



John Bowers
President

June 6, 2006

James A. Capo, Chairman & CEO
United States Maritime Alliance, Ltd.
Suite 410
100 Wood Avenue South
Iselin, NJ 08830-2716

Re: New Technology

Dear Mr. Capo:

Pursuant to our discussion set forth below are the provisions we have agreed to for purposes of implementing the USMX-ILA Master Contract's New Technology provision.

1. Within ten (10) days after the ILA President receives the notice from the Management representatives required by Article X, Section 2 of the USMX-ILA Master Contract, the ILA must schedule a meeting of all interested parties in the Local Port or District who will be impacted by the proposed new technology;
2. Within twenty (20) days after the ILA President sends the notice described in No. 1 above, the meeting of all interested parties must be held before the New Technology Committee described in Paragraph No. 3 below;
3. A New Technology Committee comprised of up to five (5) USMX representatives and up to five (5) ILA representatives will review each notice to implement new technology. This Committee will be co-chaired by the Chairman/CEO of USMX and the President of the ILA. The purpose of the Committee is to review the nature and capabilities of the new technology, the timetable for implementation of the new technology, and the anticipated manner in which the new technology will affect the job functions of employees covered by the Master Contract so

that the union can evaluate the impact of the new technology on the Master Contract workforce in the local port area.

4. Any grievance under Article X, Section 3 of the USMX-ILA Master Contract, shall be filed no later than the sixtieth (60th) day after the meeting held pursuant to Nos. 1 and 2 above. If that meeting is not held or adjourned pursuant to the agreement of USMX and the ILA, the grievance must be filed no later than ninety (90) days after the ILA President receives the notice from the Management representative indicating that the new technology is going to be implemented.

Very truly yours,

INTERNATIONAL LONGSHOREMEN'S
ASSOCIATION, AFL-CIO

By John Bowers
John Bowers, President