



HEALTHCARE BENEFITS

The United States Maritime Alliance (USMX) is the trusted labor relations leader for the maritime industry on the East and Gulf Coasts. In partnership with the International Longshoremen's Association (ILA), USMX works to support the skilled men and women who keep American trade moving—including by helping administer and safeguard comprehensive healthcare benefits for workers, retirees, and their families.

COMPREHENSIVE COVERAGE FOR 80,000 PEOPLE

The Management-ILA Managed Health Care Trust Fund (MILA) is a collectively bargained, multi-employer health plan jointly overseen by management and labor trustees. Through the MILA National Health Plan, more than 80,000 people receive healthcare coverage, including active and retired ILA members, qualified dependents, and certain other eligible employees.

MILA provides comprehensive benefits designed to support workers and their families throughout their careers and into retirement:

➤ **Medical coverage** ➤ **Prescription drug benefits** ➤ **Dental coverage** ➤ **Vision coverage** ➤ **Behavioral health coverage**

EXPANDING ACCESS AND REWARDING WORK

The new Master Contract strengthened MILA coverage with provisions designed to expand access and recognize the long hours worked by ILA members.

➤ **New 2,000-hour benefit tier:**
The 2024-2030 Master Contract established a new benefit tier for ILA members who work at least 2,000 manhours in a contract year. The tier became effective January 1, 2026, based on hours worked in Contract Year Ending 2025.

➤ **Earlier access for new employees:**
Effective July 1, 2025, MILA implemented a coverage option for new industry employees, enabling them to receive MILA benefits before meeting the standard eligibility rules.

JOINTLY MANAGED. BUILT FOR THE LONG TERM.

Under the 2024-2030 USMX-ILA Master Contract, MILA is one of five trust funds jointly managed by trustees from USMX and the ILA. That shared oversight helps ensure healthcare assessments are properly managed and that the fund remains positioned to meet members' healthcare needs.

