

**2022 ANNUAL REPORT**

# US MX

**UNITED STATES  
MARITIME ALLIANCE, LTD.**



About USMX

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, AFL-CIO. 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.

Mission Statement

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

- Atlantic Container Line
- American President Lines, Ltd.
- CMA CGM Group
- 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 Line
- Wallenius Wilhelmsen Logistics Americas, LLC
- Yang Ming (America) Corp.
- ZIM Integrated Shipping Services Co., LLC

USMX PORT ASSOCIATIONS

- 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.
- Ceres Terminals Incorporated
- Charleston Stevedoring Company, LLC
- Cooper/Ports America, LLC
- CP&O, LLC
- Gateway Terminals, LLC
- GCT USA
- Maher Terminals, LLC
- New Orleans Terminal, LLC
- Ports America
- SSA Atlantic, LLC
- Virginia International Terminals, LLC

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2022

Continued Volume Growth Sparks Renewed Confidence in U.S. East & Gulf Ports



David F. Adam  
Chairman &  
Chief Executive Officer

**2022 was another banner year for U.S. East and Gulf coast port volume growth.** From August through November 2022, the Port of New York and New Jersey (PANYNJ) was the second busiest container port in the nation, handling 9.5 million TEUs and setting its personal best historic annual cargo volume record. Excellent 2022 container volume growth in the ports of Savannah, with approximately 5.9 million TEUs, and Houston, with approximately 4 million TEUs, ranked those ports fourth and fifth, respectively, in the nation.

Master Contract Talks

In early 2022, USMX and the ILA began preliminary discussions regarding an extension to the 2018-2024 Master Contract. Reaching an early agreement would provide our USMX members, as well as the beneficial cargo owners, continuity and confidence in our U.S. East and Gulf Coast ports through 2030.

Health & Safety

USMX and our partners at the ILA continued to remain focused on employee health and safety throughout 2022, given that COVID was still a significant issue throughout the year. The parties agreed to continue maintaining and administering, through the end of 2022, the COVID Pandemic Relief (CPR) Fund, established in April of 2020 to address the financial implications of ILA members who were unable to work due to COVID.

Partnership Continues

Throughout 2022, we continued to work on several other ongoing joint initiatives with the ILA:

- 1. development and implementation of the Maritime Information System (MIS) coastwise data and reporting system
- 2. joint oversight of the Management-ILA (MILA) Managed Health Care Trust Fund to continue delivery of world-class healthcare to our ILA workforce
- 3. strong joint stewardship of Master Contract assessments through our various USMX-ILA trust funds

USMX intends to continue our close work with our ILA partners to ensure that the U.S. East and Gulf Coast ports are regarded as the premier gateways for all U.S. import and export cargoes!!

CHAIRMAN & CEO



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US Maritime Alliance, Ltd

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Ports America



KEVIN PRICE  
Gateway Terminals, LLC

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Ports of Delaware River Marine Trade Assoc. Inc.



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



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





# INDUSTRY OVERVIEW

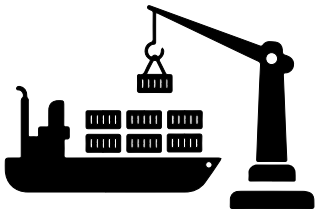


Port of Houston

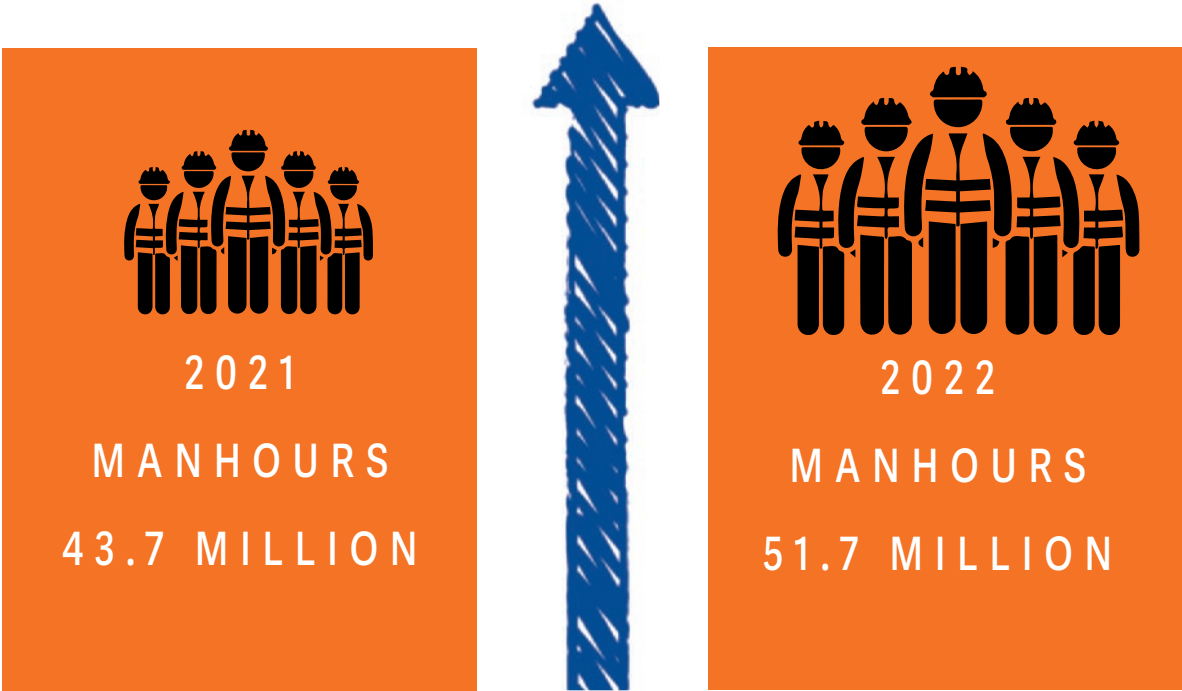


While 2022 was still plagued by COVID-19, the 2nd half of the contract year saw day-to-day life resembling pre-pandemic days. 2022 was a leveling year for volume, returning to pre-pandemic growth, as the industry righted itself from the highs and lows of the pandemic. Overall tonnage was up over 3% compared to Contract Year Ending 2021.

Manhours, which are inclusive of all MILA-eligible ILA manhours, continued to experience strong growth throughout the contract year. Non-Container sectors in particular, saw record increases as break bulk, autos, and cruise made a full return. Overall manhours experienced an increase just under 14% compared to Contract Year Ending 2021.

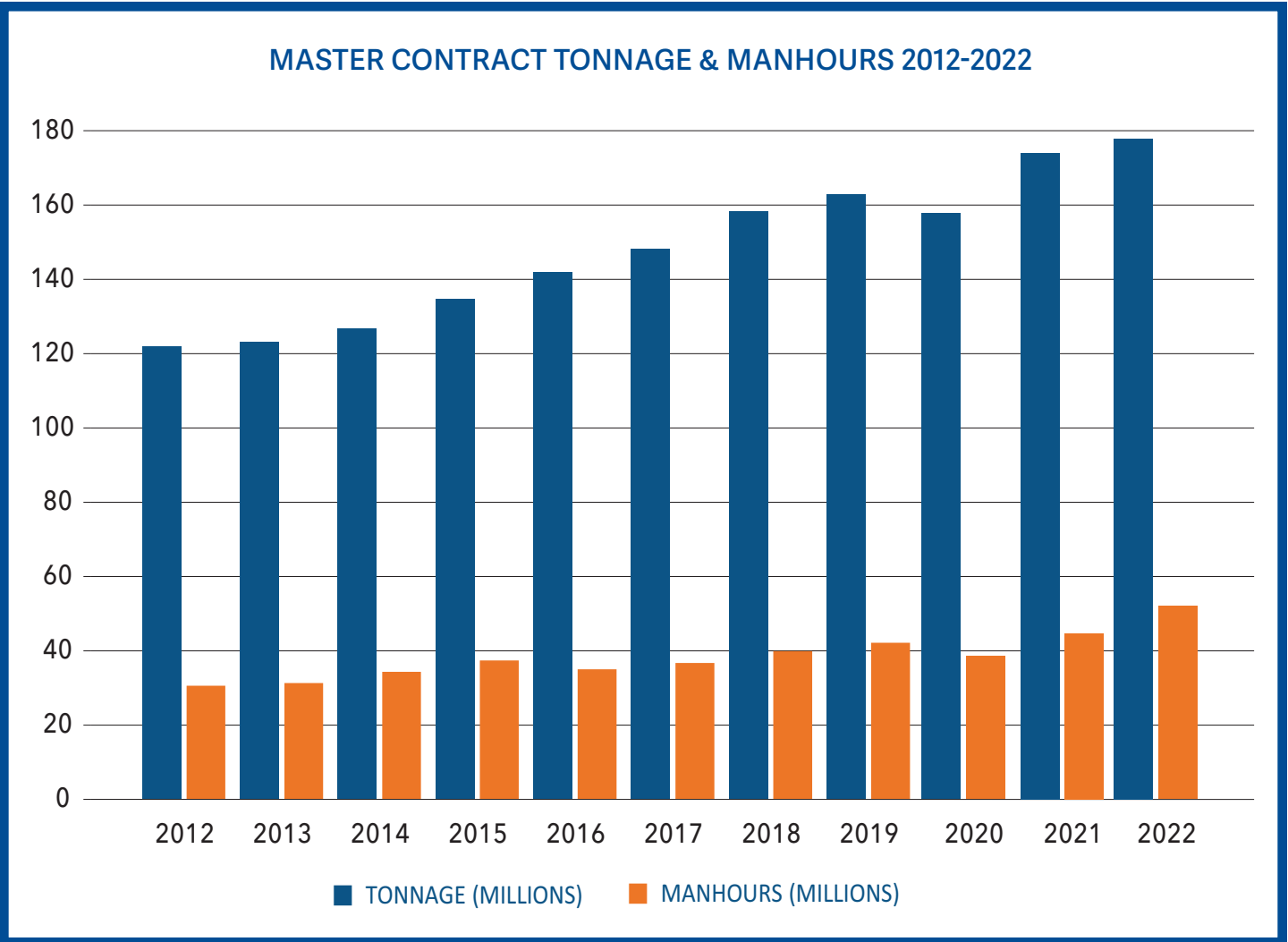


OVERALL  
TONNAGE  
WAS UP 3%



CONTRACT YEAR ENDING	TONNAGE
2012	120,997,356
2013	121,498,166
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

CONTRACT YEAR ENDING	MANHOURS
2012	30,593,687
2013	31,213,492
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





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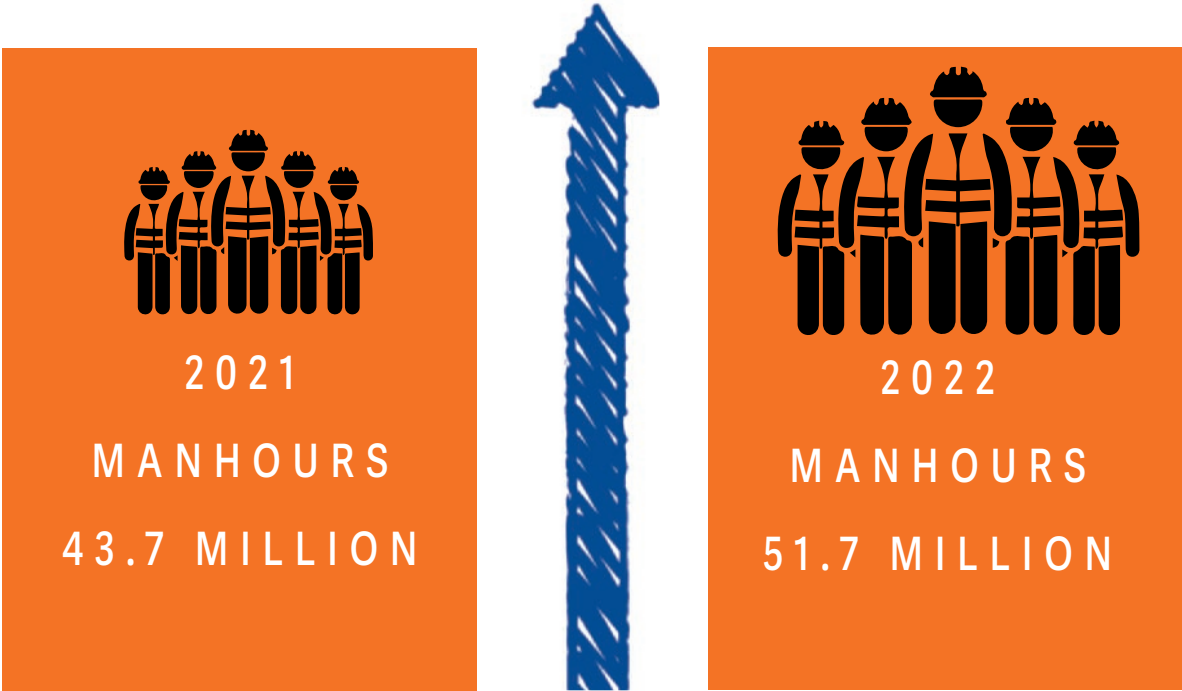
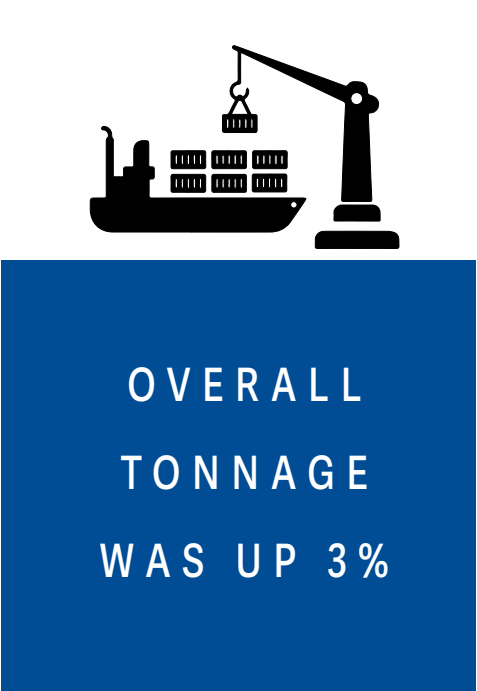


Port of Houston



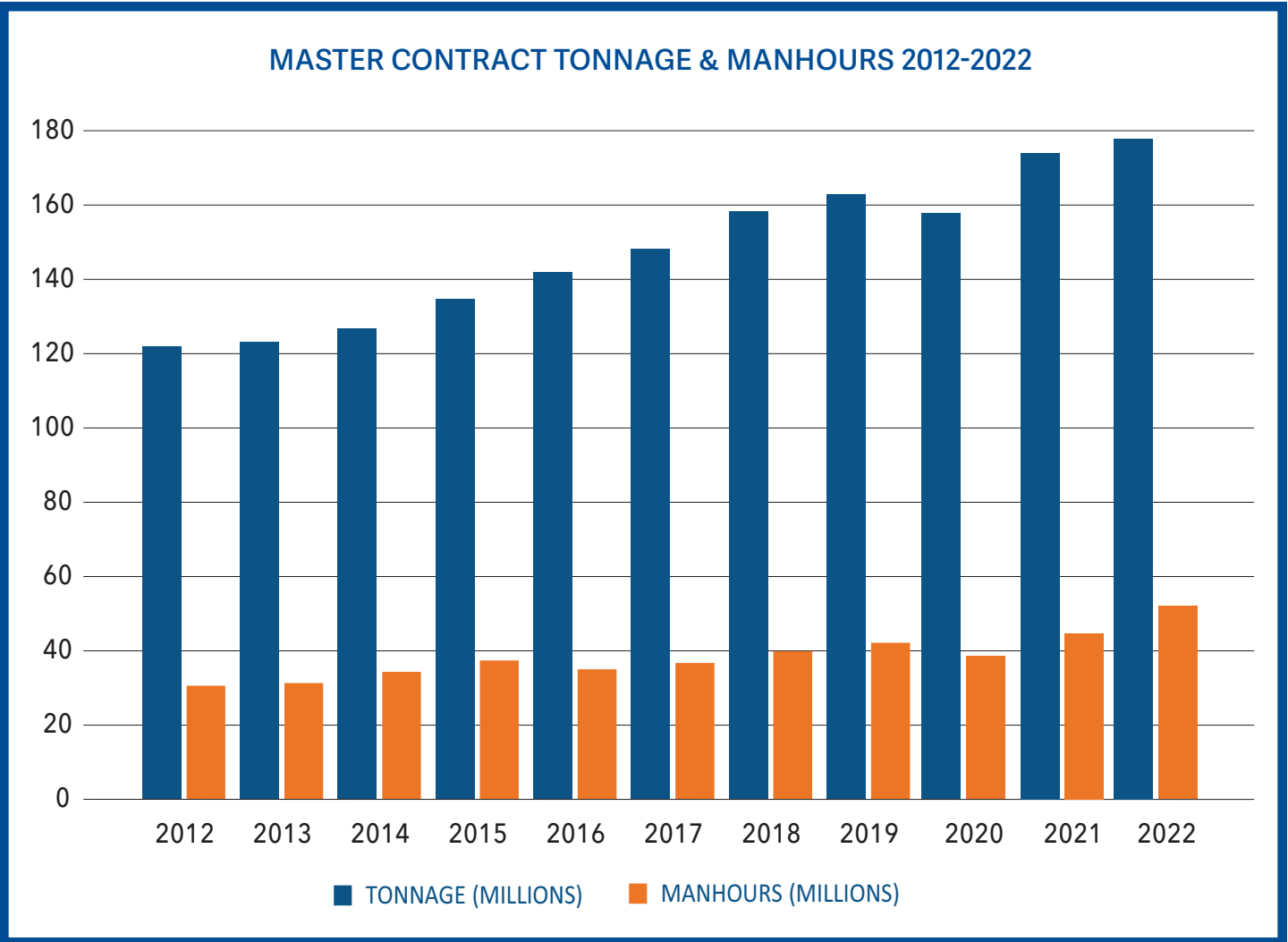
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PORT OF BOSTON

CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Mediterranean Shipping Company  
OOCL  
Seaboard  
Sea Lead Shipping  
Shandong Hon Hai  
Transfar Shipping  
Turkon  
Wan Hai Lines  
Yang Ming  
ZIM

PORT OF NY/NJ

Atlantic Container Line  
American President Lines  
Bermuda Container Line  
CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Lihua International Shipping

Maersk  
Marfret  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Seaboard  
Sea Lead Shipping  
Shandong Hon Hai  
Transfar Shipping  
Turkon  
Wan Hai Lines  
Yang Ming  
ZIM

PORT OF PHILADELPHIA/  
WILMINGTON, DELAWARE

Atlantic Container Line  
American President Lines  
Atlantic Ro-Ro Containers  
BBC Chartering  
CMA CGM

Chiquita  
Dole  
Hamburg Süd  
Hapag-Lloyd  
Maersk  
Marfret  
Mediterranean Shipping Company  
Ocean Network Express  
Trans Global  
Wan Hai Lines  
Yang Ming  
ZIM

PORT OF BALTIMORE

AAL Shipping  
American President Lines  
Atlantic Container Line  
Atlantic Ro-Ro Containers  
Bahri Logistics  
BBC Chartering

CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Pasha International  
Turkon  
ZIM

PORT OF VIRGINIA

Atlantic Container Line  
American President Lines  
BBC Chartering  
CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Maersk  
Sea Lead Shipping  
Transfar Shipping  
Turkon  
Wan Hai Lines  
Yang Ming  
ZIM

PORT OF WILMINGTON,  
NORTH CAROLINA

Atlantic Container Line  
American President Lines  
BBC Chartering  
CMA-CGM Group  
COSCO SHIPPING Lines

Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Sea Lead Shipping  
Transfar Shipping  
Turkon  
Wan Hai Lines  
Yang Ming  
ZIM

PORT OF CHARLESTON

American President Lines  
BBC Chartering  
CEVA Logistics  
CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Liberty Global Logistics  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Spliethoff  
Sea Lead Shipping  
SHIP-MAN JAPAN K.K.  
Transfar Shipping  
T.S. Lines  
Wan Hai Lines.  
Yang Ming  
ZIM

PORT OF SAVANNAH

American President Lines (APL)  
Atlantic Container Line (ACL)  
CEVA Logistics  
CMA CGM

COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
International Nuclear Services  
Liberty Global Logistics  
Maersk  
Marfret  
Mediterranean Shipping Company (America) Inc.  
Ocean Network Express  
OOCL  
Seaboard  
Turkon  
Wallenius Wilhelmsen Logistics  
Yang Ming  
ZIM

PORT OF JACKSONVILLE

BBC Chartering  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Liberty Global Logistics  
Maersk  
Mediterranean Shipping Company  
Ocean 7 Shipping  
Ocean Network Express  
Ocean World Logistics  
RQ Construction  
Sea Lead Shipping  
T.S. Lines  
Yang Ming  
ZIM

PORT OF MIAMI/  
EVERGLADES

American President Lines  
Crowley Maritime  
CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd

Hapag-Lloyd  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Seaboard  
Yang Ming  
ZIM

PORT OF TAMPA

CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
IGAS USA INC.  
Maersk  
Mediterranean Shipping Company  
ZIM

PORT OF MOBILE

CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express  
OOCL  
Maersk  
Yang Ming  
ZIM

PORT OF NEW ORLEANS

American President Lines  
CMA CGM  
COSCO SHIPPING Lines  
Evergreen  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Maersk  
Mediterranean Shipping Company  
Ocean Network Express

OOCL  
Seaboard  
Yang Ming  
ZIM

**PORT OF HOUSTON/  
SURROUNDING PORTS**

AAL Shipping  
Atlantic Container Line  
American President Lines  
BAL Container Lines  
BBC Chartering  
Biehl and Company  
Chiquita  
CMA CGM  
COSCO SHIPPING Lines  
Chipolbrok America, Inc.  
Del Monte  
Dole  
Evergreen  
Eshipping Global  
General Steamship Corp  
G2 Ocean  
Hamburg Süd  
Hapag-Lloyd  
HMM  
Liberty Global Logistics  
Maersk  
Marfret  
Mediterranean Shipping Company  
Bahri Logistics  
Ocean Network Express  
OOCL  
RG Shipping International  
Sea Bridge Projects  
Skeiron Logistics PTE  
Sea Bridge Shipping Management  
Thorco  
Transfar Shipping  
Value Shipping  
Yang Ming  
Yangtze Navigation  
Yuetai Shipping  
ZIM



**Concerns over supply chain disruptions were one of the dominant themes for Congress, the Biden Administration, and the Federal Maritime Commission (FMC) throughout 2022. Those concerns culminated in the enactment of the Ocean Shipping Reform Act (OSRA) and a significant increase in funding for port infrastructure projects under several new laws.**

**Ocean Shipping Reform Act**

Following extended debate in both the House of Representatives and Senate, President Biden signed the Ocean Shipping Reform Act (OSRA) into law (PL 117-146) on June 16th. The new law expands safeguards to combat retaliation against third-party complaints and deter unfair business practices; provides new authorities to the FMC to address detention and demurrage claims; clarifies what are prohibited carrier practices pertaining to detention and demurrage charges and vessel space accommodations; establishes a shipping exchange registry; expands FMC penalty authority to include a refund of unfair charges; and increases efficiency of the detention and demurrage complaint process.

The Commission immediately began implementing OSRA’s new mandates with the General Counsel issuing an opinion notice on

June 24th identifying provisions directed toward common carriers and including prohibitions on assessing non-compliant charges or issuing non-compliant invoices for demurrage and detention charges as applies to imports and exports. The FMC also established the Bureau of Enforcement, Investigations and Compliance to address shipper and other third-party complaints. The FMC also announced plans for a data collection initiative mandated by OSRA that would include information on tonnage and TEUs from each identified common carrier on a monthly basis. Implementing the proposed data collection initiative will result in capturing 99% of imported and exported containerized cargo. Finally, the FMC indicated it would likely be posting a Notice of Proposed Rulemaking on detention and demurrage issues in early 2023.

In a related action, the Biden Administration announced an agreement between the Department of Justice and the FMC to ensure greater cooperation between the two agencies to promote competition in the ocean freight transportation system. Part of the agreement includes making attorneys, economists, and maritime industry experts available to both agencies and ramping up FMC oversight of the ocean shipping industry.

**Jones Act**

Responding to action taken by the Biden Administration to grant

Jones Act waivers for fuel deliveries to Puerto Rico, Congress included language in the National Defense Authorization Act (NDAA) restricting future waivers. Specifically, the NDAA requires that future waivers be made public, it establishes a 48-hour holding period after publication, prohibits any ship with goods on waterways from obtaining a waiver and requires a Presidential determination that the waiver is needed for national defense.

**Zero Emissions Port Funding Program**

On August 16th, President Biden signed into law (PL 117-169), the Inflation Reduction Act, establishing a new grant program to be administered by the Environmental Protection Agency (EPA) to provide \$3 billion “to purchase or install zero-emission port equipment or technology for use at one or more ports.” Of the \$3 billion in new funding \$750 million is reserved for ports located in areas designated as “non-attainment” for air pollution levels. Zero emission port equipment or technology is defined as “human-operated equipment or human-maintained technology that produces zero emissions or captures 100 percent of the emissions that are produced by an ocean-going vessel at berth.”

**Port Infrastructure Development Program**

The Port Infrastructure Development Program, administered by the Maritime Administration, provides funding to ports on a competitive basis to projects that improve the safety, efficiency,

or reliability of the movement of goods into, out of, around, or within a port. In 2022, the Program received a total appropriation of \$662 million in two buckets. The Bipartisan Infrastructure Law appropriated \$450 million while the FY 2023 Consolidated Appropriations Act added \$212 million. Among the recipients of PIDP grants were: Jacksonville (\$23 million); Salem MA Wind Port Project (\$33 million); and Camden NJ (\$25 million).

**FMC Commissioners**

The Senate confirmed Commissioner Max Vekich on February 10, 2022 for a term expiring on June 30, 2026. Commissioner Vekich was previously a longshoreman and union official with the International Longshore and Warehouse Union.

**Mid-term Election Results**

The Congressional November mid-term elections resulted in Democrats retaining control of the Senate (51-49) while Republicans took control of the House (222-213). Heading into the 2023-2024 legislative session, Rep. Kevin McCarthy (R-CA) will replace Rep. Nancy Pelosi (D-CA) as Speaker of the House and Rep. Sam Graves (R-MO) will assume the Chairmanship of the House Transportation Committee. In the Senate, Sen. Chuck Schumer (D-NY) will return as Majority Leader and Maria Cantwell (D-WA) will remain Chairman of the Commerce & Transportation Committee.





**2022 was a year** that saw the cargo growth continue at impressive rates, while labor shortages continued to burden the industry. 2022 kicked off with the Covid Omicron variant that overwhelmed America and flooded our CPR Fund with ILA worker applications. Inflation became a dominating concern of many Americans, and our workforce was no exception. The Leatherman Terminal lawsuit continued, ending the year with a new NLRB ruling. We experienced another consolidation of the Stevedoring companies in Savannah. All of these factors influenced and shaped the beginning stages of Master Contract bargaining.

East Coast and Gulf coast ports continued to see record amounts of cargo, especially in New Jersey, Norfolk, Savannah, and Houston. The cargo growth, coupled with dealing with the new and highly contagious Covid Omicron variant, led to continued labor shortages the first half of the contract year. Balancing staying healthy and productive was an on-going challenge. Local Port Associations and employers worked closely with the ILA to bring on and train additional workers, focusing on the minimization of labor shortages. Operational delays were inevitable, and many ports saw ships waiting for open berths.

The Port of Charleston appointed a new CEO, Barbara Melvin, and her transition started. The Leatherman Terminal lawsuit continued in Charleston as the ILA sought to overturn the ALJ’s decision in their on-going quest to acquire all jobs on the docks in Charleston. In December the NLRB ruled in the ILA’s favor by reversing the ALJ’s 2021 decision.

Leatherman Terminal (Charleston SC) Dispute

January 3, 2022

- USMX, NLRB General Counsel, SC and SCPA filed answering briefs to the ILA’s exceptions and filed cross-exceptions to the ALJ’s Decision

January 18, 2022

- The ILA filed reply briefs to the answering briefs of USMX and NLRB General Counsel

January 26, 2022

- The ILA filed a reply briefs to the answering brief of SC and SCSPA

February 14, 2022

- USMX filed answering briefs to cross-exceptions of SC and SCSPA

February 28, 2022

- USMX filed a reply brief to the answering brief of the ILA

December 16, 2022

- NLRB issues decision  
Confirms that Article VII, Section 7(b) of the Master Contract is not an unlawful “Hot Cargo” agreement. Reverses the ALJ’s decision that the ILA’s lawsuit against USMX, Hapag-Lloyd and OOCL was unlawful secondary activity

In Savannah, the three main Master Contract stevedores (Ports America, Ceres and SSA) consolidated into a single new company called Gateway Terminals, LLC. They were granted USMX membership on April 1, 2022, and started operating at Garden City Terminal.

USMX and the ILA started Master Contract bargaining and we requested that the ports begin bargaining for new local contracts. This was a significant deviation from past practices, as the Master Contract was always completed prior to Local bargaining.

As bargaining commenced, USMX saw:

- A push by the ILA to tighten up jurisdiction up and down the coast
- Line handling became an issue in certain ports
- The push for a jurisdictionally-approved POD System in ALL ports as a way to streamline and effectively conclude all LIGC issues
- The continued push by both the ILA and USMX for a successful implementation of the MIS data system, which proved to be both technically and politically challenging
- Inflation rates, which America had not seen in the last 20 years, drove wages to the top of the ILA’s Master Contract bargaining list

Even with all these challenges, we viewed 2022 as a success, and the ships and cargo kept coming at a record pace.



**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 comprised 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 achieved 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.

The JSC worked tirelessly through 2020, 2021, and 2022 to ensure the facts were distributed as they became known

SELECT 2022 ILA-USMX  
JSC OSH CIRCULARS and ALERTS

and that the real data on both covid-quarantined and covid-positive ILA members were tracked and communicated to the industry. This allowed us to see trends and concentrate our efforts with guidance and PPE accordingly. The JSC confronted many issues from both labor and management including determining the proper PPE needed to combat the spread of COVID; ever-evolving CDC protocols on distancing, masks and quarantining, protocols for when testing positive; what to do when considered a close contact; PHMSA & HAZMAT Training; and OSHA’s Emergency Temporary Standard, which created many questions for the ILA and ports. While we couldn’t anticipate going into a third year with the pandemic, we were fortunate to have the JSC in place to continue guiding the ports and workforce.

At the onset of the pandemic the JSC was able to use two of its mainstays, OSH Alerts & Circulars, to communicate COVID- related guidance to the industry quickly and effectively. The information came from many different sources, and it had to be scrutinized, summarized, and then distributed quickly to keep everyone as safe as possible.

In 2022 the JSC produced and distributed multiple OSH Circulars in which it guided the ILA and USMX members as COVID quarantine, isolation, and masking policies changed rapidly. The JSC also produced and distributed several Urgent OSH Alerts, circulars, and Q&A documents. All the JSC’s published alerts and circulars can be accessed via the USMX website homepage at [www.usmx.com](http://www.usmx.com). Click on the link *DOWNLOADABLE Safety Bulletins and Various Safety Resources*.



In CY 2021, ILA-USMX ports lost one worker who was struck and killed while on an RTG runway, and experienced several serious RTG allision accidents with dangerously parked vehicles (like the incident shown above) that could have easily had fatal results.

Get an OSH-related question? Write to the JSC at: [jsc@usmx.com](mailto:jsc@usmx.com)

Working Together For The Benefit Of All

ILA-USMX OSH Circulars are designed to collect the best possible information and guidance, and are products of diligent research and the most up-to-date relevant knowledge. Consequently, while the information contained herein is believed to be accurate, relying on a basis of fact, ILA-USMX can accept no direct or implied liability related to the reliance of parties upon content.



The **JSC Safety Data Initiative** is another tool used by the group to collect and communicate data and to focus the efforts of the JSC. The data consists of total manhours and incidents. The incident 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.

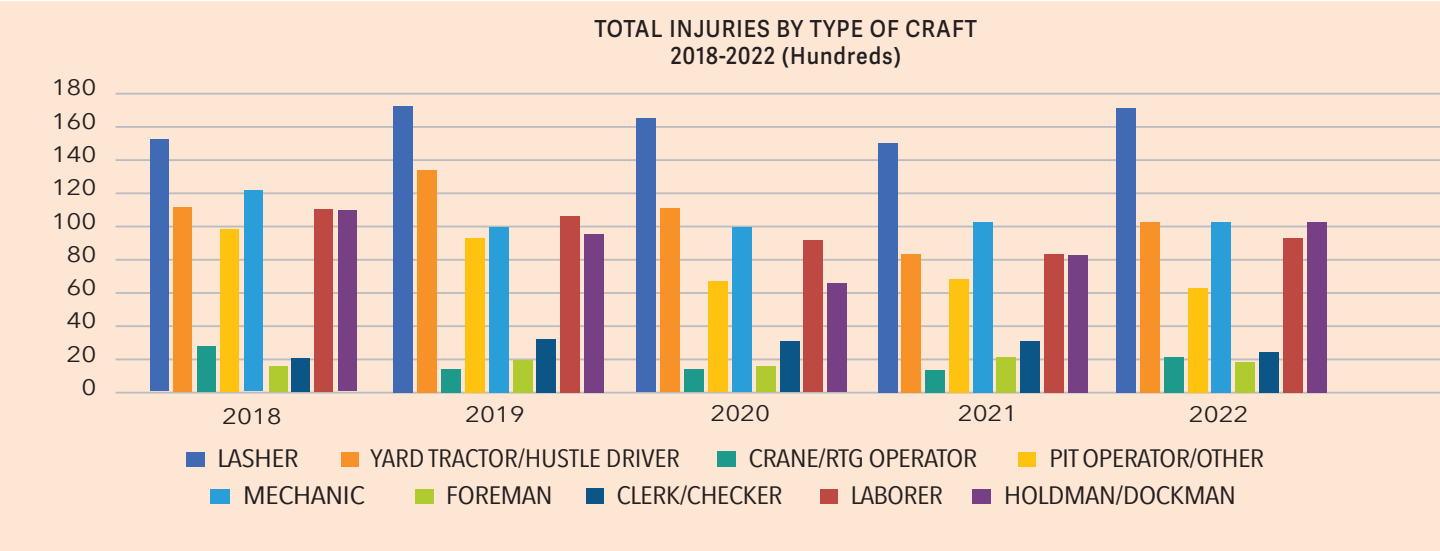
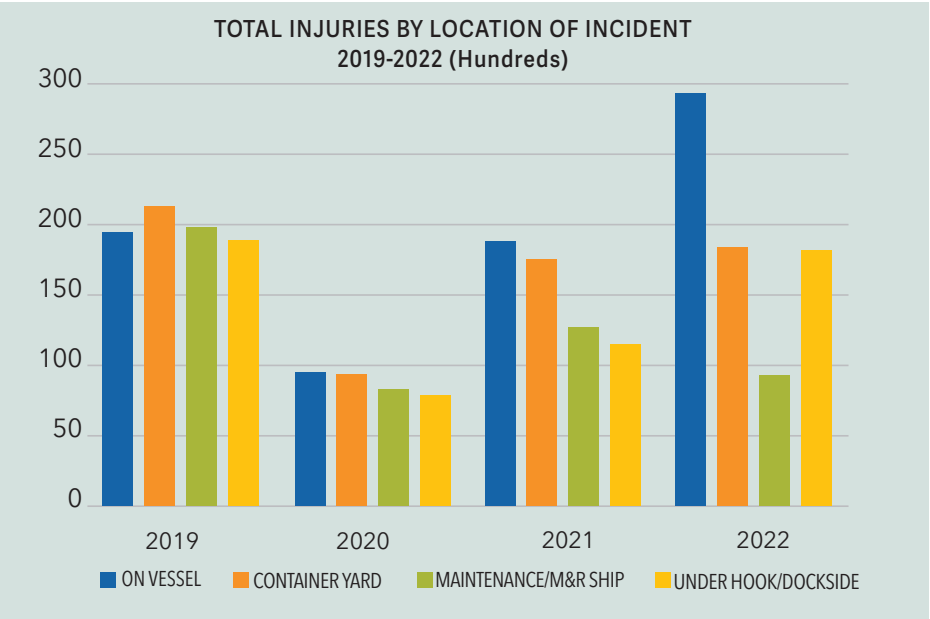
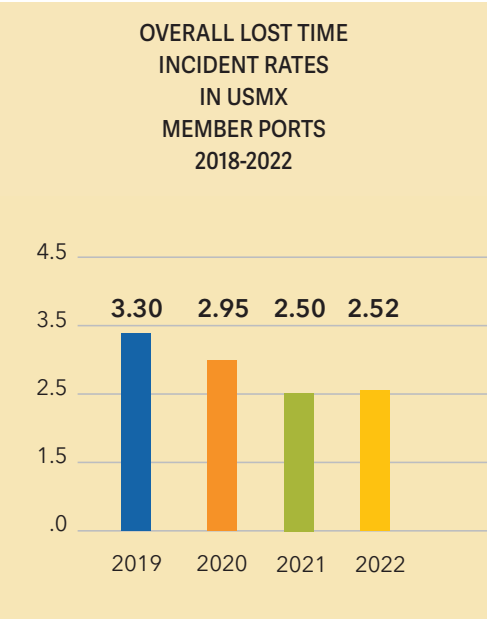
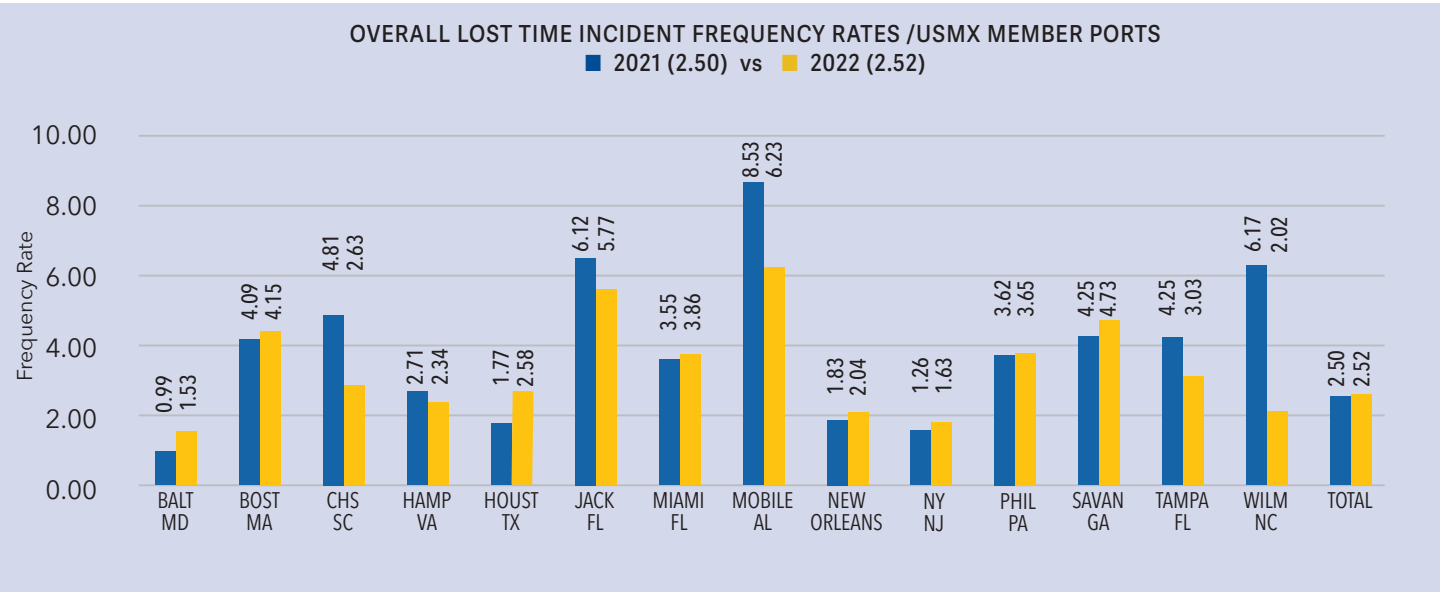
We use the manhours and incidents to calculate the Lost Time Incident Rate (LTIR), which is based upon Occupational Safety and Health Administration (OSHA) recordkeeping. The formula considers the number of lost time incidents and illnesses occurring in a workplace and the hours worked during the time. 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. The information can be used to see trends in overall incidents, incidents by port, craft, type, and location. This high-level data can then be used to focus attention locally, help plan safety initiatives, and training, advancing the JSC's goal of making our ports a safe place for all employees to work.

As illustrated in the following charts, the data shows an approximate 8% increase in reported manhours and an increase of 0.68% in the LTIR. As the LTIR continues to trend downward since safety data collection was instituted in 2013, from a high of 4.85 to the current 2.52 in 2022, this positive result continues to illustrate the value of this initiative to our industry and worker safety, which is the single most important undertaking we have at USMX with our partners at the ILA.

LTI BY CRAFT	2019	2020	2021	2022
Lasher	173	165	153	168
Yard Tractor/Hustle Driver	134	111	84	106
Crane / RTG Operator	14	13	14	21
Pit Operator / Other	93	67	67	62
Mechanic	100	99	110	104
Foreman	19	15	21	18
Clerk / Checker	32	30	30	24
Laborer	106	91	82	91
Holdman / Dockman	96	65	82	106

LTI BY TYPE	2019	2020	2021	2022
Slips / Trips / Falls	215	182	188	205
Struck By Cargo	26	18	21	34
Struck By Vehicle	58	41	51	38
Strain	175	153	148	159
Struck By Cargo Handling Equipment	113	62	64	53
Jostling	64	76	70	101
Working At Height	10	4	2	4
Hearing - Long Term	1	31	13	3
Other	105	89	86	103

LTI BY LOCATION	2019	2020	2021	2022
On Vessel	260	238	247	275
Under Hook - Dock Side	188	139	126	173
Container Yard	229	200	193	176
Maintenance / M&R Ship	90	79	77	76



USMX carriers pay \$0.25 per ton of cargo to support the training, safety and Container Freight Station (CFS) programs, with over \$24 million going directly to training in 2022. During 2021, almost \$18 million went to training, as we continued to ramp up after the lull in 2020 training caused by the COVID pandemic. Between the Port Associations and the Carriers, over \$56M was spent in 2022 on training: \$46 million in 2021; \$38 million in 2020, and \$43 million in 2019, showing just how negatively the start of the pandemic affected our training program and how we’ve ramped back up since.

Like many of our functions, training in 2020 was greatly disrupted and even completely halted for months by the pandemic. The ILA and our member ports had to change the way in which we train, just as we had to change many other processes we had in place prior to COVID, to ensure we continued working safely. With the combination of outdoor classrooms, proper sanitization of equipment, proper use of PPE, online services, and other changes, we were able to resume training, ensure new workers were ready for the fast-paced environment found on the waterfront, and seasoned workers had the ability to keep certifications current.

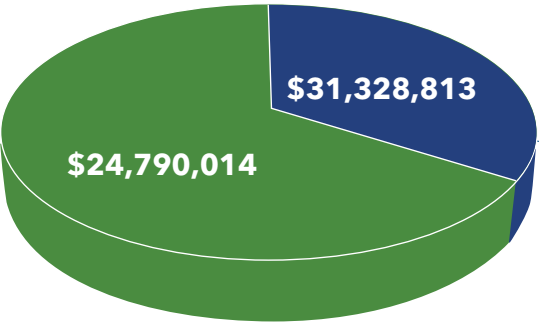
The USMX-ILA Joint Training Committee (JTC), consisting of three ILA representatives and three USMX representatives, worked closely with the local ILA unions and USMX members to ensure funding for training was available to do whatever was necessary within the training rules and standards to safely train workers during the ongoing pandemic. New training processes that could be implemented safely at each port was communicated to the industry to see if they could be implemented at other ports. The JTC also worked closely with the JSC for training guidance.

While training expenditures from both the USMX and USMX member ports were substantially reduced due to the pandemic, as noted, and training began to ramp back up towards the end of 2020 and well into 2021 and 2022.

With the 2023 training budget being prepared, and the continuation of many new hires expected in all crafts and at most facilities, another increase in training is forecasted for 2023.

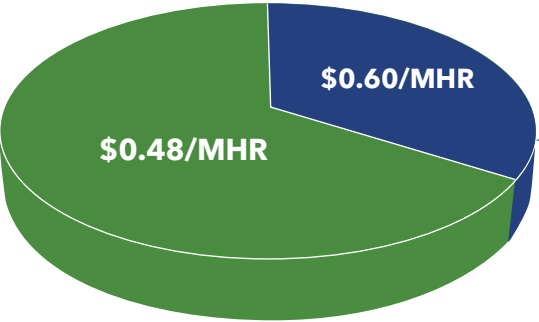
2022 TOTAL TRAINING EXPENSES: \$56,118,827

■ USMX TRAINING EXPENSES ■ PORT ASSOCIATION TRAINING EXPENSES



2022 TOTAL PER MANHOUR TRAINING EXPENSES  
Based on 52,133,380 MHRs @ \$1.08/MHR

■ USMX PER-MHR COST ■ PORT ASSOCIATION PER-MHR COST



TRAINING EXPENSES	2021	2022
USMX Training Expense	\$18,337,204	\$24,790,014
Port Association Training Expense	\$14,929,656	\$31,328,813
TOTAL MANHOURS	45,730,893	52,133,380
USMX Training Expenses Per Manhour	\$0.40	\$0.48
Port Association Training Expense Per Manhour	\$0.33	\$0.60
CALENDAR YEAR TOTAL TRAINING EXPENSE	\$33,266,860	\$56,118,827
CALENDAR YEAR TOTAL PER MHR COST	\$0.73	\$1.08





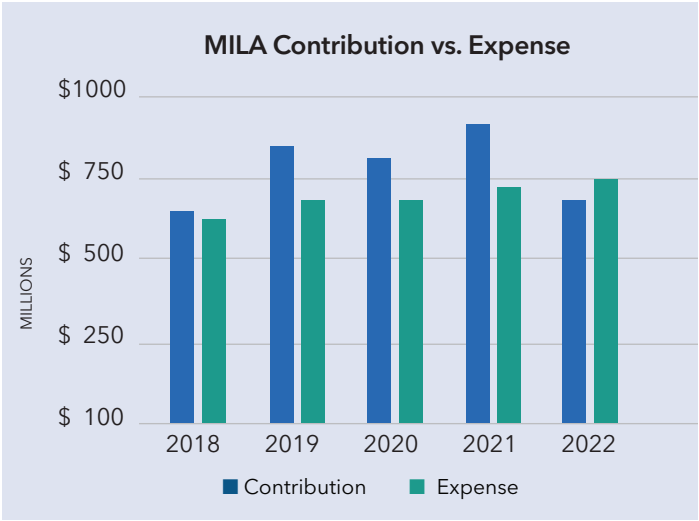
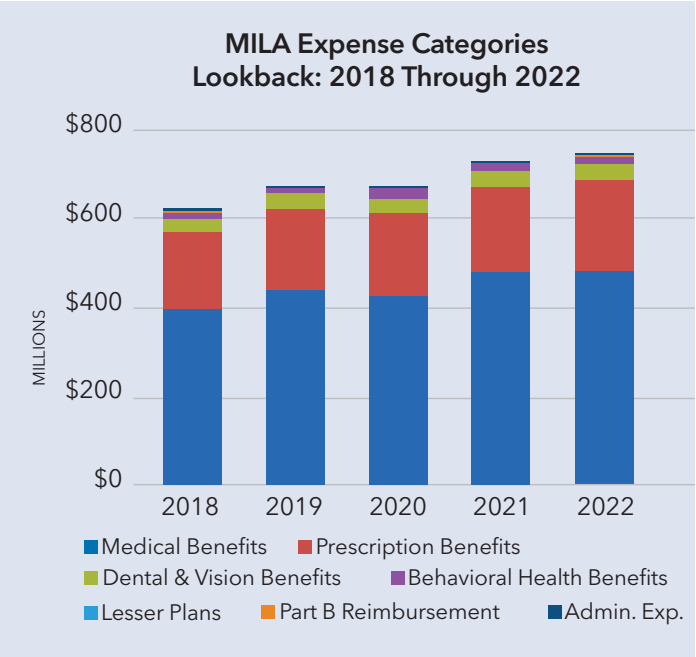
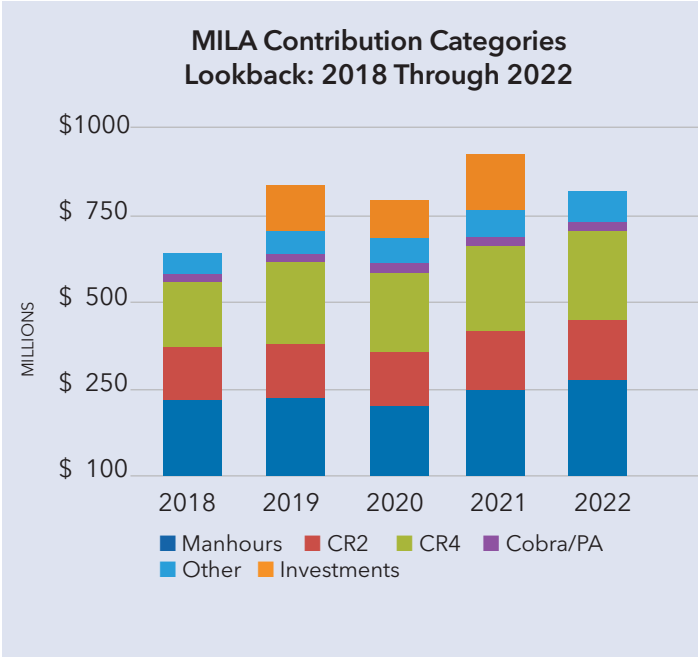


# USMX - ILA Trust Funds OVERVIEW



Port of Jacksonville





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

USMX-ILA MASTER CONTRACT TRUST FUNDS		
TRUST FUND NAME	TRUST FUND PURPOSE	PAGE NO.
Management-ILA Managed Healthcare (MILA)	Execution and Management of Healthcare Benefits	20
Container Freight Station (CFS)	CFS Subsidy and Credit; Distribution of Yearly Training Budget	22
Container Royalty 5 (CR5) Based on Yearly Application Review/Approval	Automatic Payments and Local Welfare Funds Subsidy	24
USMX-ILA Money Purchase Fund & Savings Plan (MPP)	Centralized Defined Contributon Retirement Plan for Ports Without an Existing Plan as of 10/1/18	24
COVID Pandemic Relief (CPR)	Supplementary Income Based on Application	25
Container Royalty Central Collection (CRCCF)	Centralized Collection of All Master Contract Tonage Assessments	26

OVERVIEW

Under the 2018-2024 USMX-ILA Master Contract, there are six trust funds that are jointly-managed by Trustees from the ILA and from USMX to ensure proper management of collected assessments. The table below 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 2022 Update

The Management-ILA Managed Health Care Trust Fund (MILA) is a collectively-bargained, multiemployer 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 75,000 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. Similar to 2021, due to the on-going pandemic throughout Contract Year Ending 2021, the bargaining parties agreed to provide a modified extension of MILA benefits for qualified members into 2022.

2022 was projected to see a surge in healthcare costs due to the lifting of restrictions that plagued the prior two years. While there was an uptick in dental expenses, MILA did not experience the projected spike in medical expenses and 2022 appeared to return to normal activity. Vaccines became readily available, and members and their families were able to get the necessary initial doses and boosters. Throughout 2022 the MILA administrative

staff continued to work tirelessly with our ILA members and ports to meet their healthcare needs.

MILA FUNDING

As part of the 2018-2024 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





CONTAINER FREIGHT STATION (CFS) TRUST FUND

The CFS Trust Fund program was implemented in 1989, and 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 a six-year Master Contract currently in place, the CFS subsidy rate will be \$21.00 per hour for most CFS stations from October 1, 2018, thru September 30, 2024.

2022 CFS Update

During 2022, at 20 CF stations, the ILA worked nearly 325,000 manhours, with \$6.7 million in expenses to the CFS Fund. Nearly 50,000 containers were handled while also maintaining a safe operation with COVID, social distancing, masking requirements and other restrictions. Assessments collected on each ton of cargo are used to fund these CFS operations. In 2022, the assessment remained (from previous years) at \$0.25 per ton.

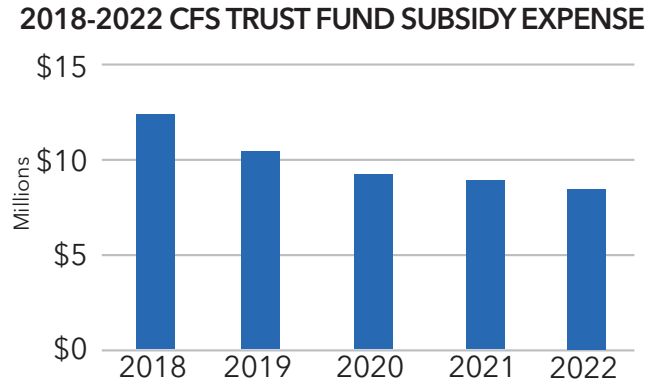
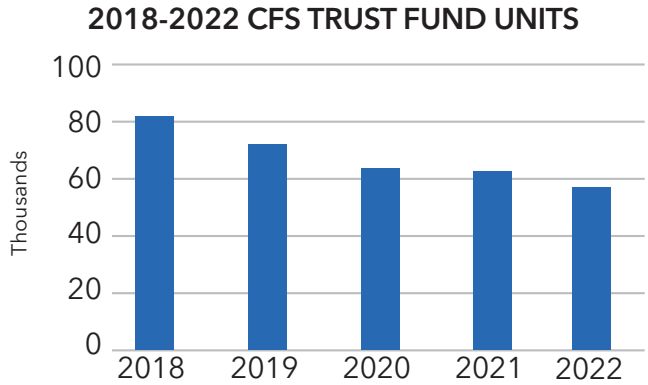
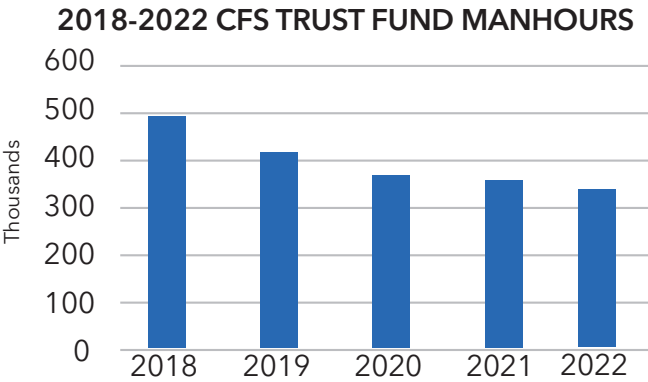
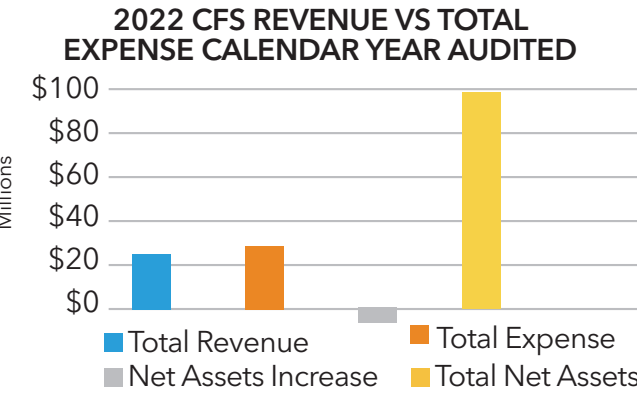
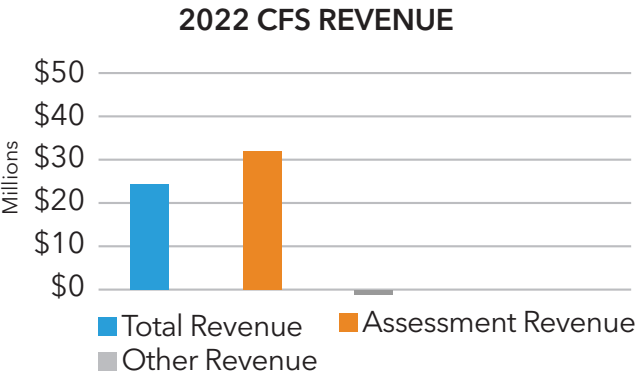
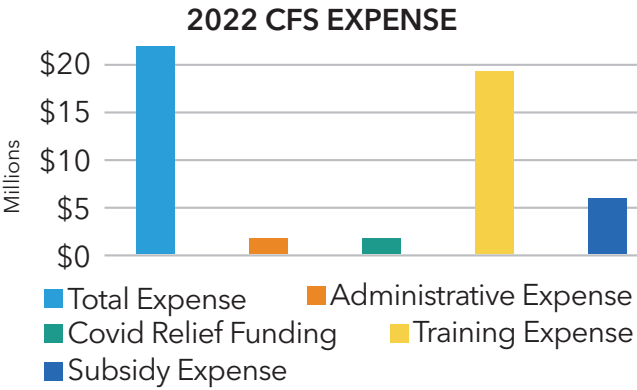
After two years of remotely conducting audits, in 2022, we were able to begin in-person audits again and see the stations in action.

CFS Carrier Credits

In the Master Contract, all containers that are stripped or stuffed at an authorized CFS 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 calendar year 2022, USMX Carrier members received Container Royalty credits totaling almost \$4.5 million.

USMX ILA TRUST FUND CONTAINER FREIGHT STATION DATA

CFS EXPENSES	2021	2022
Total Expense	\$28,498,540	\$27,429,685
Administrative Expense	\$ 1,911,440	\$1,877,163
Covid Relief Funding	\$ 1,050,000	\$1,028,000
Training Expense	\$ 18,337,204	\$19,149,145
Subsidy Expense	\$ 7,199,896	\$5,375,377
CFS REVENUE	2021	2022
Total Revenue	\$ 41,595,581	\$24,225,694
Assessment Revenue	\$ 41,436,430	\$32,151,769
Other Revenue	\$ 159,151	\$(7,926,075)
CFS TOTAL REVENUE VS. TOTAL EXPENSES		
CALENDAR YEAR AUDITED	2021	2022
Total Revenue	\$ 41,595,581	\$24,225,694
Total Expense	\$ 28,498,540	\$27,429,685
Net Assets Increase / Decrease	\$ 13,097,041	\$(3,203,991)
Total Net Assets	\$ 101,018,373	\$97,814,382





CONTAINER ROYALTY 5 (CR5) TRUST FUND

About the CR5 Trust Fund

Effective with the Master Contract 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 Contract.

CR5 allows the Master Contract the ability to direct necessary resources, based on a list of criteria, to those local welfare funds that demonstrate a shortfall. A key criterion of CR5 restricts the application amount to be used for funding Pension funds or an increase in local benefits of any kind. Additionally, the criterion puts a strong focus on the allocation of assessments to ensure proper distribution among local benefit funds. CR5 also replaced the automatic payments that were made to the ports under the previous Master Contract's Container Royalty CAP Program. Jointly administered by Trustees from USMX and the ILA, the CR5 Fund is financed through a \$0.70 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 increases in Vacation and Holiday benefits driven by wage increases; fluctuations in investment performance of local funds; and, in some areas, stronger revenue due to volume and/or manhour increases.

CR5 2022 Update

In the Contract Year that ended on September 30, 2022, the CR5 Trust Fund paid out approximately \$23.5 million dollars in



CONTAINER ROYALTY 5 TRUST FUND  
ANNUAL PAYOUT 2017-2022

2017	\$98.4M	2020	\$88.0M
2018	\$87.7M	2021	\$84.4M
2019	\$81.8M	2022	\$86.9M

assistance applied for by our member ports, in addition to the automatic payments (approximately \$63.4 million dollars) made as required under the Master Contract. CYE 2022 was a leveling year for tonnage and manhours, however with the influx of new members from the pandemic surge and wage increases, the fund saw an overall increase in demand.

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. Qualification thresholds and disbursements for qualified individuals were agreed upon by USMX and the ILA. The Master Contract MPP contributions shall be made as follows:

- Effective 10-1-18, qualifying employees shall receive a \$1.00 per hour contribution.
- Effective 10-1-20, qualifying employees shall receive an additional \$1.00 per hour contribution.

For Contract Year Ending 2022, with all seven Ports fully on board, the central USMX/ILA MPP and Savings Plan received an additional \$18M in employer contributions; the most since the inception of the plan. These contributions include a combination of Master Contract contributions of \$1 to \$2 per manhour as well as local contributions from three participating ports, Charleston, Tampa, and Savannah.

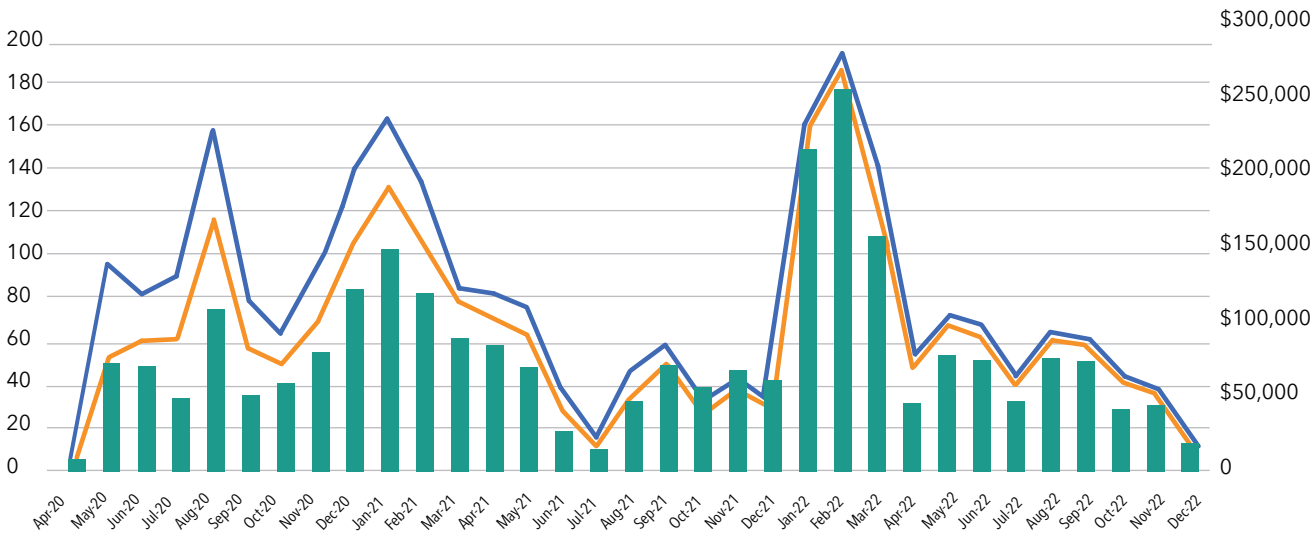
Ports not included in the central plan have their own Defined Contribution plan with varying contribution levels negotiated both locally and through the Master Contract.

MPP CONTRIBUTIONS BY PORT				
Effective 10/1/2020				
Port	Master Contract	Break Bulk	Auto	Cruise
Charleston	\$2.00	\$1.50	\$2.30	\$2.00
Tampa	\$2.00	\$1.50	—	\$2.00
New Orleans	\$2.00	—	—	—
Mobile	\$2.00	—	—	—
Savannah	\$1.00	—	\$0.50	—
Wilmington	\$1.00	—	—	—
Jacksonville	\$1.00	—	—	—

COVID PANDEMIC RELIEF FUND (CPR)

The CPR Fund, created in April 2020, was instrumental in providing supplementary income to ILA members who fell ill with COVID-19 or were forced to quarantine due to direct contact. By the end of 2022 the fund had approved over 2,000 applications and paid out over \$2.9M.

CPR APPLICATIONS RECEIVED/APPROVED/PAID OUT



Port of New York/New Jersey





Paul J. McCarthy  
President



Eileen M. Mackell  
Vice President



Jason Kohler  
Director

CONTAINER ROYALTY CENTRAL COLLECTION FUND (CRCCF)

About the Fund

The Container Royalty Central Collection Fund (CRCC Fund) is a jointly managed Fund 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 of the Fund 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 CRCCF 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 2018-2024 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 invoice accuracy of carrier reporting with real checks, directly executed by members at the ports.

CRCCF 2022 UPDATE

Contract year ending September 30, 2022, marked the close of the seventh full year of operations of the CRCCF system. This year was one of great reflection and planning for the CRCCF team. Feeling confident in the programs initiated since inception, the team felt it was time to focus on overall fund enhancements that would benefit Operations, Carriers and Ports. We reviewed areas of the application where we felt customization or streamlining would benefit all users and worked with developers on possible solutions. Next, we created and developed a Container Inspector Port auditing program to be rolled out in CYE 2023. This auditing program will greatly enhance overall reporting and accountability by all parties and improve data analysis shared among ILA/USMX management.

Whereas CYE 2021 focused on the current system performance and security of our IT environment, CY2022 took on future expansion, archival documentation, and options for support. In addition to in-depth research of industry platforms, security, and updating of our IT infrastructure, work began on the development of an RFI for future system support services.

The CRCCF continues to provide training and support to Carriers, Ports, and application Users. This year’s sessions included programing aimed at Carrier cost savings and one-on-one training of new ILA Container Inspectors and Administrators in the various ports.

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 for 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.

2022 Legal Matters

During 2022, USMX Carrier members were able to avail themselves of coverage through SIMAS for the National Labor Relations Board (NLRB) proceeding involving the State of South Carolina, the South Carolina State Ports Authority (SCSPA), USMX, the ILA, and ILA Local 1422 in which South Carolina and the SCSPA alleged that USMX, the ILA, and ILA Local 1422 agreed to boycott the Leatherman Terminal in the Port of Charleston, SC to force the SCSPA to give the ILA the jobs performed by South Carolina state employees. The September 2021 decision by an administrative law judge was followed by a December 2022 decision by the full Board. Details regarding the decisions are set forth in the Report of Counsel. Appeals of certain aspects of the Board’s decision were under consideration at year end.

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.



Port of Miami





## REPORT OF COUNSEL



Port of Philadelphia / Wilmington, Delaware





**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.

At The Lambos Firm, LLP the emphasis is on finding creative solutions to problems that plague businesses in these competitive times. Our reputation lies in our ability to bring parties together to resolve disputes without unnecessary legal intervention. This is achieved through a proactive approach to our clients’ needs by seeking to protect them from potential exposure by thoughtful, strategic planning. However, when litigation is unavoidable, our clients appreciate The Firm’s reputation for vigorous and tenacious advocacy. The hallmark of the firm is its proven experience in handling clients’ legal matters successfully and cost-effectively.

The Firm is a full-service law firm concentrating in the areas of labor and employment, ERISA, administrative, business, and insurance law. Our clients span a broad spectrum of industries and include maritime entities; multi-employer associations; transportation companies; banking and financial services

corporations; manufacturing concerns; real estate developers and construction contractors; health care organizations; and social service agencies.

The Firm has an active trial practice, jury and non-jury, in federal and state jurisdictions, and an extensive appellate practice, including successful U.S. Supreme Court advocacy. In addition, our attorneys are also actively engaged in non-judicial dispute resolution forums, including arbitrations, mediations, and administrative proceedings. The Firm has close ties to the maritime community that are manifested through active participation in long-standing maritime associations and support of charitable causes important to the industry. The attorneys of the Firm are dedicated and fully committed to serving the interests of the maritime community as well as recognizing the excellence the community brings out in its own.



MASTER CONTRACT-RELATED ISSUES

In January 2021, the State of South Carolina and the South Carolina State Ports Authority (SCSPA) filed charges with the NLRB against USMX, the ILA, and ILA Local 1422 alleging that they agreed to boycott the newly built Hugh K. Leatherman Terminal in Charleston to force the SCSPA to give the ILA the jobs performed by South Carolina state employees. In March 2021, the NLRB issued a consolidated complaint against USMX, the ILA, and ILA Local 1422 alleging that Article VII, Section 7(b) of the Master Contract requires USMX and the ILA to boycott the Leatherman Terminal if all the work at that terminal is not assigned to ILA members in violation of the National Labor Relations Act (NLRA).

After the ILA filed a \$300 million lawsuit against USMX and Hapag-Lloyd and OOCL, two USMX carrier members, USMX, SCSPA and South Carolina filed NLRB charges against the ILA. In June 2021, a hearing was held before the NLRB Administrative Law Judge (ALJ) at which USMX Chairman David F. Adam testified regarding Article VII, Section 7(b), and the USMX-ILA bargaining history during 2012-2013. In September 2021, the ALJ held that Section 7(b) does not violate the NLRA, and it is a lawful work-preservation agreement. The ALJ also ruled that the ILA’s lawsuit violated the NLRA because the ILA sought to have USMX carrier members cease doing business with the SCSPA. The parties appealed certain portions of the ALJ’s decision to the full NLRB, which published its decision in December 2022.

The NLRB unanimously affirmed the ALJ’s decision that dismissed the NLRB General Counsel’s complaint that was based upon the charges filed by the SCSPA and South Carolina against USMX, the ILA, and ILA Local 1422. The NLRB upheld the ALJ’s determination that Section 7(b) of the Master Contract is not a “hot cargo” provision that violates Section 8(e) of the NLRA.

The NLRB overruled the ALJ’s determination that dismissed the NLRB General Counsel’s complaint that was based upon the charges filed by USMX, SCSPA, and South Carolina against the ILA. The NLRB ruled that the ILA’s New Jersey lawsuit against USMX, Hapag-Lloyd, and OOCL was not unlawful secondary activity under NLRA Sections 8(b)(4)(ii)(A) and (B) and 8(e). The decision in favor of the ILA was a split decision along political lines, with two Democrats in the majority and a Republican NLRB member dissenting.

In ruling for the ILA on the second complaint, the NLRB

determined that USMX’s carrier members have sufficient control over the loading and unloading of containers they own or lease. The NLRB also determined that, although SCSPA has sole authority to decide the terminals in the Port of Charleston at which USMX’s carrier members will call and who will perform the loading and unloading work at those terminals using state-owned lift equipment, USMX’s carrier members have the ability to bypass the Port of Charleston and call at ports at which ILA-represented employees perform all the loading and unloading work. According to the NLRB, USMX’s carrier members have the right to control who performs the loading and unloading work for their containers.

At year end the SCSPA was considering filing appeals with the United States Court of Appeals for the Fourth Circuit of both the NLRB’s decision that upheld the lawfulness of Section 7(b) of the Master Contract and the decision that determined that the ILA’s lawsuit was not unlawful. USMX was contemplating filing as an intervenor in the proceeding to correct the NLRB’s finding on the carriers’ right of control.

Illegal Secondary-Boycott Activities

In 2012, ICTSI Oregon, Inc. sued the ILWU and its Local 8 for damages resulting from work stoppages and slowdowns related to two ILWU jobs that involved the plugging, unplugging, and monitoring of refrigerated containers and which caused ICTSI to leave the Port of Portland. A 2019 trial resulted in a \$93.6 million verdict against the ILWU for damages. The federal district court reduced the award to \$19 million, which ICTSI refused to accept. Both parties filed appeals, which were denied in January 2022 for lack of jurisdiction by the Court of Appeals for the Ninth Circuit. The case was remanded to the district court for further proceedings. A trial is set for February 2024.

COVID Pandemic Relief (CPR) Fund

In response to the loss of work opportunities caused by the COVID-19 pandemic, United States Maritime Alliance, Ltd. and the ILA amended the USMX-ILA Master Contract in 2020 to create the USMX-ILA COVID Pandemic Relief Fund, a supplemental unemployment benefit plan established pursuant to Section 501(c)(17) of the Internal Revenue Code.

During 2022, benefit applications being submitted to the CPR Fund from ports on the Atlantic and Gulf Coasts dropped substantially. As CPR Fund applications decreased, the ILA and USMX jointly agreed that the CPR Fund would temporarily suspend taking benefit applications based on the loss of income on and after January 1, 2023. However, if COVID-19 cases



increase or the CDC reports that the risk of getting COVID-19 has increased, the ILA and USMX will lift the suspension and applications will be processed by the CPR Fund.

2022 FEDERAL LEGISLATIVE AND REGULATORY ACTIVITY

COVID-19

Effective January 15, 2022, individuals with private health insurance coverage or who were covered by a group health plan who purchased an approved over the counter (OTC) COVID-19 diagnostic test during the COVID-19 public health emergency were able to have those test costs covered by their plan or insurance carrier. The COVID-19 public health emergency was extended several times throughout 2022 by the U.S. Department of Health and Human Services and required group health plans (including the Management-ILA Managed Health Care Trust Fund) and insurers to pay for COVID-19 tests and related services without charging cost sharing to the participants. Insurance companies and health plans were required to cover eight (8) free OTC at home tests per covered individual per month during the COVID-19 public health emergency.

FEDERAL LEGISLATION

Ocean Shipping Reform Act of 2022 (S. 3580)

The Ocean Shipping Reform Act of 2022 was signed into law on June 16, 2022. The legislation authorizes the Federal Maritime Commission to self-initiate investigations of ocean common carriers’ business practices; prohibits ocean carriers from unreasonably declining opportunities for U.S. exports; shifts the burden of proof regarding the reasonableness of demurrage and detention charges from the invoiced party to the ocean carrier that issues the charge; and requires ocean carriers to include on invoices information confirming that any late fees for demurrage or detention comply with federal regulations or face penalties.

Stop Overrides Act (S. 605/H.R. 1622)

The Stop Overrides Act was included as part of the Infrastructure Investment and Jobs Act that was enacted on November 15, 2021 and directed the U.S. Department of Transportation (DOT) to upgrade current federal safety standards for rear impact guards. The legislation also directed the DOT to develop performance standards for side underride guards. On July 15, 2022, the National Highway Traffic Safety Administration published a Final Rule regarding rear impact

guards and rear impact protection. The Rule was to take effect on January 11, 2023 with a compliance date of July 15, 2024.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

During 2022, the EEOC regularly issued updated guidance addressing COVID-19 inquiries and the federal anti-discrimination laws that the EEOC enforces. Such guidance dealt with religious objections to employer COVID-19 vaccination requirements, when and how employers can screen job applicants and employees for COVID-19, and when an employer can rescind a job offer due to COVID-19.

During 2022, the EEOC issued a new, updated workplace poster entitled, “Know Your Rights: Workplace Discrimination is Illegal,” which must be displayed conspicuously in the workplace. Employers are encouraged to display the poster digitally on their websites as well. The new poster provides information about the various types of workplace discrimination and retaliation.

FEDERAL MARITIME COMMISSION (FMC)

Fact Finding No. 29: International Ocean Transportation Supply Chain Engagement

In May 2022, the FMC released the final 65-page report for Fact Finding No. 29, “Effects of the COVID-19 Pandemic on the U.S. International Ocean Transportation Supply Chain.” During the two-year investigation period, importers and exporters echoed two recurring pandemic-related concerns: the high cost of shipping cargo, and excessive demurrage and detention charges. The report recommended that the FMC initiate rulemakings to provide clarity on empty-container returns and earliest-return-date practices and investigate practices relating to the charges assessed by ocean common carriers, seaports, and marine terminals through tariffs.

Ocean Shipping Reform Act of 2022 (OSRA)

Certain provisions of OSRA became effective immediately upon enactment on June 16, 2022, including the prohibitions on assessing non-compliant charges or issuing non-compliant invoices for demurrage or detention charges, as well as all the new requirements related to demurrage and detention invoices. In August 2022, the FMC established a webpage dedicated to actions and activities related to the implementation of OSRA. It also published a notice seeking public comment on whether supply chain congestion has created conditions warranting the issuance of an emergency order requiring ocean common carriers and marine terminal operators to share key information

with shippers, truckers, and railroads. In September 2022, the FMC sought public comment about the new OSRA prohibition against an ocean common carrier's unreasonable refusal to deal or to negotiate on vessel space accommodations. It also sought public comment regarding proposed new regulations on demurrage and detention billing requirements. All FMC matters seeking public comment were pending at year end.

NATIONAL LABOR RELATIONS BOARD (NLRB)

NLRB “Joint Employer” Rule

In September 2022, the NLRB published a proposed rule that expands the factors that can establish a joint employment relationship to include indirect and unexercised control over the terms and conditions of employment, such as scheduling, wages, and benefits. The proposed rule does not require an entity to actually exercise any authority over an employee’s essential terms and conditions of employment to be considered a joint employer. Merely possessing the authority to control those terms and conditions would be sufficient for an entity to be considered a joint employer. The matter was pending before the NLRB at year end.

Employee Surveillance

In 2022, the NLRB’s General Counsel issued a memorandum that

seeks to restrict the surveillance of employees by such means as Global Positioning System (GPS) tracking, video surveillance, and key loggers because they could potentially interfere with employees’ rights to form or to join a labor organization or to collectively bargain through their chosen representatives in violation of the National Labor Relations Act (NLRA).

The memorandum urges the NLRB to find that employers presumptively violate the NLRA if their technology tends to interfere with or prevent employees from engaging in protected concerted activity. The employer would have to demonstrate that the practices at issue are narrowly tailored to address an employer’s legitimate business needs.

Even where the employer’s interests outweigh those of its employees, the employer would be required to disclose to its employees the technologies being used to monitor them, the reasons for doing so, and how the information obtained is used.

The standard proposed by the NLRB General Counsel would apply to all employers subject to the NLRA, not just to unionized employers. In light of the General Counsel’s memorandum, employers that maintain surveillance technology should examine how that technology is being used and whether it is sufficiently tailored to minimize its impact on the rights of their employees.



Port of Charleston



OCCUPATIONAL SAFETY AND HEALTH  
ADMINISTRATION (OSHA)

COVID-19 Vaccination and Testing

The September 2021 mandatory vaccination and testing standard for private sector employers was immediately beset by legal challenges in various federal courts, including the Supreme Court of the United States. OSHA finally withdrew the standard in January 2022, which resulted in the final legal challenge to the standard being dismissed as moot by the Court of Appeals for the Sixth Circuit in February 2022.

PENSION BENEFIT GUARANTY CORPORATION  
(PBGC)

The PBGC’s Multiemployer Insurance Program (MIP), which covers 10.9 million participants, saw a dramatic improvement during 2022 due to the Special Financial Assistance (SFA) Program enacted in the American Rescue Plan Act of 2021 (ARP). ARP enabled the PBGC to provide special financial assistance to the most financially troubled multiemployer pension plans. Prior to ARP, the PBGC projected that its MIP would become insolvent in 2026. As a result of ARP’s SFA Program, the MIP is likely to remain solvent for more than 40 years.

The MIP had a positive net position of \$1.1 billion at the end of FY 2022, compared to \$481 million at the end of FY 2021. During FY 2022, the PBGC approved 30 applications for \$7.6 billion in SFA to plans that cover over 191,000 workers, retirees, and

beneficiaries. In FY 2022, the PBGC provided \$226 million in regular financial assistance to 115 multiemployer plans covering 93,525 participants receiving guaranteed benefits.

PORT SECURITY/TRANSPORTATION WORKER  
IDENTIFICATION CREDENTIAL (TWIC)

TWIC Enrollment/Renewal

Effective August 11, 2022, the Transportation Security Administration (TSA) enhanced the renewal process for the TWIC by allowing current TWIC holders to renew their credentials online, which eliminates the need to go to an enrollment center and makes the five-year renewal process more convenient.

Renewal Exemption for Truck Drivers with Hazardous  
Materials Endorsement (HME)

On September 15, 2022, the TSA temporarily exempted for 180 days the TSA Security Threat Assessment requirement for HME holders whose endorsements would have expired between July 1, 2022 and December 27, 2022. The HME Security Threat Assessment Program conducts a threat assessment for any driver seeking to obtain, renew, or transfer a hazardous materials endorsement on a state-issued commercial driver’s license. The TSA granted the exemption to ensure that the HME renewal process did not exacerbate the difficulties with the transfer and movement of cargo nationwide and at U.S. ports that were prevalent during 2022.







# USMX CARRIER MEMBERS

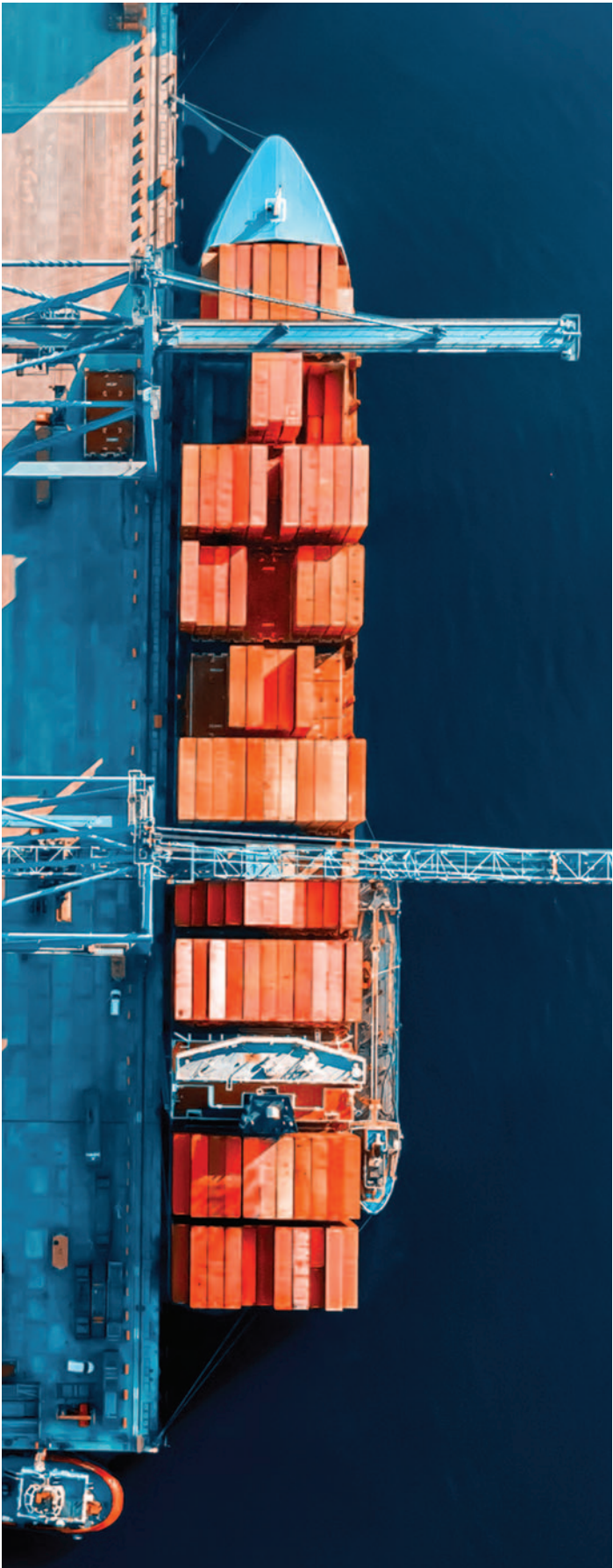


Mediterranean Shipping Company (USA) Inc.  
Maersk North America  
Hamburg Süd North America, Inc.  
CMA CGM Group  
American President Lines, Ltd.  
Hapag-Lloyd (America), LLC

COSCO SHIPPING Lines (North America) Inc.  
OOCL (USA) Inc.  
Ocean Network Express (North America) Inc.  
Evergreen Shipping Agency (America) Corp.  
ZIM Integrated Shipping Services Co., LLC  
Yang Ming (America) Corp.

HMM Co., Ltd. (Americas)  
Atlantic Container Line  
Turkon America, Inc.  
Wallenius Wilhelmsen Logistics Americas, LLC  
Columbia Group





**MSC MEDITERRANEAN SHIPPING COMPANY (USA) INC.**

MSC Mediterranean Shipping Company has been headquartered in Geneva, Switzerland, since 1978. A world leader in container shipping, MSC has evolved from a one vessel operation into a globally respected shipping and logistics business with over 550 container ships and 70,000 staff. MSC’s wide range of operations covers 155 countries across five continents, where MSC provides timely delivery of goods and services to local communities, customers and international business partners.

MSC calls at 500 ports on 200 trade routes, carrying some 21 million TEUs (twenty-foot equivalent units) annually, via one of the most modern and environmentally-friendly fleets.

The Company’s international headquarters supervise a worldwide network of offices with each having responsibility for commercial and operational activities in their respective countries.

**USMX PORTS OF CALL**

- |                            |                        |
|----------------------------|------------------------|
| <b>Boston</b>              | <b>Jacksonville</b>    |
| <b>New York/New Jersey</b> | <b>Port Everglades</b> |
| <b>Philadelphia</b>        | <b>Miami</b>           |
| <b>Wilmington DE</b>       | <b>Tampa</b>           |
| <b>Virginia</b>            | <b>Mobile</b>          |
| <b>Charleston</b>          | <b>New Orleans</b>     |
| <b>Savannah</b>            | <b>Houston</b>         |



**MAERSK**

**MAERSK NORTH AMERICA**

Maersk is an integrated container logistics company working to connect and simplify our customers’ supply chains. Our family of brands includes Maersk—the largest containership line in the world, Safmarine—an African regional line, Sea-Land—an Intra-Americas regional line, Hamburg Süd, APM Terminals and Svitzer Towage—that all work together to offer seamless shipping.

Our team of professionals operates in 130 countries with 70,000 people focused on providing end-to-end solutions that make shipping and logistics easier, faster and more reliable.

Customers are looking for more digital solutions to manage their supply chain so we are continuously improving our 24/7 online capabilities to enable faster decision-making and better cargo visibility. Shipping is a repeat business and our goal at our ports is to work closely with our Labor Partners to make the shipping process safer, more productive, more cost-efficient and more sustainable to the environment. We take great pride in our people who define our service level every day to our customers and the importance our industry plays in lifting global commerce.

**USMX PORTS OF CALL**

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|----------------------------|------------------------|
| <b>New York/New Jersey</b> | <b>Jacksonville</b>    |
| <b>Philadelphia</b>        | <b>Port Everglades</b> |
| <b>Wilmington DE</b>       | <b>Miami</b>           |
| <b>Baltimore</b>           | <b>Tampa</b>           |
| <b>Virginia</b>            | <b>Mobile</b>          |
| <b>Charleston</b>          | <b>New Orleans</b>     |
| <b>Savannah</b>            | <b>Houston</b>         |



(Photo/SCPA/Marion Bull)



**HAMBURG SÜD NORTH AMERICA, INC.**

Since December 1, 2017, Hamburg Süd belongs to A.P. Moller-Maersk, and is, therefore, part of the global market leader. This offers many advantages to customers of the Hamburg Süd Group: the most extensive global network, an enlarged geographical scope, the largest fleet in the world, and a state-of-the-art equipment pool to ensure complete coverage of supply chain requirements and availability where needed. Within the shipping industry, Maersk stands for strategic vision and a strong financial basis. At the same time, Hamburg Süd will remain a commercially independent company with its own brand values. The Hamburg Süd brand will continue to represent quality, reliability, and flexibility, in addition to providing a specific service offering with outstanding local expertise and personal contacts in over 250 offices worldwide

**USMX PORTS OF CALL**

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|----------------------------|------------------------|
| <b>New York/New Jersey</b> | <b>Jacksonville</b>    |
| <b>Philadelphia</b>        | <b>Port Everglades</b> |
| <b>Wilmington DE</b>       | <b>Miami</b>           |
| <b>Baltimore</b>           | <b>Mobile</b>          |
| <b>Virginia</b>            | <b>New Orleans</b>     |
| <b>Charleston</b>          | <b>Houston</b>         |
| <b>Savannah</b>            |                        |







CMA CGM GROUP

A World Leader and Major Economic Player, CMA CGM was founded in 1978, and is currently headed by Rodolphe Saade, from its base in Marseille, France. With a presence in 160 countries through 755 agencies, 750 warehouses with 9 million square meters of space, 110,000 employees, and a wide fleet of 502 vessels, CMA CGM serves 420 of the world’s 521 commercial ports and operates 285 shipping lines.

Global Brands & Subsidiaries include: APL in Singapore; ANL in Oceania; CNC in the Intra-Asia market; Containerships in Europe; Comanav in North Africa; Mercosul in South America; CMA Ships for vessel and crew management; CMA Terminals & Terminal Link; and CEVA LOGISTICS.

Shipping: Our young and diversified fleet operates on every one of the world's seas. Our global presence and efficient ships enabled CMA CGM Group to transport a volume of 21.6 million TEUs in 2019, with a fleet slot capacity of 2.705 million TEUs, and global revenue of \$30.3 billion (USD).

USMX PORTS OF CALL

- |                     |                 |             |
|---------------------|-----------------|-------------|
| Boston              | Virginia        | Mobile      |
| New York/New Jersey | Charleston      | New Orleans |
| Philadelphia        | Savannah        | Houston     |
| Wilmington DE       | Port Everglades | Freeport    |
| Baltimore           | Miami           |             |
|                     | Tampa           |             |



AMERICAN PRESIDENT LINES, LTD.

APL, one of the world’s leading ocean carriers, offers more than 120 weekly services and calls ports in over 70 countries worldwide. We provide container transportation through our international shipping network which combines high-quality intermodal operations with advanced technology, equipment and e-commerce.

Supporting APL’s container shipping business is our Shared Service Centre (SSC) which provides support in the critical shipping processes of Customer Service, Operations, Finance and Accounting. SSC operates through four major hubs including Heredia, Costa Rica, Tallinn Estonia, Chongqing, China and Kuala Lumpur, Malaysia.

APL is part of the CMA CGM Group, a leading worldwide shipping group founded in 1978 by the late Jacques R. Saadé. CMA CGM has a global presence thanks to its numerous vessels calling various ports all over the world. CMA CGM has grown continuously, and has been constantly innovating to offer its clients new sea, land and logistics solutions. Headquartered in Marseille, the Group has employees all over the world in hundreds of agencies.

USMX PORTS OF CALL

- |                     |                 |
|---------------------|-----------------|
| New York/New Jersey | Savannah        |
| Philadelphia        | Port Everglades |
| Baltimore           | Miami           |
| Virginia            | New Orleans     |
| Charleston          | Houston         |



HAPAG-LLOYD (AMERICA), LLC

As a truly global company with 13,000 employees in 129 countries, Hapag-Lloyd is one of the leading carriers for Transatlantic, Latin-American and Intra-American trade. Equipped with 248 modern ships and a total capacity of 1.7 million TEUs, the company transports 12 million TEUs annually calling over 600 ports on their 122 liner services. The fleet of own ships provides an average capacity of 9,378 TEUs per vessel. Hapag-Lloyd offers one of the most modern reefer container fleets in the world and a stock of over 2.6 million containers in total.

Founded in 1970 following the merger of Hamburg-America Line (HAPAG) and Norddeutscher Lloyd (NDL), Hapag-Lloyd's history goes back well into the 19th century. In the last decade, after completing mergers with CSAV and UASC, Hapag-Lloyd has become the fifth largest container liner shipping company in the world. With its Strategy 2023, the company aims to increase its profitability and become market leader in terms of quality. Hapag-Lloyd is constantly digitalizing their business to offer their customers information that is transparent and conveniently available.

USMX PORTS OF CALL

- |                     |                 |
|---------------------|-----------------|
| New York/New Jersey | Jacksonville    |
| Philadelphia        | Port Everglades |
| Wilmington DE       | Miami           |
| Baltimore           | Mobile          |
| Virginia            | New Orleans     |
| Charleston          | Houston         |
| Savannah            |                 |



COSCO SHIPPING LINES (NORTH AMERICA), INC.

COSCO SHIPPING is a fully integrated ocean carrier and logistics provider serving every continent in the world. COSCO SHIPPING Lines has a total of 403 container vessels, with a total capacity of 2.2 million TEUs, ranking 3rd place in the world, and 1st place in Asia. COSCO SHIPPING Lines continuously works to bring the quality standards of ocean shipping to even higher levels by expanding upon the widest ranging coverage to offer even better end-to-end logistics solutions and by accelerating the pace of digitalization through the use of evolving technology.

Our commitment to our customers, that We Deliver Value, is made possible and measurable by remaining transparent and adaptable to the constantly changing qualities of commerce.

USMX PORTS OF CALL

- |                     |             |
|---------------------|-------------|
| Boston              | Miami       |
| New York/New Jersey | Tampa       |
| Baltimore           | Mobile      |
| Virginia            | New Orleans |
| Charleston          | Houston     |
| Savannah            |             |







OOCL USA, INC.

“Orient Overseas Container Line” and “OOCL” are trade names for transportation provided separately by: Orient Overseas Container Line Limited (“OOCL”) and OOCL (Europe) Limited respectively and both are wholly-owned subsidiaries of Orient Overseas (International) Limited, a public company (0316) listed on the Hong Kong Stock Exchange. OOCL is one of the world's largest integrated international container transportation and logistics companies. As one of Hong Kong's most recognized global brands, OOCL provides customers with fully-integrated logistics and containerized transportation services, with a network that encompasses Asia, Europe, the Americas, Africa and Australasia.

OOCL is well respected in the industry with a reputation for providing customer-focused solutions, quality services and continual innovation. OOCL is one of the leading international carriers serving China, providing a full range of logistics and transportation services throughout the country. It is also an industry leader in the use of information technology and e-commerce to manage the entire cargo process.

USMX PORTS OF CALL

- Boston

New York/New Jersey

Baltimore

Virginia

Charleston
- Savannah

Miami

Mobile

New Orleans

Houston



OCEAN NETWORK EXPRESS (NORTH AMERICA) INC.

OCEAN NETWORK EXPRESS (ONE) was established on July 7, 2017 by the integration of the containership business sectors of “K” Line, MOL and NYK. The Holding company was set up in Japan on July 7, 2017 and simultaneously a business management company was established in Singapore. Regional headquarters were also established in Singapore, Hong Kong, London, Sao Paulo, and Richmond, Virginia, and services commenced in April 2018.

In April 2017, “K” Line, MOL and NYK, started services as "THE Alliance" with other major shipping companies. Ocean Network Express continues to provide services as a member of this alliance.

As a result of the integration, our fleet size is 1,590,000 TEUs, the 6th largest in the world (as of January 2020). Operations are performed through a fleet of 224 vessels, including 31 super-large ships, such as the world's largest 20,000-TEU container ships, in a service network covering over 120 countries around the globe. AS ONE, WE CAN.

USMX PORTS OF CALL

- New York/New Jersey

Philadelphia

Wilmington DE

Baltimore

Virginia

Charleston
- Savannah

Jacksonville

Port Everglades

New Orleans

Houston



EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

A leading member of the Ocean Alliance, Evergreen Line operates some 200 container vessels that provide a total capacity of approximately 1.27 million TEUs. As North American agent for the Taiwan-based global ocean carrier, Evergreen Shipping Agency (America) Corporation represents the U.S. East and Gulf Coast concerns so vital to USMX members, and supports the full complement of world-wide services Evergreen provides its North American shippers.

Founded in 1968, for more than 50 years Evergreen has been providing responsible, reliable service with a commitment to the issues that impact the economic and environmental well-being of the port communities it calls. Along with new service enhancements that broaden opportunities between Asia, the Caribbean and the US Gulf, the company currently serves six continents and a full-range of North American ports.

USMX PORTS OF CALL

- Boston

New York/New Jersey

Baltimore

Virginia

Charleston

Savannah
- Miami

Tampa

Mobile

New Orleans

Houston



ZIM INTEGRATED SHIPPING SERVICES CO., LLC

In the fast-changing shipping world, ZIM Integrated Shipping Services has set itself apart as an independent carrier with a fresh, unique approach. ZIM's strategy as a global niche carrier offers distinctive advantages to customers worldwide. We have created a smart, efficient network that ensures stable, reliable services; and we have made it our mission to focus on the needs of our customers, which stand at the heart of all our decisions.

ZIM operates in select trades, where it has a competitive advantage and where it can provide superior service. In these trades, ZIM is a significant player with a sizable market share.

We make the most of our flexibility and creativity to provide premium services and solutions adapted to our customers’ evolving needs. Our professionalism is built on decades of experience and skill, and a history as trailblazers in the container shipping business.

USMX PORTS OF CALL

- Boston

New York/New Jersey

Philadelphia

Wilmington DE

Virginia

Charleston

Savannah
- Jacksonville

Port Everglades

Miami

Tampa

Mobile

New Orleans

Houston







YANG MING (AMERICA) CORP

Yang Ming Marine Transport Corp. (Yang Ming) was established on December 28, 1972 and headquartered in Keelung City, Taiwan. With decades of maritime transport experience and the focus on the container shipping business, we provide 107 weekly services worldwide. Being an international shipping service provider, we service our global customers in a selection of 241 subsidiaries in 100 countries. In order to effectively respond to local markets and closely connect to our customers, we have regional centers strategically set up in USA, Panama, Germany, Greece and Dubai.

At the end of March 2020, we have 94 full-container vessels with a total capacity of 640,000 TEUs deployed in our global service network. Through continuous service improvement and the strategic partnership in THE Alliance, we have expanded services and shortened transit time greatly. Being committed to customer satisfaction has enabled Yang Ming to deliver top-notch transport experience and continue to provide a reliable and comprehensive service network to our customers around the world.

USMX PORTS OF CALL

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|---------------------|-----------------|
| New York/New Jersey | Jacksonville    |
| Philadelphia        | Port Everglades |
| Wilmington DE       | Miami           |
| Virginia            | Mobile          |
| Charleston          | New Orleans     |
| Savannah            | Houston         |



HMM CO., LTD. (AMERICAS)

HMM is a global integrated logistics company providing the best transport services. Our professionally skilled and experienced staff provide customers with world-class transportation services via more than 100 state-of-art vessels and various logistics facilities that span a worldwide network of ports together with industry-leading IT systems. HMM provides many types of shipping services. Since launching our first service with three VLCCs (Very Large Crude Carriers) in 1976, HMM has substantially expanded into the world-class integrated logistics service provider by adding various types of vessels – container ships, bulk carriers, trampers, heavy lifts, and special product carriers.

HMM has a vast global network supported by three regional headquarters, 23 subsidiaries, 58 branch offices and three container terminals. Backed by these competencies, HMM is leading the global shipping markets, where cross-border competition intensifies each day.

USMX PORTS OF CALL

- |                     |              |
|---------------------|--------------|
| New York/New Jersey | Savannah     |
| Wilmington DE       | Jacksonville |
| Baltimore           | Mobile       |
| Virginia            | New Orleans  |
| Charleston          | Houston      |



ATLANTIC CONTAINER LINE

Atlantic Container Line (ACL), a Grimaldi Group Company, is the most experienced carrier of Containers and Roll-on/Roll-off cargo with four transatlantic services each week. ACL operates the world's newest, greenest and largest CONRO vessels which offer 100% cell-guides for containers, both above and below deck and 100% underdeck RORO stowage. ACL's unique ships can accommodate any size, weight or shape of oversized cargo to just about any place in the world. The Company is headquartered in Westfield, New Jersey with offices throughout Europe and North America.

Atlantic Container Line offers the most versatile service options to and from North America and Europe. Our new innovative G4 CONROs have doubled their capacity for handling containers, RORO, breakbulk and vehicles. We offer a wide selection of direct port calls ensuring fast door-to-door transit times.

USMX PORTS OF CALL

- |                     |          |
|---------------------|----------|
| New York/New Jersey | Savannah |
| Philadelphia        | Houston  |
| Baltimore           | Freeport |
| Virginia            |          |



TURKON AMERICA, INC.

Turkon Line, established in 1997, is the first dedicated Turkish Company providing container transportation and logistics services between Turkey and the USA, North Europe and the Mediterranean, as well as direct service to/from Turkey, Egypt and the USEC with eight connecting services operated in several intra-Mediterranean, Black Sea and North Europe trades.

Turkon Line is in 28 countries with 500 employees and 43 offices and agencies and is a well-known container line located in the East Mediterranean. Turkon Line's USA Headquarters for commercial and operations, is in Secaucus, New Jersey, with branch offices in Norfolk and Savannah.

USMX PORTS OF CALL

- New York/New Jersey  
Baltimore  
Virginia  
Savannah







WALLENIUS WILHELMSSEN LOGISTICS AMERICAS, LLC

The Wallenius Wilhelmsen group is a market leader in roll-on/roll-off (RoRo) shipping and vehicle logistics, managing the distribution of cars, trucks, rolling equipment and breakbulk to customers all over the world.

The company operates around 125 vessels servicing 15 trade routes to six continents, a global inland distribution network, 66 processing centers and eight marine terminals.

Headquartered in Oslo, Norway, the Wallenius Wilhelmsen group has 8,875 employees in 29 countries worldwide.

USMX PORTS OF CALL  
Savannah



COLUMBIA GROUP

The Columbia Group of Companies was founded in 1990 with its successful all-water container barge service, Columbia Coastal Transport. The company began with one barge and one service operating between New York and Boston. Over 30 years later, the company is recognized as the premier container barge feeder operator in the United States, and the greenest and most efficient mode of container transportation available today. In addition, the company has expertise in handling project, government and military cargoes. Presently, the company operates three U.S. flag barges engaged in services in the New England, Mid-Atlantic and Chesapeake regions.

USMX PORTS OF CALL

Boston	Virginia	Mobile
New York/	Charleston	New Orleans
New Jersey	Savannah	Houston
Philadelphia	Port Everglades	Freeport
Wilmington DE	Miami	
Baltimore	Tampa	



Port of Jacksonville





# USMX PORT ASSOCIATION MEMBERS



Port of New Orleans

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

South Carolina Stevedores Association, Inc.  
Southeast Florida Employers' Port Association, Inc.  
Steamship Trade Association of Baltimore, Inc.  
The Shipping Association of New York and New Jersey  
West Gulf Maritime Association





Incorporated under the laws of the Commonwealth of Massachusetts in 1946, the Association, commonly known as “BSA” was founded to administer the newly-created fringe benefits coming into Union contracts for the first time. With a diverse membership of firms comprising those steamship owners, agents, stevedores, terminal operators, and service organizations who employ waterfront labor, years of trial and progress led to the first modern longshore contracts in 1968, which established grievance procedures with fixed arbitration provisions, a successful Union-run Hiring Hall, and confirmed the joint labor/ management handling of pension, health and welfare funds.

On behalf of its maritime employer members, the Boston Shipping Association (BSA) carries out its mission by facilitating collaboration between its members, labor unions and maritime stakeholders and by negotiating and administrating union collective bargaining agreements. Through its actions the BSA seeks to encourage the protection and growth of traditional maritime industries in

BOSTON SHIPPING ASSOCIATION INC.

the Port of Boston and to emphasize the safety of those industries and their workers.

The BSA remains a non-profit business association steadfast to its core mission of managing a multitude of union pension and benefits funds and negotiating and administrating labor agreements on behalf of our employer members. Over the years the BSA has become more focused on advocating for the protection and growth of traditional maritime industries in the Port of Boston thereby fostering economic prosperity for the Port, the Commonwealth of Massachusetts and the New England region.

The BSA’s role as an advocate for the local maritime industry is accomplished by its participating as a member on various boards and committees that affect the future of waterfront employers and labor, speaking at state and local public hearings concerning governmental action that impacts the working port, and submitting to federal, state, and local agencies and media outlets written commentary that highlights the importance of the maritime industry in the Port of Boston.



Port of Boston



In 2022, New York Shipping Association underwent a name change and became “Shipping Association of New York and New Jersey” (SANYNJ). Adding “New Jersey” to the name was long overdue because this is where over 90% of the Port activity takes place from a volume and work hours perspective. This doesn’t diminish the importance of the business which occurs in New York, but rather completes the picture as we drive the Port into the future. SANYNJ aligns the Association’s name with the Port Authority as well. When we meet with regulators in Washington D.C., Trenton, or Albany it’s now clear who we represent. When potential workers seek employment at the Port, they no longer have to question why they are approaching a New York entity for an opportunity in New Jersey.

From a cargo perspective, 2022 was a tumultuous year. Congestion at all major U.S. ports reached its peak at one time or another. The inability of the supply chain to absorb record freight volumes came to a head. In the Port of New York and New Jersey, 8.6% volume growth on top of a 20.4% volume growth the previous year resulted in month after month record volumes.

Long dwelling import containers at the marine terminals pushed utilization levels up to their maximum. There was little room for

THE SHIPPING ASSOCIATION OF NEW YORK & NEW JERSEY

empty containers to be returned to the Port. Empties needed to be stored off-dock and tied up valuable chassis inventories creating chassis shortages. Truckers bore the brunt of this scenario as they were often the ones left with empty containers and no place to deliver them. At great expense, terminal operators and depot operators stayed open later during the week and opened on Saturdays and holidays when the trucking community could utilize the gate operations. Gates were not just opened on an ad hoc basis hoping the truckers would use them, discussions were had with the trucking associations who polled their members to see if off-hour gates would be utilized if opened maximizing utilization.

SANYNJ continued to hire and train workers to safely embark on their new careers in the Port. There were 386 longshore workers, 81 checkers and 32 maintenance professionals hired in 2022 to meet the demands of growing cargo volume.

Since 2014, SANYNJ has proudly Co-Chaired the Council on Port Performance (CPP) with the Port Authority of New York and New Jersey. This forum continues to be vitally important, and the resulting collaboration and cooperation is what separates New York and New Jersey from other major ports through the exchange of ideas regarding steps that need to be taken to improve the Port’s performance short-term and long-term.



Port of New York/New Jersey



THE SHIPPING ASSOCIATION OF NEW YORK & NEW JERSEY

The ongoing efforts of the CPP are the key as to why the Port has been able to handle record volumes through the pandemic. The CPP understood many years ago that the greatest challenge our industry faces is a shortage of skilled labor throughout the supply chain. With this vision the Council and their Workforce Development Implementation Team has worked with academia to develop curriculum, bring the awareness of opportunities in the supply chain to high school students and host regular job fairs throughout the local communities. This ongoing effort is vital to the long-term success of the Port. The CPP needs to continue with our efforts to prepare workers for careers in the supply chain for the good of the local communities and the industry alike.

As we move into 2023, it looks like the volumes in the Port industry are going to take a breather while the economy absorbs the freight which has clogged supply chains the past two years. This will provide a great opportunity to assess the past two years and prepare for the next wave of freight through the Port that will certainly return.



Container Terminals

- Port Newark Container Terminal – Port Newark, NJ
- Maier Terminals – Elizabeth, NJ
- APM Terminals – Elizabeth, NJ
- GCT New York Terminal – Staten Island, NY
- GCT Bayonne Terminal – Jersey City, NJ
- Red Hook Container Terminal – Brooklyn, NY

Berth capabilities

- Berth 23 – Offers on-dock rail and direct access for trucks without height restrictions.
- Berth 17 – Offers direct access for trucks without height restrictions.
- Berth 25 – Offers on-dock rail and direct access for trucks without height restrictions.



Our Mission

The Philadelphia Marine Trade Association was incorporated in 1947 – providing over 75 years of service to the Delaware River port community. In its early years, the mission was to promote the interest of the Delaware, Southern New Jersey, and Southern Pennsylvania ports. Decades later, the Ports of the Delaware River Marine Trade Association (PMTA) represents all the International Longshoremen’s Association (ILA) employers operating at Delaware River Facilities.

Our Values

- Assisting the membership in solving maritime problems, particularly those involving the hiring of waterfront labor
- Maintaining harmony between management and labor



Port of Philadelphia

PORTS OF THE DELAWARE RIVER MARINE TRADES ASSOCIATION

- Fostering just and equitable principles and practice between labor and management in the maritime industry
- Assisting in labor disputes and in the negotiation of collective bargaining contracts by management, as well as the interpretation and administration of labor contracts
- Promoting safety in the working of cargoes at the ports and to generally work for the betterment, expansion, and prosperity of the port with the emphasis on labor relations
- Contributing to not-for-profit organizations that would further the interest of the membership, and of the Ports of Delaware, Southern New Jersey, and Southeastern Pennsylvania





## STEAMSHIP TRADE ASSOCIATION

OF BALTIMORE, INC.

The Steamship Trade Association of Baltimore is committed to providing quality, timely and professional service to member companies. Core services include labor management relations, payroll processing, work hours database management, establishing a concentrated trained workforce, and promoting maritime trade in a safe, positive, technologically advanced environment.

**The main terminals in the Port of Baltimore where ILA Labor is utilized:**

- Dundalk Marine Terminal** 570 acres, 13 Berths  
**Cargo includes:** Automobiles, Breakbulk, Wood Pulp Containers, Roll-On Roll-Off equipment including farm, construction, earth moving, and other project equipment  
**Resources include:** Four 40-long-ton container cranes, 8 miles of rail, Ten sheds providing almost 800,00 ft2
- Seagirt Marine Terminal** 320 Acres, 4 Berths  
**Cargo includes:** Containers  
**Resources:** Access to CSX's 68-acre Intermodal Container Transfer Facility (ICTF) for rail access
- Fairfield/Masonville Marine Terminal** 150 Acres, 2 Berths  
**Cargo includes:** Automobiles, Light Trucks  
**Resources include:** CSX rail spur

STEAMSHIP TRADE ASSOCIATION OF BALTIMORE

- North Locust Point Marine Terminal** 90 Acres, 5 Finger Piers  
**Cargo includes:** Wood Pulp, Lumber, Steel, Paper, Containers  
**Resources:** One 45-long-ton Container Crane with steel-handling capability, Direct connection to terminal by CSX
- South Locust Point Marine Terminal** 79 Acres, 3 Berths  
**Cargo includes:** Forest Products, Automobiles  
**Resources:** One 100-short ton Revolving Gantry Crane, Direct connection to terminal by CSX
- Cruise Maryland Terminal** 19 Acres, 1,139-foot Berth  
**Cruise Passenger Terminal Resources:** Adjacent to South Locust Marine Terminal, 1,538 Parking Spots, Located directly off on an exit for Interstate I-95  
**Cruise lines include:** Royal Caribbean International, Carnival Cruise Line, Norwegian Cruise Line
- Tradepoint Atlantic**  
Tradepoint Atlantic is formerly Bethlehem Steel Mill which was demolished and transformed into a 3,300-acre maritime logistics development that has been growing rapidly. Resources there include rail access, large distribution warehouses, a new automobile processing facility, and access to water currently with one berth. Recently, a major announcement was made about a large future container terminal coming to Tradepoint Atlantic Cruise Line.



Port of Baltimore



HRSA provides necessary and valuable representation and services on behalf of its member employers. In addition to its work in local labor relations in Hampton Roads, HRSA represents the interests of its member employers through its participation in the U.S. Maritime Alliance (USMX), which negotiates and addresses coastwise labor matters with the ILA from Maine to Texas. In these capacities, HRSA is a cornerstone of the operational, commercial, and strategic success of the Port of Hampton Roads.

The HRSA by-laws state the purpose of the Association shall be to promote the interests of the Port of Hampton Roads, and to further the common interest of those business establishments which are directly engaged in or render services to the maritime trade in the Port of Hampton Roads and particularly those who hire, directly or indirectly, water-front labor; to make periodic gifts to not-for-profit organizations which would further the interests of the membership and of the Port; to render assistance to the membership in the solution of maritime problems, and more particularly those arising out of the hiring of waterfront labor; to maintain harmony between management and labor; to foster just and equitable principles and

HAMPTON ROADS SHIPPING ASSOCIATION, INC.

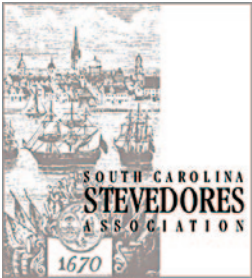
practices between labor and management in the maritime industry; to assist in the negotiation of collective bargaining contracts between labor and management, and serve as the collective bargaining representative for the members of the Association; to adjust labor disputes; to interpret and administer labor contracts; to participate in the arbitration of disputes that might arise under labor contracts; to promote safety in the working of cargoes in the Port of Hampton Roads and to generally work for the betterment, expansion and prosperity of the Port of Hampton Roads with the emphasis in the field of labor relations.

HRSA works to protect and to advance the mutual and common interests of its member companies, which membership is exclusive to the relatively small number of direct and indirect employers of the unionized labor who make up the approximately 2,500 active members of the International Longshoremen's Association (ILA) in Hampton Roads. HRSA's member companies employ ILA labor primarily in the handling of the imported and exported containerized cargo at marine terminals owned or operated by the Virginia Port Authority (VPA).



Port of Virginia





The South Carolina Stevedores Association is a trade organization that promotes port image, safety and labor relations. The organization provides shiploading safety apparatus for use by members, compensation of safety inspector, training programs and drug testing to improve labor relations and safety of members. The South Carolina Stevedores Association also negotiates and arbitrates on behalf of member companies with the International Longshoreman's Association.

SOUTH CAROLINA STEVEDORES ASSOCIATION

Program areas at South Carolina Stevedores Association

- Shiploading safety apparatus provided for use by members, compensation of safety inspector, training programs, drug testing, all for improved labor relations and safety of members
- Labor negotiations and arbitration on behalf of member companies with the International Longshoreman's Association
- Promotion of South Carolina ports community image



Port of Charleston



GEORGIA STEVEDORE ASSOCIATION

2022 TONNAGE UPDATE

The Georgia Ports Authority marked record volumes in Calendar Year 2022 in total tonnage, container tonnage, container throughput, and breakbulk tonnage. Total tons crossing all Georgia Ports exceeded 42.3 million, up from 41.6 million (15%) over 2021.

- The Port of Savannah moved 5.8 million twenty-foot equivalent units (TEUs) in Calendar Year 2022, an increase of approximately 279,000 TEUs (5%) compared to Calendar Year 2021.
- Non-container tonnage (breakbulk and bulk) for the Ports of Savannah and Brunswick surpassed 4.9 million in Calendar Year 2022, up 475,000 tons (10.6%) from Calendar Year 2021.
- The Appalachian Regional Port handled approximately 28,500 rail lifts in Calendar Year 2022.

PORT PROJECTS

Port of Brunswick Improvements

Colone's Island has added a 350,000 square foot near-dock warehouse that will serve auto processing, including a 200,000 square foot fumigation area, as well as a 150,000 square foot first-point-of-rest warehouse for high and heavy material. It will also begin developing a fourth berth to better accommodate ships carrying more than 7,000 vehicles.

Ocean Terminal

GPA is transforming the 200-acre Ocean Terminal into a container-only facility. The docks will be served by another eight new ship-to-

shore cranes capable of serving two big ships simultaneously. The project will allow for annual capacity of 2.0 million TEUs.

Garden City Terminal West Expansion

Ninety acres are being developed as a container yard, supported by 15 electric rubber-tired gantry cranes. This will add 1 million TEUs of annual capacity, coming online in phases in 2023 and 2024.

INFRASTRUCTURE

CB-1 Realignment

Straightening a bend in Container Berth 1 at Garden City Terminal provides another big ship berth, allowing the Port of Savannah to simultaneously serve four 16,000 TEU vessels, increasing annual berth capacity by 1.5 million TEUs.

Mega Rail Project

The 85-acre Mason Mega Rail Terminal is the largest of its kind for a port terminal in North America. With a total of 18 working rail tracks, the project has doubled the Port of Savannah's previous rail capacity to 2 million TEUs per year.

Equipment

- 198 rubber-tired gantries (RTGs) between Garden City Terminal and Ocean Terminal.
- 30 ship-to-shore (STS) cranes.
- 10 rail mounted gantry (RMG) cranes.



Port of Savannah



JACKSONVILLE MARITIME ASSOCIATION, INC.



The Jacksonville Maritime Association (JMA) negotiated and administers both the local and district contracts, and all issues that may arise from them, including equipment and hazmat training; safety; certifications; port issues; drug policies and testing; and local benefits, such as pensions and weekly indemnity. Located in Florida's largest container port and one of the nation's largest vehicle-handling ports, JAXPORT offers competitive transit times to over 140 ports in more than 70 countries.

With seamless transportation options, including 100 trucking firms and 40 daily trains via Class I railroads CSX and NS, as well as the regional rail line FEC, JAXPORT ensures efficient movement of goods. Their experienced sales team can also help develop personalized plans to benefit businesses.

JAXPORT's on-dock warehousing spanning 1 million square feet is advantageous for breakbulk cargo such as lumber, paper rolls, wood pulp, steel, and other metals. The skilled workforce in Jacksonville is

experienced in handling forest products, including logs, lumber, paper products, and wood pulp. For high and heavy equipment, JAXPORT's cargo experts are trained to securely and safely move construction, mining, and agriculture equipment. The port's dedicated heavy lift berth offers a high load capacity of 1,800 pounds per square foot, along with on-dock rail and high and wide clearances.

JAXPORT also caters to bulk cargo, providing over 40 acres of dedicated space for dry bulk shipments and 324,000 barrels of capacity for liquid bulk cargo. Additionally, JAXPORT and its partners are pioneers in the transportation of Liquefied Natural Gas (LNG), offering an efficient off-pipeline fuel supply chain.

Being one of the 17 Strategic Ports designated to move military cargo in the United States, JAXPORT plays a vital role in supporting military operations.



Port of Jacksonville



SOUTHEAST FLORIDA EMPLOYERS PORT ASSOCIATION

PortMiami is one of America's fastest-growing global gateways. It contributes more than \$43 billion annually to Miami-Dade County's local economy and supports over 334,500 jobs in Florida. Located at the crossroads of north-south and east-west trade lanes and with big-ship capabilities, PortMiami serves ocean carrier customers by linking worldwide markets with U.S. consumers and producers.

PortMiami also serves the cruise industry by providing impeccable customer service to millions of cruise travelers, making it the undisputed Cruise Capital of the World. With its numerous capital

development projects, including the launch of a NetZero program, PortMiami will continue to meet the needs of the cargo and cruise industries for generations to come.

Our business plan and quarterly performance reports outline PortMiami's strategic alignment, performance measures as well as our ongoing progress toward meeting those objectives. The documents include a table of organization that defines the reporting relationships within the department.



Port Miami





WEST GULF MARITIME ASSOCIATION

Organized in 1968, the West Gulf Maritime Association succeeded former local maritime associations in Houston, Galveston and Brownsville, Texas. The West Gulf Maritime Association embraced within one non-profit association the membership of steamship owners, operators, agents along with stevedoring, and terminal companies located in all Texas ports and the Port of Lake Charles, Louisiana. Today, the Association has grown to over 200 members throughout the Gulf Coast.

WGMA negotiates and administers various multi-employer collective bargaining agreements with the International Longshoremen’s Association. Headquartered in Houston, Texas, the West Gulf Maritime Association provides payroll and payroll support services for stevedores operating under the collective bargaining

agreements. Last year alone, WGMA processed almost \$400 million in gross payroll for over 8,000 longshore workers. In addition, WGMA processes grievances and coordinates the training of workers to promote a safe and efficient working environment for all.

The West Gulf Maritime Association communicates and coordinates with various governmental entities throughout the West Gulf. We also provide a forum for discussions and exchange of information between member companies. Our Daily Industry Update Report also provides members with information impacting our industry.

Through a wide variety of services, the West Gulf Maritime Association is an active advocate and liaison for the maritime industry.



Port of Houston



Port of New Orleans





# USMX DIRECT EMPLOYER MEMBERS



Port of Charleston

APM Terminals North America, Inc.  
Ceres Terminals Incorporated  
Charleston Stevedoring Company, LLC  
Cooper/Ports America, LLC  
CP&O, LLC  
Gateway Terminals, LLC

GCT USA  
Maher Terminals, LLC  
New Orleans Terminal, LLC  
Ports America  
SSA Atlantic, LLC  
Virginia International Terminals, LLC





APM TERMINALS NORTH AMERICA

APM Terminals North America has four terminals serving the US Market: APM Terminals Elizabeth at the Port of New York/New Jersey; South Florida Container Terminal at the Port of Miami, Florida – a joint-venture with Terminal Link; APM Terminals Mobile at the Port of Mobile, Alabama; and APM Terminals Pier 400, Los Angeles, California.

Our Port Labor Partnerships play a vital role in our company with a tremendous emphasis on our working relationships nationally and locally with the ILA Leadership and membership. The Safety of our Labor force is essential. We have a tremendous emphasis on safe operations at all our terminals to ensure our Port Labor is safe and protected—as well as the users of our terminals who visit us every day.

All of our terminals are being modernized to keep pace with infrastructure demands, safety and customer experience expectations.

The 350-acre APM Terminals Elizabeth terminal—the largest APM Terminals facility on the U.S. East Coast—has undergone a \$200 million upgrade with new cranes, new gates and a new truck appointment system. Similar infrastructure investments are taking place at APM Terminals Mobile, Alabama, with the recent berth extension completion. At the Port of Miami, the South Florida Container Terminal has received six new zero-emissions, electric RTG cranes as part of a terminal densification project. APM Terminals Pier 400 Los Angeles – the largest privately-operated terminal in North America is replacing diesel equipment with electric equipment to create a safer, cleaner and quieter terminal.



CERES TERMINALS INCORPORATED

Ceres Terminals Incorporated is one of North America's premier stevedoring and terminal operating companies. The Company's strong reputation is based on determination and commitment to excellence and reinforced by the people of Ceres who make customer satisfaction a daily objective.

Ceres established its corporate headquarters in Nashville, Tennessee and achieved strength through diversification. It has experienced rapid growth in both the cargo handling and cruise sectors. Most of Ceres' business consists of Containers, RORO, Automobiles, Breakbulk, Bulk and Project cargoes as well as managing world class container terminals throughout North America.

Ceres Terminals Incorporated has developed a distinguished, quality track record that is unsurpassed in the transportation Industry. The Company is a member of Green Marine, an environmental certification program for the North American marine industry as well as a participant in the U.S. Customs & Border Protection's C-TPAT Program.



CHARLESTON STEVEDORING COMPANY, LLC

CSC is located in Charleston, South Carolina and is engaged in provision of stevedoring and cargo handling services at local container Ports. Established in 2020, the organization utilizes its extensive expertise and operational diversity to deliver the highest quality, value-added benefits to our customers. CSC strives to be a leader in the stevedoringpace. What separates CSC from its competition is our outstanding customer service and an unmatched passion for quality.

CSC handles every type, size, and shape of cargo traveling via container vessel through Charleston. The world's most prestigious ocean carriers, South Carolina State Ports Authority, and our community demand the best from CSC, and we deliver with confidence, clarity, and commitment. CSC is focused on providing to each customer personalized service, high productivity, and quick vessel turnaround all while sustaining a safe and secure operating environment.

CSC provides full spectrum container stevedoring services for all container terminals at the port of Charleston. CSC provides on terminal CFS services for all container terminals at the port of Charleston. CSC provides stevedoring services to load and unload breakbulk to and from container vessels.



COOPER/PORTS AMERICA, LLC

The Cooper Group and Ports America merged their breakbulk operations in the Houston and surrounding ports into a new joint venture called Cooper/Ports America, LLC, which is referred to as C/PA. Operations commenced on October 1, 2016. Upon startup, C/PA acquired Shippers and Chaparral Stevedoring operations. Additionally, Integrated Marine Services (IMS) is also part of the joint venture. The combined businesses of Ports America, The Cooper Group, Shippers Stevedoring and IMS positions C/PA as the premier full-service stevedore, terminal operator, container yard storage, and maintenance and repair company in the Houston area market with operations at City Docks and Barbours Cut.

Established in 1905, The Cooper Group has operations on all three U.S. coasts and foreign operations in Brazil and Mexico. The company maintains ownership in numerous subsidiary and affiliate companies, including warehousing, terminal operations, tugboats, push boats, barging, barge fleet, floating terminals, logistics, forestry operations, vessel repair and restaurants.

Ports America, headquartered in New Jersey, is the largest independent marine terminal operator and stevedore company in the United States. The company currently operates in more than 42 ports and 80 locations. With a highly skilled and trained labor force, Ports America has the expertise to manage all types of cargo.







CP&O, LLC

CP&O, a joint partnership between The Cooper Group, Ports America and Ceres Marine Terminals, provides stevedoring and terminal services at all major terminal facilities in the Port of Hampton Roads. These facilities include the three marine terminals operated by Virginia International Terminals in Norfolk, Portsmouth and Newport News. At Lambert’s Point Docks, owned by Norfolk Southern Railroad, CP&O handles break bulk and project cargo. In addition to container and break bulk cargo, CP&O also handles automobiles at Newport News. Cruise vessels calling at Hampton Roads are serviced by CP&O at the Half Moon Cruise Terminal. CP&O provides all baggage handling and ship provision loading services.

Established in 1905, The Cooper Group has operations on all three U.S. coasts and internationally. The company maintains ownership in numerous subsidiary and affiliate companies.

Ports America, founded in 1922, is the largest independent marine terminal operator and stevedore company in the U.S. The company currently operates in more than 42 ports and 80 locations. Since its inception over 60 years ago, Ceres has expanded and thrived. Ceres’ track record of success is largely attributable to the high quality of service, high productivity and complete dependability it has delivered to its customers across the Company’s range of locations.



GATEWAY TERMINALS

Ports America, Ceres Marine Terminals, Inc., and SSA Atlantic LLC have consolidated container terminals, truck & rail gates, and stevedoring services under a joint venture company, Gateway Terminals LLC, to help increase efficiency at the Port of Savannah.

Bringing together three experienced organizations under one umbrella provides a compelling opportunity for growth, especially in light of the tremendous increase in demand for services to support Georgia Ports Authority (GPA), the nation’s third-busiest container port complex.

Our main purpose is to provide stevedoring and terminal operating services for the Georgia Ports. Our services include the movement of the containers from the ships to the port via the usage of cranes. From there, containers are loaded onto trucks and transported to the destination CFS to be prepared for transportation to its final destination.



GCT USA

GCT USA operates two award-winning facilities: GCT New York on Staten Island, New York, and GCT Bayonne in Bayonne, New Jersey.

GCT New York is the primary terminal in New York state. The full-service container terminal is exceptionally customer-focused, boasting the fastest truck processing times in the harbor, and housing the only terminal-affiliated customs exam station in the port. GCT New York has operated the ExpressRail Staten Island on-dock rail facility, consisting of 9,200 linear feet of working track, for over 10 years. The ramp offers full connectivity to both the CSX and Norfolk Southern rail networks.

International award-winning, semi-automated GCT Bayonne is one of the most advanced terminals in North America. Strategically located at the harbor entrance, the big ship ready, high productivity facility handles the largest ships calling the Port of New York and New Jersey. Opened in January 2019, GCT Bayonne's near dock rail facility (ExpressRail Port Jersey) has 9,600 linear feet of working track and also offers full connectivity to both the CSX and Norfolk Southern rail networks.



MAHER TERMINALS LLC

Maher Terminals LLC is one of the largest privately held multi-user container terminal operators in the world. As a vital link in the container cargo movement chain, we are responsible for helping our customers effectively compete in the global marketplace by handling their cargo as expeditiously and economically as possible. We take this responsibility very seriously and have developed North America’s largest marine container terminal in the Port of New York and New Jersey.

This highly-efficient container terminal operation, strategically located in the heart of one of the world’s most affluent consumer markets, provides ample container throughput capacity to efficiently meet and exceed the current and longer-term operating requirements of our ocean carrier customers.

The scope and flexibility of our marine terminal operation truly makes our facility a “Port within a Port.” This is best supported by the many ocean carriers that have been utilizing our facilities for decades, ranging from single trade lane operators to the world’s largest global alliances.







NEW ORLEANS TERMINAL, LLC

Created in 2007, New Orleans Terminal was planned to be the most advanced marine terminal in the Port of New Orleans. As the years passed, we have kept pace with the latest technology, equipment, infrastructure and services to maintain the ever-changing operational requirements of our customers. As vessels expand capacity, New Orleans Terminals has adapted itself to quickly and expeditiously deliver consistent, professional and seamless service.

As with all maritime facilities in the city, New Orleans Terminal is located along the Mississippi River at Napoleon Avenue. It is the single operator for the N.O.T. Container Facility, the N.O.T. Container Freight Station and the New Orleans Intermodal On-dock-Rail Ramp.

The Terminal is ninety acres with a capacity of 366,000 TEUs. It has over 300,000 FT2 warehousing space, 335,000 FT2 open support land and a container marshalling yard of 45+ acres. The terminal has an on-dock rail and is located within close proximity of the six, Class 1 rail lines that intersect New Orleans.



PORTS AMERICA

Ports America is the largest American terminal operator and stevedore with operations in 42 ports and 80 terminals within the United States. With a highly skilled and trained labor force, Ports America has the experience and expertise to manage all types of cargo handling.

Having handled more than 13.4 million TEUs, 2.5 million vehicles, 10.1 million tons of general cargo and 2.1 million cruise ship passengers annually, Ports America has operations ranging from pure container terminals to "under-the-hook stevedoring." Operations also include container, bulk, breakbulk, military, project and RoRo cargo handling; cruise terminal operations; intermodal facilities; and maintenance and repair.



SSA ATLANTIC, LLC

SSA Atlantic is a wholly owned subsidiary of SSA Marine, the world's largest independent, privately held marine terminal operator, with activities at more than 250 terminal facilities and rail operations throughout geographies in the U.S., Canada, Latin and South America, Asia, New Zealand and South Africa. Established in 1949 by the Smith/Hemingway family and headquartered in Seattle, SSA Marine is a premier operator in terminal management, efficiency, and throughput. SSA Marine subsidiaries have long-term marine terminal concessions in key strategic ports on the U.S. East and West Coasts, Latin American gateway countries of Panama, Mexico, Chile, and Colombia, and in Vietnam.



SSA Atlantic Terminal



VIRGINIA INTERNATIONAL TERMINALS, LLC

- Terminal Specs**
- 3.6M TEU capacity
  - 378 operating acres (total footprint of 567 acres)
  - FTZ #20
  - 6,630 FT wharf
  - 55 FT water depth by 2024
  - 19 Super Post Panamax ship-to-shore cranes
  - 96 semi-automated stacking cranes
  - 800+ reefer plugs
  - 27,416 linear FT of on-dock
  - Rail track served by CSX & NS
  - Semi-automated container terminal separated into three different sections: the North terminal, the South terminal and the Central Rail Yard
  - Current annual throughput capacity of 2.2M TEUs; currently undergoing two expansion projects to further optimize the terminal and increase the total annual throughput capacity to 3.6M TEUs
  - Container yard will consist of 58 semi-automated stacks post-expansion, served by 96 semi-automated stacking cranes
  - 27,416 linear feet of working track post-expansion directly served by both Norfolk Southern and CSX
  - Direct highway access to the I-64 interstate system (via 564 and Hampton Boulevard)
  - Utilizes PRO-PASS®, the port's own trucker reservation system, to increase productivity at the gates and ensure industry-leading truck turn times
  - US Customs-designated port of entry with full range of customer functions



Virginia International Terminal





**Anthony J. Dalonges**  
CCCSC President



**Ricahrd Glogowski**  
Assistant Controller



**Rita Huryk**  
Manager Assessment  
Reporting & Collections



**Michele Osorio**  
Accounts Receivable/  
Payable



**Kelly Ann Ryan**  
Executive Assistant



**David Stankiewicz**  
IT Ops Manager



**Rachel Kane**  
Application Support  
Specialist



**Thomas Ochoa**  
Customer Support

**CCC SERVICE CORPORATION STAFF**  
**ACCOUNTING DIVISION**

**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 41 days, three higher 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
- Carrier-ILA Container Freight Station (CFS) Trust Fund
- Carrier-ILA Container Royalty (CR4) Trust Fund
- Carrier-ILA Container Royalty 5 (CR5) Trust Fund
- Container Royalty Central Collection Fund (CRCCF)
- Shipping Industry Mutual Assurance Association Limited (SIMAS)
- The Shipping Association of New York and New Jersey Discovery Program
- USMX-ILA Money Purchase Fund & Savings Plan (MPP)

**MANAGED SERVICES PROVIDER**

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

In 2022 (CCCSC) migrated two legacy applications (Manhours and GL) from an aging hardware and database platform to cloud hosted providers on new software. The new platforms allow for more scalability, ease of access and security while providing an upgrade to the front end that users interact with daily.

The Lyndhurst office replaced an outdated phone system and moved to One Talk, a more remote option, while giving staff the ability to keep their desk phones if needed.

The IT group introduced attack scenario-based security training. For the first round of training, CCCSC employees scored 100%.

**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 thirteen years, with tonnage increasing 60% over the same time period.

**CCC SERVICE CORPORATION STAFF**  
**IT DIVISION**

- USMX/CCCSC financial results continue to meet or exceed budget guidelines by 8.25%, while maintaining the USMX operational assessment at \$.04 per ton since 1/1/16.
- During the Pandemic there was no disruption in services provided by CCCSC.
- For the third year in a row the annual financial audits were successfully performed virtually.

**PERSONNEL**

- On August 1, 2022, Joseph Marino, Controller, retired from CCCSC after 20 plus years of service.
- On October 1, 2022, Diane Trapp, Collections Clerk, retired from CCCSC after 20 plus years of service.
- Maria Ouzounis, Manager of Assessment Reporting and Collections, left CCCSC in April of 2022.

We wish all three the best of luck.

In 2022 the following individuals were hired:

- Rita Huryk-Manager Assesment Reporting & Collections
- David Stankiewicz-IT OPS Manager
- Thomas Ochoa-Customer Support
- Michele Osorio-Accounts Receivable/Payable







**David F. Adam**  
Chairman &  
Chief Executive Officer



**F. Paul De Maria**  
Executive Vice President &  
Chief Operating Officer



**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**  
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