



Harold J. Daggett
International President

October 1, 2020

Dear ILA Member:

I hope this letter finds you in good health, and that you and your family are remaining safe and protected during this COVID-19 Pandemic.

Today, as we begin the third year of our six-year Master Contract on October 1st, I am pleased to announce that the International Longshoremen's Association (ILA) and United States Maritime Alliance, Ltd. (USMX) have agreed to an Amendment to the MILA National Health Care Plan. Your ILA officers and our employers represented by USMX have recognized the threat to the industry posed by the COVID-19 Pandemic and the need to revise the eligibility requirements for your benefits under the MILA National Health Plan in response to the loss of work caused by COVID-19 Pandemic in 2020.

In 2021, ILA employees covered under MILA will not experience a loss or reduction of the MILA coverage they had in 2020 because of any reduction in their 2020 work hours caused by COVID-19. They will have the same Benefit Plan (either Core Plan, Basic Plan or Premier Plan) in calendar year 2021 that they had in calendar year 2020, unless the number of hours which they worked or were credited with in the contract year ending September 30, 2020 entitles them to a better Benefit Plan. This amendment does not apply to MILA participants who are eligible due to a participation plan.

Your ILA officers are grateful for our USMX partners, who recognized that their ILA workforce became America's heroic front-line workers during this COVID-19 Pandemic, bravely and consistently keeping cargo moving in and out of our nation's ports. Health care coverage for our ILA workers covered under the MILA National Health Care Plan is an essential part of our ILA-USMX Master Contract. We now are assured that crucial benefits will continue in Contract Year 2021.

I am grateful to my fellow ILA officers for the time and effort they put into negotiating these important Amendments with USMX, and remain proud of our ILA members for their dedication and courage.

Fraternally,

Harold J. Daggett
International President

**SECOND AMENDMENT TO THE
2018-2024 USMX-ILA MASTER CONTRACT**

WHEREAS, the United States Maritime Alliance, Ltd. (“USMX”) and the International Longshoremen’s Association, AFL-CIO (“ILA”) have recognized the threat to the industry posed by the COVID-19 Pandemic and the need to revise the eligibility requirements for benefits under the MILA National Health Plan in response to the loss of work caused by the COVID-19 Pandemic in 2020,

NOW, THEREFORE, the 2018-2024 USMX-ILA Master Contract is hereby amended to add the following provision to Article XIII as new Section 4:

For calendar year 2021 only, an Eligible Employee who is not eligible because of a participation agreement and who worked or was credited with at least one hour of service in the period from October 1, 2019 to and including September 30, 2020, and that Employee’s eligible Dependents shall be entitled in calendar year 2021 to receive the same Benefit Plan (either Core Plan, Basic Plan, or Premier Plan) to which the Eligible Employee was entitled in calendar year 2020, unless the number of hours which the Eligible Employee worked or was credited with in the contract year ending September 30, 2020, entitles the Eligible Employee to a better Benefit Plan (either Core Plan, Basic Plan, or Premier Plan) in 2021.

IN WITNESS WHEREOF, the parties hereto have executed this amendment to the 2018-2024 USMX-ILA Master Contract on the _____ day of October 2020.

UNITED STATES MARITIME ALLIANCE LTD. INTERNATIONAL LONGSHOREMEN’S
ASSOCIATION, AFL-CIO

By: _____
David A. Adam, Chairman and CEO

By: _____
Harold J. Daggett, President