



INTERNATIONAL LONGSHOREMEN'S ASSOCIATION • AFL-CIO

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Richard P. Hughes, Jr.

November 9, 2009

TO: All ILA Members Covered by the Master Contract

Re: Master Contract Extension Ratification Vote

Dear ILA Member:

Remember that the vote will be held on **Tuesday, November 17, 2009 between 7:00 AM and 7:00 PM**. Please vote if you want your voice to be heard.

By this time, you should have received your information packet for the ratification vote. If you haven't, please get in touch with your local union.

Here are some important things to consider:

IF YOU VOTE YES, here's what you can get:

- Tiered wage members will receive the **highest percentage wage increase** in ILA history.
- Members earning less than \$20 per hour will immediately earn \$20 per hour.
- Senior members will receive a \$1.00 per hour wage increase on October 1, 2011.
- More Container Royalty money will be available to your local port.
- More money will be available from the CR5 fund to stabilize your local port benefits.
- Your MILA coverage, benefits and eligibility will be protected.
- There will be increased protection from the impact of new technology.
- There will be increased protection of your work jurisdiction through a stronger Jurisdiction Committee.

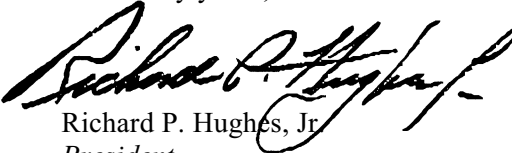
IF YOU VOTE NO, here's what you will get:

- Tiered wage members will have no guarantee that they will achieve full pay.
- There will be no minimum of \$20 per hour through September 30, 2010.
- Senior members will have no guarantee of a wage increase after September 30, 2010.
- There will be no total lifting of the Container Royalty cap this year.
- There will be no guarantee that your local port benefits will be protected after September 30, 2010.
- There will be no guarantee of MILA coverage, benefits or eligibility after September 30, 2010.
- Impact of new technology will be subject to the current Master Contract provision until October 1, 2010 with no guarantee of protection after that date.
- Powers of the Jurisdiction Committee may not increase.

Your vote is important so please make sure to vote and urge your brother and sister members to vote.

If you want some certainty in these uncertain times, **VOTE YES ON NOVEMBER 17, 2009.**

Fraternally yours,



Richard P. Hughes, Jr.
President

