



## IMPORTANT NOTICE

### INITIAL MEMBER ELIGIBILITY

As a result of the 2024-2030 Master Contract negotiations between the International Longshoremen's Association (ILA) and United States Maritime Alliance, Ltd. (USMX), new employees will be able to earn coverage from the Management-ILA Managed Health Care Trust Fund (MILA). The effective date for this MILA coverage is August 1, 2025.\* A summary of MILA's Initial Member Eligibility coverage is set forth below:

#### **I. Initial Eligibility**

A new employee who starts working in the industry on or after October 1, 2024, and who works at least 480 hours in a rolling six-month period during the employee's first 12 months following the employee's start date will become eligible for the MILA Core Plan. In subsequent Calendar Years, such employee can qualify for MILA coverage, including Basic, Premier, and Super Tier Plans, by satisfying MILA's standard eligibility rules (See Paragraph III below). Examples that provide explanations of the six-month rolling period are provided below in Paragraph IX(A).

#### **II. Keeping Coverage Active**

Beginning July 1, 2025, an employee who has earned eligibility for the MILA Core Plan under Paragraph I must continue to work at least 60 hours every month to maintain the employee's MILA coverage. This monthly requirement continues through the December that immediately follows the September of the Contract Year in which the employee earns coverage under MILA's standard eligibility rules. Examples that provide explanations of the application of the monthly requirement are provided below in Paragraph IX(B).

#### **III. Coverage After Initial Eligibility**

An employee who has earned eligibility under Paragraph I will earn eligibility for MILA coverage in subsequent Calendar Years by satisfying MILA's standard eligibility rules based upon the employee's having earned 700 or more hours of credited service in a particular Contract Year.

#### **IV. Effective Date of Coverage**

An employee who has earned eligibility under Paragraph I will begin receiving MILA coverage as soon as administratively feasible after MILA has received (1) required documentation from an employer or local-port plan demonstrating that the employee has worked at least 480 hours and (2) all the written documentation required by MILA to establish coverage for the employee and any dependents of the employee.

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\* The effective date is subject to change.

## **V. Losing Coverage**

An employee who has earned eligibility for the MILA Core Plan under Paragraph I who does not keep their coverage active as required in Paragraph II, by working at least 60 hours every month, will lose their MILA coverage.

## **VI. Effective Date for Any Suspension of Coverage**

The MILA coverage of an employee who loses coverage under Paragraph V will be suspended as soon as administratively feasible after MILA has received documentation from an employer or local-port plan demonstrating that the employee has not worked at least 60 hours in a particular month as required in Paragraph V.

## **VII. Options After Losing Coverage**

An employee who loses coverage under Paragraph V has the right to continue their MILA Core Plan coverage by electing and paying the monthly premiums for COBRA Continuation Coverage. An employee who does not elect to receive COBRA coverage can earn eligibility for MILA coverage in the future as stated in Paragraph VIII.

## **VIII. Regaining Coverage After Having Lost Coverage**

An employee who loses coverage under Paragraph V may earn eligibility for MILA coverage in subsequent Calendar Years by satisfying MILA's standard eligibility rules based upon the employee's having earned 700 or more hours of credited service in a particular Contract Year, regardless of whether the employee had elected COBRA coverage.

## **IX. Examples**

### **A. Rolling Six-Month Period**

1. An employee who works 80 hours in November, December, January, February, March, and April will have worked 480 hours within a six-month period, therefore the employee would be eligible for coverage under the MILA Core Plan.
2. An employee who works 80 hours in November, December, January, February, and March but works 60 hours in April will not have worked 480 hours within a six-month period, therefore the employee would not be eligible for MILA coverage.
3. An employee who works 80 hours in November, December, January, February, and March; 60 hours in April; and 100 hours in May will have worked 480 hours in a six-month period (December, January, February, March, April, and May), therefore the employee would be eligible for coverage under the MILA Core Plan.

## B. Duration of the Monthly 60-Hour Requirement

1. For an employee who starts working in October 2024, works their 480<sup>th</sup> hour in January 2025, and works their 700<sup>th</sup> hour in May 2025, the applicable September of the Contract Year would be September 2025. The employee would receive benefits under the MILA Core Plan from in or about August 2025, based upon when the documentation requirements of Paragraph IV are satisfied, through December 2025, provided the employee continues to work at least 60 hours per month from July 2025 through December 2025. Effective January 1, 2026, the employee would receive the MILA benefit plan earned by the employee based upon the employee's work hours between October 1, 2024, and September 30, 2025, in accordance with MILA's standard eligibility requirements.
2. For an employee who starts working in April 2025, works their 480<sup>th</sup> hour in June 2025, and works their 700<sup>th</sup> hour in September 2025, the applicable September of the Contract Year would be September 2025. The employee would receive benefits under the MILA Core Plan from in or about August 2025, based upon when the documentation requirements of Paragraph IV are satisfied, through December 2025, provided the employee continues to work at least 60 hours per month from July 2025 through December 2025. Effective January 1, 2026, the employee would receive the MILA benefit plan earned by the employee based upon the employee's work hours between October 1, 2024, and September 30, 2025, in accordance with MILA's standard eligibility requirements.
3. For an employee who starts working in March 2025, works their 480<sup>th</sup> hour in September 2025, and continues to work at least 60 hours per month through December 2026, the applicable September of the Contract Year would be September 2026. The employee would receive benefits under the MILA Core Plan from in or about October 2025, based upon when the documentation requirements of Paragraph IV are satisfied, through December 2026. Effective January 1, 2027, the employee would receive the MILA benefit plan earned by the employee based upon the employee's work hours between October 1, 2025, and September 30, 2026, in accordance with MILA's standard eligibility requirements.
4. For an employee who starts working in September 2025, works their 480<sup>th</sup> hour in February 2026, and continues to work at least 60 hours per month through December 2026, the applicable September of the Contract Year would be September 2026. The employee would receive benefits under the MILA Core Plan from in or about March 2026, based upon when the documentation requirements of Paragraph IV are satisfied, through December 2026. Effective January 1, 2027, the employee would receive the MILA benefit plan earned by the employee based upon the employee's work hours between October 1, 2025, and September 30, 2026, in accordance with MILA's standard eligibility requirements.

### C. Coverage

1. An employee who works at least 480 hours from January 2025 through June 2025, works at least 60 hours each month from July 2025 through December 2025, and works a total of 2,100 hours during the Contract Year covering October 1, 2024, through September 30, 2025, would earn coverage under the MILA Core Plan as soon as administratively feasible after August 2025 through the end of December 2025. Effective January 1, 2026, the employee would receive coverage under the Super Tier Plan during the 2026 Calendar Year.
2. An employee who works at least 480 hours from March 2025 through August 2025 and at least 60 hours in September 2025, does not work at least 700 hours during the Contract Year covering October 1, 2024, through September 30, 2025, and does not work at least 60 hours in October 2025, but works 800 hours during the Contract Year covering October 1, 2025, through September 30, 2026, would earn coverage under the MILA Core Plan as soon as administratively feasible after August 2025 but would lose coverage as soon as administratively feasible after October 2025 and would not be eligible for coverage during the 2026 Calendar Year. Effective January 1, 2027, the employee would receive coverage under the Core Plan during the 2027 Calendar Year.
3. An employee who works at least 480 hours from March 2025 through August 2025, works at least 60 hours in September 2025, works a total of 700 hours during the Contract Year covering October 1, 2024, through September 30, 2025, but does not work at least 60 hours in October 2025, would lose coverage as soon as administratively feasible after October 2025. Effective January 1, 2026, the employee would receive coverage under the Core Plan during the 2026 Calendar Year.
4. An employee who works 2,000 hours from October 2024 through March 2025 but does not work from April 2025 through December 2025 would not be eligible for MILA coverage during the 2025 Calendar Year. Effective January 1, 2026, the employee would earn coverage under the Super Tier Plan during the 2026 Calendar Year.