



Harold J. Daggett
International President

October 4, 2024

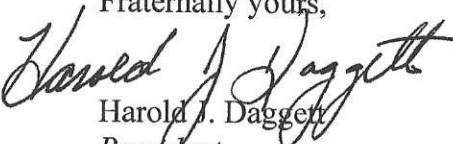
TO: All Workers Covered by the USMX-ILA Master Contract

RE: Extension Agreement

As you know, the ILA and USMX have reached an agreement on wages and have agreed to extend the Master Contract through January 15, 2025 to return to the bargaining table to negotiate all other outstanding issues. The agreement provides for increases in the top hourly wage but, unless the ILA and USMX enter into a final agreement on all issues by January 15, 2025, the increases will not take effect. If there is an agreement, the top hourly wage rate of \$39.00 will be increased by \$6.00 as of October 1, 2024, another \$5.00 as of October 1, 2025, another \$4.00 as of October 1, 2026 and another \$3.00 in each of the following three contract years for a total increase of \$24.00. Because these increases are conditioned on reaching a final agreement on all issues, the increases cannot be paid immediately and can only be paid retroactively when a final agreement has been reached.

Thank you for your support and solidarity during the strike. We will continue to fight to ensure that we get the fair contract that we deserve.

Fraternally yours,


Harold J. Daggett
President

cc: Mr. Dennis A. Daggett, Exec. Vice-Pres., ILA
Mr. Stephen Knott, Sec.-Treas., 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 A. Robb, Asst. Gen. Org., ILA
Mr. Benny Holland, Jr., Exec. Vice-Pres. Emeritus, ILA
Mr. Michael Vigneron, Pres., ACD, ILA
Mr. James Stolpinski, Sec.-Treas., ACD, ILA
Mr. John Daggett, Gen. Vice-Pres., ACD, ILA
Mr. Bill Williams, Sec.-Treas., SA&GCD, ILA
Mr. Willie Seymore, Exec. Vice-Pres., SA&GCD, ILA
Mazzola Mardon, P.C.