

What USMX and ILA Aren't Telling You

It's Your Contract. Get the Facts!

On Tuesday November 17 you will be voting on the ILA-USMX proposed contract extension. Do you have questions about the proposed extension? See the frequently asked questions below. We decide our future!

Frequently Asked Questions

- **Will I get my October 1 raise?** Yes, but we pay for it out of our pocket. Workers give up \$57 million out of the Container Royalty Funds (\$42 million from the "container royalty check fund" & \$15million from one of MILA's royalty funds).
- **Will I get more money in my container royalty check?** Not this year and probably not next year. Although the proposal lifts the "tonnage cap," we are paying for our 2009 wage increase from the Container Royalty Fund.
- **How does the progression to top pay work?** The proposal has a nine year progression to top pay, and will count previous years of experience. Depending on when you came into the industry you will start receiving the progression to top pay at the end of this extension, with 50% paid out in April 2012 and the other 50% in July 2012.
- **Will I really get top pay?** The progression is too long and it doesn't start until the end of this extension. Since the ILA always starts negotiations early and since we will have funding problems with our benefits, there is no guarantee the USMX won't ask for give backs just like they did with our 2009 increase.
- **What will happen to our health care plan and benefits (MILA)?** This proposal would reduce funding for our health benefits. We made drastic cuts in our benefits in 2004 to "save" MILA. Now they want us to use that money to pay for our wages. Without increased funding, the two years of savings built up in our health plan could drop and jeopardize benefits.
- **What will happen to my pension and other benefits?** The proposal prevents local unions from increasing the overall cost of the contract. This means many local plans may lose benefits if they require more funding to remain healthy.
- **Will I have more job security?** Not likely. The new language on technology gives power to a joint labor-management committee and ILA President Hughes will appoint the union side. So far the USMX-ILA committees have proven unable to defend longshore workers from technology. The APM terminal in Norfolk, Virginia is costing the ILA over 50 jobs a day and the proposed Hanjin terminal in Jacksonville, Florida will cost over 200 ILA jobs a day.
- **What does this proposed extension mean for our future?** It's a set up! In 2012 the union will have its back against the wall. New technology, struggling benefit funds and a ballooned wage payment just before expiration will give the employers reason to cry poverty and demand give backs.

What's Next?

The Longshore Workers' Coalition wants you to have the facts. By standing up in early September the LWC helped secure the 2009 wage raise and shortened the progression to top pay. But this is not enough.

We said no once, we can say it again. The employers need us and the contract doesn't expire for another year.

Talk about it with your co-workers. Get more facts and information at www.lwcjustice.com.



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- ILA unity for a strong contract

Send an email to unity2010@lwcjustice.com or call 718-865-8782 to get text updates on your cell.