SEND BACK THE CONTRACT

VOTE NO - Reject a contract without a bridge to top pay, decent health care and a pension for all longshore workers.

- For our future and the future of our families, we must end the permanent tier.
- This contract divides us. It gives employers a reason to violate our seniority and destroy our solidarity.
- Our industry is booming – We deserve steady employment, top rate, quality health care and a decent retirement.

MANAGEMENT PROPOSAL 3/23/04 SUMMARY

Wages >>>>>>>>>>>>>>>>>>>>>>>>>>>>

- $4 over 6 years for workers currently over $21 with no bridge to top rate.

- $7 over 6 years for workers currently under $21 with no bridge to top rate.

- All new workers enter at $16 with no bridge to catch up to any of the tiers ahead of them.

Health Care & Retirement (MILA) >>>>>>

- 3 tiers in the benefits plans. For example, work less than 999 hours? You'll get 50% coverage or none at all.

- A reduction in benefits, including increased co-pays and deductibles for all plans. For example, $500 deductible on drug plan.

- Increase the age and service requirements to receive MILA benefits when you retire. For those longshore workers currently eligible for pension benefits who retire early, no health care before 58 and only 70% coverage until 62 years old .

- $731.4 million projected deficit in plan during contract.

Container Royalty >>>>>>>>>>>>>>>>>

- Increase in tonnage caps for the royalty funds. No increase to the individual royalty caps.

- The permanent tier in the royalty continues.

THE TRUTH

What does this mean?... MORE INEQUALITY

- The employers widen the wage gap for workers doing the same work. The employers will undercut senior workers for the bottom tier.

- In 2010, new workers will still earn $16 with no way to earn top pay.

- What happens to us when the cost of living goes up?

- USMX has billions in profits, we all deserve a living wage.

What does this mean?... A CUT IN BENEFITS

- Those of us who earn less will pay more for health care while getting less benefits.

- This contract virtually eliminates retirement health benefits. You'll have to retire at an older age. Just when you need medical coverage you'll get less or none.

- Of the $1.2 billion for this contract, over 60% is for MILA. Why is there still a projected deficit? MILA is not working. We must restructure it.

What does this mean?... NO IMPROVEMENTS

- The $16,500 for workers who entered the industry before 1996 stays the same. No increase in the individual cap.
- Why do new workers not deserve equal container royalties?

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New Technology >>>>>>>>>>>>>>>>>>>

• The union agrees in principle to the use of new technology, regardless of its intent.

• The employers must discuss new technology with the union and arbitrate the new technology if there is a disagreement.

• The employer is not obligated to guarantee jobs and pay of those workers replaced by new technology.

• The employer must retrain workers. The language does not specify what that retraining is, nor does it specify the pay of workers during retraining.

Settle Early >>>>>>>>>>>>>>>>>>>>>>>

• The employers say they will move work to the West Coast if we don't settle now.

• They claim the West Cost allows "full utilization" of new technology, has guaranteed peace for 6 years and is more competitive.

• The employers claim that a fair contract for East Coast longshore workers will mean that we lose work to other ports.

What does this mean?... FEWER JOBS, HARDER WORK

• This contract language has loop holes so large they can drive a Transtainer through it. The employers will implement new technology without protection for workers jobs and health and safety.

• There is no Guaranteed Annual Income (GAI) for those replaced. During containerization in the 60's & 70's the we had a GAI. New technology could not destroy workers lives. Employers could not arbitrarily replace us. Why not now while our industry is growing?

• The West Coast continues to fight job loss because of new technology. So should we. Their contract has strong technology language. It guarantees jobs and prevents the employers from replacing workers. (Pacific Coast Longshore and Clerk' Agreement, 11/23/02).

What does this mean?... SELL OUT

• Why should our union allow the employers to divide us and pay us less for the same work done by West Coast and senior workers right here on the East Coast?

• Volume has increased on both coasts. This means more work, not less. The rail and truck lines between the West and East coast are maxed out (NYTimes 3/31/04). They can't ship more cargo from Asia on rail and truck to our markets on the East Coast. They have to come to our ports.

• With the holiday season right before our contract expires, why would we agree to a contract that does not guarantee us a better future? The West Coast signed a 6-year contract that keeps health care, raises wages has no permanent tiers and preserves work.... So should we!

WHAT WE WANT:

- **All workers to top rate during contract**
- **Full health care for all workers**
- **A real retirement plan for all workers**
- **Job security: strong technology language**
- **A strong longshore union**

WHAT CAN YOU DO?

- **Tell co-workers why they should vote no**
- **Copy and distribute this flyer**
- **Join the vote no contact list. E-mail or call the number on the front of this flyer**
- **Get co-workers to contract vote meeting**

We have the Power. You have a right to vote on your contract...

Every Local must have a free and fair vote on our contract. Every member covered by the contract has a right to vote. Don't let this contract pass without all the information and a fair vote. The overwhelming majority of longshore workers were hired after 1996 and earn the bottom rate! We have the power to reject the contract.

VOTE NO!