UNITED STATES MARITIME ALLIANCE

RETIREMENT 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 negotiates and administers the USMX-ILA Master Contract and helps safeguard the benefits that support longshore workers throughout their careers and into retirement.

Providing long-term retirement security is a critical part of championing the American worker. Through the USMX-ILA Money Purchase Fund & Savings Plan (MPP) and locally negotiated defined contribution and defined benefit plans, USMX members make significant employer contributions toward the retirement of qualified ILA workers. Under the 2024–2030 Master Contract, those investments have increased substantially.

INVESTING IN WORKERS' FUTURES

- **A Master Contract retirement plan.** The central USMX-ILA MPP & Savings Plan is a jointly managed, defined contribution retirement plan established under the 2018–2024 Master Contract for qualified employees working Master Contract hours in ports that did not already have local defined contribution plans. This plan covers 7 out of the 14 ports.
- **Significantly increased employer contributions.** The 2024–2030 Master Contract increased total MPP contributions by $2.00 per hour. Effective October 1, 2024, the Master Contract contribution rate ranges from $3 to $5 per hour worked, depending on the participating port.
- **Two forms of retirement savings.** The majority of ports have defined benefit plans that serve as the core retirement benefit. Effective in the 2018-2024 Master Contract, all ports now have a defined contribution plan that ensures workers have the ability to earn more for their retirement the more they work.
- **Supporting workers across the East and Gulf Coasts.** Ports that do not participate in the central MPP maintain their own defined contribution plans, with contribution levels negotiated through local agreements and the Master Contract.
- **Additional local investment.** Employer funding includes Master Contract contributions as well as local contributions at the majority of ports, effectively making contributions up to $9 per hour in certain ports.
- **Helping workers build their own savings.** Qualified participants in the central plan can supplement employer contributions by making both pre-tax and post-tax contributions directly from their weekly pay.

CHAMPIONING THE AMERICAN WORKER

Strong retirement benefits help turn demanding longshore work into a long-term, family-sustaining career. By negotiating increased employer contributions and jointly administering retirement programs with the ILA, USMX is helping workers build greater financial security for the future while supporting a skilled, stable workforce that keeps America's ports and economy moving.