

## NEW OPERATION

### INTRA-STATE SHORT SEA SHIPPING AGREEMENT

Intra-State Short Sea Shipping on containers between NIT/PMT/NNMT/APM/LPD/RICHMOND, or any facility within the Commonwealth of Virginia.

1. There shall be only one (1) shift for this operation; i.e., from point of origination, to another in-harbor terminal. (Gangs will alternate shifting, geographically, from Newport News to Norfolk or Portsmouth and/or, conversely from Norfolk or Portsmouth, to Newport News.)

Richmond, or any other facility in the Commonwealth of Virginia, will provide their own labor.

This Agreement shall be confined strictly to intra-state (Virginia), and is intended not to extend into any existing Local Port Agreements.

Gangs **shall not** travel from one geographical jurisdiction to another except one (1) time. (NIT/PMT/NNMT/APM/LPD, but not to include Richmond or any other facility).

2. Minimum Gang Size
  - a. Hatch Boss
  - b. Gangwayman
  - c. Working Dock Header
  - d. 2 Slings
  - e. 1 Longshoreman
  - f. 2 Drivers
  - g. 2 Crane Operators
  - h. Foreman
  - i. 1 Clerk/Checker
  - j. Timekeeper
  - k. Gearman/Mechanic

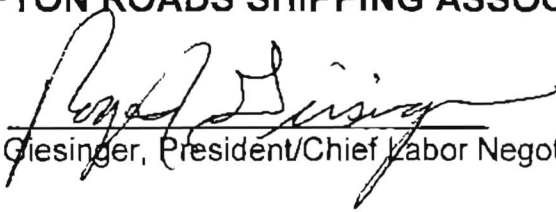
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MARITIME ASSOCIATION  
SHIPPING ASSOCIATION

3. If required, inspections shall be performed by Local 1970.
4. This Intra-State Short Sea Shipping Agreement shall be reviewed on an on-going basis as problems arise and/or conditions change.
5. If or when the Master Contract between United States Maritime Alliance, Ltd. and International Longshoremen's Association, AFL-CIO agree to a Short Sea Shipping provision, this Agreement will be null and void or changes will be made to conform to the Master Contract Agreement.

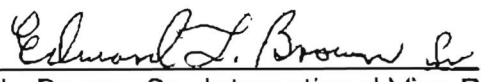
Dated this 21 day of AUGUST, 2008

**WITNESS THE FOLLOWING SIGNATURES:**

**HAMPTON ROADS SHIPPING ASSOCIATION**

  
Roger J. Giesinger, President/Chief Labor Negotiator

**INTERNATIONAL LONGSHOREMEN'S ASSOCIATION**

  
Edward L. Brown, Sr., International Vice President


**ILA LOCAL 846**

  
Rodney Shird, President

**ILA LOCAL 862**

  
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Gary W. Fitzgerald, President

**ILA LOCAL 970**

  
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Wayne Cochran, President

**ILA LOCAL 1248**

  
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Thomas M. Little, President

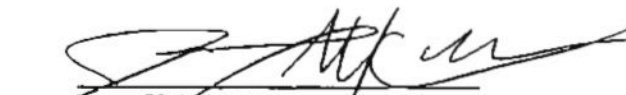
**ILA LOCAL 1624**

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Larry Bachtell, President

**ILA LOCAL 1736**

  
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Michael L. Spencer

**ILA LOCAL 1784**

  
\_\_\_\_\_  
Jerry T. McMannen, President

**ILA LOCAL 1970**

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Ronald Allen, Sr., President