

STATISTICAL INFORMATION

Hours and Wage Breakdown

The following data show a breakdown of waterfront hours and wages, in order to better illustrate the manner in which ILWU workers are paid. The tables below show the impact of skill bonuses, shift differentials and overtime pay, which together account for more than 90 percent of all hours being paid at greater than the \$38.18 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
1st Shift	13,629,485	7,217,658	\$ 1,032,927,668	\$49.55
2nd Shift	7,663,340	3,873,844	664,754,219	\$57.62
3rd Shift	334,911	171,985	36,824,202	\$72.65
TOTAL	21,627,736	11,263,487	\$ 1,734,506,089	\$52.73

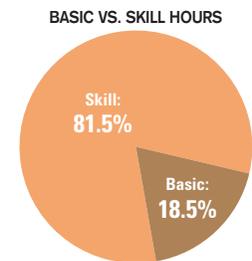
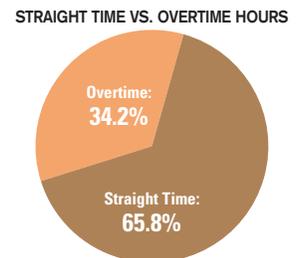
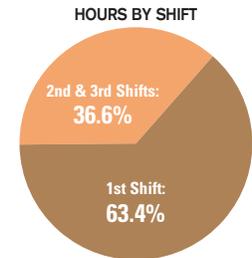
HOURS AND WAGES BY CATEGORY

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
Longshore				
Basic Wage	4,146,830	1,564,385	\$ 257,474,553	\$43.27
Skilled Wage I	4,468,082	1,830,028	302,349,505	\$45.22
Skilled Wage II	676,154	280,090	50,259,894	\$49.91
Skilled Wage III	3,737,672	2,025,758	315,409,557	\$52.49
Mechanics*	2,536,458	1,420,760	226,355,836	\$54.04
Other	1,239,182	832,786	108,528,536	\$50.58
TOTAL- Longshore	16,804,378	7,953,807	\$1,260,377,881	\$50.91
Clerk				
Basic Clerk	215,454	86,395	\$ 13,927,429	\$46.14
Clerk Supervisor	230,823	118,184	17,464,314	\$50.04
Kitchen/Tower/Computer Clerk	2,342,242	1,469,561	204,718,019	\$53.71
Chief/Supercargo/Planners	811,324	720,388	88,597,468	\$57.84
Other	22,982	32,782	3,146,070	\$56.42
TOTAL- Clerk	3,622,825	2,427,310	\$ 327,853,300	\$54.19
Foreman				
Foreman 30%	1,186,153	867,727	\$ 144,293,546	\$70.25
Other	14,380	14,643	1,981,363	\$68.27
TOTAL- Foreman	1,200,533	882,370	\$ 146,274,909	\$70.23
TOTAL- ALL CATEGORIES	21,627,736	11,263,487	\$1,734,506,090	\$52.73

*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.
[†]Hours paid exclude industry travel pay. [‡]The longshore basic rate is \$38.18 per hour.

TYPES OF HOURS PAID

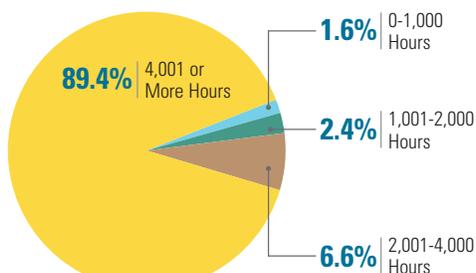
As shown in the pie charts, the vast majority of hours are paid at premium rates (overtime, shift differentials and/or skill rates). In fact, fewer than 10 percent of all hours are paid at the basic rate of \$38.18.



HOURS PAID BY EXPERIENCE LEVEL

Workers may quickly ascend to the highest experience level; after working a lifetime total of 4,000 hours, workers are then eligible for the highest experience rates on the wage table.

LIFETIME HOURS PAID	TOTAL 2015 HOURS	HOURLY [#] RATE RANGE
0-1,000 Hours	523,756	\$27.51 – \$59.96
1,001-2,000 Hours	775,978	\$28.51 – \$61.76
2,001-4,000 Hours	2,180,908	\$30.51 – \$65.36
4,001 or More Hours	29,410,581	\$38.18 – \$79.16
TOTAL	32,891,223	



[#]Excluding mechanics, foremen and cargo penalties, all of which would increase these totals.

How does \$38.18 an hour add up to more than \$161,000 per year?

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$38.18 per hour. In fact, more than 90 percent of all hours paid to registered workers in 2015 were subject to multipliers that enhance earnings significantly.

For example, 82 percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour. Evening and nighttime work – which totals 37 percent of all hours paid – is paid at rates of \$51 to \$70 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$57 to \$79 per hour and accounts for 34 percent of all hours paid. As a result, as shown in the chart above, the effective average rate for all hours paid is more than \$52 per hour.

Many ILWU workers are also paid well more than the 2,000 hours per year that is standard for full-time work. Clerks, steady foremen and steady crane drivers all receive minimum weekly pay guarantees of 50 hours or more. Roughly 39 percent of the workforce was paid 2,400 or more hours in 2015. ILWU workers also receive an average of more than \$6,000 a year in vacation pay, as well as 13 paid holidays.

A review of annual earnings, found on page 61, shows that full-time registered workers (those paid 2,000 hours or more) earn, on average, more than \$161,000 per year. For longshore registrants, the average is \$150,551. For clerks, it is \$171,682. And for foremen, it is \$243,319.