

The Year That Changed the Status Quo



2025 ANNUAL REPORT





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President's Report

The Year That Changed the Status Quo 2025



“We can’t solve today’s problems with the mentality that created them.”

..... **Albert Einstein**

It seems like only yesterday that we were coming off the three-day East Coast longshore strike which was the first in nearly 50 years. The issues leading to the strike were matters that affected or will affect all labor organizations going forward, specifically the challenge of automation and artificial intelligence assuming the roles of workers. How can these tools be used to improve productivity and how can the assistance of human intervention take productivity to an even higher level? The solution to these questions did not come easy. In fact, it took the involvement and pressure of two White House Administrations, from opposing political parties, with very different views of the world, to weigh in and force a solution. Not an easy challenge. Wages were a significant issue but not the most difficult issue to resolve. Once there was agreement on wages, automation and jurisdictional issues remained to be tackled. The parties agreed to extend the contract until January 15th to give both

sides time to work out a solution – which fortunately we did. Yes, the issue of automation was the most difficult, as it was and is an existential issue for labor and those who manage labor. I compare the complexity of prior East Coast longshore negotiations to these negotiations as playing checkers, compared to playing chess. I expect that this will be an ongoing point of contention going forward for all future longshore negotiations.

The contract also needed to address two issues which have been under discussion for the past 10 years but have resulted in little improvement. These issues are absenteeism and productivity improvement. To me, it’s difficult to argue against automation when there has been a culture of excusing absenteeism for many years. Much of the work in the Port is production line driven where each link in the chain needs to perform for all others to be successful. If someone is not doing their job the whole line slows or even stops in the worst case. I have to give my ILA leadership counterparts credit for also recognizing the necessary culture change which was required to agree to policies and finally bring this issue under control. I’m pleased to report that through our joint efforts, absenteeism has been reduced by 50% port wide, marking a tremendous and necessary improvement.

The improvement of absenteeism had an immediate and positive effect on productivity. Additionally, there are now performance standards for vessel gangs and associated drivers to improve their productivity each year of the agreement. With these provisions in place, in 2024 & 2025 there was a 7% improvement port wide on vessel productivity. Currently, some terminals are as high as 15% and others are working through infrastructure improvements which, when concluded, are also expected to further enhance their performance. While I’ve recognized working with the ILA and my staff for these improvements, credit is due to our marine terminal operator members for their daily efforts making all of these changes a course of new normal business and maintaining these critical standards.



Succession Planning – in 2025 our Director of Governmental Affairs, Mr. Jim Cobb, retired after over 20 years at NYSA/SANYNJ. Jim is a well-known, respected, established, and trusted entity in the political worlds of Trenton and Albany. We were fortunate to be able to hire Mr. Paul Rozenberg, who Jim had mentored for nearly 20 years, who stepped into his role in June. I wish Jim and his spouse Cheryl a long and happy retirement.

Some other achievements of 2025 are as follows:

- Published our 2025 Economic Impact Study quantifying the economic impact of the Port Industry.
- Introduced Probation Reporting, improving the monitoring of new employees under probation, as per the current CBA, with the creation of standardized reporting.
- Cyber Incident Preparedness and Recovery was tested after an attack on SANYNJ from The Chinese State. All backup and recovery efforts worked as planned with no impact to operations.
- Converted the NYSA-ILA Money Purchase Plan to a Profit-Sharing Plan to allow pre- and post-tax employee contributions of ILA members.
- Coordinated and administered retroactive payments for Vacation, Holiday and Training benefits originally paid from Oct.1-Mar.16 (CBA signed Mar 2025).
- Coordinated the updating of the SANYNJ employee information database for the ILA International Dues increase in March 2025 for over 4300 ILA members, as well as changes made for Local dues increases.
- Updated the SANYNJ Employee Management System to account for all changes related to the new NYSA-ILA CBA and USMX-ILA Master Contract.
- Participated in the Brooklyn Marine Terminal Task Force which approved the multi-million dollar modernization of the Red Hook Cargo Terminal and Brooklyn Cruise Terminal safeguarding existing member business opportunities.
- We are currently simplifying non-containerized assessment charges to avoid member late fees and errors.
- Approved and launched the hiring process for 90 new checkers port wide.
- Negotiated a new contract with the PPGU, maintaining port security.



SANYNJ also continues to lead in Industry & Community Affairs:

- I will continue to be Vice Chair of the Port of NY&NJ Council on Port Performance.
- SANYNJ is a Commissioner on the Newark Homelessness Commission and provides financial support to the homeless hotline.
- SANYNJ sits as a Board Member of the Maritime Association of NY&NJ.
- SANYNJ is a member of the Brooklyn Marine Terminal Development Corporation.
- SANYNJ is a member of North American Waterfront Employers Association to monitor Washington D.C. activities.
- SANYNJ is a member of the National Maritime Safety Association (NMSA) with two Board seats and two members on the Technical Committee.
- SANYNJ has been asked to participate in the redevelopment of the Manhattan Cruise Terminal.

The year 2025 was a great example of unanticipated challenges. I didn't even mention the uncertainty of volumes created by on and off again tariffs, but they were there. However, regardless of whatever challenges we face and to what extent they will be, 2025 will always be the Year That Changed the Status Quo!

Handwritten signature of John J. Nardi in blue ink.

John J. Nardi
President





Safety First 2025

Safety remains a paramount priority throughout the Port of New York and New Jersey. The collaborative efforts of the Shipping Association of New York and New Jersey (SANYNJ), member Marine Terminal Operators (MTOs), the ILA workforce, and ILA leadership are fundamental to maintaining a safe and secure working environment. Sustaining a strong culture of safety awareness requires continued commitment, accountability, and reinforcement among all waterfront stakeholders.

This year, SANYNJ proudly recognizes several terminals for their exceptional safety performance. Maher Terminals, recording over 1,000,000 labor hours, was awarded the 2024 SANYNJ Safety Award for achieving the Lowest Lost Time Accident Frequency Rate. Ports America Cruise Terminals, operating within the 200,000 to 1,000,000 labor hour category, was likewise recognized for its outstanding safety record.

Additionally, Port Liberty Bayonne, with more than 1,000,000 labor hours, was commended for achieving the Greatest Reduction in Lost Time Accident Frequency Rate compared to the prior year. Port Newark Auto Terminal, operating within the 200,000 to 1,000,000 labor hour range, was also acknowledged for its proactive safety initiatives. These achievements reflect the collective dedication of terminal management, labor, and leadership to ensuring that every worker returns home safely at the end of each day.

The SANYNJ extends its congratulations to all recognized terminals for their unwavering commitment to safety and for setting a high standard in incident reduction across the waterfront.

In continued support of these efforts, the SANYNJ and ILA have reestablished the Joint Safety Committee, reaffirming a shared responsibility to promote, enhance, and sustain safety initiatives throughout the Port.



Training 2025

The SANYNJ–ILA–PPGU Training Center continues to serve as a cornerstone of the maritime industry, functioning as a multifaceted facility equipped with an auditorium, classrooms, and conference rooms. These resources play a critical role in supporting a broad range of activities, including training programs, presentations, meetings, and collaborative discussions. Through these efforts, the Training Center facilitates meaningful engagement and knowledge-sharing among the port community, government agencies, and the maritime industry as a whole.

Training remains a vital component in promoting safe, efficient, and compliant port operations. Programs offered at the Training Center are designed to align with the regulatory standards and requirements of government agencies such as the Occupational Safety and Health Administration (OSHA) and the United States Coast Guard (USCG), as well as with the operational expectations established by Marine Terminal Operators (MTOs).

Throughout the year, MTOs continued to conduct specialized equipment training to ensure operational proficiency and safety. Newly hired Checkers participated in Navis N4 training to support effective terminal operations. In addition, a new Foreman Training Program was introduced, with plans underway to implement the program across the Port to further strengthen leadership, safety awareness, and operational consistency.



Equipment Training Skill Certifications – Contract Year 2024 – 2025

	New Certifications	Recertifications
Hustler Driver	54	298
Straddle Carrier	14	187
Crane Operator	21	114
Top Loader	12	202
Stacker (DS, RS, HC)	39	289
Noell Carrier	4	102
Yard Carrier	1	6
Empty Handler	28	255
Forklift	40	733
RTG/Transtainer	31	202
Shuttle Sprinter	9	41
Rail Mounted Gantry	24	18
TOTAL	277	2,447

*Equipment training is accomplished by an independent training company using certified ILA Trainers, as well as at employer terminals throughout the Port of New York and New Jersey.

Classroom Training – Contract Year 2024–2025

Initial/Refresher Hazardous Materials Training	775
PIT Safety/Equip Fundamentals/Gang Training	34
New Employee Orientation	61
Respect & Dignity Training	572
Port Watchman Familiarization In-Service Training	277
Navis N4	33

*With the exception of New Employee Orientation, all training is provided by an independent training vendor and member companies.







OOCL IRIS
HONG KONG

OOCL IRIS

Highlights

for contract year ended September 30, 2025



EMPLOYMENT

- Approximately 4,400 active SANYNJ registered longshore, checker and maintenance workers employed in the Port during the contract year 2025.
- 15.2 million Hours Worked: 4.3% increase from 2024
- Wages Paid: \$206.9 million increase from 2024
- Fringe Benefit Costs: \$32.7 million increase from 2024



CARGO

Containers that fit directly on a chassis:

- 4.9 million: 2.2% increase from 2024



AUTOS

- 376,000 Roll-on / Roll-off cargo, which is driven off the ship
- 7.4% increase from 2024



WORK HOURS & RATES – CONTRACT YEAR 9/30/2025

CRAFTS	Rate	ST Hours	OT Hours	Total Work Hours	Average Age	# Ind.
Longshore	27.00	12,569.0	30,237.0	42,806.0	28.5	50
	31.50	27,368.0	63,755.0	91,123.0	32.9	52
	36.00	105,565.5	243,274.0	348,839.5	34.7	178
	40.50	289,532.0	577,963.5	867,495.5	37.8	354
	45.00	2,630,161.5	5,280,514.0	7,910,675.5	51.0	2,318
	Total	3,065,196.0	6,195,743.5	9,260,939.5	47.7	2,952
Checkers	27.00	8,363.0	17,085.0	25,448.0	30.0	27
	31.50	21,538.0	40,921.5	62,459.5	34.4	14
	36.00	52,880.5	95,729.0	148,609.5	36.3	33
	40.50	97,818.0	175,078.0	272,896.0	36.1	61
	45.00	1,035,872.5	2,241,369.0	3,277,241.5	51.2	685
	Total	1,216,472.0	2,570,182.5	3,786,654.5	48.5	820
Maintenance	27.00	591.0	666.0	1,257.0	36.5	2
	31.50	2,447.0	1,633.0	4,080.0	36.2	5
	36.00	888.0	447.0	1,335.0	27.0	1
	40.50	282.0	615.0	897.0	31.0	1
	45.00	692,625.0	1,489,980.5	2,182,605.5	48.8	556
	Total	696,833.0	1,493,341.5	2,190,174.5	48.6	565
ALL CRAFTS		4,978,501.0	10,259,267.5	15,237,768.5	48.0	4,337

EQUIPMENT OPERATOR WORK HOURS

Contract Year 2025

Skill	Base Rate	Work Hours	% of Total
Crane Operator Transtainer Operator RTG Operator	31.50	1,184.0	0.1%
	36.00	9,652.5	0.9%
	40.50	43,916.5	4.1%
	45.00	1,025,080.0	94.9%
	Total	1,079,833.0	
Straddle Carrier Noell Carrier Operator	27.00	4,546.5	0.2%
	31.50	10,270.0	0.5%
	36.00	109,679.0	4.8%
	40.50	241,500.5	10.7%
	45.00	1,889,787.0	83.8%
Total	2,255,783.0		
Hustler Operator	27.00	7,894.0	0.4%
	31.50	29,424.0	1.6%
	36.00	65,828.0	3.5%
	40.50	223,407.0	12.1%
	45.00	1,526,312.5	82.4%
Total	1,852,865.5		
Other Container Handling Equipment	31.50	2,129.5	0.2%
	36.00	9,089.0	0.8%
	40.50	106,825.0	10.1%
	45.00	941,649.5	88.9%
Total	1,059,693.0		



United States Coast Guard Sector New York 2024 Highlights



Message from the Captain of the Port

As Captain of the Port, I am immensely proud of the men and women of Coast Guard Sector New York. In 2025, we once again demonstrated our steadfast resolve across a spectrum of missions. This year has underscored the importance of our partnerships, the strength of our personnel, and our unyielding commitment to the safety, security, and environmental stewardship of the Port of New York and New Jersey, the Port of Albany, and all points in between.

In 2025, the Secretary of Homeland Security promulgated [Force Design 2028](#) for the Coast Guard, a transformative effort that refocuses the Coast Guard on three core priorities in service to the American people. These include securing our nation's borders, facilitating commerce, and responding to emergencies. The following highlights represent just a fraction of the dedicated efforts of the crew of Coast Guard Sector New York as we worked in close coordination with our partners to meet these goals:

Securing our Borders

Sector New York led border security operations in direct support of national security objectives. Through Operation Northeast Guard, we reinforced the maritime border by conducting 113 boardings of foreign-flagged vessels and pleasure craft. These inspections, which focused on detecting undeclared cargo, narcotics, and trafficking, identified 53 infractions. This proactive enforcement in strategic locations like the Hudson River and New York State Canal System is crucial to preventing criminal networks from exploiting approaches to the port region.

Additionally, we strengthened the integrity of the supply chain through enhanced partnerships with Customs and Border Protection. To counter internal threats, surge operations at major shipping terminals focused on ensuring compliance with regulations governing the shipment of containerized cargo and the Transportation Worker Identification Credential (TWIC) program. These targeted efforts resulted in over 160 container and credential checks and led to 20 container detentions, effectively disrupting illicit and unsafe activities and reinforcing the security posture within our port facilities.

Furthermore, Sector New York investigated 33 reports of suspicious activity as a result of the outstanding collaborative reporting efforts of our maritime industry partners, significantly contributing to the safety and security of the port and our maritime borders.



Facilitating Commerce

While helping to secure our borders, Sector New York's container inspections efforts also ensured the safety and security of the Marine Transportation System (MTS) – vital to maritime commerce. Our data-driven approach to container inspections resulted in a 15 percent container detention rate and identified 50 containers containing undeclared lithium-ion batteries or damaged electric vehicles. Additionally, joint operations included unannounced warehouse inspections that revealed a 60% deficiency rate in hazardous material compliance, highlighting critical vulnerabilities that could adversely impact the entire MTS. These actions significantly reduced the likelihood of catastrophic fires and protected critical infrastructure.



Throughout the year, our crews enforced 260 maritime security zones – efforts essential to protecting the MTS and ensuring the reliable flow of commerce during major events or periods of heightened risk. This was most evident during nationally significant events such as the 80th session of the United Nations General Assembly (UNGA), New York City's Fleet Week, and the Macy's Fourth of July celebration. During the UNGA, Sector New York collaborated with over 30 Federal, state, and local law enforcement agencies to provide 24-hour security over seven days to protect 121 heads of state, conducting more than 150 security escorts, vessel boardings, and vessel sweeps.

We also continued to focus on enhancing cybersecurity throughout the port. With the Coast Guard's recently published final rule that requires additional cyber security measures for regulated facilities and vessels, Sector New York increased outreach to the maritime community to ensure awareness of these new time-phased requirements. For additional information and resources on maritime cybersecurity, please visit <https://www.uscg.mil/MaritimeCyber/>.

Responding to Emergencies

In addition to orchestrated, multi-agency responses to maritime incidents in 2025, such as the April 2025 crash of a tour helicopter in the Hudson River and the May 2025 collision of the Mexican Navy tall ship ARM CUAUHTEMOC with the Brooklyn Bridge, Sector New York showed a steadfast commitment to emergency preparedness and response. Furthering our commitment to collaborative preparedness, we actively engaged with regional partners throughout the year through the Area Committee, Area Maritime Security Committee, and Search and Rescue (SAR) Council meetings. These gatherings focused on sharing lessons learned from recent incidents and strengthening professional relationships to improve communication and effectiveness during complex, multi-agency responses. In the critical area of salvage and marine firefighting (SMFF), Sector New York's preparedness efforts aligned with national direction to enhance coordination and procedures related to these efforts. Our work in these areas will continue in 2026 and beyond.



Through 2026 we will continue working with our partners, the maritime industry, and the public to ensure the safety and security of events marking our nation's 250th birthday, the FIFA World Cup, and the 25th anniversary of the September 11th attacks on our country. These events, along with the everyday efforts to secure our borders, facilitate commerce, and respond to emergencies will no doubt keep us busy through another year. We are honored to do our part each day, alongside our partners and the maritime industry, to keep the ports and waterways in New York and New Jersey safe, secure, reliable, and resilient.

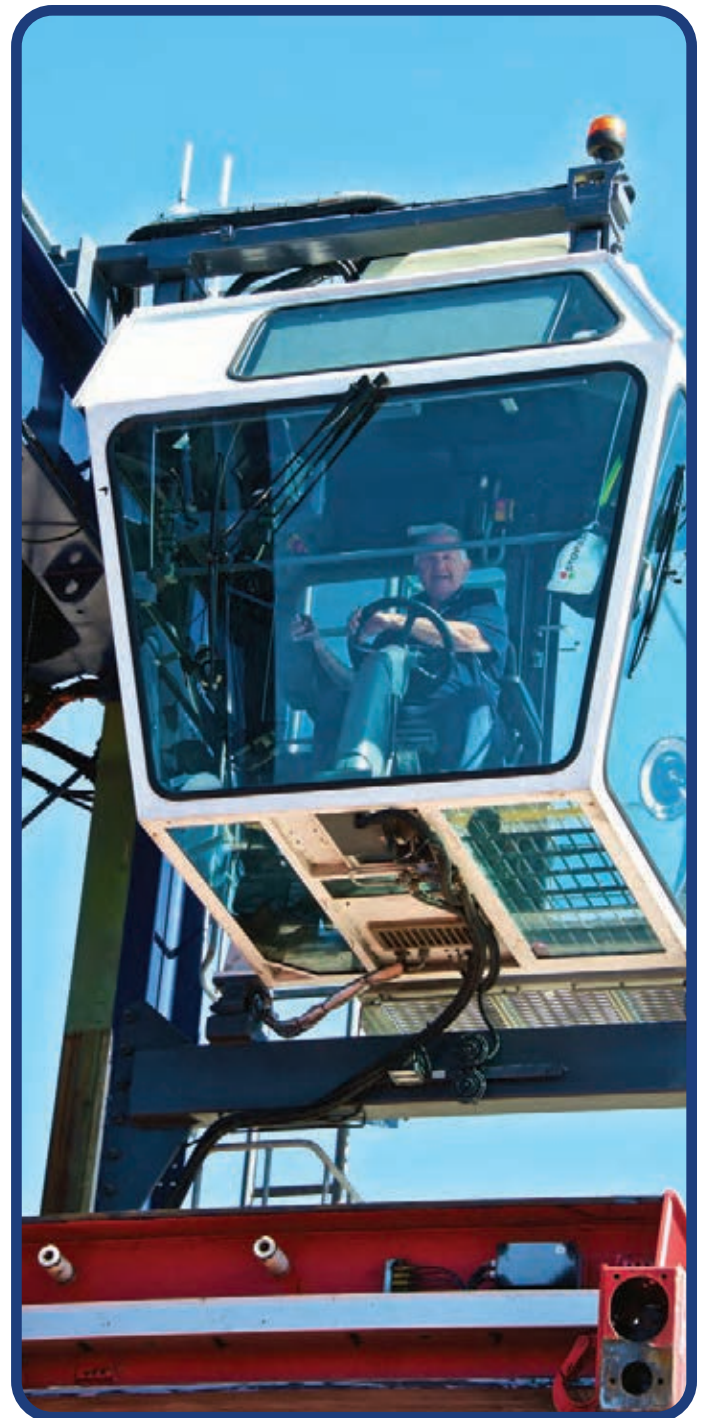
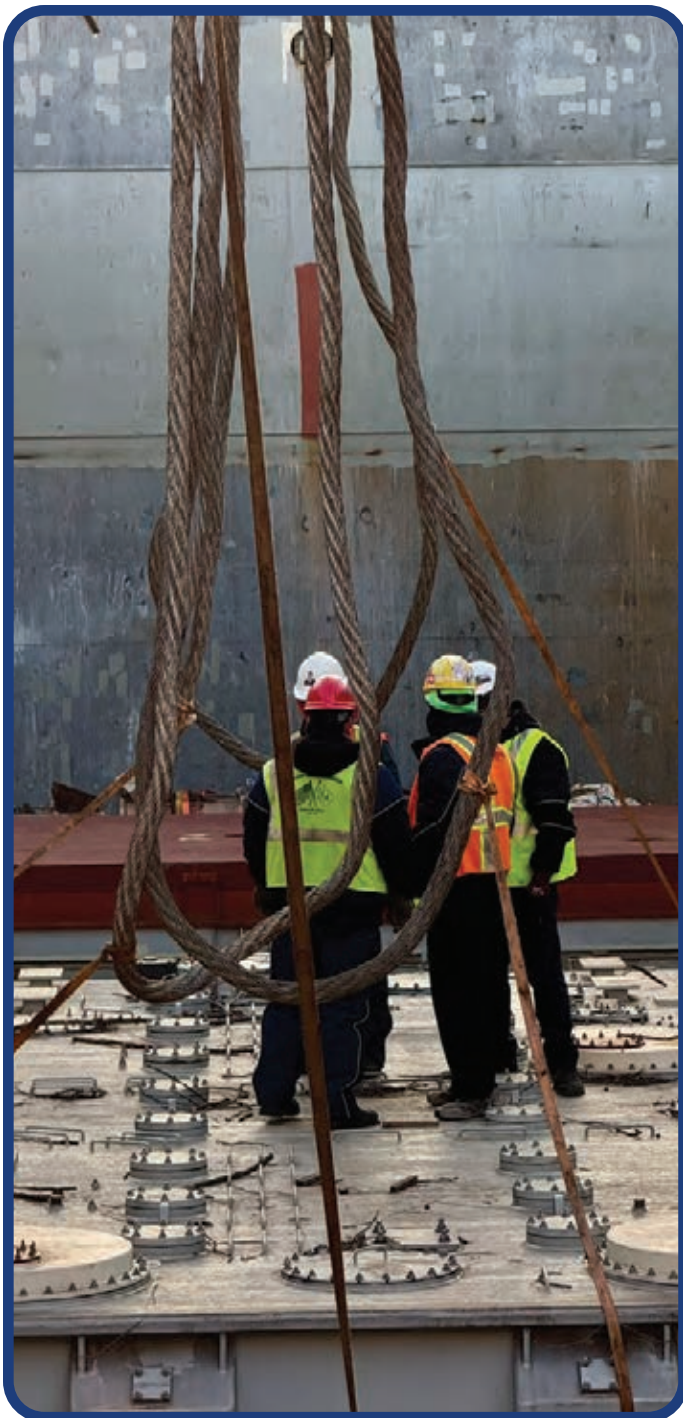
A handwritten signature in blue ink that reads "Jonathan A. Andrechik".

Jonathan A. Andrechik
Captain, U. S. Coast Guard
Captain of the Port

Stabilizing The Workforce

The SANYNJ maintained close collaboration with the ILA and Employers throughout 2025 to ensure the workforce was appropriately aligned with operational needs. Following unprecedented hiring levels in the years leading up to 2023, demand for additional labor remained relatively low. In 2025, the Contract Board authorized the addition of 90 new clerical employees and 22 longshore workers. Additionally, SANYNJ employers strengthened their technical workforce by hiring 22 highly skilled maintenance professionals.

The NYSA-ILA Contractual Hiring Plan guides the recruitment and hiring process, sourcing candidates from various backgrounds. The hiring process for Longshore and Checker positions includes a Tripartite Interview Process with representatives from NYSA, the ILA, and Employers. Candidates who pass the interview, physical exams, and drug testing submit an application to either the New Jersey State Police (NJSP) or the Waterfront Commission of New York (WCNY), depending on their sponsoring employer's location. Upon approval and obtaining a TWIC (Transportation Worker Identification Credential), Longshore Workers start as Car Drivers and Baggage Handlers. They then proceed to Basic Equipment Training and Practical Gang Training during vessel operations. Those sponsored for specialized equipment training, such as Straddle Carriers and RTGs, receive additional training to operate the equipment safely and efficiently.





Port Police and Guards Union, Local 1456

Port Police and Guards Union, Local 1456 (“PPGU”) is one of the most important segments of the labor force that are always prepared and ready to defend the Port of New York & New Jersey. The escalation of cargo volumes have required increased hours of operation at the terminals and infrastructure improvements in the Port have generated new challenges for this area of the workforce. PPGU is comprised of approximately 400 active members who are responsible for guarding key access points and patrolling all perimeters of the marine container terminals, auto terminals and passenger ship/public berths. This surveillance is performed 24 hours a day, 7 days a week and 365 days a year.

As the helm of PPGU’s Executive Board, Mohamed Arbab, President of PPGU, and Richard Rossiello, Business Agent of PPGU, were instrumental in negotiating the new three-year Collective Bargaining Agreement that was reached between SANYNJ member employers and the PPGU that will run through December 31, 2028. President Arbab and Business Agent Rossiello also serve on the Joint Labor Management Committees for purposes of resolving grievances and contract labor disputes, as well as communicating with the Waterfront Commission and the New Jersey State Police with regard to their respective industry licensing responsibilities. We appreciate their partnership in resolving and addressing the security needs of the industry on behalf of their members.

Information Technology

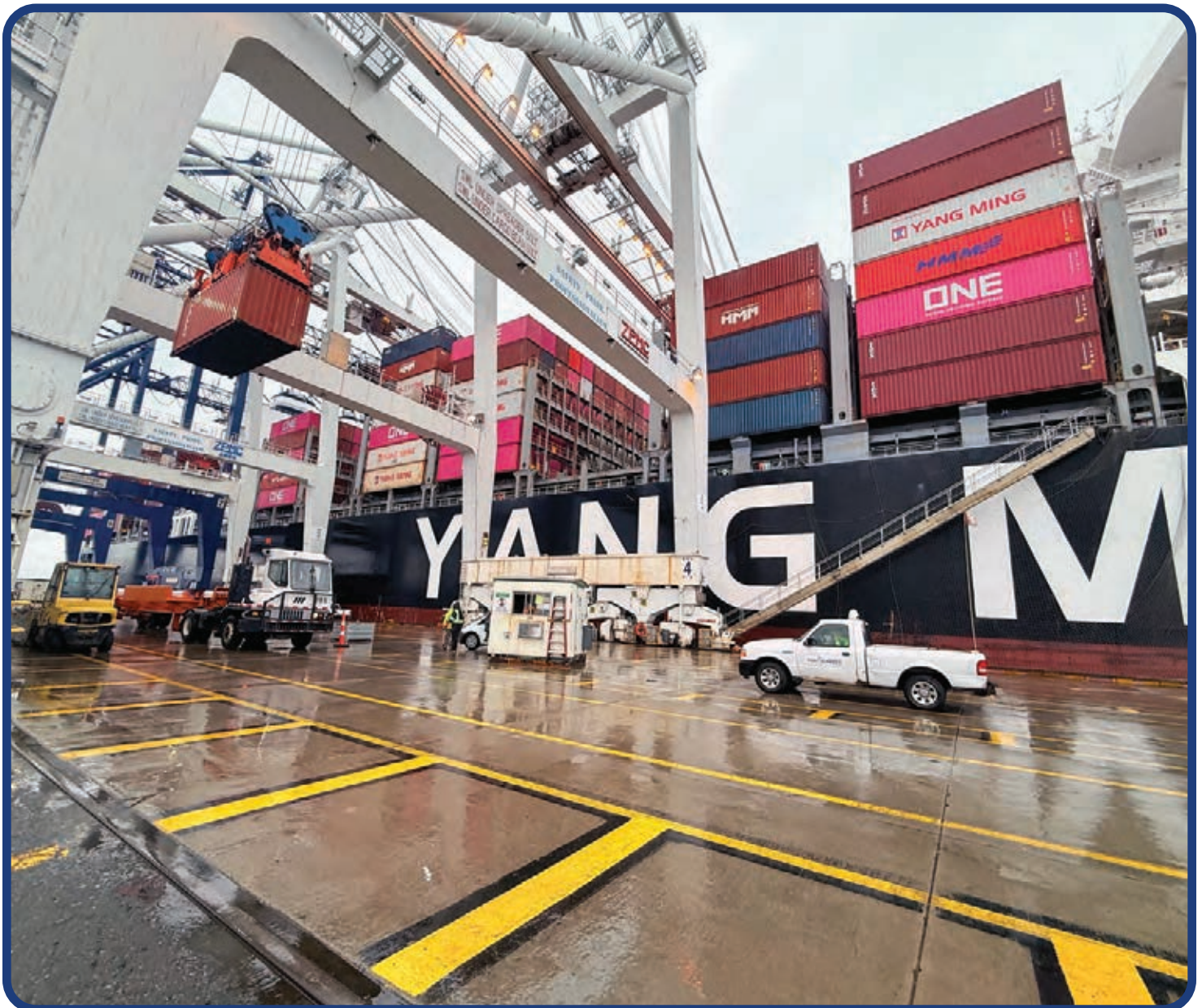
Protecting information and ensuring reliable processes are essential to SANYNJ's operations. During 2025 SANYNJ maintained a comprehensive information security system designed to safeguard sensitive information across both on-premise and cloud-based systems including but not limited to:

- Implementing access controls, encryption, and authentication mechanisms to enforce confidentiality
- Protecting digital information systems from cyber threats, focusing on the digital realm (Cybersecurity)
- Assessing threats, developing tailored responses, and implementing controls to mitigate risks (Risk Assessment)

Our Enterprise Management System (EMS) emphasizes strong governance, regular evaluation of risks and controlled access to information. During the past year, SANYNJ has provided employee training to promote responsible data handling and remains committed to continuous improvement of the company's information, security and data protection efforts to support regulatory compliance, operational reliability and trust of our members and partners.

In October, Microsoft discontinued support for Windows 10 operating systems. SANYNJ worked throughout the year to upgrade all company computers to Windows 11 to stay in compliance with Microsoft's security update support.

Every six years, a new Master Contract is implemented and since 2025 was a contract year, SANYNJ was required to make significant modifications to the EMS in order to align with the new terms. The implementation process demanded months of extensive effort and long hours from the SANYNJ IT staff, who expertly handled the design, testing, approval, and deployment into the production system.





Industry Highlights & Special Events

Seafarers International House: Setting the Course

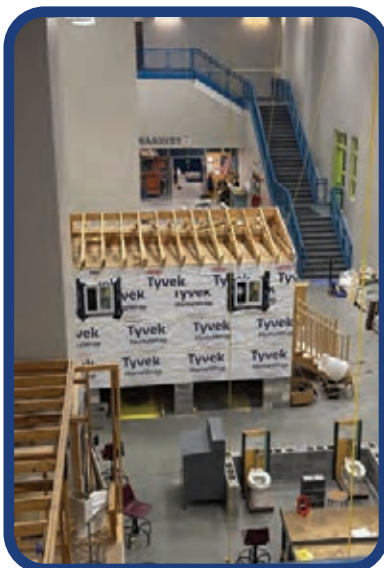
On April 24, 2025, the Seafarers International House held their annual “Setting the Course” reception at the New York Athletic Club. The event honors shipping industry representatives who have significantly helped improve the welfare of seafarers. This year the 2025 Special Recognition for Service to Seafarers Award was presented to Susan Winfree, Executive Vice President & Chief Operating Officer of SANYNJ. Mrs. Winfree has over 30 years of experience in the maritime industry and has driven efforts to hire and train over 2,200 longshore workers including over 700 United States veterans.

The honorees of the 2025 Outstanding Friend of Seafarers Award were Captain Willie Barrere, National President of American Maritime Officers and Robert Sappio, Chief Executive Officer of SeaCube Container Leasing Limited. The Setting the Course event, which originated in 2001, has been the fundraiser supporting a Port Mission that serves about 15,000 seafarers annually. All funds raised help to provide for the salaries of chaplains or ship visitors in the ports of Albany, Baltimore, Duluth, New Haven, New Jersey and New York and to subsidize lodging for seafarers in Manhattan.



Career Day at Donald M. Payne Sr. School of Technology

Members from the Council on Port Performance’s (CPP) Workforce Development Implementation Team (WDIT) visited classrooms at the Donald M. Payne Sr. School of Technology on April 29, 2025, engaging students in an interactive discussion about career pathways in the Transportation, Logistics, and Distribution industry.



James H. Cobb, Jr. Retires From SANYNJ

On June 1, 2025, James (Jim) H. Cobb, Jr. retired from SANYNJ after 23 years with the association. Jim was a vital member of the SANYNJ Executive Staff serving as the first full-time Director of Governmental Affairs beginning in May of 2002. He earnestly spearheaded governmental affairs efforts in New Jersey, New York, and Washington, D.C. and lobbied government leaders for lasting generational changes to move the Port forward.

Jim began his political career in 1992 working for the New Jersey Republican State Assembly. Then in 1993 he began working as Director of Business Affairs at the New Jersey Department of Environmental Protection during the administration of Governor Christine Todd Whitman where he oversaw major development projects in the areas of casino development and Brownfields redevelopment.

A few of the many accomplishments that Jim has been involved with over the years at NYSA/SANYNJ include the New York Harbor Deepening Project, the Bayonne Bridge Roadbed Raising Project and the modernization of port hiring practices. Jim always served with the best interests of the Port of New York & New Jersey in mind, as well as with the people it served and with those who worked to make it operate successfully.

Jim was a valued colleague, whose congenial nature and approachable demeanor made everyone in his presence feel welcome. All of us at SANYNJ are fortunate to have had the opportunity to work with Jim and wish him a well-deserved retirement.



Teddy Gleason Scholarship Program

On June 18, 2025, the International Longshoremen's Association, AFL-CIO and Shipping Association of New York and New Jersey awarded eight new scholarships to future college students through the Teddy Gleason Scholarship Program. The award recipients who are dependents of ILA members that work for SANYNJ member companies will each receive an annual grant of \$6000 a year for each of their four years in college. The scholarship selection process is based on academic performance and aptitude testing amongst other criteria and applies to those individuals who plan to continue their education at undergraduate, apprentice or other training programs at any accredited colleges, universities and institutions of higher learning. International Scholarship and Tuition Services, Inc., which is an online application service based in Nashville, TN, is responsible for the selection of the scholarship recipients.

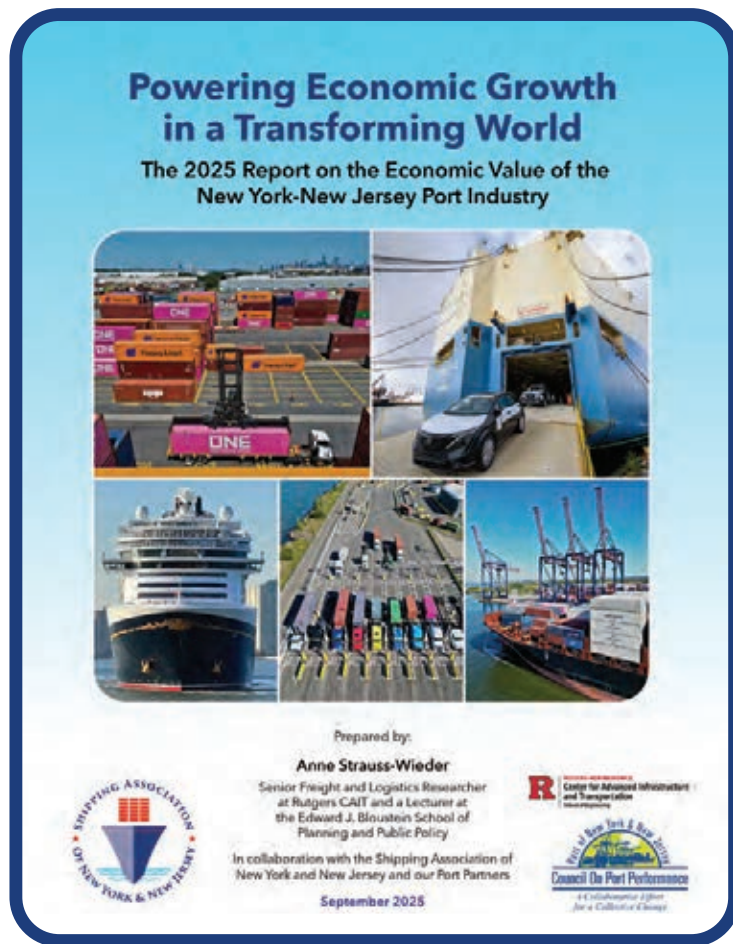


Some of the schools that this year's recipients will be attending include Embry-Riddle Aeronautical University, George Washington University, Marist University, Quinnipiac University, Rutgers, The State University of New Jersey, the University of Florida, and Wake Forest University.

The Scholarship Fund is open to dependents of active and retired ILA members in the Port of New York and New Jersey. The scholarship program was founded in 1981 following collective bargaining between the ILA and NYSA employers and provides \$192,000 a year in assistance to 32 students.

The 2025 Report on the Economic Value of the New York-New Jersey Port Industry

In partnership with Rutgers University Center for Advanced Infrastructure and Transportation (CAIT) and in collaboration with its port partners, SANYNJ released a new economic impact study on October 2, 2025. The study was prepared by Ms. Anne Strauss-Wieder, Senior Freight and Logistics Researcher at Rutgers CAIT and a Lecturer at the Edward J. Bloustein School of Planning and Public Policy.



The study revealed that the port industry of New York & New Jersey accounted for nearly \$18.1 billion in tax revenue, supported over 580,000 jobs, and was responsible for \$57.8 billion in personal and \$163.7 billion in business income in the region in 2024. The new report summarizes two separate regional economic impact streams generated by the New York-New Jersey Port Industry including the ongoing economic value of port operations based on the 2024 international cargo and passenger flows and the economic value associated with the hundreds of millions of public and private sector dollars invested in port-related infrastructure from 2020-2024 and the billions of dollars anticipated to be invested over the next five years.

Since the 2022 Economic Impact Assessment, the super surge in cargo movements has subsided. However, new disruptions affecting international cargo movements have emerged. Even with the evolving conditions, the economic value generated by international cargo and passenger operations in the Port of New York and New Jersey has increased since 2022.

The Port of New York and New Jersey is the largest container operation on the East Coast and the third largest port in the United States. In addition, an increased number of cruise passengers utilized the Port in 2024, and the region's industrial space continued to grow with millions

of square feet added and occupied, according to the study conducted by the Rutgers CAIT. The study assessed the Port's impact on a 31-county region in New York, New Jersey and Pennsylvania. It also provided data on the economic value generated for the entire States of New York and New Jersey. This report continues the economic impact series that has been issued by SANYNJ, with the support and input from port partners, for more than ten years.

According to the study, the Port Industry currently employs 277,800 workers and supports another 302,200 indirect and induced jobs — an increase when compared to the 563,700 jobs supported by port operations in 2022.

As a result of this growth, the region's maritime facilities handled:

- Nearly 8.7 million twenty-foot equivalent containers (TEUs)
- Over 410,000 vehicles
- Nearly 68,000 tons of breakbulk cargo and 36.1 million tons of bulk cargo
- 331 cruise vessels and nearly 2.4 million passengers

It is important to note the economic impact assessment of 2024 activities in the New York-New Jersey Port Industry provides a snapshot of the contributions made by the New York/New Jersey Port Industry, as measured in jobs, personal and business income and tax revenues. This economic value steam is ongoing – the continuing activities of the Port Industry generate and sustain jobs and revenues. As those activities grow and evolve, the economic value generated reflects the new conditions. The substantial investments made over the last five years and anticipated to occur in the next five years support the ongoing operations and continuing economic value.

The entire Economic Impact Study could be found on our website at www.sanynj.org.

The 2025 Connie Awards

On December 8, 2025, the Containerization & Intermodal Institute (CII) Awards were held at the Newark Liberty International Airport Marriott in Newark, NJ. This year's honorees included John Nardi, President of SANYNJ who received the 2025 Connie Award and Steven Rothberg, Founding Partner of Mercator International LLC who received the Lifetime Achievement Award.

The John Nardi Scholarship was presented to Charles Bernstein who is a student at the State University of New York Maritime College at Fort Schuyler, which is Mr. Nardi's alma mater. Ms. Hannah Crown, who is also a student at SUNY Maritime pursuing a Bachelor of Science in International Transportation and Trade, was awarded the Shipping Association of New York and New Jersey Scholarship.

The CII promotes and supports education for the trade and transportation industry. The Institute's scholarship program was introduced in 1992 and since then nearly one million dollars have been awarded to deserving students looking to pursue careers in the industry.



Port Authority of New York & New Jersey



Globally, 2025 was a year of recalibration for the shipping industry, and the Port of New York and New Jersey was no exception. The Port has adapted to a shift in countries or origin and tariff volatility and maintained its position as the second busiest port in the nation for loaded imports. With over 8.9 Million TEUs handled, the Port continued to hold its distinction as the busiest on the East Coast.

One of the reasons the Port has been able to maintain that resilience and adaptability is a commitment to long-term, strategic planning. In 2019, the Port released the [Port Master Plan 2050](#), a flexible road map charting the course for the Port's next 30 years. Despite the challenges posed by the COVID pandemic, the plan remains on track and the Port and stakeholders have reached many milestones in the first five years. In 2024, Port staff developed seven strategic goals to propel the Port forward after internal conversations and completing an enterprise risk assessment. These seven strategic goals guide investments, resource allocation, priorities, and action plans as the Port staff looks to advance the Port Master Plan and position the Port to its best possible advantage over the next several years. 2025 saw many milestones in advancing the Port's larger plans. Highlights are detailed throughout the rest of the report, organized by the strategic goal each represents.

Maximize Maritime Land Use and Property Utilization

Among the biggest highlights of 2025 were the two landmark 33-year lease extensions with APM Terminals and Maher Terminals. Both leases position the East Coast's busiest port to meet rising cargo demand and strengthen the regional supply chain. The agreement with APM, announced in early 2025, includes major investments and capacity enhancements by APM Terminals at its container terminal, building upon the new framework for container terminal agreements that was established with Port Liberty Terminals. This lease extension takes the unique, non-traditional approach of incorporating performance, infrastructure, and sustainability requirements into the contract, ensuring the terminal takes steps to handle growing cargo volumes while prioritizing customer service and sustainability. The agreement with Maher Terminals, the largest and busiest container terminal at the Port, secures operations at the terminal through September 2063. The investments included in the lease extensions directly support the Port Authority's Port Master Plan 2050, which forecasts cargo volumes doubling or tripling by mid-century. These efforts are key steps in growing the Port's business, building confidence across the supply chain and solidifying the Port of New York and New Jersey's position as a reliable, efficient gateway for goods.

In addition, the Port finalized a new agreement with DonJon Marine Co., which will not only accommodate but expand dredge material processing capacity as well as provide maritime support services for this region. A new agreement with SimsMetals paves the way for container terminal expansion and the establishment of a bulk district at Port Newark.

As we look to the future of the Port, The Port Authority of New York and New Jersey (PANYNJ) team has also completed a planning study on Auto Land Use that examines ways to optimize and utilize our limited footprint most efficiently.



Optimize the Efficiency of Port Cargo Movement

The Port's goal is to pursue distinct, time and market relevant opportunities that are consistent with the Port Master Plan's guiding principles: fluidity, efficiency, security, technology, and capacity so that the Port's supply chain network remains ahead of projected demand, delivers world class operational excellence and a customer-driven experience. In 2025, the Port took several significant steps across the board to further optimize the efficiency of cargo movement. These efforts can broadly be categorized into internal (such as infrastructure projects and future planning studies) and external (such as outreach events) investments in our Port's future.

Internally, and in consort with the Port's stakeholder partners...

- Port Liberty Bayonne opened a new Berth and erected four Super Post Panamax cranes capable of loading and unloading 24,000 TEU vessels.
- To date, approximately 4,000 Linear Feet (LF) of wharf structure have been rehabilitated at Elizabeth-Port Authority Marine Terminal (EPAMT) and Port Newark as part of the ongoing Wharf Rehabilitation Program.
- The Port dredged 150,000 cubic yards of material from various berths across facilities as part of the ongoing maintenance dredging program.
- Port Department staff completed a Bulk Commodity Study for Port Newark South and a Traffic Study for Port Newark Container Terminal's proposed expansion.

Externally, to expand outreach with new and large customers of the gateway, the Port held and attended several events and celebrated many milestones.

- Port staff attended 32 external functions and 21 industry conferences.
- The Port hosted 11 international delegations and 15 port authorities.
- The Port held four out-of-area Port briefings (in the Lehigh Valley, Chicago, Pittsburgh, and Buffalo) and two industry summits (Cold Chain and Rail).
- Port staff advanced commercial engagement with major retail, apparel, footwear, and furniture importers, reinforcing competitiveness during shifting routing strategies.
- Two steamship lines (Hoegh RoRo and Sea-Land) returned to the Port for the first time since 2020 and 2022, respectively.
- 2025 saw the largest container vessel to ever call on the Port. The 16,828 TEU OOCL Iris called Maher Terminal in February; she was one of seven 16k TEU vessels to call on the Port throughout the year.
- Royal Caribbean's "Symphony of the Seas" called Cape Liberty for the first time this Summer. It is the largest cruise ship calling the Northeast and can accommodate over 6,500 passengers and 2,200 crew members.
- Bob, the Truck Service Center AI chatbot launched in late 2025. This chatbot receives emails and calls throughout the day from truckers, trucking companies, and marine terminal operators and can provide streamlined, round-the-clock answers.

Develop Capital Infrastructure Capacity

In December, the Port Authority's Board of Commissioners approved a \$45 billion Capital Plan which includes \$1.8 billion in 10-year capital funding for the Port Department. These funds include \$600 million for Berth reconstruction at Port Newark and \$125 million for additional wharf rehabilitation.

In late Summer 2025, Port staff completed the first step in a 2-step solicitation process for a design-build firm to reconstruct Berth 10/12, which will be funded in part by a Federal PIDP grant. Firms submitted statements of qualifications, and the Port selected a short-list of proposers to proceed to the second step, in which the short-listed firms submit proposals. Contractor selection will be identified at the end of 2026 and construction will commence in 2027.



Minimize the Environmental Impact of the Port

The Port's goal is to engage with our host communities to plan and implement prioritized sustainability initiatives that reduce greenhouse gas emissions, as well as criteria air pollutants, and advance the Agency's sustainability policy and net-zero goals. 2025 saw several major successes in that area.

- All subawards from the 2024 Clean Ports Program grant were signed in 2025. These include agreements with APMT, Maher, CALSTART, Essex Cement, Port Liberty Bayonne, and Port Liberty New York. The funds from Clean Ports Program, the biggest sustainability investment in the history of the Port, will allow Port stakeholders to purchase upgraded and greener equipment, lowering emissions throughout Port operations. 25% of the cargo handling equipment fleet will be replaced and upgraded with this funding.
- Port engaged consultants to provide project management services to coordinate the projects, ensure compliance, timely reporting, and a smooth reimbursement process, and completed facilitating the RFP process via the Port website.
- Port opened a DC fast charging station at the Port Newark Information Center for electric trucks.
- Port launched the next phase of the Truck Replacement Program, which has \$2.5 million in EPA DERA funding. At the end of 2025, 998 trucks had been replaced through this program, and the Port has since hit the 1000 truck milestone in the first weeks of 2026.
- The Clean Vessel Incentive program continues to attract interest. More than 75% of the container ships calling on the Port of New York and New Jersey are participating.
- PNCT Solar Project, one of the largest port solar projects in the world, was completed in 2025. This massive solar array is the first of its kind over truck queue lanes at a Port.

Improve Freight Rail Utilization and Fluidity

Improving the Port's regional rail system is a critical goal. Rail investment helps expedite cargo to and from all major U.S. and Eastern Canadian markets. The PANYNJ retained an outside consultant to advance a discretionary rail study focused on increasing the share of cargo moving through the Port of New York and New Jersey to inland markets, particularly in highly competitive corridors where cargo has multiple routing options. The effort combined data-driven analysis of costs, service patterns, and market dynamics with engagement across carriers, railroads, and terminal operators to better understand where the Port is competitive today and where targeted actions could strengthen its position. The findings are being used to inform ongoing coordination and strategic planning efforts aimed at maximizing the value of the Port's rail infrastructure investments, while supporting more efficient and sustainable freight movement.

As part of the Port Authority's commitment to increase efficiency in the overall rail network, the Burma Road Grade-Crossing Replacement Project removed and replaced approximately 50 LF of the existing at-grade railroad crossing at the intersection of Burma Road and Port Jersey Boulevard within the Port Jersey-Port Authority Marine Terminal. The existing crossing had deteriorated significantly. To mitigate a risk to safe operations, the team installed a precast concrete-panel grade-crossing system after reconstructing the underlying subgrade to stabilize the tracks. The work restored the structural integrity of the crossing and improved safety and reliability for rail operations, while improving gate access for BMW's operation.





Ensure Resilience within Port's Operating Environment

The Port continues to undertake measures to ensure cargo arrives safely and is transported securely, making state-of-the-art technology investments to significantly boost operational efficiency, security protocols, and traffic monitoring capabilities. The New Jersey Marine Terminal complex is now entirely digital. Recent investments include new AI-ready cameras that offer enhanced maneuverability, superior imaging, robust data collection features and CCTV enhancements that eliminate blind spots. Investments, like these, increase camera redundancy, help improve coverage and ensure constant surveillance.

While we hope the future is free of emergencies, nonetheless, it is always best to be prepared. That's why port operations, management and other staff regularly conduct and participate in training, tabletop and business continuity exercises and security and hurricane preparation drills.

Develop Workforce of the Future

The Port Authority continues to make investments in Port facilities to maintain its world-class status and to enhance New York/New Jersey's competitive position nationwide and globally. Collaboration via the Council on Port Performance's Workforce Development committee has led to tremendous progress developing meaningful programs that support small business trucking firms as well as preparing the next generation of logistics and supply chain professionals. In 2025...

- Hudson Community College launched a successful pilot program called Truckers Business Academy, which graduated a dozen small trucking firm business owners.
- The Port Authority established a Community College Work Study Internship leading to placement of students from two different partner schools.
- The committee resumed an in-school visit program that resulted in nearly 20 subject matter experts reaching and inspiring approximately 300 high school students.
- The NJ Department of Labor co-sponsored with the CPP's WDIT the first Transportation, Logistics and Distribution military veterans job fair at the Port Authority's newly opened Maritime Community Engagement Center in downtown Newark. The event resulted in approximately 50 job seekers connecting with about 15 firms who were actively recruiting.





Governmental Affairs

Highlights 2025

New Jersey

2025 Gubernatorial and Legislative Election Results

2025 was an important election year in New Jersey. As Governor Phil Murphy is barred from a third term, Democratic Congresswoman Mikie Sherrill and Centenary University President Dr. Dale Caldwell faced off against former Republican Assemblyman Jack Ciattarelli and Morris County Sheriff James Gannon for Governor and Lieutenant Governor. Election forecasts predicted a close race between the two candidates amid two conflicting historic trends: 1) voters rarely give the same party three consecutive terms as Governor; and 2) they tend to “send a message” to the President by electing the party that lost the previous year’s presidential election. This year, New Jersey voters sent a clear message to the Trump Administration, and Sherrill beat Ciattarelli in a landslide, 56.9 percent to 42.5 percent respectively.

The incoming Sherrill-Caldwell Administration took a methodical approach to the transition, naming officials to the Cabinet and Governor’s Office slowly. As of this writing, key appointees include:

- Governor’s Chief of Staff – Alex Ball (former Chief of Staff to the Governor while in Congress)
- Governor’s Chief Counsel – Tim Lydon (former Senate Majority Office Executive Director, Director of Cabinet Affairs for Governor Jon Corzine, and Superior Court Judge)
- Chief Operating Officer – Kellie Doucette (former District Director for the Governor while in Congress). This is a newly created position that will focus on driving efficiencies across state government.
- Attorney General – Jennifer Davenport (former First Assistant Attorney General and New Jersey Waterfront Commissioner)
- New Jersey Turnpike Authority Executive Director – Kris Kolluri, who will also remain in his current role as NJTransit President & CEO.

In addition to the gubernatorial race, all 80 seats of New Jersey’s General Assembly were up for election in 2025. Riding Governor Sherrill’s coattails, Democrats increased their majority by five seats for a 57 to 23 advantage, resulting in the largest Democratic majority in the body since 1973, with 12 new members. We congratulate Governor Sherrill, Lt. Governor Caldwell, Assemblyman Craig Coughlin, who was sworn in as Speaker for a historic fifth term, and the members of the General Assembly.

SANYNJ had the opportunity to meet and speak with Governor Sherrill and Lt. Governor Caldwell during the campaign and transition, highlighting the importance of the Port to New Jersey’s economy. In addition, we have met with many of the new members through our own outreach and by participating in the New Jobs PAC, the State’s largest and most influential political action committee. SANYNJ looks forward to working with the Sherrill-Caldwell Administration and State Legislature in sustaining and growing economic activity and job creation in New Jersey.

Legislation & Regulations

Throughout the year, SANYNJ has monitored and engaged with relevant governmental entities and other stakeholders on proposed legislation and regulations affecting the Port, our partners, and the regional supply chain, including:

- Department of Labor and Workforce Development’s proposed regulations codifying the ABC Test to determine whether a worker is an employee or an independent contractor. As written, it would be very difficult, if not impossible, for a worker to prove their independent contractor status. This rule would have a serious negative impact on owner-operator truck drivers at the Port as the majority operate as independent contractors. Working with the Association of Bi-State Motor Carriers, SANYNJ offered written and oral testimony opposing the regulations. In addition, we worked with Senator Gordon Johnson in drafting legislation expressly providing that owner-operators delivering or picking up freight at a marine terminal or rail facility and working as independent contractors are to be considered as such.

- Legislation adding new definitions of certain waterfront employees. Federal law requires state statutes to specifically identify categories of individuals required to be fingerprinted for purposes of obtaining criminal history record information to retain access to the FBI Criminal Justice Information Service. The FBI determined that the New Jersey state statute requiring certain waterfront employees to be fingerprinted was not specific enough and informed the Attorney General's Office, who, in turn, asked Senator Linda Greenstein and Assemblyman Joe Danielson to introduce a bill defining which employees need to be fingerprinted by the State Police. SANYNJ worked with both sponsors and the State Police to ensure that the new definitions accurately reflected only those workers already required to be fingerprinted.
- Legislation imposing rail safety requirements, including limiting the length of all trains to 8,500 feet. This bill, which would have created logistical problems for the Port and made it less competitive, quickly passed both houses of the Legislature during the December 2025 lame duck period. SANYNJ, along with the Port Authority and the major railroad companies, met with Governor Murphy's Chief Counsel to discuss how this provision would negatively impact the Port. Governor Murphy conditionally vetoed the bill, removing the train length limit altogether, and specifically cited the potential for increased costs and loss of business at the Port as the reason for his veto.

Port Tours

In fall 2025, SANYNJ organized several tours of the Port for key legislators and legislative staff. Delegations from the Assembly Transportation & Independent Authorities Committee, Assembly Commerce, Economic Development, & Agriculture Committee, and the Senate Transportation Committee visited PNCT and Port Liberty Bayonne. The tours have been very successful in educating policymakers about the Port, its economic impact, and the challenges we face. They all came away impressed at its size and scope, likening it to the best visualization of New Jersey's supply chain at work, and expressed interest in working with SANYNJ to protect and grow the Port. Given their success, more tours will be scheduled for 2026, including one for the newly elected Assemblymembers.

Special thanks to PNCT and Port Liberty for hosting these groups and showing them around their facilities.



New York

2025 New York City Mayoral and City Council Election

In a stunning upset, State Assemblymember Zohran Mamdani, an avowed democratic socialist, defeated former Governor Andrew Cuomo in the June 2025 Democratic primary election for Mayor of New York City. He proceeded to with the general election against Republican Curtis Sliwa and Governor Cuomo, who ran as an independent. Mayor Mamdani ran on a bold platform that included promises to freeze rent for rent-stabilized apartments, free city buses, government-operated grocery stores, and the construction of 200,000 affordable housing units. However, much of his program would be paid for by increasing corporate tax rates and implementing a two percent surtax on incomes over \$1 million, which requires state approval. While Governor Hochul expressed interest in certain initiatives, such as universal child care, it was announced in her 2026 State of the State address that she does not intend to raise taxes.

In addition, elections were held for all 51 seats on the New York City Council. Democrats won 46 seats, flipping one seat in the Bronx, and leaving Republicans with a minority of only five seats. SANYNJ congratulates Mayor Mandani, Council Speaker Julie Menin, and the New York City Councilmembers, and we look forward to working with them on matters affecting the Port.

Legislation

Legislation was introduced in the Assembly and Senate in early 2025 that provides for the regulation of indoor and outdoor worksites with temperature protection standards and education, training and reporting requirements to ensure that employers provide safe conditions for their employees. There have been substantially similar iterations of this bill in previous legislative sessions. SANYNJ has spoken with the Assembly sponsor, Assemblymember Harry Bronson, on including protections for the Port by exempting industries with collective bargaining agreements. This bill remains a top priority for SANYNJ in 2026.





2025 Legislative Review

National Association of Waterfront Employers (NAWE)



Legislative Activities

NAWE and its members, supported by the expert guidance of the Legislative Team from Blank Rome Government Relations LLC and Becker Poliakoff, actively engaged in shaping policies and advocating for priorities that strengthened the position of U.S. marine terminal operators in 2025. This collaborative effort enabled NAWE to effectively respond to critical legislative developments, ensuring that the voice of the industry was heard on key issues, proposed regulations, and maritime policy matters. In working together to navigate challenges and opportunities, NAWE's Legislative Team and the association's members made notable progress in advancing our industry's priorities in the following areas:

Activating Our Members at NAWE on the Hill

NAWE hosted a Capitol Hill fly-in in 2025, providing member companies with direct opportunities to engage key House and Senate offices. Organized by the Legislative Team, the March event featured 40+ formal meetings with Senators, Representatives, and senior staff, an in-depth policy briefing for staff of a key congressional committee, and a well-attended reception, strengthening relationships and advancing industry priorities. NAWE also kept members informed on critical developments on Capitol Hill, including providing members timely updates on the Senate's transition from Democratic to Republican majority, monitoring the introduction and consideration of legislation affecting our industry, and reporting on how the unprecedented federal government shutdown that lasted 43 days would impact the activities and operations of federal agencies that regulate our industry or interact with marine terminals and port facilities. Companies represented at the fly-in included Alliant, American Equity Underwriters, APM Terminals, CMA CGM, Fenix Marine Services, Georgia Ports Authority, Husky Terminal, Konecranes, Long Beach Container Terminal, Logistec, Luis A. Ayala Colon Sucrs. Inc, Mi-Jack, MSC Group, Orange EV LLC, Port Liberty Terminals, Ports America, the Shipping Association of New York and New Jersey, the Port of Virginia, Truist Bank, and Yusen Terminals.



Pictured Left to Right: Tom Saunders (Ports America), Jim Cobb (SANYNJ), Rep. Nicole Malliotakis (R-NJ-1), John Atkins (Port Liberty Terminals), Carl Bentzel (NAWE)



Pictured Left to Right: Rep. Rick Larsen (D-WA-2), Dustin Stoker (Husky Terminal), Bonnie Nixon (Long Beach Container Terminal), Ryan Lucido (Husky Terminal), Steve Trombley (Fenix Marine Services), John Vitolo (Fenix Marine Services), and John Young (NAWE)



Pictured Left to Right: Ryan Lansden (APM Terminals), Jon Poelma (APM Terminals), Rep. Salud Carbajal (D-CA-24), David Gully (Taylor Machine Works Inc.), and Eric Schanzer (Fenix Marine Services)

Positioning NAWE as a Thought Leader in Washington, DC

In 2025, the Legislative Team positioned NAWE as a valued resource for Congress on a wide range of supply chain and maritime issues by facilitating opportunities for NAWE members to provide expert testimony to Congressional committees and submitting policy statements and questions for the record on behalf of the association. Specifically, NAWE advanced our position on legislative and regulatory issues by taking the following actions:

■ On National Maritime Day, May 22, 2025, NAWE President Carl Bentzel hosted and moderated a panel with Ian Bennett, Special Advisor to the President for Shipbuilding & Maritime Industry Capacity, and other industry experts including NAWE member Spencer Pope with Taylor Machine Works as well as Patrick Stafford with Stafford Crane Group, George Kochanowski with Staxxon, and Marcel van Lith with Siemens Industry. The panel discussed the implications of President Trump’s Executive Order on “*Restoring America’s Maritime Dominance*” (EO 14269), highlighted NAWE’s Ship-to-Shore Cargo Handling Equipment (STS CHE) initiative, and urged the Trump Administration and Congress’ support for including assistance for MTOs as they transition to domestic sourcing requirements for types of CHE not currently available from U.S. sources.



Pictured Left to Right: Patrick Stafford (Stafford Crane Group), Marcel Van Lith (Siemens Industry), George Kochanowski (Staxxon), and Spencer Pope (Taylor Machine Works)

■ Throughout 2025, NAWE drafted questions reflecting industry priorities for members of key congressional committees. These included questions for the Senate Commerce, Science, & Transportation Committee related to the confirmation of persons nominated to lead important federal departments and agencies, such as the U.S. Maritime Administration, Federal Maritime Commission, U.S. Coast Guard, and other posts. Questions were also provided to members of the House Transportation & Infrastructure Committee for oversight hearings with the Secretary of Transportation, MARAD Administrator, FMC Chairman and Commissioners, and other witnesses appearing before the committee to urge support for critical federal infrastructure investments through programs such as the Port Infrastructure Development Program (PIDP) grants and other matters of importance to the U.S. maritime industry and supply chain.

■ On July 16, 2025, NAWE filed an amicus brief with the U.S. Court of Appeals for the D.C. Circuit in the case of *Evergreen v. Federal Maritime Commission (FMC)*, reinforcing the importance of weekend and holiday demurrage fees as an essential tool for marine terminal operators (MTOs) to help manage terminal throughput and flow. NAWE’s brief build on its longstanding involvement in the Evergreen case. In June 2023, NAWE submitted a joint amicus brief with the World Shipping Council, which was cited by the D.C. Circuit in its earlier decision to remand the case.

■ On December 1, 2025, NAWE submitted a letter to the Surface Transportation Board (STB) expressing strong concerns with the proposed merger between Union Pacific Railroad and Norfolk Southern Railway. NAWE urged the STB to undertake a rigorous evaluation of the merger’s potential impact on the intermodal shipping networks that underpin the nation’s supply chain and regional economies. NAWE argued that this merger would further concentrate the intermodal rail market, leaving only two major transcontinental intermodal service providers, and a reduction in service options or prioritization of certain routes over others could diminish economic opportunities in port regions nationwide.

Legislative Priorities

Legislation to Expand the Capital Construction Fund (CCF) for MTOs

NAWE continued to build support and momentum in 2025 for legislation aimed at expanding eligibility in MARAD’s Capital Construction Fund (CCF) program to marine terminal operators for tax-deferred purchases of cargo handling equipment. NAWE worked with House Representatives Mike Ezell (R-MS-04) and Troy Carter (D-LA-02) to introduce in the 119th Congress a bipartisan, stand-alone CCF bill, H.R. 3842, *the Strengthening America’s Maritime Dominance Act*. The NAWE Team also successfully re-engaged with the offices of Senators Mark Kelly (D-AZ), Todd Young (R-IN) and Representatives Trent Kelly (R-MS-01) and John Garamendi (D-CA-08) and their staffs to include the NAWE-endorsed CCF proposal into their respective House and Senate versions of the bipartisan, bicameral U.S. maritime revitalization bills—the SHIPS for America Act (S. 1541 and H.R. 3151). Although to date there’s been no action on the SHIPS Act in the House or Senate, the

NAWE Team worked to include the endorsed CCF legislation as part of the House’s offer to the Senate during the conference committee negotiations on the maritime package (Title 35) of the *Fiscal Year 2026 National Defense Authorization Act* (FY 2026 NDAA). Unfortunately, only a very scaled-down maritime package was agreed to for the final conference bill that was enacted. The NAWE team is currently developing a strategy to build support for the CCF proposal in the Senate with a target to include it in the FY 2027 NDAA or as a rider on another suitable legislative vehicle in 2026 (the 2nd Session of the 119th Congress).

STS Cargo Handling Equipment (CHE) Transition Plan

Over the course of 2025, NAWE engaged with key officials of the 2nd Trump Administration and members of Congress regarding the President’s actions pursuant to his imposition of tariffs on imports from China and reciprocal tariffs on trading partners of the U.S.—expressing the need for a reasonable transition plan to accompany these significant shifts in policy. Accordingly, NAWE President Carl Bentzel worked to establish the NAWE Ship-to-Shore (STS) Crane and Cargo Handling Equipment (CHE) Task Force, and met with affected NAWE member company representatives and the NAWE Executive Board to develop the association’s STS CHE Transition plan. On numerous occasions throughout 2025, NAWE met with White House National Security Committee staff advising the President on maritime issues, as well as with the team at the Office of Management and Budget (OMB), and officials at the Department of Transportation and MARAD who are involved in the implementation of the Executive Order (EO) on Restoring America’s Maritime Dominance and are working on the anticipated release of and implementation plan for the Maritime Action Plan (MAP) called for under the aforementioned Trump EO.

Upon imposition of the tariffs on Chinese imports and reciprocal tariffs on U.S. trading partners, NAWE President Carl Bentzel testified on behalf of NAWE at the two public hearings held by the U.S. Trade Representative (USTR) to receive comments and hear affected industry stakeholders’ concerns. Through NAWE’s direct engagement with the Administration, the USTR in November updated its 100% tariff on STS cranes manufactured, assembled, or made using Chinese components, or manufactured anywhere by a company owned, controlled, or substantially influenced by a Chinese national **to exempt** cranes that fulfill contracts dated prior to April 17, 2025, and that enter the U.S. prior to April 18, 2027.

Maritime Trust Fund (MTF) Legislation

In anticipation of the release of the Trump Administration’s Maritime Action Plan (MAP), the NAWE Team met with the leaders of congressional committees and their staffs with legislative jurisdiction over maritime policy to voice NAWE’s strong support for establishment of a Maritime Trust Fund (MTF). On August 6, 2025, President Bentzel sent a letter to House Transportation & Infrastructure Committee Chairman Sam Graves (R-MO-06) and Ranking Democratic Member Rick Larsen (D-WA-02) urging them to pass legislation to create a MTF that would serve as a dedicated funding source to support America’s maritime industrial base development. NAWE believes a portion of the trust fund should be used to invest in domestic manufacturing of CHE including STS cranes and large yard marine equipment, and to support port and terminal expansion. The MTF would be a mechanism that would support President Trump’s “*Restoring America’s Maritime Dominance*” EO, which seeks to revitalize the U.S. maritime industrial base. NAWE recommends capitalizing the fund using maritime-generated revenue, such as penalties on foreign ships and tariffs on imported maritime equipment, to invest in domestic maritime infrastructure. The trust fund, as proposed, would be modeled after the off-budget Highway Trust Fund and would provide economic and national security benefits by supporting strategic ports and the broader defense logistics network.

Longshore Act Hearing Loss Claims Reform

The NAWE Team was quite active in 2025 in working to build awareness in Congress and at the Department of Labor regarding the millions of dollars paid by the U.S. maritime industry each year in claims settlements, awards, and litigation costs due to hearing loss-related workers’ comp claims of which a significant portion are not the result of waterfront employment but instead from other noise-induced exposure or from circumstances occurring outside of workplace conditions. In June 2025, NAWE President Carl Bentzel met with U.S. Labor Secretary Lori Chavez-DeRemer and shared NAWE’s concern about this issue. Following their initial meeting,



In June of 2025, the NAWE and its sister organization the National Maritime Safety Association, hosted U.S. Secretary of Labor Lori Chavez-DeRemer for a tour of the Port of New Orleans

Carl, NAWE Insurance Committee Chairman Tony Filiato (Signal Mutual), and other members of the NAWE Team met in late August and again in November with senior members of the Secretary’s staff to further discuss the issue. During the meetings, President Bentzel urged Secretary Chavez-DeRemer to exercise her legal authority to issue guidance to Labor Department officials involved in the evaluation, adjudication, and review of hearing loss claims made by workers covered under the Longshore and Harbor Workers’ Compensation Act (“Longshore Act”) requiring them to: 1) allow consideration of widely accepted modern scientific hearing loss procedures for quantification of hearing loss claims; 2) restrict hearing loss claims to hearing loss caused while being employed as a covered Longshore Act worker; and 3) in the case of multi-employer workers, make good faith evaluations of whether hearing loss claims have been submitted against the most appropriate employer that could have caused hearing loss is in fact the party that is being subjected to the claim.

Also in 2025, during NAWE on the Hill, the NAWE Team arranged for a group led by NAWE Insurance Committee Chairman Tony Filiato and other association member underwriters to provide an in-depth briefing to the House Education & Workforce Committee majority staff on abuse of the workers’ comp process by workers filing hearing loss claims covered under the Longshore Act for non-work-related noise exposure or resulting from naturally-occurring, age-related hearing loss. As a result of this briefing, on September 16, 2025, the House Education & Workforce Committee Chairman Tim Walberg (R-MI-05) and Workforce Protections Subcommittee Chairman Ryan Mackenzie (R-PA-07) sent a letter to the U.S. Comptroller General formally requesting that the non-partisan Government Accountability Office (“GAO”) study the Longshore Act hearing loss claims process and report on the following: 1) the number of Longshore Act claims filed annually for the past five years and for what types of injuries; 2) the extent to which the Act and related federal regulations align with eligibility requirements, benefits, and standards for other federal workers’ compensation programs; 3) the incidence of fraud in Longshore Act claims, steps taken by the Office of Workers’ Compensation Programs (OWCP) take to ensure that claims are related to workplace injury, and how OWCP could reduce fraud; and 4) given the Act’s incentive structure, what potential actions should Congress consider to ensure that claims paid under the Act are only those claims related to workplace injuries. NAWE intends to use the findings from the GAO report, when completed, as the basis to call upon Congress to make long-overdue statutory reforms to the Longshore Act’s hearing loss claims provisions.

Port Advisory Committee for Federal Maritime Commission

In December 2025, the House of Representatives passed and transmitted to the Senate H.R. 4183, *the Federal Maritime Commission Reauthorization Act for 2025*. This legislation included a key provision (Section 11) that would establish a National Port Advisory Committee at the Federal Maritime Commission (FMC). Establishment of a National Port Advisory Committee has long been a priority of NAWE—dating back to the supply chain crisis and Congress’ subsequent enactment of OSRA-22, which included amendments to the *Shipping Act* and established a National Shipper Advisory Committee at FMC. When Congress considered further *Shipping Act* reforms, NAWE engaged with Capitol Hill, including Representatives Mike Ezell (R-MS-04) and Jake Auchincloss (D-MA-04) to explain the implication of the proposals and requested the inclusion of the provision to establish a National Port Advisory Committee (with a balanced 5 port authority-5 MTO- 3 longshore and maritime labor member composition) that is in the current House reported version of H.R. 4183. NAWE sought this provision because the FMC, and the general public, would benefit from the creation of this advisory committee, ensuring that the Commission has accurate and timely information from key stakeholders in the maritime supply chain. In our view, this advisory committee will improve the government’s ability to anticipate and respond to future supply chain challenges. The measure is now pending in the Senate.

Advancing NAWE Priorities in Must-Pass Legislation

The Legislative Team regularly monitors several “must-pass” pieces of legislation that Congress considers on a regular basis, including the Coast Guard Authorization Act (CGAA), National Defense Authorization Act (NDAA) and Water Resources Development Act (WRDA), that reauthorize programs of interest to NAWE and our members. Given the significance of this legislation for the maritime industry and their “must-pass” status, the NAWE Team also identifies opportunities in these authorizing bills to advocate for the inclusion of provisions favorable to MTOs. In 2025, the Legislative Team successfully worked to include the authorization of funding for the following provisions that are favorable to our industry: the Maritime Administration’s (MARAD’s) Port Infrastructure Development Program (PIDP), Maritime Environmental and Technical Assistance (META) program, and U.S. Marine Highway Program. In response to the House Transportation & Infrastructure (T&I) Committee initiating its work on the Water Resources Development Act (WRDA) in December, NAWE is developing a position on the legislation, which authorizes the U.S. Army Corps of Engineers to conduct water infrastructure projects for navigation at ports and harbors, flood control, and storm protection. As the Committee continues its work on the legislation in 2026, it will accept policy proposal submissions from the public. NAWE has encouraged association members to submit their policy proposals to the NAWE Legislative Committee for review and will submit approved proposals to the T&I Committee for inclusion in WRDA.

NAWE-Hosted Congressional Tour of Port of Baltimore

In mid-November, NAWE hosted a policy briefing and tour of the Port of Baltimore for key members of the House Transportation & Infrastructure (T&I) Committee. The congressional delegation included full T&I Committee Ranking Member Rick Larsen (D-WA-02), Coast Guard & Maritime Transportation Subcommittee Ranking Member Salud Carbajal (D-CA-24), Nick Begich (R-AK-AL), and Sarah Elfreth (D-MD-03). The members were hosted by Ports America President & CEO Matt Leech and NAWE President Carl Bentzel. They toured Ports America Chesapeake's Seagirt and Dundalk Terminals, Tradepoint Atlantic's Sparrows Point global logistics and industrial hub, and received briefings from the leadership of LOGISTEC and from staff of the Port of Baltimore on the status of the Howard Street Tunnel infrastructure project.

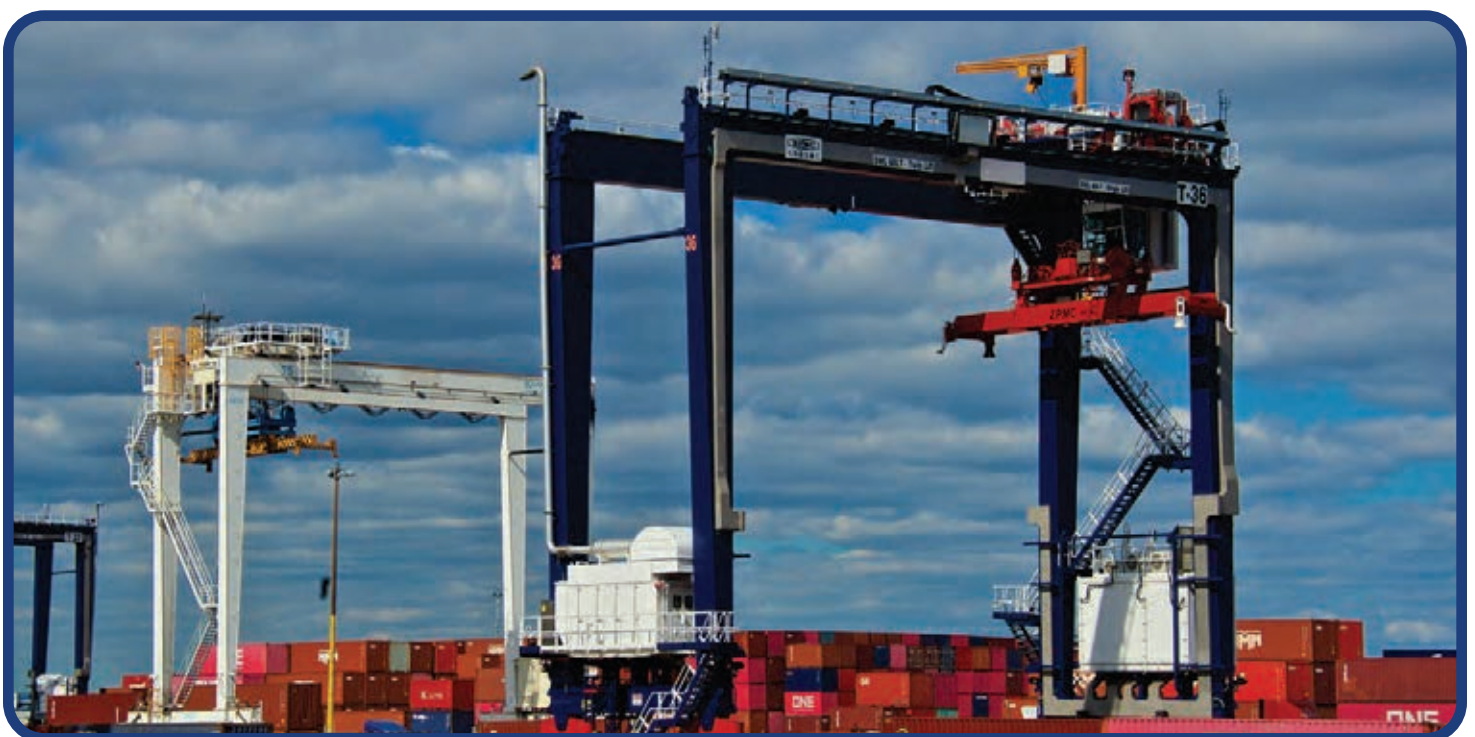
Legislative Outlook for 2026

The strong record of success NAWE and our members achieved on Capitol Hill in 2025 has laid the groundwork for continued success in 2026. Through the first year of President Trump's second term and halfway through the 119th Congress, the NAWE team kept our members apprised of the transition from the Biden to Trump administrations, reporting on the new administration's policies, as well as key appointee and staff changes at federal agencies and departments with jurisdiction over issues of importance to NAWE members. Likewise, with Congress poised for midterm elections in November 2026 to determine control of the next (120th) Congress, NAWE will be closely monitoring and reporting on the upcoming races and keep our members informed of the results and potential impact on advancing our priorities.

Specifically, as we head into what will be an expensive, contentious, and volatile election year, much remains unsettled regarding the Trump administration's intentions to advance its Maritime Action Plan (MAP), especially as it applies to the commercial maritime industry. While there appears to be genuine interest on the House side of the Capitol to advance the SHIPS Act, it remains uncertain if there is bicameral unity in meeting that objective. Due to the compressed schedule of an election year, if the legislation advances, it is likely to happen before the Congress adjourns for its Memorial Day recess. Similarly, must-pass legislation, including the FY 2027 NDAA and FY 2027 appropriations bills, will have to be approved by the relevant House and Senate committees before the August recess, as Congress is likely to adjourn in October to allow members to campaign for reelection. These circumstances warrant continued monitoring and reporting of committee activities and other legislative developments on topics of concern to NAWE.



Pictured Left to right: Mark Schmidt (Ports America Chesapeake), Rep. Nick Begich III (R-AK-AL), Rep. Rick Larsen (D-WA-2), Rep. Salud Carbajal (D-CA-24), Carl Bentzel (NAWE), and Tom Saunders (Ports America and Chairman of NAWE).





2025 REPORT OF COUNSEL

LITIGATION, ADMINISTRATIVE PROCEEDINGS, AND NYSA-ILA CONTRACT

In September 2024, a longshore worker filed a civil action in New Jersey state court against multiple industry defendants, including the chief operating officer of the Shipping Association of New York and New Jersey (SANYNJ) alleging wrongful termination by an SANYNJ member and the infliction of emotional distress. The longshore worker had been terminated in January 2023 for sexual harassment of female co-workers in violation of the NYSA-ILA Anti-Discrimination and Anti-Harassment Policy. The action was then removed to federal district court. Plaintiff's failure to effect valid service of the complaint on the chief operating officer resulted in the dismissal of the complaint without prejudice against the officer on August 1, 2025.

In July 2025, SANYNJ became aware for the first time of a 2024 EEOC Charge that had been filed by a female longshore foreman alleging discrimination in employment and retaliation by her shop steward based upon her sex. The foreman had failed to file a complaint with the NYSA-ILA EEO Officer prior to filing her charge. The charge itself was devoid of a single allegation that involved SANYNJ, that could have been attributed to SANYNJ, or that SANYNJ could have possibly addressed. These deficiencies formed the basis of the position statement seeking the dismissal of the charge submitted by SANYNJ in September 2025. The EEOC later approved the foreman's request to withdraw her charge.

NYSA-ILA EMPLOYMENT LAW PROGRAMS

Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA)

The NYSA-ILA USERRA Coordinator continues to review requests for military leave, notify the employees of their obligations when seeking reemployment, and acts as a liaison with the different NYSA-ILA fund departments to ensure appropriate benefits are credited upon return from service.

Anti-Discrimination and Anti-Harassment Policy; Family-and-Medical-Learn Procedures

The NYSA-ILA Equal Employment Opportunity Officer continues to investigate complaints brought under the port wide Respect & Dignity Anti-Discrimination and Anti-Harassment Policy.

The NYSA-ILA Family Leave Review Committee continues to receive and to process requests for family and medical leave.

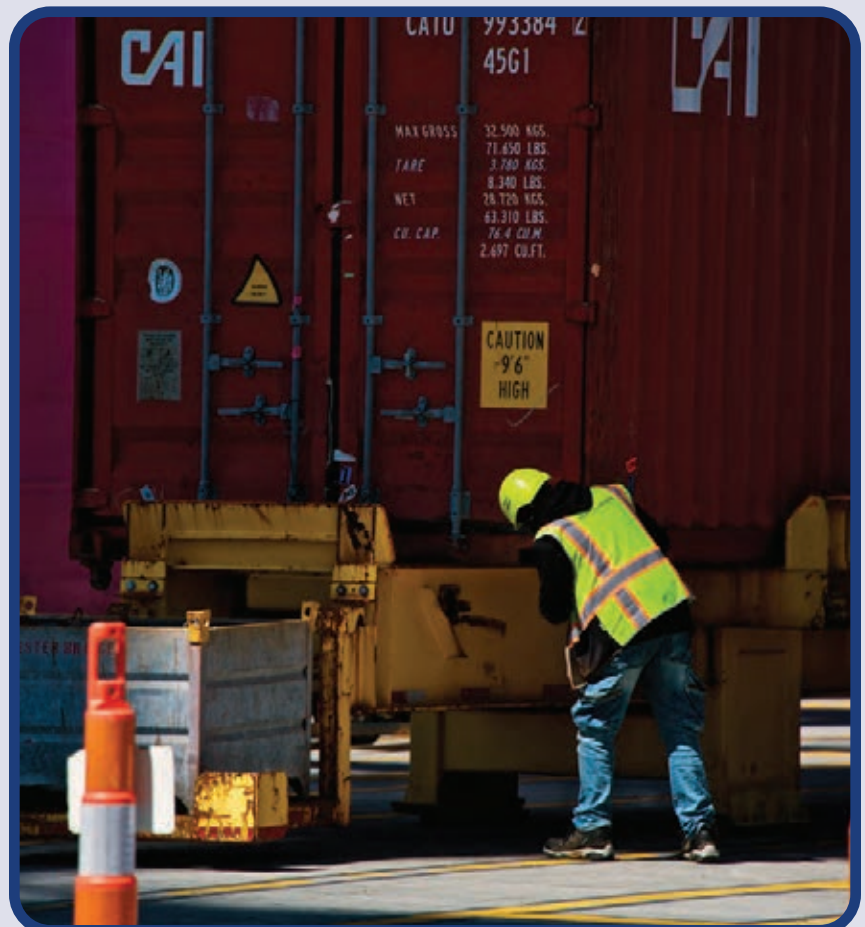
NYSA-ILA Accommodations Team (A-Team)

The A-Team continues to entertain requests from longshore workers seeking reasonable accommodations under relevant federal and state laws that would permit them to continue to work in the industry, despite certain disabilities.

The A-Team monitors past accommodations that have been provided and has found that most employees are performing well in their jobs. The A-Team also considers referrals from the NYSA-ILA Absenteeism Committee and the NYSA-ILA Seniority Board concerning employees with unexcused absences that raise medical issues.

NYSA-ILA Drug and Alcohol Abuse Program

The NYSA-ILA Drug and Alcohol Abuse Program provides drug and alcohol abuse services to those members of the industry requiring help by placing them in in- and out-patient treatment programs and referring them for the counseling services provided by the Management-ILA Managed Health Care Trust Fund (MILA). Management and labor are working on amendments to this program.





2025 FEDERAL JUDICIAL, LEGISLATIVE, AND REGULATORY ACTIVITY

UNITED STATES SUPREME COURT

Imposition of Tariffs

In August 2025, the United States Court of Appeals for the Federal Circuit affirmed a decision by the United States Court of International Trade holding that tariffs imposed by the Trump administration on nearly all goods from nearly every country in the world were not authorized by the International Emergency Economic Powers Act (IEEPA). The Trump administration filed an appeal with the Supreme Court of the United States. The matter was fully briefed, argued, and was pending before the Court at year end.

FEDERAL LEGISLATION

In response to the Trump administration's America-first policy, several bills affecting the maritime industry, such as a bill to expand the U.S. shipyard industrial base, were introduced in the U.S. House and Senate in 2025, but no further action was taken on the legislation before year end.

DEPARTMENT OF HOMELAND SECURITY

U.S. Coast Guard Cybersecurity Regulations

In January 2025, the U.S. Coast Guard published its Final Rule entitled *Cybersecurity in the Marine Transportation System*, to update cybersecurity requirements for U.S.-flagged vessels, Outer Continental Shelf facilities, and U.S. facilities subject to the Maritime Transportation Security Act of 2002 regulations.

The Final Rule addresses current and emerging cybersecurity threats in the Marine Transportation System (MTS) by adding minimum cybersecurity requirements to help detect risks and respond to and recover from cybersecurity incidents. These requirements include developing and maintaining a Cybersecurity Plan, designating a Cybersecurity Officer (CySO), and taking various measures to maintain cybersecurity within the MTS. The Rule took effect on July 16, 2025.



DEPARTMENT OF LABOR (DOL)

Federal Independent Contractor Rule

In May 2025, the DOL announced that it was reconsidering the employee-friendly Independent Contractor Rule that took effect on March 11, 2024, during the Biden administration, including whether to rescind the Rule and to replace it with a more employer-friendly rule for determining a Fair Labor Standard Act employee versus independent contractor status. On September 4, 2025, DOL announced that it would rescind the 2024 Biden Independent Contractor Rule. DOL had not issued a new rule by year end.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Final Enforcement Guidance on Harassment in the Workplace

The sexual orientation and gender identity provisions of the EEOC's April 2024 *Guidance on Harassment in the Workplace* (Guidance) were immediately challenged in court. After protracted litigation in several jurisdictions, in May 2025, a Texas federal district court vacated the sexual orientation and gender identity provisions of the Guidance. The court concluded that the EEOC had exceeded its statutory authority by expanding the definition of sex under Title VII of the Civil Rights Act of 1964 "beyond the biological binary." The remainder of the Guidance remained in effect. The district court's decision applies on a nationwide basis. The court's ruling aligns with the Trump administration's January 2025 Executive Order (EO) that requires the federal government to recognize only two biological sexes (male and female, as determined at conception) and removes the concept of "gender identity" from federal anti-discrimination laws ("Two Sexes EO").

EEOC and DOJ Guidance on DEI and Workplace Discrimination

In March 2025, the EEOC and the Department of Justice (DOJ) issued guidance on how the EEOC and the DOJ view and define Diversity, Equity, and Inclusion (DEI) with respect to employment discrimination. The agencies stated that “illegal” DEI efforts that may violate Title VII of the Civil Rights Act of 1964 include initiatives, policies, programs, or practices that involve taking employment actions that are motivated by race, sex, or other protected characteristics. Employers should review their workplace training materials and policies in light of this guidance.

FEDERAL MARITIME COMMISSION (FMC)

FMC Agreement No. 201349, World Shipping Council Agreement, FMC Docket No. 25-10

In June 2025, the FMC issued an Order to Show Cause initiating a review of a 2020 Agreement filed by the World Shipping Council (WSC) to determine whether signatory ocean carriers are still covered by limited antitrust immunity. The Agreement authorizes nineteen (19) WSC members to engage in routine trade association activities, such as exchanging information and formulating common positions on topics relevant to ocean shipping and engaging in public policy activities. The matter was fully briefed as of September 2025. The final decision of the FMC should be issued in March 2026.

FEDERAL TRADE COMMISSION (FTC)

Non-Compete Clause Rule

In May 2024, the FTC published its Final Rule banning new non-compete agreements in all employment contexts. Legal challenges were immediately filed in several federal district courts. In August 2024, a Texas federal district court ordered the non-compete Rule to be set aside with respect to all employers nationwide and that it not be enforced or take effect on September 4, 2024. In October 2024, the FTC filed an appeal with the Court of Appeals for the Fifth Circuit. With the change in presidential administrations and after several extensions, the FTC reconsidered its position and on September 5, 2025, the FTC filed a voluntary motion to withdraw its appeal, allowing employers nationwide to continue to use, offer, and enforce non-compete agreements against employees, subject to any restrictions on non-competes that may be in effect under applicable state law or common law.

NATIONAL LABOR RELATIONS BOARD (NLRB)

Biden Era General Counsel Memoranda

In February 2025, the NLRB Acting General Counsel issued Memorandum 25-05, rescinding twenty-nine prior general counsel memoranda promulgated during the Biden administration, which included guidance on major labor issues, such as remedies, the legality of noncompete agreements and other restrictive covenants, mandatory employer meetings, and the status of college athletes.

Settlement Agreements

In May 2025, the Acting General Counsel issued Memorandum GC 25-06, providing updated guidance to the Regional Directors on approaching settlement agreements in unfair labor practice cases and achieving prompt and fair resolution of disputed matters. In addition to providing specific guidance on drafting settlements, including strategic use of default language and non-admissions clauses, the memorandum sets forth parameters for the Regional Directors’ use of discretion in approving unilateral settlements and pursuing make whole relief.

Deferral of Unfair Labor Practice Charges

In August 2025, the Acting General Counsel issued GC Memorandum 25-10, providing updated guidance concerning the deferral of unfair labor practice (ULP) charges to the grievance and arbitration processes set forth in collective bargaining agreements. The memorandum directs the Regional Offices to focus on whether ULP charges are subject to deferral, whether or not a grievance has been filed, which, according to the NLRB, will provide a faster and less costly dispute resolution process for employers.

The memorandum further modified the Board’s post-deferral status check process, reducing the reporting requirement from quarterly to twice a year on March 15 and September 15. Failure to submit timely the biannual status report form may result in the ULP charge being dismissed for lack of cooperation.



Constitutionality of the NLRB

In August 2025, the Court of Appeals for the Fifth Circuit affirmed the issuance of preliminary injunctions by district courts halting ULP proceedings against three (3) employers while they litigate the constitutionality of NLRB removal protections. In its holding, the Court of Appeals concluded that the for-cause removal protections for NLRB Administrative Law Judges (ALJs) and Board Members likely violate Article II of the U.S. Constitution. The decision kept the injunctions in effect while the employers continued to pursue their arguments that the structure of the NLRB is unconstitutional. The Court later consolidated the three cases.

The Office and Professional Employees International Union (OPEIU) later filed a petition for certiorari requesting the Supreme Court of the United States to resolve the split between the Fifth Circuit and other circuits, including the Second, Third, Sixth, Ninth, and Tenth Circuits. The petition for certiorari was pending before the Supreme Court at year end.

New NLRB Board Members

The NLRB was without a quorum for the entirety of 2025. At year end the U.S. Senate approved two new members, thereby restoring the Board's three-member quorum, and allowing the Board to resume issuing decisions. A new NLRB General Counsel was also approved at year end.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)

New Heat Standard

In August 2024, OSHA published an extensive proposed rule to prevent heat injury and illness in outdoor and indoor work settings. The proposed rule covers nearly all employers regulated by OSHA, including those in general industry, construction, maritime, and agricultural sectors. It requires employers to develop a Heat Injury and Illness Prevention Plan and a heat emergency response plan. A thirteen-day virtual public hearing was held in June and July 2025. Meeting participants were allowed to submit additional comments post-hearing. The proposed rule was pending at year end.

OFFICE OF U.S. TRADE REPRESENTATIVE

To counteract the dominance of the People's Republic of China in the maritime and shipbuilding sectors the Office of the U.S. Trade Representative began imposing new service fees on vessels owned or operated by Chinese entities calling at U.S. ports. The fee for these vessels started at \$50 per net ton of the arriving vessel. The fees are assessed once per rotation and are capped at five assessments per year for any individual vessel. The rates are scheduled to increase annually every April, reaching \$140 per net ton by 2028. China imposed similar fees on vessels owned or operated by U.S. entities, U.S.-flagged vessels, and vessels built in the United States. While these fees officially commenced on October 14, 2025, the parties agreed to suspend the fees for one year as of November 10, 2025.



2025 STATE AND LOCAL LEGISLATIVE AND REGULATORY ACTIVITY

STATE OF NEW JERSEY (NJ)

NJ Railroad Safety (S3389)

This railroad safety legislation would require the owner or operator of a dangerous hazardous train to have at least a two-person crew on such trains with limited exceptions. The legislation also prohibits the operation of a train that exceeds 8,500 feet in length on any main line or branch line within NJ.

In the absence of federal action, several states, including New York, have introduced similar legislation. There is a concern since it would be difficult for the railroads serving the PONY/NJ to be subject to the restrictions contemplated by the legislation for only the NJ leg of rail transportation. Past versions of this legislation have been opposed by various industry groups. Railroad safety is an area that is primarily regulated by the federal government and requires the uniformity that only a federal solution can provide. The bill had passed both the NJ Assembly and Senate at year end.

Pay Transparency

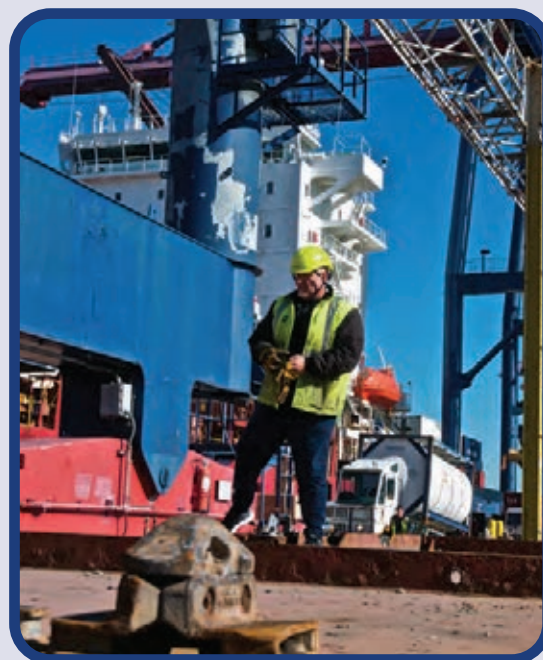
NJ's pay transparency law, requiring employers to include salary ranges and benefit descriptions in all job postings, plus provide notice of promotional opportunities to current employees, took effect on June 1, 2025. In September 2025, the NJ Department of Labor & Workforce Development (NJDOL) issued for public comment proposed regulations that clarify the definition of a covered employer as any person, company, corporation, firm, labor organization, or association that has at least ten (10) employees over twenty (20) calendar weeks, regardless of whether those employees work inside or outside of NJ, and does business, employs persons, or takes applications for employment within NJ. The regulations were awaiting approval at year end.

Proposed Independent Contractor Rules

In May 2025, the NJDOL issued for public comment new rules that would codify its interpretation of the ABC test for independent contractor status under several NJ laws. The new rules have the potential to limit significantly who could be an independent contractor under NJ law and are particularly relevant to independent owner-operator truckers. SANYNJ has opposed these proposed regulations. By a concurrent resolution, the NJ Legislature declared the proposed rules to be inconsistent with the legislative intent of the ABC test codified in the NJ Unemployment Compensation Law. The rules were pending at year end.

Expansion of NJ Family Leave (A 3451)

During the 2025 legislative session the NJ Assembly and Senate considered and approved amendments to NJ's Paid Family Leave Act that currently provides 12 weeks of continuous paid leave or 56 days of intermittent leave to bond with a new child or to care for a sick family member. The amendments will lower the minimum coverage threshold from 30 to 15 employees, reduce the eligibility period to 3 months, require fewer base hours (from 1000 hours over 12 months to 500 hours over 6 months) and guarantee reinstatement to the same or an equivalent position upon return from leave. The legislation will provide more access to part-time, low-wage, and smaller-company employees and will take effect immediately upon enactment by the governor.



NEW YORK STATE (NYS)

Layoffs Caused by Artificial Intelligence

Effective March 2025, NYS employers subject to NYS's Worker Adjustment and Retraining Notification Law (NY WARN) must disclose whether Artificial Intelligence (AI) automation played a role in any mass layoffs or closings and, if so, indicate which of the technologies were implemented (i.e., AI, robotic processes and/or automation, etc.).

NY is the first U.S. state to require employers to disclose whether technological innovation or automation such as AI or algorithmic decision-making contributed to employee layoffs. This update does not modify the existing obligations regarding the issuance of WARN notices but establishes an additional disclosure requirement.

CITY OF NEW YORK (NYC)

Lactation Room Accommodation Policy Requirements

Effective May 11, 2025, NYC employers were required to implement, distribute, and physically and electronically post a copy of their written lactation room accommodation policy. The policy must incorporate the June 19, 2024 change to NYS law that now requires that the first thirty (30) minutes of each lactation break be paid. Employees may use existing paid break or mealtimes for lactation time needed in excess of thirty (30) minutes.

NYC Employer-Paid Prenatal Leave

In July 2025, the NYC Department of Consumer and Worker Protection amended its rules related to the NYC Earned Safe and Sick Time Act (ESSTA) to address the twenty (20) hour paid prenatal leave requirement in conjunction with NYS's regulations that took effect on January 1, 2025. The NYC amended rules require employers to prepare a written prenatal leave policy and to keep a written record of an employee's use of prenatal leave per pay period.

The amended rules also clarify that employers are prohibited from requiring employees, as a condition of taking paid prenatal leave, to work additional hours or to find a replacement employee to make up for the original hours for which such employee used paid prenatal leave.

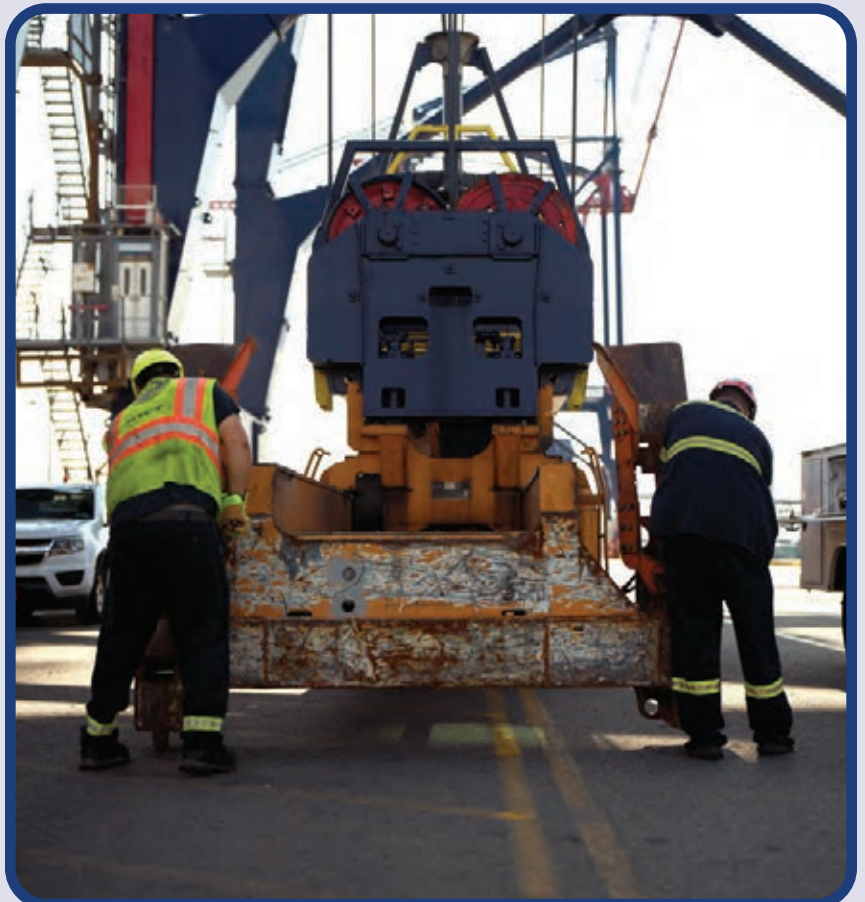
NYC Additional Unpaid Leave

Currently, NYC employers are required to provide full and part-time employees with either 40 or 56 hours of paid sick and safe leave depending upon employer size and net income. In late 2025, the NYC Council amended the ESSTA to require an additional 32 hours of unpaid sick and safe leave that is immediately available upon hire or the first of each year. Employers are not required to carry over unused hours to the following year. Sick time coverage now includes circumstances arising from public disasters. Safe time coverage now includes circumstances involving workplace violence, caretaking, and certain legal proceedings. The ESSTA does not apply to employees covered by a collective bargaining agreement (CBA) if the provisions are expressly waived by the agreement, and the agreement provides for superior or comparable benefits. The NYSA-ILA and the NYSA-PPGU CBAs contain such waivers. The amendments will take effect on February 22, 2026.

NYC Council Approves Pay Data Reporting Requirements

At year end the NYC Council passed amendments to local laws that would impose new pay data reporting requirements on certain private employers and require NYC to conduct annual pay equity studies to identify and to address wage disparities based on gender, race, and ethnicity. The legislation was vetoed by NYC's mayor, thus sending the measures back to the NYC Council, which voted to override the mayor's veto.

Private employers with at least 200 employees that file EEO-1 reports with the EEOC will be required to submit annual pay data reports to a city agency designated by the mayor. The data will tie in with information previously required under the EEOC's EEO-1 filings. The agency will be responsible for developing a reporting system and a standardized form within one year of the law's effective date. Employers will then have one year to submit their first reports and must file subsequent reports on an annual basis. Those who fail to comply risk civil penalties and being publicly listed on the agency's website. The designated agency will be required to conduct an annual pay equity study and to analyze and to release publicly the collected data to identify pay disparities across industries and occupations without identifying individual employee and employer identities.





2025 SANYNJ INSURANCE AND INDEMNITY PROGRAM

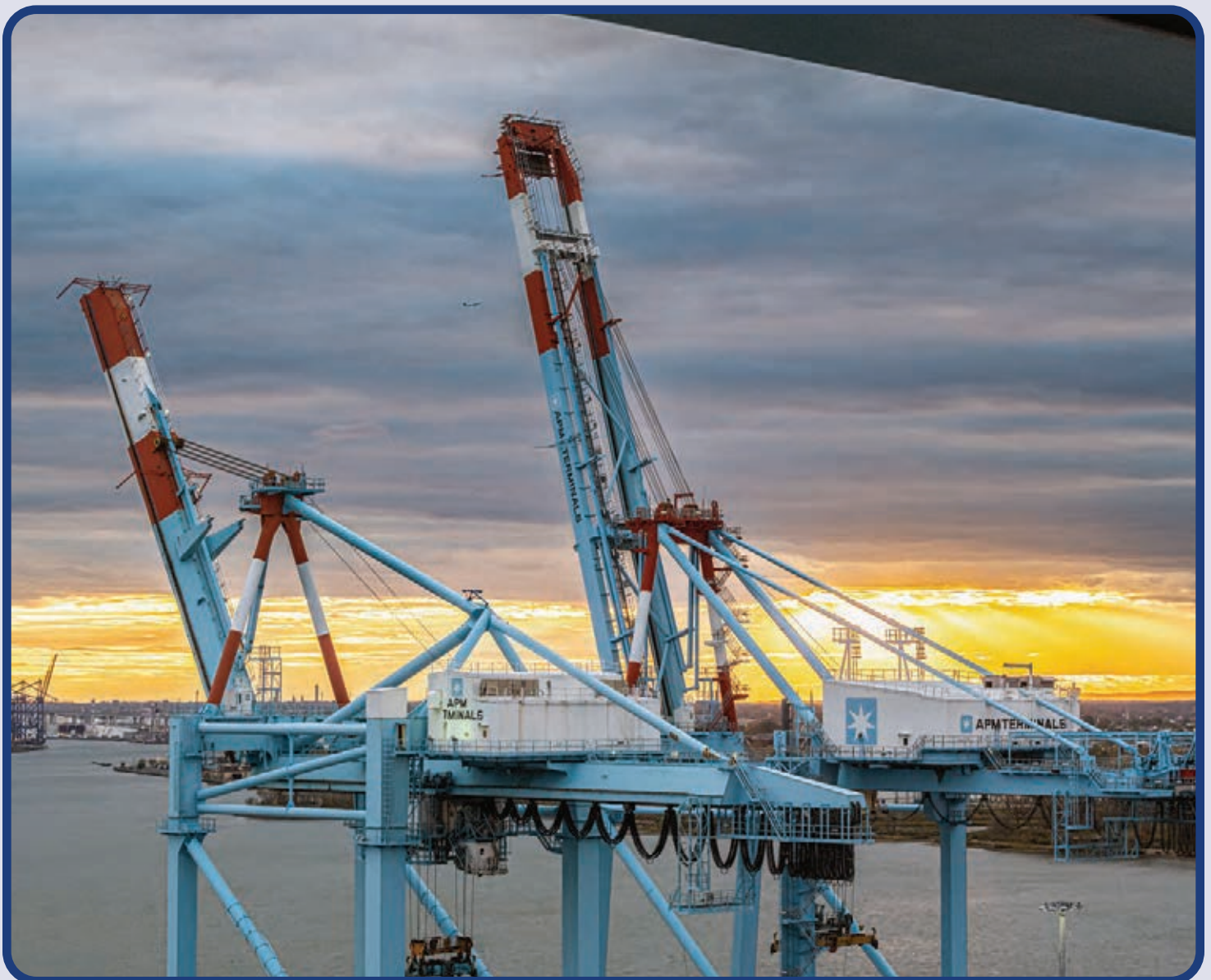
New York Shipping Assurance Association, Inc. (NYSAA)

In 2006, New York Shipping Association, Inc., now doing business as the Shipping Association of New York and New Jersey (SANYNJ), created a comprehensive insurance program to protect SANYNJ, its directors, officers, employees, and representatives as well as SANYNJ members. The coverage for SANYNJ members is provided through a Vermont captive insurance company, New York Shipping Assurance Association, Inc., a wholly-owned subsidiary of SANYNJ based in Colchester, Vermont, and includes legal representation and defense costs incurred to enjoin strikes or work stoppages, to defend arbitrations, to commence court actions, to participate in adjudicatory proceedings, to defend against third-party claims, and to prosecute court actions and arbitrations in connection with the implementation of the NYSA-ILA and NYSA-PPGU Collective Bargaining Agreements.

This coverage is referred to as “Financial Injury Coverage.” Premiums are paid from the assessments paid by SANYNJ members. For the fiscal year ended September 30, 2025, less than 1% of total assessments were used to fund NYSAA Policy No. NY 001. No new insurance claims were filed with NYSAA during the 2024-2025 Policy Year.

New York Shipping Association Self-Insurance Trust

Liability insurance coverage for SANYNJ, its directors, officers, employees, and representatives is provided through commercial insurance policies with excess coverage provided by the SANYNJ Self-Insurance Trust. The Trust also provides Financial Injury Coverage to SANYNJ for its legal costs that arise from the implementation of the NYSA-ILA and NYSA-PPGU Collective Bargaining Agreements. SANYNJ did not file any claims with the Trust during the 2024-2025 Policy Year.

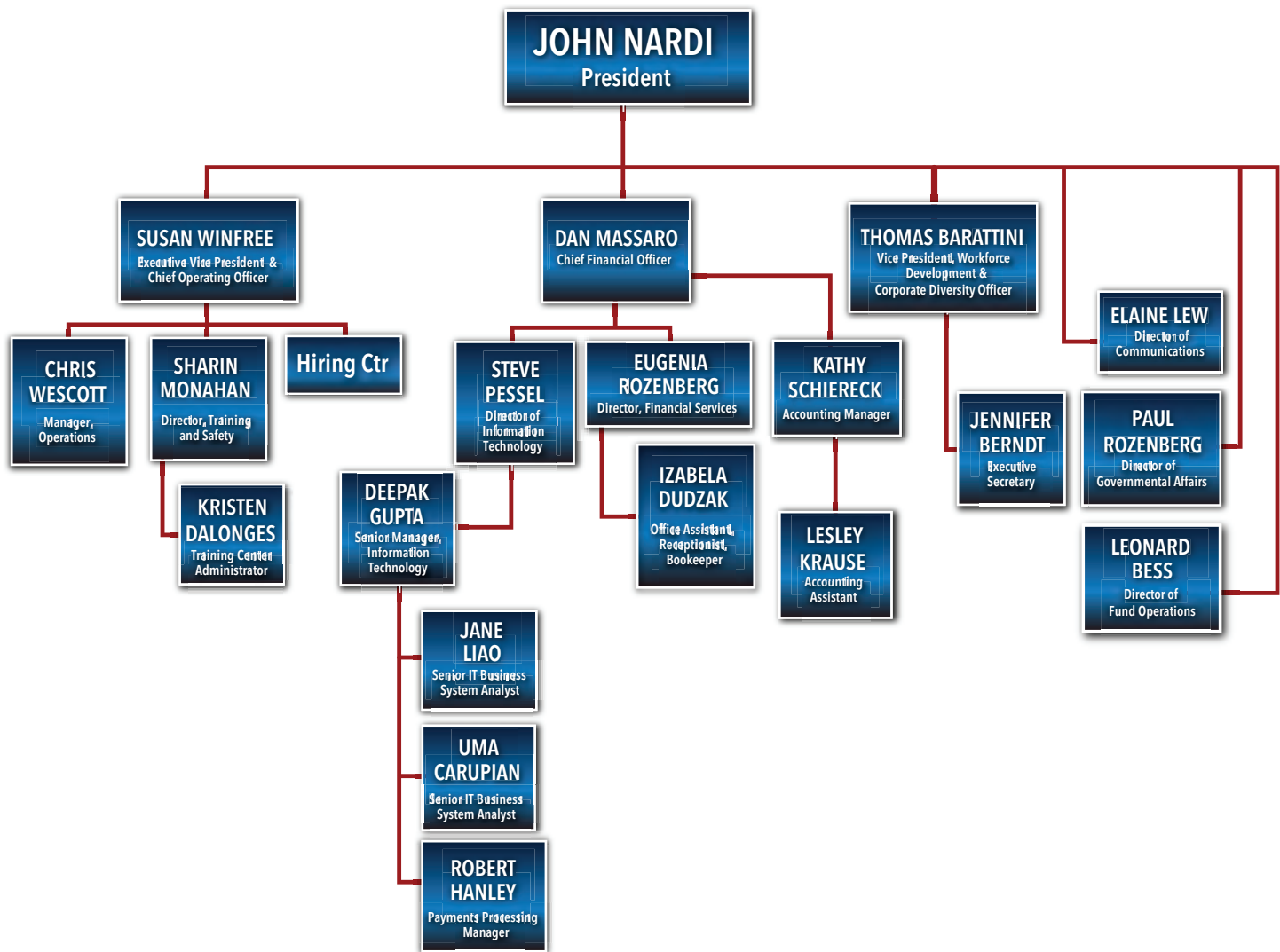








SANYNJ Organizational Chart | December 2025



2025 SANYNJ MEMBERSHIP LIST

Allied Universal Security Services
 APM Terminals Elizabeth, LLC
 ARKAS Line
 Atlantic Container Line
 Bermuda Agencies Limited
 Ceres Terminals Inc.
 CMA-CGM (America) LLC
 Terminal Link USA
 Columbia Coastal Transport, LLC
 COSCO SHIPPING Lines
 (North America) Inc.
 Doyle Security Services, Inc.
 Essex Cement Company
 Evergreen Shipping Agency
 (America) Corporation
 Hapag-Lloyd (America) Inc.
 Hoegh Autoliners Inc.
 Hyundai America Shipping Agency, Inc.
 "K" Line America, Inc.

Maersk
 Maher Terminals LLC
 Mediterranean Shipping Company
 (USA) Inc.
 Mitsui O.S.K. Lines, Ltd.
 NYK Group Americas, Inc.
 Ocean Network Express
 (North America) Inc.
 OOCL, (USA) Inc.
 Port Liberty Bayonne LLC
 Port Liberty New York LLC
 Port Newark Container Terminal LLC
 Ports America, Inc.
 Red Hook Container Terminal LLC
 Sea Lead Shipping USA, Inc.
 SIMS Metal Management
 Terminal Crane & Electrical Services, Inc.
 Terminal Security Solutions, Inc.

The American Sugar Refining Company
 TOWT
 Turkon America, Inc.
 Wallenius Wilhelmsen
 Wan Hai Lines (USA) Ltd.
 Yang Ming (America) Corp.
 ZIM American Integrated Shipping
 Services Company
 ZPMC NA East Coast, Inc.
 DBA ZPMC USA

ASSOCIATE MEMBERSHIP LIST

American Maritime Service of New York, Inc.
 Bay Container Repairs of New Jersey
 Container Services of New Jersey, Inc.
 FAPS, Inc.
 Novelties Distribution LLC
 Portwide Cargo Securing Company

SANYNJ Board of Directors | 2025



John J. Nardi
President
Shipping Association of
New York and New Jersey



John Atkins
Chief Executive Officer
Port Liberty USA, L.L.C.
NMC CC NC BLC AC



Leo Chiang
VP, Marine Operations
Yang Ming (America) Corp.



Michael S. Derby
SVP Port, Terminal & Stevedoring
Operations Americas
Wallenius Wilhelmsen
AC



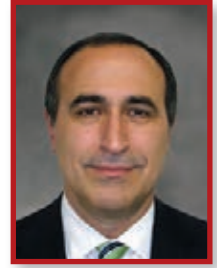
James Houghtalin
Executive Vice President
COSCO SHIPPING Lines
(North America) Inc.



Mitchell Hsu
Senior Vice President Marine Department
Evergreen Shipping Agency (America) Corp.
NC



Peter Mastandrea
Senior Manager, U.S. East Coast and
Gulf Port Operations
Ocean Network Express (North America) Inc.



Robert Milazzo
EVP, Intermodal/Equipment
Mediterranean Shipping Company
(USA) Inc.
NMC NC AC



Kurt Mittenzwei
SVP, Marine & Terminal Operations
CMA-CGM (America), L.L.C.
NMC NC BLC



Anthony Murrello
Chief Operations Officer
Maher Terminals, L.L.C.
CC NC



Jim Pelliccio
President & CEO
Port Newark Container Terminal L.L.C.
NC



Courtney Robinson
Deputy Managing Director
APM Terminals Elizabeth, LLC
NC BLC



Thorsten Schmittberger
GM Port Operations – Security ACL G4
Atlantic Container Line
BLC



Jesmond Spiteri
Senior Director, Operations & Marine
NYK Group Americas, Inc.
Ro/Ro Division



Michael Stamatis
President
Red Hook Container Terminal, LLC



SANYNJ Committee Assignments

- NMC** Nominations (& Membership) Committee
- CC** Compensation Committee
- NC** Negotiations Committee
- BLC** By-Laws Committee
- AC** Assessment Committee

SANYNJ STAFF

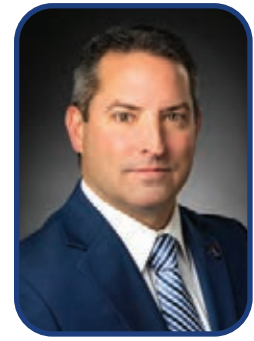
Executive Staff



Susan Winfree
Executive Vice President,
Chief Operating Officer



Thomas Barattini
Vice President, Workforce Development
and Corporate Diversity Officer



Daniel Massaro
Chief Financial Officer

Senior Staff



Sharin Monahan
Director of Training & Safety



Chris Wescott
Manager, Operations



Paul Rozenberg
Director of Governmental Affairs



Steven Pessel
Director of Information Technology



Eugenia Rozenberg
Director of Financial Services



Elaine Lew
Director of Communications

On June 10, 2025, William M. Spelman, Esq. of the Lambos Firm gave his final counsel's report for the SANYNJ Board of Directors after serving over six years as SANYNJ Chief Counsel. Mr. Spelman was an invaluable asset to the association over the years and his essential involvement during local negotiations was imperative to its outcome.

Mr. Spelman was succeeded by Richard Ciampi, Esq. at the September 9, 2025 Board of Directors Meeting.



William M. Spelman, Esq.
The Lambos Firm
(RETIRED June 30, 2025)

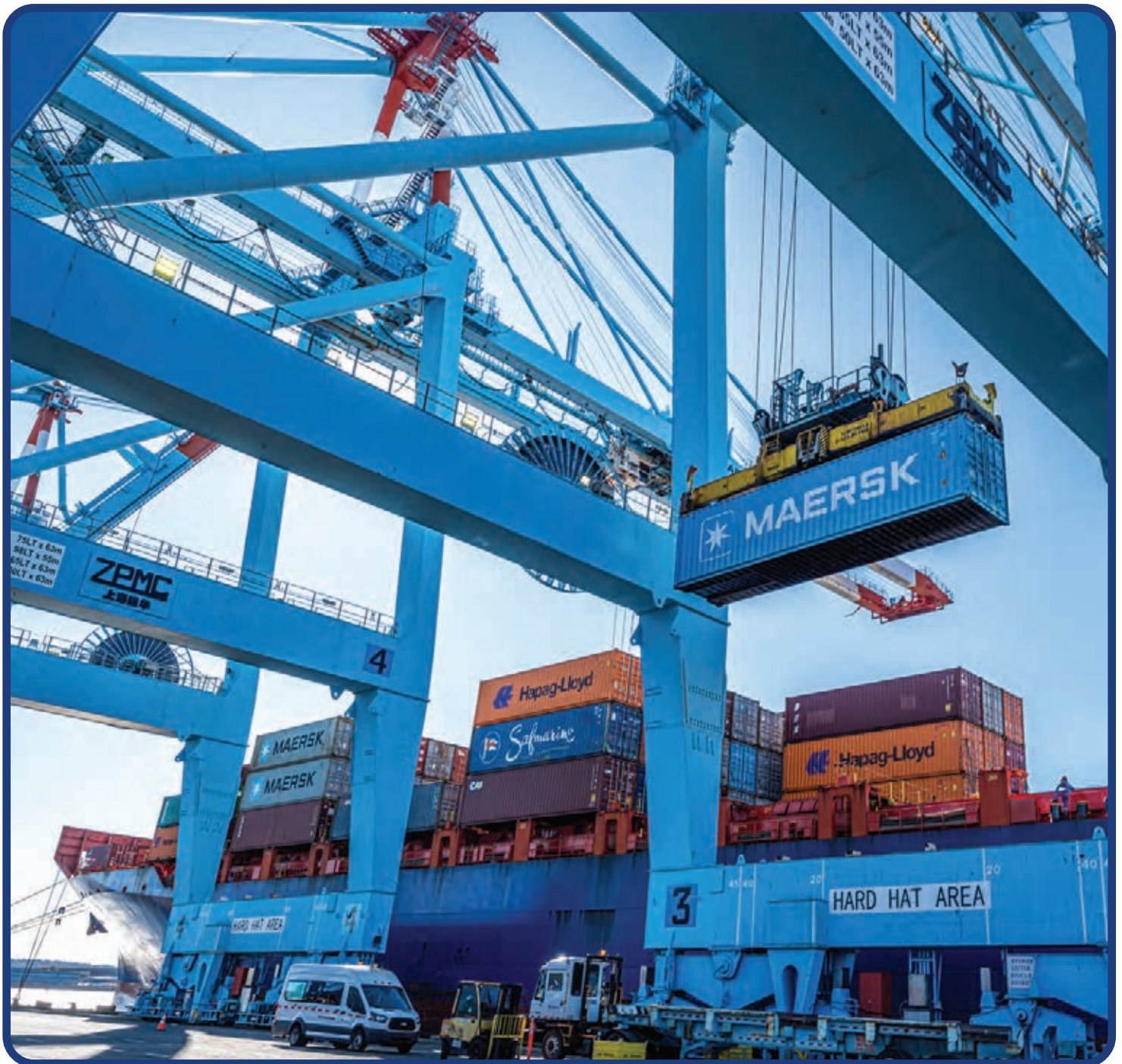


Richard Ciampi, Esq.
The Lambos Firm



L-R: Izabela Dudzak,
Robert Hanley,
Lesley Krause,
Kathy Schiereck,
Jane Liao,
Jennifer Berndt,
Anna Fassari,
Deepak Gupta,
Uma Carupian

Congratulations to Anna Fassari on her retirement from SANYNJ after 17 years in her position as the Training Center Administrator. Anna's hard work and dedication was an invaluable asset to the daily operations at the NYSA-ILA-PPGU Training Center and her presence will definitely be missed by her colleagues and co-workers.







ACKNOWLEDGMENTS

Thanks to everyone who contributed to the content of the annual report including SANYNJ members and staff, the Lambos Firm, NAWE, the Port Authority of New York & New Jersey Port Department, the Port Police and Guards Union, and the US Coast Guard Sector New York.

Photography provided by:

APM Terminals Elizabeth, LLC

Atlantic Container Line

CMA-CGM (America), L.L.C.

COSCO SHIPPING Lines (North America) Inc.

Evergreen Shipping Agency (America) Corporation

Lesley Krause

Elaine Lew

Maher Terminals LLC

Mediterranean Shipping Company (USA) Inc.

NYK Group Americas, Inc.

Ocean Network Express (North America), Inc.

Port Authority of New York & New Jersey

Port Liberty Terminals

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