



Richard P. Hughes, Jr.
President

October 19, 2009

TO: All ILA Members in Ports from Maine to Texas Covered by the Master Contract

Re: Proposed Extension Agreement

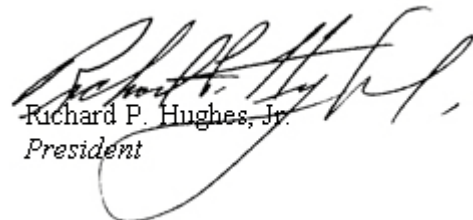
Dear Brothers and Sisters:

As your International President, I am pleased to inform you that on September 30, 2009, the Wage Scale Committee by a vote of 58 to 9 concluded with the United States Maritime Alliance, Ltd. a new multi-year agreement extending and modifying the Master Contract for the period October 1, 2009 through September 30, 2012. The terms are set forth in the enclosed Memorandum of Settlement, which incorporates all the provisions of USMX's Final and Best Offer.

I believe that the Memorandum of Settlement provides significant wage increases and other financial improvements for the benefit of you and your families during a time when the Nation and our shipping industry are dealing with a serious economic recession. In addition to enhanced compensation, the Memorandum of Settlement assures the continued flow of cargo through ILA-represented ports and permits us to preserve our work until economic conditions improve. I have prepared the enclosed explanation of the benefits you and your families will receive if the agreement is ratified. After you have reviewed these materials, you will see why the special Negotiating Committee and the Wage Scale Committee overwhelmingly endorsed the agreement.

On **November 17, 2009**, between the hours of **7:00 a.m. and 7:00 p.m.** a vote will be held among all ILA members in good standing in all ILA ports covered by the Master Contract. I and the members of the Special Negotiating Committee listed below endorse the agreement and ask that each of you also approve the agreement by voting **yes** to its ratification.

Fraternally,



Richard P. Hughes, Jr.
President

Special Negotiating Committee

<i>Harold J. Daggett</i>	<i>Stephen Knott</i>	<i>Benny Holland, Jr.</i>
<i>Gerald Owens</i>	<i>James H. Paylor, Jr.</i>	<i>John Baker</i>
<i>Horace T. Alston</i>	<i>Wilbert Rowell</i>	<i>Charles Spencer</i>
<i>James McClelland, Jr.</i>	<i>Dennis Daggett</i>	<i>Louis Pernice</i>
<i>William McNamara</i>	<i>Clyde Fitzgerald</i>	<i>Gerard Becerra</i>
<i>Thomas Little</i>	<i>Willie Seymore</i>	<i>Michael Dicken</i>