and use of employees in all crafts shall be the subjects of local bargaining for the purposes of improving port productivity.

Section 7. Flexibility for Vessel Non-Arrival

(a) Each local port or district must institute a set-back/cancellation policy at waterfront facilities within two hours of the vessel start time.

- (b) The policy must conform with the following criteria:
 - i. There must be no additional start times;
 - ii. There shall be no reduction in manning or equipment;
 - iii. The policy must address punitive set-back times as well as firm and non-cancellable set-back times;
 - iv. The policy must address and confirm any local policies; and
 - v. The policy must allow set-backs up to two times.

Section 8. Absenteeism Policy.

All ports must institute a mutually agreed upon policy to ensure that an employee who accepts a job order fulfills that order. That policy must be approved jointly by the International and USMX and must be enforced throughout the term of this Master Contract.

ARTICLE VI DRUG AND ALCOHOL PROGRAMS

Section 1. Local Plans.

The drug and alcohol program now in effect in each port and district should include the following provisions:

- (a) Every test shall allow for the splitting of the sample. In a positive test the employee has the right to request a retest done at another approved laboratory.
- (b) The cost of performing drug and alcohol tests will be paid by the employer or the local employer port association.
- (c) Every plan must have mandatory random testing of all crafts, except in the Port of New York and New Jersey where its random-testing program will be held in abeyance so long as the Master Contract workforce in the Port of New York and New Jersey is subject to additional

testing by private governmental agencies that are not parties to the Master Contract. The terms and conditions of the random-testing program in each port or district will be determined by the local parties pursuant to applicable law.

Section 2. Reinstatement.

The drug and alcohol program now in effect in each port and district shall continue in effect during the term of this Master Contract, subject to changes to be consistent with this Article. Each port shall have a drug and alcohol policy that provides that an employee who is found in possession of, use of, or other dealings in narcotics illegal under state law, alcohol or other substances illegal under state law while in the course of his employment under the terms of any collective bargaining agreement between the ILA and Management shall be disciplined in accordance with the following procedure:

First Offense: Immediate suspension from employment for a period of sixty (60) days.

Second Offense: Suspension from employment for twelve (12) months. In those circumstances where an employee has been terminated from the industry in accordance with any such program and has remained drug-free for twelve (12) months, such individual shall be eligible for a third chance for reinstatement in the industry subject to the following terms and conditions which must be determined locally.

- (a) The former employee must provide proof of successful completion of a rehabilitation program resulting in the individual's being drug-free for the last twelve (12) months prior to application for reinstatement.
- (b) Reasonable criteria in each port or district shall be established under which the individual shall prove the individual's drug-free status, including periodic testing.

- (c) Application for reinstatement after the second offense must be made within fourteen (14) months from the date of termination.

Third Offense: Suspension for eighteen (18) months. After the employee has remained drug-free for eighteen (18) months, such individual shall have a fourth chance for reinstatement in the industry. Application for a fourth chance for reinstatement must be made within twenty (20) months from the date of termination after the third offense. The former employee must provide proof of successful completion of a rehabilitation program resulting in the individual's being drug-free for the last eighteen (18) months prior to application for reinstatement.

Fourth Offense: Termination from the industry.

Local policies may reduce any of the time periods referenced in the foregoing procedure.

Section 3. Fresh Start After First Offense.

If after a first offense, the employee remains drug-free for a period of three (3) years from the date of the first offense, the employee shall be entitled to the rescission of the first offense for the purposes of applying the reinstatement provisions set forth in Section 2 of Article VI of this Master Contract. If the employee commits a second offense before the employee has remained drug-free for three (3) years after the first offense, the employee is not entitled to have the first offense rescinded. An employee is entitled to only one (1) rescission.

Section 4. Removal of All Offenses.

If an employee remains drug-free for a period of ten (10) consecutive years from the date of the employee's second or third offense and has been actively working in the industry for such ten (10) years, the employee shall be entitled to the rescission of all offenses on the employee's record.

ARTICLE VII ILA JURISDICTION GENERALLY

Section 1. Containerization Agreement.

(a) Management hereby reaffirms that employees covered by this Master Contract have jurisdiction over longshore, checker, maintenance, and other craft work conferred on such workers by the Containerization Agreement, a copy of which is appended to this Master Contract as Appendix A.

(b) The carriers and marine terminal operators that are parties to this Master Contract shall not contract out to any affiliate, subsidiary, or other entity in which they have an interest any Master Contract work that has historically and regularly been performed by employees covered by the Master Contract at waterfront piers and terminals or at off-pier facilities within port areas covered by the Master Contract, unless the affiliate, subsidiary, or other entity employs workers covered by the Master Contract to perform the work.

Section 2. Rules On Containers.

The Rules On Containers that were in effect on September 30, 2004, a copy of which is appended to this Master Contract as Appendix B, shall remain in effect during the term of this Master Contract.

Section 3. Maine to Texas.

The ILA's Master Contract jurisdiction continues on a multi-port bargaining-unit basis covering all ports from Maine to Texas at which ships of USMX carriers and subscribers may call.

Section 4. Jurisdiction Committee.

(a) **Fact Finding.** The Jurisdiction Committee shall visit every port that raises an issue concerning any violation of the Master Contract's jurisdiction provisions. The Jurisdiction Committee shall render a report within thirty (30) days of each visit. The Jurisdiction Committee can use an independent third party to perform fact-

finding, whenever the Committee agrees that such action is necessary.

(b) **Labor Adjustor System.** Management and the International will set up a labor adjustor system to hear and resolve Master Contract jurisdictional disputes within thirty (30) days of the dispute being presented. Part of this system permits the labor adjustors, on an as-needed basis, to use an independent third party to perform fact-finding, whenever the labor adjustors agree that such action is necessary.

(c) **Jurisdiction Committee Decisions.**

- (i) Decisions of the Jurisdiction Committee are to be implemented in accordance with the time schedule set forth in the Jurisdiction Committee's decision. The Jurisdiction Committee shall have the power to award actual damages incurred as a result of any violation of the jurisdictional provisions of the Master Contract. Decisions of the Jurisdiction Committee shall constitute final and binding arbitration awards, and the parties have waived the right to seek judicial review. In addition, the parties have established a procedure to resolve a deadlock of the Jurisdiction Committee by selecting in advance a panel of mutually acceptable arbitrators and use the next available arbitrator to resolve the deadlock on a set time schedule. The arbitrator's award is final and binding.
- (ii) The failure to comply with the final and binding decision and award of the Jurisdiction Committee or the deadlock-breaking arbitrator shall constitute a breach of this Master Contract, and the ILA reserves the right to take whatever legal action may be appropriate in the circumstances, including, but not limited to, the refusal to provide labor to the offending carrier, marine terminal operator, or stevedoring

company. This refusal to supply labor shall not constitute a violation of the No-Strike Clause of the Master Contract or any local longshore collective bargaining agreement.

- (iii) Anyone failing to comply with an outstanding award of the Jurisdiction Committee or the deadlock-breaking arbitrator shall be liable for liquidated damages in the amount of \$10,000 per day for each day that the offending local union, carrier, marine terminal operator, or stevedoring company fails to comply with the schedule set forth in the award. In the event the losing party commences an action in federal court to vacate an award issued by the deadlock-breaking arbitrator, the ILA shall not have the right to refuse to provide labor so long as liquidated damages are paid for failure to comply with the deadlock-breaking arbitrator's award. Actual damages payable by an offending carrier, marine terminal operator, or stevedoring company shall be paid to the aggrieved workers or the Fringe Benefit Fund in the port as determined by the Jurisdiction Committee or the arbitrator. Liquidated damages shall be paid to the Fringe Benefit Fund in the port. Actual damages and liquidated damages payable by a local union shall be paid to the aggrieved Management party.
- (iv) In the event that USMX or the ILA shall institute suit to confirm and enforce an award under this section, they shall be entitled to recover prejudgment interest, costs, reasonable attorneys' fees, and other expenses incurred in the litigation.
- (v) The losing party shall have the right to commence an action in federal court to vacate an award issued by the deadlock-breaking arbitrator. The limitations period for this action shall be 60 days from the date of the award. The losing party must comply with the

award notwithstanding the pendency of any federal court action. Any actual damages awarded by the arbitrator and any liquidated damages for failure to comply must be paid in escrow to the co-chairmen of the Jurisdiction Committee pending the final disposition of the federal court action. If it does not prevail in the federal court action, the losing party shall pay reasonable attorneys' fees to the opposing party.

Section 5. Supervision and Management.

The ILA work described in the jurisdiction provisions of this Master Contract is to be performed by ILA-represented workers on the waterfront facility and not by supervision or other non-bargaining unit employees.

Section 6. Reefer Containers.

Except where other unions now have jurisdiction, the work of plugging and unplugging reefer containers aboard vessels is not to be performed by other outside persons, such as ship's crew, provided that agreement can be reached regarding minimal manning and agreed hours of the ILA labor.

Section 7. Marine Terminal Work.

(a) It is recognized that the marine terminal work of the ILA crafts has traditionally been performed on piers and waterfront facilities. When such marine terminal work is moved off the marine terminal by the terminal operator or by a signatory carrier to facilities in the port area, the ILA shall retain its work jurisdiction where the work is the work that would have been performed in the marine terminal or port area.

(b) If technology permits work performed under this Master Contract to be performed at a facility other than the existing facility or if marine terminal work that has historically and traditionally been performed under the Master Contract at an existing facility is moved to a facility other than the existing facility, the terminal operator or signatory carrier will be required to move that work to a facility in

the port area, where the work will be performed by the ILA workforce. The terminal operator or signatory carrier is required to notify the ILA of its intention to move work to another facility.

(c) USMX acknowledges that Management must improve the efforts that Management must undertake to protect the ILA's jurisdiction on work that is performed in the port area. The specific actions that Management must take are as follows:

- (i) Restate, clarify, and distribute in every Master Contract port the rules for repairing a container that is being sold or scrapped.
- (ii) Agree with the ILA upon what type of documentation must be provided by carriers to resolve jurisdictional violation claims.

(d) USMX agrees that if a loaded container is moving under a bill of lading where the carrier is responsible for delivering the container to the final destination (moves that include a merchant inspired carrier haulage), if the container is stored in the port area, the container must be stored in a security yard manned by ILA labor and the work shall be performed by the craft(s) with the historic work jurisdiction.

(e) The term "Port Area" in this Master Contract means the historic definition of what is considered the port area in each port covered by the Master Contract.

Section 8. Work Opportunities.

The parties agree that any chance of reacquiring the work of stuffing and stripping containers requires a dedicated work force of trained, productive workers hired at compensation commensurate with the local competition and without any restrictive rules. The parties should examine into this subject and all of its conditions.

Section 9. Space Charters.

The ILA has the same jurisdiction over a signatory's space-chartered vessel as it has over any vessel operated by a USMX

member or by a signatory to this Master Contract. Vessels and containers owned or leased by USMX members or by signatories to this Master Contract shall be subject to ILA jurisdiction in each and every port where their vessels may call from Maine to Texas not only on signatory ships but also on nonsignatory ships on which their containers may be carried. Containers of nonsignatory carriers carried on signatory ships also shall be subject to ILA jurisdiction.

Section 10. Commencement of Jurisdiction.

Management reaffirms the ILA's jurisdiction as set forth in Articles VII, VIII, and IX of this Master Contract and in particular that such jurisdiction applies from the point at which the container/cargo comes within the control of Master Contract-bargaining-unit members. If necessary, issues arising over interpretation of these articles will be adjudicated by the Jurisdiction Committee.

Section 11. Existing and New Facilities

USMX and the ILA agree that the operating models currently in use in all Master Contract ports may continue in accordance with the current practices in each port and that work covered by the Master Contract at any new facility or at any facility that currently is not handling Master Contract cargo and is converted to handle cargo covered by the Master Contract shall be performed by Master Contract bargaining-unit employees. Any terminal that historically has not performed Master Contract work shall be considered a new terminal. This provision shall not affect any existing agreements involving a change in operating model.

Section 12. Scope of Article.

The general jurisdiction provisions contained in this Article VII of the Master Contract apply to all three crafts: longshore, checker-and-clerk, and maintenance-employees.

Section 13. Linehandling.

All linehandling work shall be performed by ILA-represented workers on piers and waterfront facilities.

Section 14. Customs and Border Protection.

The parties agree that it is important to redouble industry efforts to regain the customs examination work recently outsourced to non-USMX-ILA contractors. The parties agree to consider commissioning a third party to write a white paper on how this might be accomplished. It is also agreed that once the white paper is completed, USMX and the International will jointly approach the Customs and Border Protection agency.

ARTICLE VIII
ILA JURISDICTION OVER CLERICAL WORK

Section 1. Clerical Work.

ILA Clerks and Checkers shall perform all clerical work on container waterfront facilities which traditionally and regularly has been performed by them, including, but not limited to, work related to the receipt and delivery of cargo, hatch checking, pre-stow, hatch sequence sheet, plan clerking, recording of receipt and delivery of containers received or delivered at waterfront facilities, timekeeping, location, yard work, housekeeping, parameters, and demurrage recording, which work shall not be removed from the waterfront facility without an ILA Clerk or Checker performing the work above. The input and output of information by computers related to the foregoing work functions, such as terminal operating systems (TOS) and appointment systems, shall also be performed by ILA Clerks and Checkers.

Section 2. Guidelines.

(a) **Framework.** The members of the Jurisdiction Committee, in order to provide a framework to resolve outstanding issues regarding the jurisdiction of the ILA Clerks and Checkers, have agreed upon the following definitions and the statement of principle that will be used to define and identify the specific functions that fall within the ILA's jurisdiction.

(b) **Statement of Principle.** In applying Article VIII, Section 1 of the Master Contract, members of the Jurisdiction Committee

shall be bound by the following principle: Management and the ILA agree that the ILA Clerks and Checkers shall have jurisdiction over each and every function set forth in Article VIII, Section 1 of this Master Contract which is performed on container waterfront facilities on behalf of signatory employers in each and every port covered by the Master Contract, provided that such function was at any time in the past performed by the ILA Clerks and Checkers in that port. It is further understood that any such clerical work currently performed by state port authorities or government agencies, if discontinued, will fall under the ILA's jurisdiction.

(c) **No Waiver.** Unless there is agreement between the ILA in a local port and an employer in the local port, any deviation from the jurisdiction provisions of the Master Contract shall not constitute a waiver, amendment, or rescission of the jurisdiction provisions of the Master Contract.

Section 3. Input and Output of Information by Computer.

(a) The input and output of information by computers related to clerical work as set forth in Section 1 above shall be performed by ILA Clerks and Checkers.

(b) All third parties who desire an appointment shall input appointment information into a middleware or portal-type system. ILA Clerks and Checkers will then have jurisdiction to input, confirm, and validate information from the middleware system to the TOS. If middleware is currently not being used, and/or the ILA Clerks and Checkers are not currently inputting appointment information into the TOS, then within thirty (30) days, the employer shall give the appointment-inputting work to the ILA Clerks and Checkers, or the employer shall submit a New Technology Letter indicating its intention to obtain and implement middleware. At every gate transaction ILA Clerks and Checkers shall visually confirm in real time (not from a recording) all inbound and outbound gate moves to ensure that all information matches the information from the appointment system.

(c) ILA Clerks and Checkers shall input work and parameters for all yard movements into the TOS, *e.g.*, housekeeping/grooming. Any changes to the TOS that will alter job functions require referral to the New Technology Committee.

(d) Each terminal operator or container depot shall assign superuser-type profile(s) to a limited number of agreed upon ILA Clerks and Checkers (*e.g.*, dock boss, chief clerk, shop steward, etc.) in existing positions for purposes of reviewing transactions completed by other ILA Clerks and Checkers who are under their scope of responsibility; reviewing information about who has accessed or changed information in the TOS; and reviewing major systems updates to the TOS with Management prior to implementation. After review, if Management and the Local cannot agree to the TOS update, then it shall be referred to the New Technology Committee. ILA Clerks and Checkers with superuser-type profiles shall have read-only access and shall not have the authority to make any changes, except for functions that are under their scope of responsibility. The goal of the superuser-type profile is to provide greater visibility to the ILA with respect to the work of ILA Clerks and Checkers and to audit areas for potential jurisdiction issues. ILA Clerks and Checkers, whether or not assigned a superuser-type profile, shall not have access to systems updates relating to cyber security or changes that do not change the scope or functionality of the TOS.

(e) If the Superuser discovers a discrepancy or issue in the system transaction history that appears to show a violation of the jurisdiction of the ILA Clerks and Checkers, then the Local is entitled to request an audit under the terms of the New Technology audit provisions. Those provisions read in pertinent part as follows:

- (i) USMX acknowledges its commitment to ensure new technology performs as presented during the implementation procedure defined in Article XI, Section 4. All new technology that has completed the implementation procedure is subject to audit upon

request from the International ILA. Once requested, the audit should begin within 60 days unless extended by the mutual agreement of the New Technology Co-Chairmen. To ensure transparency and impartiality, USMX and the International shall jointly select a third-party auditor who shall furnish a written report to the New Technology Committee within 30 days of completion of the audit. If the audit reveals that the terminal operator or container depot has implemented or utilized technology in violation of Article XI, the New Technology Committee shall notify the violating terminal operator or container depot in writing of the violation and the terminal operator or container depot shall pay \$10,000 per day to the local container royalty fund. Such audit shall be subject to the grievance procedure and may be used to establish compliance or the lack thereof.

- (ii) If the terminal operator or container depot is found to be in violation of Article XI, and refuses to acknowledge the violation, the ILA has the right to withhold labor.

(f) Any EDI files that must be manually manipulated, corrected, uploaded, or downloaded into the TOS, such as baplies, are within the jurisdiction of ILA Clerks and Checkers.

(g) Master Contract signatories shall not use automation or artificial intelligence or quantum computing for the performance of clerical functions. Any technology that affects the traditional Clerk and Checker job function, as listed in Section 1 of this Article, must be brought to the attention of the New Technology Committee, including, but not limited to, RFID, OCR, Appointment Systems, Middleware, and implementation of new terminal operating systems.

Section 4. Glossary of Terms.

The following basic list of terms are intended to be descriptive and not all encompassing and are not intended to limit or expand

the jurisdiction or functions of the ILA Clerks and Checkers as they exist under local agreements in the various ports covered by the Master Contract:

- (i) **Receiving and Delivery** of cargo shall mean checking and/or clerking of all cargo received into and/or out of a container terminal operated and controlled by a USMX-member company. The input and output of information related to change of status (*e.g.*, change of vessel, change of discharge port, etc.) once the container is received at the waterfront facility shall also be performed by the Checkers and Clerks. Management and the ILA agree that they will develop a methodology to confirm who is performing computer input work that falls within the ILA's jurisdiction. Both Management and the ILA agree that the methodology will vary from one terminal to another because of the different computer systems utilized in various ports and terminals. Both the ILA and Management are committed to fully implementing this Article VIII of the Master Contract during its term.
- (ii) **Hatchchecking** shall mean the checking, tallying, verification, and recording of all containers and/or cargo loaded, discharged, or restowed to or from a vessel or barge at a container terminal operated and controlled by a USMX-member company.
- (iii) **Prestow & Plan Clerking** shall mean the making of sequence sheets and/or the making of a prestow plan that would be used in loading and discharging vessels and barges in accordance with Management's instructions. Such work shall include, but not be limited to, all work relating to the bay plan. The use of a computer in the performance of the above function falls within the ILA's jurisdiction.
- (iv) **Timekeeping** shall mean the timekeeper's duties and functions, which shall include, at the discretion of

Management, but not be limited to, keeping longshore time and the preparation of time sheets and payroll information. If a computer is used to perform this function, this will fall under the ILA's jurisdiction.

- (v) **Location and Yard Work** shall mean the identification, location and control of all containers, chassis, and/or cargo to be loaded, discharged, or restowed to or from the vessel or barge. Necessary paperwork and computer utilization required to perform these clerical functions, as required by Management's direction and planning, shall fall within the ILA's jurisdiction.
- (vi) **Demurrage Recording** shall mean the preparation, computation of storage days, and checking of container-demurrage receipts.

ARTICLE IX ILA JURISDICTION OVER MAINTENANCE AND REPAIR WORK

Section 1. Maintenance and Repair Work.

It is agreed that the jurisdiction of the ILA shall cover the maintenance and repair of equipment (which term includes containers and chassis) and such equipment as its members have historically maintained and which is owned, controlled, operated, or interchanged by USMX members including, but not limited to, (a) container cranes, (b) container-handling equipment, and (c) container cranes and container-handling equipment which are acquired for new deep-sea terminal facilities. The ILA's jurisdiction remains in effect at waterfront container facilities and/or off-pier premises used for servicing and repairing equipment covered by this Master Contract in accordance with the Containerization Agreement. Further, all said equipment, be it owned, leased, or controlled by USMX members and/or signatories to the Master Contract, once it is presented at waterfront

facilities, shall be covered by this Master Contract. Furthermore, it is recognized that the marine-terminal work of all ILA crafts has been traditionally performed on piers and waterfront facilities. When such marine-terminal work is moved off the marine terminal by the terminal operator or by a signatory carrier to facilities in the port area, the ILA shall retain its work jurisdiction, where the work is the work that would have been performed in the marine terminal or port area.

Any equipment historically maintained and repaired by ILA-represented employees, including but not limited to, container cranes, container-handling equipment, and gensets, shall continue to be maintained and repaired by ILA-represented employees without regard to any change in power source that may occur in the future, including but not limited to, lithium batteries, solid-state batteries, propane, hydrogen power, electric power, and hybrid power. If any training is required to maintain and repair such equipment, the employers shall provide the ILA-represented employees with all necessary training.

Section 2. Major Damaged Equipment.

Major damaged equipment must be repaired in the port where the major-damage is discovered, provided, however, that where a carrier needs to reposition empties or where it is otherwise necessary to its operations, a carrier shall notify the ILA maintenance local of the repositioning and the equipment numbers of the major-damaged equipment. Thereafter, it shall also report the time, place and nature of the repairs performed by ILA labor in an ILA port on such damaged equipment. Such notification shall be subject to the audit procedure. In fulfilling the above objectives, it is agreed that:

- (a) No damaged equipment shall be loaded aboard ship for export except under the procedures provided below.
- (b) No employer or carrier shall permit damaged equipment to leave the compound, except under the procedures provided herein.

- (c) The employers and carriers shall not enter into any leasing agreement that circumvents the work jurisdiction of the ILA covered under this Master Contract.

Section 3. Determination Procedure.

(a) An ILA/Carrier Master Contract Committee has established amended criteria, which are appended to this Master Contract as Appendix C, for a container with major damage in accordance with uniform criteria which relate to safety, structural soundness, roadability, and seaworthiness of the various types of containers. These criteria shall be distributed to the ILA maintenance employees in the inspection (or roadability) lanes at each container terminal.

(b) In accordance with the criteria established in subparagraph (a) of Article IX, Section 3 of this Master Contract, ILA employees may designate a container or chassis which they examine and find damaged (as defined in such subparagraph (a) criteria) as out of service on a T.I.R. form and such container shall be placed in a deadline status in accordance with the procedures of the terminal involved.

(c) The carrier shall be notified of such designation as soon as possible and shall have the right to determine that such container or chassis shall either be repaired (in an ILA port of its choosing) or if it disagrees with the ILA determination that such container was damaged within the subparagraph (a) criteria, the container in question shall be placed back into service or repositioned as an empty.

Section 4. Grievance and Audit.

The ILA shall have the right to be informed of the action so taken and to grieve the matter, if it so desires, under the terms and conditions of the grievance procedures agreed to by the parties in this Master Contract. If it is determined under such grievance procedure that the container in question should have been repaired, the carrier shall pay liquidated damages of \$1,000 per container

(\$2,000 per container for willful violations), as ruled in such determination. Fact-finding and audit under the grievance procedure shall be provided by an independent auditor selected by the parties who shall have the right to audit all applicable documentation of a carrier to determine compliance with this Master Contract. Such audit shall be subject to the grievance procedure and may be used to establish compliance or the lack thereof.

Section 5. Port of Discovery (POD).

(a) It is necessary to implement a system to monitor compliance of repair of major damage in accordance with the Master Contract. For this purpose, it shall be the responsibility of each port to establish a procedure that will verify that all parties are complying with the provisions of the Master Contract in that port. Each port shall provide to the Jurisdiction Committee the procedure established in that port.

(b) In order to be recognized as a valid POD System by the Jurisdiction Committee, each port's system must be able to do the following:

- (i) Identify major damage;
- (ii) Track the movement of equipment identified with Major Damage; and
- (iii) Record and validate the repair of the equipment.

Section 6. Warranties.

During the warranty period, there shall be one (1) ILA mechanic or the number as provided in the local agreement. The training for the warranty work is to be at the discretion of the employer. After the initial warranty period, extended warranty work will require one (1) ILA mechanic per warranty staff onsite. Warranty documentation shall be provided to the ILA mechanic.

ARTICLE X

PRESERVATION OF CHASSIS AND GENSET MAINTENANCE-AND-REPAIR WORK

Section 1. Chassis.

(a) **Preamble.** USMX and the ILA recognize that the chassis-ownership-and-leasing model has changed significantly over the period of the 2009-2012 Master Contract. USMX and the ILA recognize that this situation will continue to develop over the term of this Master Contract and that further change is likely. USMX and the ILA are committed to work-preservation provisions to promote continued ILA jurisdiction of the chassis maintenance and repair work within the marine terminals and port areas covered by this Master Contract. The parties recognize the right of the ILA to further jurisdictional expansion by the traditional organizing methods, but this Master Contract does not contemplate any jurisdictional expansion.

(b) **Chassis Pools.** USMX and the ILA recognize that the operators of chassis pools that are not bound by the Master Contract have made various commitments to USMX and the ILA to continue to use ILA-represented employees for maintenance and repair work on their chassis in port areas covered by this Master Contract, and USMX and the ILA applaud and support these commitments. Going forward USMX and the ILA shall work with these chassis-pool operators to further solidify these types of commitments, including their possible inclusion into membership in USMX.

(c) **Sale or Transfer of Chassis.**

(i) No carrier or association of carriers bound by this Master Contract that operates chassis pools shall sell or transfer chassis except to a buyer that agrees to preserve the ILA's existing jurisdiction over the repair and maintenance of chassis. To achieve that end, the carriers agree that if they or any association of carriers that

operates chassis pools sell or transfer chassis to third parties not bound by this Master Contract, they shall include the following provisions in the contracts of sale or transfer:

- (A) As a material term of this agreement the purchaser or transferee agrees until September 30, 2030, to continue to use ILA-represented employees that the seller or transferor had used prior to the sale or transfer to maintain and repair the chassis that are the subject of this agreement at marine terminals and off-pier facilities in the historic port areas. The purchaser/transferee also agrees to include the foregoing provision in any subsequent contract of sale entered into on or before September 30, 2030, in which the purchaser/transferee sells or transfers the said chassis to a third party.
- (B) The purchaser/transferee agrees that a breach of this provision will result in irreparable injury to both the seller/transferor and the affected employees represented by the International Longshoremen's Association, and that both the seller/transferor and the affected ILA-represented employees may not be adequately compensated at law for such breach of the provision. The purchaser/transferee consents to the entry of injunctive and any other appropriate equitable relief against it with respect to any breach of the provision.
 - (ii) If any carrier or association of carriers bound by this Master Contract that operates chassis pools decides to sell or transfer chassis, such carrier or association shall inform the ILA and USMX as soon as possible and shall provide to them evidence that the contract of sale or transfer includes the required provisions set forth in subsections (c)(i)(A) and (c)(i)(B) of this Section 1.

(d) Inspection and Maintenance of Chassis. The ILA shall retain jurisdiction to inspect all chassis located at marine terminals and off-pier facilities within the historic port area, including those owned by chassis pools, shippers, and owner-operators. At the request of the shipper or owner-operator, the ILA may perform repair services on such equipment but shall not be obligated to do so. The ILA shall permit a damaged chassis to enter the facility if it is loaded with a container (whether full or empty). However, such damaged chassis shall not be reloaded with a container or used to depart the facility with a container until it has been repaired.

(e) Roadability. The parties to this Master Contract shall have the right to reject any chassis at any marine facility covered by this Master Contract that does not meet roadability standards for safety. The Joint Technical Committee shall establish roadability standards for safety that the parties to this Master Contract shall use in the inspection of chassis at marine facilities covered by this Master Contract.

Section 2. Gensets.

No carrier bound by this Master Contract that owns gensets shall sell, transfer, or lease gensets except to a buyer or lessee that agrees to preserve the ILA's existing jurisdiction over the repair and maintenance of gensets. To achieve that end, the carriers agree that if they sell, transfer, or lease gensets to third parties not bound by this Master Contract, they shall include the following provisions in the contracts of sale or transfer:

- (a) As a material term of this agreement the purchaser or transferee agrees to continue to use ILA-represented employees that the seller or transferor had used prior to the sale or transfer to maintain and repair the gensets that are the subject of this agreement at marine terminals and off-pier facilities in the historic port areas. The purchaser/transferee also agrees to include the foregoing provision in any subsequent contract of sale in which the

purchaser/transferee sells or transfers the said gensets to a third party.

- (b) The purchaser/transferee agrees that a breach of this provision shall result in irreparable injury to both the seller/transferor and the affected employees represented by the ILA and that both the seller/transferor and the affected ILA-represented employees may not be adequately compensated at law for such breach of the provision. The purchaser/transferee consents to the entry of injunctive and any other appropriate equitable relief against it with respect to any breach of the provision.
- (c) The ILA shall retain its jurisdiction to inspect and maintain all gensets and to plug and unplug all refrigeration equipment at marine terminals and off-pier ILA facilities in the historic port area.
- (d) The foregoing provisions shall not apply to transfers or sales of gensets that are to be scrapped.

ARTICLE XI NEW TECHNOLOGY IMPLEMENTATION AND WORKFORCE PROTECTION

Section 1. Guiding Principles

(a) Management in partnership with the ILA shall protect the Master Contract workforce for the term of this Master Contract while improving safety, productivity, efficiency and capacity on the terminals.

(b) There shall be no fully-automated terminals developed and no fully-automated container handling equipment used during the term of this Master Contract. The term “fully-automated” in the sentence immediately above is defined as devoid of human interaction.

(c) No new technology will be implemented until the parties mutually agree to manning levels and workforce protections or upon completion of the below procedure listed in Section 4 of this Article XI.

(d) Minor technology that does not alter manning or job functions and does not reduce manning or work hours, can bypass the procedure in Section 4 of this Article XI if mutually agreed to by the New Technology Committee Co-Chairs. The Terminal Operator shall notify the Co-Chairs in writing of a minor technology change prior to purchasing and implementing. The Co-Chairs shall notify the Terminal Operator of their decision within 15 days of receipt.

(e) The parties acknowledge that prior to the purchase of any equipment, software, or hardware that is subject to this Article, the requirements of Section 4 of this Article XI must be completed.

(f) No remotely operated ship-to-shore cranes shall be used at any port during the term of this Master Contract.

Section 2. New Technology Committee.

The ILA and USMX have established a New Technology Committee consisting of three (3) members on each side as follows:

Management	ILA
USMX	International ILA
USMX	International ILA
USMX	International ILA

Each Co-Chairman shall have the authority to appoint and replace the members of the New Technology Committee on his or her side. In addition, the Co-Chairmen may increase the number of committee members upon mutual agreement.

Section 3. Workforce Protection Guidelines

(a) The following guidelines shall be followed for instituting workforce protections and included in the written notification defined in Section 4(a) of this Article XI:

- (i) Define the types of technology and the effects on safety, productivity, efficiency, and capacity on the terminals;
- (ii) Determine the manning for the new technology;
- (iii) Identify the new work created by the technology by craft;
- (iv) Determine the process change created by the new technology within each craft subject to approval by the New Technology Committee; and
- (v) Provide necessary training.

Section 4. Procedure.

(a) An employer by certified mail and email shall notify the Co-Chairmen of the New Technology Committee in writing (sample letter attached hereto as Appendix F) of the employer's intentions for implementing new technology. The implementing employer shall also notify the affected ILA locals in the port where the technology will be implemented of the employer's intentions and both the implementing employer and the affected ILA locals shall engage in local negotiations.

(b) Local parties must negotiate implementation within 120 days of the date of the certified mail referenced above with the assistance of the New Technology Committee Co-Chairmen if necessary and in doing so adhere to the spirit of this Agreement as defined in Section 1 of this Article XI.

(c) Demo of new technology may begin during the negotiations by the local parties pursuant to Section 4(b) of this Article XI for a period not longer than 30 days, or as reasonably

feasible, to ensure that the new technology operates as stated in the employer's technology letter.

(d) All local agreements are subject to review and approval by the Co-Chairmen for a period not longer than 30 days.

(e) If no local agreement is reached in accordance with Section 4(b) of this Article XI, the New Technology Committee shall resolve within 30 days all open issues that the local parties did not resolve.

(f) If the New Technology Committee cannot resolve all the open issues, then within 30 days the issues shall go to arbitration. The arbitrator (J.J. Pierson/Richard Adelman) must issue an award within thirty (30) days after the arbitration ends.

(g) All agreements reached by either the USMX and International ILA, the New Technology Committee, or the arbitrator are final and binding.

(h) All negotiations, resolutions, and agreements are port/terminal specific.

(i) Each of the above time periods in this process are subject to extension only by mutual agreement of the parties at each level of the process.

Section 5. Audits

(a) USMX acknowledges its commitment to ensure that new technology performs as presented during the implementation procedure defined in Section 4 of this Article XI. All new technology that has completed the implementation procedure is subject to audit upon request from the International ILA. Once requested, the audit shall begin within 60 days unless extended by the mutual agreement of the New Technology Co-Chairmen. To ensure transparency and impartiality, USMX and the International shall jointly select a third party auditor who shall furnish a written report to the New Technology Committee within 30 days of completion of the audit. If the audit

reveals that the terminal operator or container depot has implemented technology in violation of this Article XI, the New Technology Committee shall notify the violating terminal operator or container depot in writing of the violation and the terminal operator or container depot shall pay \$10,000 per day to the local container royalty fund. Such audit shall be subject to the grievance procedure and may be used to establish compliance or the lack thereof.

(b) If the terminal operator or container depot is found to be in violation of Article XI, and refuses to acknowledge the violation, the ILA has the right to withhold labor.

(c) The parties reaffirm their commitment to developing a verifiable system for auditing jobs created by technology.

Section 6. Use of RMG/RTG Cranes.

The ILA and USMX agree to allow port terminal operations to densify and grow utilizing rail-mounted gantry/rubber-tired gantry (RMG/RTG) equipment. All currently deployed RMG will continue to operate and be manned in its current state (red circle) and the following shall apply to RMG/RTG being deployed post signing of the 2024-2030 Master Contract:

(a) RMG/RTG equipment may be operated remotely and must provide the ILA-represented operator with control of the vertical and horizontal movement of cargoes for vessel loading/unloading and truck line receiving/delivery. The parties agree to work together to maintain the maximum density allowed by the equipment and to allow for efficient and accurate stacking by using the most recent and effective technology to assist the operator to be safe, efficient and productive (Operator Assisted Technology) while working within the stacks.

(b) Manning Requirements

(i) The parties recognize that manning requirements are negotiated at the local level and acknowledge that port operations vary from port to port. However, the

parties agree to the following minimum manning standards:

- (A) Gate and Vessel Operations: There shall be a minimum manning of one operator per machine while both gate and vessel operations are occurring simultaneously.
- (B) Vessel-Only Operations: When vessel operations occur without any other concurrent activity, manning requirements shall be negotiated at the local level and shall be approved by both the International and USMX.

(c) The parties commit to researching and utilizing all technology that would assist an operator in being more efficient and productive as set forth in Appendix G.

(d) If the parties cannot agree on the use of Operator Assisted Technology, the matter shall be referred to the New Technology Committee and shall follow the process set forth in Article XI, Section 4, including arbitration, if necessary.

ARTICLE XII CONTAINER ROYALTIES

Section 1. First and Third Container Royalties.

The First and Third Container Royalties (effective in 1960 and 1977) each in the amount of \$1.00 per weight ton of containerized cargo not stuffed or stripped by ILA-represented labor (with lesser amounts for containerized cargo carried on vessels that are not full container vessels as determined in the Stein Award, a copy of which is appended to this Master Contract as Appendix D) shall continue to be paid. The amount of the First and Third Container Royalties, which are subject to the provisions of the Stein Award and any accommodation approved pursuant to Article XV of this Master Contract, paid to the various local port and district container-royalty

funds in accordance with, Article XII, Section 3 of this Master Contract shall be used to provide supplemental-wage benefits to eligible employees covered by this Master Contract.

Section 2. Second Container Royalty.

The Second Container Royalty (effective in 1971) in the amount of \$1.00 per weight ton of containerized cargo not stuffed or stripped by ILA-represented labor (with lesser amounts for containerized cargo carried on vessels that are not full-container vessels as determined in the Stein Award, which is attached to this Master Contract as Appendix D) shall continue to be paid during the term of this Master Contract to MILA to be used exclusively for the purpose of funding the managed healthcare program administered by MILA in accordance with the provisions of Article XIII of this Master Contract. The Second Container Royalty is subject to the provisions of the Stein Award.

Section 3. Container Royalty Distribution.

Each year during the term of this Master Contract, the total amount of Container Royalty benefits payable to the eligible workforce under the Master Contract in a port shall be equal to the amount of First and Third Container Royalties collected in that port, after the payment of all necessary expenses incurred by the Container Royalty Central Collection Fund (CRCCF). Each local container royalty fund shall be responsible for the payment of all necessary expenses incurred by the local fund. Pursuant to Article XII, Section 4 of this Master Contract, the CRCCF in conjunction with the bargaining parties shall continue to oversee each local container royalty fund, including their expenses.

Section 4. Container Royalty Central Collection Fund

(a) During the term of this Master Contract, CRCCF shall continue to collect and distribute all container royalties payable pursuant to this Master Contract. In the event that CRCCF is unable to collect from a non-USMX member, the stevedore shall be responsible for any unpaid container royalties.

(b) The CRCCF shall constitute an irrevocable trust for the sole and exclusive purpose of collecting all assessments payable in accordance with this Master Contract to the following joint labor-management, fringe-benefit trust funds: the Carrier-ILA Container Freight Station Trust Fund, the Carrier-ILA Container Royalty Fund No. 5, the local port container royalty funds entitled to receive the First Container Royalty and Third Container Royalty Assessments, and MILA, which is entitled to receive the Second Container Royalty and the Fourth Container Royalty Assessments. The CRCCF will deposit the per ton assessments being collected for the Carrier-ILA Container Royalty Fund No. 5 and the Carrier-ILA Container Freight Station Trust Fund into an escrow account maintained by the CRCCF. USMX and the ILA will direct the CRCCF to allocate the monies in the escrow fund between the Carrier-ILA Container Royalty Fund No. 5 and the Carrier-ILA Container Freight Station Trust Fund to fund the benefits being dispensed by both of these Funds without adjusting the per-ton assessment rates for these Funds.

(c) In each Contract Year effective with the commencement of the 2024-2030 Master Contract, each port listed below shall receive the greater of the automatic payment amount listed below or seventy-five percent (75%) of the total amount of Carrier-ILA Container Royalty Fund No. 5 assessments collected in that port.

Port/District	Contractual Amount
Boston	\$ 342,095
NY & NJ	\$16,183,757
Philadelphia	\$2,939,674
Baltimore	\$1,397,081
Hampton Roads	\$2,273,807
Wilmington, NC	\$530,947
Charleston	\$213,805
Savannah	\$4,000,616
Jacksonville	\$1,040,114
Southeast Fl.	\$584,161

Port/District	Contractual Amount
Tampa	\$77,927
New Orleans	\$2,081,996
West Gulf	\$2,828,687
Mobile	\$1,500,000
South Atlantic ILA/Employers	
District Escrow Fund	\$13,535,968
Maritime Association-ILA Funds	\$13,885,656

(d) The South Atlantic automatic payments must comply with the below each year during the term of this Master Contract.

- (i) The ports covered by the South Atlantic ILA/Employers Vacation & Holiday Fund must use the automatic payments from the CRCCF to fund vacation and holiday benefits pursuant to Article XII, Sections 4(c) and 6(e) of this Master Contract.
- (ii) All locally negotiated vacation and holiday assessment increases on non-Master Contract cargo shall be used to fund vacation and holiday benefits.
- (iii) USMX and the ILA have entered into agreements with the parties in each of the South Atlantic ports regarding the prerequisites for receiving funding under the Master Contract for vacation and holiday benefits. Once a port has demonstrated that it is self-sufficient and does not need additional funding under the Master Contract, the port shall not be subject to the requirements for receiving funding under the Master Contract.

Section 5. Carrier-ILA Container Royalty Fund No. 4.

Effective October 1, 2018, the Fourth Container Royalty (CR-4) assessment shall be \$1.50 per weight ton during the term of this Master Contract. USMX and the ILA will terminate the Carrier-ILA Container Royalty Fund No. 4, since the CRCCF will transmit the

Fourth Container Royalty Assessment directly to MILA. During the term of this Master Contract, USMX and the ILA shall have the right to agree upon a modification, suspension, or elimination of the CR-4 Assessment.

Section 6. Carrier-ILA Container Royalty Fund No. 5

(a) The Carrier-ILA Container Royalty Fund No. 5 (“CR-5 Fund”) shall be continued during the term of this Master Contract for the sole and exclusive purpose of providing financial assistance to joint Management-ILA employee welfare benefit plans that provide healthcare, vacation, or holiday benefits in the local ports or districts. Employee pension benefit plans and employee benefit plans that do not provide healthcare, welfare, vacation, or holiday benefits, including, but not limited to, container royalty plans or other plans providing supplemental cash benefits, supplemental unemployment benefit plans, scholarship plans, and severance plans, are not eligible plans for assistance from the CR-5 Fund. Applications for financial assistance will be granted to local employee benefit plans that are in need due to shortfalls in funding, provided the plans meet the criteria for assistance established by the CR-5 Fund trustees.

(b) During the term of this Master Contract, Management will fund Container Royalty Fund No. 5 as required to provide financial assistance to joint Management-ILA employee-benefit plans in the local ports or districts as provided in Article XII, Section 6(a) of this Master Contract. During the term of this Master Contract, management shall have the right to modify the Container Royalty Fund No. 5 assessment.

(c) During the nine-month period following the execution of the Memorandum of Settlement, the parties shall undertake a study of the feasibility of implementing alternative methods of generating additional revenue to provide funding for the CR-5 Fund.

(d) To be eligible to receive financial assistance from the CR-5 Fund, the settlors of the local employee benefit funds shall review

and address all assessment accommodations previously granted on both Master Contract and non-Master Contract cargo.

(e) Effective October 1, 2024, the tonnage assessment shall increase from \$.70 to \$.85 per ton. Funding of the CR-5 Fund shall be reviewed periodically and increased as needed.

Section 7. Carrier-ILA Container Freight Station Trust Fund.

(a) Preamble

The Carrier-ILA Container Freight Station Trust Fund (“CFS Fund”) shall continue in effect during the term of this Master Contract. The periodic distribution of the amounts to be paid from the CFS Fund and the purposes thereof shall be determined solely by the trustees of the CFS Fund. The CFS Fund shall continue to provide funding for training purposes to the extent that any funds remain after payment for the support of container freight stations. Training programs in each port or district shall be operated under guidelines approved by the trustees of the CFS Fund and shall be funded primarily by funds generated in each local port or district before application is made to the trustees of the CFS Fund.

(b) CFS Subsidy and Training Program

(i) Assessment Rate

There will be an assessment rate equivalent to \$0.25 per ton for the term of this Master Contract.

(ii) Subsidy

The wages, manning, and scope of work will be negotiated on a local level to accommodate the subsidy rate, which during the term of this Master Contract shall increase by \$1 per hour for the pre-approved hours for each pre-approved task and to compete with the local competition.

(iii) Training

(A) The training program currently in effect and paid for with CFS assessments will be continued.

(B) Any changes to this program will be recommended by the CFS Fund trustees to the bargaining parties for consideration.

(iv) Audits

(A) Existing CFS operations will be audited at the start of the contract and ongoing to determine task times and verify intensities. Task times will be consistent within each port.

(B) Major container freight stations will have a yearly audit. All others will be as required.

(v) New CFS Applications and New Operations

All new CFS applications and all new operations within existing CFS operations are subject to CFS Fund trustee approval.

(vi) Container Royalty

(A) Due dates for reporting will be established and enforced.

(B) The per-ton credit will be the equivalent of Container Royalty Nos. 1 through 5 plus CFS in total.

(vii) Manning and Scope of Work

Any manning issues, including work opportunities, will be governed by historical past practices of the CFS program and Article VII, Section 9 of the USMX-ILA Master Contract.

(viii) New York/New Jersey CFS

Due to the nature of assessments in New York and New Jersey, any changes or additions to the program in New York and New Jersey will be handled by the CFS Fund trustees.

(ix) New Assessment and Subsidy Considerations

Prior to the conclusion of the 2019-2020 Contract Year and in each Contract Year thereafter, if in the CFS Fund trustees' opinion there is a need for adjustment to the Assessment Rate or the Subsidy Rate, due to any unforeseen increase or decrease in the training program or the subsidy rate program, they may recommend to the bargaining parties their concerns. Any adjustment agreed by the bargaining parties will be effective on the start date of the subsequent contract year.

Section 8. Caribbean Basin Initiative Agreement.

The Caribbean Basin Initiative agreement attached as Appendix E shall be extended for the term of this Master Contract. USMX and the International shall review the Caribbean Basin Initiative to determine its continuing efficacy.

**ARTICLE XIII
MILA**

Section 1. Management-ILA Managed Health Care Trust Fund.

The Management-ILA Managed Health Care Trust Fund ("MILA") is a joint labor-management, Taft-Hartley trust fund managed by an equal number of Management and Union trustees to administer an employee welfare benefit healthcare plan covering active and retired dockworkers covered by this Master Contract and their dependents in all ports. There will be no reduction in MILA benefits during the term of this Master Contract.

Section 2. Funding.

MILA is a defined contribution welfare plan that is funded by the following contributions:

(a) **Fourth Container Royalty Assessment.** During the term of this Master Contract the Fourth Container Royalty Assessment for the funding of MILA shall be in the amount of \$1.50 per weight ton of containerized cargo not stuffed or stripped by ILA-represented labor (or such lesser amount as may be required under the Stein Award, which is attached to this Master Contract as Appendix D, for containerized cargo carried on vessels that are not full container vessels) and shall be paid to MILA to be used exclusively to fund the managed healthcare program administered by MILA. During the term of this Master Contract, USMX and the International shall have the right to agree upon a modification, suspension, or elimination of the Fourth Container Royalty Assessment contributions payable to MILA.

(b) **Second Container Royalty Assessment.** During the term of this Master Contract, the Second Container Royalty Assessment in the amount of \$1.00 per weight ton of containerized cargo not stuffed or stripped by ILA-represented labor (or such lesser amount as may be required under the Stein Award, which is attached to this Master Contract as Appendix D, for containerized cargo carried on vessels that are not full container vessels) shall be paid to MILA to be used exclusively to fund the managed healthcare program administered by MILA. During the term of this Master Contract, USMX and the International shall have the right to agree upon a modification, suspension or elimination of the Second Container Royalty Assessment payable to MILA. The container royalty provisions set forth in Article XII, Section 3 of this Master Contract shall not apply to the Second Container Royalty Assessment to MILA.

(c) **Hourly Contributions.** During the term of this Master Contract, \$5.00 of the hourly contributions for local pension, welfare, and other employee fringe benefits set forth in Article IV, Section 1 of this Master Contract shall be paid to MILA.

ARTICLE XIV GRIEVANCE PROCEDURE

Section 1. Local Level.

All disputes under this Master Contract involving containerization and ro-ro, including interpretations of this Master Contract, shall be heard initially by the Local Industry Grievance Committee (“LIGC”), which shall consist of the following: three (3) Management representatives (a representative of USMX, a representative of the local port association where the dispute arose, and a local stevedore or terminal operator) and three (3) representatives appointed by the ILA. Requests for interpretations may be brought at any time.

The LIGC shall hear all disputes within thirty (30) days after a grievance has been filed unless the Co-Chairmen of the Industry Appellate Committee (“IAC”) mutually agree to extend this period in a particular case and shall render a decision within ten (10) days after the hearing. If the Co-Chairmen of the IAC do not agree to extend this period and a hearing is not held within thirty (30) days, the grieving party shall prevail and the non-grieving party shall have no right of appeal. Unanimous LIGC decisions cannot be appealed.

Section 2. Appellate Level.

Where there is a failure to render a decision on the local level or where a party desires to appeal any decision rendered on the local level, such cases may be referred to the IAC.

Section 3. Appeals From a Decision of the LIGC.

Appeals from a decision of the LIGC must be taken within twenty (20) days after a decision has been reached and the parties notified or within twenty (20) days from the deadline referred to in Section 1 of this Article XIV for the LIGC to reach a decision.

Section 4. Appeals Form.

All appeals must be taken on an appellate form prepared by USMX and the ILA.

Section 5. Industry Appellate Committee (IAC).

(a) **Number of IAC Members.** The IAC shall be comprised of sixteen (16) representatives of Management and sixteen (16) representatives of the ILA.

(b) **Co-Chairmen.** The President of the ILA shall be Co-Chairman of the Union members of the IAC and the Chairman/CEO of USMX shall be the Co-Chairman of the Management members of the IAC.

(c) **Telephonic Notice.** Either IAC Co-Chairman may call the IAC into session on short notice by telephone with e-mail confirmation to the other Co-Chairman and Executive Secretary.

(d) **Quorum.** The IAC Co-Chairmen may agree between themselves to call into session an IAC meeting with fewer than sixteen (16) members on each side provided that no fewer than four (4) members on each side (a “Mini IAC”) are convened to hear and determine a dispute. The IAC Co-Chairmen shall designate the Co-Chairmen of a Mini IAC, who will then select the other members of the Mini IAC. Both the IAC and a Mini IAC may hear and determine a dispute by telephone or video conference upon the request of the IAC Co-Chairmen. Any decision reached by a Mini IAC is subject to the approval of the IAC Co-Chairmen, and if approved, shall be final and binding and shall constitute an enforceable award.

(e) **Majority Vote.** Decisions by the LIGC and the IAC shall be rendered by a majority vote thereof. A decision by the IAC shall be final and binding and shall constitute an enforceable award.

(f) **Multi-Port Charges.** Charges of alleged violations of this Master Contract involving more than one (1) port shall be referred directly to the IAC for a final determination.

(g) **Failure To Appear.** If after due and timely notice, either party fails to appear at a meeting of the LIGC or IAC, then the other party may proceed and hear the matter and issue a decision unilaterally.

Section 6. Arbitration.

(a) **Panel of Arbitrators.** The Co-Chairmen shall provide for a panel of at least five (5) and no more than ten (10) named arbitrators who shall serve as the permanent Master Contract arbitrators during the term of this Master Contract. The Labor Arbitration Rules of the American Arbitration Association then in effect shall be utilized in such selection process.

(b) **Selection of Arbitrator From Panel.** If the IAC shall be unable to resolve matters referred to it, the Co-Chairmen shall seek to select an arbitrator immediately after the IAC deadlocks. If no such selection is made immediately (on the same day as the deadlock), within a ten (10) day period either party may refer the matter to the arbitrator next in line who is available in accordance with the selection system.

(c) **Selection System.** An arbitrator shall be selected by a person designated by the Co-Chairmen through a process of pulling the name of the arbitrator by lottery. This first available arbitrator shall hear and determine the first dispute. After the first selection and thereafter, the lottery shall only include the names of the remaining arbitrators until all arbitrators have been selected in order of their being drawn. For each selection, arbitrators shall be listed in the order of drawing so that the arbitrator first indicating his availability shall be given the assignment. The Co-Chairmen are hereby authorized to oversee such selection and to exercise their discretion in such selection process.

(d) **Expedited Arbitration.** Any party to this Master Contract may, with respect to any grievance, dispute, complaint, or claim arising out of or relating to the Master Contract at any point waive any and all preliminary steps of the grievance machinery and submit the matter to arbitration (“expedited arbitration”) at any time after a matter has been considered by the Co-Chairmen. Such requests shall be made in writing by the President of the ILA or the Chairman/CEO of USMX, as the case may be, or their designees.

Such writing may be by a letter hand delivered to the office of the other party or transmitted to the office of the other party by e-mail. Notice by hand-delivery or e-mail shall be given at the same time to a member of the arbitration panel who shall immediately thereafter (and not later than twenty-four (24) hours after receipt of such notice) convene an arbitration hearing at such place as the arbitrator shall determine, including the workplace where the dispute arose.

(e) **Failure to Appear.** In the event any party fails to appear at any arbitration, including an expedited arbitration hearing, the party failing to appear shall be deemed to have waived its right to contest its non-participation and the arbitrator shall proceed forthwith to determine the issue.

(f) **Award.** In an expedited arbitration, the arbitrator shall issue a short-form award at the end of the hearing, unless the time to render an award is extended by mutual consent. The arbitrator shall have the right to issue a more detailed decision within thirty (30) days after rendering such a short-form award setting forth the reasons for the arbitrator's award. As to all other arbitrations, the arbitrator shall issue an award as expeditiously as possible. If an award is not rendered within thirty (30) days (unless both parties agree to extend such time period), either party shall have the right to terminate the services of that arbitrator, who shall be replaced in accordance with the procedures set forth in Section 6(c) of this Article XIV. If the arbitrator is disabled and is thereby prevented from rendering a decision within thirty (30) days or the arbitrator fails to render a decision within thirty (30) days, the parties shall refer the record and briefs to the next arbitrator for decision, unless either party objects to such procedure, in which event a new and expedited hearing shall be held.

(g) **Right to Strike.** The ILA shall have the right to refuse to render service to any carrier or direct employer who fails or refuses to abide by the final decisions of the LIGC (if not appealed) or IAC

after having been found to have violated any provision of the Master Contract, until said carrier or direct employer comes into full compliance with said decision. The provisions of any “No-Strike” clause shall not be applicable in any such situation.

Section 7. Industry Resource Committee.

The Management-ILA Industry Resource Committee (“IRC”) consisting of the Co-Chairmen and seven (7) representatives on each side appointed by each Co-Chairman shall continue in effect for the purpose of considering major industry problems that require consideration for the benefit of Management, the ILA, and the employees and which shall serve as a Master Contract planning committee to consider such agendas as may be brought before them by agreement of the Co-Chairmen.

The IRC shall institute a contract education program for Management and ILA members on jurisdictional obligations to the ILA. The IRC shall schedule at least three meetings per year to review contractual topics jointly agreed upon by USMX and the ILA.

Section 8. Disputes Among Fund Trustees.

Any dispute arising among the trustees of any fund whose trustees are appointed pursuant to any of the trusts created under this Master Contract shall be referred and determined in accordance with the arbitration procedures created under the terms of the applicable trust agreement. The trustees of these Master Contract funds shall also enforce the collection of any and all assessments provided under this Master Contract, and all carriers, employers, ILA locals and officials, port associations, local-fund trustees, beneficiaries, and other persons claiming any rights or benefits under any Master Contract fund shall be bound by the terms of any directives or awards issued by the trustees of that Master Contract fund, which shall have the full force and effect of an arbitration award and shall be enforceable in the same manner as an arbitration award.

ARTICLE XV ACCOMMODATIONS

Section 1. Assessment Accommodations.

During the term of this Master Contract, the parties shall review all tonnage assessment accommodations, including previously granted accommodations, and may revise such accommodations as necessary.

Section 2. Existing Accommodations.

Every accommodation in effect on September 30, 2024 shall be subject to review by USMX and the ILA and may be revised as necessary.

Section 3. Future Accommodations.

On and after the effective date of this Master Contract, any further accommodation relating to containerization and ro-ro shall be placed in effect only if it is agreed to by the USMX Chairman/CEO and the International President. Each new accommodation must meet the following principles:

- (a) The accommodation must be one that is absolutely essential to the preservation of the existence of the ILA workforce in the port or district involved.
- (b) The accommodation does not impact any of the benefit funds, unless the parties at the same time agree to a reduction of benefits. In no event may any accommodation prevent any port or district from making required contributions to MILA.
- (c) Any regional accommodation may be adopted by the port or district immediately adjacent to the port or district in which the accommodation has been made only upon the approval of the USMX Chairman/CEO and International President.

- (d) Such accommodations shall be available to employers and carriers in other ports similarly situated only with the approval of the USMX CEO and International President.
- (e) In the event any new accommodation is placed into effect without following the procedure set forth in this document, then and in that event, the guilty party or parties shall be subject to the payment of liquidated damages, which shall be determined by the IAC or, on failure to agree by the IAC, by an arbitrator acting pursuant to the terms of this Master Contract.
- (f) Any accommodations given by the ILA to any employer or carrier may be placed in effect by any employer or carrier similarly situated.
- (g) The Co-Chairmen of the IAC shall have full power and jurisdiction to enforce and interpret the provisions of this Article XV.

ARTICLE XVI NO-STRIKE CLAUSE

Section 1. No Strikes or Lockouts.

During the life of this Master Contract, Management agrees that there shall be no lockouts or work stoppages by the employers, but this shall not be construed to mean a lay-off of employees due to business conditions, and the ILA agrees that there shall be no strikes or work stoppages by the employees, except as permitted in the Containerization Agreement, in Article VII, Section 4(c), in Article VIII, Section 3(g), in Article XIV, Section 6(g), and in Article XI, Section 5(b) of this Master Contract.

Section 2. Bona Fide Picket Line.

The right of employees not to cross a bona fide picket line is recognized by Management.

ARTICLE XVII TERM OF AGREEMENT

The term of this Master Contract shall be for six (6) years, from October 1, 2024, through and including September 30, 2030.

ARTICLE XVIII SUBSCRIPTION AND SIGNATORIES

Section 1. Refusal to Work.

If any carrier does not subscribe to this Master Contract, the ILA shall have the right not to work on the loading and discharging of its ships or any work ancillary thereto.

Section 2. Non-Subscribers.

If any employer of employees covered by this Master Contract does not subscribe to this Master Contract, the ILA shall have the right not to engage in any work for that employer at facilities operated by the employer. No persons or entities shall have any right to any part of any benefit flowing from this Master Contract, unless they or any entities or local unions that represent them have subscribed to and agreed to be bound by this Master Contract. Such subscription shall be accomplished only with the joint consent of USMX and the International as to persons who are not members of USMX or of any port-association member of USMX.

Section 3. Fringe-Benefit Assessment.

No assessment for fringe benefits or any other expense shall be imposed upon the carrier members of USMX or carrier signatories to this Master Contract, or any of them, by any entity, whether Management, Labor, or Joint, which is not a named party to this Master Contract, without the prior written authorization of USMX. No change in any fringe-benefit assessment by any port or district shall be made without prior consultation with USMX and the International.

ARTICLE XIX MISCELLANEOUS

Section 1. Headings.

The article and section headings contained in this Master Contract are inserted for convenience only and shall not affect in any way the meaning or interpretation of this Master Contract.

Section 2. Severability.

Should any provision of this Master Contract or any trust agreement created hereunder be voided or otherwise held to be unenforceable by any tribunal of any kind, then USMX and the International shall immediately meet for the purpose of substituting provisions designed to accomplish the same purposes. Any disagreement under this provision shall be arbitrable in accordance with the provisions of Article XIV, Section 6 of this Master Contract.

Section 3. Ratification.

This Master Contract settles all issues between the parties and has been ratified by the members of USMX and by the members of the ILA.

Section 4. Amendments.

No amendment of any provision of this Master Contract shall be valid, unless the same shall be in writing and signed by the parties.

Section 5. Joint Contract Implementation Team.

Upon execution of this Master Contract, the parties will create a Joint Contract Implementation Team to take all required action to implement this Master Contract.

Section 6. Data Collection

USMX and the ILA in conjunction with all ports on the East and Gulf Coasts where employees are receiving benefits provided by the Master Contract shall jointly collect data related to implementation and administration of the Master Contract and the

negotiation of future agreements. USMX and the International will each designate four individuals to serve on the Central Data-Collection System Governance Committee. Those individuals will be responsible for establishing limitations upon access to the data collected, preserving the confidentiality of the data collected, and approving the dissemination of data to USMX and the ILA for collective bargaining purposes. By October 1, 2025, all ports must provide to the Maritime Information System (MIS) data, including, but not limited to, roster, manhours, wages, assessments, and all other payroll information, including deductions.

Section 7. Existing Terms and Conditions

- (a) All the terms and conditions of the 2018 Master Contract, including all extensions and amendments thereto as well as all decisions and determinations of the various USMX-ILA Committees and Boards, including the USMX-ILA Industry Resource Committee, shall remain in full force and effect during the entire term of this Agreement from October 1, 2024, to and including September 30, 2030, except as modified by the terms of this Master Contract.
- (b) The parties specifically reaffirm their commitment to the following provisions in the 2012 Master Contract:
 - i. Joint Contract Implementation Team -Article XIX, Section 5;
 - ii. Labor Adjustor System - Article VII, Section 4(b);
 - iii. Dedicated Workforce for Stuffing and Stripping - Article VII, Section 8; and
 - iv. CBP Inspections - Article VII, Section 14.
- (c) The parties reaffirm their commitment to discuss the following issues.
 - i. Develop a verifiable system for auditing jobs created by technology;

(d) This Master Contract settles all issues between the parties relating to all crafts.

IN WITNESS WHEREOF the parties hereto have executed this Master Contract as of the date first above written.

UNITED STATES
MARITIME ALLIANCE, LTD

INTERNATIONAL
LONGSHOREMEN'S
ASSOCIATION

By S/ F. Paul De Maria

By S/ Harold J. Daggett

F. Paul De Maria,
Chairman & CEO

Harold J. Daggett,
President

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APPENDIX A

CONTAINERIZATION AGREEMENT

1. The Agreements of “Management” shall set forth the work jurisdiction of employees covered by the said Agreements in the following terms:

Management and the Carriers recognize the existing work jurisdiction of ILA employees covered by their agreements with the ILA over all container work which historically has been performed by longshoremen and all other ILA crafts at container waterfront facilities. Carriers, direct employers and their agents covered by such agreements agree to employ employees covered by their agreements to perform such work which includes, but which is not limited to:

- (a) the loading and discharging of containers on and off ships
- (b) the receipt of cargo
- (c) the delivery of cargo
- (d) the loading and discharging of cargo into and out of containers
- (e) the maintenance and repair of containers
- (f) the inspection of containers at waterfront facilities (TIR men).

As pertains to (e) above, the Carriers Container Council is and shall remain party to the Charleston Container Maintenance and Repair Contract, effective October 1, 1980 on behalf of all of its members and agrees that an identical contract binds its members as to container maintenance and repair in each South Atlantic port. It is further agreed that the Carriers shall only use vendors who have

subscribed to such agreements. Fringe benefit coverage shall be under the South Atlantic Funds including GAI, Vacation, Holiday, Container Royalty and local deepsea Welfare and Pension Funds. It is further agreed that each Carrier shall subscribe to the foregoing.

2. Management , the Carriers, the direct employers and their agents shall not contract out any work covered by this agreement. Any violations of this provision shall be considered a breach of this agreement.

3. Management and the Carriers agree that the payment of container royalties, as [hereinafter] provided in their agreements, is of the essence to this agreement and, if for any reason during the term of this agreement such payments cannot be made in their present form, then Management and the Carriers shall provide, by some other form of assessment, for the payment of equivalent amounts to be used for the same purposes as said container royalties are presently used.

(NOTE: Sections 4, 5, 6 and 7 have been deleted.)

8. **Termination of Agreement:** If any article, section, paragraph, clause or phrase of this Agreement shall, by any state, Federal or other law, or by any decision of any Court or Administrative Agency, be declared or held illegal, void or unenforceable, or be enjoined in any port where the Rules on Containers, hereinafter, are in effect the entire Agreement shall terminate upon sixty (60) days written notice to the other party hereto, in such event, the parties agree to enter into negotiations and either party shall have the right to renegotiate any and all terms of the Master Agreement. If no agreement is reached within the sixty (60) days notice period, the ILA shall have the right to strike and Management shall have the right to refuse to hire employees under this Agreement. The negotiations referred to above shall, under no condition, be subject to grievance or arbitration under this agreement or under any Local Agreement.

9. **Violations of Agreement:** This Agreement defines the work jurisdiction of employees and prohibits the subcontracting out of any of the work covered hereby. It is understood that the provisions of this Agreement are to be rigidly enforced in order to protect against the further reduction of the work force. Management believes that there may have been violation of work jurisdiction, of subcontracting clauses, and of this Agreement, by steamship carriers and direct employers. The parties agree that the enforcement of these provisions is especially important and that any violation of such other provisions is of the essence of the Agreement. The Union shall have the right to insist that any such violations be remedied by money damages to compensate employees who have lost their work. Because of the difficulty of proving specific damages in such cases, it is agreed that, in place of any other damages, liquidated damages of \$1,000.00 for each violation shall be paid to the appropriate Welfare and Pension Funds. Liquidated damages shall be imposed by the Emergency Hearing Panel described below.

APPENDIX B

MANAGEMENT-ILA RULES ON CONTAINERS

(As amended by Agreement of May 27, 1980)

PREAMBLE

This Agreement made and entered into by and between the carrier and direct employer members of the Management Port Associations (hereinafter referred to collectively as “Management”) and the International Longshoremen’s Association, AFL-CIO (“ILA”), its Atlantic Coast District (“ACD”), its South Atlantic and Gulf Coast District (“SA&GCD”) and its affiliated local unions in each Management port (“locals”) covers all container work at a waterfront facility which includes but is not limited to the receiving and delivery of cargo, the loading and discharging of said cargo into and out of containers, the maintenance of containers, and the loading and discharging of containers on and off ships.

Management agrees that it will not directly perform work done on a container waterfront facility (as hereinafter defined) or contract out such work which historically and regularly has been and currently is performed by employees covered by Management-ILA Agreements, including Management-ILA craft agreements, unless such work on such container waterfront facility is performed by employees covered by Management-ILA Agreements.

RULES

The following provisions are intended to protect and preserve the work jurisdiction of longshoremen and all other ILA crafts which was performed at deepsea waterfront facilities. These rules do not have any effect on work which historically was not performed at a waterfront facility by deepsea ILA labor. To assure compliance with the collective bargaining provisions, the following rules and regulations shall be applied uniformly in all Management Ports to all import or export cargo in containers:

DEFINITIONS

(a) **LOADING A CONTAINER** - means the act of placing cargo into a container.

(b) **DISCHARGING A CONTAINER** - means the act of removing cargo from a container.

(c) **LOADING CONTAINERS ON A VESSEL** - means the act of placing containers aboard a vessel.

(d) **DISCHARGING CONTAINERS FROM A VESSEL** - means the act of removing containers from a vessel.

(e) **WATERFRONT FACILITY** - means a pier or dock where vessels are normally worked including a container compound operated by a carrier or direct employer.

(f) **QUALIFIED SHIPPER** - means the manufacturer or seller having a proprietary financial interest (other than in the transportation or physical consolidation or deconsolidation) in the export cargo being transported and who is named in the dock/cargo receipt.

(g) **QUALIFIED CONSIGNEE** - means the purchaser or one who otherwise has a proprietary financial interest (other than in the transportation or physical consolidation or deconsolidation) in the import cargo being transported and who is named in the delivery order.

(h) **CONSOLIDATED CONTAINER LOAD** - means a container load of cargo where such cargo belongs to more than one shipper on export cargo or one consignee on import cargo.

RULE 3 - BATCHING

When an employer-member or carrier uses a trucker to remove or deliver containers in batches, or in substantial number, from or to a terminal to another place of rest (outside of its terminal) where containers are stored pending their delivery to a consignee (or after

being received from a shipper and while waiting the arrival of a ship), for the purpose of reducing the work jurisdiction of the ILA or any of its crafts, such use is deemed to be batching and an evasion of these Rules in violation of the Management-ILA contracts.

RULE 4 – HEADLOAD

Where a single qualified shipper sends an export container which contains all of his own cargo to a waterfront facility and such container is not full, the carrier or direct employer may load this container with additional cargo at the waterfront facility. On import cargo, the carrier or direct employer may discharge any such additional cargo and send the remaining cargo in the container to the qualified consignee. The loading or discharging of cargo at ILA ports shall be performed at a waterfront facility by deepsea ILA labor.

RULE 7 - NO AVOIDANCE OR EVASION

The above rules are intended to be fairly and reasonably applied by the parties. To obtain non-discriminatory and fair implementation of the above, the following principles shall apply:

Containers Owned, Leased or Used - Containers owned, leased or used by companies which are affiliated either directly or through a holding company with a carrier or a direct employer shall be deemed to be containers owned, leased or used by a carrier or direct employer. Affiliations shall include subsidiaries and/or affiliates which are effectively controlled by the carrier or direct employer, its parent, or stockholders of either of them.

(c) *Liquidated Damages* - Failure to load or discharge a container as required under these rules will be considered a violation of the contract between the parties. Use of improper, fictitious or incorrect documentation to evade the provisions of Rule 1 and Rule 2 shall also be considered a violation of the contract. If for any reason a container is no longer at the waterfront facility at which it should have been loaded or discharged under the Rules, then the

carrier or its agent or direct employer shall pay, to the joint Container Royalty Fund, liquidated damages of \$1,000 per container which should have been loaded or discharged. If any carrier does not pay liquidated damages within 30 days after exhausting its right to appeal the imposition of liquidated damages to the Committee provided in Rule 9(1) below, the ILA shall have the right to stop working such carrier's containers until such damages are paid.

RULE 10 - CONTAINER ROYALTY PAYMENTS

The two Container Royalty payments, effective in 1960 and 1977 respectively, shall be continued and shall be used exclusively for supplemental cash payments to employees covered by the Management agreements, and for no other purpose. The remaining royalty payment effective in 1971, also shall be continued and shall be used for fringe benefit purposes only, other than supplemental cash benefits, which purposes are to be determined locally on a port-by-port basis. The Container Royalty payments shall be payable only once in the continental United States. They shall be paid in that ILA port where the container is first handled by ILA longshore labor, at longshore rates. Containers originating at a foreign port which are transshipped at a United States port for ultimate destination to another foreign port ("foreign-sea-to-foreign-sea containers") are exempt from the payment of container royalties. Container Royalty payments shall be asserted against all containers moving across the continental United States by rail or truck in the foreign-to-foreign "LANDBRIDGE" system.

Management and the Carriers agree that the payment of Container Royalties as provided in their agreements is of the essence to this agreement and, if for any reason during the term of this agreement such payments cannot be made in their present form, then Management and the Carriers shall provide by some other form of assessment for the payment of equivalent amounts to be used for the same purposes as said Container Royalties are presently used.

APPENDIX C

MAJOR DAMAGE CRITERIA FOR CONTAINERS

As provided in Article IX, section 3(a) of the Master Contract, the following is a definition of the criteria adopted by the ILA/Carrier Master Contract Committee for a container with major damage. Nothing herein contained shall be deemed to limit the work jurisdiction of the ILA in accordance with the Containerization Agreement.

The definition of a container having major damage shall be any container or container component which causes the loss of structural integrity to a point in which it creates an unsafe condition.

Major damage to the following critical component connections shall constitute loss of structural integrity and shall be considered an unsafe condition:

- 1) Bottom rail to corner post severed
- 2) Top rail to corner post severed
- 3) Top corner fitting to corner post severed
- 4) Bottom corner fitting to corner post severed

The above discernible major damage is supplemented by the following, any of which is considered major damage.

Connection

Description

All rails including side rails:	Holed, cut, torn, cracked or broken component and/or welds not to include flanges, of more than 2 inches vertical or 3 inches horizontal. Bend, dent or bow, not to include flanges, of 3 inches or more deep, and 20% of the length, or any
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	container out of square causing fittings not to connect.
Headers and sills:	Holed, cut, torn, cracked or broken component and/weld, not to include flanges, of more than 2 inches vertical, or 3 inches horizontal. Bend, dent or bow, not to include flanges, of 3 or more inches deep; or any container out of square, causing fittings not to connect.
All exterior panels, including side but not roof panel (roof panel is outlined below)	Any one cut more than 19 inches.
Top corner fitting	Cracked weld, cracked fitting or bent to not fit into a container cell.
Bottom corner fitting	Cracked weld, cracked fitting or bent to not fit into a container cell
Crossmembers	If 3 or more adjacent cross members are severed, missing or damaged at any point, it should be repaired.
Door assembly	Damages affecting the proper opening or closing of the door or locking mechanism.
Roof panel	Cut or severed more than 36"
Roof bows	3 or more adjacent bows disconnected.
Corner posts	Holed, cut, torn or cracked; broken component and/or welds. Any single deformation such as bend, bow, bent,

Oil seals	Leaking and hub oil caps.
Seven way Plug	Receptacle missing, broken or inoperative.
Landing legs	Gear box and/or legs bent or bowed to the point of being inoperative.
Suspension	Cracked or components missing or damaged beyond useful function.
Axels	Loose radius rods and/or out of alignment as to cause unsafe tracking.
Twist locks	Bent so as to be inoperative or missing handles.
Front lock pins	Bent so as to be inoperative or missing pins or locking tab hold handle.
Bolsters/Goosenecks	Bent to the point of not accepting a container and allowing the container to be locked down.
Frame	Bent or cracked welds at critical points such as gooseneck to Frame rails, frame to bolsters, cross members, frame to leg mounting boxes, and frame to suspension points so as not to allow the container to be locked down.
ICC Bumper	Missing, if required by original equipment manufacturer, or so severely damaged or bent so as not to function as a bumper. To comply with Federal regulations.

Wheel hubs	Loose, or missing so as to make chassis inoperative.
5th Wheel	Cracked at gooseneck. Note: this type of damage can only be ascertained during a PM

All deadline chassis must have deadlining reason clearly stated on the TIR and the unit tagged before the carrier will accept it as a deadline.

When a refrigerated container cannot operate to carry refrigerated cargo due to a mechanical failure, the ILA shall retain its jurisdiction to repair such failures. However, it is understood that the Carriers retain their right to reposition refrigerated containers to accommodate cargo.

APPENDIX D
STEIN AWARD

In the Matter of the Arbitration between
NEW YORK SHIPPING ASSOCIATION
and
INTERNATIONAL LONGSHOREMEN'S
ASSOCIATION

AWARD

The Undersigned, constituting the Board of Arbitration created pursuant to Paragraph 13 of the Memorandum of Settlement entered into by the parties above-named on December 3, 1959, for the purpose of arbitrating disagreements between them as to Paragraph 8(b) of said Memorandum of Settlement, have heard the allegations and received the witnesses and proofs, and make the following Award:

1. The following is the action of a majority of the Board, Mr. Gleason dissenting: on containers which are loaded or unloaded away from the pier by non-ILA labor, the amounts set forth below shall be paid into a fund as provided by Paragraph 10 of said Memorandum of Settlement:

- a. On conventional ships, thirty-five (35) cents per gross ton.
- b. On partially-automated ships (conventional ships converted for handling vans and containers), where not more than two hatches have been converted for the handling of containers, seventy (70) cents per gross ton.
- c. On partially-automated ships (conventional ships converted for handling vans and containers), where not more than forty (40) percent of the ship's bale cube

has been fitted for containers, seventy (70) cents per gross ton.

- d. On ships where more than two hatches have been converted or fitted for the handling of containers, or where more than forty (40) percent of the ship's bale cube has been fitted for containers, one dollar (\$1.00) per gross ton.

2. The following is the action of a majority of the Board, Mr. McCarthy dissenting: The payments set forth in Paragraph 1 above shall be retroactive to July 1, 1960.

3. The following is the unanimous action of the Board. The payments set forth in Paragraph 1 shall continue for the duration of the current collective bargaining agreement between the parties. However, on or after October 1, 1961, the parties shall have the right to seek adjustments on the rates of payment upon the ground, in the case of the International Longshoremen's Association, that there has occurred a substantial increase in the impact of containers upon employment opportunities, or, in the case of the New York Shipping Association, upon the ground that there has been no or a substantially decreased impact of containers upon employment opportunities. In the event that the parties shall fail to agree upon a revision, if any, in the rates of payments, the matter shall be treated like a grievance arising under their collective bargaining agreement.

November 16, 1960
EMANUEL STEIN, *Chairman*
F.M. McCARTHY
THOMAS W. GLEASON

APPENDIX E
CARIBBEAN BASIN INITIATIVE

WHEREAS, the United States Maritime Alliance, Ltd. (“USMX”) and the International Longshoremen’s Association, AFL-CIO (“ILA”) are parties to the USMX-ILA Master Contract (“Master Contract”), which establishes the terms and conditions of employment for employees represented by the ILA working on ships and terminals in ports on the East and Gulf Coasts of the United States in container and ro/ro operations; and

WHEREAS, the term of the current Master Contract started on October 1, 2012 and ends on September 30, 2018; and

WHEREAS, pursuant to the Master Contract, every carrier that is bound to the Master Contract (with the exception of carriers operating in specific trade lanes) must pay on every weight ton of cargo handled by ILA-represented employees in the ports covered by the Master Contract a combined assessment of five dollars and ten cents (\$5.10) consisting of the assessments listed immediately below:

1. First Container Royalty	\$1.00
2. Second Container Royalty	\$1.00
3. Third Container Royalty	\$1.00
4. Carrier-ILA Container Royalty Fund No.4	\$1.15
5. Carrier-ILA Container Royalty Fund No. 5	70¢
6. Carrier-ILA Container Freight Station Trust Fund	<u>25¢</u>
Total:	\$5.10;

and

WHEREAS, USMX and the ILA recognize that the assessment of five dollars and ten cents (\$5.10) per weight ton affects the ability of carriers using ILA employees to compete in specific trade lanes; and

WHEREAS, USMX and the ILA have agreed to reduce the five dollars and ten cents (\$5.10) per weight ton assessment to fifty-five cents (55¢) per weight ton during the life of the Master Contract, and in extensions of this Master Contract and subsequent Master Contracts.

NOW, THEREFORE, USMX and the ILA agree to the following terms:

1. Effective January 1, 2015, the combined assessment of five dollars and ten cents (\$5.10) per weight ton on tons destined to or from the Caribbean Basin and handled by ILA-represented employees in the ports of Jacksonville, Southeast Florida, Tampa, Mobile, New Orleans, and ports in the West Gulf of the United States (hereinafter the “Affected Ports”) shall be reduced to fifty-five cents (55¢) per weight ton, all of which shall be used to fund the First and Third Container Royalties.
2. The Caribbean Basin consists of ports in the following areas or countries:
 - a. all islands in the Caribbean;
 - b. East Coast of Mexico;
 - c. East Coast of Central America;
 - d. Colombia;
 - e. Venezuela;
 - f. Ecuador;
 - g. Guyana;
 - h. Suriname;
 - i. French Guiana; and
 - j. Peru.
3. Any local container royalty fund under the Master Contract in the Affected Ports that incurs reduced First Container Royalty and Third Container Royalty contributions as a result of this Fifth Amendment shall be reimbursed jointly by USMX and the ILA on an equal basis up to \$4 million

each Contract Year from the excess collections defined in section D(2) of the August 28, 2013 Memorandum of Settlement. Any reduced First Container Royalty and Third Container Royalty contributions in each Contract Year that exceed \$4 million will be paid by USMX.

4. This Amendment shall not affect any other reduction in any assessment per weight ton adopted in any Master Contract port.
5. The parties agree that 18 months after the commencement date of this Fifth Amendment, the parties will review whether or not to continue this Amendment.

**UNITED STATES MARITIME
ALLIANCE, LTD.**

By: _____

David F. Adam
David F. Adam,
Chairman

Date: 11/10/14

**INTERNATIONAL LONGSHOREMEN'S
ASSOCIATION, AFL-CIO**

By: _____

Harold J. Daggett
Harold J. Daggett,
President

Date: 11/5/14

APPENDIX F

[DATE]

VIA CERTIFIED MAIL & EMAIL

Mr. Dennis Daggett, Co-Chair

New Technology Committee

International Longshoremen's Assoc.

5000 West Side Avenue

North Bergen, NJ 07047

Mr. F. Paul De Maria, Co-Chair

New Technology Committee

United States Maritime Alliance, Ltd.

125 Chubb Avenue, Suite 350 NC

Lyndhurst, NJ 07871

[PRESIDENT(S) OF AFFECTED ILA LOCAL(S)]

[ADDRESS]

Re: New Technology Implementation

Dear New Technology Committee Co-Chairmen and Local President(s):

In accordance with Article XI, Section 4(a) of the USMX-ILA Master Contract, [TERMINAL OPERATOR NAME] notifies you of its intention to implement new technology.

The proposed new technology is [PROVIDE A DETAILED EXPLANATION OF THE PROPOSED NEW TECHNOLOGY]. The new technology's effects on safety are as follows: [PROVIDE A DETAILED EXPLANATION OF THE EFFECTS ON SAFETY]. The effects on productivity are [PROVIDE A DETAILED EXPLANATION OF THE EFFECTS ON PRODUCTIVITY]. The effects on efficiency are [PROVIDE A DETAILED EXPLANATION OF THE EFFECTS ON EFFICIENCY]. The effects on capacity on the terminals are [PROVIDE A DETAILED EXPLANATION OF THE EFFECTS ON THE CAPACITY ON THE TERMINALS].

The proposed manning for the new technology is as follows: [PROVIDE A DETAILED DESCRIPTION OF THE PROPOSED MANNING]. The new technology [WILL/WILL NOT] create new work. [IF THE TECHNOLOGY WILL CREATE NEW WORK,

SPECIFY THE WORK CREATED FOR LONGSHORE, CLERKS AND CHECKERS, AND MAINTENANCE AND REPAIR CRAFTS].

The current process is [PROVIDE A DETAILED EXPLANATION OF CURRENT PROCESS FOR EACH CRAFT]. If the proposed new technology is implemented, the process will change as follows: [PROVIDE A DETAILED EXPLANATION OF THE PROCESS CHANGES FOR EACH CRAFT].

[TERMINAL OPERATOR NAME] certifies that, if the new technology is approved, [TERMINAL OPERATOR NAME] will provide all necessary training. [TERMINAL OPERATOR NAME] also certifies that, in accordance with Article XI, Section 1(c), [TERMINAL OPERATOR NAME] has not purchased any equipment, software, or hardware associated with the proposed new technology. [TERMINAL OPERATOR NAME] acknowledges that, in accordance with Article XI, Section 4(c), no new technology will be implemented until the parties mutually agree to manning levels and workforce protections or upon completion of the procedure set forth in Article XI, Section 4.

Very truly yours,

[Name]

[Title]

[Terminal Operator Name]

[TERMINAL OPERATOR LETTERHEAD]

[DATE]

Mr. Dennis Daggett, Co-Chair
New Technology Committee
International Longshoremen's Assoc.
5000 West Side Avenue
North Bergen, NJ 07047

Mr. F. Paul De Maria, Co-Chair
New Technology Committee
United States Maritime Alliance, Ltd.
125 Chubb Avenue, Suite 350 NC
Lyndhurst, NJ 07871

Re: Minor Technology Implementation Request

Dear New Technology Committee Co-Chairmen:

In accordance with Article XI, Section 1(d) of the USMX-ILA Master Contract, this letter serves to request your approval of a minor technology change. The proposed minor technology is [EXPLAIN TECHNOLOGY]. The current process is [PROVIDE A DETAILED EXPLANATION OF THE CURRENT PROCESS]. The proposed minor technology will change the current process as follows: [PROVIDE A DETAILED EXPLANATION OF HOW THE MINOR TECHNOLOGY WILL CHANGE THE PROCESS].

[TERMINAL OPERATOR NAME] certifies that this minor technology will not alter manning or job functions and does not reduce manning or work hours. [TERMINAL OPERATOR NAME] also certifies that, in accordance with Article XI, Section 1(d) of the Master Contract, [TERMINAL OPERATOR NAME] has not yet purchased or implemented the proposed minor technology.

If the Co-Chairmen approve this minor technology change, the implementation process will take [INSERT LENGTH OF TIME AND EXPLAIN ANY TESTING PHASES AND THE ANTICIPATED DATE OF FINAL IMPLEMENTATION].

[TERMINAL OPERATOR NAME] will present the concepts and functionality of the minor technology within two weeks of this letter to [INSERT NAME OF PRESIDENT(S) OF THE

AFFECTED ILA LOCAL UNION(S)] and to any other designated
ILA officials.

Sincerely,

[NAME]

[TITLE]

[TERMINAL OPERATOR NAME]

cc: [PRESIDENT(S) OF AFFECTED ILA LOCAL UNION(S)]

APPENDIX G

HUMAN OPERATION IN RMG STACKS

1. Precision Capability:

- **Skilled Operators:** Human crane operators have proven their ability to handle tight tolerances (e.g., 2-inch gaps) with the aid of modern crane control systems, such as:
 - Cameras and alignment guides
 - Anti-sway technology for precise container placement
 - Motion-dampening controls that allow for fine adjustments
- **Training:** With appropriate training and experience, human operators can achieve the precision required for high-density stacks.

2. Technology as an Aid:

- Advanced control systems in RMG cranes already exist to support operators, including:
 - Load positioning sensors for accurate placement
 - Obstacle detection systems to avoid collisions in tight spaces
 - Real-time feedback systems that enhance accuracy

These tools enable human operators to achieve precision comparable to automation.

3. Examples in Practice:

- **Semi-Automated RMG Operations:** Many global ports use semi-automated systems where humans control complex tasks while automation handles repetitive motions. This includes operations in high-density stacks.

- **Manual RMG Operations:** Ports without full automation rely entirely on human operators for RMG cranes in stacking environments, including tight configurations.

Challenges and Solutions

While there are challenges to human operation in high-density RMG stacks, they are manageable:

1. Limited Visibility:

- **Challenge:** In a dense stack, direct line-of-sight is restricted.
- **Solution:** Use of camera systems, monitors, and augmented reality aids provides operators with a clear view of container positions and stack layout.

2. Tight Tolerances:

- **Challenge:** Minimal gaps (e.g., 2 inches) require high precision to avoid contact with adjacent containers.
- **Solution:** Modern control systems and operator aids, such as joystick controls with fine-tuning, allow for precise movements.

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