



INTERNATIONAL LONGSHOREMEN'S ASSOCIATION

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Harold Daggett
President

TO: All ILA Members

Re: New ILA Ethical Practices Officer

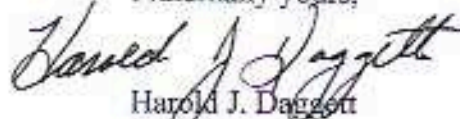
Dear Sisters and Brothers:

As you know, the ILA Code of Ethics creates the position of Ethical Practices Officer, who is tasked with enforcing the Prohibited Conduct provision of the Code of Ethics. I write to advise you that the ILA has a new Ethical Practices Officer, the Honorable Dennis M. Cavanaugh.

Most recently, Judge Cavanaugh served as a Judge of the U.S. District Court for the District of New Jersey until his retirement in 2014. Judge Cavanaugh began his career as a law clerk before serving three years as an Assistant Deputy Public Defender in the New Jersey Public Advocate's Office. In 1977, he entered private practice until his appointment as a Federal Magistrate Judge in 1993. In 2000, President Clinton appointed Judge Cavanaugh as U.S. District Judge for the District of New Jersey where he served until he retired in 2014. Judge Cavanaugh is now back in private practice and has served as an arbitrator and mediator in various areas. I am sure that you will agree with me that he is very qualified to serve as the ILA's Ethical Practices Officer.

There is no change in policy and the hotline remains in effect. The new telephone number is (973) 425-8800. As always, this hotline allows members to provide information to the Ethical Practices Officer while maintaining their anonymity and the Ethical Practices Officer has the authority to keep such complaints confidential. At the same time, it is not the role of the Ethical Practices Officer to investigate routine complaints or grievances by members, or alleged violations of the ILA Constitution. I know that the ILA is in good hands with Judge Cavanaugh and welcome him as the new Ethical Practices Officer.

Fraternally yours,


Harold J. Daggett
President

cc: Mr. Stephen Knott, Sec.-Treas., ILA
Mr. Dennis A. Daggett, Exec. Vice-Pres., ILA
Mr. Wilbert Rowell, Gen. Vice-Pres., ILA
Mr. John D. Baker, Gen. Org., ILA
Mr. James H. Paylor, Jr., Asst. Gen. Org., ILA
Mr. Alan Robb, Asst. Gen. Org., ILA
Mr. Benny Holland, Jr., Exec. Vice-Pres. Emer., ILA
Hon. Dennis Cavanaugh
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