

US MX



**UNITED STATES
MARITIME ALLIANCE, LTD.**

2024 ANNUAL REPORT



The United States Maritime Alliance, Ltd. (USMX) is a non-profit incorporated membership association headquartered in Lyndhurst, New Jersey and representing longshore industry employers on the U.S. East and Gulf Coasts, including container carriers, marine terminal operators and port associations.

USMX serves as the maritime Management group’s representative in Master Contract bargaining with the International Longshoremen’s Association. Other responsibilities of USMX include the articulation of various industry positions on regulatory and safety issues; the oversight of coastwide safety and training, retraining and certification/recertification programs; and the administration of coastwide fringe benefit funds and programs that are part of the Master Contract.

OUR MISSION

The mission of USMX is to preserve and protect the interests of its members in matters associated with the maritime industry, including all labor relations issues affecting longshore and related activities, and, in particular, in the realm of collective bargaining. The Alliance shall carry out this mission for its members and customers, with due consideration of the interests, safety and well-being of the workers and their representatives. Likewise, it understands the importance of its commitment to maintaining labor peace in order to meet and exceed the crucial demands of a global economy.



USMX Member Organizations

USMX 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.
- Hamburg Süd North America, Inc.
- 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.

USMX PORT ASSOCIATIONS

- The 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.
- The Shipping Association of New York & New Jersey
- West Gulf Maritime Association, Inc.

USMX DIRECT EMPLOYERS

- APM Terminals North America, Inc.
- Charleston Stevedoring Company, LLC
- Cooper/Ports America, LLC
- CP&O, LLC
- Gateway Terminals, LLC
- Houston Terminal, LLC.
- Maher Terminals, LLC
- New Orleans Terminal LLC
- Port Liberty Terminals
- Ports America
- SSA Atlantic, LLC
- SSA Marine
- Virginia International Terminals, LLC

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F. PAUL DE MARIA
Chief Executive Officer
& Chairman

David F. Adam served as the USMX Chief Executive Officer and Chairman in 2024, until his retirement on April 1, 2025.

F. Paul De Maria was USMX Chief Operating Officer in 2024, and was selected as the new USMX Chief Executive Officer and Chairman in April 2025.

It's an honor to be selected as Chief Executive Officer and Chairman of USMX, and to have an opportunity to lead this organization, particularly at such a critical juncture for our industry.

Coming out of the most difficult Master Contract negotiation in our history—which included navigating the first ILA strike in nearly half a century—we successfully reached a landmark new 6-year agreement—a contract that furthers our mission to create modern and safe working conditions across the industry while continuing to focus on enhancing strong and efficient supply chains to ensure American companies can access the global marketplace.

Our focus now turns to finalizing the terms of the complete Master Contract and local contracts and working with the ILA to ensure that we are successfully implementing this new agreement.

New Master Contract

I am proud of how our organization was able to navigate particularly difficult negotiations with the ILA and achieve a new mutually-beneficial contract that establishes a framework for implementing technologies that will modernize East and Gulf Coast ports—and create more good paying American jobs

Despite a prolonged impasse over technology and the threat of a second strike, we confronted adversity to secure a new deal that was unanimously ratified by the USMX membership. Some of the highlights of this new agreement include:

- Significant wage increases for ILA members, more than 60% over the life of the contract, along with a new wage progression sale
- A new practical framework for implementing new technology and supporting port investments that will create more jobs and modernize East Coast and Gulf Coast ports

- Enhanced benefits, such as a larger employer contribution to the Money Purchase Plan and the introduction of a MILA "Super" tier

These are benefits that ensure we as employers can attract and retain the world-class workforce that will be required to meet the challenges of today and demands of tomorrow. It is an investment in the people we work with and our shared future.


Looking Ahead

As we enter a new chapter for USMX, our priority will be taking strategic steps to build an organization that is best positioned to shape the future of our industry. This means making key changes and additions to our leadership team and orienting our focus around the needs of our diverse membership group. These changes will come amidst a tremendous amount of uncertainty as we navigate a new administration and shifting trade and maritime policy that will undoubtedly have short- and long-term impacts on our industry.

I look forward to updating you on this process, our work with the ILA and how we are working together to implement this contract and ensure that our industry remains competitive, despite significant and unpredictable economic headwinds.

Finally, I want to thank Dave Adam for his years of dedicated service to USMX. Dave was a leader in the maritime industry and played an important role in our most recent Master Contract negotiations. Thank you Dave, and we are all wishing you the best in retirement.

Thank you,



F. Paul De Maria

CARRIER DIRECTORS



ROY AMALFITANO
Evergreen Shipping
Agency (America) Corp.



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



THOMAS ENGEL
Hapag-Lloyd
(America), LLC



ALBERT V. GEBHARDT
Maersk
North America



JAMES HOUGHTALIN
COSCO SHIPPING Lines
(North America) Inc.



KURT MITTENZWEI
CMA CGM Group



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

DIRECT EMPLOYER DIRECTORS



DAN HALL
Charleston Stevedoring
Company, LLC



JAMES PELLICCIO
Ports America



KEVIN PRICE
Gateway Terminals, LLC

PORT ASSOCIATION DIRECTORS



JAMES R. GRAY, JR.
Jacksonville Maritime
Association, Inc.



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



KELLY B. STRONG
The Boston Shipping
Association, Inc.



Heading into 2024, our primary focus was reaching an agreement on a new Master Contract that would establish labor peace for the next six years and set the foundation for a mutually beneficial period of growth and expansion for USMX members and the ILA.

We anticipated a more difficult and complex negotiation than previous contracts, given economic and situational industry pressures, but a perfect storm of business, operational, and political circumstances produced an entirely unique process from any other point in our organization’s history.

Since the last Master Contract, we saw the ongoing impacts of the pandemic create upheaval across our industry, forcing the global shipping industry into the spotlight. At the same time, advancements in technology – aimed at improving operations and efficiency as a record volume of goods were shipped across the globe – were characterized by the ILA as posing a direct threat to their livelihoods.

Against this backdrop, the American political landscape was being remade by a series of unprecedented events that challenged conventional wisdom and reoriented political alliances.

LINGERING IMPACTS OF THE PANDEMIC

This was the first Master Contract negotiation for USMX since the pandemic and it was apparent that the ILA was more willing to consider a strike than they had been in years past.

The global shipping industry has had to navigate a considerable amount of uncertainty, turmoil, and inflation since the start of the pandemic and as a result, some USMX carrier members realized significant economic progress; where ILA wages did not rise in tandem – only because the pre-pandemic collective bargaining agreement couldn’t keep up with persistent inflation. However, our members recognized the ILA members’ key role in supporting our industry and keeping the U.S. economy moving during an exceptionally difficult situation.

The ILWU was also successful in bargaining a new contract that brought with it historic wage increases, setting a much higher economic baseline than our industry had experienced any time previously.

While USMX attempted to get far in front of bargaining, starting in 2022 to provide the runway to reach a new deal well in advance of contract expiration, these efforts were not enough to head off the challenges that would follow.

At their annual convention in 2023, ILA leadership made clear that they would be willing to go on strike to receive what they believed was fair compensation for all that had transpired since the last contract, and that wages, and protecting members from technological advancements that they deemed as a threat to their livelihoods would be the most important issues to bargain around.

POLITICAL INTERFERENCE

We were forced to contend with unprecedented federal political engagement throughout the bargaining process which created external pressures and outsized attention on negotiations.

That the Master Contract was set to expire just over a month before one of the most tightly contested Presidential

elections in history brought our industry and the bargaining process to the front of the national consciousness in a way that had never been experienced before.

Eventually there would be pressure from two administrations who were publicly and strongly backing the ILA and pushing for an agreement.

The Biden administration considered itself one of the most pro-labor administrations in the nation’s history and acting Secretary of Labor Julie Su played a role in the ILWU and PMA reaching a deal in 2022. Considering how any impacts of a prolonged strike could be politicized at such a key moment in the campaign incentivized the Biden administration and numerous federal agencies to push for a USMX-ILA agreement or extension until after the 2024 election.

In December, the ILA visited President Trump at Mar-A-Lago, which was followed by a public pronouncement of support and a push for a deal before the start of his term in January.

TECHNOLOGY & MODERNIZATION

Wages and compensation are always central to bargaining, but USMX and the ILA both entered negotiations knowing that technology would be the other major issue to solve, with USMX stressing the importance of improving our ability to implement new modern technologies aimed at making our ports safer and more efficient.

The ILA leveraged a dispute about preexisting autogate technology as a pretense for breaking off Master Contract negotiations and in doing so ensured that issues around technology would remain at the forefront throughout bargaining.

Having already established that fully automated terminals would not be allowed at East and Gulf Coast ports, USMX needed to effectively make the case that having the ability to invest and modernize would be beneficial to both parties and that a new deal without these enhancements would not be possible.

For the ILA and the public at large, this point, like wages, was a sympathetic one for the union at a time when advancements in artificial intelligence (AI) made questions about the future of work

prominent for consumers, journalists and elected officials. This placed the onus squarely on USMX to make the case for why modernization was the only way to provide the investment and infrastructure to adequately support American businesses and strengthen the reliability of our supply chains.

A “WIN-WIN” FOR USMX AND THE ILA

USMX successfully navigated these challenges and on Jan. 8 reached a tentative Master Contract agreement that would set labor peace for the next six years and increase wages, strengthen benefit plans, maintain current jurisdiction, professionalize the workforce, and allow us to modernize our ports.

At a high level, the new agreement delivered significant wage increases for the ILA, reflective of the indispensable role they played throughout the pandemic, while also reaching an agreement on a revised framework for implementing new technology meant to position both USMX members and the ILA for the future.

The deal was unanimously approved by USMX members and nearly 99 percent of ILA members voted in favor of ratification.



THE NEW AGREEMENT

The new six-year Master Contract (2024-2030) will be critical in providing the foundation to chart a successful and prosperous future for the industry.

Negotiations for the new Master Contract centered on two main areas, wages and technology, but there were also important enhancements made to ancillary areas including health and retirement benefits, local fringe benefits and new policies meant to improve operations and reliability.

Historic Wage Increases

- ILA members will receive a 62% wage increase over the life of the contract and the wage progression scale for employees to move from the base starting wage to the highest straight-time base wage was reduced from six to four years. This means that the highest base wage will increase from \$39/hour to \$63/hour by the end of the new agreement.
- Additionally, the starting wage will increase by 50% over the life of the contract, rising from \$20/hour to \$30/hour by the end of the new agreement.
- While the timeline of the wage progression scale decreased, the new contract calls for an increase in the minimum hours required for an employee to receive credit for a Qualified Anniversary Year. The previous 700-hour threshold for a Qualified Anniversary Year is now set at 800 hours for an employee to receive credit and move up through the wage progression scale.

New Framework for Technology and Modernization

- The new Master Contract establishes a practical framework for implementing new technology and making key port investments that will create more

jobs while modernizing East and Gulf Coast ports. This was a key point during negotiations because of the importance of ensuring that USMX members improved on their ability to make important investments in new modern equipment – including cranes that use semi-automated technology – while providing protections to the ILA ensuring that any new cranes will always have a human operator.

- The agreement maintains that there will be no fully-automated terminals and no fully-automated container handling equipment, and that no new technology will be implemented until USMX and the ILA agree to manning levels and workforce protections.
- However, the new agreement also establishes a new streamlined procedure for technology implementation aimed at easing facilitation for this new technology which aims to improve safety, productivity, efficiency and capacity on the terminals, which will benefit both USMX members and the ILA. Critically, while this new procedure continues to outline how USMX members and the ILA will negotiate the specifics around negotiation it also sets clear timelines and empowers the dual membership technology committee, and if necessary, a third-party mediator to review and approve these local agreements.

RMG/RTG Cranes

- The Master Contract also includes an agreement to allow Terminal Operators to continue to grow operations utilizing RMG/RTG equipment because of the importance of supporting densification and growth. While all currently deployed equipment will continue to be operated in its current state (red lined), USMX and the ILA agreed to allow further utilization, with manning requirements to be negotiated at the local level, and a commitment to research and utilize all technology that would assist an operator in being more efficient and productive while using the crane.
- In essence, this agreement continues to demonstrate how the two sides will closely collaborate on this important issue, but with set time periods for review and arbitration, it delivers certainty to USMX members that they can proceed with the types of comprehensive innovations that are so important to the future of the industry.
- In addition to these important changes for implementing new technology, the Master Contract also added an important provision that enabled minor technology, meaning it does not alter manning or job functions and does not reduce work hours, can bypass the new technology

procedure. This is a vital provision that allows Terminal Operators to introduce step-change technology that can improve efficiency and data collection, a significant step toward further modernization of our terminal operations.

Benefits and Other Enhancements

- The new Master Contract included a number of other enhancements aimed at delivering improved benefits to ILA members—including increasing contributions to retirement benefit funding and further strengthening what was already one of the strongest

healthcare plans for any workforce in the country—and creating more reliability and accountability for employers and the ILA

- Money Purchase Plan – Qualifying employees will receive an additional \$2/hour contribution.
- MILA – Introduction of a “Super” tier of MILA coverage for employees who accrue 2,000 hours or more in a contract year. This tier shall provide enhanced medical, dental, and vision benefits, including, but not limited to, zero deductibles and copays.
- Absenteeism – A revised policy

stipulating that all ports will institute a mutually agreed upon policy to ensure an employee who accepts a job order fulfills that order. This was especially important for USMX because of increased operational difficulty where employees who accepted a job would not always show up to work that job. This new policy garnered full support from ILA leadership who recognized the importance of this reliability for USMX members and the impetus on employees, particularly after negotiating such a robust new agreement with higher wages and strengthened benefits.



TIMELINE

■ Initial Bargaining - January 2022

USMX and the ILA met to discuss broad and directional contract issues, and the ILA presented its first proposal.

■ USMX issues counter proposal - May 2022

The USMX BOD agrees on a counter proposal that they submit to the ILA, but the proposal is rejected in June.

■ USMX and ILA meet in Florida - February 2023

USMX and the ILA meet in Delray, Florida, and USMX submits a contract proposal that is rejected and countered by the ILA, demanding a response by March 6.

■ USMX submits updated offer - March 2023

USMX updates its offer which is rejected by the ILA and the ILA calls off Master Contract and local bargaining.

■ USMX and Carrier BOD members meet with ILA - September 2023

USMX and carrier members of the Board of Directors meet with the ILA in an attempt to restart bargaining. The first time the ILA made the demand that USMX agree to its wage proposal as a requirement to reopen bargaining. This is the final bargaining session until the Fall of 2024, after the 3-day strike and temporary extension.

■ Local Negotiations Resume - February 2024

The ILA and USMX agree to resume local negotiations with a deadline of May 17 to complete the process.

■ ILA 56th Quadrennial Convention - July 24 -27, 2023

At the ILA's national convention in Hollywood, Florida, Harold Daggett issued a strike threat, identifying wages and technology as the key aspects of the Master Contract on which ILA leadership was focused.

■ ILA and USMX announce the likely completion of local contract bargaining - May 17, 2024

ILA and USMX issued a joint statement of confidence in local contract negotiations, announcing the intent to start Master Contract bargaining.

■ ILA calls off Master Contract bargaining - June 10, 2024

Citing the use of autogate technology, ILA leadership officially called off Master Contract bargaining with USMX leading both parties to begin preparations for a work stoppage in East and Gulf Coast ports.

■ Section 8(d) notices/Form F-7 filing - August 23, 2024

After the ILA filed a Notice to Mediation Agencies (Form F-7) with the Federal Mediation & Conciliation Service (FMCS) on August 19th, USMX also filed the same form with the FMCS after being unable to secure a meeting with the ILA to resume Master Contract negotiations.

■ ILA Wage Scale Meetings - September 4, 2024

The ILA called for two days of meetings with the union's Wage Scale Delegates in Teaneck, NJ to review final contract demands and local strike strategies. At the end of this meeting Wage Scale Delegates unanimously supported an October 1st strike if the ILA's demands were not met.

■ USMX responds to outreach from federal agencies - September 23, 2024

After receiving outreach from the Department of Labor, the Federal Mediation & Conciliation Service (FMCS), and other federal agencies, USMX reaffirmed their commitment to bargaining with the ILA and updating these agencies accordingly. While USMX declares their openness to working with the FMCS for mediation, the ILA remains away from the bargaining table.

■ USMX Files Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB) - September 26, 2025

Following the ILA's repeated refusal to come to the bargaining table and the eventuality of an economically devastating strike, USMX files a ULP charge with the NLRB with hopes of requiring the ILA to resume bargaining and come to a deal.

■ Last-minute bargaining - September 30, 2024

After more than a year since the last formal proposal was exchanged and at a clear impasse, with direct engagement from the Biden administration and the Department of Labor, the ILA and USMX leadership exchanged wage offers and USMX requested an extension of the current contract. The USMX offer was rejected and the first port strike in 50 years on the East and Gulf Coasts was imminent.

■ ILA strike begins - October 1, 2024

At 12:01 AM, ILA members began striking at all 14 USMX member ports across the East and Gulf coasts creating a national media frenzy and ratcheting up political pressure from the Biden administration to reach a deal.

■ Strike ends - October 3, 2024

USMX and ILA leadership reached a tentative agreement on wages and agreed to extend the Master Contract until January 15, 2025, and to return to the bargaining table to negotiate all other outstanding issues. Job actions ceased immediately, and all work covered by the Master Contract resumed.

■ Negotiations Announcement - October 25, 2024

USMX and the ILA issued a joint announcement that the two sides would meet in New Jersey to resume bargaining on the terms of a new Master Contract.

■ Resumption of Negotiations - November 12, 2024

Negotiations resumed and some positive progress was made on several issues during the first day of bargaining.

■ ILA Breaks Off Negotiations - November 13, 2024

The ILA made a technology proposal that was regressive from the language included in the previous Master Contract and after USMX refused to negotiate around those parameters the ILA broke off negotiations.

■ ILA meeting at Mar-A-Lago with President Trump - December 12, 2024

ILA leadership met with President-elect Donald J. Trump at Mar-A-Lago to discuss ongoing issues around bargaining. During that meeting, Mr. Trump called USMX COO Paul De Maria and expressed his desire that USMX and the ILA reach agreement and make a deal. Coming out of the meeting, President-elect Trump made a post on his Truth Social account in support of the ILA.

■ ILA and USMX resume bargaining - January 7, 2025

USMX and ILA meet in New Jersey to resume bargaining for a new Master Contract agreement just eight days before the expiration of the temporary extension of the previous contract.

■ ILA and USMX announce tentative Master Contract agreement - January 9, 2025

After two days of bargaining, the ILA and USMX jointly announced they reached a tentative agreement on all items for a new six-year Master Contract, preventing any possible supply chain interruptions. Both parties agreed to operate under the current contract until the ILA and USMX members could ratify the terms of the new Master Contract.

■ USMX Member Ratification Vote - January 29, 2025

USMX held a Special Membership meeting to review the terms of a new Master Contract and hold a ratification vote. The new Master Contract received unanimous approval from USMX membership.

■ ILA Wage Scale Delegates' Meeting - February 7, 2025

The ILA held a meeting of its Wage Scale delegates to review the terms of the new Master Contract. USMX COO Paul De Maria attended the meeting and provided additional context to ILA members about the agreement and how it would be implemented if the ILA voted for ratification.

■ ILA Ratification Vote - February 25, 2025

Rank-and-file members of the ILA overwhelmingly voted to ratify the terms of the new Master Contract with nearly 99% voting in favor.

■ ILA and USMX sign new Master Contract - March 11, 2025

The ILA and USMX leaders signed a historic six-year Master Contract agreement. Both parties hailed the contract as a "win-win" that established a framework for the implementation of safe and innovative technology while protecting ILA jobs, and strengthening the American economy and supply chain.



CONTRACT IMPLEMENTATION

With a challenging negotiation behind us, now the real work starts in partnering with the ILA to implement the new contract. The goal is to make sure that both parties remain committed to the ideals we agreed to during negotiations and that we begin to rebuild trust and respect so that when it comes time to negotiate again in the future, we are able to avoid finding ourselves in a similar situation.

Just as negotiations transpired during a time of political transition, bringing unexpected and new challenges, this Master Contract is going into effect as the maritime industry heads into uncertain economic territory.

The current administration has already demonstrated a desire to rewire many long-established dynamics of global trade, with the maritime industry navigating historically-high new tariffs and the undoing of bilateral trade deals. It is vital for this Master Contract to deliver for both USMX and the ILA, so that we can set up our industry for long-term success, while continuing to support American businesses and commerce during what may prove to be a challenging economic period.

Central to this will be how we ultimately approach new technology implementation and workforce protection. As part of the new Master Contract, we maintained that no fully-automated terminals or container handling equipment will be used, but we also established a number of new principles and guidelines to guide this process and how we can continue to make key investments to modernize our ports and support future growth, which will benefit USMX and the ILA.

Guiding Principles

USMX and the ILA are committed to protecting the workforce while improving safety, productivity, efficiency and capacity on the terminals.

The new Master Contract outlines a streamlined procedure for an employer implementing new technology which includes:

- Official notification
- Technology demonstrations
- A New Technology Committee to resolve all open issues that are not agreed to at the local level
- Arbitration with concrete time frames to settle any issues that are not resolved by the New Technology Committee

RMG/RTG Cranes

The use of RMG/RTG cranes was one of the other main points to resolve during bargaining, but we worked to introduce a solution that delivers a win-win for both parties, allowing port operations to densify and continue growing through the use of RMG/RTG equipment.



The equipment can be operated remotely, and the ILA will have control over vertical and horizontal movement of the cargo. Both parties also mutually agreed to maintain the maximum density allowed by using the most recent and effective technology to assist the operator to be safe, efficient and productive while working within the stacks.

It was important for the ILA to be able to maintain more control over the movement of cargo and maintain that there will be a minimum of one operator per machine. However, the new Master Contract also includes language about collaborating to ensure these cranes are being used in the most efficient manner possible which is the only way to deliver the increased density and improved efficiency that will increase our capabilities and help improve on reliability.

There is a commitment by the parties to research and utilize all technology that would assist an operator in being more efficient and productive and if mutual agreement cannot be reached on the use of Operator Assisted Technology, the subject will be brought to the Technology Committee Process (including arbitration if necessary).

Supporting the Industry Following the Francis Scott Key Bridge Collapse

When the Francis Scott Key bridge collapsed and effectively shut down the Port of Baltimore for nearly three months, it caused tremendous disruption across the entire industry. The impacts of this tragic event were numerous and far reaching, including lost work and employment opportunities for ILA members and stevedores, and requiring carriers to reroute cargo for an indeterminate period of time.

In the immediate aftermath, USMX worked with the local Port Association, employers, and ILA locals on how best to support the industry while facing a disruption that had the potential to bring far-reaching impacts for months or even years into the future. Without a clear federal or state regulatory response to support employers or workers, there was

a need to fill gaps with creative solutions and collaboration across multiple stakeholders.

USMX leadership worked directly with the ILA to quickly devise solutions that would deliver immediate financial support for ILA members who were suddenly out of work.

Recognizing the need to work expeditiously to find a way to provide assistance to these employees who suddenly found themselves facing an uncertain future, there were a number of priorities that needed to be considered, including how to ensure employees were still receiving paychecks and that all of their benefits would be preserved.

This support took multiple forms and as part of the relief efforts, steps were taken

to advance the annual vacation and holiday check for local ILA employees to provide millions of dollars of supplemental income without the need to wait for any other program to be in place. Additionally, USMX Direct Employers guaranteed 40-hour work weeks for more than 400 ILA members and kept this program in place for the entirety of the nearly 3-month closure.

USMX and ILA International jointly worked together to include the bridge collapse as a cause to distribute supplemental unemployment benefits under the existing CPR Fund, directing millions in wages to approximately 1,000 employees. We also proactively credited hours to preserve MILA healthcare benefits for employees and their families.



Master Contract Ports and Carrier Calls

PORT OF BOSTON
CMA CGM
COSCO SHIPPING Lines
Evergreen
Mediterranean Shipping Company
OOCL
ZIM

OOCL
Seaboard
Turkon America, Inc.
Wallenius Wilhelmsen
Wan Hai Lines
Yang Ming
ZIM

PORT OF BALTIMORE
American President Lines
Atlantic Container Line
Atlantic Ro-Ro Containers
Bahri Logistics
BBC
CMA CGM
COSCO SHIPPING Lines
Carrier 53 Shipping GMBH
Evergreen
Hapag-Lloyd
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Turkon America, Inc.
Wallenius Wilhelmsen
ZIM

PORT OF VIRGINIA
American President Lines
ARKAS Container Transport
Atlantic Container Line
CMA CGM
COSCO SHIPPING Lines
Ellerman
Evergreen
Hamburg Süd
Hapag-Lloyd
HMM
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Turkon America, Inc.
Wallenius Wilhelmsen
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
Mediterranean Shipping Company
Ocean Network Express

**PORT OF PHILADELPHIA/
WILMINGTON, DELAWARE**
Atlantic Ro-Ro Containers
CMA CGM
Chiquita
COSCO SHIPPING Lines
Dole
Ellerman
Hapag-Lloyd
Liberty Global Logistics
Maersk
Marfret
Mediterranean Shipping Company
Nico Shipping
Ocean Network Express
Wallenius Wilhelmsen
Yang Ming
ZIM

**PORT OF WILMINGTON,
NORTH CAROLINA**
Bahri Logistics
Crowley Maritime
(Crowley Liner Service)
Ellerman
Hapag-Lloyd
HMM
Independent Container Line
International Shipping
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
Ridgeway International
Seaboard
Spliethoff
Yang Ming
ZIM

PORT OF CHARLESTON
American President Lines
BBC Chartering
CMA CGM
COSCO SHIPPING Lines
Carrier 53 Shipping GMBH
Evergreen
Hamburg Süd
Hapag-Lloyd
HMM
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Wallenius Wilhelmsen
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ZIM

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

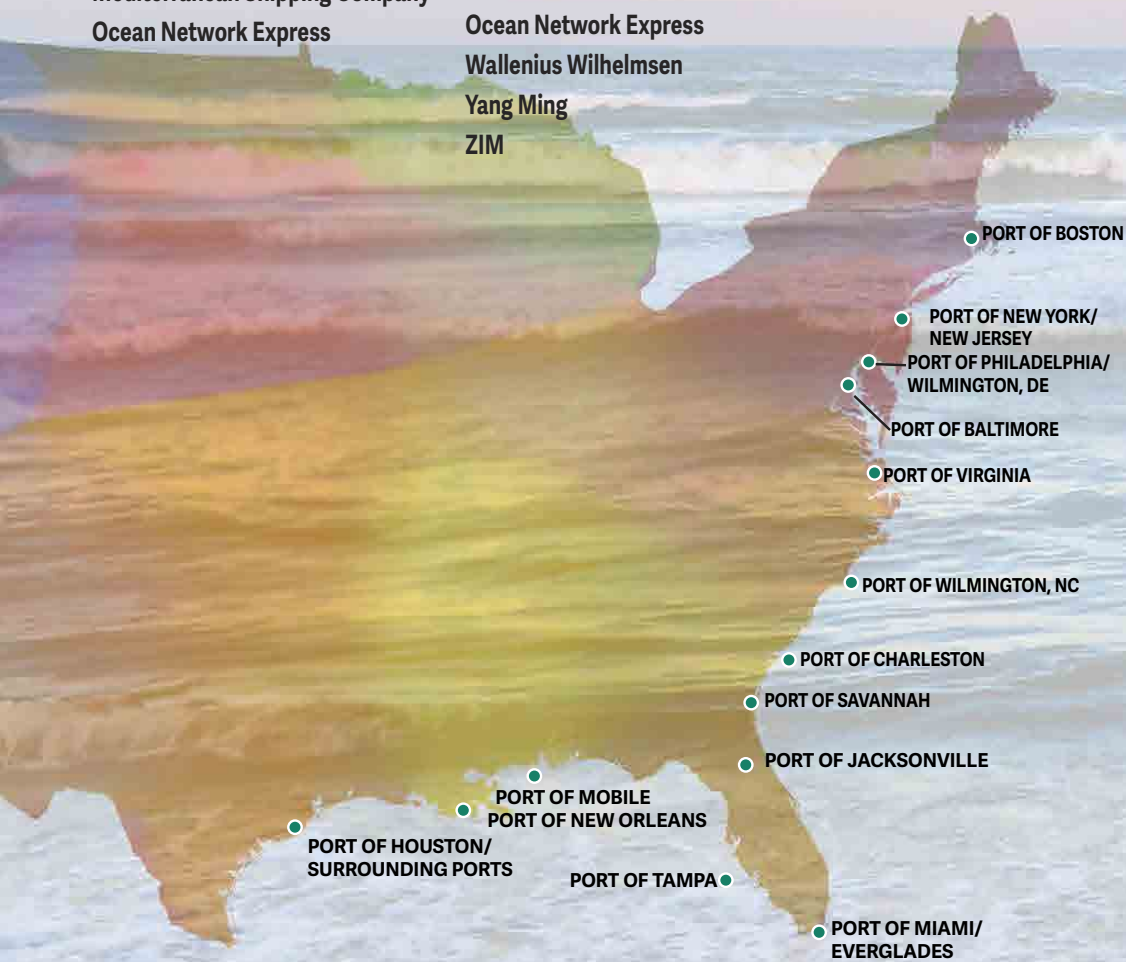
**PORT OF MIAMI/
EVERGLADES**
American President Lines
CMA CGM
COSCO SHIPPING Lines
Chiquita
Evergreen
Hapag-Lloyd
Honduras Logistics & Shipping Co.
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Seaboard
Yang Ming
ZIM

PORT OF TAMPA
CMA CGM
COSCO SHIPPING Lines
Evergreen
Maersk
Mediterranean Shipping Company
OOCL
ZIM

PORT OF MOBILE
CMA CGM
COSCO SHIPPING Lines
Evergreen
Hapag-Lloyd
HMM
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Wallenius Wilhelmsen
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PORT OF NEW ORLEANS
CMA CGM
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Evergreen
Hapag-Lloyd
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
Seaboard
ZIM

**PORT OF HOUSTON/
SURROUNDING PORTS**
AAL Shipping
American President Lines
Atlantic Container Line
Bahri Logistics
CMA CGM
COSCO SHIPPING Lines
Chiquita
Crowley Maritime
(Crowley Liner Service)
Del Monte
Dole
Evergreen
G2 Ocean
Hapag-Lloyd
HMM
Intermarine
Liberty Global Logistics
Maersk
Mediterranean Shipping Company
Ocean Network Express
OOCL
RG Shipping International
Spliethoff
UAL-Universal Africa Lines
Wallenius Wilhelmsen
Yang Ming
ZIM



Master Contract Tonnage & Manhours

DATA LOOKBACK: 2014 through 2024

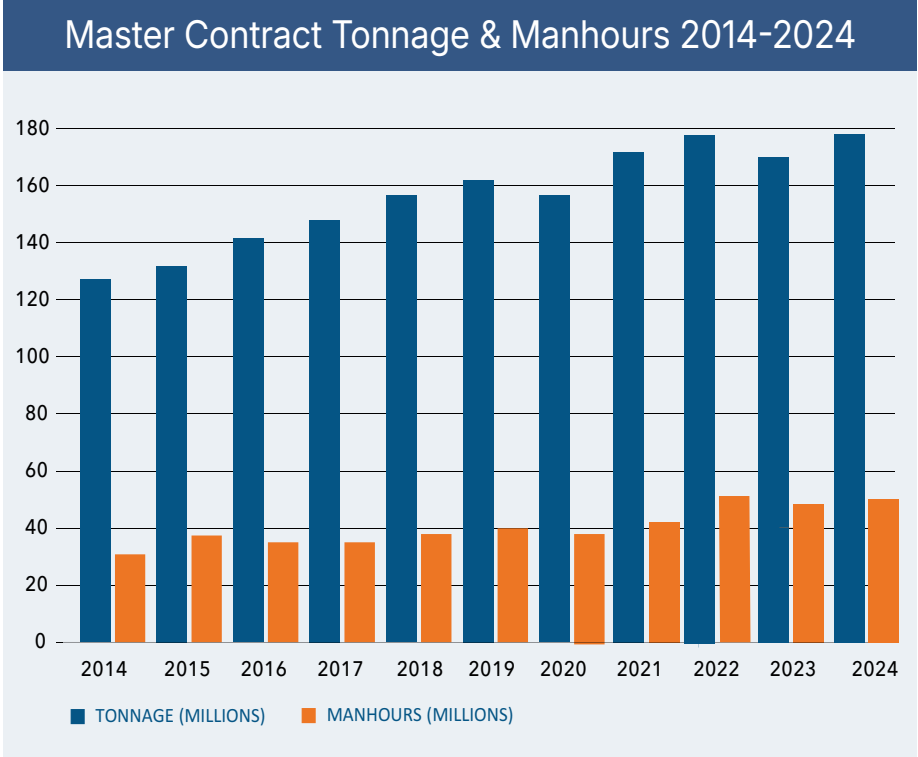
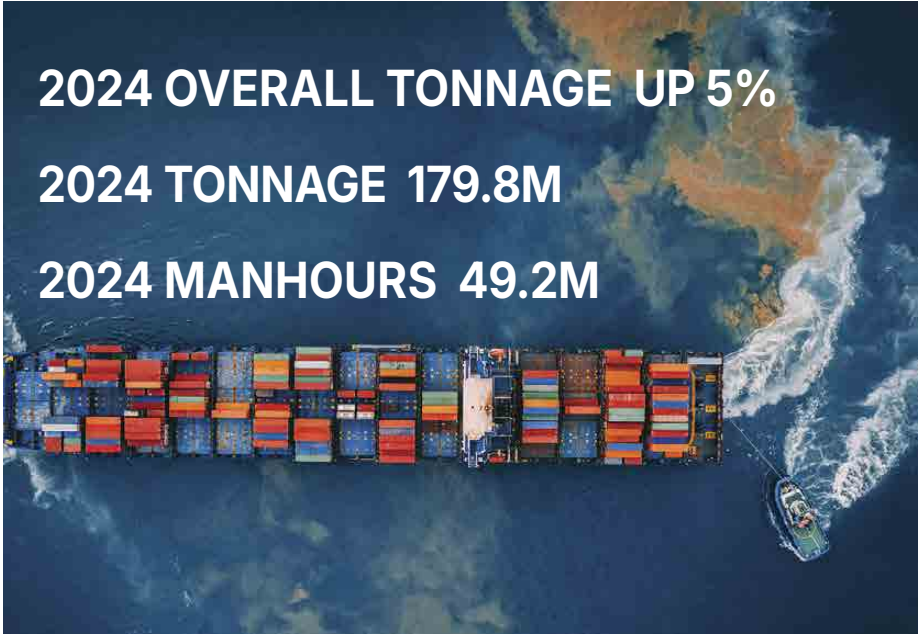
Contract Year 2024 was the final year in the 2018-2024 Master Contract.

After several volatile years following the pandemic, container tonnage was up over 5% from contract year ending 2023. Over the course of the 6-year contract, tonnage grew 11%.

Manhours, which are inclusive of all MILA-eligible ILA manhours, also grew during this time period reflecting growth in both container and non-container sectors. Over the course of the 6-year contract, manhours grew 16.6%.

CONTRACT YEAR ENDING	TONNAGE
2014	126,979,694
2015	134,988,382
2016	142,932,773
2017	147,015,963
2018	157,019,573
2019	162,250,963
2020	157,493,933
2021	173,252,754
2022	179,310,593
2023	170,550,930
2024	179,761,659

CONTRACT YEAR ENDING	MANHOURS
2014	34,326,785
2015	37,363,225
2016	35,095,041
2017	36,696,418
2018	39,878,394
2019	42,153,398
2020	38,542,343
2021	43,685,581
2022	51,657,311
2023	47,825,351
2024	49,142,997



2024 ILA-USMX Joint Safety Committee

the issues addressed by the JSC in 2024: Occupational Heat Exposure; Injury Recordkeeping; OSHA's Hazardous Communication Standard Amendment; Gangway Safety Nets; Emergency Action Plans; and Split Rim Tire Safety.

Members of the JSC currently sit on the board of MACOSH and attend the quarterly NACOSH meetings when hosted online. The JSC presented during the ILA's Education Conference in Tampa, FL. 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.

The JSC had great success in 2024 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 and Spanish, in addition to over 360 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 2024 the JSC produced and distributed multiple OSH Circulars in which it guided the ILA and USMX members on relevant safety topics. All the JSC's published alerts and circulars can be accessed via the USMX website homepage at usmx.com by clicking the link DOWNLOADABLE Safety Bulletins and Various Safety Resources.

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 composed 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."

Thanks to the close collaboration the JSC has developed since its inception in 2014, they were able to quickly switch to a remote team when COVID hit in 2020. Thanks to the coverage gained through the years, the JSC was able to have members in each division of the East and Gulf that were able to both communicate and respond quickly to the many changes and questions about the covid pandemic that affected not only the whole group, but even more specific issues happening in certain regions. We were then able to share these as a group and spread best practices and ideas to all ILA personnel and member ports as per the original mission of the JSC.

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

SELECT 2024 ILA-USMX JSC OSH CIRCULARS and ALERTS



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 all 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.

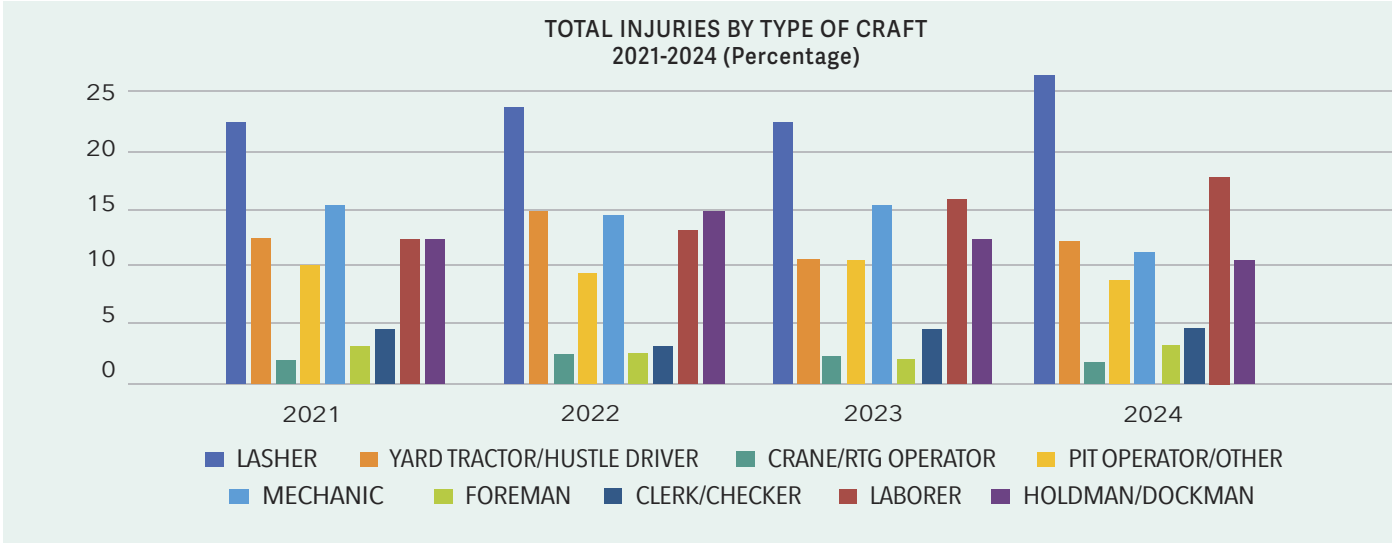
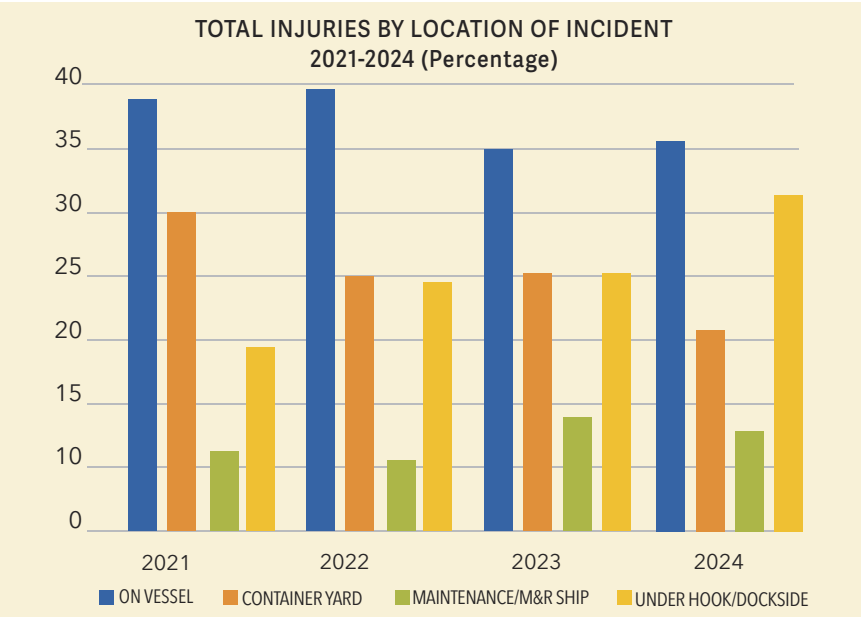
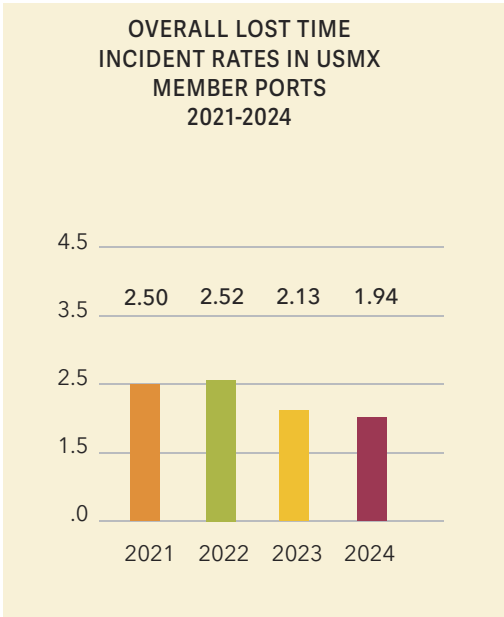
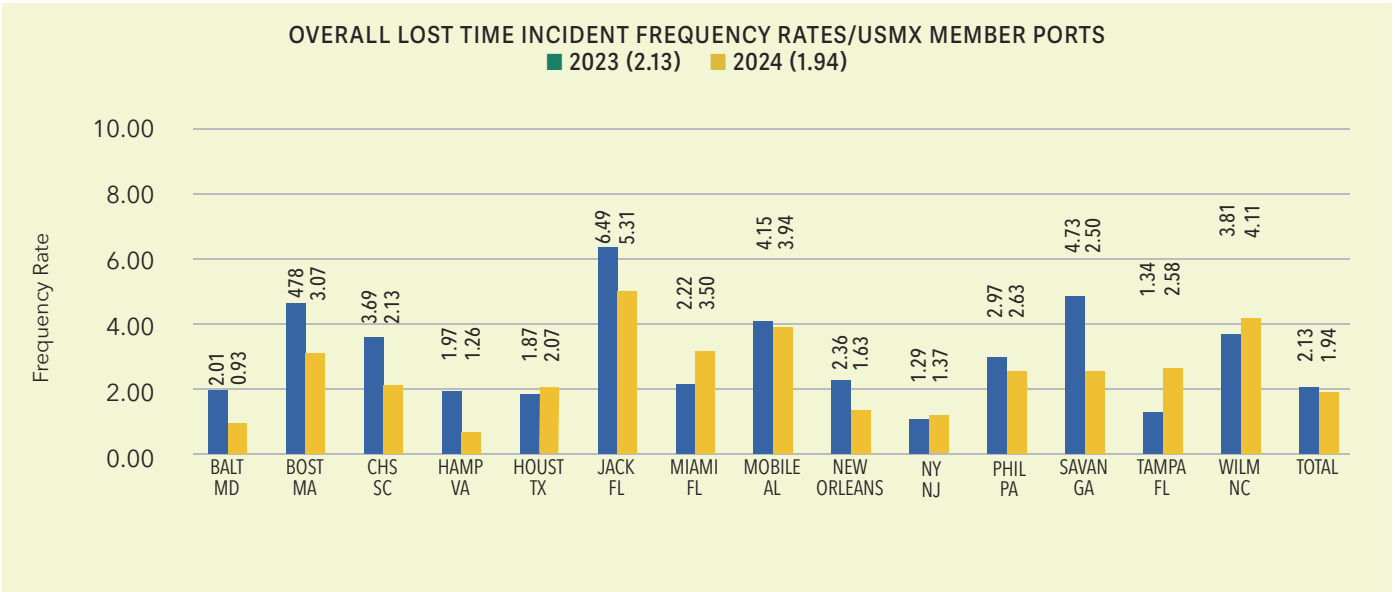
As illustrated in the accompanying charts, the LITR data from the past year shows a substantial decrease of approximately 10% year-over-year. The sustained downward trend in LITR since safety data collection was instituted in 2013 – from a high of 4.85 to the current 1.92 in 2024 – demonstrates the value 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	2021	2022	2023	2024
Lasher	23.79%	24.00%	22.40%	26.25%
Yard Tractor / Hustle Driver	13.06%	15.14%	11.66%	13.60%
Crane / RTG Operator	2.18%	3.00%	2.19%	2.11%
Pit Operator / Other	10.42%	8.86%	10.75%	8.24%
Mechanic	17.11%	14.86%	16.58%	12.26%
Foreman	3.27%	2.57%	1.82%	3.45%
Clerk / Checker	4.67%	3.43%	4.74%	4.79%
Laborer	12.75%	13.00%	16.21%	18.39%
Holdman / Dockman	12.75%	15.14%	13.66%	10.92%

LTI BY TYPE	2021	2022	2023	2024
Slips / Trips / Falls	29.24%	29.29%	27.32%	27.78%
Struck By Cargo	3.27%	4.86%	5.83%	4.60%
Struck By Vehicle	7.93%	5.43%	6.38%	3.45%
Strain	23.02%	22.71%	23.86%	23.37%
Struck By Cargo Handling Equipment	9.95%	7.57%	9.84%	13.79%
Jostling	10.89%	14.43%	9.47%	11.30%
Working At Height	0.31%	0.57%	0.00%	1.34%
Hearing - Long Term	2.02%	0.43%	1.09%	0.57%
Other	13.37%	14.71%	16.21%	13.79%

LTI BY LOCATION	2021	2022	2023	2024
On Vessel	38.41%	39.29%	35.15%	35.82%
Under Hook - Dock Side	19.60%	24.71%	25.32%	31.03%
Container Yard	30.02%	25.14%	25.68%	21.07%
Maintenance / M&R Ship	11.98%	10.86%	13.84%	12.07%

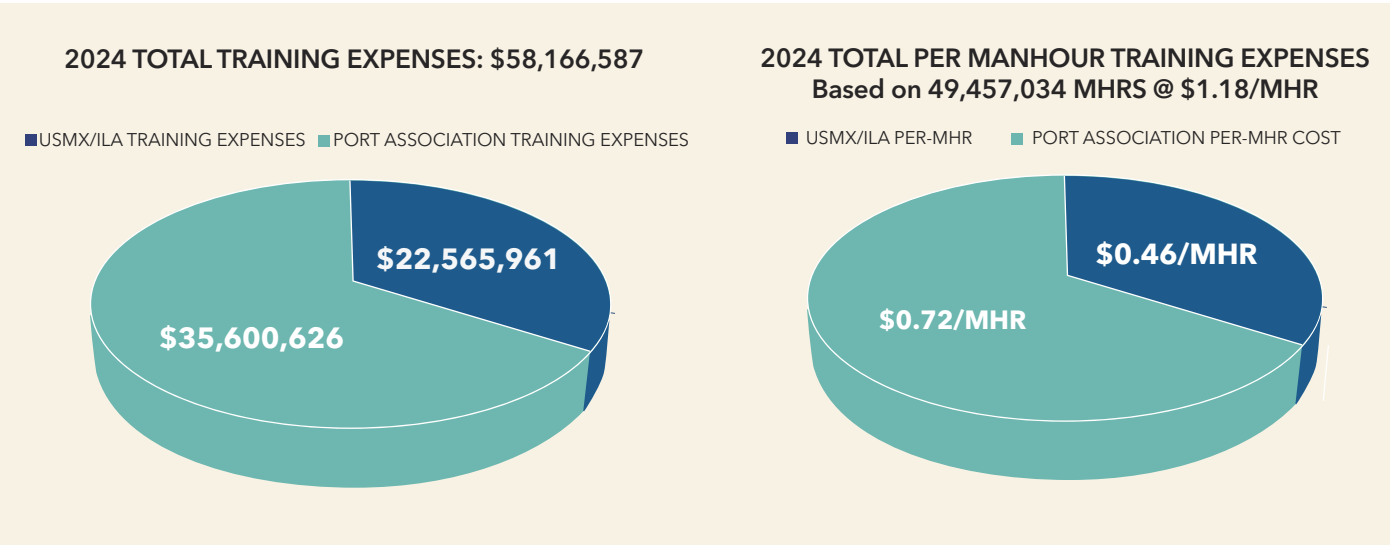


Training Program Overview

USMX carriers pay \$0.25 per ton of cargo to support the training, safety and Container Freight Station (CFS) programs, and in 2024 almost \$22M went directly to training, an increase of approximately \$4 million since 2021, as the training programs have now effectively rebounded from the lull created by the pandemic.

In 2024, between the Port Associations and the Carriers, over \$56M was spent on training, marking the third-straight year that more than \$50 million has been allocated to these efforts. The \$56M from this past year is an approximate increase of \$13M since the program’s pre-pandemic funding level of \$43M in 2019.

With the 2025 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 2025.

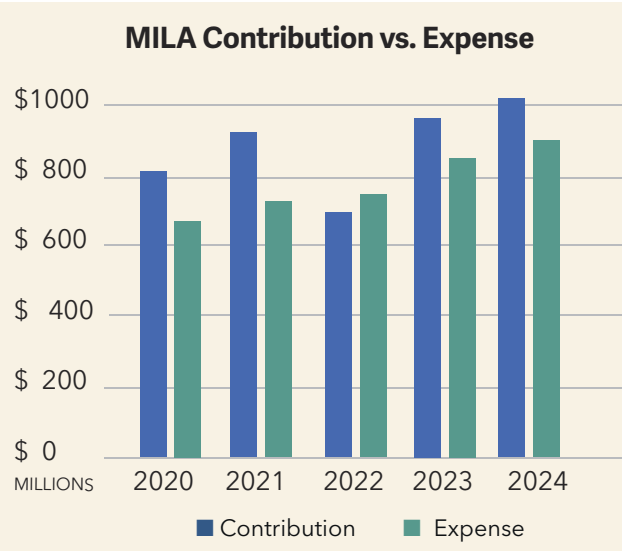
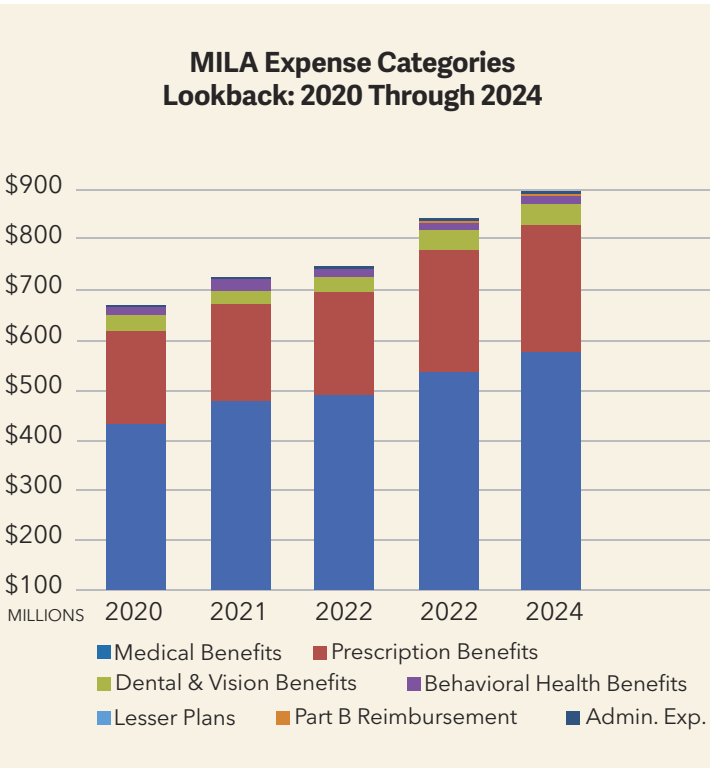
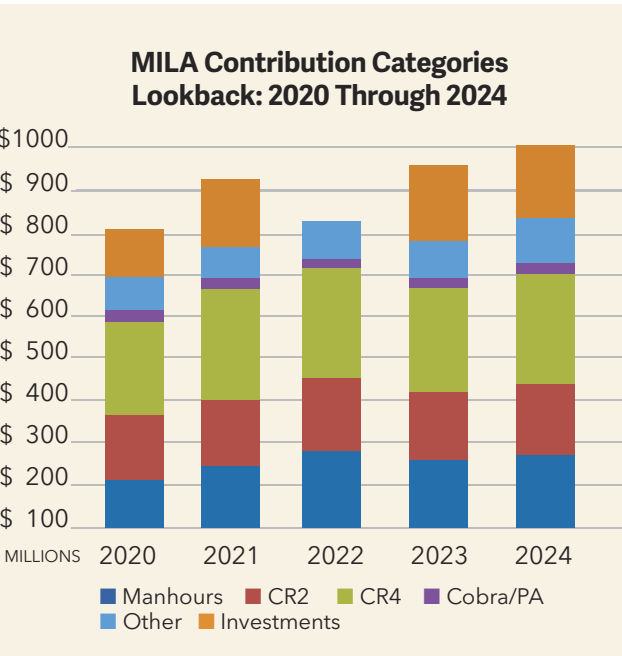


TRAINING EXPENSES	2023	2024
USMX/ILA Training Expense	\$20,567,363	\$22,565,961
Port Association Training Expense	\$38,467,983	\$35,600,626
TOTAL MANHOURS	47,686,336	49,457,034
USMX/ILA Training Expenses Per Manhour	\$0.43	\$0.46
Port Association Training Expense Per Manhour	\$0.81	\$0.72
CALENDAR YEAR TOTAL TRAINING EXPENSE	\$59,035,346	\$58,166,587
CALENDAR YEAR TOTAL PER MHR COST	\$1.24	\$1.18



USMX-ILA MASTER CONTRACT TRUST FUNDS

TRUST FUND NAME	TRUST FUND PURPOSE	PAGE
Management-ILA Managed Healthcare (MILA)	Execution and management of healthcare benefits	22
Container Freight Station (CFS)	CFS Subsidy and Credit; Distribution of yearly training budget	24
Container Royalty 5 (CR5)	Based on Yearly Application Review/Approval Automatic payments and local Welfare Funds Subsidy	26
USMX-ILA Money Purchase Fund & Savings Plan (MPP)	Centralized Defined Contribution Retirement Plan For Ports without an existing plan as of 10/1/18	26
Container Royalty Central Collection (CRCCF)	Centralized collection of all Master Contract tonnage assessments	27



The Management-ILA (MILA) Managed Healthcare Trust Fund is a collectively-bargained, multi-employer health plan.

Under the 2024-2030 USMX-ILA Master Contract, there are six trust funds that are jointly managed by Trustees from the ILA and USMX to ensure proper management of collected assessments.

The table at the top of page 22 describes the major funds, their purpose and the pages where you can find more information about each within the context of this annual report.

MILA Managed Healthcare Trust Fund 2024 Update

The Management-ILA Managed Healthcare 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 2024, MILA experienced an increase in revenue due to tonnage and manhours being up over 2023, which was partially offset by the continued rise in medical benefit expenses.

The new 2024-2030 Master Contract called for the implementation of a new benefit tier for workers who earn 2,000 hrs. This new benefit tier is expected to be rolled out January 1, 2026. Additionally, MILA will also be implementing a new coverage option for new industry employees to provide them the ability to receive MILA coverage prior to meeting the standard eligibility rules.



MILA Funding

As part of the 2024-2030 USMX-ILA Master Contract agreement, MILA is funded through a \$5 per manhour assessment on all manhours worked by ILA employees, and through a \$2.50 per ton assessment on all containerized cargo moving through USMX member ports on the U.S. East and Gulf coasts.

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; and LaVerne Thompson, Executive Director

About the CFS Trust Fund

- The CFS Trust Fund program was implemented in 1989, and is 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

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.

With 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.

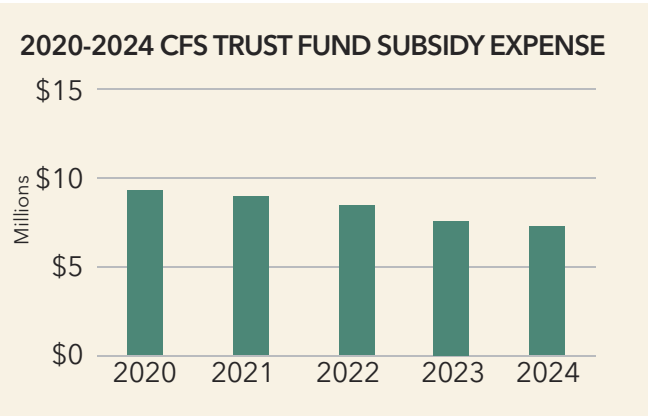
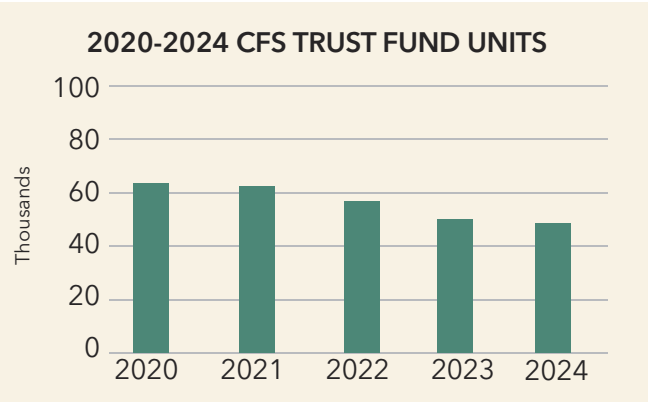
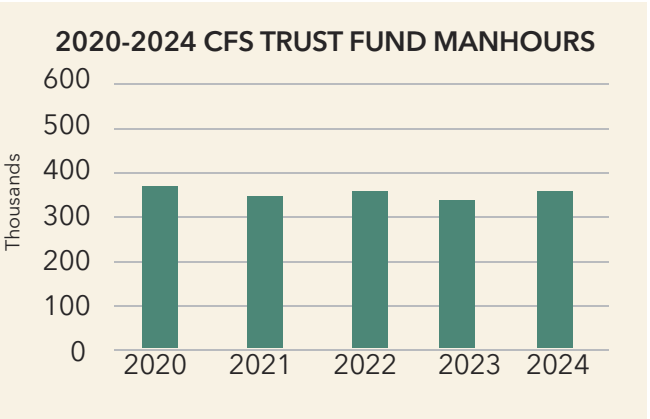
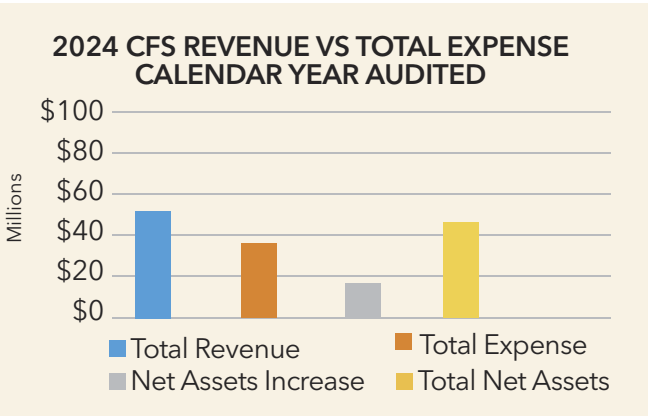
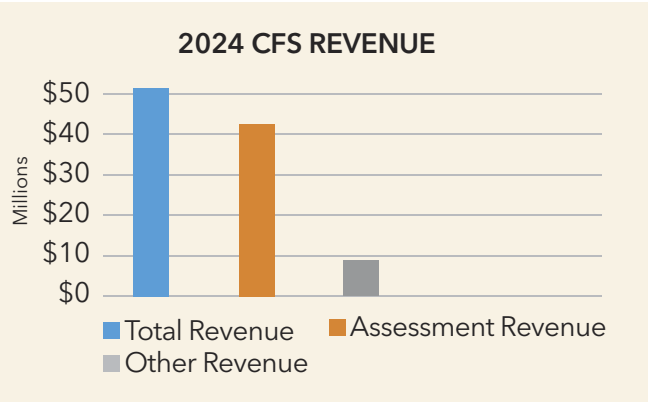
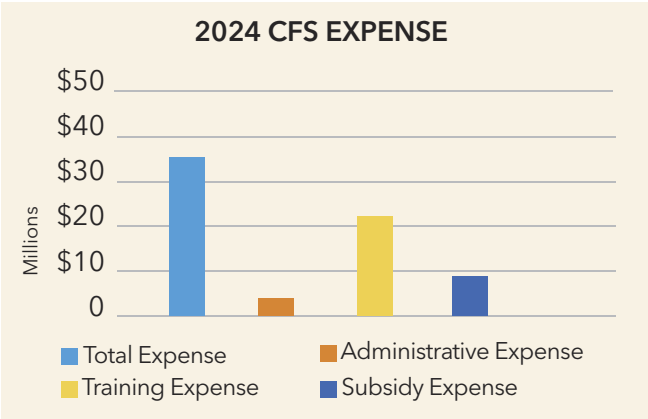
USMX-ILA Container Freight Station DATA		
CFS EXPENSES	2023 CYE	2024 CYE
Total Expense	\$30,557,664	\$31,975,792
Administrative Expense	\$2,577,748	\$2,186,123
Training Expense	\$20,567,363	\$22,565,961
Subsidy Expense	\$7,669,553	\$7,223,708
CFS REVENUE	2023 CYE	2024 CYE
Total Revenue	\$44,566,327	\$51,811,148
Assessment Revenue	\$40,506,422	\$42,738,405
Other Revenue	\$4,059,905	\$9,072,743

2024 CFS Update

During the calendar year of 2024, at 20 CF stations, the program subsidized over 347,000 manhours, with approximately \$7.2M in expenses to the CFS Fund. Approximately 48,000 containers were handled. Assessments collected on each ton of cargo are used to fund these CFS operations. In 2024, 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 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 2024, USMX Carrier members received Container Royalty credits totaling almost \$4.4M.



CONTAINER ROYALTY 5 (CR5) TRUST FUND

About the CR5 Trust Fund

Effective with the Master Contracts extension agreement covering Contract Years 2009 through 2012, the CR5 Trust Fund was instituted 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 to subsidize local pension funds or an unapproved increase in local benefits of any kind. Additionally, the criteria puts 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, will now be 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 an \$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 2024 Update

In the Contract Year that ended on September 30, 2024, the CR5 Trust Fund paid out approximately \$26M in assistance applied for by our member ports, in addition to the automatic payments (approximately \$63.4M) made as required under the Master Contract. CYE 2024 saw an increase in both tonnage and manhours. This resulted in a similar CR5 payout from the previous year.

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. Ports included: 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, for qualifying employees the contribution rate is \$4.00 per hour worked. 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 2024, the central USMX-ILA MPP and Savings Plan received an additional \$17M in employer contributions. These contributions include a combination of Master Contract contributions of \$1 to \$2 per manhour as well 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 2019-2024			
2019	\$81.8M	2022	\$86.9M
2020	\$88.0M	2023	\$89.2M
2021	\$84.4M	2024	\$89.4M

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



Jason Kohler
President
As of February 1, 2025



Paul J. McCarthy
President
Retired February 1, 2025
(Consultant)



Eileen M. Mackell
Vice President



Andrew McKenzie
Director

The Container Royalty Central Collection Fund (CRCC Fund) 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 rules of the USMX-ILA Master Contract. One of the primary functions was the development of a comprehensive system to automate the intake of carrier shipping reports; track carrier delivery tonnage on incoming /outgoing vessels; invoice carriers on a per-voyage basis; and collect and allocate carrier payments to appropriate funds. The CRCC Fund 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 U.S. 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 contract year concluding on September 30, 2024, was the ninth full year of CRCCF system operations, and the team established objectives centered on application security and

customization, implemented auditing procedures, and supported USMX and the ILA with data reporting for contractual negotiations. For the upcoming contract year, CRCCF will retain its existing audit processes while refining specific programs to facilitate a transition towards a Port/Carrier wellness assessment. This initiative will focus on enhanced engagement with Ports and Carriers concerning their CRCCF Application User performance, data management, and notification obligations. The goal is to eliminate delays in file uploads that cause reporting discrepancies and unnecessary late fees for our carrier partners.

In CYE 2023, CRCCF’s efforts concentrated on application enhancement and customization, Container Inspector training, and the deployment of new auditing processes. During this past contract year in response to ongoing cybersecurity threats, significant attention was directed towards strengthening security measures. Notably, CRCCF launched a new Multi-Factor Authentication program utilizing Microsoft Authenticator. All application users received training and now utilize Microsoft Authenticator when accessing the system. We are pleased to report 100% participation from port and carrier users, with this requirement integrated into the standard onboarding process for new CRCCF registrations. Additionally, a 30-minute session timeout was implemented to safeguard against open sites and unsecured data.

As planned, CYE 2024 introduced a new port auditing program, and efforts are ongoing to review and enhance best practices for ports and carriers. Alongside the revised Container Inspector Audit process, the year saw an expansion of audit functions to include Reverse Port Audits. While traditional Missing Vessel alerts identify unreported files from carriers, Reverse Audits detect vessel activity that may have been unreported from the port side. This facilitates verification of whether issues stem from user errors or reporting difficulties faced by Container Inspectors. We maintain a close collaboration with our CIs to reconcile any unreported data.

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.

2024 Legal Matters

During 2024, USMX Carrier members were able to avail themselves of coverage through SIMAS for proceedings stemming from the Leatherman Terminal dispute in the Port of Charleston, SC dating back to 2021. First, the denial of a writ of certiorari by the Supreme Court of the United States on February 20, 2024 let stand the decision of an appeals court upholding the decision of a U.S. federal agency that the ILA’s original lawsuit against USMX and two USMX Carrier members sought to preserve the work of the ILA coastwide bargaining unit at the Leatherman Terminal. Second, on March 29, 2024, the ILA and USMX entered into a mutual agreement 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 date was scheduled for the arbitration during 2024.

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.



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.

MASTER CONTRACT ISSUES

South Carolina State Ports Authority v. National Labor Relations Board

On September 25, 2023, the South Carolina State Ports Authority (SCSPA) filed a petition for a writ of certiorari with the Supreme Court of the United States (Court) seeking to challenge the decision of the United States Court of Appeals for the Fourth Circuit upholding the determination of the National Labor Relations Board that the ILA’s \$300M lawsuit sought to preserve the work performed by the coastwide bargaining unit at the new Leatherman Terminal in Charleston. *South Carolina State Ports Authority, et al. v. National Labor Relations Board, et al.*, No. 23-325 (U.S. Sept. 25, 2023). On February 20, 2024, the Court denied SCSPA’s petition for certiorari.

ILA v. Hapag-Lloyd AG, Orient Overseas Container Line, Ltd., and USMX

On August 3, 2023, the ILA filed in the United States District Court for the District of New Jersey a Petition to Compel Arbitration arising out of the Leatherman Terminal dispute. The petition named Hapag-Lloyd, OOCL, and USMX as Respondents. The petition relied upon provisions of the Master Contract, including the Containerization Agreement, to seek 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. On March 29, 2024, the ILA filed a stipulation dismissing the ILA’s petition and the parties entered into a mutual agreement to arbitrate. No date was scheduled for the arbitration during 2024.





USMX CARRIER MEMBERS



- Mediterranean Shipping Company (USA) Inc.
- Maersk North America
- Hamburg Süd North America, Inc.
- CMA CGM
- American President Lines, Ltd.
- Hapag-Lloyd (America), LLC
- Ocean Network Express (North America) Inc.
- COSCO SHIPPING Lines (North America) Inc.
- OOCL (USA) 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
- ARKAS Line
- Wallenius Wilhelmsen Logistics Americas, LLC
- Columbia Group

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COMPANY (USA) INC.

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Virginia
Wilmington, NC
Charleston
Savannah
Jacksonville
Miami /Everglades
Tampa
Mobile
New Orleans
Houston/SP*



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SP*= Surrounding Ports



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AMERICA, INC.

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Charleston



CMA CGM

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SP*= Surrounding Ports



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Savannah
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HAPAG-LLOYD (AMERICA), LLC

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OCEAN NETWORK EXPRESS
(NORTH AMERICA) INC.

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Mobile
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We take it personally
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Mobile
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EVERGREEN SHIPPING AGENCY
(AMERICA) CORP.

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Mobile
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SP* = Surrounding Ports

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YANG MING (AMERICA) CORP.

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Jacksonville
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Mobile
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SP* = Surrounding Ports



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Savannah
Jacksonville
Mobile
Houston/SP*



ATLANTIC CONTAINER LINE

USMX PORTS OF CALL

New York/New Jersey
Baltimore
Virginia

USMX CARRIER MEMBERS



TURKON AMERICA, INC.

USMX PORTS OF CALL

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- Baltimore
- Virginia
- Savannah



ARKAS CONTAINER TRANSPORT S.A.

USMX PORTS OF CALL

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- Virginia
- Savannah

SP* = Surrounding Ports



WALLENIUS WILHELMSSEN LOGISTICS AMERICAS, LLC

USMX PORTS OF CALL

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- Virginia
- Charleston
- Savannah
- Mobile
- Houston/SP*



COLUMBIA GROUP

USMX PORTS OF OPERATION

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- Tampa
- Mobile
- New Orleans
- Houston/SP*



USMX PORT ASSOCIATION MEMBERS



The Boston Shipping Association, Inc.

The 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.



USMX PORT ASSOCIATION MEMBERS

THE SHIPPING ASSOCIATION OF NEW YORK & NEW JERSEY



PORTS OF THE DELAWARE RIVER MARINE TRADE ASSOCIATION, INC.



STEAMSHIP TRADE ASSOCIATION OF BALTIMORE, INC.



USMX PORT ASSOCIATION MEMBERS

HAMPTON ROADS SHIPPING ASSOCIATION, INC.



SOUTH CAROLINA STEVEDORES ASSOCIATION, INC.



GEORGIA STEVEDORE ASSOCIATION, INC.



USMX PORT ASSOCIATION MEMBERS

JACKSONVILLE MARITIME ASSOCIATION, INC.





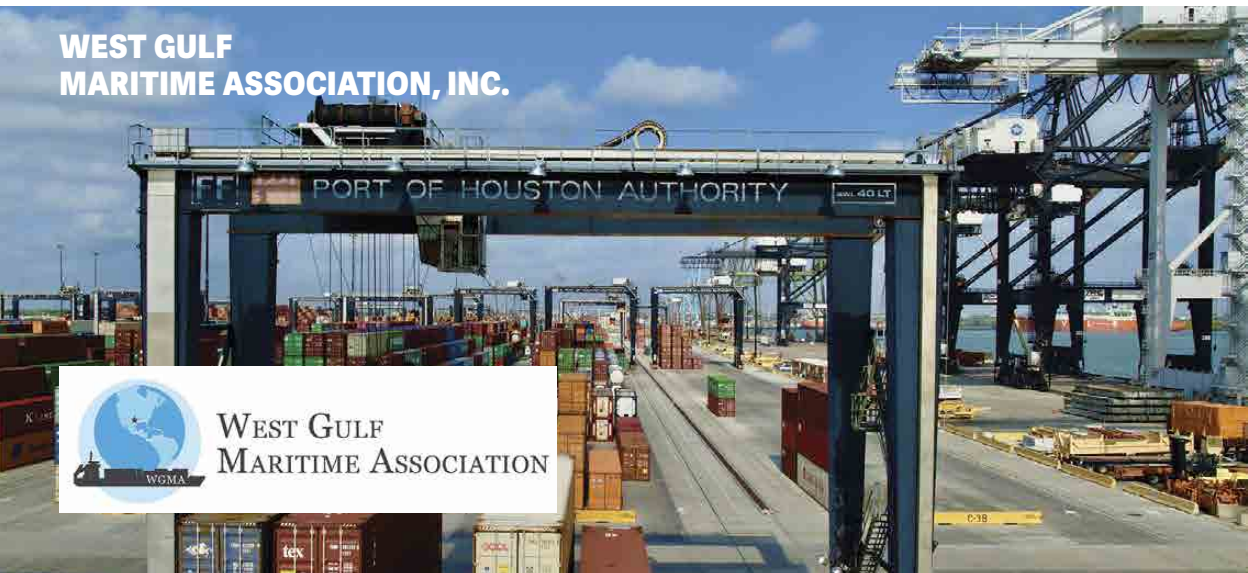
The Jacksonville Maritime Association
JACKSONVILLE, FLORIDA


SOUTHEAST FLORIDA EMPLOYERS' PORT ASSOCIATION, INC.



SOUTHEAST FLORIDA EMPLOYERS PORT ASSOCIATION

WEST GULF MARITIME ASSOCIATION, INC.





WEST GULF MARITIME ASSOCIATION



USMX DIRECT EMPLOYER MEMBERS



- APM Terminals North America, Inc.
- Charleston Stevedoring Company, LLC
- Cooper/Ports America, LLC
- CP&O, LLC
- Gateway Terminals, LLC
- Houston Terminal, LLC
- Maher Terminals, LLC
- New Orleans Terminal, LLC
- Port Liberty Terminals
- Ports America
- SSA Atlantic, LLC
- SSA Marine
- Virginia International Terminals, LLC

USMX DIRECT EMPLOYER MEMBERS



APM TERMINALS NORTH AMERICA



CHARLESTON STEVEDORING COMPANY, LLC



COOPER/PORTS AMERICA, LLC



CP&O, LLC



GATEWAY TERMINALS, LLC



HOUSTON TERMINAL, LLC



MAHER TERMINALS, LLC



Port of Tampa

USMX DIRECT EMPLOYER MEMBERS



NEW ORLEANS TERMINAL, LLC



PORT LIBERTY TERMINALS, LLC



VIRGINIA INTERNATIONAL TERMINALS, LLC



Ports America

ACCOUNTING DIVISION



Anthony J. Dalonges
CCCSC President



Richard Glogowski
Assistant Controller



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 36 days, two lower than the 38-day target rate.

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 Pandemic Relief Fund (CPRF)
- Shipping Industry Mutual Assurance Association Limited (SIMAS)
- The Shipping Association of New York and New Jersey Port of Discovery Program

IT DIVISION

Managed Services Provider

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

NOTABLE ACCOMPLISHMENTS

CCCSC has maintained long-term success with regard to headcount productivity and financial management:

- Headcount productivity continues to increase; there has been staff reduction of three over the last fifteen years, with tonnage increasing 60.5% over the same time period.
- USMX/CCCSC financial results continue to meet or exceed budget guidelines by 10.33%, while maintaining the USMX operational assessment at \$.04 per ton since January 1, 2016.
- For the fourth year in a row the annual financial audits were successfully performed virtually.
- The IT group has improved security by implementing Multi Factor Authentication (MFA) and User Time Out for CRCCF Tonnage applications.
- The IT group was largely responsible for upgrading the conferencing systems in both the large and small USMX conference rooms.

PERSONNEL

- David Stankiewicz, IT Ops Manager, left CCCSC in January of 2024
- Andrew Heo, was promoted to IT Operations Manager in February 2024
- Alex Feuilly, Support Desk Representative, was hired in March 2024



Andrew J. Heo
IT Operations Manager



Thomas Ochoa
IT Specialist



Rachel Kane
Application Support
Specialist



Alex Feuilly
IT Support Specialist



David F. Adam
CEO & Chairman
Retired April 1, 2025



F. Paul De Maria
CEO & Chairman
Effective April 1, 2025
Chief Operating Officer 2024



Anissa Frucci
Executive Vice President
Finance & Administration



Anthony J. Dalonges
CCCSC President
Corporate Treasurer



Jason Winter
Director, Labor Relations
Atlantic Coast



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



Beth Monica
Corporate Secretary
South Atlantic/West Gulf
Administration/Communication



Sarah de Val
Director of Business
Intelligence



Kim F. Perez
Executive Assistant



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