



UNITED STATES
MARITIME ALLIANCE

A YEAR OF TRANSITION AND GROWTH



2025 ANNUAL REPORT



UNITED STATES MARITIME ALLIANCE

OUR VISION

The trusted labor relations leader for the maritime industry.

OUR MISSION

We negotiate, administer, and protect the USMX Master Contract, navigating our members to a resilient future.

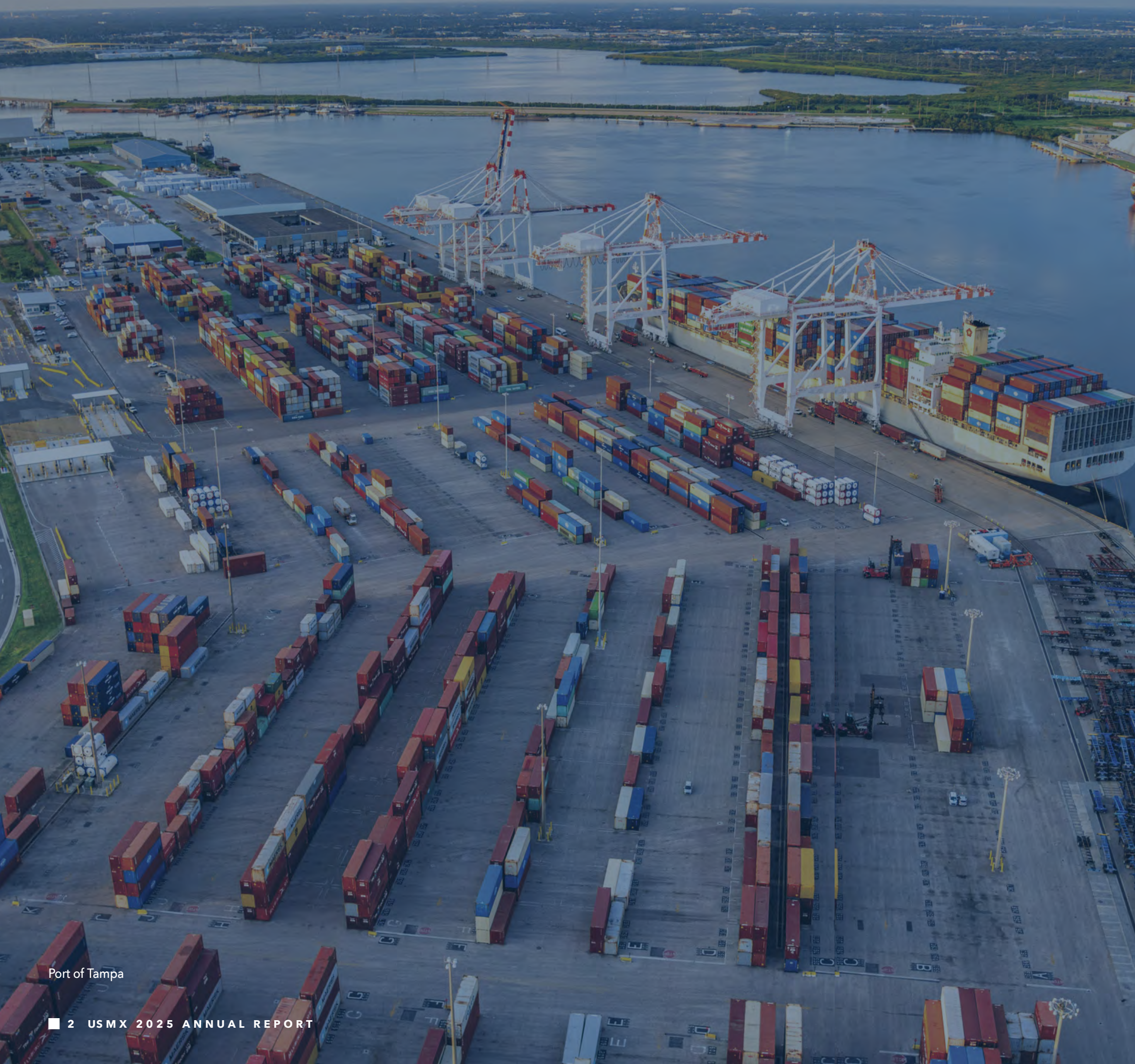
WE COMMUNICATE
WE COLLABORATE
WE INNOVATE
WE CARE



UNITED STATES MARITIME ALLIANCE

ANNUAL REPORT 2025

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Port of Tampa

MEMBER ORGANIZATIONS

CARRIERS

American President Lines, Ltd.
ARKAS Container Transport S.A.
Atlantic Container Line
CMA CGM
Columbia Group
COSCO SHIPPING Lines (North America) Inc.
Evergreen Shipping Agency (America) Corp.
Hapag-Lloyd (America), LLC
HMM Co., Ltd. (Americas)
Maersk North America
Mediterranean Shipping Company (USA) Inc.
Ocean Network Express (North America) Inc.
OOCL (USA) Inc.
Turkon America, Inc.
Wallenius Wilhelmsen Logistics Americas, LLC
Yang Ming (America) Corp.
ZIM Integrated Shipping Services Ltd.

PORT ASSOCIATIONS

Boston Shipping Association, Inc.
Georgia Stevedore Association, Inc.
Hampton Roads Shipping Association, Inc.
Jacksonville Maritime Association, Inc.
Ports of the Delaware River Marine Trade Association, Inc.
South Carolina Stevedores Association, Inc.
Southeast Florida Employers' Port Association, Inc.
Steamship Trade Association of Baltimore, Inc.
Shipping Association of New York & New Jersey
West Gulf Maritime Association, Inc.

DIRECT EMPLOYERS

APM Terminals North America, Inc.
Charleston Stevedoring Company, LLC
Cooper/Ports America, LLC
CP&O, LLC
Gateway Terminals, LLC
GCT USA
Houston Terminal, LLC
Maher Terminals, LLC
New Orleans Terminal LLC
Ports America
Red Hook Container Terminal, LLC
SSA Atlantic, LLC
Virginia International Terminals, LLC



F. PAUL DE MARIA
CHIEF EXECUTIVE OFFICER
& CHAIRMAN

A YEAR OF TRANSITION AND GROWTH

This past year has been one of transition and growth for USMX. I am proud of our organization for the way we have worked strategically to build momentum following the ratification of a new six-year Master Contract with the International Longshoremen's Association (ILA) and begin to deliver a new vision for the future.

Since having the honor of being selected as Chief Executive Officer and Chairman of USMX, and officially beginning that role last April, my priority has been to build a more cohesive and capable organization, where our work is centered around a clear mission that guides every action that we take.

The most recent negotiations with the ILA - combined with the shifting political and regulatory landscape—made clear how pivotal it is for USMX to evolve its focus and approach so that we are best positioned to represent the interests of our members and continue to demonstrate the tangible benefits of a productive relationship with our labor partners.

Supporting our workforce is central to ensuring that America's East and Gulf Coast ports remain prosperous, and we are setting the example for how this can be achieved while harnessing the opportunity that technological advancements present. The lesson from our most recent round of bargaining must be about how we can collaboratively strive for progress, so that we are laying the groundwork for the future instead of standing in place.

A NEW VISION

To achieve these goals, we felt it was imperative to establish clear operating principles to serve as the foundation for all of our work and help ensure a resilient maritime system that keeps our economy moving. This led to the creation of a new vision and mission for USMX, which is meant to guide our work with member organizations, the ILA, and every stakeholder we engage with.

VISION

The trusted labor relations leader for the maritime industry.

MISSION

We negotiate, administer, and protect the USMX Master Contract, navigating our members to a resilient future.

Our organization has always been adept at negotiating and administering a Master Contract, but meeting the modern needs of our industry means evolving into a more strategic and data-driven organization. That necessity led to the development of a new long-term business plan that was approved by our Board last year, which has paved the way for our efforts to focus our mission and strengthen alignment across all USMX members.

EXPANDED CAPABILITIES

With a new plan in place, we have quickly moved forward with elevating key members of our team to new executive leadership positions and hiring new talent to better support our long-term transformation.

This began with a pair of key promotions, elevating Anissa Frucci to Chief Financial Officer after previously serving as Executive Vice President of Finance and Administration, and promoting Jason Winter to Vice President of Labor Relations, from Director of Safety and Labor Relations. Anissa and Jason have proven to be indispensable leaders for our organization and will play pivotal roles in our future growth.

We have also brought in new leaders with decades of maritime experience to build out our team. This includes Justin Weir as Chief Operating Officer and Ian Weinberger as our in-house General Counsel, a new role to better support our expanded functions.

The efforts to build an organization that is ideally positioned to support members and help shape the future of the industry are ongoing, but we are already seeing the tangible benefits from this approach.

We will be better positioned to handle multiple priorities simultaneously, including facilitating local negotiations, managing grievances across the region, implementing new benefits for the ILA, and establishing procedures to collect data that are essential to modernizing our operations.

WHAT'S TO COME

Our goals for 2026 are aligned around continuing to ensure the successful implementation of the new Master Contract, making further strategic additions to our organization to support our full scope of capabilities and maintaining strong labor relations and operational stability.

This work is just beginning. I am excited about all that we have achieved this past year but also know that now we have to deliver results that put us in the best possible position moving forward.

I look forward to making further progress to support our vision and mission, and working with our members to continue to define the future of our industry.

Thank you,

F. Paul De Maria

HARD WORK.
MODERN PORTS.
GREATER PROGRESS.



AT THE HEART OF
AMERICAN TRADE

2025 USMX BOARD OF DIRECTORS



Port of Philadelphia

THOMAS ENGEL RETIRES IN 2025



Hapag-Lloyd (America), LLC

USMX proudly recognizes Mr. Thomas Engel on his retirement and extends its sincere appreciation for his many years of dedicated service. He served on the USMX Board of Directors from January 2, 2018, to October 1, 2025, offering steady leadership, sound judgment, and a strong commitment to the organization's mission.

Throughout his tenure, Mr. Engel brought insight, integrity, and a collaborative spirit to every discussion. His contributions strengthened our strategic direction, supported meaningful progress across the industry, and helped position USMX for long-term success. Colleagues consistently valued his professionalism, his balanced perspective, and his willingness to engage deeply with the challenges and opportunities facing our membership.

As Mr. Engel enters this next chapter, we extend our heartfelt thanks for his exceptional service and lasting impact. His leadership will be remembered with gratitude, and we wish him a fulfilling and well deserved retirement.

2025 BOARD OF DIRECTORS



CARRIER DIRECTORS



ROY AMALFITANO
Evergreen Shipping Agency (America) Corp.



DAVID DALY
Ocean Network Express (North America), Inc.



ALBERT V. GEBHARDT
Maersk North America



JAMES HOUGHTALIN
COSCO SHIPPING Lines (North America) Inc.



KURT MITTENZWEI
CMA CGM Group



CHRISTOPHER J. PARVIN
Mediterranean Shipping Co. (USA) Inc.



HARDY PEARSON
Hapag-Lloyd (America), LLC



DIRECT EMPLOYER DIRECTORS



DAN HALL
Charleston Stevedoring Company, LLC



JAMES PELLICCIO
Ports America



KEVIN PRICE
Gateway Terminals, LLC



PORT ASSOCIATION DIRECTORS



SHAREN LARMOND
West Gulf Maritime Association, Inc.



JOHN J. NARDI
Shipping Association of New York & New Jersey



KELLY B. STRONG
Boston Shipping Association, Inc.

2025 YEAR IN REVIEW

A YEAR OF TRANSITION AND GROWTH

A YEAR OF TRANSITION AND GROWTH

IMPLEMENTATION

After signing the new six-year Master Contract Memorandum of Settlement in March 2025, USMX spent the remainder of the year working with the ILA to finalize the complete Master Contract details and begin implementing the provisions of the new contract.

The headlines about the new Master Contract centered on wages and technology, but the new six-year agreement delivered a number of broader enhancements including new ancillary benefits, local fringe benefits, and new policies designed to improve operations, support the growth of terminal operations, and modernize our data collection processes.

HEALTHCARE

The new Master Contract strengthened what was already one of the strongest healthcare plans for any workforce in the country, introducing a “Super” tier of Management-ILA Managed Healthcare Trust Fund (MILA) coverage for employees who work 2,000 hours or more in a contract year.

This “Super” tier—which went into effect January 1, 2026, based on hours earned in the contract year ending 2025—provides enhanced medical, dental, and vision benefits. Over 12,000 ILA members were successfully transitioned to this new tier of coverage.

In addition to this added benefit, effective July 1, 2025, all new employees have the opportunity to qualify for MILA benefits prior to completing a full contract year. This new benefit required a significant change in administrative reporting from each of the ports and has successfully provided healthcare benefits for several hundred new hires.

TECHNOLOGY

The 2024-2030 Master Contract established a new framework for implementing technology and modernization initiatives across East and Gulf Coast ports, representing one of the most significant operational transitions in recent industry history.

Throughout 2025 and into 2026, USMX continues to work closely with local port stakeholders, direct employers, carriers, and the ILA to begin implementing the agreement’s technology provisions in a manner that supports operational modernization while maintaining collaboration with labor at the local level.

Implementation activity has varied by port based on operational requirements, terminal infrastructure, cargo profiles, and local agreements. Several ports have initiated formal New Technology Committee processes involving remote equipment operations, terminal operating system upgrades, rail-mounted gantry operations, technology support tools, and modernization initiatives tied to future terminal investments.

A major area of focus involved remote and semi-remote rubber-tired gantry (RTG) and rail-mounted gantry (RMG) operations. As terminals continue evaluating investments in electrification, technology-assisted systems, and operational efficiency tools, USMX worked with local stakeholders and the ILA to establish implementation frameworks addressing manning, operational procedures, training requirements, and safety considerations.

In addition, several terminals advanced broader modernization initiatives involving terminal operating

THE 2024-2030 MASTER CONTRACT ESTABLISHED A NEW FRAMEWORK FOR IMPLEMENTING TECHNOLOGY AND MODERNIZATION INITIATIVES ACROSS EAST AND GULF COAST PORTS, REPRESENTING ONE OF THE MOST SIGNIFICANT OPERATIONAL TRANSITIONS IN RECENT INDUSTRY HISTORY.

IMPLEMENTATION

systems, equipment diagnostics, workflow integration tools, and data visibility improvements. Various terminals initiated implementation efforts associated with Navis N4 upgrades, while multiple ports continued discussions surrounding operational support systems and technology-enabled process improvements.

To support these ongoing implementation efforts, USMX strengthened its leadership team by bringing on a new Chief Operating Officer and expanding its internal safety and technology capabilities. This included recruiting for a dedicated Vice President of Technology Implementation role to support contract administration, modernization coordination, and technology-related labor implementation initiatives across the coast, as well as a new Safety Director role focused on advancing operational safety standards and practices in coordination with the ILA.

The implementation process also reinforced the importance of clear communication, local engagement, and structured problem-solving. While some technology negotiations required additional discussions or extended implementation timelines, both USMX and the ILA remained actively engaged in the process of addressing operational concerns, safety considerations, and local implementation requirements.

As modernization initiatives continue to evolve, USMX remains focused on balancing innovation, workforce stability, safety, and long-term competitiveness to ensure East and Gulf Coast ports remain resilient and globally competitive supply chain gateways.

MARITIME INFORMATION SYSTEM (MIS)

With the Master Contract in place, USMX has been able to move forward with the implementation of the Maritime Information System (MIS), which will significantly enhance our data capture capabilities to develop a much more comprehensive understanding of who our workforce is and the important work that they do every day.

This process began several years prior with key ports such as Charleston and Savannah leading the way. By the end of contract year 2026 we will have a full year of reporting for all 14 East and Gulf Coast ports feeding data into MIS. Sarah de Val, Director of Business Intelligence, was brought on board in March of 2025 and she has worked closely with our employers and port associations, the ILA, and our software provider to ensure completion of this critical milestone.

This will help with the establishment of data-driven compliance and important employee qualifications for benefits. MIS will also help facilitate faster and more accurate manhour data, aiding the development of more robust reporting capabilities and enabling our members to work more efficiently.

This is an important step toward modernizing our operations and capabilities, and once fully operational will give us insights into coastwide workforce trends that had not previously been possible.

WITH THE MASTER CONTRACT IN PLACE, USMX HAS BEEN ABLE TO MOVE FORWARD WITH THE IMPLEMENTATION OF THE MARITIME INFORMATION SYSTEM (MIS).



MIS DEVELOPS A MUCH MORE COMPREHENSIVE UNDERSTANDING OF WHO OUR WORKFORCE IS.



IMPLEMENTATION

GRIEVANCE PROCESS

The implementation of the new Master Contract also resulted in a significant increase in coastwide grievance activity as local parties worked through new contract provisions, operational interpretations, technology implementation issues, and jurisdictional matters.

Throughout 2025 and continuing into 2026, USMX's labor relations teams have worked closely with local port associations, direct employers, and ILA leadership to administer the grievance process in accordance with the new Master Contract while continuing to promote operational continuity and labor stability.

A substantial portion of grievance activity centered on implementation-related issues, including technology deployment, maintenance and repair jurisdiction, reefer monitoring, linehandling, inspection procedures, rail operations, and operational workflow responsibilities. Several grievances also involved evolving operational practices tied to modernization initiatives and technology-assisted equipment operations.

By the end of 2025, more than 40 Local Industry Grievance Committee (LIGC) matters had been submitted across East and Gulf Coast ports, with issues ranging from local attendance policies and maintenance & repair disputes to technology implementation and operational jurisdictional claims.

USMX worked collaboratively with local stakeholders and the

ILA to resolve matters wherever possible through the contractual grievance process, including withdrawals, rulings, extensions, fact-finding proceedings, and local settlements. These efforts reflected the importance of maintaining structured dispute resolution mechanisms during a period of significant operational transition and contract implementation activity.

Several ports experienced heightened grievance activity tied to local technology implementation discussions and modernization initiatives. Philadelphia, Hampton Roads, New York/New Jersey, South Florida, Mobile, and other ports engaged in extensive discussions concerning new technology frameworks, operational jurisdiction, and local implementation requirements.

At the same time, USMX and the ILA continued working jointly to improve compliance processes, audit procedures, operational reporting, and local dispute resolution frameworks. Multiple ports also advanced Port of Discovery administrative implementation efforts and related oversight procedures during the year.

The grievance process remains a critical component of successful Master Contract administration. While implementation of a coastwide agreement of this complexity naturally creates operational and interpretive challenges, the process demonstrated the continued commitment of both USMX and the ILA to resolving disputes through established contractual procedures and ongoing dialogue.



Port of Virginia

2025 UPDATE

STRENGTHENING USMX'S VOICE IN A CHANGING WASHINGTON

Over the past year, Washington has been shaped by political transition as President Trump returned to the White House and brought renewed attention on maritime, trade, and geopolitical issues. Against this backdrop, USMX remains focused on expanding its relationships in Washington, deepening its existing engagement with policymakers across the executive and legislative branches, coordinating with USMX members' government relations teams, and ensuring USMX is well-positioned to navigate an evolving policy environment on behalf of its membership. This work will also help put USMX in a better political position ahead of the next contract negotiations and change the narrative on port modernization.

TRUMP ADMINISTRATION

A central priority this year was establishing relationships with the new Trump Administration officials including at the Department of Transportation, Department of Labor, the Maritime Administration (MARAD), the Federal Maritime Commission (FMC), the Office of the U.S. Trade Representative (USTR), the Domestic Policy Council (DPC), and in the White House. This outreach reflects the growing importance of ensuring that policymakers understand USMX's role in supporting trade, supply chain, and port operations as maritime issues become increasingly intertwined with the Administration's trade and tariff policy, Section 301 investigations and fees, and domestic shipbuilding plan via the Maritime Action Plan.

Broadening USMX's reach in the Administration is important not only because of the number of agencies now touching maritime issues, but because of the speed with which policy decisions can affect employers, labor, terminals, and the supply chain. By building relationships early and maintaining regular touchpoints, USMX is better positioned to provide operational context, elevate industry concerns, and ensure that the interests of its members are understood as policy is developed and implemented. In this sense, outreach is not simply about access; it is about establishing USMX as a credible and constructive resource at a time of significant policy change.

CONGRESS

On Capitol Hill, USMX's strategy is centered on deepening relationships with the committees of jurisdiction (Senate Commerce Committee and House Transportation and Infrastructure Committee) and broadening USMX's reach to include lawmakers engaged on issues affecting the maritime industry and USMX's priorities. Over the past five years, Congress has evolved from crisis response to strategic engagement on maritime issues and lawmakers on a bipartisan basis are examining deeper, structural issues ranging from domestic industry capacity, foreign ownership, to long-term U.S. competitiveness.

These efforts are helping position USMX as a resource for policymakers and congressional staff as they evaluate

BY REMAINING ENGAGED IN A THOUGHTFUL AND BIPARTISAN MANNER, USMX WILL BE BETTER POSITIONED TO MAINTAIN CONTINUITY IN ITS RELATIONSHIPS AND PROTECT ITS STANDING REGARDLESS OF HOW THE POLITICAL LANDSCAPE EVOLVES.



legislative proposals and broader policy developments. Sustained engagement with committees and Member offices helps ensure that USMX is brought into conversations earlier, remains informed as issues develop, and has the opportunity to provide practical industry insight on legislation.

MIDTERM ELECTIONS

Fall 2026 midterm elections will add an important strategic layer to USMX's government relations strategy. As the election cycle develops, we will help USMX navigate political giving and engagement opportunities that can strengthen relationships and build familiarity with USMX among policymakers. This work will be approached with an

emphasis on political balance, recognizing the importance of ensuring that USMX continues to be viewed as a bipartisan brand with credibility on both sides of the aisle.

That balanced approach is particularly important given the historical pattern for the House to change party control during midterm cycles and early signs of a competitive political environment. By remaining engaged in a thoughtful and bipartisan manner, USMX will be better positioned to maintain continuity in its relationships and protect its standing regardless of how the political landscape evolves. Following the election, we expect to refine this effort further through a coordinated strategy that reflects the new governing dynamics in Washington.



CONTRACT IMPLEMENTATION

TURNING A LANDMARK AGREEMENT INTO OPERATIONAL PROGRESS

Following the successful ratification of the 2024-2030 USMX-ILA Master Contract, the organization’s focus shifted from negotiation to implementation – a critical phase that will shape the future operational landscape of East and Gulf Coast ports for years to come.

The past year represented one of the most significant contract implementation efforts in recent USMX history. Across all ports, local agreements, systems integration efforts, benefit administration updates, and operational procedures required coordinated execution between USMX member organizations, port associations, direct employers, carriers, and ILA leadership.

The implementation process was guided by a shared objective: preserving labor stability while creating a practical framework for modernization, operational efficiency, and long-term workforce sustainability.

Throughout 2025 and into 2026, USMX worked collaboratively with the ILA to transition the new Master Contract provisions from negotiated language into day-to-day operational reality across the industry. This required extensive coordination across local ports, labor relations teams, legal counsel, technology groups, payroll administrators, and benefit fund leadership.

Among the most significant accomplishments during the implementation period were the successful rollout of updated wage structures, administration of enhanced benefit contributions, integration of revised assessment allocations, and deployment of new reporting and data requirements through the Maritime Information System (MIS).

The implementation of MIS across East and Gulf Coast ports represented a major operational milestone for both USMX and the ILA. As mentioned herein, all ports were required to implement or integrate with MIS by October 1, 2025, creating a more standardized and transparent platform for reporting manhours, assessments, wages, and workforce data.

In parallel, USMX and the ILA continued discussions surrounding the practical application of the contract’s new technology framework. The parties engaged in ongoing

dialogue regarding modernization initiatives, infrastructure investments, and emerging technologies designed to improve terminal efficiency, safety, cargo fluidity, and long-term competitiveness.

Implementation efforts also extended well beyond the national Master Contract itself. Local negotiations and port-specific agreements required substantial coordination and collaboration among local management teams, port associations, and ILA leadership. These efforts were often highly complex given the operational differences between ports, terminals, and cargo profiles throughout the East and Gulf Coasts.

At the same time, the industry continued to navigate broader economic uncertainty, including evolving global trade patterns, shifting cargo volumes, supply chain disruptions, and increased public attention on port operations and labor relations. Despite these pressures, the implementation process remained focused on maintaining cargo fluidity and operational continuity while establishing the foundation for future growth.

USMX also continued working closely with its legal, labor relations, and government affairs teams to address emerging contractual interpretation questions and implementation-related disputes as they arose. This included supporting member organizations through grievance administration, contract clarification discussions, and matters involving new technology provisions and modernization initiatives.

Importantly, the implementation phase reinforced the value of continued communication and collaboration between USMX and the ILA. While challenges remain inherent in administering a coastwide agreement of this scale and complexity, the past year demonstrated a shared commitment to problem-solving, operational stability, and maintaining the competitiveness of East and Gulf Coast ports.

As implementation efforts continue, USMX remains focused on ensuring that the Master Contract achieves its intended objectives: creating modern and safe working environments, supporting strategic investment in port infrastructure and technology, strengthening supply chain reliability, and creating long-term opportunities for the ILA workforce and USMX member organizations alike.





THE LAMBOS FIRM ATTORNEYS

Front, L to R: **Carol Notias Lambos, Esq.**

Ann Marie Flynn, Esq.

Rear, L to R: **James R. Campbell, Esq.**

William M. Spelman, Esq.

Richard J. Ciampi, Jr., Esq.



The Lambos Firm, LLP is a full-service law firm concentrating in the areas of labor-and-employment, employee-benefits, administrative, business, insurance, trust-and-estates, and construction law. The Firm’s clients include multiemployer-bargaining associations; ERISA and Taft-Hartley funds; maritime and transportation companies; and real estate developers and construction contractors.

The hallmark of the Firm is its proven ability to handle its clients’ legal matters successfully and cost-effectively. The Firm strives to develop proactive solutions to complicated issues and resolve disputes without unnecessary legal intervention. However, when litigation in judicial or nonjudicial forums becomes unavoidable, the Firm has a reputation for vigorously and tenaciously advocating for its clients. out in its own.

FEDERAL JUDICIAL ACTIVITY

INT’L LONGSHOREMEN’S ASS’N V. VIRGINIA PORT AUTH., NO. 2:25-CV-523

On August 26, 2025, the International Longshoremen’s Association (ILA) filed an action against Virginia Port Authority (VPA) and its Chief Executive Officer at the time, Stephen Edwards, in the United States District Court for the Eastern District of Virginia. The ILA’s complaint asserted that VPA had been directing Virginia International Terminals, LLC (VIT) to violate the new-technology provisions of the USMX-ILA Master Contract by implementing new technology without complying with the procedural requirements set forth in the Master Contract.

In particular, the complaint alleged that in April 2025, ILA members observed that newly purchased semi-automated rail-mounted gantry cranes were being installed at Norfolk International Terminals without prior notice to the ILA. The complaint further alleged that VIT had told the ILA that VPA had purchased the cranes and that VPA had no obligation to comply with the Master Contract because it is not a party to that agreement. The complaint sought a declaratory judgment and a preliminary injunction prohibiting VPA and Edwards from interfering with VIT’s obligation to comply with the Master Contract.

VPA and Edwards filed a motion to dismiss the complaint on September 18, 2025. The motion argued that VPA and Edwards were protected by sovereign immunity, that the court lacked subject-matter jurisdiction, that the complaint failed to state a claim upon which relief may be granted, and that the lawsuit failed to join a necessary and indispensable party, namely VIT. The motion was fully briefed as of October 8, 2025.

On February 26, 2026, the court dismissed the ILA’s action against VPA and Stephen Edwards, who stepped down as CEO of VPA at the end of 2025. The court’s



decision assumed that the facts alleged by the ILA in the complaint were true. The court took issue with the two forms of relief requested by the ILA: (1) a declaratory judgment that the VPA’s attempt to interfere with the Master Contract was preempted by the NLRA and (2) an injunction enjoining VPA from interfering with the Master Contract.

The court stated that neither form of relief would protect the ILA from harm because the actions had already occurred, and that the ILA had not established that VPA’s allegedly improper conduct would be repeated. In reaching that determination, the court stated that the ILA failed to include the proper defendant in the lawsuit, namely VIT. The court dismissed the ILA’s complaint without prejudice, meaning the ILA was not barred from re-filing an action.

On April 11, 2026, the ILA commenced a new action in the same court against VPA; its current CEO and Executive Director, Sarah McCoy; and VIT. The ILA’s new complaint seeks to address the deficiencies identified by the court with respect to the ILA’s first complaint.

First, the complaint names VIT as a defendant, stating that VIT is a necessary or otherwise indispensable party whose presence is essential for the ILA to be afforded complete relief.

Second, the complaint alleges that VIT has failed to comply with the new-technology provisions of both the 2018-2024 USMX-ILA Master Contract and the 2024-2030 Memorandum of Settlement, and that VPA has been responsible for VIT’s conduct.

Third, the complaint alleges that VPA’s allegedly wrongful conduct is on-going, citing information posted on VPA’s website concerning its plan to modernize the port, including a second phase scheduled for mid-2027, for which, the complaint alleges, the ILA has not received “sufficient notice” under the Master Contract’s new-technology procedure.

Fourth, the complaint asserts that the ILA is unable to redress the purported violations of the Master Contract through the grievance procedures of the Master Contract because of the actions of VPA, which is not a signatory to the Master Contract.

Finally, the complaint adds two causes of action against VPA and Ms. McCoy – tortious interference with the collective bargaining agreement between the ILA and VIT and tortious interference with the collective bargaining relationship between the ILA and VIT.

WILLIAM M. SPELMAN RETIRES IN 2025



William M. Spelman, Esq. formally retired as of July 1, 2025 after forty-five years in the industry. Bill has been involved with the creation of and representation of USMX since its inception in 1997. During his time as USMX counsel, Bill participated in the negotiation of seven Master Contracts, which have brought uniformity and predictability in longshore operations for both management and labor. In addition, he played a key role in the creation and operation of MILA, the coastwide welfare plan that provides comprehensive health and welfare benefits to ILA employees and retirees as well as their families. The creation of MILA was a ground-breaking event in that it provided uniform benefits to participants from New England to West Texas.

After forty-five years representing employers in the longshore industry, his contributions to this field have been truly invaluable. From the earliest days of USMX, his steady presence, institutional knowledge, and sound judgment helped shape the organization and guide it through decades of change and challenge. As the unofficial historian of USMX, Bill preserved not only the record of where the organization has been, but also the perspective needed to understand how far it has come. Time and again, this was the steady foundation the organization relied upon—offering clarity, continuity, and wisdom when it mattered most.

Words cannot fully capture the depth of our gratitude for the dedication, integrity, and lasting impact of his work. Bill’s remarkable legacy will be deeply missed, and we extend our very best wishes for a long, fulfilling, and healthy retirement.

MASTER CONTRACT PORTS AND CARRIER CALLS

PORT OF BOSTON

Atlantic Ro-Ro Containers
CMA CGM
COSCO SHIPPING Lines
Evergreen
Mediterranean Shipping Company
OOCL
ZIM

Mediterranean Shipping Company
Ocean Network Express
OOCL
Seaboard
Turkon America, Inc.
Wan Hai Lines
Yang Ming
ZIM

Ocean Network Express
Yang Ming
ZIM

PORT OF BALTIMORE

Atlantic Container Line
American President Lines
Atlantic Ro-Ro Containers
Bahri Logistics
BBC
Carrier 53 Shipping GMBH
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Yang Ming
ZIM

PORT OF NORFOLK

American President Lines
ARKAS Container Transport
Atlantic Container Line
CMA CGM
COSCO SHIPPING Lines
Ellerman
Evergreen
Hapag-Lloyd
HMM
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Sea Lead Shipping
Turkon America, Inc.
Wan Hai Lines
Yang Ming
ZIM

PORT OF NY/NJ

American President Lines
ARKAS Container Transport
Atlantic Container Line
Bermuda Container Line
CMA CGM
COSCO SHIPPING Lines
Ellerman
Evergreen
Hapag-Lloyd
HMM
Maersk
Marfret

PORT OF PHILADELPHIA/ WILMINGTON, DELAWARE

CMA CGM
Chiquita
COSCO SHIPPING Lines
Dole
Ellerman
Hapag-Lloyd
Liberty Global Logistics
Maersk
Marfret
Mediterranean Shipping Company

MASTER CONTRACT PORTS AND CARRIER CALLS

PORT OF WILMINGTON, NORTH CAROLINA

Bahri Logistics
Crowley Maritime (Crowley Liner Service)
Hapag-Lloyd
HMM
Independent Container Line
Intermarine
International Shipping
Maersk
Mediterranean Shipping Company
Nico Shipping
Ocean 7
Ocean Network Express
PACC Line PTE LTD
Ridgeway International
Seaboard
Spliethoff
US Ocean
Yang Ming
ZIM

PORT OF SAVANNAH

American President Lines
ARKAS Container Transport
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
HMM
Maersk
Marfret
Mediterranean Shipping Company
Ocean Network Express
OOCL
Seaboard
Sea Lead Shipping
Turkon America, Inc.
Wan Hai Lines
Yang Ming
ZIM

OOCL
Seaboard
ServiPort Marine Line
Yang Ming
ZIM

PORT OF TAMPA

American President Lines
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
Logistics Plus
Maersk
Mediterranean Shipping Company
OOCL
ZIM

Ocean Network Express
OOCL
Seaboard
ZIM

PORT OF HOUSTON/ SURROUNDING PORTS

AAL Shipping
Atlantic Container Line
American President Lines
Bahri Logistics
CMA CGM
COSCO SHIPPING Lines
dship Carriers GmbH & Co. KG
Chiquita
Crowley Maritime (Crowley Liner Service)
Del Monte
Dole
Evergreen
G2 Ocean
General Steamship Corp
Hapag-Lloyd
HMM
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Searates FZE
Spliethoff
UAL-Universal Africa Lines
Yang Ming
ZIM

PORT OF JACKSONVILLE

Ellerman
Hapag-Lloyd
HMM
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
Yang Ming
ZIM

PORT OF MOBILE

CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
HMM
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Yang Ming
ZIM

PORT OF CHARLESTON

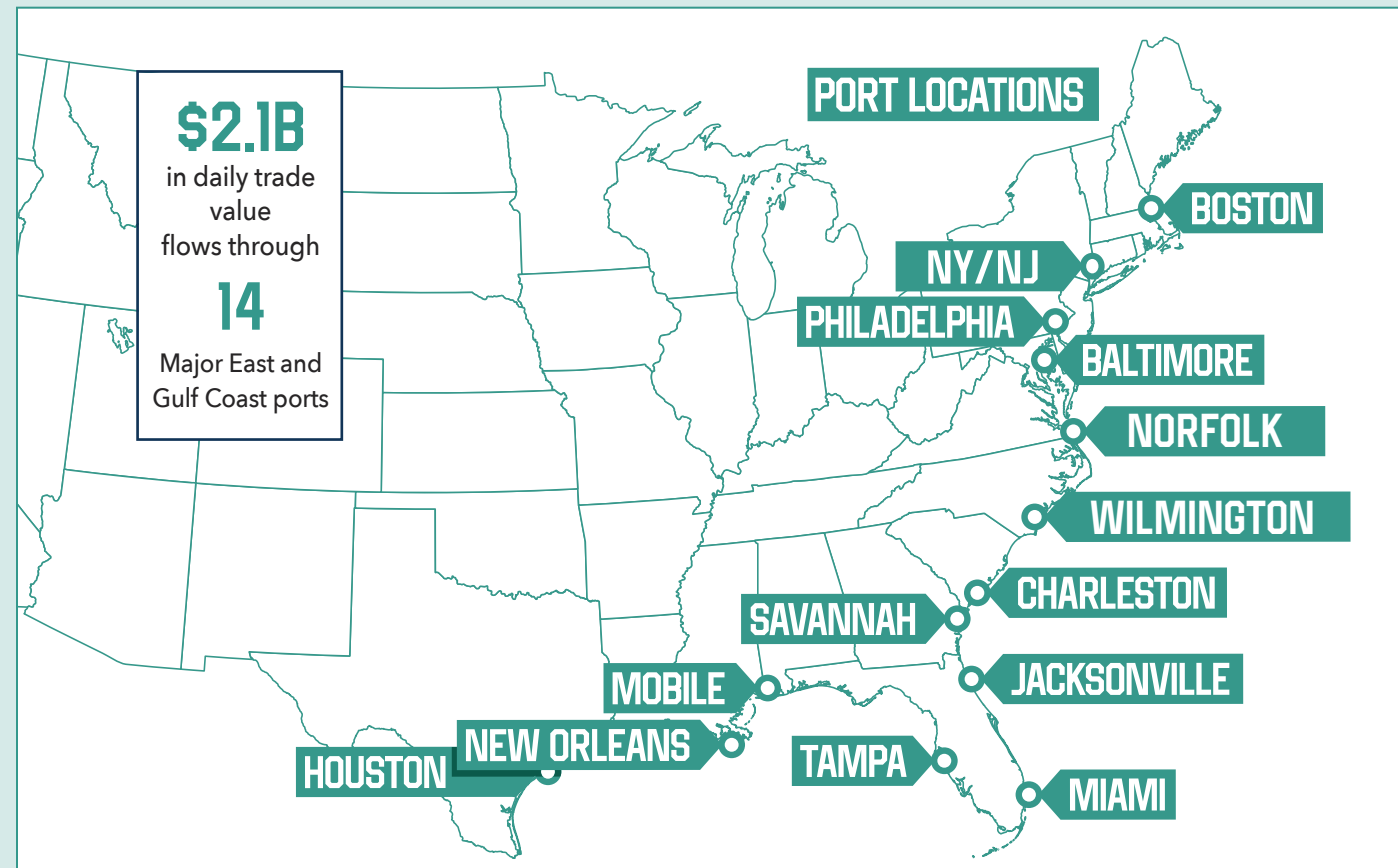
American President Lines
Carrier 53 Shipping GMBH
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
HMM
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Wan Hai Lines
Yang Ming
ZIM

PORT OF MIAMI/ EVERGLADES

American President Lines
CMA CGM
COSCO SHIPPING Lines
Chiquita
Evergreen
Hapag-Lloyd
Maersk
Mediterranean Shipping Company
Ocean Network Express

PORT OF NEW ORLEANS

American President Lines
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
Maersk
Mediterranean Shipping Company

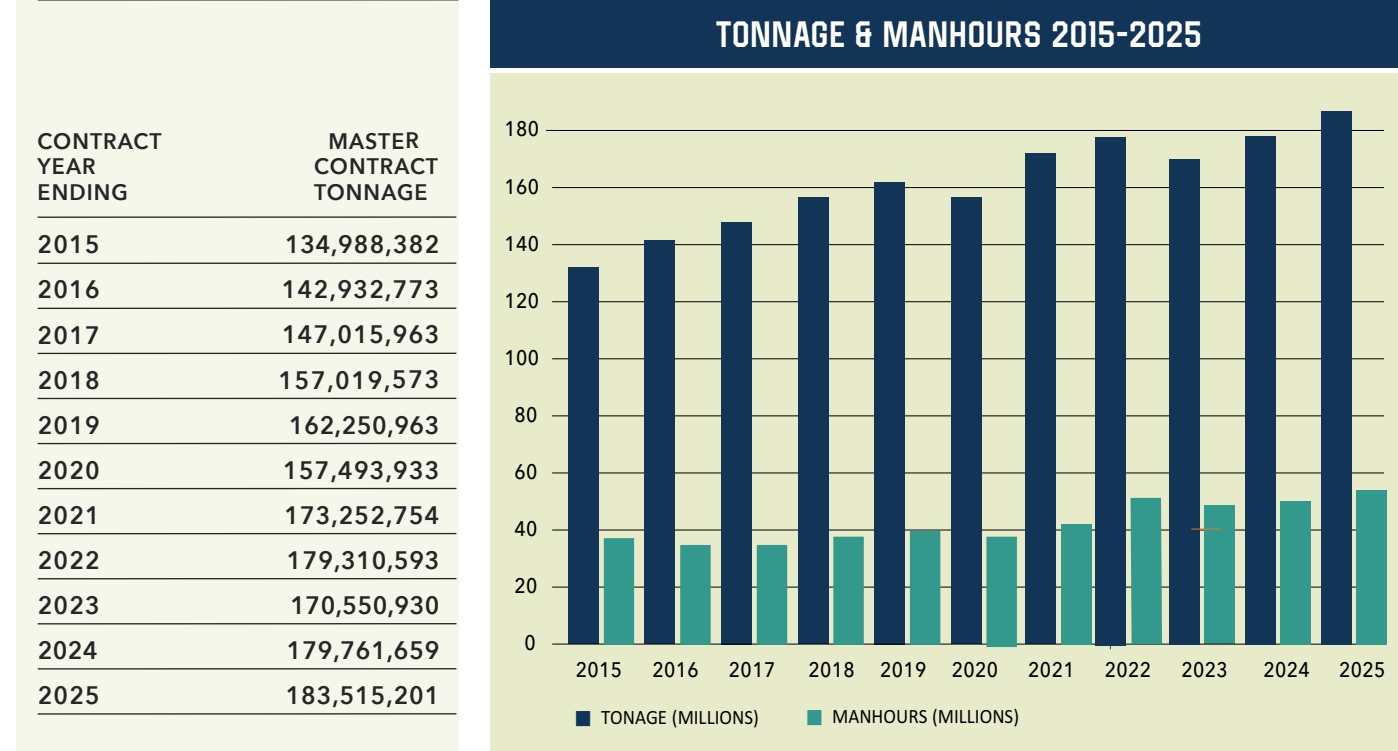


TONNAGE & MANHOURS

DATA LOOKBACK: 2015 THROUGH 2025

Contract Year ending 2025 marked the first year under the new six-year contract. Despite instability related to the negotiation of the contract and the broader geopolitical environment,

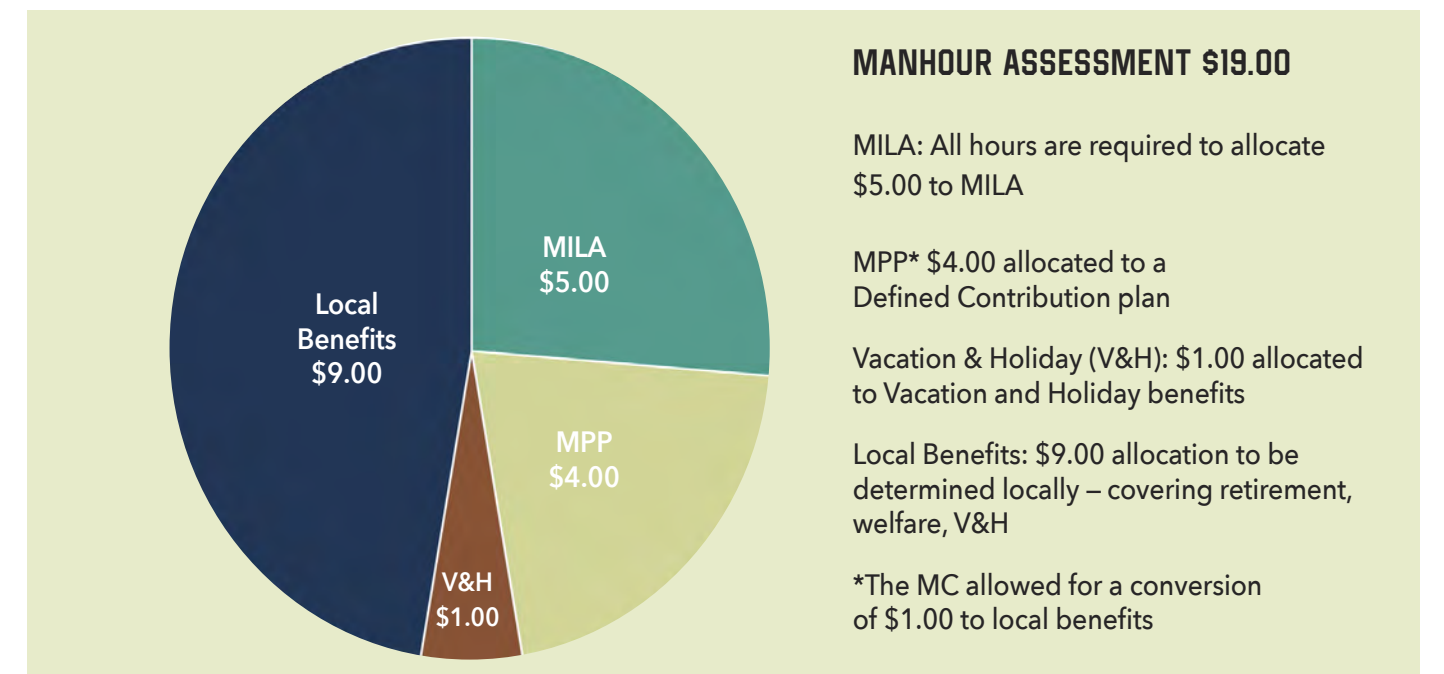
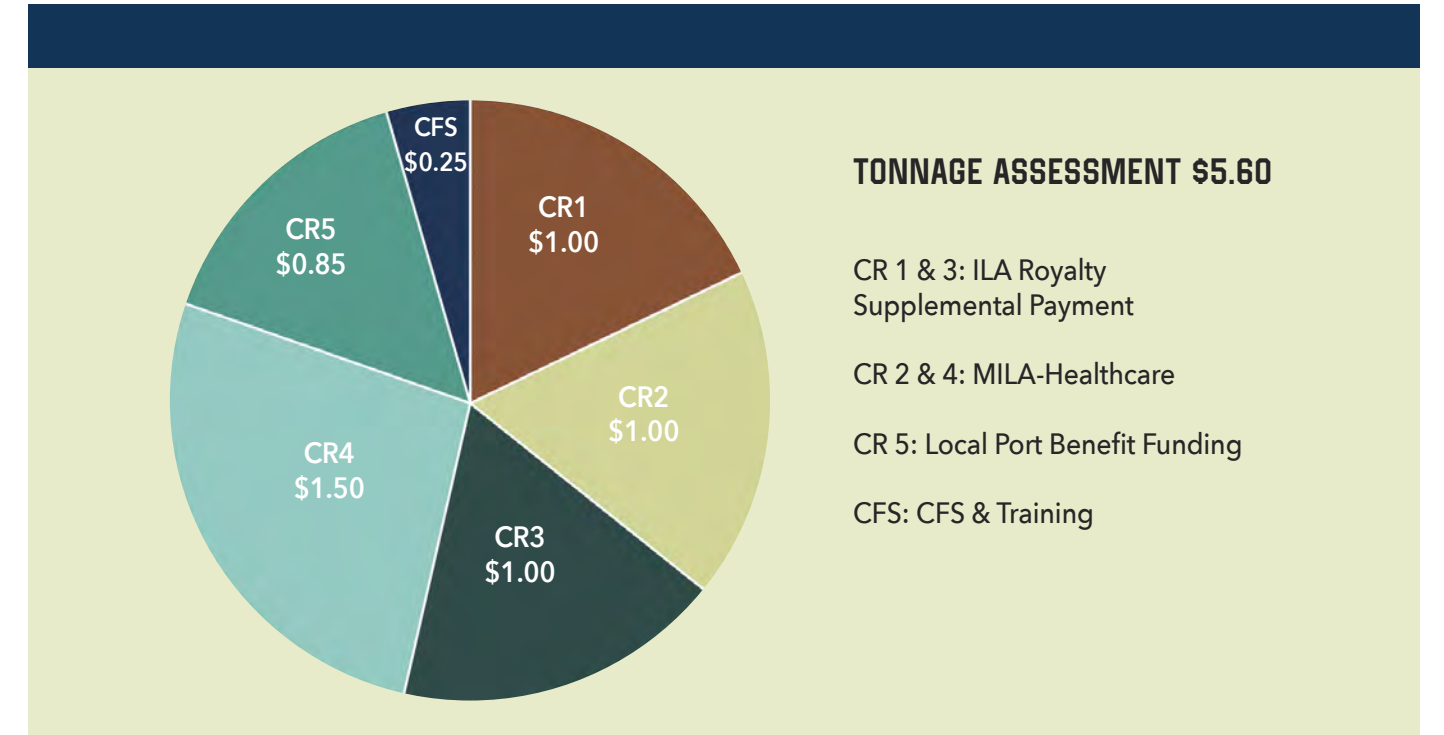
container tonnage increased by a modest 2% over the prior contract year. Manhours rose by 5%, which are inclusive of all MILA eligible ILA manhours, reflecting growth in both container and non-container sectors.



ASSESSMENTS

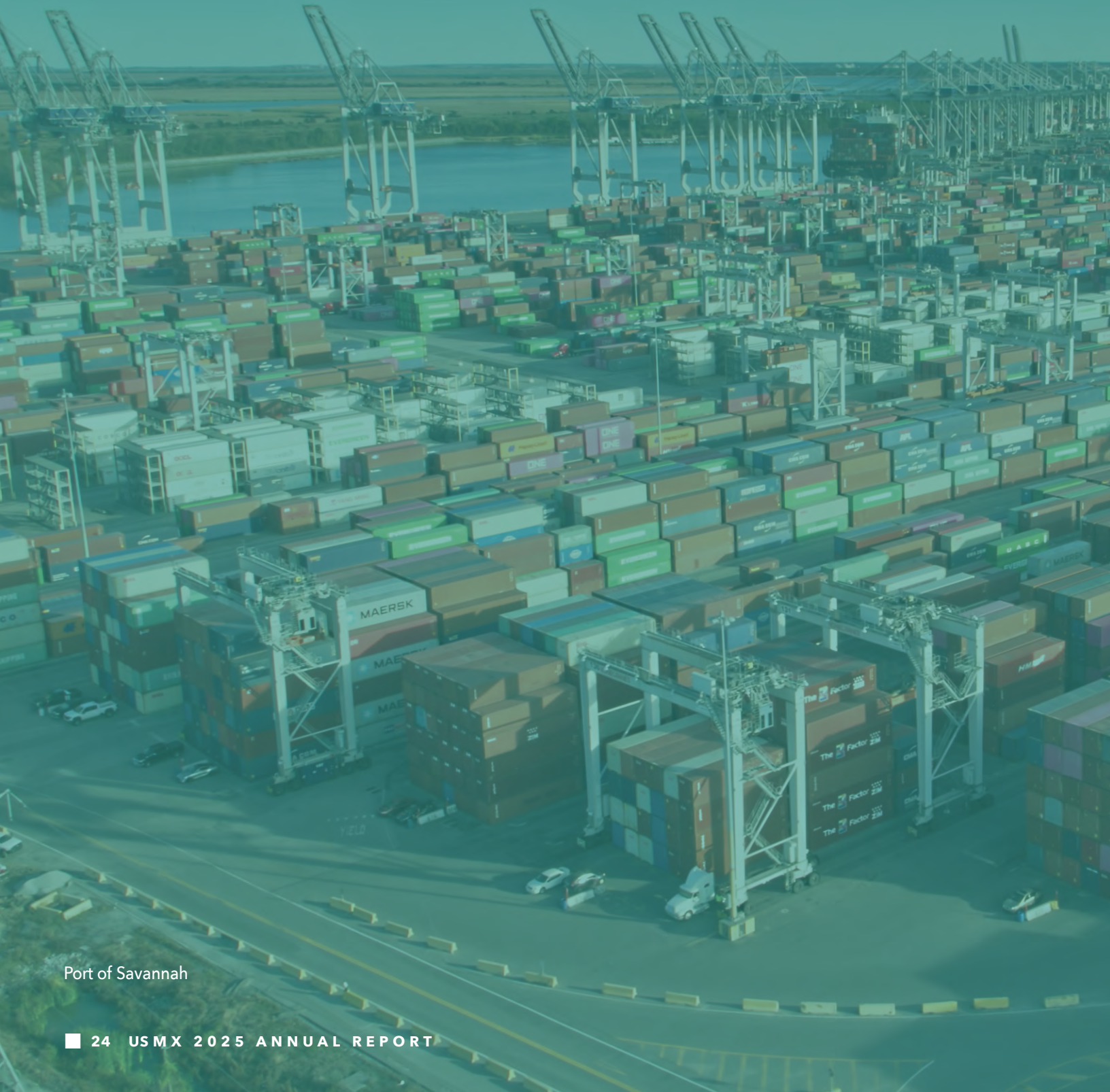
The Master Contract outlines two types of assessments – one based by the tonnage moved through covered ports and the other based on the ILA manhours worked. Tonnage assessments are referred to as Container Royalty assessments which there are six varying assessments totaling \$5.60 per ton.

These assessments are invoiced and collected through the Container Royalty Central Collection Fund. Manhour assessments are invoiced and billed locally through the direct employers and total \$19.00.



MARITIME INFORMATION SYSTEM (MIS)

MIS WILL HELP FACILITATE FASTER AND MORE ACCURATE MANHOUR DATA, AIDING THE DEVELOPMENT OF MORE ROBUST FORECASTING CAPABILITIES AND ENABLING OUR MEMBERS TO WORK MORE EFFICIENTLY.



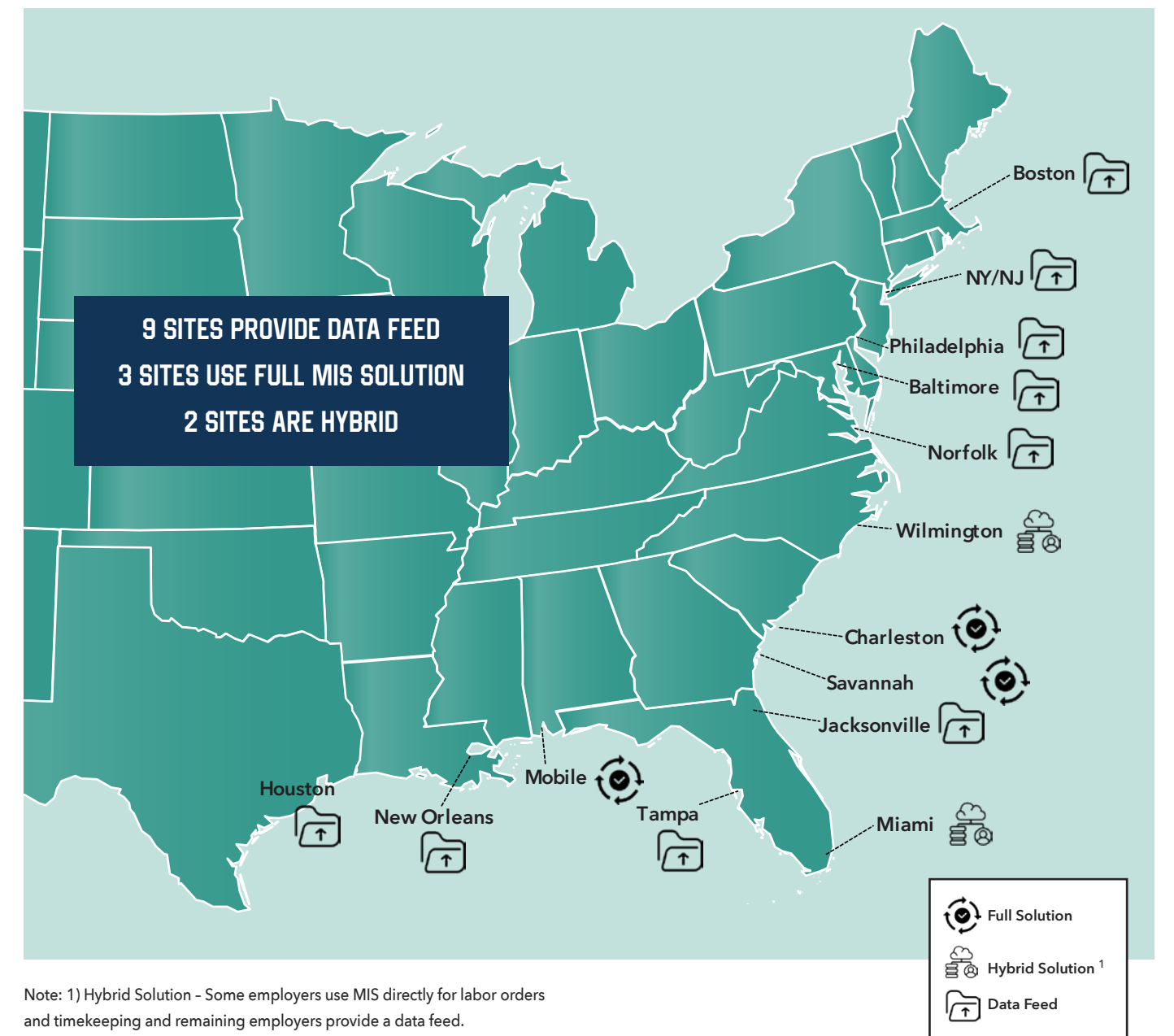
Port of Savannah

MARITIME INFORMATION SYSTEM (MIS)

SOURCE OF MANHOUR DATA IN MIS

The Maritime Information System (MIS) is a jointly-funded USMX-ILA platform serving as the centralized system of record for manhours, contract wages, assessments, and ILA roster information. Per the 2024-2030 Master Contract, all ports on the East and Gulf Coast were required to implement or integrate with MIS by October 1, 2025. The system captures data throughout a member's lifecycle—from initial registration through payroll generation. ILA Locals and employers either

use MIS's full end-to-end solution or feed data from existing local systems via standardized templates. By establishing a consistent data set across ILA locals, direct employers, and port associations, MIS enables security role-based analytics at every level—ultimately providing USMX and the ILA with a comprehensive view of manhour driven data to inform business decisions and support the Collective Bargaining process.



Note: 1) Hybrid Solution - Some employers use MIS directly for labor orders and timekeeping and remaining employers provide a data feed.



Port of Wilmington

In 2014, recognizing the need to formalize a collaborative, proactive approach toward occupational safety and health (OSH) issues, the ILA-USMX Joint Safety Committee (JSC) was established in the Joint Resolution on Port Safety & Health. The committee is comprised of ILA members and an ILA Co-chairman, USMX members and a USMX Co-chairman, and a technical facilitator.

The responsibilities of the JSC include providing guidance and knowledge on OSH issues to the ILA, its local unions, and USMX members. The JSC maintains close collaboration with the National Maritime Safety Association (NMSA), ILA local unions, port associations, and direct employers on safety processes, training, and communicating best practices among them, with the goal of “a safe place for all employees to work.”

Over the course of the year, member companies and rank-and-file come to the JSC for guidance, advice and interpretation of OSH-related issues. The JSC does everything possible to respond accurately and timely to all calls. Here are just some of the issues addressed by the JSC in 2025: occupational, heat, illness and injury; hot work near cargo operations; OSHA's PIT standards; vessel accommodation ladder usage; OSHA inspections; and safely working on refrigerated containers while aboard vessels.

Members of the JSC currently sit on the board of Maritime Advisory Committee for Occupational Safety and Health (MACOSH) and attend the quarterly National Advisory Committee on Occupational Safety and Health (NACOSH) meetings when hosted online. The JSC presented during the ILA's Education Conference in Tampa, FL, and at the ILA Blue Ribbon Meeting in San Antonio. JSC members attended the NMSA Annual meeting, board meetings, and technical committee meetings. The JSC also attends local safety meetings at most of our local ports. In 2025, Jason Winter, USMX Vice President of Labor Relations, was elected President of NMSA for a two-year term, ending in June 2027.

The JSC had great success in 2025 with our DSS+ Learning Management System (LMS), with over 4,000 individual users. The system also provides the entire ILA-USMX safety video library, in English, Spanish and French, in addition to over 380 NMSA and DSS+ courses, to members for instant download.

The JSC continues to use two of its mainstays, OSH Alerts & Circulars, to communicate guidance to the industry quickly and effectively. The Circulars are prepared in English,

Spanish, and French. The program's outreach and efficacy continue to expand every year, with distribution growing rapidly thanks to an increased transition to social media channels as a communications platform. In 2025, the JSC produced and distributed multiple OSH Circulars that provided guidance to the ILA and USMX members on relevant safety topics. All of the JSC's published alerts and circulars can be accessed via the USMX website at usmx.com by clicking the link **DOWNLOADABLE Safety Bulletins and Various Safety Resources**.

SELECT 2025 ILA-USMX JSC OSH CIRCULARS & ALERTS

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-06 (01 August 2025)

Hurricane Season Begins!

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-08 (01 August 2025)

LIGHTNING!

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-04 (01 April 2025)

MACOSH

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-02 (01 December 2025)

Deck Crane Safety

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-07 (01 July 2025)

OSHA Enforcement Activity (CY 2024)

Inspections by State/Territories	Penalties
Alabama	1
Arizona	1
California	1
Florida	1
Georgia	1
Illinois	1
Indiana	1
Iowa	1
Kansas	1
Kentucky	1
Michigan	1
Minnesota	1
Mississippi	1
Montana	1
Nebraska	1
Nevada	1
New Jersey	1
New York	1
North Carolina	1
North Dakota	1
Ohio	1
Oklahoma	1
Oregon	1
South Carolina	1
South Dakota	1
Texas	1
Vermont	1
Virginia	1
Washington	1
West Virginia	1
Wisconsin	1
Wyoming	1

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

ILA-USMX JOINT SAFETY COMMITTEE
OSH Circular 2025-02 (01 February 2025)

Available in the Background: OSH Reference Resources

Get an OSH-related question? Write to the JSC at ILA-USMX@usmx.com
Working Together For The Benefit of All

2025 JSC SAFETY DATA INITIATIVE

JSC Safety Data Initiative is another tool used to focus the efforts of the JSC, consisting of collecting and communicating data related to total manhours and incidents. Incident data is recorded by craft, type, and location, and is collected by USMX bi-annually (January through June and July through December), uploaded into a database and then disseminated in a useful format to the ILA, ILA Locals, and USMX employer members.

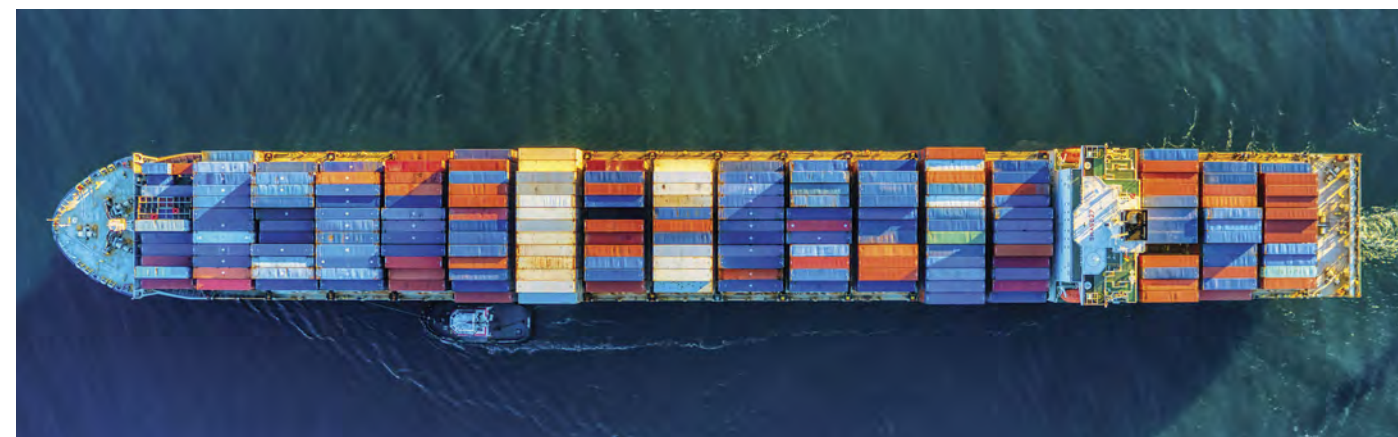
We use the manhours and incidents to calculate the Lost Time Incident Rate (LTIR), which is based upon Occupational Safety and Health Administration (OSHA) recordkeeping.

The formula considers the number of lost time incidents and illnesses occurring in a workplace and the hours worked during the time. It is based on a workplace of 100 workers averaging 2,000 hours per year. The LTIR is calculated by taking the total lost time injuries and illnesses, multiplying that by 200,000, then dividing that by total hours worked.

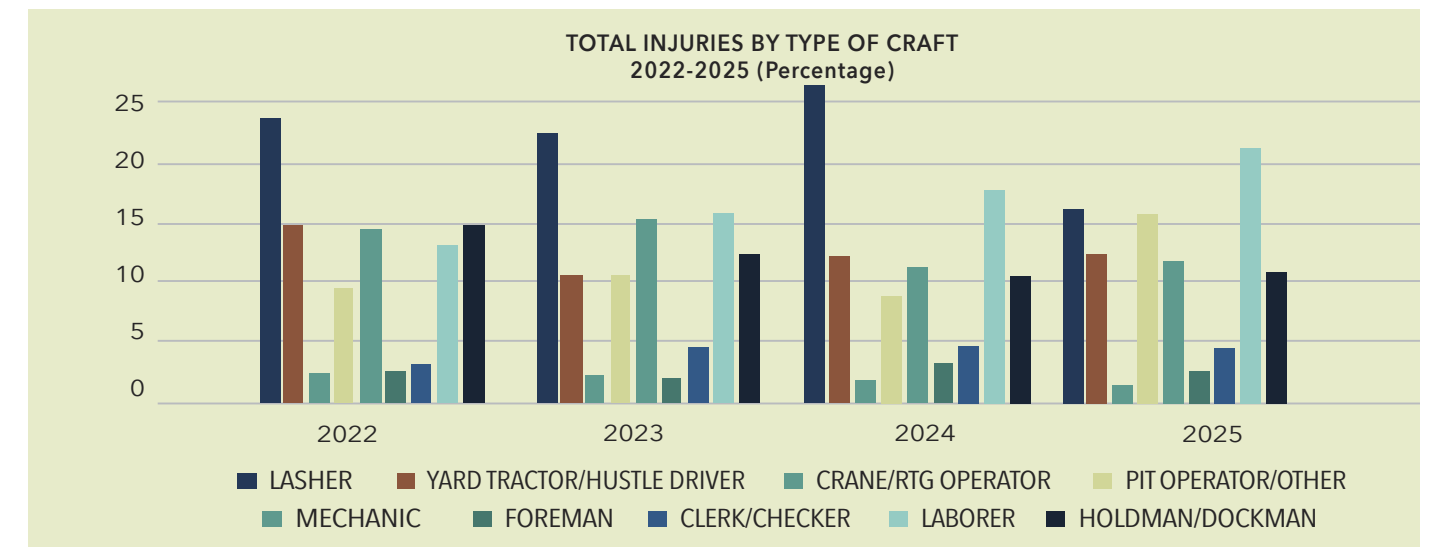
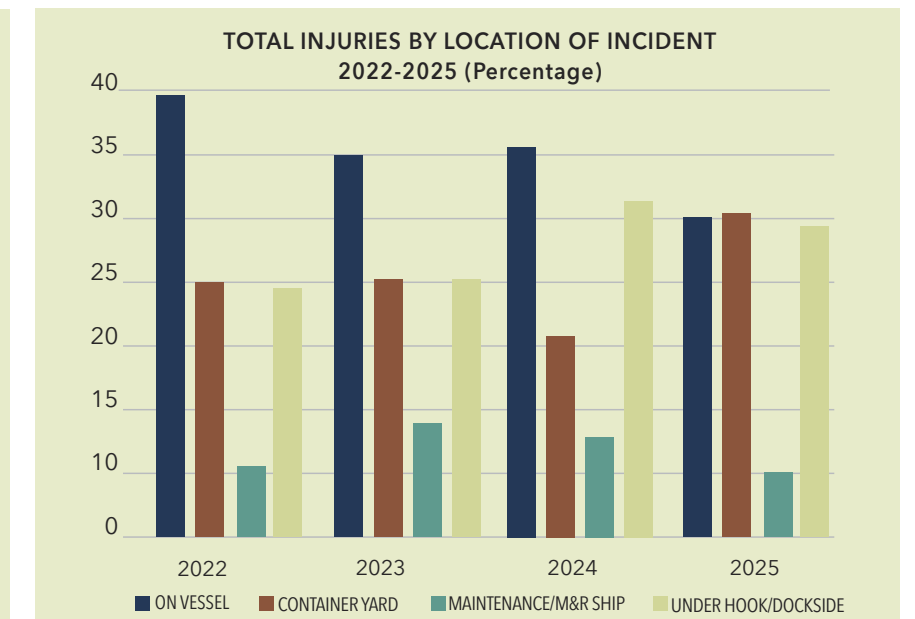
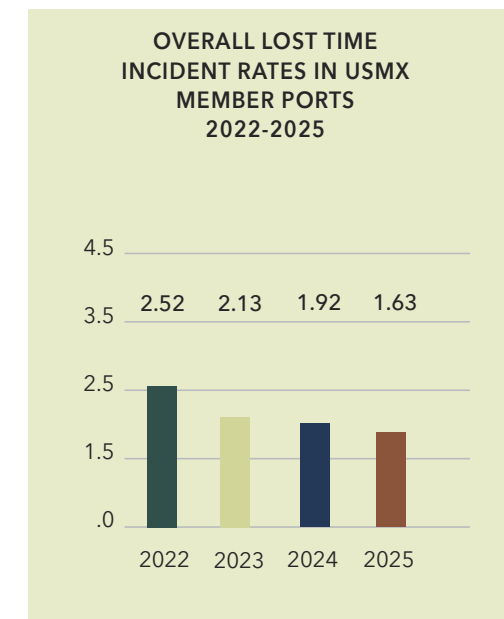
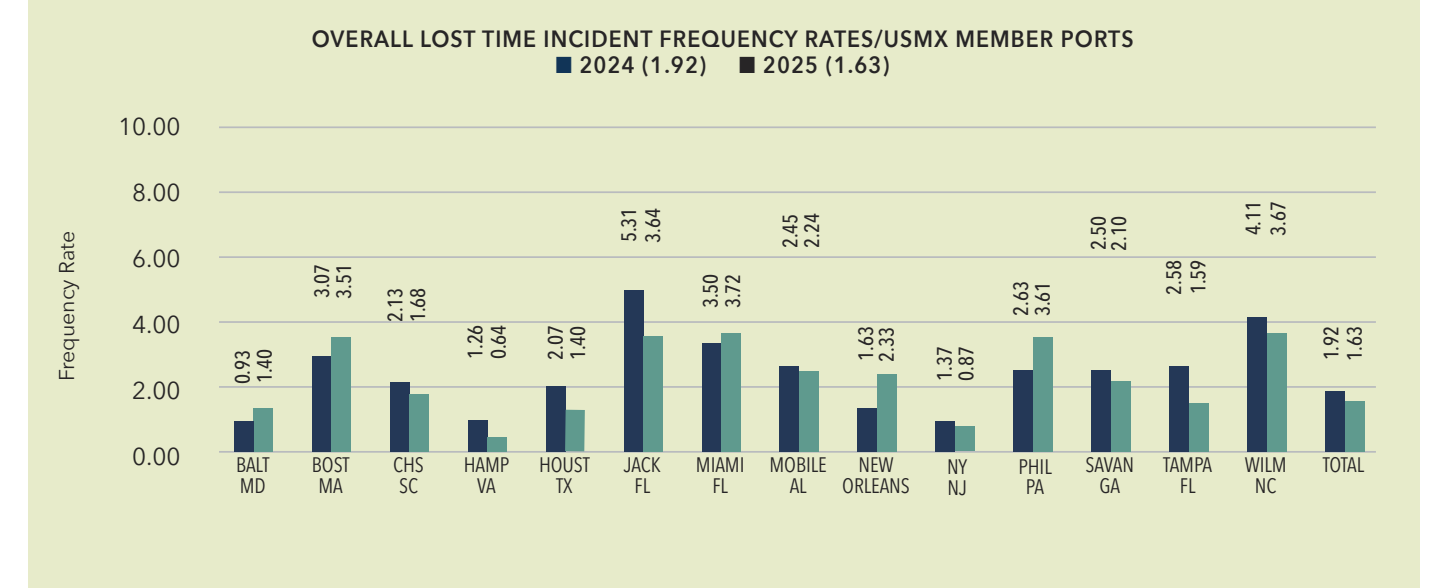
Evaluating this information is helpful in identifying trends in overall incidents, incidents by port, craft, type, and location. This high-level data can then be used to focus attention locally, helping plan safety initiatives and training specialized programs, to advance the JSC's goal of making our ports a safe place for all employees to work.

As illustrated in the accompanying charts, the LITR data from the past year shows a substantial decrease of approximately 15% year-over-year. The sustained downward trend in LITR since safety data collection was instituted in 2013 - from a high of 4.85 to the current 1.63 in 2025 - demonstrates the value this initiative has delivered to our industry and positive impact it has had on worker safety, which is the single most important undertaking we have at USMX with our partners at the ILA.

LTI BY CRAFT	2022	2023	2024	2025
Lasher	24.00%	22.40%	26.25%	17.19%
Yard Tractor/Hustle Driver	15.14%	11.66%	13.60%	13.39%
Crane / RTG Operator	3.00%	2.19%	2.11%	0.89%
Pit Operator / Other	8.86%	10.75%	8.24%	15.63%
Mechanic	14.86%	16.58%	12.26%	12.50%
Foreman	2.57%	1.82%	3.45%	3.13%
Clerk / Checker	3.43%	4.74%	4.79%	4.24%
Laborer	13.00%	16.21%	18.39%	22.10%
Holdman / Dockman	15.14%	13.66%	10.92%	10.94%
LTI BY TYPE	2022	2023	2024	2025
Slips / Trips / Falls	29.29%	27.32%	27.78%	27.90%
Struck By Cargo	4.86%	5.83%	4.60%	4.46%
Struck By Vehicle	5.43%	6.38%	3.45%	6.47%
Strain	22.71%	23.86%	23.37%	20.98%
LTI BY LOCATION	2022	2023	2024	2025
On Vessel	39.29%	35.15%	35.82%	30.13%
Under Hook - Dock Side	24.71%	25.32%	31.03%	29.02%
Container Yard	25.14%	25.68%	21.07%	30.80%
Maintenance / M&R Ship	10.86%	13.84%	12.07%	10.04%



2025 JSC SAFETY DATA INITIATIVE



TRAINING PROGRAM OVERVIEW

USMX carriers pay \$0.25 per ton of cargo to support the training, safety and Container Freight Station (CFS) programs.

In 2025, over \$30M went directly to training, an increase of approximately \$13 million from 2021, as the training programs have now effectively rebounded from the lull created by the COVID-19 pandemic.

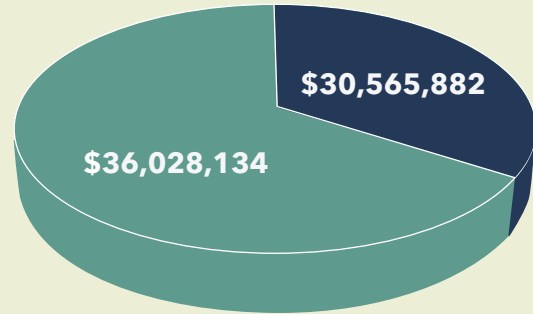
In 2025, between the Port Associations and the Carriers, over \$66M was spent on training, marking the third-straight year that more than \$50 million has been allocated to these efforts.

The funds used from this past year are an approximate increase of \$24M since the program's pre-pandemic funding level of \$43M in 2019.

WITH THE 2026 TRAINING BUDGET BEING PREPARED, THE CONTINUATION OF NEW HIRES, A FOCUS ON TECHNOLOGICALLY ADVANCED SKILLS, AND WAGE INCREASES, ALL EQUATE TO ANOTHER SUBSTANTIAL INCREASE IN TRAINING FORECASTED FOR 2026.

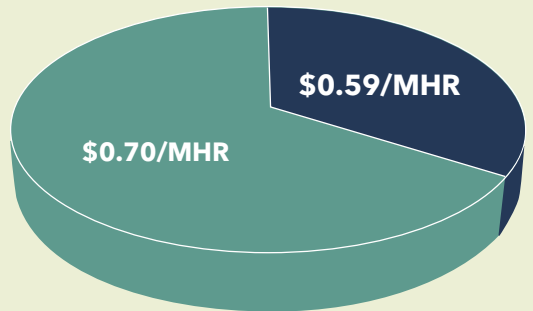
2025 TOTAL TRAINING EXPENSES: \$66,594,016

■ USMX/ILA TRAINING EXPENSES ■ PORT ASSOCIATION TRAINING EXPENSES



2025 TOTAL PER MANHOUR TRAINING EXPENSES Based on 51,606,922 MHRs @ \$1.29/MHR

■ USMX/ILA PER-MHR COST ■ PORT ASSOCIATION PER-MHR COST



TRAINING EXPENSES	2024	2025
USMX/ILA Training Expense	\$22,565,961	\$30,565,882
Port Association Training Expense	\$35,600,626	\$36,028,134
TOTAL MANHOURS	49,457,034	51,606,922
USMX/ILA Training Expenses Per Manhour	\$0.46	\$0.59
Port Association Training Expense Per Manhour	\$0.72	\$0.70
CALENDAR YEAR TOTAL TRAINING EXPENSE	\$58,166,587	\$66,594,016
CALENDAR YEAR TOTAL PER MHR COST	\$1.18	\$1.29

TRAINING PROGRAM OVERVIEW



Port of Boston

UNDER THE 2024-2030 USMX-ILA MASTER CONTRACT,
THERE ARE FIVE TRUST FUNDS THAT ARE JOINTLY MANAGED
BY TRUSTEES FROM THE ILA AND USMX TO ENSURE THE PROPER
MANAGEMENT OF COLLECTED ASSESSMENTS.

TRUST FUND OVERVIEW

TRUST FUND NAME	TRUST FUND PURPOSE	PAGE
Management-ILA Managed Healthcare (MILA)	Execution and Management of Healthcare Benefits	35
Container Freight Station (CFS)	CFS Subsidy and Credit; Distribution of Yearly Training Budget	36
Container Royalty 5 (CR5)	Automatic payments and local Welfare Funds Subsidy Based on Yearly Application Review/Approval	38
USMX-ILA Money Purchase Fund & Savings Plan (MPP)	Centralized Defined Contribution Retirement Plan For Ports without an existing plan as of 10/1/18	38
Container Royalty Central Collection (CRCCF)	Centralized Collection of all Master Contract Tonnage Assessments	41



2025 MILA UPDATE

The Management-ILA Managed Health Care Trust Fund (MILA) is a collectively bargained, multi-employer health plan. Its Board of Trustees, with representation from both management and labor, administers the MILA National Health Plan to provide medical, dental, vision and behavioral health coverage, as well as prescription drug benefits for more than 80,000 people (active and retired ILA members, their qualified dependents, and certain other non-bargaining unit employees who pay a premium for their coverage, as established by the MILA Trustees). Per the Master Contract, MILA coverage is based on prior year hour qualifications.

In 2025, MILA experienced an increase in revenue due to tonnage and manhours being up over 2024, which was partially offset by the continued rise in medical and prescription benefit expenses.

With healthcare costs expecting to continue trending upward on both medical and prescription spend, MILA trustees remain focused on ensuring the fund is well-positioned to meet the financial demands of its members' healthcare needs.

The new 2024-2030 Master Contract called for the implementation of a new benefit tier for ILA members who work at least 2,000 manhours in a contract year. This new benefit tier became effective January 1, 2026 based on hours worked in Contract Year Ending 2025.

Additionally, effective July 1, 2025, MILA also implemented a coverage option for new industry employees to enable them to receive MILA benefits prior to meeting the standard eligibility rules.



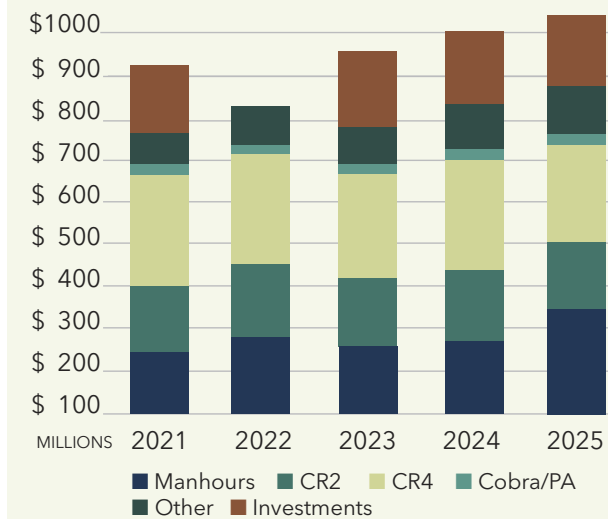
Port of Mobile



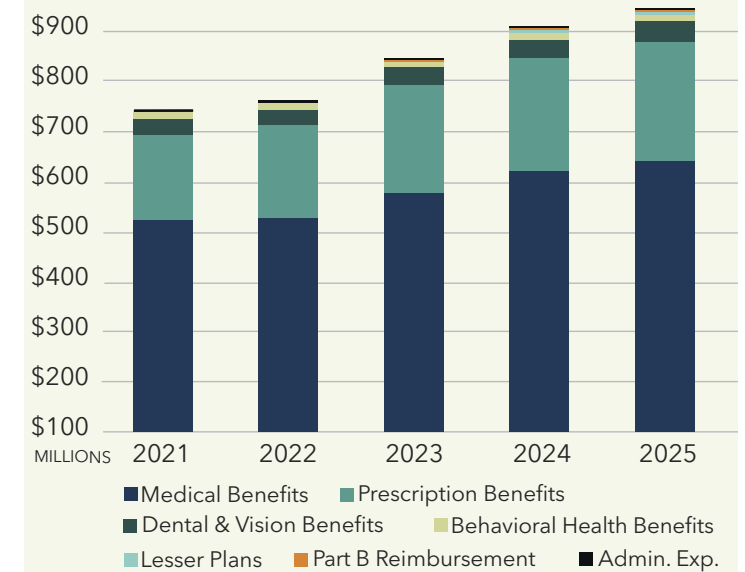
THE MILA ADMINISTRATIVE STAFF:

(Front, L to R)
 Angelina Kishore, Member Support Representative;
 Sharleka Millington, Administrative Assistant
 and Member Support Representative;
 (Rear, left to right)
 Robin Csabon, Director of Accounting;
 Glenn Vanish, Receptionist;
 LaVerne Thompson, Executive Director

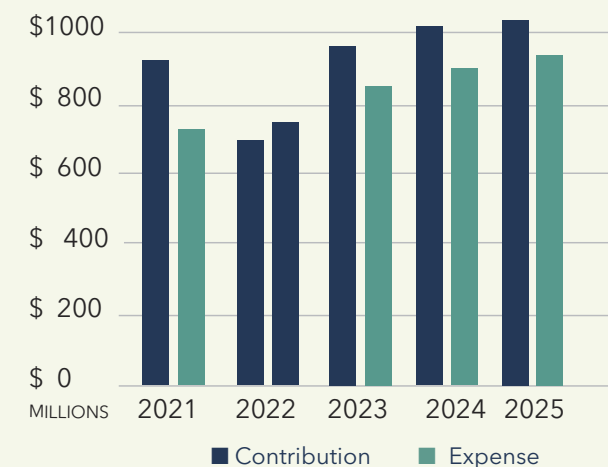
MILA Contribution Categories Lookback: 2021 Through 2025



MILA Expense Categories Lookback: 2021 Through 2025



MILA Contribution vs. Expense



THE MANAGEMENT-ILA (MILA)
 MANAGED HEALTHCARE TRUST FUND
 IS A COLLECTIVELY-BARGAINED,
 MULTI-EMPLOYER HEALTH PLAN.

CONTAINER FREIGHT STATION (CFS) TRUST FUND

ABOUT THE CFS FUND

The CFS Trust Fund program was established in 1989, and guided by the following objectives:

- Promote employment opportunities for ILA members
- Subsidize CFS operators using ILA labor exclusively to compete with CFS operators using non-ILA labor
- Encourage the stuffing and stripping of LCL, LTL, FCL, vendor consolidation and other cargo not presently handled at waterfront facilities by deep-sea labor
- Help open container freight stations in container ports
- Create a dedicated ILA workforce in each port to productively and efficiently stuff and strip containers
- Conduct ongoing reviews and audits, per the CFS Trustees, of all CF stations to ensure that every CFS operator adheres to the requirements set forth in the CFS trust agreement

Though the program is charged with maintaining all stations currently operating in the USMX member ports, it is always open to new opportunities for expansion.

Prior to the implementation of the 2024-2030 Master Contract, the CFS subsidy rate was \$21.00 per hour for most CF stations, but in accordance with the 2024-2030 Master

Contract, as of October 1, 2024 the rate increased by an additional \$1.00 per hour to \$22.00 per hour for most stations.

2025 CFS UPDATE

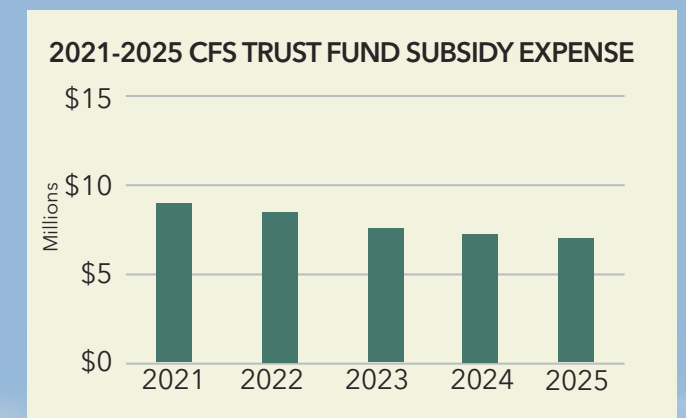
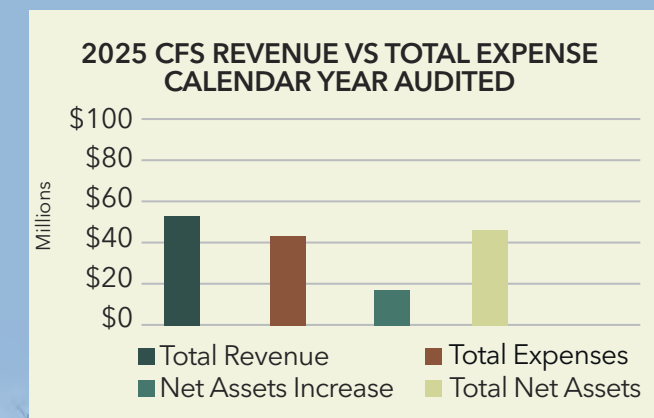
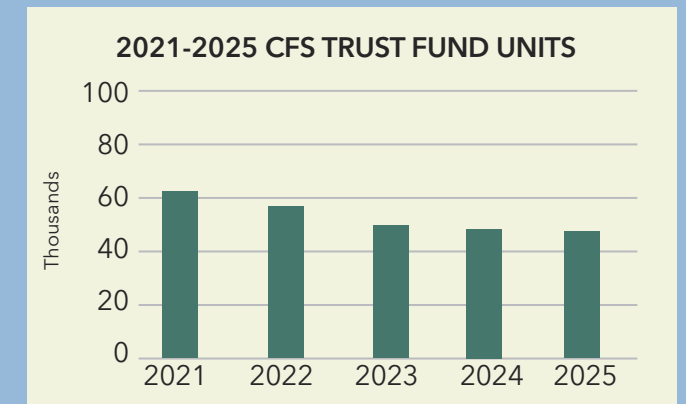
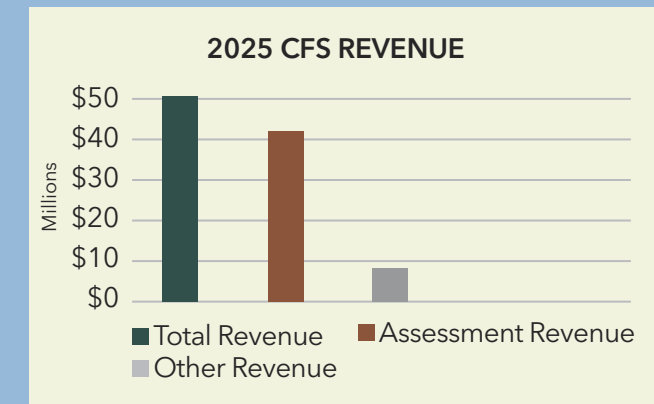
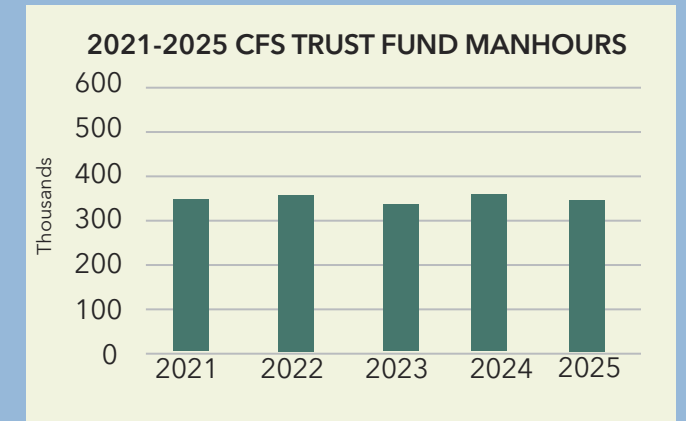
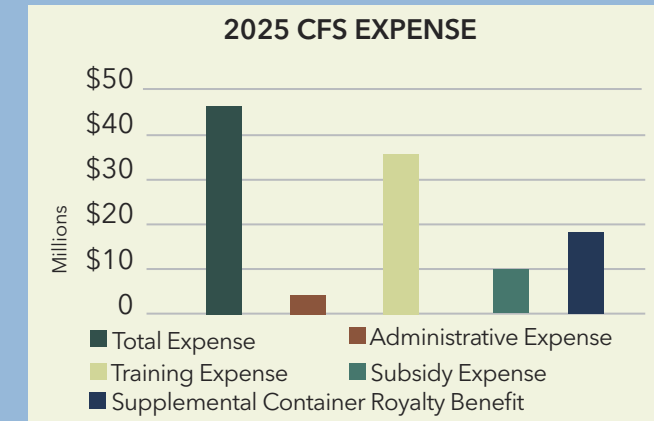
During 2025 contract year, the program subsidized over 334,000 manhours at 21 CF stations with approximately \$7.1 in expenses to the CFS Fund. Additionally, roughly 47,000 containers were handled.

Assessments collected on each ton of cargo are used to fund these CFS operations. In 2025, the assessment remained (from previous years) at \$0.25 per ton. The program also began reporting from a calendar year to a contract year basis in 2024 to better align with the contract's financials.

CFS CARRIER CREDITS

In the Master Contract, all containers that are stripped or stuffed at an authorized CF station qualify for a Container Royalty credit if they were discharged or loaded from a USMX Carrier vessel. If these criteria are met, the Carrier will get a full credit. During 2025, USMX Carrier members received Container Royalty credits totaling almost \$4.6M.

CONTAINER FREIGHT STATION (CFS) TRUST FUND



USMX ILA TRUST FUND CFS ANNUAL REPORT SECTION CHART DATA

CONTAINER FREIGHT STATION (CFS) EXPENSE CHART

	2024 CYE	2025 CYE
TOTAL EXPENSE	\$34,836,075	\$40,605,541
Administrative Expense	\$2,186,123	\$2,296,609
Training Expense	\$22,565,961	\$30,565,882
Subsidy Expense	\$7,223,708	\$7,553,385

CONTAINER FREIGHT STATION (CFS) REVENUE CHART

	2024 CYE	2025 CYE
Total Revenue	\$51,811,148	\$50,692,314
Assessment Revenue	\$42,738,405	\$43,626,899
Other Revenue	\$9,072,743	\$7,065,415



CONTAINER ROYALTY 5 (CR5) TRUST FUND

ABOUT THE CR5 TRUST FUND

Effective with the Master Contract extension agreement covering Contract Years 2009 through 2012, the CR5 Trust Fund was created to address the economic downturn that dramatically affected the ability of the local ILA benefit funds to meet their obligations under the Master Contract and local contracts.

Since then, CR5 has continued to allow the Master Contract the ability to direct necessary resources, based on a list of criteria, to those local welfare funds that demonstrate a shortfall or have been approved for supplemental funding. A key criterion of CR5 restricts the application amount to be used for funding Pension funds or an unapproved increase in local benefits of any kind. Additionally, the criteria puts a strong focus on the allocation of assessments to ensure proper distribution among local benefit funds. CR5 also distributes the annual automatic payments to each port, which under the 2024-2030 Master Contract, are based on 75% of funds generated from the respective port's tonnage. Jointly administered by Trustees from USMX and the ILA, effective October 1, 2024, the CR5 Fund is financed through a \$0.85 per ton assessment paid by USMX's carrier members.

The CR5 Trust Fund is an essential resource for our member ports whose local benefit funds experience a shortfall that renders them unable to meet their Local Contract obligations. The demand for CR5 monies has varied over the years due to several factors that impact the local benefit payouts, such as wage increases, loss of volume and manhours, and fluctuations in investment performance.

CR5 2025 UPDATE

Contract Year Ending 2025 was the first year of the new CR5 payment structure under the 2024-2030 Master Contract. The combined payout of automatic and application assistance totaled approximately \$111M, effectively distributing more than \$20M across all ports from the prior contract. CYE 2025 saw an increase in both tonnage and manhours.

USMX-ILA MONEY PURCHASE FUND & SAVINGS PLAN (MPP)

As part of the 2018-2024 Master Contract, the parties agreed to create a coastwide, centrally-managed defined contribution retirement plan for qualified employees working hours under the Master Contract in ports that do not have local defined contribution plans. Seven ports participate in the central USMX-ILA MPP and Savings Plan, which sets standard qualification thresholds for qualified individuals as per the Trust. Qualified participants also have the option to contribute both pre and post-tax contributions from their weekly pay. Participating Ports include: Wilmington, Charleston, Savannah, Jacksonville, Tampa, Mobile, and New Orleans. The new 2024-2030 Master Contract increased the total MPP Contributions by \$2.00. Thus, effective October 1, 2024, the contribution rate is \$4.00 per hour worked for qualifying employees. The chart below outlines the Master Contract rates by participating port. Note the 2018-2024 contract allowed for a conversion of one MPP \$1.00, if approved locally.

For the Contract Year Ending 2025, the central USMX-ILA MPP and Savings Plan received an additional \$36M in employer contributions, more than double the prior year. These contributions include a combination of Master Contract contributions of \$3 to \$5 per manhour as well as a local contribution from three participating ports: Charleston, Tampa, and Savannah. The 2024-2030 local contracts also increased contributions to the MPP fund for various cargo types. Ports not included in the central plan have their own Defined Contribution plan with varying contribution levels negotiated both locally and through the Master Contract.

CONTAINER ROYALTY 5 TRUST FUND ANNUAL PAYOUT 2020-2025

2020	\$88.0M	2023	\$89.2M
2021	\$84.4M	2024	\$89.4M
2022	\$86.9M	2025	\$110.9M

MPP CONTRIBUTIONS BY PORT

Port	Master Contract	Effective 10/1/2024
Charleston	\$4.00	
Tampa	\$5.00	
New Orleans	\$4.00	*Non Master contract cargo (break bulk, auto, cruise) also contribute to the MPP with an amount negotiated in each local contract.
Mobile	\$4.00	
Savannah	\$3.00	
Wilmington	\$3.00	
Jacksonville	\$4.00	



Port of New Orleans



Port of Miami

The Container Royalty Central Collection Fund (CRCCF) is jointly managed and was created to serve qualified ILA members as well as USMX carrier members and terminal operators. The Fund is tasked with the collection and distribution of all container royalties payable under the Master Contract. One of the primary functions of CRCCF was the development of a comprehensive system to automate the intake of carrier shipping reports; track carrier delivery tonnage on incoming /out-going vessels; invoice carriers on a per-voyage basis; and collect and allocate carrier payments to appropriate funds. The CRCCF application is an innovative platform that benefits all areas of the Maritime Industry, created to capture actual and accurate movement of all vessel and voyage activity along the East and Gulf Coasts.

THE SYSTEM

The end state is a system that processes files uploaded by USMX carrier members into a standardized electronic format and integrates them into a database; interfaces with reporting mechanisms capable of generating management dashboards from that data and analyzing it in any number of ways; prepares timely and accurate carrier invoices; and tracks and manages the Container Freight Station (CFS) Program by processing station subsidies and carrier credits.

The current system, now under the 2024-2030 Master Contract, enables the ILA and local port management to more effectively schedule and manage manpower at the ports and to define work associated with container verification on both incoming and outgoing vessels. The system also provides USMX members and affiliates with invoice accuracy of carrier reporting with real checks, directly executed by members at the ports.

CRCCF UPDATE

The 2025 Contract Year was the tenth full year of CRCCF system operations, and was a year focused on the ongoing support of both the ILA and USMX in their contract negotiations. The team worked diligently to provide necessary data to both parties, update the CRCCF application to reflect new rate structures, assist in payment collection, provide user support in addressing contract related questions within our purview, and provide training to Ports on revised budget processes related to the newly implemented 2024-2030 Master Contract. For the upcoming 2026 contract year, CRCCF will focus on continued assistance to ports and carriers on new reporting requirements and will work closely with all parties to help roll out the highly anticipated new SADEF reporting application.

In CYE 2024, CRCCF's efforts concentrated on application security and customization, audit processing, and the beginning of data distribution for negotiations. With a tentative contract in place January 2025 and then the official signing of the Master Contract on March 11, 2025, CRCCF played an active role in the collection of container royalty retro billing and assistance in implementing new rules regarding carrier rates and local contract agreements, particularly when it came to small carrier changes. CRCCF President Jason Kohler and VP of Finance Drew McKenzie conducted port visits with CRCCF Administrators to explain the new financial structure and surplus reporting on container royalty collection and distribution as CRCCF is now tasked with oversight of administrative expenses. The multitude of changes resulting from the new Master Contract had also triggered a large spike in Help Desk activity as both Carriers and Port Administration looked for clarity in future processes. We are delighted to report that our support team managed the influx with minimal impact on response times.

The CRCCF remains dedicated to the assistance of ports and carriers in all matters relating to the Container Royalty Central Collection Fund. We continue to provide training, support and guidance in all matters related to the fund and the CRCCF application. Our team is focused on providing the most user-friendly and secure environment within our application and work directly with IT personnel to ensure that the infrastructure remains stable and accurate at all times. We work with port personnel on auditing procedures which provide revenue to their ports and train Carriers in best practices for reporting and payment which helps eliminate unnecessary charges.



Jason Kohler
President



Eileen M. Mackell
Vice President, Operations



Andrew McKenzie
Vice President, Finance

PURPOSE

The Shipping Industry Mutual Assurance Association Limited (SIMAS) was created in 1981 by special act of the Legislature of Bermuda to provide insurance coverage to the maritime industry that was unavailable in the commercial marketplace. This Financial Injury Coverage indemnifies USMX and its Carrier members from the legal costs incurred as a result of the implementation and enforcement of the USMX-ILA Master Contract or any other labor contract negotiated by USMX.

Financial Injury Coverage is provided in the following instances:

- Court Actions and Adjudicatory Proceedings before maritime or labor-related agencies
- Third-Party Claims against the Insureds
- Arbitrations ■ Strikes ■ Work Stoppages

Excess Directors' and Officers' (D&O) Coverage is provided by SIMAS to the Directors and Officers of USMX and CCC Service Corporation.

Excess Fiduciary Liability Coverage is provided by SIMAS to the Management Trustees of the Management-ILA (MILA) Managed Health Care Trust Fund.

- A 2005 Civil RICO action still pending in the U.S. District Court for the Eastern District of New York is the subject of a claim under this coverage.

2025 LEGAL MATTERS

During 2025, USMX and its Carrier members saw the end of the proceedings stemming from the Leatherman Terminal dispute in the Port of Charleston, SC dating back to 2021. SIMAS covered all legal fees and costs of the protracted litigation under the Financial Injury Coverage provided by Policy No. VM 1017. During 2024, the ILA and USMX had agreed to arbitrate the ILA's lawsuit seeking damages in the amount of \$500 million, plus punitive damages and interest, for purported breaches of the Master Contract in connection with the ILA's demand that ILA members perform all the work at the Leatherman Terminal. No arbitration was held. Instead, the ILA agreed to dismiss the court and arbitration proceedings relating to the Leatherman Terminal dispute upon the execution of the 2024-2030 Master Contract on March 11, 2025, thereby bringing this matter to a final conclusion. There were no other Financial Injury Claims pending during 2025.

GOVERNANCE

SIMAS is governed by a Board of Directors that meets annually.

- SIMAS Directors are chosen from among the USMX Board of Directors and USMX Staff.
- SIMAS is administered locally by Marsh Management Services (Bermuda) Limited.

SIMAS premiums are funded through an assessment paid by USMX's Carrier members and are evaluated annually by the SIMAS actuary.



Port of Houston



CARRIER MEMBERS

Mediterranean Shipping Company (USA) Inc.

Maersk North America

CMA CGM

American President Lines, Ltd.

Hapag-Lloyd (America), LLC

COSCO SHIPPING Lines (North America) Inc.

OOCL (USA) Inc.

Ocean Network Express (North America) Inc.

Evergreen Shipping Agency (America) Corp.

ZIM Integrated Shipping Services Ltd.

Yang Ming (America) Corp.

HMM Co., Ltd. (Americas)

Atlantic Container Line

Turkon America, Inc.

Wallenius Wilhelmsen Logistics

Americas, LLC

Columbia Group

ARKAS Container Transport Group S.A.

OCEAN CARRIERS
DON'T JUST
MOVE CARGO –
THEY MOVE
ECONOMIES



MSC MEDITERRANEAN SHIPPING COMPANY (USA) INC.

USMX PORTS OF CALL

- | | |
|------------------|-----------------|
| Baltimore | Norfolk |
| Boston | Philadelphia |
| Charleston | Port Everglades |
| Houston | Savannah |
| Jacksonville | Tampa |
| Miami | Wilmington DE |
| Mobile | Wilmington NC |
| New Orleans | |
| Newark/Elizabeth | |



MAERSK NORTH AMERICA

USMX PORTS OF CALL

- | | |
|--------------|------------------|
| Baltimore | Newark/Elizabeth |
| Charleston | Norfolk |
| Houston | Philadelphia |
| Jacksonville | Port Everglades |
| Miami | Savannah |
| Mobile | Tampa |
| New Orleans | Wilmington NC |
| New York | |



AMERICAN PRESIDENT LINES, LTD.

USMX PORTS OF CALL

- Baltimore
- Charleston
- Houston
- Miami
- New Orleans
- New York
- Newark/Elizabeth
- Norfolk
- Philadelphia
- Port Everglades
- Savannah
- Tampa



Port of Charleston



USMX PORTS OF CALL

- | | |
|--------------|------------------|
| Baltimore | Newark/Elizabeth |
| Boston | Norfolk |
| Charleston | Philadelphia |
| Houston | Port Everglades |
| Jacksonville | Savannah |
| Miami | Tampa |
| Mobile | |
| New Orleans | |
| New York | |



USMX PORTS OF CALL

- | | |
|------------------|-----------------|
| Baltimore | Norfolk |
| Charleston | Philadelphia |
| Houston | Port Everglades |
| Jacksonville | Savannah |
| Miami | Tampa |
| Mobile | Wilmington NC |
| New Orleans | |
| New York | |
| Newark/Elizabeth | |

CARRIER MEMBERS



**COSCO SHIPPING LINES
(NORTH AMERICA), INC.**

USMX PORTS OF CALL

Baltimore
Boston
Charleston
Houston
Miami
Mobile
New Orleans
Newark/Elizabeth
Norfolk
Philadelphia
Port Everglades
Savannah
Tampa



OOCL USA, INC.

USMX PORTS OF CALL

Baltimore
Boston
Charleston
Houston
Miami
Mobile
New Orleans
New York
Newark/Elizabeth
Norfolk
Savannah
Tampa



**OCEAN NETWORK EXPRESS
(NORTH AMERICA) INC.**

USMX PORTS OF CALL

Baltimore	Newark/Elizabeth
Charleston	Norfolk
Houston	Philadelphia
Jacksonville	Port Everglades
Miami	Savannah
Mobile	Wilmington NC
New Orleans	
New York	



**EVERGREEN SHIPPING AGENCY
(AMERICA) CORP.**

USMX PORTS OF CALL

Baltimore
Boston
Charleston
Houston
Miami
Mobile
New Orleans
New York
Norfolk
Savannah
Tampa

CARRIER MEMBERS



**ZIM INTEGRATED SHIPPING
SERVICES LTD.**

USMX PORTS OF CALL

Baltimore	Newark/Elizabeth
Boston	Norfolk
Charleston	Philadelphia
Houston	Port Everglades
Jacksonville	Savannah
Miami	Tampa
Mobile	Wilmington NC
New Orleans	
New York	



YANG MING (AMERICA) CORP.

USMX PORTS OF CALL

Baltimore
Charleston
Houston
Jacksonville
Miami
Mobile
Newark/Elizabeth
Norfolk
Philadelphia
Port Everglades
Savannah
Wilmington NC



HMM CO., LTD. (AMERICAS)

USMX PORTS OF CALL

Charleston
Houston
Jacksonville
Miami
Mobile
New York
Norfolk
Savannah
Wilmington NC



ATLANTIC CONTAINER LINE

USMX PORTS OF CALL

Baltimore
Freeport
Newark/Elizabeth
Norfolk

CARRIER MEMBERS



TURKON AMERICA, INC.

USMX PORTS OF CALL

Newark/Elizabeth
Norfolk
Savannah



WALLENIUS WILHELMSEN LOGISTICS AMERICAS, LLC

USMX PORTS OF CALL

Baltimore
Brunswick
Charleston
Houston
Mobile
New York/New Jersey
Norfolk
Wilmington, DE



COLUMBIA GROUP

USMX PORTS OF OPERATION

Baltimore
Norfolk
Philadelphia



ARKAS CONTAINER TRANSPORT S.A.

USMX PORTS OF CALL

Newark/Elizabeth
Norfolk
Savannah

CARRIER MEMBERS



Port of Jacksonville



PORT ASSOCIATION MEMBERS

Boston Shipping Association, Inc.

Shipping Association
of New York & New Jersey

Ports of the Delaware River
Marine Trade Association, Inc.

Steamship Trade Association of Baltimore, Inc.

Hampton Roads Shipping Association, Inc.

South Carolina Stevedores Association, Inc.

Georgia Stevedore Association, Inc.

Jacksonville Maritime Association, Inc.

Southeast Florida Employers'
Port Association, Inc.

West Gulf Maritime Association, Inc.

PORT ASSOCIATION MEMBERS

BOSTON SHIPPING ASSOCIATION, INC.



PORT ASSOCIATION MEMBERS

STEAMSHIP TRADE ASSOCIATION OF BALTIMORE, INC.



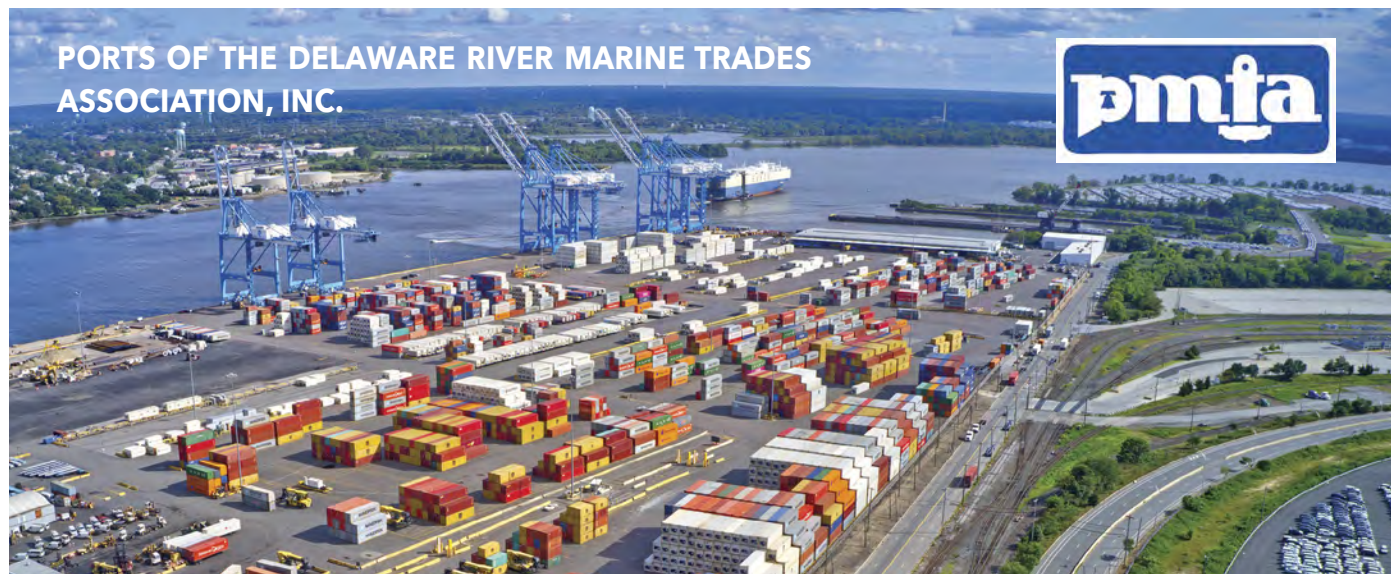
SHIPPING ASSOCIATION OF NEW YORK & NEW JERSEY



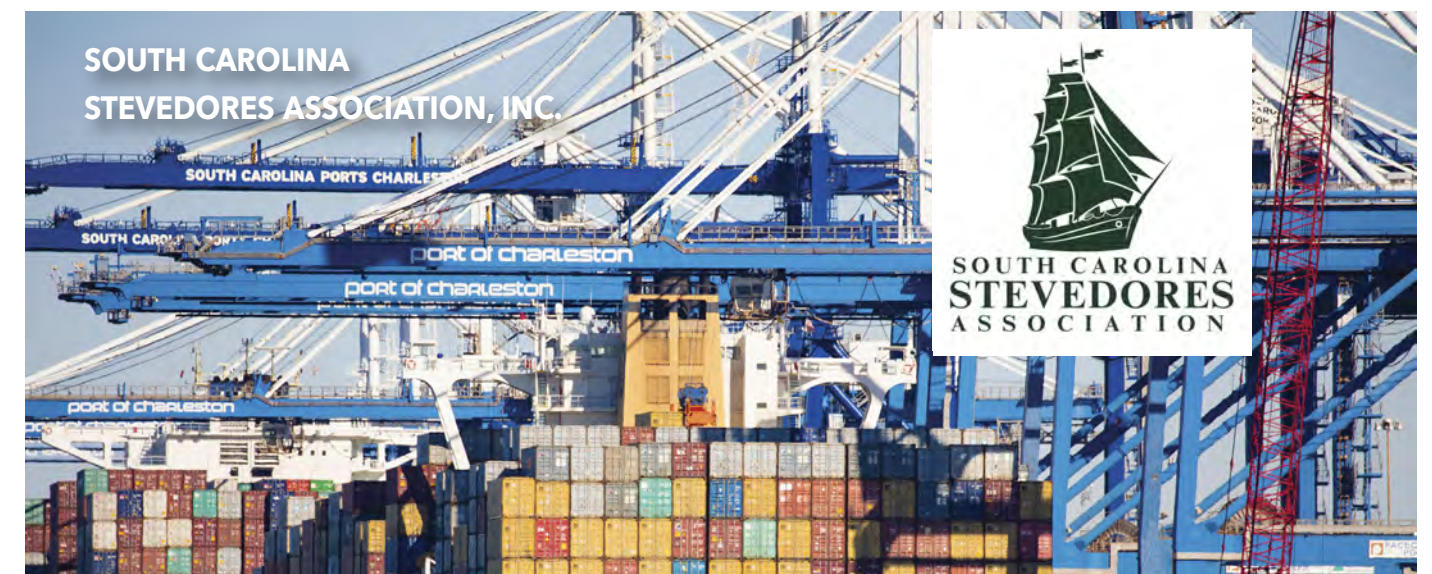
HAMPTON ROADS SHIPPING ASSOCIATION, INC.



PORTS OF THE DELAWARE RIVER MARINE TRADES ASSOCIATION, INC.



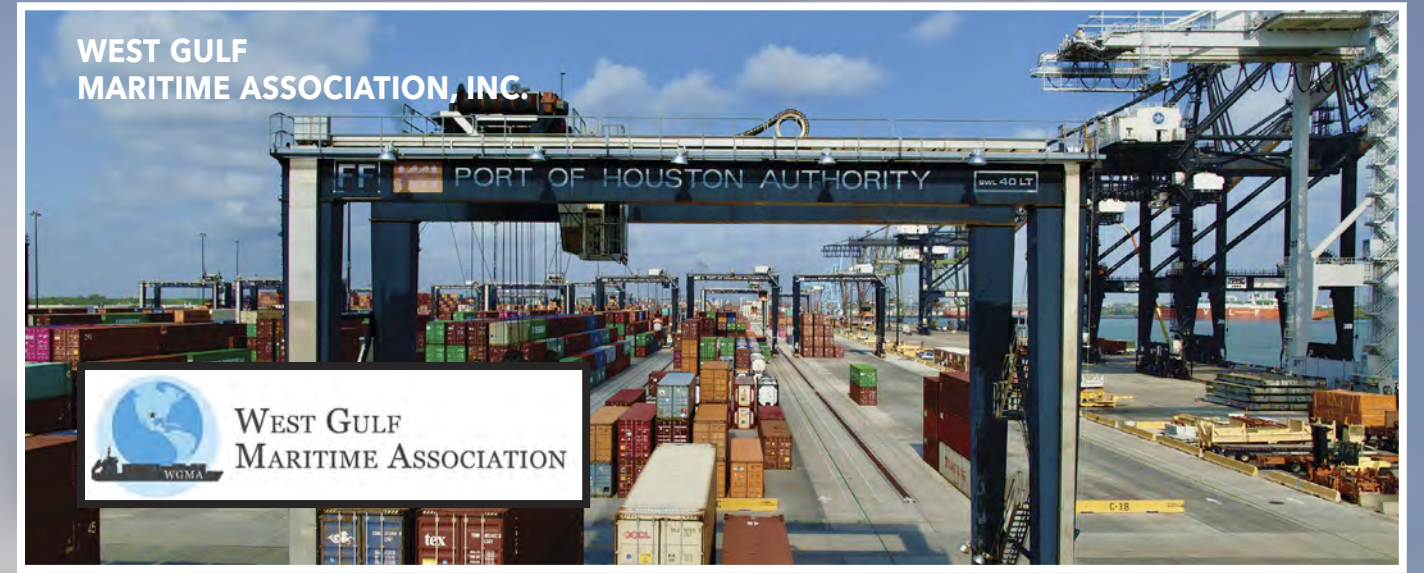
SOUTH CAROLINA STEVEDORES ASSOCIATION, INC.



PORT ASSOCIATION MEMBERS



PORT ASSOCIATION MEMBERS





DIRECT EMPLOYER MEMBERS

APM Terminals North America, Inc.

Charleston Stevedoring Company, LLC

Cooper/Ports America, LLC

CP&O, LLC

Gateway Terminals, LLC

GCT USA

Houston Terminal, LLC.

Maher Terminals, LLC

New Orleans Terminal LLC

Ports America

Red Hook Container Terminal LLC

SSA Atlantic, LLC

Virginia International Terminals, LLC

DIRECT EMPLOYER MEMBERS



APM TERMINALS NORTH AMERICA



CHARLESTON STEVEDORING COMPANY, LLC



HOUSTON TERMINAL, LLC.



MAHER TERMINALS, LLC



COOPER/PORTS AMERICA, LLC



CP&O, LLC



NEW ORLEANS TERMINAL, LLC



PORTS AMERICA



RED HOOK CONTAINER TERMINAL, LLC



GATEWAY TERMINALS, LLC



GCT USA



SSA Atlantic
A Carrix Enterprise

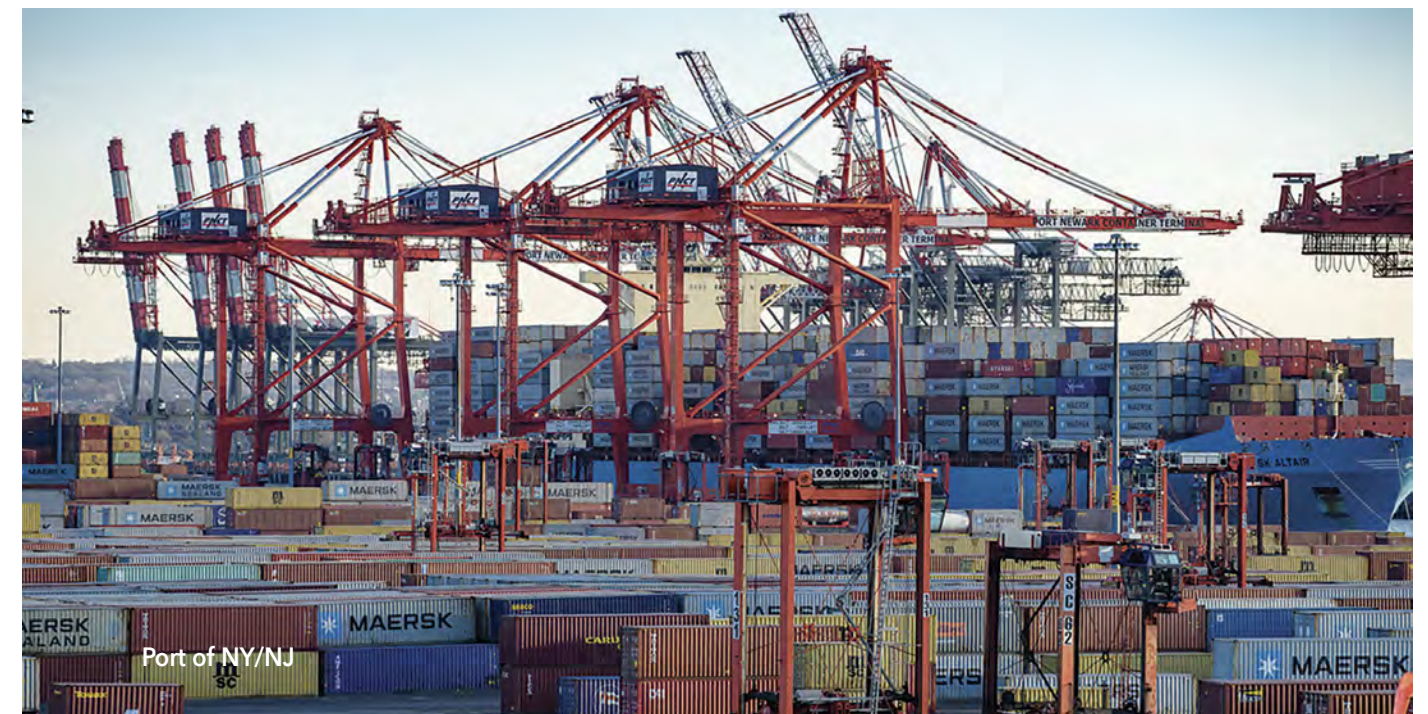
SSA ATLANTIC, LLC



VIRGINIA INTERNATIONAL TERMINALS, LLC



Port of Tampa



Port of NY/NJ



ACCOUNTING DIVISION



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CCCSC President



Karen Chin
Director of Finance



Rita Huryk
Manager Assessment
Reporting & Collections



Michele Osorio
Accounts Receivable/
Payable Specialist



Kelly Ann Ryan
Executive Assistant

CCC Service Corp. (CCCSC) is a division of USMX and is responsible for providing essential services, such as member assessments reporting, service agreements, managed services and information technology services, for USMX and its various Master Contract Trust Funds.

MEMBER ASSESSMENTS REPORTING

CCCSC is responsible for the administration of the reporting and payment of Master Contract assessments by USMX's members. CCCSC, in conjunction with the Container Royalty Central Collection Fund (CRCCF), has successfully transitioned all major carriers over to CRCCF's central collection reporting system. Currently, the receivables rate achieved by the centralized collection process stands at 38 days, in line with the 38-day target.

SERVICE AGREEMENTS

CCCSC has established Service Agreements with the following organizations, trust funds and programs:

- Management-ILA (MILA) Managed Healthcare Trust Fund
- Container Royalty Central Collection Fund (CRCCF)
- Carrier-ILA Container Freight Station (CFS) Trust Fund
- Carrier-ILA Container Royalty 4 (CR4) Trust Fund
- Carrier-ILA Container Royalty 5 (CR5) Trust Fund
- USMX-ILA Money Purchase Fund & Savings Plan (MPP)
- USMX-ILA COVID-19 Pandemic Relief Fund (CPR)
- Shipping Industry Mutual Assurance Association Limited (SIMAS)
- Shipping Association of New York and New Jersey Port of Discovery Program

IT DIVISION



Andrew J. Heo
IT Operations Manager



Rachel Kane
Business Systems
Analyst



Thomas Ochoa
IT Specialist



Alex Feuilly
Support Desk Rep.

MANAGED SERVICES PROVIDER

CCCSC provides payroll, general accounting and financial reporting services for itself, USMX, CRCCF, CFS, CR4, CR5, MPP and CPR along with IT administration for itself, USMX and CRCCF.



USMX OFFICERS AND STAFF



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CEO & Chairman



Anissa Frucci
Chief Financial Officer



Justin P. Weir
Chief Operating Officer



Ian A. Weinberger, Esq.
General Counsel



Anthony J. Dalonges
CCCSC President
Corporate Treasurer



Jason Winter
Vice President,
Labor Relations



Joseph A. Weeks
Director, Labor Relations
South Atlantic/West Gulf



Sarah de Val
Director of Business
Intelligence



Beth Monica
South Atlantic/West Gulf
Administration/Communication



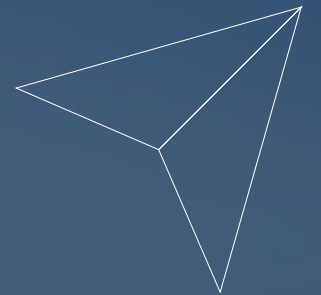
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**UNITED STATES
MARITIME ALLIANCE**



Port of New York/New Jersey

Editorial Content: USMX Staff

Graphic Design: Amy Berger, ABGraphics

Printing: Official Offset Corporation

Content Platform: überflip on USMX.com

Stock Photos:
iStock/Getty Images
Pexels.com
Adobe Stock Images

Additional Photo Contributions:
USMX Member Organizations



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