



Harold Daggett
President

June 11, 2024

TO: All ILA Local Unions

Re: ILA Constitution

Dear Brothers and Sisters:

I enclose for your local five copies of the International Longshoremen's Association Constitution as amended at the most recent convention in July, 2023. For your reference, I have summarized the amendments below:

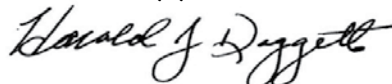
1. Article VI, Section 3 was amended to add the additional voting strength requirement that a member must have worked or been credited with 700 hours in each of the four years prior to the Convention.
2. Article VI, Section 4 was amended to change the dues requirement for voting strength from 9/10 of 1% of the straight time hourly rate to 2% of gross earnings from all sources except pension, welfare and container royalty benefits. This provision will not go into effect until the date on which the new Master Contract goes into effect.
3. Article VI, Section 4 was amended to specify that the voting strength of local unions subject to affiliation agreements shall be determined by those affiliation agreements.
4. Article VI, Section 9 was amended to specify the eligibility requirements for Convention delegates.
5. Article VII, Section 1 was amended to delete the number of Vice-Presidents.
6. Article VIII, Section 1 was amended to increase the salaries of International officers effective August 1, 2023 and to provide additional annual compensation to the International Executive Officers in an amount equal to the amount of the container royalty benefit distribution to senior container royalty fund participants in the Port of New York/New Jersey.
7. Article VIII, Section 6 was amended to eliminate the residency requirement for the 12 Vice-Presidents from the Atlantic Coast District, to eliminate the Vice-President for the International Organization of Master, Mates and Pilots, and to add an additional Vice-President from an affiliate so long as the additional Vice-President is approved by the Executive Council.

8. Article VIII was amended to add an additional Section 10, which requires all International officers to pay to the International and to their local unions all dues, service charges, assessments, and other financial obligations required of members of their local union on all compensation received from the International. This provision is effective as of June 1, 2024.
9. Article VIII was amended to add an additional Section 11, which prohibits full-time International officers from performing bargaining unit work.
10. Article X was amended to add an additional Section 8, which prohibits full-time District officers from performing bargaining unit work.
11. Article XIII, Section 1(b) was amended to state that a member who has been admitted to membership within the 30 days prior to the election may not vote in the election.
12. Article XIII, Section 3 was amended to add the requirement that to be eligible for union office, a member must have worked or been credited with at least 700 hours in each year since the date of the prior nominations or has been employed as a full-time officer or representative of the ILA or any of its subdivisions for such period.
13. Article XIII, Section 5 was amended to specify the crimes under Section 504 of the Labor-Management Reporting and Disclosure Act that prevent a member from holding elective office for thirteen years.
14. Article XIII was amended to add a Section 17, which prohibits full-time local union officers from performing bargaining unit work.
15. Article XIV, Section 1 was amended to clarify the definition of member in good standing. The amendment that requires local union, district, district council, and International officers to pay any applicable service charges or other required fees to their local unions regardless of whether they use the local union's hiring hall is effective as of June 1, 2024.
16. Article XIV, Section 2 was amended to state that an applicant for membership is to be admitted to membership no later than 30 days after application.
17. Article XIV, Section 5 was amended to clarify the process for suspension and expulsion from membership.
18. Article XV, Section 5 was amended to state that if the initiation fee of the local into which a member in good standing is transferring is greater than the initiation fee of the local from which the member is transferring, the member must pay the difference.
19. Article XVI, Section 1 was amended to require that a local union's minimum dues be twenty dollars per quarter and eighty dollars per year.
20. Article XVI, Section 2 was amended to increase International dues to 2% of the member's gross earnings from all sources except pension, welfare and container royalty benefits with a minimum monthly per capita tax/dues of \$5.00 with one dollar (\$1.00) of this amount being paid to the appropriate district and to clarify that the 10% International container royalty dues applies also to container royalty equivalency payments.

21. Article XVIII, Section 3 was amended to provide for filing of charges by letter or e-mail but not by social media platforms and for supplementing notice sent by mail with additional notice sent by e-mail.
22. Article XVIII, Section 4 was amended to allow for representation of the accused by legal counsel at the accused's own expense.
23. Article XIX, Section 3 was amended to add corresponding filing and notice alternatives with respect to appeals.
24. Article XX was amended to add a new Section 1 that provides for a pre-election protest procedure.
25. Article XX was also amended to add corresponding filing and notice alternatives with respect to election protests.
26. Article XXI was amended to add a new Section 2, which states that when charges are filed requesting the imposition of a trusteeship, the International President shall determine whether the charges shall be heard under Article XXI or whether they shall be referred to a lower body for consideration as disciplinary charges under Article XVIII.
27. Article XXI was also amended to change the party with whom charges may be filed from the Executive Council to the International Secretary-Treasurer.
28. The Code of Ethics was amended to amend the definition of "prohibited conduct" to add the requirement that the conduct must be improper, to eliminate the office of Independent Appellate Officer, to eliminate the requirement that the Ethical Practices Officer must review the names of all individuals to be employed by the ILA, its Districts and its local unions, and to eliminate the requirement that each officer, representative and member must verify to the Ethical Practices Officer that he or she has read and understands the Code of Ethics.

If you would like to order additional copies, please contact the International at (212) 425-1200. An electronic version of the Constitution is also available on the ILA's website (www.ilaunion.org/ila-constitution).

Fraternally yours,



Harold J. Daggett
President