

John Bowers
President

May 12, 2004

Mr. Leonard Riley, Jr.
2271 Burris Road
Charleston, SC 29414

Re: Ratification Vote on Proposed Master and Local Contracts

Dear Brother Riley:

As a long-time ILA member and a Wage Scale Committee delegate who was incidentally a part of the unanimous vote on the proposed Master Contract, you should be well acquainted with the International's procedure for conducting the ratification vote. However, I will respond to your issues and questions in the order in which they were presented in your May 5, 2004 letter.

1. A copy of the proposed Master Contract is being mailed this week by first class mail to each member at the member's home address. Each port is responsible for distributing its proposed local contract in a timely manner.
2. Individual members or groups of members are certainly permitted to distribute written information about the proposed contracts at their own expense.
3. The voting procedures and the date and times of the voting are being mailed to each member and to each local union this week but each local union is responsible for notifying its members about the polling place(s). There are no plans to post this information on the ILA website.
4.
 - (a) There will only be in-person voting.
 - (b) There will be no weighted voting.
 - (c) A simple majority of members voting will be determinative.
 - (d) The total number of members eligible to vote is in excess of 10,000.

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- (e) Members will be permitted to inspect voting lists in their respective local unions.
 - (f) Approval of the proposed Master Contract is not dependent on the approval of the local agreements.
5. ILA members will be permitted to observe the entire ratification and vote-tallying process.

I trust that the foregoing responds fully to your questions and issues.

Fraternally yours,

John Bowers

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cc: Mr. Albert Cernadas, Exec. Vice-Pres., ILA, AFL-CIO
Mr. Robert E. Gleason, Sec.-Treas., ILA, AFL-CIO
Mr. Benny Holland, Jr., Gen. Vice-Pres., ILA, AFL-CIO
Mr. Gerald Owens, Gen. Org., ILA, AFL-CIO
Mr. Harold J. Daggett, Asst. Gen. Org., ILA, AFL-CIO
Gleason & Mathews, P.C.