

Full Speed Ahead



ANNUAL REPORT • 2024



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President's Report

Full Speed Ahead



“ If you're going through hell, keep going”

~ Winston Churchill

Looking back at 2024 from a cargo flow perspective we bounced right back from the small dip we took in 2023. Port Volume increased 7.94% vs 2023. Port Work hours were up 7.3% compared to the previous year. Container work hours per lift were a slight 0.60% improvement.

What one cannot see in this result were the significant headwinds experienced while achieving this impressive result. Panama experienced drought conditions limiting the number of vessels which could reach the US East Coast (USEC) from Asia and the West Coast of South America. The route to the USEC via the Suez Canal was closed due to geopolitical tensions in that region. We were coming off a period of inflation not seen in nearly 40 years. Offsetting inflation and labor's existential drive against full automation became the key points in the collective bargaining of an expiring East Coast Master Contract. Although there

had not been an East Coast longshore strike in nearly 50 years, such a strike was a constant concern resulting in cargo being routed through other gateways. Eventually the threat of a strike became a reality on October 1, 2024. With White House intervention the strike was quickly lifted with an extension until January 15, 2025. I'm pleased to report that all outstanding issues were resolved prior to the January 15th deadline and a continuation of the strike was averted.

In 2024, there were relatively few labor shortages, but absenteeism was still the major factor impacting productivity. To tackle this issue, a new and more simplified productivity improvement program, as well as a new and more simplified absentee improvement program was added to the local NY & NJ contract. Absenteeism was not just a production killer in NY & NJ, it was a coastwide issue. Because of this SANYNJ led the effort to tackle the coastwide absenteeism problem making this a priority for USMX Master Contract discussions. Once both contracts are ratified, we'll be ready to implement these new policies as SANYNJ staff has been meeting with our MTO members to be prepared for immediate implementation.

In 2024 we worked to streamline and modernize New Jersey State Police (NJSP) Rules and Regulations governing workforce oversight. The NJSP have improved new hire processing speed (even those left over from former Waterfront Commission of NY Harbor). Open lines of communication with the NJSP have helped to improve oversight and reduce negative publicity of the Port of NY & NJ. Ensuring the Port is “fully employed” is an ongoing goal to eliminate shortages or avoiding having excess workers who cannot earn a living as a full-time employee. Having excess employees hired when cargo was booming during COVID led SANYNJ in 2024 to adjust vacation waivers and increased refresher training to give new workers opportunities while waiting for cargo volumes to balance the workforce.

There was also no shortage of legislation which needed to be dealt with to maintain the Port's competitive position. Some of these dealt with local city Storage License Fees, Heat Legislation, Non-Compete Agreements and the never-ending attack on Independent Contractors.

2024 saw the retirement of long-time industry leader and SANYNJ C.O.O. and EVP Mr. Chuck Darrell. We wish Chuck a long and well-deserved retirement. Through careful succession planning Ms. Susan Winfree was elevated to Chuck's position and Mr. Thomas Barattini replaced Susan as our Vice President of Workforce Development and Corporate Diversity Officer.

2024 saw the ten-year anniversary of the Port Authority of NY & NJ / SANYNJ Council on Port Performance (CPP). SANYNJ continued to co-chair CPP through these difficult times and was specifically focused on Collaboration and Work Force Development initiatives.

Other Significant Initiatives and Achievements in 2024

- Strike coordination preparedness across all stakeholders.
- Finalize and coordinate a \$440,000 donation to the families of the two Newark Firefighters who lost their lives battling the fire aboard the Grande Costa D'Avorio.
- Introduced Probation reporting where we improve the monitoring of new employees under probation as per current CBA with the creation of standardized reporting.
- Foreman Training introduction.
- Cyber Incident preparedness and recovery
- Follow-up and finalize the coordination and administration of the remaining WCNYH transition

SANYNJ also continues to lead in Industry & Community Affairs:

- SANYNJ is a Commissioner on the Newark Homelessness Commission
- As previously mentioned SANYNJ continues to co-chair the Counsel on Port Performance
- SANYNJ sits as a Board Member of the Maritime Association of NY & NJ
- SANYNJ is a member of the Brooklyn Marine Terminal Advisory Group
- SANYNJ is a member of North American Waterfront Employers Association to monitor Washington DC activities
- SANYNJ is a member of the National Maritime Safety Association (NMSA) with two Board seats and two members of the Technical Committee.

2024 was a great example of unanticipated challenges. However, regardless of whatever challenges we face and to what extent they will be, the Port of New York and New Jersey will put our heads up and move on Full Speed Ahead as we always do!



John J. Nardi
President







Safety First 2024

Safety continues to be a top priority in the Port of New York and New Jersey. The joint efforts of SANYNJ, member Marine Terminal Operators (MTOs), the ILA workforce, and ILA leadership play a vital role in creating a safe and secure work environment for everyone. Maintaining a culture of safety awareness requires ongoing commitment and reinforcement of its importance among waterfront workers.

This year, we celebrate the safety accomplishments of Maher Terminals and Red Hook Terminals. Maher Terminals, with over 1,000,000 labor hours, earned the 2023 SANYNJ Safety Award for achieving the Lowest Lost Time Incident Frequency Rate. Similarly, Red Hook Terminals, operating within the 200,000 to 1,000,000 labor hour range, were recognized for their outstanding safety record.

Additionally, PNCT was commended for the Greatest Reduction in Lost Time Accident Frequency Rate over the previous year. This achievement reflects their proactive safety initiatives and the dedication of all employees to ensuring that everyone returns home safely each day. Congratulations to all the terminals for their unwavering commitment to safety and for setting the standard in reducing incidents across the waterfront.

In April 2024, the SANYNJ-ILA Employee Assistance Program reaffirmed this commitment by hosting the annual Worker’s Memorial Day Observance Ceremony. This event honors those who have been injured or lost their lives in workplace incidents, underscoring the message that safety remains the number one priority for waterfront workers.

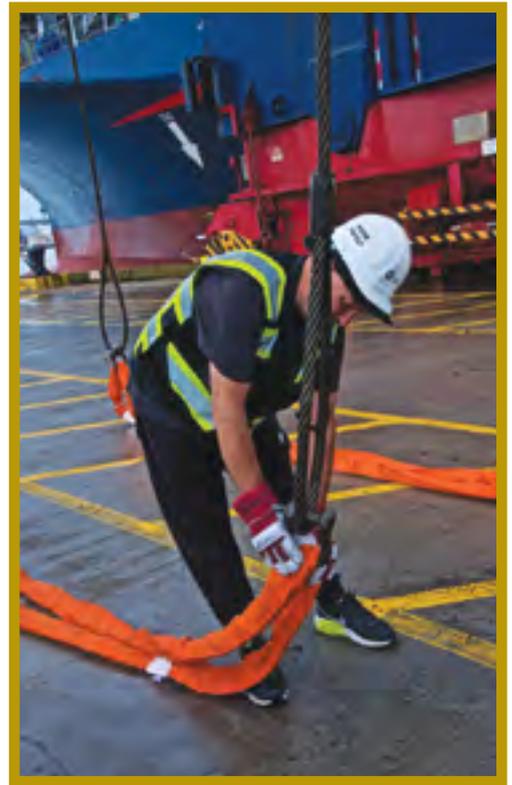


Training 2024

The SANYNJ-ILA-PPGU Training Center continues to be a cornerstone for the maritime industry, serving as a multifunctional venue with its auditorium, classrooms, and conference rooms. These facilities are pivotal for hosting a wide range of activities, including training sessions, presentations, meetings, and discussions, fostering collaboration and knowledge-sharing among the port community, government agencies, and the maritime industry at large.

Training remains an essential element in ensuring safer and more efficient port operations. Programs at the Training Center align with the standards and requirements of government agencies such as OSHA and the USCG, as well as the expectations set by Marine Terminal Operators (MTOs). These efforts contribute significantly to enhancing the safety, expertise, and overall capabilities of the Port workforce.

A key milestone for 2024 was the return of the Port Watchman Familiarization In-Service Training for PPGU guards. Organized by the Port Security Section of the New Jersey State Police in collaboration with the Waterfront Commission of NY Harbor, this training resumed in January after a hiatus since 2019 due to COVID-19 restrictions. Over the course of the sessions, 276 participants were trained at the facility. Moving forward, these mandatory training sessions will take place annually each January, reinforcing the commitment to maintaining high standards of security and preparedness across the Port.



Equipment Training Skill Certifications – Contract Year 2023–2024

	New Certifications	Recertifications
Hustler Driver	109	748
Straddle Carrier	53	306
Crane Operator	9	120
Top Loader	20	215
Stacker (DS, RS, HC)	114	282
Noell Carrier	2	162
Yard Carrier	12	4
Empty Handler	25	231
Forklift	57	908
RTG/Transtainer	39	187
Shuttle Sprinter	6	43
Rail Mounted Gantry	14	22
TOTAL	460	3,228

*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 2023–2024

Initial/Refresher Hazardous Materials Training	490
PIT Safety/Equip Fundamentals/Gang Training	45
New Employee Orientation	53
Respect & Dignity Training	333
Port Watchman Familiarization In-Service Training	276

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



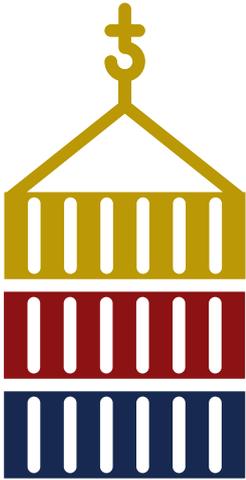


Highlights for contract year ended September 30, 2024



EMPLOYMENT

- ▶ Approximately 4,400 active SANYNJ registered longshore, checker and maintenance workers employed in the Port during the contract year 2024.
- ▶ 14.6 million Hours Worked: 6.7% increase from 2023
- ▶ Wages Paid: \$77.6 million increase from 2023
- ▶ Fringe Benefit Costs: \$3.8 million increase from 2023



CARGO

Containers that fit directly on a chassis:

- ▶ 4.8 million:
7.9% increase from 2023



VEHICLES

- ▶ 350,000 Roll-on / Roll-off cargo, which is driven off the ship
- ▶ 9.8% decrease from 2023



WORK HOURS & RATES – CONTRACT YEAR 9/30/2024

CRAFTS	Rate	ST Hours	OT Hours	Total Work Hours	Average Age	# Ind.
	20.00	108,304.5	212,583.0	320,887.5	33.7	252
	24.75	373,647.5	684,104.5	1,057,752.0	37.6	505
Longshore	31.90	273,129.5	476,648.0	749,777.5	40.8	259
	39.00	2,335,198.5	4,372,022.0	6,707,220.5	52.0	1,955
	Total	3,090,280.0	5,745,357.5	8,835,637.5	47.0	2,971
	20.00	74,689.0	105,564.5	180,253.5	34.5	48
	24.75	138,574.0	207,838.5	346,412.5	35.3	85
Checkers	31.90	131,025.5	234,390.5	365,416.0	39.0	81
	39.00	904,379.5	1,850,490.0	2,754,869.5	52.5	586
	Total	1,248,668.0	2,398,283.5	3,646,951.5	44.3	800
	20.00	48,067.0	92,531.0	140,598.0	35.5	43
	24.75	52,510.0	111,812.5	164,322.5	37.3	41
Maintenance	31.90	53,003.0	138,214.0	191,217.0	40.2	45
	39.00	552,663.0	1,080,352.5	1,633,015.5	51.2	420
	Total	706,243.0	1,422,910.0	2,129,153.0	48.0	549
ALL CRAFTS		5,045,191.0	9,566,551.0	14,611,742.0	46.6	4,320

EQUIPMENT OPERATOR WORK HOURS

Contract Year 2024

Skill	Base Rate	Work Hours	% of Total
	20.00	5,320.0	0.5%
Crane Operator	24.75	32,282.5	3.2%
Transtainer Operator	31.90	61,069.5	6.1%
RTG Operator	39.00	909,683.5	90.2%
	Total	1,008,355.5	
	20.00	105,023.0	4.7%
	24.75	361,690.5	16.3%
Straddle Carrier	31.90	259,920.0	11.7%
Noell Carrier Operator	39.00	1,496,659.5	67.3%
	Total	2,223,293.0	
	20.00	53,302.5	3.2%
	24.75	207,972.0	12.4%
Hustler Operator	31.90	99,429.5	6.0%
	39.00	1,308,944.0	78.4%
	Total	1,669,648.0	
	20.00	2,398.0	0.3%
	24.75	115,307.0	11.6%
Other Container	31.90	126,208.5	12.7%
Handling Equipment	39.00	746,834.5	75.4%
	Total	990,748.0	

ASSESSMENT RATE TABLE

Description	Rate
House Containers within 260 miles	\$89.00 Per Container
House Containers within 260 miles-Bermuda Trade	25.00 Per Container
House Containers over 260 miles	21.00 Per Container
House Containers cargo laden - Railed	10.00 Per Container
Loaded Barge Containers	10.00 Per Container
Mafis with 43 tons or less cargo weight Transshipped	150.00 Per Mafi
Inland Transfers	25.00 Per Container
Loaded Waste Containers-Barge to Rail	55.00 Per Container
Empty Containers	17.20 Per Container
Empty Mafis	40.00 Per Container
Empty Waste Containers-Rail to Barge	40.00 Per Mafi
Empty Containers-Bermuda Trade	17.20 Per Container
Uncontainerized or unboxed Autos-Trucks-Buses < 15k lbs.	25.00 Per Container
Uncontainerized or unboxed Autos-Trucks-Buses > 15k lbs.	8.15 Per Unit
Breakbulk	6.00 Per Ton
Mafis with greater than 43 tons cargo weight	6.00 Per Ton
Non-Containerized Perishable fruit	6.00 Per Ton
Yachts in excess of 15'	6.00 Per Linear ft.
Bananas	0.09 Per Box
Livestock	6.00 Per Ton
Excepted Cargo	14.00 Per Hour
Passenger Assessment	14.00 Per Hour
PPGU Assessment	18.00 Per Hour

*For reference purposes only. For official rates, please refer to NYSA-ILA Assessment Agreement.

United States Coast Guard Sector New York 2024 Highlights



Message from the Captain of the Port

Having assumed command of U. S. Coast Guard Sector New York in April 2024 it is my distinct honor to serve as the Captain of the Port for the Port of New York and New Jersey and the Port of Albany. I serve alongside nearly 1,000 Coast Guard Sentinels in the greater New York City area, as we work together to ensure the safety, security, and environmental protection of the Marine Transportation System (MTS).

The MTS is an integrated network of people, vessels, ports, natural and man-made waterways, and cyber and physical infrastructure. This system connects the U.S. to global markets, provides access to resources, enables strategic mobility, and hosts the movement of goods and people on, over, and beneath the water. In 2024, the Commander, U. S. Coast Guard Atlantic Area, promulgated a Functional Campaign Plan that outlines how the Coast Guard will continue to protect the MTS. One of the central tenets of this plan is working collaboratively with our MTS partners and stakeholders. Our partnerships with other government agencies – at the local, state, and federal levels – and the maritime industry contribute to a reliable and resilient MTS, helping to ensure our national and economic security despite numerous challenges we face. I am proud to highlight the progress we made in 2024 towards some of these challenges:

Maritime Cybersecurity

Cybersecurity continues to be a major focus not only throughout the Sector New York Captain of the Port Zone and the Coast Guard as a whole, but across the entire federal government. In 2024, there were numerous steps taken to strengthen cybersecurity in the U.S. maritime domain, including the Biden-Harris Administration's Executive Order to Bolster Cybersecurity of U.S. Ports, U. S. Coast Guard Maritime Security Directives addressing specific cybersecurity challenges, and a Notice of Proposed Rulemaking (NPRM) for establishing minimum cybersecurity requirements and security practices for regulated facilities and U.S. flagged vessels. In 2024 Sector New York also organized a series of tailored cybersecurity workshops for the maritime industry. These workshops focused on sectors of industry to engage participants with cybersecurity scenarios, fostering discussions around cybersecurity vulnerabilities and threats, best security practices, incident response capabilities and recovery from real-world cybersecurity incidents.

Port Security

In 2024, entities within the Sector New York Captain of the Port zone were awarded \$16.5 million in federal Port Security Grants covering 39 projects for the Port of New York and New Jersey and the Port of Albany. Projects awarded for the region included cybersecurity initiatives, establishment of a specialized dive team within the Port of New York and New Jersey, new vessels, preventative maintenance and fuel for existing vessels, and training. These grants along with previous grants that were executed in 2024, will enhance the maritime security of the nation's most consequential port. The Port Security Grant Program provides funding to state, local, and private-sector partners to help protect critical port infrastructure from terrorism, enhance maritime domain awareness, improve port-wide maritime security risk management, and maintain or reestablish maritime security mitigation protocols that support port recovery and resiliency capabilities.





Environmental Protection

Partnerships throughout the region remain strong not only for the safety and security of the port, but also for the environmental protection of the port. In June 2024, a new charter for the New York and New Jersey Area Committee was signed, outlining how different agencies will work together to prevent oil spills and hazardous material releases into the maritime environment and how we will work together to respond when such incidents do occur. This charter includes several standing subcommittees such as the Salvage and Marine Firefighting (SMFF) subcommittee and allows creation of ad hoc committees to address emerging issues. The Area Committee plays a vital role in providing Qualified Individuals and others with a direct forum for sharing best practices, discussing challenges, and addressing regulatory changes. Area Committee Members at Large (MAL) meetings are scheduled for March 11th, July 9th, and November 12th, 2025. We welcome your attendance and participation. For more information, please contact Chief Warrant Officer Rory Jenkins at rory.m.jenkins@uscg.mil.



As we begin 2025, I look forward to our continued work together to ensure a safe, secure, reliable, and resilient MTS here in New York and New Jersey.

A handwritten signature in blue ink that reads "Jonathan A. Andrechik". The signature is fluid and cursive.

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

Stabilizing The Workforce

Although cargo volumes in 2024 rebounded from the decline in 2023, they remained well below the 2022 peak, which did not prompt new hiring efforts. The focus in 2024 was on stabilizing the workforce through training and retention.

Twenty-five new Longshore workers, who had begun the hiring process before 2024, entered the workforce, along with eighteen highly skilled maintenance professionals hired by the Marine Terminal Operators (MTOs).

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 NJSP or the 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

The 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 300 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.

At 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 reached between SANYNJ member employers and the PPGU that will run through December 31, 2025. President Arbab and Business Agent Rossiello also serve on the Joint Labor Management Committees for purposes of resolving grievances and contract labor disputes, and took a lead role in the transition of the licensing responsibilities from the Waterfront Commission to the New Jersey State Police last year. We appreciate their partnership in resolving and addressing the security needs of the industry on behalf of their members.



Information Technology

During the past year, SANYNJ's IT practices and procedures were put to the test when the association experienced a ransomware attack from overseas. Ransomware is defined as a type of malicious software—or malware—that prevents you from accessing your computer files, systems, or networks and demands a ransom be paid for their return. Fortunately, while utilizing the IT response plan, this attack did not cause costly disruptions to operations and/or the loss of critical information and data.

SANYNJ's network was exposed to crypto ransomware. Files and data were encrypted and a ransom note was left behind demanding \$500,000 in cryptocurrency be paid to decrypt the files. Below are the general steps that were taken to access and handle the attack.

1. Isolated infected systems immediately to contain the spread of the ransomware
2. Communicated effectively with IT Staff and affected departments
3. Engaged cybersecurity professionals and learned from the experience to update security measures
4. Assessed and documented the situation
5. Activated the incident response plan to implement recovery steps
6. Restored and secured the systems. SANYNJ's environment is virtual making system restore simpler than using physical machines.

With the help of cybersecurity professionals PacketWatch, SANYNJ was able to perform thorough digital forensic and incident analysis. This analysis showed how the attackers gained access to the network, when the intrusion occurred, where the attack originated from and why SANYNJ may have been targeted.

Fortunately, this incident did not show any stolen data or data loss. Access was gained through a dormant archive server that did not have the latest security patches installed and was thereby vulnerable to attack. Once access was acquired, this opened access to SANYNJ's W.A.N. and its data.

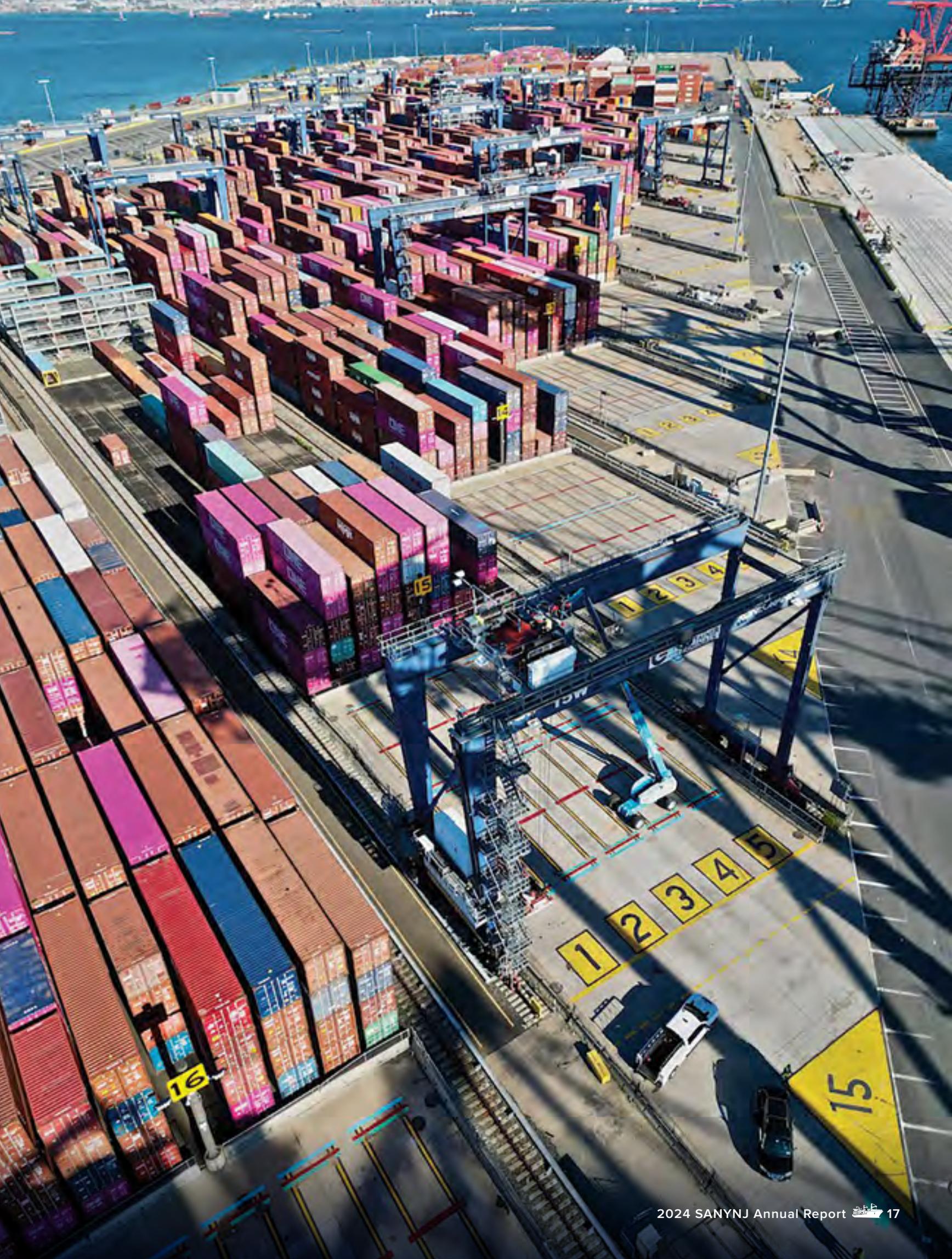
While tracing the IP address and software used by the attackers, their location was traced back to China. It's theorized that SANYNJ was attacked due to the company name and that the attackers were looking for information that they could use for some sort of maritime espionage. Once detected, the file encryption and ransom note were a distraction used to allow the attackers time to get out of the network.

** The attack was isolated and did not include the network or systems hosting our Enterprise Management System (EMS) or our Labor Hiring System (LHS).

Key Takeaways

1. Keep all computers, both servers and desktops, up to date with the latest security patches.
2. Verify the capabilities of your anti-malware software solution. Is it proactive or reactive?
3. Maintain current backups and store them in multiple locations.
4. Have an incident response plan. Actions and communications.
5. There's always room for improvement. Cyber security evolves every day.





Industry Highlights & Special Events

Teddy Gleason Scholarship Program

On June 13, 2024, 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 Harvard University, University of California, Berkeley, Macaulay Honors College at the College of Staten Island, Rutgers, The State University of New Jersey, East Carolina University, University of Delaware, Pennsylvania State University, and the University of Colorado.

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.



East Orange Career Awareness Fair

On June 28, 2024, SANYNJ participated in a Career Awareness Fair sponsored by Mayor Ted R. Green and the City of East Orange. Mr. Thomas Barattini, SANYNJ's Vice President of Workforce Development & Corporate Diversity Officer attended the event as part of the Council on Port Performance with PANYNJ representative Margaret Kijinski, who is a Leadership Fellow in the Port Policy & Planning area of the Port Department.

The goal of the event, which was held at the Cicely L. Tyson Community School of Performing and Fine Arts, was to share the diverse career opportunities that are available in industries such as transportation, logistics, distribution, maritime, wind energy, construction management and public safety.



TOWT Sailing Vessel Arrives in the Port

On September 4, 2024, SANYNJ visited Ports America Auto Terminal to see the new TOWT (TransOceanic Wind Transport) sailing ship that arrived from France on its maiden voyage to New York in August. The ship, Anemos, which carries approximately 1,000 tons of cargo was packed with cartons of wine, cognac and champagne. The vessel is 81 meters (266 feet) long and is recognized as being the world's largest wind-powered cargo ship. Its adventurous journey across the Atlantic Ocean was powered mostly by wind with a crew of seven sailors.



The 2024 Connie Awards

On December 9, 2024, the Containerization & Intermodal Institute (CII) Awards were held at the Newark Liberty International Airport Marriott Hotel in Newark, NJ.

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.

SANYNJ participates in the program each year and this year John Nardi presented the scholarship to Eunseok Choi, a student at New Jersey City University, who is pursuing a degree in Supply Chain Management.



Port Authority of New York & New Jersey

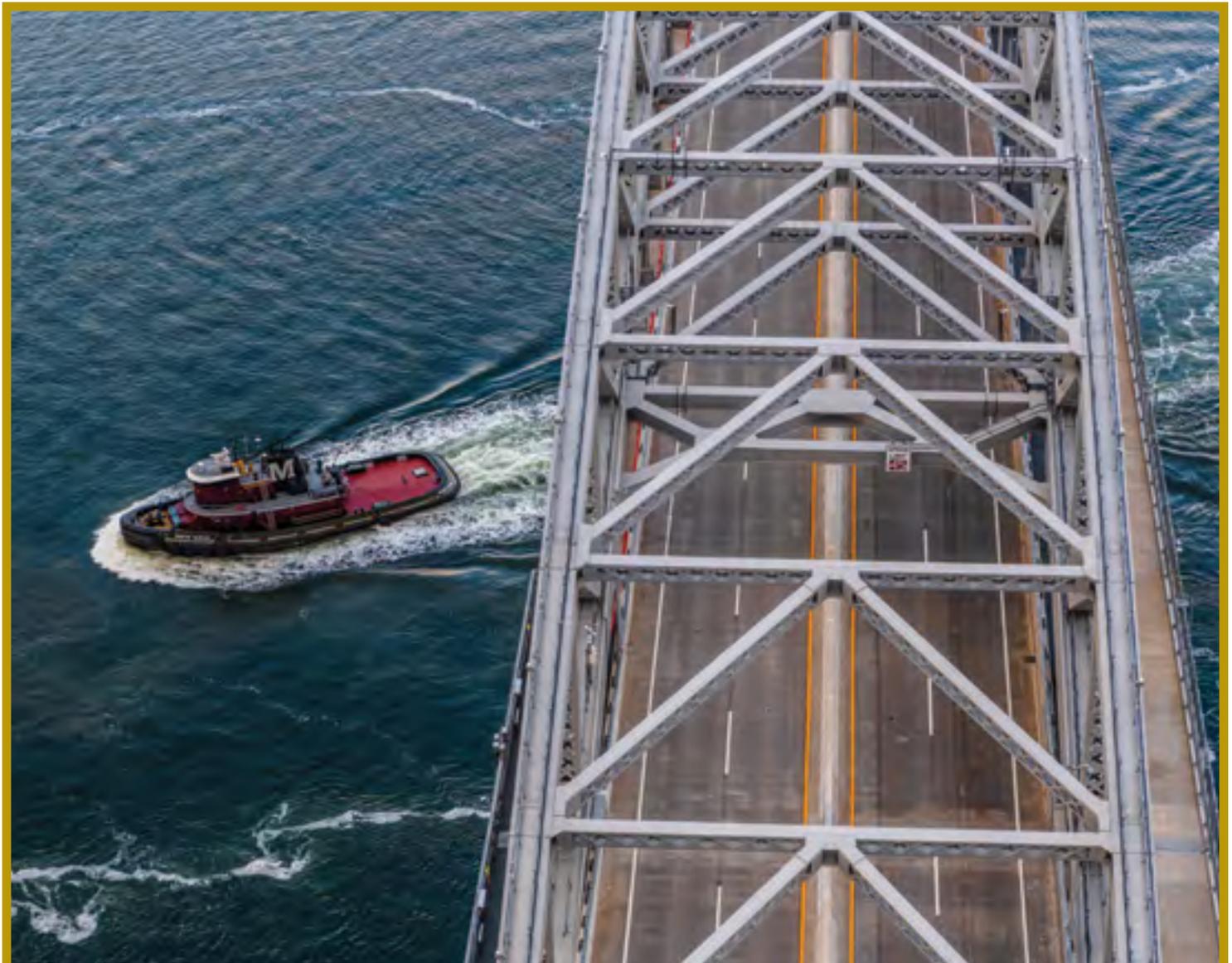


The year 2024 was a testament to the resilience, adaptability, and dedication of the Port of New York & New Jersey's many partners and stakeholders. The Port maintained its position as the third busiest port in the nation. With over 8,698,320 TEUs handled, the Port continued to hold its distinction as the busiest on the East Coast.

A significant highlight of the year was the Port's crucial role in accommodating the increased cargo volume resulting from the collapse of the Francis Scott Key Bridge in March, which impacted the Port of Baltimore. In response, the PONYNJ undertook a series of strategic initiatives, working in close coordination with our partners, stakeholders and customers along the East Coast to ensure the regional supply chain for containers, automobiles and heavy equipment remained fluid and operational.

As 2024 progressed, the PONYNJ demonstrated unwavering resolve in the face of labor disruptions. When the International Longshoremen's Association (ILA) went on strike in October, Port leadership and staff swiftly mobilized to minimize disruption, collaborating closely with the ILA, terminals, depot operators, and Port Authority Police Department (PAPD) to maintain safety and respect for the right to free speech. Following the ratification of a tentative labor agreement, the Port efficiently resumed operations, ensuring the swift movement of goods across the region.

Through it all, the Port's leadership, commitment to service, and collaborative spirit were key factors in maintaining operations, keeping goods flowing, and supporting regional and national supply chains. As we reflect on the achievements of 2024, we highlight key accomplishments across the PONYNJ, showing the continued progress in infrastructure development, operational efficiency, and strategic initiatives that have positioned the Port for sustained growth and success in the years to come.



Capital Investments

The Port Authority continues to make investments in our port facilities to maintain its world-class status and to enhance New York/New Jersey's competitive position to maintain pace with the rapid development, deployment, and utilization of larger vessels. The Port Department experienced tremendous progress on ongoing projects:

- Black Rock Enterprises completed essential paving work at Port Jersey's Berth 1419, a key project aimed at improving infrastructure. This upgrade addressed longstanding issues such as water pooling and icing, while also creating a smoother transition between the concrete wharf deck and the surrounding asphalt. These improvements will benefit port tenants by enhancing operational safety and efficiency for the automobile trade.
- In September, the Corbin Street Ramp in Port Newark was closed as part of the ongoing \$220 million Port Street Corridor Improvement Project. Detour routes were implemented to mitigate disruption to traffic flow. This milestone marked a significant advancement in the project, which, once completed, will modernize the northern access to Port Newark and the Elizabeth-Port Authority Marine Terminal in New Jersey, improving traffic flow, capacity, safety and overall connectivity within the Port. This critical project is supported by a \$44 million US DOT INFRA grant.
- In a bold agreement with the New York City Economic Development Corporation, the Port Authority assumed full control of the Howland Hook Marine Terminal on Staten Island. The deal, which in turn transferred full rights of the former Brooklyn Port Authority Marine Terminal to NYC EDC, sets the stage for expansion and modernization of these facilities that align with the Port of New York and New Jersey's future goals with focused long-term growth of cargo, short sea shipping, micro distribution and offshore wind development.
- In a major win for the Port, the House Transportation and Infrastructure Committee, and the Senate Committee on Environment and Public Works reached a final agreement on the Thomas R. Carper Water Resources Development Act of 2024. One of the key changes in this legislation – Section 1117 – increases the depth threshold for a 75/25 (federal/local sponsor) cost share on dredging projects from 50' to 55'. This adjustment will significantly lower the Port Authority's contribution to the 55' Harbor Deepening and Navigational Channel Improvement Project, which was originally projected to cost \$3.9 billion. Thanks to the tireless advocacy of many port partners, the new cost share reduces the Port's share to an estimated \$2.7 billion – a savings of \$1.2 billion from the original estimate. This victory paves the way for the project to quickly advance to construction following the ongoing Pre-construction, Engineering and Design (PED) stage, pending federal appropriations and additional local share funding allocations. The legislation also changed the responsibility for operations and maintenance of the future 55' channels to one hundred percent federal funding.
- The Port successfully secured \$57.6 million in FY24 Donor and Energy Transfer Port Funds from the U.S. Army Corps of Engineers. This achievement marks the culmination of extensive collaboration among the Port Authority, federal agencies, and congressional advocates to ensure the maximum allowable funding was released from the Harbor Maintenance Trust Fund. The funds will be used for key water infrastructure projects, such as maintenance dredging, berth repairs, and berth reconstruction planning efforts, helping to maintain and enhance the Port's operational capacity. This support underscores the ongoing commitment to improving vital maritime infrastructure.



A More Sustainable Port

The Port Department is committed to making investments toward the Port Authority's 2050 Net Zero goals. In 2024, the Port experienced great success in its sustainability efforts:

- The Port Department received a grant of over \$451 million from the US EPA's Clean Ports Program. This is a tremendous win for the Port, as over 98% of the funding will be passed through to our terminal operators and tenants, and made available to truckers to support their efforts to transition to zero emission cargo handling equipment and drayage trucks. The funding will also allow the Port Department to update our Drayage Truck Movement and Impact Study and to establish a Port Community Advisory Council.
- The Truck Replacement program assists trucking companies and independent owner operators servicing the port with acquiring newer, environmentally friendly trucks. In 2024, the truck program received an additional \$2.5M through the Diesel Emissions Reduction Act (DERA) grant.
- In April, the Port hosted its first Port Sustainability Summit. The event provided an opportunity for Port tenants to learn about the Port Authority's net zero goals, sustainable practices, and resources. The Summit was a zero-waste event and included an equipment exhibition where hydrogen and electric powered trucks were displayed. Additionally, in the Fall, the Port Authority co-sponsored an Alternative Marine Fuels Symposium with the Maritime Association of the Port of New York and New Jersey (MAPONY). The Symposium brought together public and private stakeholders including fuel producers, supplies and users, in a collaborative forum to discuss the trends, challenges, and opportunities related to the adoption of Alternative Marine Fuels.





A Safe & Secure Port

- The Port Authority received Port Security Grant funding from the Department of Homeland Security to enhance cybersecurity and port situational awareness, including information sharing with partners and tenants and collaborated with the United States Coast Guard to conduct a cyber security review.
- The Port partnered with both Cape Liberty Cruise Terminal and the Brooklyn Cruise Terminal to install protective crash rated barriers along the frontage of the terminals, providing enhanced safety for passengers, ILA labor and staff.
- Also, funding was secured to launch a Hydrant and Water Infrastructure Sensor Pilot project. The pilot, which will commence in 2025, is expected to provide a stronger, more resilient water distribution infrastructure system that will enable faster responses in emergencies, improving worker and first responder safety at the Port.

In October the Port, in collaboration with the City of Newark and the Jersey City – Newark Urban Area Security Initiative, successfully hosted UASI’s annual safety and security training exercise at the Port Jersey Port Authority Marine Terminal. The Port continues to collaborate with UASI on siting for a future training center that would train regional emergency responders on a wide array of high consequence incidents that could occur in the metropolitan area.

An Innovative Port

The Port launched an Interactive Port Map using GIS which is now available on the Port Authority website and is compatible with mobile devices. The application provides information about the various tenants, terminals and capabilities within the Port of New York and New Jersey.

Using the same GIS platform, the Port Street Corridor Improvements Story Map was created to provide important construction information to users and tenants within the Port during this ongoing project.

Stakeholder & Community Outreach

■ In 2024 the Port celebrated the 10th anniversary of the Council on Port Performance. Marking yet another industry first established here at the Port of New York and New Jersey, the CPP consists of every major stakeholder serving the Port and is co-chaired by the Port Authority of New York and New Jersey and the Shipping Association of New York and New Jersey. Throughout its first decade the CPP has played a major role in advancing systemic improvements for port users and customers, guided the port through the COVID pandemic, and continues to set the standard for port community engagement through communication, cooperation, and collaboration.

■ In December, the Port's Business Development team held its first Cold Chain Roundtable. Panel discussions focused on the current state of the Cold Chain in the PONYNJ and what future expectations are in the refrigerated and frozen cargo sectors. These insightful sessions allowed participants to explore the potential growth of refrigerated cargo logistics in the NY/NJ region, as well as network with others in the industry. As the nation's leading refrigerated cargo port, the Port of New York and New Jersey is looking to continue to grow business across all commodities utilizing the cold chain in the years to come.

■ The Port Authority hosted and coordinated Port Orientation visits and awareness seminars to over 1,000 regional first responders, including 350 members of the Newark Fire Department.

■ In September, the Port Authority hosted its Annual Rail Summit, where the Class I railroads (Norfolk Southern and CSX), Conrail and the marine terminal operators discussed how the Port utilizes the ExpressRail Network and opportunities to grow our discretionary cargo market. The event was a great opportunity for Port partners to understand the needs of rail shippers.

Through the Port's shipper outreach efforts, delegations from around the world including from Pakistan, Poland, Korea, Vietnam, Canada, Ecuador, France and Kazakhstan were hosted and Sister Port Agreements were executed with Busan, Korea, Livorno, Italy and Marseille, France.

■ The Port partnered with the terminal operators during Trucker Appreciation Week in September, and personally engaged with over 400 truck drivers.

In partnership with the Transit Tech Lab, the Port worked with Velocia to establish a trucker ambassador program to collect qualitative and quantitative feedback from otherwise hard-to-reach drayage truck drivers. This information can help the Port make more data-driven decisions to improve operations.

Workforce Development Investments

Recognizing the pivotal role that the Transportation, Logistics and Distribution (TLD) industry plays in the global supply chain, the Port is committed to strengthening career pathways into the industry. In July, the Port launched a TLD database to assist human resource managers and job seekers. With input from industry partners, the database includes resources involving continuing education, general workforce development support, and training and upskilling opportunities.





Governmental Affairs Highlights 2024

State of New Jersey

2023 Ship Fire

Senator Britnee N. Timberlake (District 34) and Mayor Ras Baraka (City of Newark) created and led the Port Newark Fire Coalition to develop legislation to bolster firefighting efforts and support the families and loved ones of those who lose their lives in the line of duty. This effort was inspired by the tragic ship fire on July 5, 2023, in Port Newark which claimed the lives of two City of Newark firefighters, Fire Captains Augusto Acabou and Wayne Brooks, Jr., and injured five others.

The coalition was comprised of representation from Governor Phil Murphy’s Office, the Senate President’s Office, the Assembly Speaker’s Office, U.S. Senator Corey Booker’s Office, U.S. Congressman Donald Payne, Jr.’s Office, Assemblyman William Sampson (District 31), Senator Teresa Ruiz, Assemblywoman Eliana Pintor-Marin, Assemblywoman Shanique Speight (all District 29), Senator Renee Burgess, Assemblywoman Garnet Hall, Assemblywoman Cleopatra Tucker (all District 28), and the Port Authority of New York & New Jersey, the New Jersey Division of Fire Safety under the Department of Community Affairs, the U.S. Coast Guard, the New Jersey Firefighters’ Mutual Benevolent Association, Newark Firefighters’ Union, and Shipping Association of New York & New Jersey (SANYNJ).

Over a six-month period, the coalition developed and introduced legislation which will:

- Establish marine firefighting training course requirements for certain firefighters.
- Permit surviving spouse, companion, and children of Police & Fireman Retirement System (PFRS) members to receive PFRS accidental death benefits.
- Require Civil Service Commission to establish a mentoring program for certain civil service firefighter applicants.
- Require standards for organization and deployment of career firefighters to be consistent with certain national standards.
- Establish a survivor support liaison within the New Jersey Treasury Department to assist beneficiaries of emergency responders who die in the line of duty; designated as the “Captain Augusto Acabou, Wayne Brooks, and Plainfield Firefighter Marques Hudson Act.”
- Establish a grant program to provide thermal imaging and radio equipment to certain fire departments.
- Address safe operation issues in certain fire stations; establish Fire Station Rehabilitation and Maintenance Code; establish fire station, equipment, training, and maintenance fund; and provide for replacement equipment for certain municipalities.

This legislation is expected to be heard sometime in 2025.



Business Coalition Building

As the primary provider of international trade and marine cargo operations to the regional supply chain, SANYNJ is often called upon by several of our supply chain partners in warehousing/distribution, trucking, automotive, retail, and the legal industry to assist in matters of mutual concern. In 2024, the number of potentially harmful legislative and regulatory initiatives (harmful to economic growth) multiplied significantly, so have requests for our opinions, advice, and active participation with addressing the challenges. Some of the shared challenges involve:

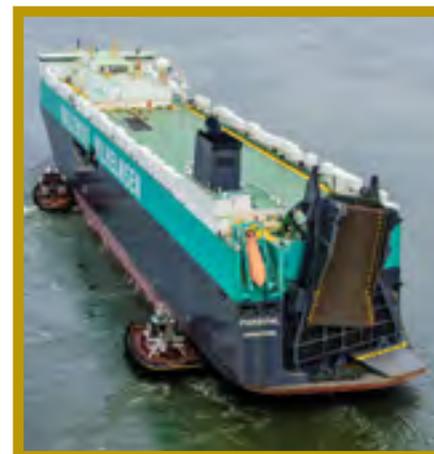
- New Jersey Department of Environmental Protection’s (NJDEP) adoption of the California Air Resources Board (CARB) Advanced Clean Truck Rules regarding the start of transitioning from diesel trucks to all electric trucks to reduce air pollution, protect public health, address climate threats, and move toward a zero-emission future slated to take effect on January 1, 2025. SANYNJ supports the need to transition to cleaner forms of cargo handling equipment. However, the necessary equipment and supporting infrastructure needed to mitigate harm to the supply chain, the economy, and to achieve the desired environmental benefits doesn’t currently exist. It also appears to the minds of many that the infrastructure to support the zero-emission future may be decades away in some cases. This coalition is seeking a two-year delay on implementation of this rule until the technology is more readily available.
- We are also working with coalition partners regarding legislation that would require certain high traffic goods distribution facilities, distribution facilities near overburdened communities, warehouses and ports, to obtain an “Indirect Source Air Pollution Permit” from NJDEP. Applicable to warehouses and ports that generate more than 50 truck trips per day. The objective of the permit will be to reduce air pollution emissions from regulated facilities to zero by 2050. Facilities would be required to implement an annual quota for air pollution mitigation measures determined by NJDEP. Compliance would be centered around the employment of electric powered trucks, electric cargo handling equipment, solar energy, monitoring of diesel idling and hoteling activities, and an annual truck counting event. Again, coalition concerns center on the lack of zero emission equipment adequate for the task, and the availability of infrastructure to support within the facilities to support alternatively powered vehicles.
- As summer temperatures rose to record levels, the New Jersey Department of Labor & Workforce Development sought to establish Heat-Related Illness and Injury Prevention standards. Although SANYNJ already provides the kind of protections the legislation calls for; we are working with the sponsors and Governor’s Murphy’s Office regarding concerns we and other essential industries who also must continue operations through challenging weather days to provide services our society depends on. Protecting the safety and health of our workforce is and will remain our primary focus as we work toward acceptable solutions.

New York

Legislation introduced in 2023 referred to as the “Temperature Extreme Mitigation Program Act,” which provides regulation of indoor and outdoor worksites with temperature protection standards and education, training and reporting requirements for their employees went through several amendments in 2024 prior to the end of the legislative session. A high priority for SANYNJ in 2025 will be to obtain clearly defined protections for our essential industry and bargaining rights that protect our workforce and keep the supply chain moving.

On May 14, 2024, Governor Kathy Hochul and Mayor Eric Adams, announced an agreement between the City of New York, New York State, the Port Authority of New York & New Jersey, and the New York City Economic Development Corporation that will transform New York State’s marine terminal operations. Brooklyn Marine Terminal will be developed into a modern marine port and a vital mixed-use community hub. Red Hook Terminal piers will be redeveloped into a modern maritime facility to serve East of Hudson communities. The projects are expected to create thousands of jobs for New York State and have a significant economic impact in New York City. The agreement will also ensure additional cargo handling capacity for the PONYNJ after \$200 million in private investment is expended at the Port Liberty New York facility on Staten Island. Kudos to Governor Kathy Hochul and Mayor Eric Adams for their leadership and wholeheartedly embracing the benefits of New York State and New York City’s maritime future!

Results of the 2024 election for seats in the New York State Legislature saw New York Senate Democrats maintain their majority in the Senate, by a 41 to 22 seat margin (-1). New York Assembly Democrats also maintained their majority in the Assembly by a 103 to 47 seat margin (+1). We congratulate Senator Andrea Stewart-Cousins, Senate President Pro Tempore and Majority Leader, and Assembly Speaker Carl E. Heastie, for again being re-elected to their positions of leadership of their respective houses. SANYNJ and its members look forward to working with you both for the benefit of all we serve.



2024 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 2024. This collaborative effort enabled NAWE to effectively respond to critical legislative developments, ensuring that the voice of the industry was heard on key issues such as federal funding levels, proposed regulations, and maritime policy matters. NAWE's members worked together to navigate challenges and capitalize on opportunities, setting the stage for continued success into 2025. Below is a month-by-month summary of the significant activities undertaken to advance NAWE's priorities:

January:

During the first of two Capitol Hill fly-ins, NAWE members participated in meetings with Members of Congress in the House and Senate as well as their staffs to advocate for NAWE's legislative priorities in the Second Session of the 118th Congress.

February:

Increased the amount of cosponsors to 17 on NAWE-endorsed bipartisan legislation to extend the Capitol Construction Fund to MTOs to assist in the procurement of cargo handling equipment following successful Capitol Hill advocacy.

March:

Collaborated with House Transportation & Infrastructure Committee staff to improve key legislative markups including the Coast Guard Authorization Act and the FAST PASS Act, and advocated for Congress to allow the Ocean Shipping Reform Act (OSRA) regulatory process to conclude before pursuing further legislation.

April:

Invited to provide critical testimony before a joint Congressional subcommittee field hearing at Port Miami to examine port safety, security, and investments as one of eight panelists.

April:

Participated in industry roundtable events and met with Congressman Mike Ezell (R-MS-04), FMC Commissioner Carl Bentzel, Congressman Trent Kelly (R-MS-01), local elected officials, and senior staff of Senator Roger Wicker (R-MS), with hosts including Port Director John Nass, NAWE Board Chairman Tom Saunders, and Taylor Machine Works President Robert Taylor.

April:

Provided questions to key T&I Committee Members for official hearings on FY2025 maritime transportation funding with U.S. Maritime Administration (MARAD) Administrator Ann Phillips and Federal Maritime Commission (FMC) Chairman Daniel Maffei.

May:

Executed a second Capitol Hill fly-in for NAWE Members to meet with key congressmen, senators, and staff.

June:

Met with Sen. Mark Kelly's staff to advocate for including their proposal to expand MARAD's CCF program for MTOs in the SHIPS for America Act.

June:

NAWE testified before the House Committee on Natural Resources Subcommittee on Water, Wildlife, and Fisheries in favor of delaying NOAA's proposed North Atlantic right whale vessel strike reduction rule that would cause significant delays on the East Coast.

July:

Provided a statement to the House T&I Committee leaders, urging the inclusion of U.S. marine terminal operator and stevedore industry priorities in efforts to revitalize the U.S. maritime industry following a roundtable focused on countering China's maritime influence.

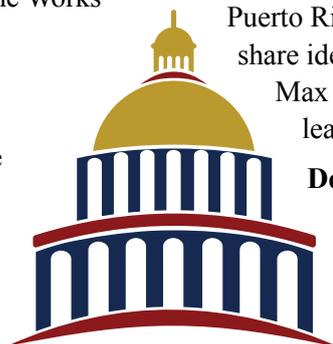
September:

At the request of the House Homeland Security Committee and the House Select Committee on China, NAWE reviewed the committee's joint investigative report that focused on Chinese-manufactured equipment and technology used at ports.

November:

Hosted the NAWE 2024 Annual Meeting in San Juan, Puerto Rico where members were able to meet and share ideas with each other, FMC Commissioner Max Vekich, and other executive branch maritime leaders.

December: Briefed NAWE members on upcoming changes in the legislative and executive branches while keeping members apprised of must-pass legislation in the final days of the 118th Congress.



The start of the 119th Congress and the inauguration of President Trump mark 2025 as a pivotal year for the Legislative and Executive Branches. Among the priorities is finalizing FY 2025 federal appropriations before the stop-gap funding measure expires in March, alongside anticipated policy shifts under the new Republican Congress and Administration. NAWE remains committed to engaging with Congress and the Administration to advocate for the marine transportation system and advance our industry's priorities.

2024 Congressional Champions

The National Association of Waterfront Employers (NAWE) recognized Representatives Jake Auchincloss (D-MA-04), Brian Babin (R-TX-36), Troy Carter (D-LA-02), and Mike Ezell (R-MS-04) as Congressional Champions for their outstanding support of marine terminal operators and the stevedoring industry during the 118th Congress. These awards were presented at NAWE's fly-in reception on Capitol Hill, honoring their leadership on key maritime issues. Their efforts exemplify a strong commitment to advancing the interests of the maritime sector.



Regulatory Activities

NAWE's critical role as the voice of U.S. marine terminal operators (MTOs) in Washington, DC, was clearly demonstrated in 2024 through numerous regulatory actions. The COVID-19 pandemic and resulting supply chain congestion led to an unprecedented regulatory focus on the demurrage and detention charges. In addition, new concerns about cybersecurity in U.S. ports led multiple agencies to advance regulatory measures. In the aggregate, 2024 became NAWE's busiest and most productive regulatory year, including the following achievements:

February: The Federal Maritime Commission (FMC) promulgated its Final Rule on Demurrage and Detention Billing Practices, which adopted NAWE's asserted position to recognize (1) MTO schedules at implied contracts, and (2) MTO common liens on cargo at the terminal. In turn, these positions allow for the continued practices of (a) charging demurrage to all terminal users including motor carriers, and (b) requiring payment of demurrage charges prior to removing cargo from terminal. Overall, it was a marquee victory for NAWE that ensured minimal disruption to existing MTO operations.

April: Filed comments to the U.S. Coast Guard's (USCG) Notice of Proposed Rulemaking (NPRM) on cybersecurity in the marine transportation system, highlighting potential inconsistencies between the proposed rule and existing industry standards, amongst numerous other substantive arguments. NAWE continues to work with USCG to clarify the proposed rule, which USCG expects to adopt as a final rule in 2025.

April: Filed comments with the EPA regarding the need for a balanced approach in the implementation of Build America, Buy America requirements in the Clean Ports Program.

June: Filed comments with the U.S. Trade Representative (USTR) regarding proposed tariffs on Chinese-sourced ship-to-shore (STS) cranes and engaged in direct and indirect engagement with USTR Ambassador Tai's office. The effort led to an extraordinary exemption for STS cranes ordered before May 14, 2024, and arriving by May 14, 2026, saving various NAWE members millions of dollars.

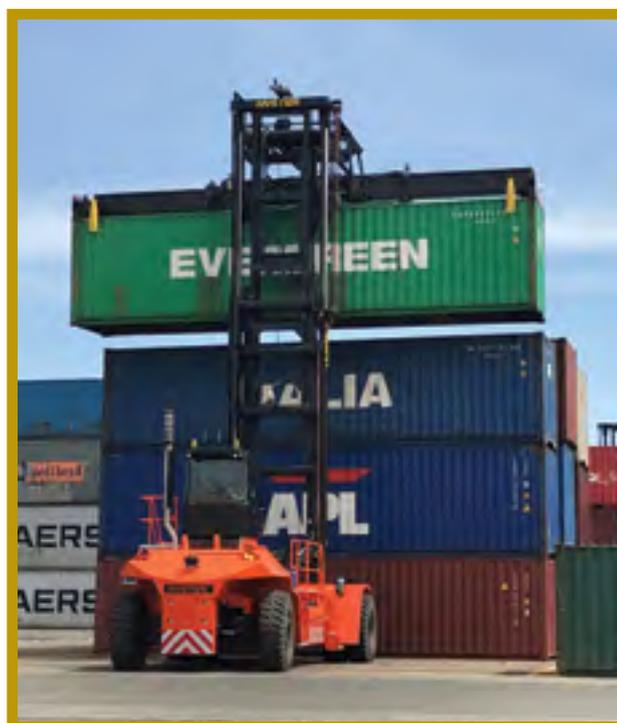
July: Filed comments to the Cybersecurity and Infrastructure Security Agency's (CISA) NPRM on Cyber Incident Reporting for Critical Infrastructure Act (CIRCIA) Reporting Requirements, arguing the need for a single federal reporting mechanism and consistent federal cyber incident policies. CISA anticipates issuing a CIRCIA final rule in 2025.

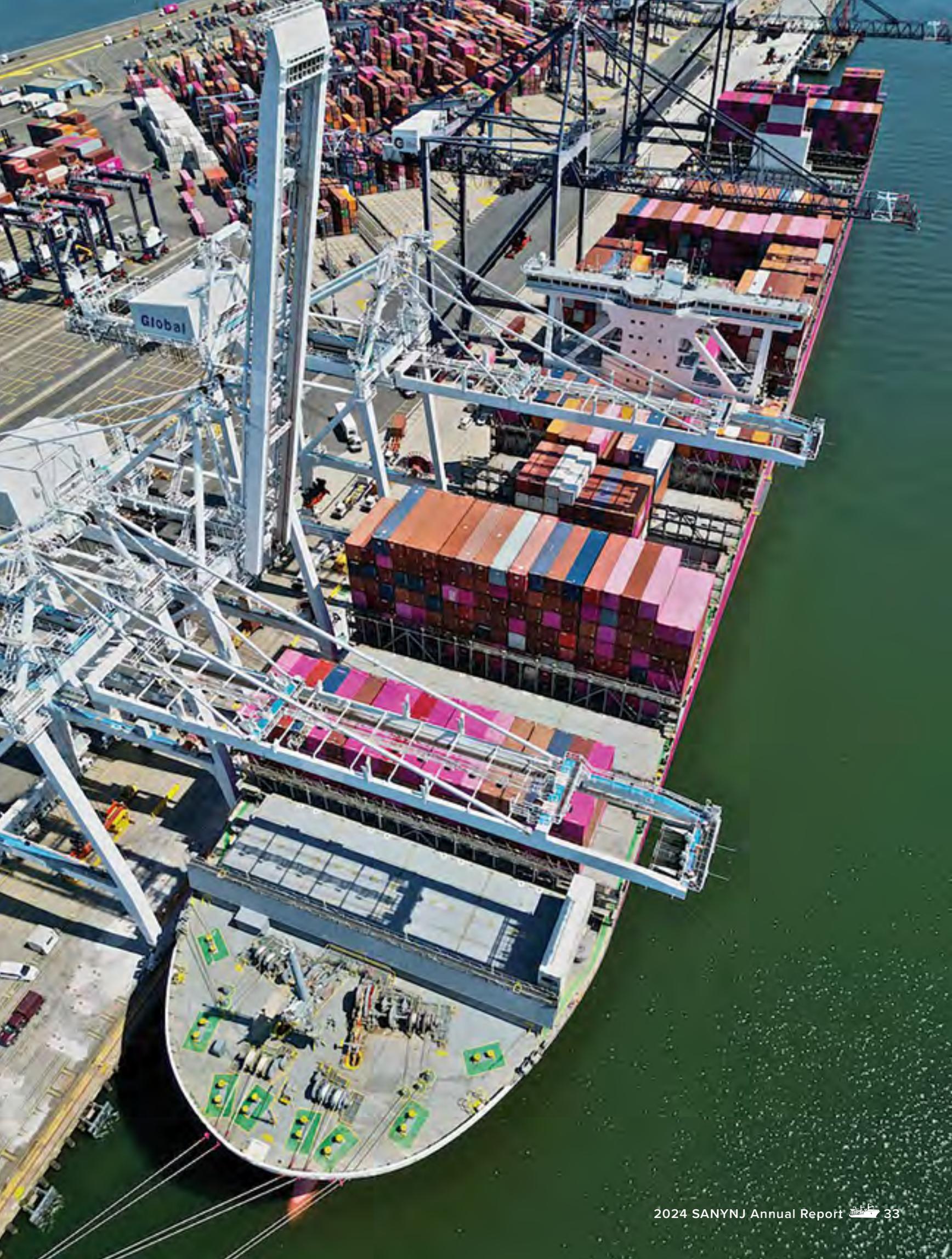
July: The D.C. Circuit Court adopted many of NAWE's arguments advanced in its previously-filed amicus brief in Evergreen's appeal of the FMC's decision that the imposition of weekend/holiday detention was unreasonable under the Shipping Act. The court remanded the case back to the FMC, asserting that the Commission failed to offer a logical explanation of its reasoning. NAWE's advocacy on this matter will continue through 2025, to ensure that the right to impose weekend demurrage remains intact in the long term.

October: Filed amicus brief in support of Port of Tacoma and SSA's petition for certiorari to U.S. Supreme Court, appealing an adverse 9th Circuit decision regarding federal jurisdiction over private claims under state stormwater runoff management regimes. The Supreme Court Justices will conference in January 2025 to decide whether to grant certiorari, which could lead to NAWE filing a further, substantive amicus brief.

As always, 2024 demonstrated the critical role that NAWE's members play in advancing the Association's regulatory policies. The accomplishments outlined above were not achieved solely through the work of NAWE's staff and advisors, but through the combined efforts of NAWE's members, whose direct engagement with policymakers and constant supply of relevant information helped to secure these results.

Looking forward, 2025 will be an equally busy year for regulatory actions impacting NAWE's members. We will continue to work with USCG and CISA to ensure that the final regulations governing cybersecurity at marine terminals are reasonable and consistent with established industry practices. We will also continue to work with the new Administration and Congress to ensure that regulators understand the potential impacts of tariffs on STS cranes for not only MTOs, but U.S. consumers. We will also continue our advocacy efforts to protect the right to impose reasonable terminal demurrage on weekends and holidays to incentivize the flow of cargo. We look forward to continuing to work closely with NAWE's members in shaping the regulatory environment on these, and other, issues impacting U.S. MTOs.













2024 REPORT OF COUNSEL

WATERFRONT COMMISSION SETTLEMENT

As of May 23, 2024, over ninety-nine percent of the \$7,000,000.00 settlement amount negotiated by the SANYNJ was claimed from the Waterfront Commission Assessment Matter Settlement Fund. and paid out to the direct-employer members of SANYNJ and the members of the Metropolitan Marine Maintenance Contractors Association (MMMCA). The \$2,000,000.00 in assessment credits are to be provided by the New Jersey State Police to SANYNJ direct-employer members and MMMCA members located in New Jersey over the eight assessment quarters that started with the fourth quarter of 2023.

New York Waterfront Commission Enabling Legislation

In 2024 the new NY Commission received \$5 million for its operations from the State of New York in addition to approximately \$1.3 million in assessments it collected from stevedoring companies operating in New York. This \$6.3 million of funding for the NY Commission (which side of the Port handles approximately 8% of the Port's cargo), represents approximately 44% of the former Waterfront Commission's entire 2021-2022 budget for the Port before it was disbanded after the Supreme Court's April 18, 2023 decision.

Registration and licensing criteria and procedures under the NY Commission Act remain the same. One key change is that the NY Commission has only one commissioner. In addition, the NY Commission can seek higher assessment percentages by submitting a request to the New York State Director of the Budget. Thus, SANYNJ employers in New York State may pay higher assessments than their New Jersey counterparts, if New York State believes assessments should rise to the statutory cap of 2% of payroll to cover budget deficits.

Finally, in response to concerns raised by the industry and the ILA, the final legislation appears to leave the register open subject to the NY Commission's future determination to close the register based on determinations made solely by the NY Commission. If the NY Commission closes the register, the register may be re-opened under the same procedures provided in the former Waterfront Commission Compact.

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.



2024 FEDERAL LEGISLATIVE AND REGULATORY ACTIVITY

FEDERAL LEGISLATION

In response to the supply chain crisis of 2022, several bills affecting the maritime industry were introduced in the U.S. House and Senate in 2023, but none were enacted before the 118th Congress adjourned at the end of 2024.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

Final Enforcement Guidance on Harassment in the Workplace

In April 2024, the EEOC issued its final *Enforcement Guidance on Harassment in the Workplace* (Guidance) by a 3-2 vote. The Guidance took effect immediately and updates prior EEOC pronouncements issued between 1987 and 1999 about how Title VII of the Civil Rights Act of 1964 will be interpreted and applies to claims of unlawful harassment based on race, disability, national origin, gender identity, sex, and other characteristics.

The Guidance reflects changes in the law, including a U.S. Supreme Court decision that held Title VII's prohibition on sex discrimination includes discrimination based on sexual orientation and gender identity. The Guidance also addresses issues arising from the #MeToo movement and changes in technology that have affected the workplace, such as virtual and online harassment. The Guidance was immediately challenged in court by various states, seeking injunctions to prevent enforcement of the sexual orientation and gender identity portions of the Guidance. The matter was pending before a federal district court in Texas at year end.

Implementation of the *Pregnant Workers Fairness Act* (PWFA)

In April 2024, the EEOC published its Final Rule and interpretive guidance, entitled Implementation of the Pregnant Workers Fairness Act, which requires a covered entity to provide reasonable accommodations to a qualified employee's or applicant's known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions, unless the accommodation would cause an undue hardship on the operation of the business of the covered entity.

The Final Rule was immediately challenged in court by various states, arguing that the EEOC's inclusion of abortion-related accommodations was unconstitutional federal overreach. The Final Rule took effect on June 18, 2024. New York and New Jersey employers already had similar legal obligations to accommodate pregnant employees. The various legal challenges to the Rule were pending at year end.

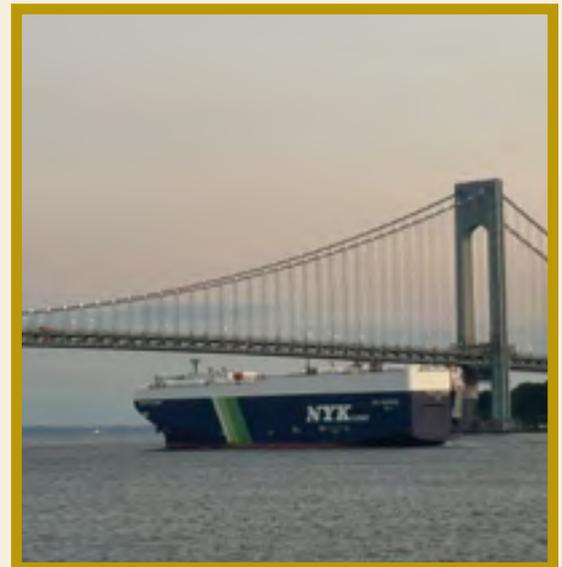
FEDERAL MARITIME COMMISSION (FMC)

FMC's New Demurrage and Detention Billing Requirements

In February 2024, the FMC published its Final Rule on *Demurrage and Detention Billing Requirements* to comply with the requirements of the *Ocean Shipping Reform Act of 2022* (OSRA 22). The Final Rule requires common carriers and marine terminal operators (MTOs) to include specific minimum information on demurrage and detention invoices, outlines certain detention and demurrage billing practices, such as determination of which parties may appropriately be billed for demurrage or detention charges, and sets time frames for issuing invoices, disputing charges with the billing party, and resolving such disputes. Despite requests from industry stakeholders, MTOs were not removed from the substantive demurrage billing requirements under OSRA 22. The Final Rule took effect on May 28, 2024.

Ocean Shipping Reform Act of 2022 (OSRA 22)

In September 2022 and June 2023, the FMC published proposed rules to enforce the then new OSRA 22 prohibition against an ocean common carrier's unreasonable refusal to deal or to negotiate on vessel space accommodations. The proposals addressed the elements of the new cause of action, provided substantive definitions and guidance on the FMC's interpretation of refusals and reasonableness, and proposed a new burden-shifting mechanism applicable to the cause of action. However, the ultimate burden of persuasion still lies with the complainant. In July 2024, the FMC published a Final Rule implementing OSRA 22's prohibition on common carriers unreasonably refusing available cargo space to shippers. The Rule took effect on September 23, 2024.



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. The rule applied to anyone who works for a for-profit employer, whether paid or unpaid, and to independent contractors. Specifically, the new Rule prohibited employers from entering into new non-competes with any employee, including senior executives (which is a change from the proposed rule), or representing to any employee that the employee is subject to a non-compete.

Legal challenges to the Rule were immediately filed in several federal district courts. On August 20, 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. The FTC's appeal of that decision was pending before the Court of Appeals for the Fifth Circuit at year end, 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.

DEPARTMENT OF HOMELAND SECURITY (DHS)

In February 2024, the U.S. Coast Guard issued a proposed rule, *Cybersecurity in the Marine Transportation System*, that would update the Coast Guard's maritime security regulations by adding regulations specifically focused on establishing minimum cybersecurity requirements for U.S.-flagged vessels, Outer Continental Shelf facilities, and U.S. facilities subject to the Maritime Transportation Security Act of 2002. The regulations would help address current and emerging cybersecurity threats in the marine transportation system. Maritime industry feedback was generally critical of the burden and cost of implementing the proposed regulations. The proposed rule was pending before DHS at year end.

That same month the Coast Guard issued a notice regarding the availability of Maritime Security (MARSEC) Directive 105-4, which provides cyber risk management actions for owners or operators of ship-to-shore (STS) cranes manufactured by People's Republic of China (PRC) companies (PRC-manufactured STS cranes). PRC-manufactured STS cranes make up the largest share of the global ship-to-shore crane market and account for nearly 80% of the STS cranes at U.S. ports. By design, these cranes may be controlled, serviced, and programmed from remote locations. These features potentially leave PRC-manufactured STS cranes vulnerable to exploitation, threatening the maritime elements of the national transportation system.

Later in the year the Coast Guard issued a second notice regarding the availability of MARSEC Directive 105-5, which outlines cyber risk management requirements for PRC-manufactured STS cranes. These requirements were in addition to those previously promulgated in MARSEC Directive 105-4. This MARSEC Directive will require marine terminal operators to conduct a physical assessment of the relevant STS cranes, to review relevant maintenance contracts for the cranes, and to review escort procedures for any individual who seeks access to the cranes but does not possess a duly issued TWIC (Transportation Worker Identification Credential).

DEPARTMENT OF LABOR (DOL)

Artificial Intelligence (AI)

In April 2024, DOL published a bulletin that provides new guidance clarifying employers' obligations under federal labor laws as they pertain to the use of automated systems and artificial intelligence (AI) technologies. The guidance cautions that while such technologies have workplace benefits, human oversight is necessary to avoid results that violate federal labor laws. Employers cannot use AI to take adverse actions against workers for engaging in activity protected by federal labor laws. It is DOL's position that employers are responsible when automated systems or AI result in a violation of federal labor laws or when those technologies are used by employers to facilitate results that would otherwise violate federal labor laws.

NATIONAL LABOR RELATIONS BOARD (NLRB)

NLRB "Joint Employer" Rule

The decade-long litigation over the NLRB's "Joint Employer" Rule finally concluded in 2024 after a Texas federal district court struck down the October 2023 employee-friendly Rule. The NLRB withdrew its appeal of that ruling. Hence, the April 2020 employer-friendly rule entitled Joint Employer Status under the National Labor Relations Act remains in effect. That standard requires that joint employers actually exercise direct and immediate control of the essential terms and conditions of employment (defined as wages, benefits, hours of work, hiring, discharge, discipline, supervision, and direction) before joint employment can be established.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)

“Walkaround” Rule

In April 2024, OSHA issued a rule that broadens the right of employees to allow outside representatives, including labor union representatives, to accompany them on safety inspections. Business groups filed a legal challenge before its May 31, 2024 effective date arguing that OSHA exceeded its statutory authority by unlawfully expanding third-party access to employer worksites and by infringing on property owners’ right to exclude people from their property. The matter was pending before a Texas federal district court at year end.

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. The rule does not apply to short duration employee exposures to heat, emergency response activities, work at indoor sites kept below 80°F, telework, and indoor sedentary work activities. It requires employers to develop a Heat Injury and Illness Prevention Plan (HIIPP) with site-specific information to identify, monitor, and control heat hazards in their workplace. As part of the HIIPP, the rule also requires employers to develop a heat emergency response plan. OSHA was still accepting public comments on the proposed rule at year end.

OFFICE OF U.S. TRADE REPRESENTATIVE: CHINA TARIFFS

In September 2024, the Office of the United States Trade Representative published a Final Rule regarding unfair trade practices by the People’s Republic of China (PRC) and imposing a 25% tariff on ship-to-shore cranes (transporter cranes, gantry cranes, and bridge cranes) imported from the PRC. The rule took effect on September 27, 2024. Cranes ordered prior to May 14, 2024 and delivered prior to May 14, 2026 are exempt from the additional duties.



2024 LOCAL AND STATE LEGISLATIVE AND REGULATORY ACTIVITY

CITY OF NEWARK, NEW JERSEY

Container Storage License/Fee

In June 2024, the Newark City Council imposed licensing, fee, and reporting obligations on container operators that store containers in Newark. SANYNJ sought and obtained an exemption from these requirements for its members. In August 2024, other container operators and owners of off-port premises where containers are maintained filed suit in New Jersey federal district court challenging the Newark ordinance as a revenue source in violation of federal and state constitutions and state law. Enforcement of the ordinance was temporarily enjoined pending the filing of the district court's opinion and order on plaintiffs' application for a preliminary injunction. The matter was pending before the district court at year end.

Commercial Vehicle Parking Ordinance

The Newark City Council also introduced an ordinance that would create a new obligation for certain businesses to obtain a Commercial Motor Vehicle Parking Lot license. The ordinance lumps in intermodal containers within the ordinance's definition of Commercial Motor Vehicle. Under this definition, SANYNJ member facilities located in the City of Newark could be subject to additional licensing, fee, and insurance obligations. The status of the ordinance was uncertain at year end.

STATE OF NEW JERSEY (NJ)

NJ Heat Stress Standards (A5022/S3884)

These bills establish a heat stress standard and a heat-related illness prevention program for the State of New Jersey. This is another New Jersey State initiative that would likely be preempted by federal regulations. However, it is now unclear how the new administration will treat the proposed federal OSHA Heat Stress Standard, thereby possibly weakening a federal preemption argument challenge. The bills were introduced without medical or scientific evidence to support the efficacy of the proposed measures, which will be burdensome on employers. The bills were pending in committee at year end.

NJ Railroad Safety (A4460/S3389)

This legislation providing for railroad safety 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 the State.



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 New Jersey 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 bills were pending in committee at year end.

Pay Transparency

New Jersey joined other jurisdictions, including the State of New York and New York City, by enacting a pay transparency law that requires NJ employers to include a wage or salary range in internal and external job postings and advertisements. The law will take effect on June 1, 2025. It applies to entities that do business and employ individuals in NJ with ten (10) or more employees over twenty (20) calendar weeks, including job placement and referral agencies and other employment agencies. It also covers those businesses that take applications for employment in NJ. Temporary help service firms and consulting firms that are registered with the Division of Consumer Affairs are not required to include compensation ranges in job postings, but those firms are required to provide such information at the time of an interview or hire for a specific job. Employers hiring or doing business in NJ should review their payrolls and determine the compensation ranges for various positions in advance of June 1, 2025.

NEW YORK STATE (NYS)

Paid Prenatal Leave

Effective January 1, 2025, New York will become the first state to require all New York employers to provide 20 hours of paid prenatal personal leave per 52-week period to permit pregnant employees to get health care services related to such pregnancy, including physical examinations, medical procedures, monitoring and testing, and discussions with a health care provider related to the pregnancy. The leave may be taken in hourly increments. Employers are not required to pay out unused leave upon a separation from employment.

Paid Lactation Leave

Effective June 19, 2024, NYS requires all NYS employers to provide a daily thirty (30) minute paid lactation break to permit employees to express breast milk in the workplace. Employers are also required to permit employees to use other existing paid breaks to express breast milk when they need more time to do so. If the employee does not otherwise have additional paid break time, employers would be required to provide unpaid break time. These provisions are in addition to other laws that require employers to provide certain private space, not a restroom, where employees can express breast milk.

Paid COVID-19 Sick Leave

NYS Paid Covid-19 Sick Leave will expire on July 31, 2025. Until then, NYS employers with 1-10 employees and over \$1 million in net income in the previous year are required to provide at least 5 paid COVID-19 sick days. NYS employers with 11-99 employees must provide at least 5 paid COVID-19 sick days. Lastly, employers with over 100 employees must provide at least 14 paid COVID-19 sick days. This leave may also be used for caring for a family member who has contracted COVID-19.

NY Senate Bill 1604-F (Temperature Extreme Mitigation) (TEMP Act)

Unlike the New Jersey legislation and the federal OSHA standards seeking to regulate heat-related stress in outdoor worksites, the New York bill would regulate extreme heat and cold conditions in *indoor and outdoor workplaces*, except that the temperatures that the NYS bill considers extreme temperatures (80 degrees and higher for heat and 60 degrees and lower for cold), most people would not consider extreme. Like the New Jersey legislation, it has training, reporting, and recordkeeping requirements. The bill required employers to provide, create, and submit to the NYS Department of Labor a plan on how they would mitigate temperature-related stress. The bill was pulled before the end of the 2024 legislative session.

Clean Slate Act

Effective November 16, 2024, NY provides for the automatic sealing of certain criminal convictions after a specified period. It also requires greater disclosure by employers of criminal history information being considered in connection with hiring or continued employment. The NYS court system has until November 16, 2027 to seal all eligible convictions. At that time, all eligible convictions going forward will be automatically sealed and will become unavailable to most employers that conduct background checks as part of the hiring process or otherwise in the course of employment. The new law also amends the NYS Human Rights Law to make it an unlawful discriminatory practice for employers to inquire about or act upon sealed convictions against applicants or employees, except as otherwise permitted under the Act.



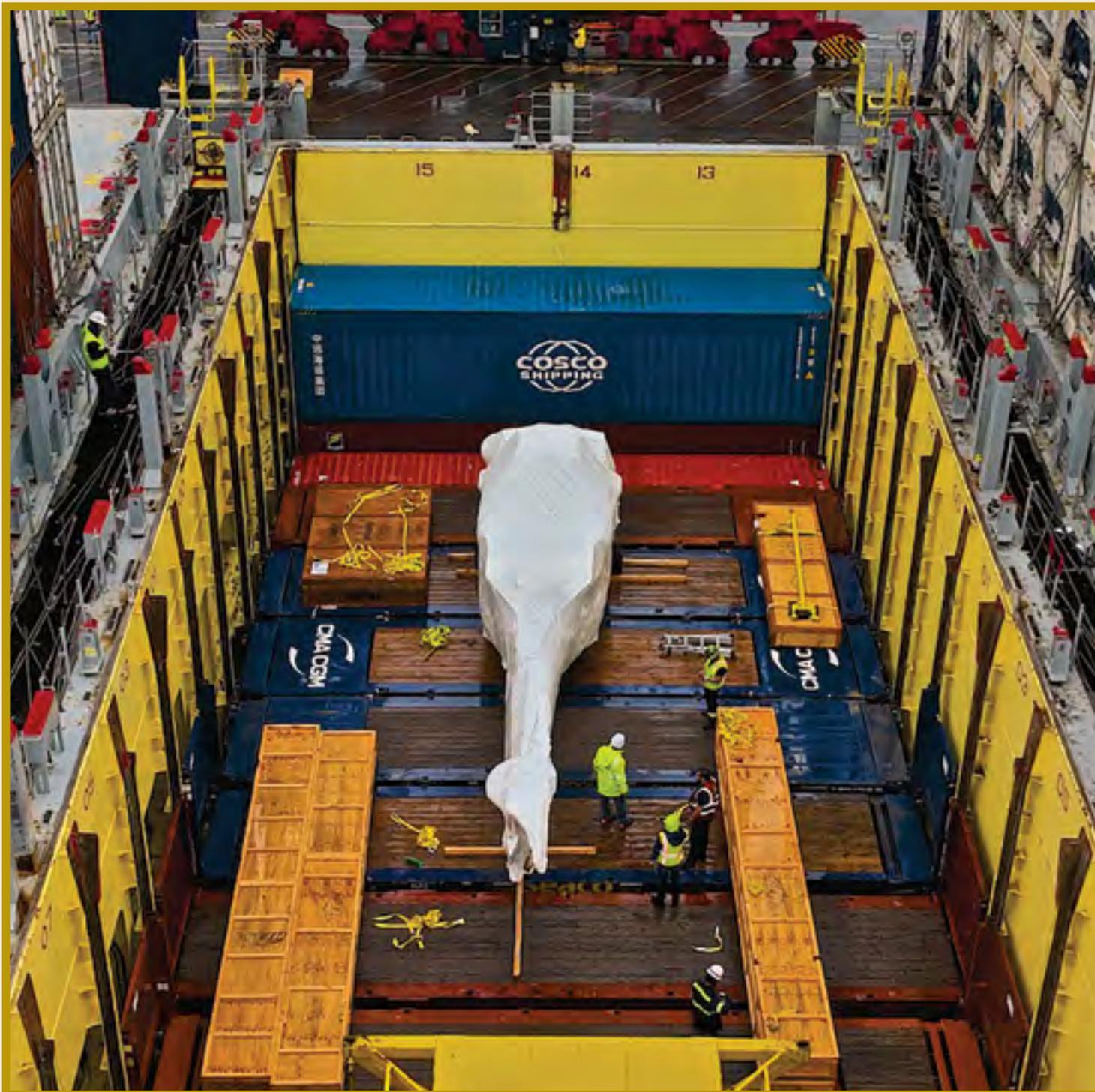
CITY OF NEW YORK (NYC)

NYC Human Rights Law Statute of Limitations

Effective May 11, 2024, NYC employers are prohibited from contractually requiring employees to agree to a shortened statute of limitations for claims of unlawful discriminatory practices, harassment, or violence under the NYC Human Rights Law. The amended law renders such agreements unenforceable and void as against public policy. However, if such a provision is included in an employment agreement, it does not affect the enforceability of any other provisions in the agreement.

Workers' Bill of Rights Notice and Posting Requirements

Effective July 1, 2024, NYC employers were required to distribute to current employees and new hires and to post conspicuously in the workplace and online a "Workers' Bill of Rights" notice informing employees of their employment rights under federal, state, and local laws. The notice includes information about the rights that apply to employees, prospective employees, and independent contractors in NYC and indicates which rights apply to workers regardless of immigration status. Employers who fail to provide and to post the notice are subject to a civil penalty of \$500, although first-time violators can correct a violation before a penalty is imposed.



2024 SANYNJ INSURANCE AND INDEMNITY PROGRAM

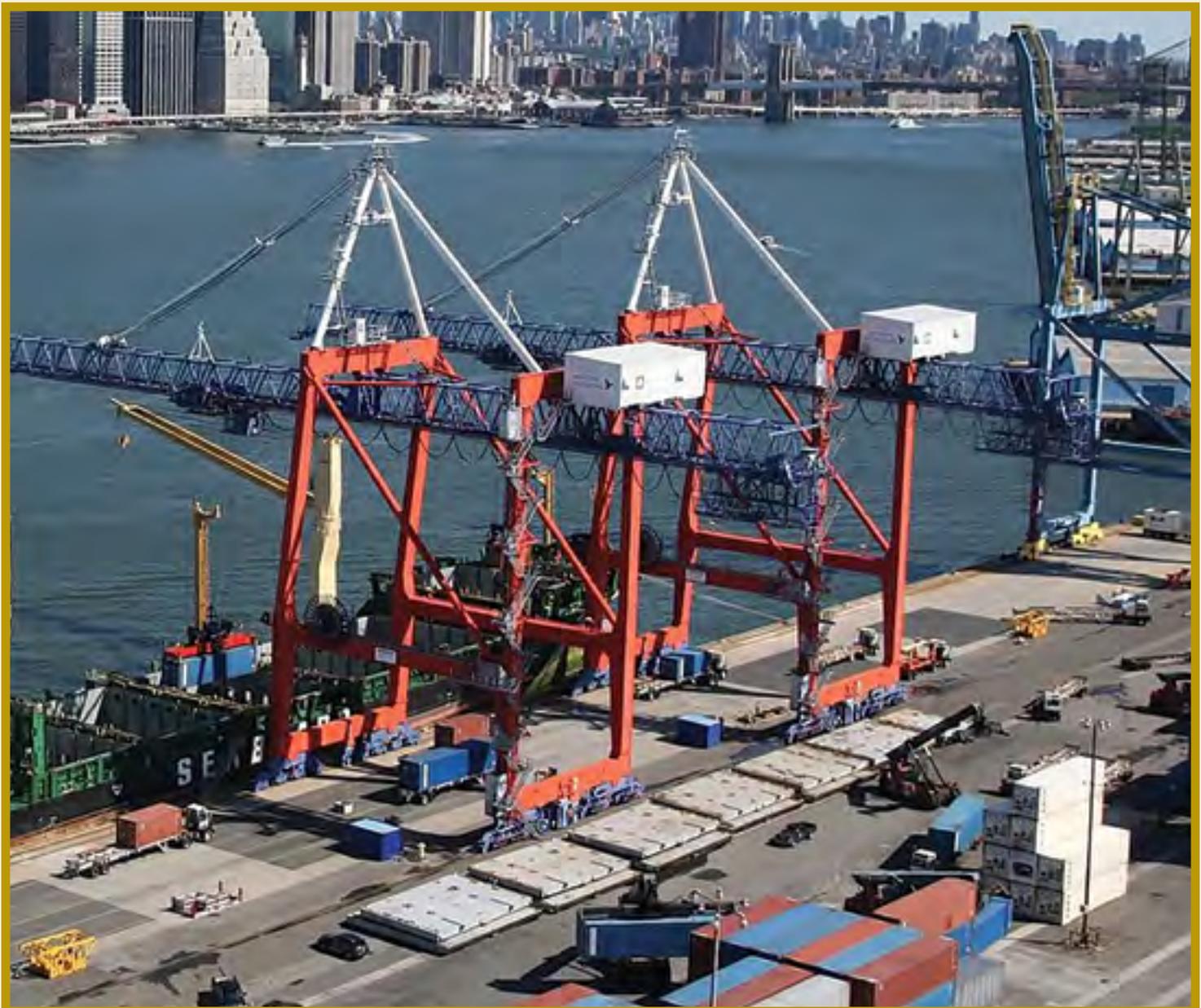
New York Shipping Assurance Association, Inc. (NYSAA)

In 2006, New York Shipping Association, Inc., now doing business as the Shipping Association of New York & 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, 2024, 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 2023-2024 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 2023-2024 Policy Year.

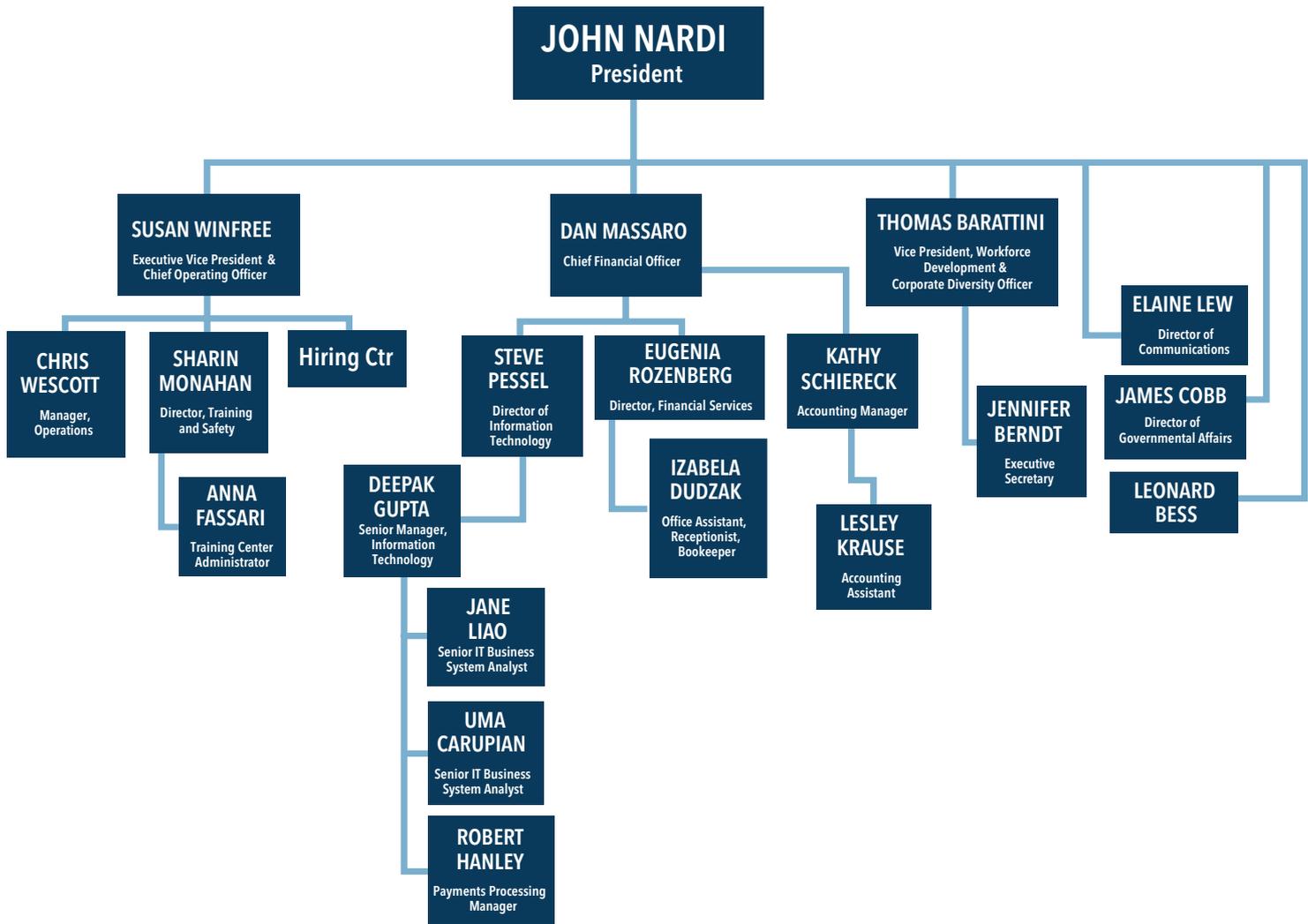








SANYNJ Organizational Chart December 2024



2024 SANYNJ MEMBERSHIP LIST

- | | | |
|---|---|--|
| Allied Universal Security Services | “K” Line America, Inc. | The American Sugar Refining Company |
| APM Terminals Elizabeth, LLC | Maersk | TOWT |
| ARKAS Container Transport S.A. | Maher Terminals, L.L.C. | Turkon America, Inc. |
| Atlantic Container Line | Mediterranean Shipping Company | Wallenius Wilhelmsen |
| Bermuda Agencies Limited
Agents for Bermuda Container Line | Mitsui O.S.K. Lines, Ltd.
c/o MOL (Americas) LLC | Wan Hai Lines (USA) Ltd. |
| Ceres Terminals Inc. | NYK Group Americas Inc.
Ro/Ro Division | Yang Ming (America) Corp. |
| CMA-CGM (America), L.L.C.
Terminal Link USA | Ocean Network Express
(North America) Inc. | ZIM American Integrated Shipping
Services Company |
| Columbia Coastal Transport, LLC | OOCL, (USA), Inc. | ZPMC NA East Coast, Inc.
DBA ZPMC USA |
| COSCO SHIPPING Lines
(North America) Inc. | Port Liberty Bayonne LLC | |
| Doyle Security Services, Inc. | Port Liberty New York LLC | ASSOCIATE MEMBERSHIP LIST |
| Ellerman City Liners Limited | Port Newark Container Terminal L.L.C. | American Maritime Service of
New York, Inc. |
| Essex Cement Company | Ports America, Inc. | Bay Container Repairs of New Jersey |
| Evergreen Shipping Agency
(America) Corporation | Red Hook Container Terminal, LLC | Container Services of New Jersey, Inc. |
| Hapag-Lloyd (America) Inc. | SIMS Metal Management | FAPS, Inc. |
| Hoegh Autoliners Inc. | Terminal Crane & Electrical Services Inc | Novelties Distribution LLC |
| Hyundai America Shipping Agency, Inc. | Terminal Security Solutions, Inc. | Portwide Cargo Securing Company |

SANYNJ Board of Directors 2024



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New York and New Jersey



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NMC NC BLC



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



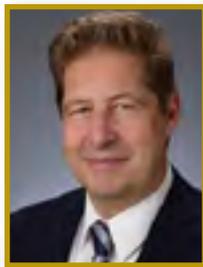
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NC BLC



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GM Terminal Operations Europe/North America
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BLC



Jesmond Spiteri
Director, Operations, Marine, Procurement
NYK Group Americas Inc, RORO 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

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Executive Vice President,
Chief Operating Officer



Thomas Barattini
Vice President, Workforce Development
and Corporate Diversity Officer



Daniel Massaro
Chief Financial Officer

Senior Staff



James H. Cobb, Jr.
Director of Governmental Affairs



Sharin Monahan
Director of Training & Safety



Chris Wescott
Manager, Operations



Steven Pessel
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Technology



Eugenia Rozenberg
Director of Financial Services



Elaine Lew
Director of Communications



William M. Spelman, Esq.
The Lambos Firm



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Robert Hanley,
Lesley Krause,
Kathy Schiereck,
Jane Liao,
Jennifer Berndt,
Anna Fassari,
Deepak Gupta,
Uma Carupian

Chuck Darrell Retirement Celebration

On March 20, 2024, Charles “Chuck” Darrell retired after 11 years at SANYNJ. Chuck was an invaluable member of the SANYNJ Executive Staff who possessed a wealth of industry knowledge and a commendable employment history in the Port.

He began his career at Sea-Land Service in 1985 where he spent 15 years in Marine Stevedore Operations. In 2000 he joined American President Lines as Director of Northeast Terminal Operations and in 2003 he became Vice President of Operations at Port Newark Container Terminal where he spent the next 10 years responsible for all day-to-day operations including marine stevedoring, rail, yard, gate receiving and delivery functions and labor relations.

In 2013, after 28 years on the New Jersey waterfront, Chuck joined New York Shipping Association as Executive Vice President & Chief Operating Officer where his expertise in all facets of daily operations was critical in negotiating the Collective Bargaining Agreement with the ILA.

Chuck was a true professional, whose hard work, dedication and work ethic was a tremendous contribution to the association. All of us at SANYNJ hold a sincere amount of gratitude to Chuck and are fortunate to have had the opportunity to work with him.





EVER FORTUNE

EVERGREEN



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:

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Atlantic Container Line

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

Evergreen Shipping Agency (America) Corporation

Hapag-Lloyd (America) Inc.

Maher Terminals LLC

Mediterranean Shipping Company

NYK Line Group Americas, Inc.

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the Port Authority of New York & New Jersey

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