



Harold Daggett
President

January 14, 2025

To All Locals of the ILA:

Dear Brothers and Sisters,

As we move forward with the final stages of the collective bargaining process, I want to provide clarity on the steps leading up to the ratification vote for our new Master Contract.

The first step will be the **Wage Scale Meetings**, which will be conducted with the Wage Scale Delegates representing all locals. **These meetings have been scheduled for February 7 and 8, 2025 at the Diplomat Hotel in Hollywood, Florida**

During these meetings, we will review and thoroughly discuss **all terms negotiated** in the proposed agreement, including economic and non-economic provisions. These meetings are critical to ensuring that all aspects of the agreement are clearly understood by your representatives.

Following the Wage Scale Meetings, each **Local Union will hold membership meetings** with their respective members and crafts. At these meetings, your leadership will share the details of the agreement and answer any questions to ensure that every member has a comprehensive understanding of the negotiated terms.

Once this process is complete, a date will be selected for an **all-day ratification vote** at designated polling locations in each of the Master Contract ports. The International is scheduling **Tuesday, February 25, 2025, for the ratification vote**. This will give all members the opportunity to participate in the democratic process and cast their vote.

I respectfully ask that you **refrain from sharing specific details of the agreement** until we have gone through this structured process. To assist you, the International is preparing a **video presentation** that will break down each part of the new agreement. This resource will support each local union in explaining the terms clearly and consistently to their membership.

It is important to note that **all other terms of our current Master Contract will remain unchanged**.

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Thank you for your patience, cooperation, and continued dedication throughout this process. Together, we will ensure that every member of the ILA is well-informed and has a voice in the future of our union.

In solidarity,


Harold J. Daggett
President