





Seaside Transportation Service loads an Evergreen container onto a truck at the Port of Los Angeles.

On the Cover

MOL calls at the TraPac terminal in Los Angeles, which has the West Coast's first automated cargo-handling equipment.



The Pacific Maritime Association (PMA)

The principal business of the Pacific Maritime Association (PMA) is to negotiate and administer maritime labor agreements with the International Longshore and Warehouse Union (ILWU).

The membership of the PMA consists of domestic carriers, international carriers and stevedores that operate in California, Oregon and Washington.

The labor agreements the PMA negotiates on behalf of its members cover wages, employee benefits and conditions of employment for workers employed at longshore, marine clerk and walking boss/foreman jobs.

The Association processes weekly payrolls for workers and collects assessments on payroll hours and revenue cargo to fund employee benefits plans provided for by the ILWU-PMA labor agreements.

PMA Mission

To provide industry leadership to our member companies through innovative integrated labor relations, human resources and administrative services.

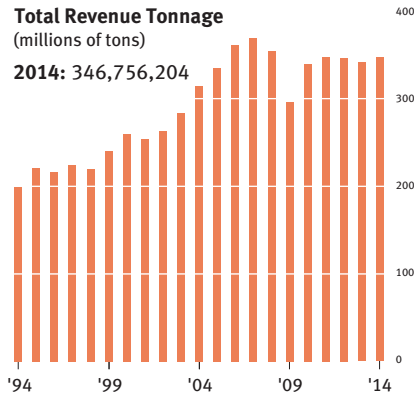
Annual Report

This award-winning report is written for the industry, its workforce, journalists and policy makers; it is typically published in the spring each year. Archives are available online at www.pmanet.org.

Highlights

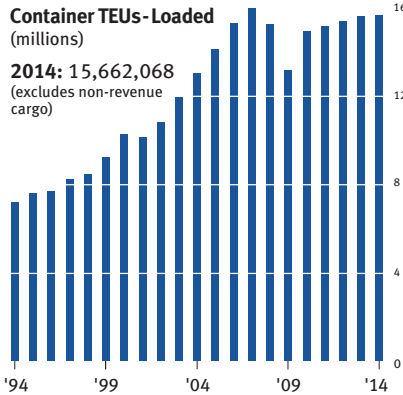
Total Revenue Tonnage (millions of tons)

2014: 346,756,204



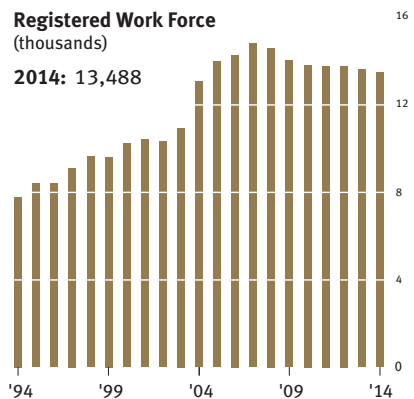
Container TEUs - Loaded (millions)

2014: 15,662,068
(excludes non-revenue cargo)



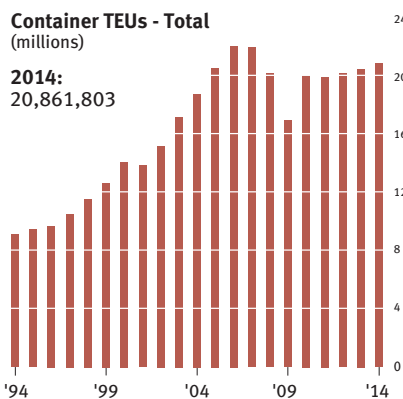
Registered Work Force (thousands)

2014: 13,488



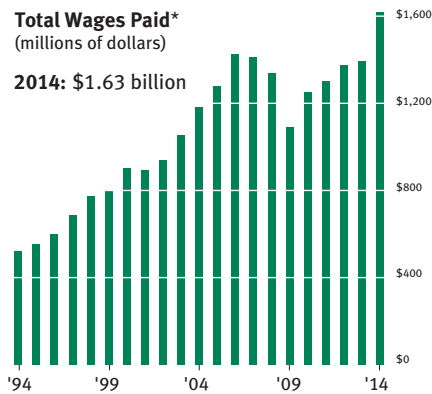
Container TEUs - Total (millions)

2014: 20,861,803

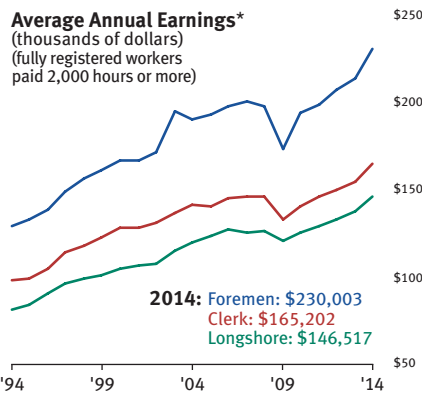


Total Wages Paid* (millions of dollars)

2014: \$1.63 billion

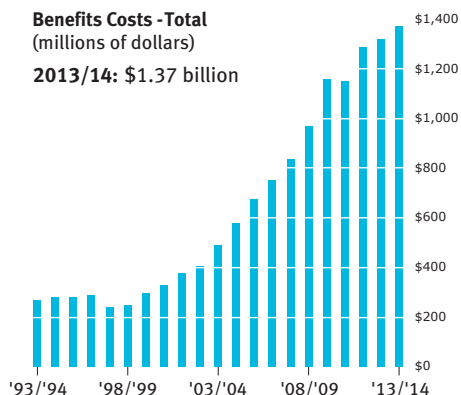


Average Annual Earnings* (thousands of dollars) (fully registered workers paid 2,000 hours or more)



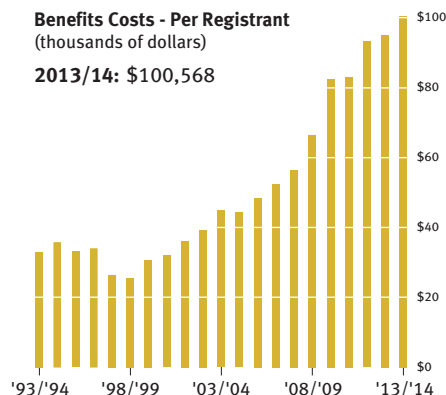
Benefits Costs -Total (millions of dollars)

2013/14: \$1.37 billion



Benefits Costs - Per Registrant (thousands of dollars)

2013/14: \$100,568



*2014 wage totals include retroactive pay. See page 53.

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The Hawaii-bound
Matson *Maui* is loaded at the
Port of Seattle's Terminal 18.

To Our Stakeholders:

The 2014-15 contract negotiations between the ILWU and PMA had far-reaching impacts beyond the waterfront. During nine months of bargaining, the Pacific Maritime Association was mindful of these impacts, and sought to mitigate them.

Both parties have recently ratified a five-year contract agreement, providing labor certainty through 2019. Yet this agreement is just the beginning. We now turn our attention to the future – and to restoring the trust of our customers, stakeholders and the public.

While challenging, these negotiations served as a bookend to the 2002 and 2008 contract talks that began to reshape the waterfront. Those agreements gave employers the right to bring technology and automation to West Coast ports – essential tools to innovate, and to keep pace with competition from other ports.

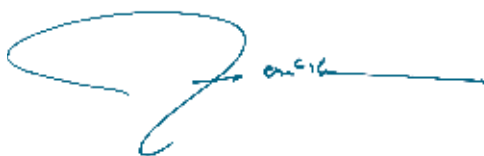
The latest contract will enable us to solidify those gains by providing a clear path forward for automation projects, as the result of a new waterfront arbitration system. By providing certainty to employers, the new system will foster the continued investment of billions of dollars on the waterfront – dollars that will pave the way toward more productive and efficient ports.

Already, West Coast ports are a huge economic engine, supporting 9 million jobs nationwide – including more than 4 million in California, Oregon and Washington. We intend to protect and expand this engine, delivering benefits to communities throughout the United States.

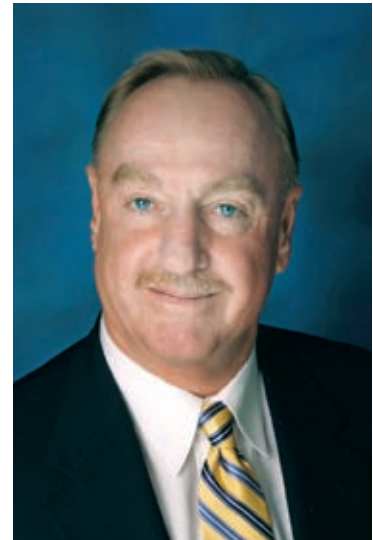
Again, we recognize that the recently concluded contract negotiations had ripple effects far beyond the bargaining table. It has always been the intent of the PMA to minimize those impacts, while paving the way for a bright future on the West Coast waterfront.

Looking ahead, we will do our part – for the waterfront, and beyond.

Sincerely,



James C. McKenna



James C. McKenna
President and CEO

Membership

American President Lines, Ltd.	Innovative Terminal Services Inc.	Portland Lines Bureau
APM Terminals Pacific LLC	International Transportation Service, Inc.	Port Maintenance Group (PMG)
APM Terminals Tacoma, LLC	Jones Stevedoring Company	Port Service Group, Inc.
APS Stevedoring, LLC	"K" Line (Kawasaki Kisen Kaisha, Ltd.)	Ports America Outer Harbor Terminal LLC
Benicia Port Terminal Company	Kinder Morgan Terminals	Reliable Line Service
Bridge Warehouse, Inc.	LBCT, LLC	Rogers Terminal & Shipping Corporation
California United Terminals	Maersk, Inc.	Sea Star Stevedore Company
Ceres Terminals Incorporated	Main Lines Inc.	SSA Marine, Inc.
China Shipping (North America) Holding Co., Ltd.	Marine Terminals Corporation	SSA Terminals, LLC
CMA CGM (America) LLC	Marine Terminals Corporation – Columbia River	Tacoma Line Handling Company
Coast Maritime Services	Marine Terminals Corporation of Los Angeles	Terminal Equipment Services, Inc.
Consolidated Stevedoring Company, LLC	Marine Terminals Corporation – Puget Sound	Terminal Maintenance Company LLC
Cooper/T. Smith Stevedoring Company, Inc.	Matson Navigation Company, Inc.	Terminal Maintenance Corporation
COSCO Container Lines Americas, Inc.	Mediterranean Shipping Company	Total Terminals International, LLC
Crescent City Marine Ways & Drydock Company, Inc.	Metro Cruise Services LLC	TraPac, LLC
Eagle Marine Services, Ltd.	Metropolitan Stevedore Company	Transpac Terminal Services, LLC
Evergreen Marine Corp. (Taiwan) Ltd.	MOL (America) Inc.	TransPacific Maintenance Company, LLC
Foss Alaska Line, Inc.	National Lines Bureau, Inc.	United Arab Shipping Company
Hanjin Shipping Company, Ltd.	NYK Line	Wallenius Wilhelmsen Logistics
Hapag Lloyd AG	Ocean Terminal Services, Inc.	Washington United Terminals
Harbor Industrial Service Corporation	OOCL (USA) Inc.	Watermark Terminal Solutions, LLC
Horizon Lines, LLC	Oregon Chip Terminal Inc.	West Coast Terminal and Stevedore, Inc.
Husky Terminal & Stevedoring, Inc.	Pacific Coast Stevedoring, Inc.	Williams, Dimond & Company
Hyundai Merchant Marine (America) Inc.	Pacific Crane Maintenance Company, L.P.	Yangming Marine Transport Corporation
ICTSI Oregon, Inc.	Pacific Northwest Auto Terminals, LLC	Yusen Terminals, Inc.
	Pacific Ro-Ro Stevedoring, LLC	Zim American Integrated Shipping Service Company, Inc.
	Pasha Stevedoring & Terminals, L.P.	



PMA Bylaws

"Any firm, person, association or corporation engaged in the business of carrying cargo by water to or from any port on the Pacific Coast of the United States, or any agent of any such firm, person, association or corporation, and any firm, person, association or corporation employing longshoremen or other shoreside employees in operations at docks or marine terminals or container freight stations (CFS) at any such port or within the Port Area CFS zone of any such port, and any association or corporations composed of employers of such longshoremen or other shoreside employees shall be eligible for membership in this corporation. . ."

Board of Directors



Roy Amalfitano[#]
President
Evergreen Shipping Agency
(America) Corp.
International Carrier Class



Ronnie Armstrong
Head of Operations, APL Americas Region
APL Limited
International Carrier Class



Edward A. DeNike[#]
Executive Vice President
SSA Marine, Inc.
Stevedore/Non-Carrier Class



Ron Forest^{†*}
Senior Vice President, Operations
Matson Navigation
Company, Inc.
Domestic Carrier Class



Al Gebhardt
Senior Vice President, Liner Operations
Maersk Agency USA, Inc.
International Carrier Class



William A. Hamlin[#]
Executive Vice President and COO
Horizon Lines, LLC
Domestic Carrier Class



T.F. Hau
Senior Vice President
OOCL (USA) Inc.
International Carrier Class



George Lang
COO, Senior Vice President
California United Terminals, Inc.
International Carrier Class



Michael Radak[†]
Senior Vice President, Sales/Marketing Op.
Hanjin Shipping Co.
International Carrier Class



Walter Romanowski[#]
President, West Coast Containers
Ports America
Stevedore/Non-Carrier Class



Christian P. von Kanneurff[#]
Senior Vice President
"K" Line America Inc.
International Carrier Class

[#]Assessment Committee Member [†]Audit Committee Member

^{*}Compensation Committee Member

Finance Committee

Jay A. Bowden
Chief Financial Officer
West Coast Containers,
Ports America

John Loepprich
Senior Vice President, Finance
APM Terminals North
America, Inc.

John Rooney
Western Area Controller
APL Limited

Mandy Tse
Director of Financial Accounting
OOCL (USA) Inc.

William H. Hirai
Vice President, Finance
SSA Marine, Inc.

Coast Steering Committee:



Chairman:
Jon Rosselle
Vice President
SSA Terminals, LLC



Larry Bennett
Senior Vice President
& COO
Total Terminals
International, LLC



Dan Bergman
Director of Operations
Horizon Lines, LLC



Darrin DelConte
Executive Vice President
Pacific Crane
Maintenance Company



Bal Dreyfus
Vice President, West Coast
Terminals and Vehicle Operations
Matson Navigation
Company, Inc.



Phil Feldhus
Senior Vice President
International Transport
Services, Inc.

Area Sub-Steering Committees:

Southern California Area



Chairman:
John Beghin
Long Beach Container
Terminal, Inc.



Tracy Burdine
Yusen Terminals,
Inc.



Sal Ferrigno
SSA Terminals,
LLC



Daryl Hoshide
TraPac



Jerry Jimenez
West Coast
Terminal and
Stevedore, Inc.



Randy Leonard
California United
Terminals



Art Mathis
APL/Eagle Marine
Services, Ltd.



Jeff O'Donnell
Ports America



Jamie Otis
APM Terminals
Pacific Ltd.



Mike Outland
Pacific Crane
Maintenance
Company, L.P.



Todd Stockham
Hanjin Shipping
Company, Ltd.



Tim Tess
Pasha Stevedoring
& Terminals, L.P.

Northern California Area



Chairman:
Jacques Lira
SSA Terminals,
LLC



Shawn Bundy
Metro Cruise
Services LLC



Kevin Nore
TraPac, LLC



Dennis Woodfork
Ports America

Steering Committees



Sean Lindsay
Vice President,
Labor Relations
Ports America



Sean Marron
Director of Labor Relations
Yusen Terminals, Inc.



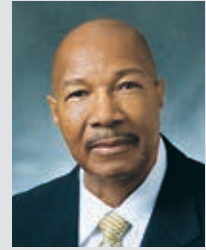
John Ochs
Senior Director
APM Terminals
Pacific Ltd.



Chris Parvin
Vice President,
Marine Operations
Mediterranean
Shipping Company
(USA), Inc.



Michael Porte
Regional Vice President
& General Manager
TraPac, LLC



Robert L. Stephens
Vice President,
Labor Relations
American President
Lines, Ltd.

Pacific Northwest: Oregon and Columbia River Area



Chairman:
Doug Beeber
Jones Stevedoring
Company



Ken Davais
"K" Line America, Inc.



Paul Huculak
SSA Terminals,
LLC



Neil Maunu
Kinder Morgan Bulk
Terminals, Inc.

Pacific Northwest: Washington and Puget Sound Area



Chairman:
Clayton R. Jones, III
Jones Stevedoring
Company



Scott Bursch
Husky Terminal &
Stevedoring, Inc.



Glenn Eddy
APM Terminals
Pacific Ltd.



Brian McGonegle
Pacific Crane
Maintenance
Company, L.P.



Rick Blackmore
Total Terminals
International, LLC



Alec Coleman
Washington United
Terminals



Graham Hunter
SSA Terminals,
LLC



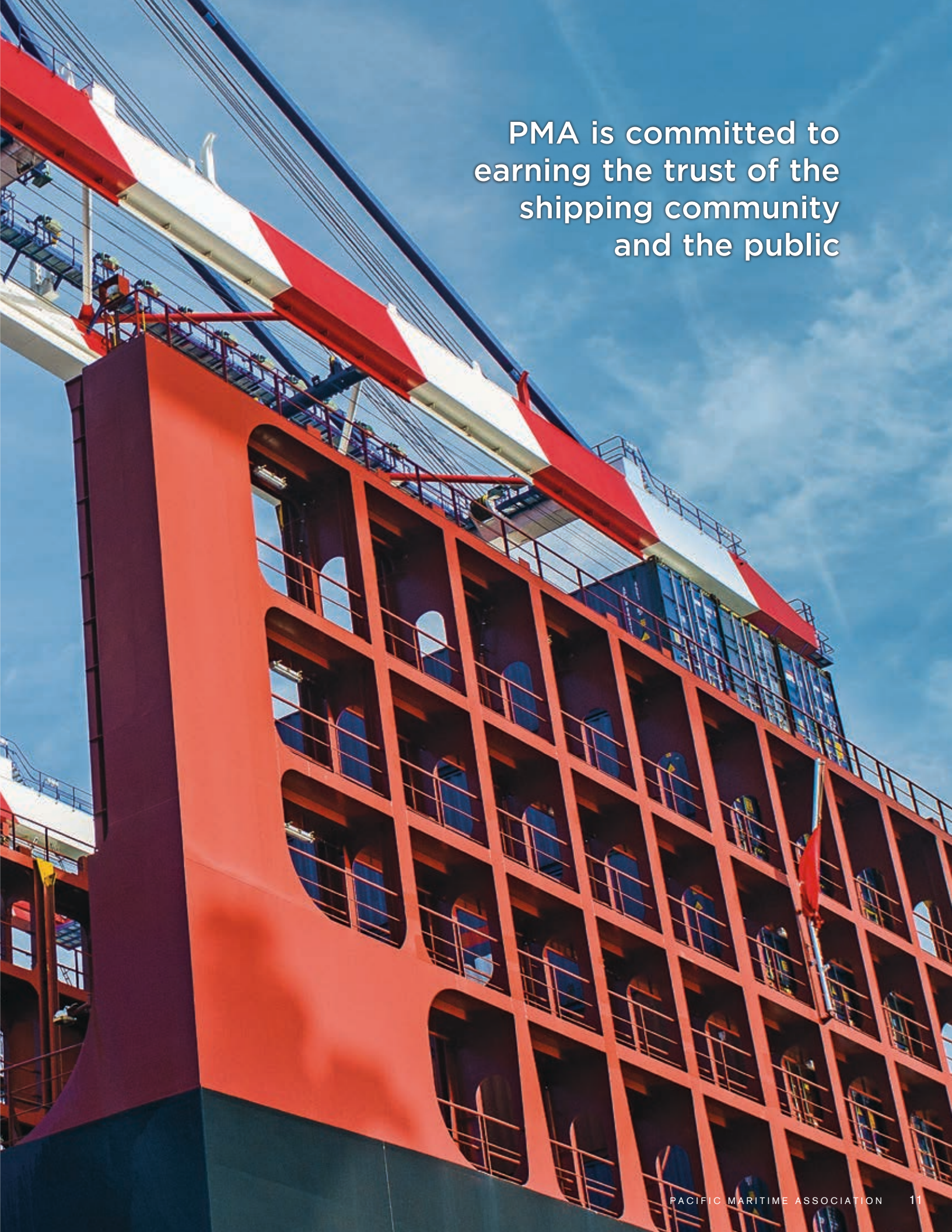
Blair Smith
Ports America



Cargo is moving
freely again
following lengthy
longshore labor
negotiations







PMA is committed to
earning the trust of the
shipping community
and the public





West Coast ports will
continue to innovate –
and support millions
of U.S. jobs



OOCL Canada prepares to depart Long Beach Container Terminal.

2014 Contract Negotiations in Review

The 2014-15 contract negotiations between the ILWU and PMA lasted far longer than anticipated. Resulting disruptions caused collateral damage to the shipping community, the broader public and – critically – the reputation of West Coast ports. Now that cargo is once again moving freely, reliable and efficient operations will be critical as the West Coast seeks to retain its standing as the top choice for goods sent to and from Asia.

The following section takes a closer look at the contract, as well as several key issues that emerged – in particular, the importance of keeping health care costs in check and the need to foster a productive, stable waterfront.

Please read on for more.



Mette Maersk calls at Pier 400, Los Angeles.

THE CONTRACT: A Chronology

When negotiators sat down in May 2014 to begin discussions on a new longshore contract, most observers presumed that a deal would be in hand relatively quickly. After all, the previous contract, in 2008, required only a few months to negotiate, with minimal disruptions. This time around, when the contract expired on July 1, 2014, the parties issued a joint statement pledging normal operations until talks concluded. Yet there were no breakthrough agreements until late August, when a tentative deal emerged on health care. At that point, talks moved slowly on other issues, and by early November, ILWU work slowdowns began to damage productivity at major ports.

In January 2015 the ILWU agreed to the participation of a federal mediator; even after a tentative agreement on chassis maintenance, the outcome of negotiations was very much in doubt. Finally, with leadership by U.S. Cabinet Secretaries Tom Perez (Labor) and Penny Pritzker (Commerce), along with Federal Mediation and Conciliation Service Deputy Director Scot Beckenbaugh and Los Angeles Mayor Eric Garcetti, the parties reached a tentative contract agreement on Feb. 20, 2015 – more than nine months after talks began. The contract was ratified in May.



OOCL containers are unloaded at the YTI rail yard, Port of Los Angeles.

Building on Past Contracts

Following recent negotiations that gave employers the right to bring technology (2002) and automation (2008) to the waterfront, the 2014-15 contract talks produced an equally important outcome: designing a more robust arbitration system that will foster the implementation of these earlier agreements to greatly enhance waterfront productivity. Already, employers have spent billions of dollars on automation projects now in operation and under construction in Southern California; by providing greater predictability, the new system will make it much easier to expand these efforts.

A snapshot of major contract provisions follows:



Enhanced arbitration system to lead to more-stable waterfront

Once unknown to most outsiders, the waterfront grievance procedure gained notoriety during the 2014-15 contract talks; without a contract in place, employers had no access to the arbitration system, and the result was a series of ILWU slowdowns and work-stoppages that crippled productivity. Previously, during contract periods, individual arbitrators have typically decided disputes on the waterfront – ruling, for example, on whether a particular action is an illegal slowdown. Now, as a result of the new contract, a new arbitration framework will be in place – one that employers believe will lead to greater consistency of rulings up and down the coast. *Please see page 20 to learn more.*



Wages and pensions rise for ILWU workers

Over the five-year term of the contract, the ILWU base wage is rising from \$35.68 to \$42.18 per hour – an average annual increase of 3.6 percent. Already, a majority of registered workers earn more than \$100,000 per year as a result of bonuses, guarantees and other unique features of work on the waterfront. *(To better understand ILWU wages, please see page 54.)* Under the new contract, the number of workers earning six-figure incomes is expected to grow.

Both the 2002 and 2008 contract agreements featured large pension increases, more than doubling the maximum annual benefit from \$39,900 to \$79,920. The latest contract increases the maximum benefit to \$88,800 per year by 2018, an average annual increase of 2.2 percent.



Health care changes foster greater efficiency, cost containment

ILWU workers have access to one of the nation's finest health care plans, with nearly unlimited coverage and minimal cost to workers. These benefits will continue, with workers still paying zero premiums, zero deductibles or co-pays for in-network services and receiving prescription drugs for a \$1 co-pay (or zero if by mail order). At the same time, recent administrative changes that have saved the plan more than \$100 million will continue. These savings are largely due to greater scrutiny of out-of-network charges, which are ripe for fraud, waste and abuse. *Please see page 18 to learn more.*

To learn more about two key issues, please turn the page.

KEY ISSUE:

Managing Costs for Cadillac Health Benefits

ILWU workers have one of the finest health care plans in the nation, with virtually unlimited services at potentially zero cost. In fact, the ILWU-PMA health care plan was recently named one of the “Top 1 percent” most expensive union plans in the nation, according to the University of Chicago's NORC research center. In order to control costs and reduce exposure to the looming Cadillac tax on the nation's most expensive health plans, PMA has worked hard to bring greater efficiencies to the plan.



“K” Line *Verrazano Bridge* is simultaneously discharged and loaded at ITS, Port of Long Beach.

SSA offloads a COSCO vessel at the Port of Long Beach.



Fraud Prevention Saves More Than \$100 Million

Against this backdrop, and knowing that maintaining health benefits was a top ILWU priority, PMA crafted a negotiating strategy focused on reining in controllable costs without sacrificing worker benefits. Specifically, rampant waste, abuse and fraud on the part of out-of-network health care providers had been identified, and new administrators had begun to crack down.

The work of Zenith American Solutions – the nation’s largest third-party administrator for large union health plans – and its fraud prevention partner, TC3 Health, has saved the plan more than \$100 million since they began processing payments in January 2013. Yet some ILWU workers, under the mistaken impression that benefits had been cut, protested these administrative changes. As a result, the ILWU made repeated efforts to remove Zenith and TC3, including during the 2014-15 contract negotiations.

PMA has maintained that it is essential to root out fraud, waste and abuse in the plan in order to protect the benefits of honest and hard-working participants. Over the years, unscrupulous providers have engaged in numerous bad practices.

These practices have included:

- Billing for services not rendered
- Manufacturing medical records with identical details for multiple patients
- Billing for similar procedures on multiple family members on the same day
- Misclassifying prohibited surgeries (e.g., nose job, cosmetic surgery) as allowable ones (e.g., deviated septum or hernia repair)
- Offering patients discounted or free medical care if they agreed to undergo medically unnecessary procedures

Most medical providers participate in major insurance networks, which

have cost-control safeguards to ensure that they follow recognized medical practices and billing procedures. But out-of-network providers can charge two to five times as much as in-network providers for the same procedure, and are subject to far less independent review. Due to the extremely generous nature of the ILWU-PMA health plan, numerous providers have taken advantage over the years.

The essential efforts to control fraud, waste and abuse, primarily by out-of-network medical providers, continue. During negotiations, the ILWU agreed to limits on out-of-network surgery centers, which have been ripe for abuse, and agreed to retain Zenith and TC3, whose work is critical in rooting out fraudulent activity by providers. As of spring 2015, an ongoing federal investigation has resulted in convictions of two individuals and a guilty plea by another on charges related to defrauding the plan.

Looking ahead, PMA is proud to continue to offer unparalleled benefits to its workforce – with employers paying the cost of premiums that are among the nation’s most expensive – while continuing cost-controlling efforts to prevent fraudulent and abusive billing practices that would otherwise cost many millions of dollars.

Out-of-network billings are ripe for waste and abuse:

- Out-of-network physicians and clinics can charge 2 to 5 times as much as in-network providers for the same procedure.
- Since 2013, thousands of claims worth more than \$100 million have been suspended because of suspected fraud and abuse – and investigations continue.
- A large number of suspected billings are from a small number of out-of-network providers in Southern California
- Only 1% of all claims have been held for fraud/abuse review

KEY ISSUE:

Reliability on the Waterfront

For decades, West Coast port traffic grew dramatically as a result of proximity to Asia and large local consumer markets. During the past decade, this trend has shifted, with a newly competitive landscape. Ports on the East Coast and Gulf Coast have risen to the challenge, with far greater capacity than ever before. Both Canada and Mexico are making significant investments in their ports, and the expanded Panama Canal will soon open.



NYK *Apollo* docks at YTI at the Port of Los Angeles.

New Agreement to Add to Waterfront Stability

Now, with more choices than ever, shippers are asking themselves whether the West Coast continues to be their best option. And the recent contract negotiations have given many of them pause. To be sure, the disruptions that began in November 2014 were severe and long-lasting – ILWU slowdowns continued for nearly four months, and triggered a series of operational responses that left some observers wondering who was to blame.

Amid all of the questions, one outcome was unmistakably clear: the West Coast waterfront needs to do a better job of proving itself as

Reliability is essential to the West Coast waterfront's success – now and for the future.

the best and most reliable option to ship goods to and from Asia. That is why the ILWU-PMA agreement on arbitration is so important.

Brokered by federal officials after weeks of stalemate, the agreement will ensure greater consistency of rulings on key issues related to work slowdowns and stoppages. By naming a panel of three arbitrators for each geographic region – one member appointed by the industry; one by the union; and a professional

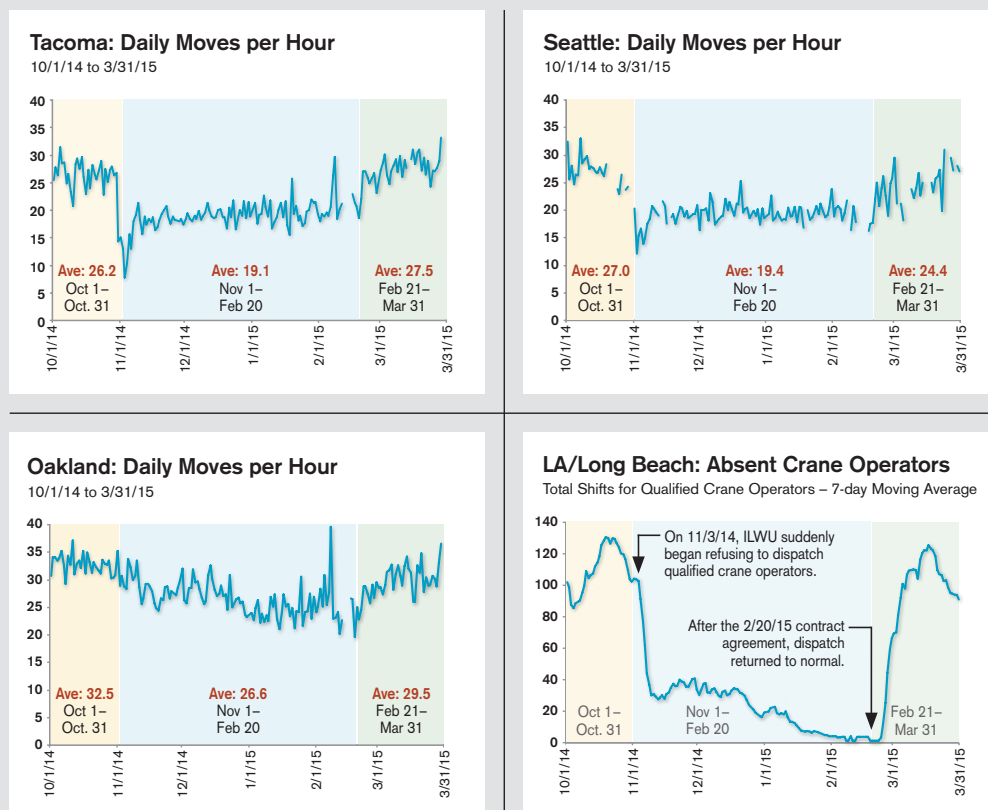
neutral – the new system will replace the patchwork nature of the old system with more uniformity and, presumably, more certainty.

While the new arbitration system can't resolve all future grievances during the heat of negotiations (after the contract has expired), it can ensure far greater reliability during the life of the contract. And given the frequent nature of past disruptions – more than 200 slowdowns or work stoppages took

place during the 2008–14 contract – it is important to re-establish a productive and reliable waterfront every week of the year.

After all, shippers crave certainty, and they crave reliability. West Coast ports have proven themselves in the past – with technology and automation agreements that are re-shaping the waterfront – and must once again prove themselves capable of meeting current challenges. PMA and its members stand ready to do their part, and look forward to working with the ILWU – from the leadership to the rank-and-file – to ensure a bright future for the waterfront.

ILWU Slowdowns During 2014-15 Contract Negotiations



These charts document ILWU slowdowns and other work actions during 2014-15 contract negotiations. Starting in Tacoma on Oct. 31, 2014, and at other major ports the following week, slowdowns severely impacted container operations for nearly four months. Only after the tentative contract agreement on Feb. 20, 2015, did operations begin to return to normal.

NOTE: Gaps in charts indicate days with no container operations.



A top handler unloads a container at Pacific Container Terminal, Port of Long Beach.

2014 Industry Overview

Economic Significance of West Coast Ports

Despite flattening in recent years, containerized cargo movement through West Coast ports has risen dramatically in recent decades—to a total of more than 15.6 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from tennis shoes and personal computers to heavy equipment and produce, these containers carry many of the staples of our economy.

As the primary gateway for international trade between the United States and Asia, the economic impact of the West Coast ports is staggering. When non-containerized goods such as bulk cargo and autos are included, West Coast ports support 9.2 million U.S. jobs, from transportation and logistics to manufacturing, retail and commercial endeavors, according to a recent economic report. The domestic business impact of this trade is more than \$2 trillion annually, or 12.5 percent of U.S. GDP.

The National (and Global) Transportation Network

Once on land, imports moving through the West Coast ports are carried by rail and truck to destinations across the United States. Exports, too, come from around the nation. The ports, then, are one piece in a much larger transportation infrastructure: highways, rail lines, distribution centers, warehouses and final destinations such as factories, stores and homes.

The significance of West Coast cargo movement is not limited to any one region of the country, or to any one industry. The West Coast ports truly supply the nation, and in the coming years, further investment in infrastructure and technology—including new cargo-handling technology—will be essential to enabling these national assets to continue playing this vital role.

Waterfront Work: 13,500 Registered Workers

As of December 2014, PMA members employed nearly 13,500 registered longshore, clerk and foreman workers at 29 West Coast ports, and thousands more “casual” workers, who typically work part-time.

These workers are engaged in all kinds of cargo-handling operations—from lashing containers to driving yard equipment to operating the huge gantry cranes that line most major port terminals. Some are also involved in clerical tasks to keep track of the nearly 1 million tons of cargo that move through West Coast ports on a daily basis.

Since the 2002 labor agreement that brought widespread use of technology to West Coast ports, the registered workforce has grown by 32 percent. *For more data about the workforce, please see the statistical section starting on page 47.*

SUPPLEMENTARY AREA AGREEMENTS*

Local Effective

Southern California

13 – Supplementary Agreement for Gearmen	7/1/08
13 – Sweepers' Agreement	7/1/08
13 – Lines Handling Agreement	7/1/08
13 – Mechanics' Port Supplement	7/1/08
13, 29 & 46 – Industry Travel Agreement	5/17/88
26 – Watchmen's Agreement	7/1/08
29 – Lines Handling Agreement	1/25/88
29 – Foremen's Port Supplement	11/1/73
29 – Gearmen's Port Supplement	1/29/09
29 – Mechanics' Port Supplement	1/25/88
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen Port Supplement	4/8/91
63 – Clerks' Port Supplement	11/10/53
94 – Foremen's Port Supplement	7/1/84

Northern California

10 – APL Mechanics' Agreement	7/1/08
10 – Crockett Gantry Maintenance Agreement	7/1/99
10 – Miscellaneous Dock Workers	3/3/10
10 – Mechanics Port Supplement	7/1/08
10 – Rotary Dispatch Rules	9/16/95
14 – Working and Dispatching Rules	7/1/81
18 – Millwright Supplement	6/20/14
18 – Working and Dispatching Rules	10/6/87
34 – Clerks' Port Supplement	12/22/52
54 – Working and Dispatching Rules	11/23/87
75 – Watchmen's Agreement	7/1/08
75 – Watchmen's Supplement	7/1/02
91 – Walking Boss Port Supplement	11/1/99
92 – Walking Boss Supplement (Eureka)	7/1/81

Pacific Northwest: Oregon

4 – Mechanics' Port Supplement	4/9/01
4 – Gear and Locker Agreement	7/2/88
4 – Dispatching Rules (LRC Agreement)	5/12/82
4 – Baggage Handling Agreement	5/30/86
4 & 8 – Lines Agreement	1/10/09
4, 8 & 21 – Shipboard Bulk Grain Operators' Agreement	3/8/10
4, 8, 12, 21, 50 & 53 – Area Travel Agreement	12/1/84
4, 8, 21, 50 & 53 – Columbia River and Newport Working and Dispatching Rules	10/4/86
8 – Baggage Handling Agreement	11/27/90
8 – Gearmen, Mechanics' and Millwrights' Agreement	6/27/09
12 – Gear and Locker Agreement	6/18/88
12 – Working and Dispatching Rules	10/31/87
21 – Gear and Locker Agreement	6/18/88
21 – Dispatching Rules	3/1/79
21 – Port of Kalama Lines Handling Agreement	7/1/90
21 & 50 – Boat Rental Agreement	12/31/07
40 – Clerks' Port Supplement	3/31/58
50 – Lines Agreement	11/5/96
92 – Walking Boss Supplement	7/1/78

Pacific Northwest: Washington

7 – Working and Dispatching Rules	6/1/60
19 – Working and Dispatching Rules	1/5/11
19 – Lines Handling Agreement	12/12/03
19 – Gear and Locker Agreement	12/3/09
19 – Seattle Mechanics' Supplement	12/12/03
19 & 23 – Shipboard Bulk Grain Operators' Agreement	3/8/10
23 – Working and Dispatching Rules	6/17/88
23 – Lines Handling Agreement	10/15/08
23 – Gear and Locker Agreement	10/21/10
23 – Tacoma Mechanics' Supplement	10/3/08
24 – Working and Dispatching Rules	5/9/60
25 – Working and Dispatching Rules	2/10/73
27 – Working and Dispatching Rules	1/1/69
32 – Working and Dispatching Rules	5/26/89
47 – Working and Dispatching Rules	1/19/89
47 – Olympia Mechanics' Agreement	5/1/97
51 – Working and Dispatching Rules	1/13/73
52 – Working and Dispatching Rules	10/18/11
98 – Foremen's Port Supplement	12/9/98

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2019.

Coast Agreements

Coast Agreements	EFFECTIVE
Longshore and Clerks' Agreement	7/1/14*
Walking Bosses and Foremen's Agreement	7/1/14*

* MOU signed on 3/4/2015

Labor Dispatch

Work on the waterfront, both loading and unloading of ships and barges and in marine terminals, has historically been performed by a work force employed on a daily basis. A daily laborer, as contrasted with someone hired as a full-time or steady employee, is hired for a single work shift and, if needed, may be asked to return each day until a certain work task is completed.

Daily employment allows the individual longshore employee, within certain limitations, the choice both of making himself or herself available for a work assignment on any given day and of taking a particular job for which he or she is qualified. Registration, dispatch and benefits eligibility rules specify minimum avail-

ability and work requirements that are expected of longshore registrants.

At an increasing pace during the past several decades, more regular or steady employees have been added to company payrolls, but the majority of the work is still performed by registered members of the ILWU who are dispatched on a daily basis.

Within the West Coast longshore industry the term *casual* identifies recognized workers dispatched to jobs who are not jointly registered longshore employees, clerks, or foremen. Casuals are dispatched only after all available Class "A" and Class "B" registrants have been dispatched.

Working Times and Wage Rates

The standard first and second work shifts are eight hours in length. The *first shift* normally begins at 0800, and the *second shift* begins at 1800. The standard *third shift* begins at 0230 or 0300 at the option of the employer and is generally five hours in duration.

Meal time is one hour beginning at 1100, 1130, or 1200 on the first shift and beginning at 2200 or 2300 on the second shift. Employees are entitled to a 15-minute relief period around the midpoint of each work period.



Longshore workers prepare to unload cargo at the Port of Stockton.

INDUSTRY OVERVIEW

The *straight time rate* is to be paid for the first eight hours worked between 0800 and 1800 Monday through Friday. The *second shift rate*, which is 1.333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

The *first and second shift overtime rate* (1.5 times the straight time rate) is to be paid for all other hours on the first and second shifts on weekdays and all first and second shift hours on weekends and Agreement holidays.

The *third shift rate*, which is 1.6 times the straight time rate, is to be paid for the first five hours worked on the third shift Monday through Friday. The *third shift overtime rate* of 1.8 times the straight time rate is to be paid for all other hours worked on the third shift on weekdays and for all hours worked on the third shift on weekends and Agreement holidays.

Effective November 23, 2002, three *Skill Rates* were defined for several specific types of longshore and clerk work. Skill Rates are calculated by adding specific amounts to the appropriate base wage rate, and all shift and overtime rates are calculated from this adjusted base rate. Those amounts are shown in the following table.

Longshore & Clerk Skills SKILL RATE

Longshore Skill I & Clerk Supervisor	\$2.40
Longshore Skill II & Kitchen/ Tower/Computer Clerk	\$4.67
Longshore Skill III & Chief Supervisor & Supercargo	\$5.80

Longshore mechanics' skill rates, referred to as 20% and 30% skills, are calculated by applying the appropriate skill percentage to the longshore base wage rate.

The straight time hourly wage rate paid for longshore and clerk work is

based on the total number of hours (work experience) that have been paid previously to the individual performing the work. The basic straight time hourly longshore and clerk wage rate is paid to those individuals who have accumulated more than 4,000 hours prior to the week for which the payment is being made. Experience rates of pay are paid to those with less than 4,000 hours work experience in accordance with the following formulas.

Work Experience Group

4,001 or more hours:	Basic Straight Time Rate of Pay
2,001 through 4,000 Hours:	Basic S/T Rate x 0.72053526 + \$3.00
1,001 through 2,000 Hours:	Basic S/T Rate x 0.72053526 + \$1.00
0 through 1,000 Hours:	Basic S/T Rate x 0.72053526

For the handling of certain specified cargos, cargo conditions, or working conditions, cargo penalty rates are paid. These penalty rates, which range from 15¢ to \$1.20 per hour (the explosives penalty is equivalent to the base straight time rate), are also added to the straight time rate. All second shift work under penalty conditions is paid at the appropriate shift or overtime rate plus 1.333 times the cargo penalty rate, and all overtime and third shift work under penalty conditions is paid at the appropriate overtime or shift rate plus 1.5 times the basic cargo penalty rate.

Registered employees who are ordered to a job and "turned to" are guaranteed eight hours pay on the first and second shifts and five hours pay on the third shift; other employees are guaranteed four hours pay. Employees working as 30% Walking Bosses/Foremen, when ordered to a job and turned to, are also paid their extended time in addition to the appropriate eight-hour or four-hour guarantee.

HISTORY OF LONGSHORE STRAIGHT TIME WAGE RATES

Effective Date	Hourly Rate	
	Increase	Rate
August 13 1906	—	\$ 0.55
May 27 1917	\$ 0.15	27.3% 0.70
July 1 1918	0.10	14.3 0.80
December 9 1919	0.10	12.5 0.90
December 10 1932	(0.15)	-16.7 0.75
December 10 1933	0.10	13.3 0.85
July 1 1934*	0.10	11.8 0.95
February 20 1941	0.05	5.3 1.00
February 4 1942	0.10	10.0 1.10
October 1 1944	0.05	4.5 1.15
October 1 1945	0.22	19.1 1.37
November 17 1946	0.15	10.9 1.52
January 1 1947	0.05	3.3 1.57
December 15	0.08	5.1 1.65
February 10 1948	0.02	1.2 1.67
December 6	0.15	9.0 1.82
September 30 1950	0.10	5.5 1.92
June 18 1951	0.05	2.6 1.97
June 16 1952	0.13	6.6 2.10
June 15 1953	0.06	2.9 2.16
December 20 1954	0.05	2.3 2.21
June 13 1955	0.06	2.7 2.27
June 18 1956	0.02	0.9 2.29
October 1	0.16	7.0 2.45
June 17 1957	0.08	3.3 2.53
June 16 1958	0.10	4.0 2.63
June 15 1959	0.11	4.2 2.74
June 13 1960	0.08	2.9 2.82
June 12 1961	0.06	2.1 2.88
July 30 1962	0.18	6.3 3.06
June 17 1963	0.13	4.2 3.19
June 15 1964	0.13	4.1 3.32
June 14 1965	0.06	1.8 3.38
July 1 1966	0.50	14.8 3.88
June 28 1969	0.20	5.2 4.08
June 27 1970	0.20	4.9 4.28
December 25 1971	0.42	9.8 4.70
July 1 1972	0.40	8.5 5.10
June 2 1973	0.25	4.9 5.35
June 30	0.15	2.8 5.50
June 1 1974	0.30	5.5 5.80
June 29	0.30	5.2 6.10
January 4 1975	0.12	2.0 6.22
June 28	0.70	11.3 6.92
July 3 1976	0.60	8.7 7.52
July 2 1977	0.85	11.3 8.37
July 1 1978	0.85	10.2 9.22
June 30 1979	0.85	9.2 10.07
June 28 1980	0.85	8.4 10.92
July 4 1981	1.30	11.9 12.22
July 3 1982	1.30	10.6 13.52
July 2 1983	1.25	9.2 14.77
June 30 1984	0.80	5.4 15.57
June 29 1985	0.85	5.5 16.42
June 28 1986	0.85	5.2 17.27
July 4 1987	2.16	** 19.43
July 2 1988	0.40	2.1 19.83
July 1 1989	0.50	2.5 20.33
June 30 1990	0.67	3.3 21.00
June 29 1991	0.78	3.7 21.78
July 4 1992	0.70	3.2 22.48
July 3 1993	0.20	0.9 22.68
June 29 1996	2.00	8.8 24.68
June 28 1997	1.00	4.1 25.68
July 3 1999	1.00	3.9 26.68
July 1 2000	0.50	1.9 27.18
June 30 2001	0.50	1.8 27.68
June 28 2003	0.50	1.8 28.18
July 3 2004	0.50	1.8 28.68
July 2 2005	1.00	3.5 29.68
July 1 2006	0.50	1.7 30.18
June 30 2007	0.50	1.7 30.68
June 28 2008	0.50	1.6 31.18
July 4 2009	0.50	1.6 31.68
July 3 2010	1.00	3.2 32.68
July 2 2011	1.00	3.1 33.68
June 30 2012	1.00	3.0 34.68
June 29 2013	1.00	2.9 35.68
June 28 2014	1.00	2.8 36.68

* A "6 hour day, 30 hour week" was incorporated into the first coast-wise industry agreement in 1934. This was the result of a decision by a presidentially appointed arbitration board. Commonly referred to as the "6 and 2" rule, this contract provision called for 6 hours' straight time pay and 2 hours' overtime pay for 8 hours' work for most longshore jobs on the regular day shift.

** The "6 and 2" pay provision was converted to an 8 hour pay rate effective July 4, 1987. There was no wage increase; 6 hours at \$17.27 and 2 hours at the overtime rate of \$25.905 are equivalent to 8 hours at \$19.43. Other cost increases inherent in the conversion were partially offset by other contract provisions.

The International Longshore and Warehouse Union

The Longshore Division of the International Longshore and Warehouse Union (ILWU) represents waterfront employees on the U.S. and Canadian Pacific Coast, Hawaii and Alaska.

History

The ILWU was formed in 1937, under the leadership of Harry Bridges, out of District 38 of the International Longshoremen's Association (ILA). James "Jimmy" R. Herman succeeded Harry Bridges in 1977 and served as the second president of the ILWU until 1991.

Recent presidents include:

- David Arian (1991-1994)
- Brian McWilliams (1994-2000)
- James Spinosa (2000-2006)

In 2006, Robert McEllrath was elected president. He was re-elected in 2009 and 2012, and continues to hold the position.

The other Titled Officers are Ray Familathe, Vice President (Mainland); Wesley Furtado, Vice President (Hawaii); and William E. Adams, Secretary-Treasurer.

The Longshore Division

The Longshore Division of the Union is made up of locals that are defined along occupational lines: longshore workers, clerks and walking bosses/foremen. In each of the four geographic divisions — Washington and Puget Sound; Oregon and the Columbia River; Northern California; and Southern California — there are several Longshore locals, one Clerk local and one Walking Boss or Foreman local.

Governing Body

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President Robert McEllrath, Vice President Ray Familathe and Committeemen Ray Ortiz, Jr., and Leal Sundet. The Longshore Division holds periodic Caucuses to which each local sends representatives, where policy is established, collective bargaining demands

formulated and other union business is conducted.

Longshore workers handle the loading and unloading of ships and barges, stuff and unstuff certain containers, handle lines, maintain stevedoring gear and perform many other activities.

The Clerks process the cargo information for delivery and shipment.

The Walking Bosses or Foremen are in charge of the loading and unloading operation and report to the stevedoring company superintendent.

The Longshore Division makes up about one-fifth of the ILWU's total membership. The bulk of the remaining membership consists of: longshore members in Alaska, Hawaii and British Columbia, Canada; warehousing workers; office workers; workers in Hawaiian sugar and pineapple plantations and processing plants; Hawaiian hotel and tourism workers; the Inlandboatman's Union, the Marine Division of the ILWU; and various other groups.



Container operations at Pacific Container Terminal, Port of Long Beach.

Coast Accident Prevention Award-Winners

STEVEDORING COMPANIES

(companies engaged in one or more types of cargo-handling operations)

Group A (400,000 or more man-hours)

FIRST PLACE: SSA Marine, Inc.
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: Ports America
Los Angeles-Long Beach – Southern California Area

Group B (100,000 to 399,999 man-hours)

FIRST PLACE: SSA Marine, Inc.
Stockton – Northern California Area
SECOND PLACE: Metropolitan Stevedore Company
Los Angeles-Long Beach – Southern California Area

Group C (10,000 to 99,999 man-hours)

FIRST PLACE: SSA Marine, Inc.
Everett – Washington Area
SECOND PLACE: SSA Marine, Inc.
Port Hueneme – Southern California Area

CONTAINER OPERATORS

(companies that predominantly handle intermodal containers to and from ships)

Group A (1 million or more man-hours)

FIRST PLACE: APM Terminals Pacific LLC
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: Yusen Terminals, Inc.
Los Angeles-Long Beach – Southern California Area

Group B (500,000 to 999,999 man-hours)

FIRST PLACE: California United Terminals
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: International Transportation Service, Inc.
Los Angeles-Long Beach – Southern California Area

Group C (100,000 to 499,999 man-hours)

FIRST PLACE: West Coast Terminal & Stevedore, Inc.
Washington – Pacific Northwest Area
SECOND PLACE: Husky Terminals & Stevedore, Inc.
Washington – Pacific Northwest Area

BULK OPERATORS

(companies engaged primarily in bulk cargo operations with total man-hours exceeding 9,000)

FIRST PLACE: Metropolitan Stevedore
San Francisco Bay – Northern California Area
SECOND PLACE: Oregon Chip Terminal Inc.
Oregon Area

LINES COMPANIES

(companies engaged primarily in line-handling operations with total man-hours exceeding 5,000)

FIRST PLACE: Coast Maritime Services
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: Portland Lines Bureau
Oregon Area

MECHANIC COMPANIES

(companies that employ ILWU mechanics in maintenance and repair operations)

Group A (100,00 or more man-hours)

FIRST PLACE: Ocean Terminal Services, Inc.
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: Total Terminals International, LLC
Los Angeles-Long Beach – Southern California Area

Group B (30,000 to 99,999 man-hours)

FIRST PLACE: Harbor Industrial Service Corporation
Los Angeles-Long Beach – Southern California Area
SECOND PLACE: SSA Terminals, LLC
Oakland – Northern California Area

Group C (below 29,999 man-hours)

FIRST PLACE: Terminal Maintenance Corporation
Tacoma – Pacific Northwest Area
SECOND PLACE: Jones Stevedoring Company
Vancouver – Pacific Northwest Area

ILWU WORKFORCE AWARDS

LONGSHORE LOCALS

Group A (More than 400 Registered Members)
Local 13: Los Angeles-Long Beach – Southern California Area

Group B (100 to 399 Registered Members)
Local 29: San Diego – Southern California Area

Group C (25 to 99 Registered Members)
Local 54: Stockton – Northern California Area

Group D (15 to 24 Registered Members)
Local 25: Anacortes – Pacific Northwest Area

FOREMAN – WALKING BOSS GROUP

Local 91: Northern California Area

CLERK GROUP

Local 52: Seattle – Pacific Northwest Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD

(Those companies that have achieved a zero lost-time incident rate in 2013)

SSA Marine, Inc.
Everett Washington –
Pacific Northwest Area

Metropolitan Stevedore Company
San Francisco Bay –
Northern California Area

Portland Lines Bureau
Oregon – Pacific Northwest Area

Coast Maritime Services
Los Angeles-Long Beach –
Southern California Area

Metropolitan Stevedore Company
Anacortes – Pacific Northwest Area

Harbor Industrial Service
Corporation
Los Angeles-Long Beach Mechanics –
Southern California Area

SSA Terminals, LLC
Oakland Mechanics –
Northwestern California Area

SSA Marine, Inc.
San Diego Mechanics –
Southern California Area

Pasha Stevedoring & Terminals, L.P.
Los Angeles-Long Beach Mechanics –
Southern California Area

COAST THREE-YEAR ZERO INCIDENT RATE AWARD

(Those companies that have achieved a zero lost-time incident rate
3 consecutive times over a 3-year period)

SSA Marine, Inc.
Port Hueneme – Southern California Area

Oregon Chip Terminal, Inc.
Portland – Pacific Northwest Area

Reliable Line Service
Oregon – Pacific Northwest Area

Main Lines, Inc.
Washington – Pacific Northwest Area

Foss Alaska Line, Inc.
Washington – Pacific Northwest Area

COAST THREE-YEAR REDUCTION AWARD

(Those companies that have reduced their lost-time incident rate
3 consecutive times over a 4-year period)

TraPac, Inc.
Los Angeles-Long Beach – Southern California Area

Eagle Marine Services, Ltd.
Los Angeles-Long Beach – Southern California Area

Pasha Stevedoring & Terminals, L.P.
San Diego – Southern California Area

PMA sponsors an annual accident prevention awards program as part of the coast-wide industry accident prevention program. To qualify, member companies must participate in the PMA safety program and report all OSHA-recordable occupational injuries and illnesses and applicable man-hours for the previous year.

Member companies are divided into four categories according to the type of operation in which they are primarily involved. Within each category, companies are grouped by terminal, port or area and based on man-hours paid. Awards are presented to qualifying companies having the lowest lost-time injury/illness incidence rate within their respective category and group. Awards are also presented to the ILWU longshore, clerk and foreman locals based on similar criteria. Winners are listed above.

**THE COAST
ACCIDENT
PREVENTION
AWARDS**

2014

Industry Benefits

The ILWU benefits package includes comprehensive health care coverage, a pension plan, a 401(k) savings plan, and vacation and holiday pay. Following is an overview of the benefits program; more information may be found at the PMA website (www.pmanet.org) or through the ILWU-PMA Benefit Plans Office, funded by the PMA.

For health coverage, registrants and retirees (and eligible dependents) generally have a choice between HMO coverage and a self-insured PPO plan; new registrants enter an HMO for the first 24 months. In either case, workers pay no premiums. The PPO covers basic hospital, medical and surgical benefits at 100% of scheduled limits, regardless of whether the treatment is received in-network or out-of-network. If there are remaining out-of-network charges, the PPO pays for those up to 80% of Usual, Customary and Reasonable limits. The PPO has an annual family deductible of \$300 and out-of-pocket maximum of \$1,000. The PPO also provides prescription drug coverage with a \$1 co-pay per prescription.

The employers spend more than \$1.75 million per day for health coverage for registrants, retirees and their dependents. Registrants and

retirees generally have access to dental and vision benefits for themselves and their dependents at little or no cost, as well as employer-paid life insurance coverage. Active registrants receive employee-paid disability coverage.

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is \$79,920 – nearly twice the benefit that was available one decade earlier. In addition, workers have access to a 401(k) savings program and receive a PMA contribution, which can be as much as \$2,000 per year for longshore workers and marine clerks, and \$11,200 per year for walking bosses and foremen.

Registrants also receive 13 paid holidays each year, and up to six weeks of paid vacation. Other worker benefits include a pay guarantee plan, an industry travel system, a CFS program fund and payments for up to 85% of the expenses of the jointly operated dispatch halls.

The graphs to the right show the total benefits costs for the industry, which were \$1.37 billion for the fiscal year ending June 30, 2014, up 265% since 2002, and the cost per active participant of \$100,568 for the same period, which increased by 179% since 2002.

For information on specific benefits that comprise this overall program, please turn to the following pages.

SSA loads a CMA CGM vessel at Pacific Container Terminal, Long Beach.

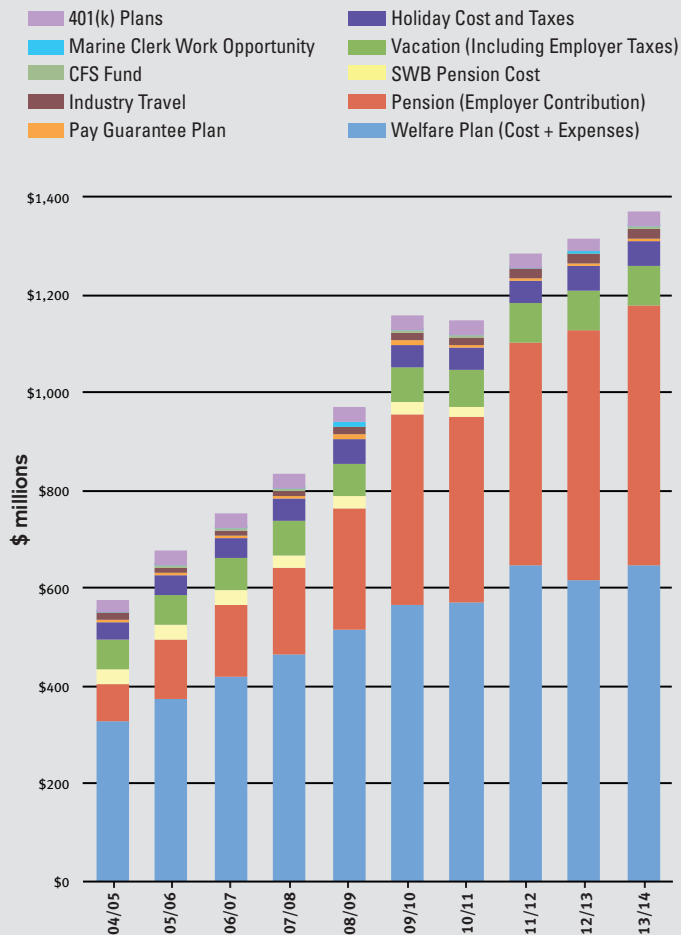




A longshore worker directs a trucker underneath a crane at YTI, Port of Los Angeles.

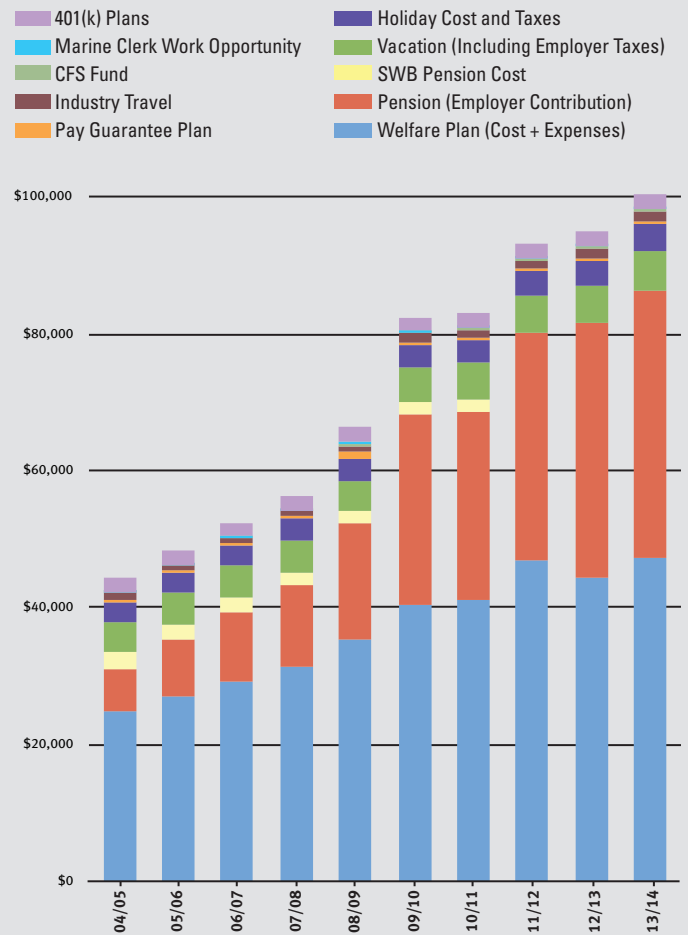
TOTAL BENEFITS COSTS

2004/2005 through 2013/2014



BENEFITS COSTS PER ACTIVE REGISTRANT

2004/2005 through 2013/2014



RETIREEES BY YEAR

Year	Normal	Early	Disability	Total
2005	84	80	38	202
2006	102	196	43	341
2007	91	102	32	225
2008	139	55	25	219
2009	231	202	45	478
2010	134	100	52	286
2011	132	52	42	226
2012	139	154	38	331
2013	138	122	49	309
2014	172	76	42	290

This table shows the number of longshore, clerk and foreman retirees by calendar year. **Normal** includes those retiring at or after age 65, normal retirement age; **Early**, those retiring at ages 55-64; and **Disability**, those retiring on a disability pension.

PENSION BENEFITS
FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2014)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	\$89	\$2,225
7/81-6/84	30	\$89	\$2,670
7/84-6/87	33	\$89	\$2,937
7/87-6/93	35	\$89	\$3,115
7/93-6/99	35	\$92	\$3,220
7/99-6/02	35	\$100	\$3,500
7/02-6/08	35	\$150	\$5,250
7/08-6/15	37	\$180	\$6,660

This table shows maximum pension benefits by retirement date. Also shown are the maximum years of service which may be credited toward benefit accrual and the benefit rate per month per year of credited service by retirement date.

FRACTIONAL BENEFIT ACCRUAL

Credited Annual Hours	Monthly Benefit Accrued
1,300	\$180.00
1,250	\$173.08
1,200	\$166.15
1,150	\$159.23
1,100	\$152.31
1,050	\$145.38
1,000	\$138.46
950	\$131.54
900	\$124.62
850	\$117.69
800	\$110.77

This table shows examples of monthly benefit accruals for the credited annual hours between 800 and 1,300. The example is based on the monthly normal retirement rate effective on or after July 1, 2014. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility.

ILWU-PMA Pension Plan

The "Normal Retirement Date" is age 65 or the fifth anniversary of the date of participation, whichever is later. Reduced retirement benefits are payable for Early Retirement as early as age 55 with 13 years of service.

Effective July 1, 2013, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2013, was \$180 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of \$6,660 for a participant with 37 or more years of qualifying service retiring at age 62 or later. For those with at least 13 years of qualifying service taking early retirement between ages 55 and 62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

A \$500 monthly "bridge" supplement is paid, until Social Security Retirement age, for those who retire at age 62 with at least 25 years of service. For those taking an early retirement between the ages of 55 and 62, this "bridge" supplement is reduced by an amount determined by the retiree's exact age (in years and months) at retirement.

During the 2014 bargaining, several improvements were agreed to, including a \$20 increase in the rate of pension accrual per year of service, which will become effective beginning July 1, 2016, starting with a \$10 increase, and \$5 increases in each of the following two years. For retirees on or after July 1, 2008, maximum pension benefits are based on 37 years of service at retirement. Prior to July 1, 2008, 35 years of service was the recognized maximum. Surviving spouses and dependent child survivors of plan participants who die after July 1, 2008, receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the longshoreman were he still alive.

Disability pensions have no minimum age but do require a minimum of 13 years of service. The monthly benefit is the same amount as the Normal Retirement Benefit (with no reduction for its early commencement) except that no supplement is payable.

Effective July 1, 2008, all surviving spouses of actives who retired prior to July 1, 2008, receive up to a maximum of 65% of the pensioner's basic pension benefit (excluding any supplement).

Effective with the 1994 payroll year, a year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, paid holidays, and unemployment insurance payments.

A participant who is credited with fewer than 1,300 hours but at least 800 hours in any payroll year will earn a fraction of a year of service for benefit accrual determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to reduction in benefit accrual based on hours credited.

A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility. A participant is vested after five qualifying years of service or, if earlier, at normal retirement date.

The Plan Trustees have adopted the Cliff Vesting option. Benefits are 100% vested after five qualifying years of service. If a participant leaves the plan prior to the vesting date, no partial benefits are received. Once vested, a participant's earned qualifying years of service remain credited for life. The Plan is non-contributory for the participants and is completely funded by employer contributions.

Retirees, Pensioners and Surviving Spouses

The table to the right shows the number of pension benefit recipients by calendar year.

Effective April 1, 1990, the Plan commenced payment of vested pension benefits to actively employed participants who had attained age 70½ on or after July 1, 1988. These monthly payments, which are referred to as In-Service Distributions, are equal to the amount of the monthly pension to which the participant would be entitled if he retired, and the payments commence on April 1 of the year following his having attained age 70½. The in-service distribution rules under the Plan were eliminated for participants reaching age 70½ after the end of the 2002 calendar year.

At the end of 2014, the Plan was paying \$27,793,845.12 per month to 8,587 benefit recipients.

ILWU-PMA Welfare Plan

The ILWU-PMA Welfare Plan provides comprehensive health care and related benefits to qualified active and retired participants and their qualified dependents.

Plan Funding

The Plan is primarily funded by PMA through employer assessments on tonnage and payroll hours. If an employee is required to contribute to the California State Disability Insurance Program, the employee's contribution to the Plan is reduced by the amount of the employee's payment to that Program.

The Trustees set the employee contribution rate. In setting the rate, the parties customarily adhere to the annual recommendation of the Plan Consultant. This

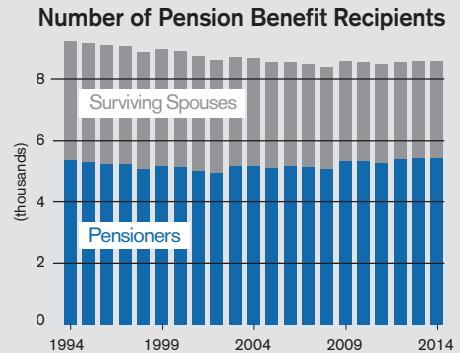
NUMBER OF BENEFIT RECIPIENTS BY YEAR									
	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/ Early	Dis- ability	In- Service	QDRO	Sub- total	Post- Retire	Pre- Retire	Sub- total	
2005	3,685	1,112	120	201	5,118	2,954	496	3,450	8,568
2006	3,776	1,097	96	226	5,195	2,874	502	3,376	8,571
2007	3,763	1,055	83	247	5,148	2,831	519	3,350	8,498
2008	3,750	1,018	71	253	5,092	2,778	530	3,308	8,400
2009	3,996	999	60	278	5,333	2,712	545	3,257	8,590
2010	3,997	983	54	302	5,336	2,676	553	3,229	8,565
2011	3,974	970	45	314	5,303	2,629	571	3,200	8,503
2012	4,076	964	36	331	5,407	2,581	584	3,165	8,572
2013	4,105	959	27	351	5,442	2,561	604	3,165	8,607
2014	4,113	950	26	365	5,454	2,517	613	3,130	8,584

is based on the sufficiency of the current rate of employee contributions in relation to the "Weekly Indemnity" and the "Non-Industrial Disability Supplement" benefits.

Contributions to the Widows' Independent Living Subsidy Program ceased in 2008.

Tenure of the Agreement

The Plan runs concurrently with the 2014-2019 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan, and the Plan remains in



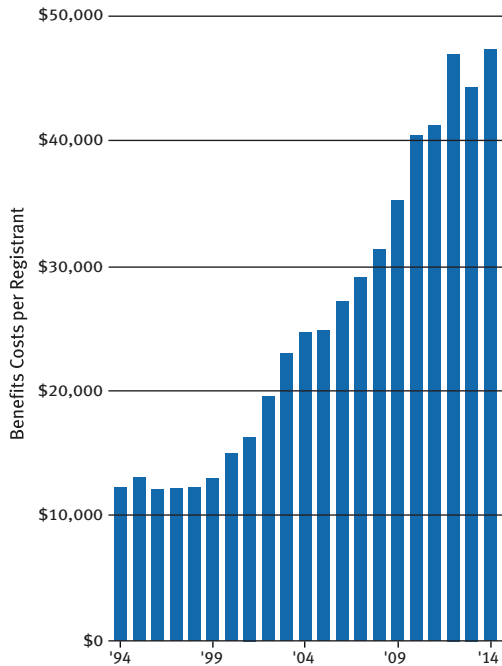
effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

An APL container is discharged at Global Gateway South, Port of Los Angeles.



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 1994-2014



Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (mid-point of the fiscal year). For example, costs for 2013/2014 are divided by the count of active registrants at the end of 2013.

Who is Eligible for ILWU-PMA Welfare Plan Benefits

An overview of eligibility requirements, by eligibility category for Welfare Plan participation, is shown below. The Plan Trustees are the final arbiters of eligibility.

Active Registrants: Only persons who have industry registration may become eligible for Welfare Plan benefits. An annual review is conducted by the Trustees prior to July 1. Each active registrant's record of covered employment for the preceding payroll year is used to determine whether the registrant has established eligibility for the succeeding 12 months (July through June).

In major ports, a registrant will be eligible effective July 1 for 12 months of welfare coverage if a minimum of

800 hours were credited in the preceding payroll year, or if a minimum of 400 hours were credited in the last half of the preceding payroll year. The same requirements apply to minor ports except that the hours requirement is 480 hours in the preceding payroll year or 240 hours in the last half of the preceding payroll year.

A mid-year review is also conducted by the Trustees prior to January 1 to determine eligibility for those active registrants who do not hold 12-month eligibility from the previous July 1. An active registrant may receive eligibility for January through June if sufficient hours of covered employment have been credited for the registrant in the first half of the preceding payroll year. In major ports, at least 400 hours must have been worked or credited in the first half of the preceding payroll year.

ILWU members
pay no health
care premiums,
and receive
100 percent
coverage
for standard
medical benefits.



Mette Maersk navigates the channel near Pier 400 at the Port of Los Angeles.

In minor ports, at least 240 hours must have been worked or credited in the first half of the preceding payroll year. No port has qualified for Minor Port status for Welfare Plan eligibility purposes since the disestablishment of Local 49 in Crescent City.

New Registrants: Longshore and clerk registrants who were registered after July 1, 2008 in ports with HMO coverage will be covered by the HMO programs for the first twenty-four months of registration, with no requirement for 400 hours of work for initial eligibility coverage. Additionally, new registrants after July 1, 2008 in ports with *no* HMO coverage will be covered by the Coastwise Indemnity Plan for the first twenty-four months of eligibility. Thereafter, the Welfare Plan's normal eligibility requirements for continuation of coverage will apply.



Pensioners: Most Welfare Plan participants who become pensioners have Welfare Plan eligibility beginning on the day they become pensioners. All disability pensioners have Welfare Plan eligibility. All participants who are registered when they retire on a normal pension with a separation date on or after July 1, 1984 have eligibility except for the following:

- Pensioners whose separation date was on or after July 1, 1988, and who accrued fewer than five years of credited pension service, and
- Deferred pensioners whose separation date was before age 55 or whose normal pension benefit has not commenced.

Adult Dependent Spouse Survivor:

A surviving spouse receiving a survivor pension has Welfare Plan eligibility as well as any qualified dependent children provided that the pension is claimed through a Pensioner who had Welfare Plan eligibility upon death or through an active participant who would have been entitled to Welfare Plan eligibility had retirement occurred on the date of death. Welfare Plan eligibility ends when the adult dependent spouse survivor remarries.

Dependent Child Survivor:

A deceased pensioner's dependent child has Welfare Plan eligibility as a dependent child survivor for the period that the child receives survivor pension benefits. A deceased active registrant's dependent child who is eligible to receive a survivor pension has Welfare Plan eligibility for the period that survivor pension benefits are received.

Surviving Dependent Spouse or Child:

The dependent spouse or child of a deceased eligible active registrant has Welfare Plan eligibility for four years immediately following the registrant's death. Welfare Plan eligibility ends when the surviving dependent spouse remarries.

The four-year limitation is eliminated if the deceased eligible active registrant

has five or more pension qualifying years. In such case, the dependent spouse has Welfare Plan eligibility until the spouse remarries, and the dependent child has Welfare Plan eligibility until he or she ceases to be qualified for dependent status.

Dependents: The qualified dependent spouse and qualified dependent children of an eligible active registrant or pensioner are eligible for Welfare Plan benefits. Eligibility as a dependent continues as long as the person through whom the dependent claims remains eligible, or until the dependents themselves cease to be qualified for dependent status.

Surviving Employee Retirement Income Security Act (ERISA) Spouse:

A surviving spouse of a pensioner who died on or after July 1, 1987, who was married for at least one year at the pensioner's date of death, (and who would have qualified as an adult survivor pensioner under ERISA before the laws were changed in 1984) has welfare plan eligibility. Welfare Plan eligibility ends when a surviving ERISA spouse remarries.

Widows' Independent Living Subsidy Program (WILSP)

Effective July 1, 1978, the Widows' Independent Living Subsidy Program was implemented as part of the Plan. This program provides a cash subsidy benefit and Medicare supplement benefits. Benefits are available to certain widows of pensioners under the ILWU-PMA Pension Plan who died prior to July 1, 1964, and effective 1982, certain widows of active registrants who died prior to July 1, 1975, and satisfied other requirements. Effective September 1, 2007, eligibility was expanded to include certain widows of active registrants who had previously not been eligible to receive benefits under the WILSP.

Payment for Benefit Coverage

Most benefits are paid directly from the Plan's own assets. The Plan does utilize medical care service providers and insurance companies for some of the benefits covered by the Plan.

VACATION BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:

2008	\$69,105,471
2009	\$64,940,903
2010	\$69,986,382
2011	\$73,350,358
2012	\$77,162,693
2013	\$79,094,729
2014*	\$80,057,845

Includes payments for benefits, taxes, and administrative expenses

Vacation benefits are mostly paid in the first full payroll week in February for vacations earned in the prior year.

Source: Audited Financial Statements except for 2014

*Estimated benefits.

ANNUAL HOURS REQUIREMENTS FOR VACATION ELIGIBILITY

Average Port Hours	Under Age 60		Age 60 and over	
	1 wk	2 wks	1 wk	2 wks
1,300 or more	800	1,300	700	1,200
1,200 - 1,299	700	1,200	600	1,100
1,100 - 1,199	676	1,100	600	1,100
1,000 - 1,099	615	1,000	600	1,000
900 - 999	552	900	552	900
less than 900	552	800	552	800

The cost of
benefits
has grown
to more than
\$100,000 per
registrant.

Vacation Plan

A basic one-week or two-week vacation is paid according to the qualifying hours credited an eligible registrant in the previous payroll year. An individual who is registered and qualified on December 31 of the calendar year in which the vacation is earned receives a vacation with pay.

Payment is made at the straight time hourly rate prevailing on January 1 of the calendar year in which the vacation is paid. Each week of vacation is paid at 40 times the registrant's applicable straight time hourly rate or appropriate skilled straight time rate. Vacation payments are made in early February.

A skilled rate applies when at least half of the qualifying hours are paid at a skilled rate. The skilled rate payable is the highest skill rate at which accumulated skilled hours equal at least 25% of the qualifying hours for a basic one- or two-week vacation.

Basic one- or two-week vacation eligibility requirements are based on the age of the registrant and the average hours of the individual's registration port.

"Average port hours" are calculated separately for longshore, clerk and foreman registrants and are the average hours paid in the "port of registration" during the payroll year, excluding those with fewer than 100 hours.

Description of Year of Service for Vacation

A Year of Service for vacation eligibility is a payroll year in which the registrant is credited with at least 800 combined hours paid and equivalent hours of Pay Guarantee Plan payments. After registration, service in the Armed Forces of the United States is considered qualifying time.

Service as a full-time Union official or as a joint employee of a Labor Relations Committee, Welfare Fund, Pension Fund, or of any joint entity of the ILWU and the PMA is considered qualifying time.

Continuous absence due to work-related injury for which an employee received Worker's Compensation is considered qualifying time. Temporary absence due to compensable temporary partial disability because of industrial illness or injury shall also be considered qualifying time.

Extra Benefits for Clerks and Foremen

Clerks and walking bosses/foremen receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year. Clerks receive two additional hours for each 50 hours paid in excess of 2,024 in the previous payroll year,



At the Port of San Diego, SSA discharges steel components for a new container ship.

up to a maximum of 16 additional hours. Walking bosses and foremen receive two additional hours for each 100 hours paid in excess of 1,400 hours, up to a maximum of 20 additional hours.

Additional Weeks of Vacation

Up to four additional weeks of vacation may be earned and paid, based on the number of past years of service in which a registrant received a basic one-week vacation. The requirements are shown in the table on the right.

To receive a third week of vacation, a registrant must have qualified for a two-week basic vacation in the previous payroll year and must also have eight total years of service with a one-week vacation. Individuals registered prior to July 1, 1990, in ports other than Seattle, Portland, San Francisco, and Los Angeles, may receive a third week of vacation if they have qualified for a two-week basic vacation in the previous payroll year, have qualified for at least a one-week basic vacation in five of the previous ten payroll years, and have been available for employment for ten or more years. "Available for employment," in this instance, means any year that the individual has been paid at least 100 longshore hours, regardless of registration status.

Eligible registrants may also receive extra weeks of vacation independent of having received a third week of vacation. For these extra weeks of vacation, the registrant must have earned one week of basic vacation and have 17 or more years of service. After 17, 23, and 25 years of service with one week of vacation, one, two, or three extra weeks of vacation are earned, respectively. Therefore, an individual with sufficient years of service may earn extra weeks of vacation without qualifying for a two-week basic vacation.

The Joint Labor Relations Committee in each port schedules vacations.



Discharging rebar at the Port of Stockton.

ADDITIONAL VACATION WEEKS

Registrants who qualify for a basic one-week vacation may qualify for three additional vacation weeks based on total vacation qualifying years:

One additional week if registrant has 17 total qualifying years

– or –

Two additional weeks if registrant has 23 total qualifying years

– or –

Three additional weeks if registrant has 25 total qualifying years

Registrants who qualify for a basic two-week vacation may qualify for four additional vacation weeks based on total vacation qualifying years:

One additional week if registrant has 8 total qualifying years

– or –

One additional week if registrant has 5 total qualifying years in the last 10, and was registered before July 1, 1990 in ports other than Seattle, Portland, San Francisco and Los Angeles, and has been available for employment 10 or more years

– or –

Two additional weeks if registrant has 17 total qualifying years

– or –

Three additional weeks if registrant has 23 total qualifying years

– or –

Four additional weeks if registrant has 25 total qualifying years

HOLIDAY PLAN

2015

January	1	New Year's Day ¹
	19	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	16	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	25	Memorial Day
July	4	Independence Day ²
	5	Bloody Thursday ¹
	28	Harry Bridges' Birthday
September	7	Labor Day ¹
November	11	Veterans' Day
	26	Thanksgiving Day ¹
December	24	Christmas Eve Day ¹
	25	Christmas Day ¹
	31	New Year's Eve Day ¹

2016

January	1	New Year's Day ¹
	18	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	15	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	30	Memorial Day

Holidays shown in blue are non-paid holidays. An employee who performs work on these non-paid holidays shall receive the overtime rate of pay for time worked.

¹ No work will be performed from 1500 December 24 to 0700 December 26, 1500 December 31 to 0700 January 2, 0800 July 5 to 0700 July 6, 0800 September 1 to 0700 September 2, 0800 November 27 to 0700 November 28. The provision for no work shall not apply to passenger ships, essential military cargo, and emergencies. An extended shift may be worked from 1500 until 1700 on December 24 and from 1500 until 1700 December 31 for the purpose of finishing a ship.

² When a holiday falls on a Saturday or Sunday, the work schedule applies to Saturday or Sunday. However, the holiday is observed the following Monday, and payment for the holiday applies to Monday. An employee who performs work on the Monday observation date shall receive the holiday rate of pay for time worked.

Holiday Plan

The longshore, clerks' and foremen's agreements recognize 15 holidays, of which 13 are paid holidays. There are five no-work holidays—Christmas Day, New Year's Day, Bloody Thursday, Labor Day and Thanksgiving Day. All no-work holidays are "paid holidays," except for Bloody Thursday. The nine other paid holidays are normal work days, and Lincoln's Birthday is a recognized holiday although it is not a paid holiday.

Registrants are eligible to receive a paid holiday benefit provided they (1) have registration status on the date of the paid holiday and (2) have been paid or credited sufficient hours in the previous payroll year to qualify for a basic one-week vacation. To receive a paid holiday benefit, eligible registrants must be available for at least two of the five days, Monday through Friday (exclusive of the holiday), during the payroll week in which the holiday falls.

If the registrant was paid sufficient hours in the previous payroll year to qualify for a two-week basic vacation, the availability requirement is waived for paid holidays which are normal work days—i.e., Martin Luther King's

HOLIDAY PAYMENTS
BY CONTRACT YEAR

Contract Year Ended June 30

2010	\$45,542,275
2011	\$45,419,617
2012	\$49,343,441
2013	\$50,370,116
2014	\$51,511,071

Includes payments for benefits, taxes, and administrative expenses.
Source: Audited Financial Statements

Birthday, Washington's Birthday, Cesar Chavez's Birthday, Memorial Day, Independence Day, Harry Bridges' Birthday and Veterans' Day.

Those eligible for paid holidays receive pay equivalent to eight hours at the basic straight time rate whether or not they work on the holiday. All registrants who are paid for work hours on a "paid holiday" or on a recognized holiday receive wages for the hours paid at the overtime rate.

Holidays recognized by the Agreements for 2015 and for the first six months of 2016 are shown to the left.

Container operations at the Port of Seattle's Terminal 18.



Pay Guarantee Plan

The Pay Guarantee Plan (PGP) provides a weekly income supplement to industry registrants who meet certain eligibility criteria and are unable to obtain a week's work.

A Class "A" registrant who qualifies is guaranteed an income equivalent to a 38-hour week at the basic straight time hourly wage (\$35.68 per hour for Class "A" longshore, effective June 28, 2014, or \$1,355.84 per week). Class "B" registrants with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" registrants with fewer than five vacation qualifying years are guaranteed income equivalent to a 28-hour week (\$999.04).

In general, to be eligible, a Class "A" or "B" registrant must, during the most recent four payroll quarters, have worked at least 50% of the average hours available in the home port. Further, the registrant must be available for work Monday through Friday in a given payroll week and may not refuse any work offered for which the registrant is qualified. Class "B" registrants are not eligible for PGP until after one year of registration.

The contingent PGP liability for registrants for 2014/2015 is \$20,020,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30

Longshore Walking Bosses
and Clerks and Foremen

2010	\$8,626,994	\$156,961
2011	\$3,602,590	\$94,225
2012	\$3,165,046	\$118,521
2013	\$3,333,050	\$183,492
2014	\$3,060,768	\$141,652

Includes payments for benefits, taxes, and administrative expenses.
Data obtained from Audited Financial Statements.



CMA CGM *Corte Real* makes its first visit to Pier J at the Port of Long Beach.

Unused funds for a week are added to the next week and so on. If funds available during a given week are insufficient to pay all the guarantees on the coast in full, the payments to all are reduced proportionally. If funds remain at the end of a quarter, a lump sum make-whole payment is given to those whose PGP payment had been reduced.

The foremen's plan guarantees weekly pay equivalent to a 38-hour week at the foreman straight time rate.

During the 2014-15 contract negotiations, the parties agreed to revise and enhance PGP such that the Class "A" guarantee will increase to 40 hours per week for longshore and foremen and the Class "B" guarantee for longshore will increase to 32 hours per week. These changes are effective May 23, 2015.

ILWU-PMA Savings 401(k) Plan

The ILWU-PMA Savings 401(k) Plan went into effect on June 30, 1991. The unique status PMA holds as payroll agent for the industry on the West Coast provided the opportunity for the Parties to establish this as the first tax-qualified multi-employer 401(k) plan in the United States.

Longshore, clerk and foreman registrants may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, into their 401(k) accounts. Prior to 2005,

the maximum was \$8 per hour.

Participants age 50 and older may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, an additional amount, called a Catch-up Contribution. Deferrals and Catch-up Contributions are subject to annual statutory limits. Beginning with payroll year 2009, participants may elect to defer any percentage, up to 90%, of their vacation checks into the 401(k) Plan.

The Employers contribute to a fund each year an amount sufficient to provide to the 401(k) account of each registrant, who has established a pension qualifying year in the previous payroll year, a contribution for qualifying hours paid by PMA member companies. The employer contributions are made to each account as soon as practicable following the end of each contract year. Registered walking bosses/foremen receive \$5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants receive \$1 per qualifying hour up to a maximum of 2,000 hours. Beginning with the 2008 plan year, a "third-shift" conversion factor was applied to qualifying hours worked during the third shift.

The first employer contribution to registered walking bosses/foremen was negotiated in the 1993-96 agreement, and the first employer contribution to longshore and clerk registrants was negotiated in the 1999-2002 agreement.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30

2010	\$18,233,540
2011	\$17,068,798
2012	\$17,649,382
2013	\$21,074,048
2014	\$23,608,239

Include payments for benefits and tax expenses.
Data obtained from audited financial statements.

CFS PROGRAM FUND

Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2010	\$1,298,197	\$144,244	\$1,442,441
2011	\$1,428,365	\$158,707	\$1,587,072
2012	\$1,031,207	\$114,514	\$1,145,720
2013	\$1,322,656	\$146,962	\$1,469,617
2014	\$1,492,412	\$165,807	\$1,658,219

SSA Marine prepares rigging gear at the Port of Kalama.

**Industry Travel System**

The Industry Travel System, originally called the Voluntary Travel Fund, was established to provide PMA member employers with an economic incentive to use voluntary travelers.

The purpose of the system is to provide a mechanism whereby all ports may have available qualified longshore employees in periods of peak work opportunity and to provide reimbursement for travel expenses to longshore registrants who travel to nearby ports to seek work opportunity.

Individual longshore registrants who travel voluntarily or individual longshore registrants and/or gangs who are ordered to travel by an employer within a defined area are paid for travel, when assigned to a job, under the provisions of the Industry Travel System. Clerks registered in the multi-chartered locals receive the same benefit when they travel.

Employers are reimbursed for the payments made to individuals and/or gangs ordered to travel for their travel expenses, payroll taxes, payroll hour assessments and an allowance for workmen's compensation insurance and other related expenses.

Qualified travelers are paid for travel time at the rate of one-half of the basic hourly rate. A mileage allowance for transportation is also paid, not to exceed the maximum nontaxable rate allowed by IRS standards.

Travelers employed on successive days are paid travel time and transportation allowances for the first day and the last day. For any intervening days, travelers are paid the lesser of travel time plus transportation and subsistence. Subsistence rates are \$120.00 per night for lodging and \$30.00 per meal.

ILWU-PMA Marine Clerk Work Opportunity

The purpose of the ILWU-PMA Marine Clerk Work Opportunity Program is to ensure a registered marine clerk will be provided full work opportunity as a marine clerk five out of seven days in any payroll week pursuant to the "Framework for Special Agreement on Application of Technologies and Preservation of Marine Clerk Jurisdiction, Item VI, November 23, 2002 Memorandum of Understanding." If the employer is unable to provide a work opportunity, a marine clerk checked into the hall on five out of seven days in any payroll week will receive a payment in lieu of work.

The Program is funded through assessments on containers as described in a membership agreement filed with the Federal Maritime Commission. When a clerk qualifies for payment through the Marine Clerk Work Opportunity Program, the fund pays wages, taxes and appropriate hourly benefits assessments.

CFS Program Fund

The purpose of the Container Freight Station (CFS) Program is to "encourage the establishment, development and growth of efficient and productive container freight stations on the docks to preserve work which has historically been performed by the longshore work force."

In order to accomplish the program objective, assessments collected on containerized cargo are used to reimburse PMA member employers operating designated CFS facilities for payments they have made for payroll hour assessments. CFS hours are hours that are paid to certain longshore, clerk and walking boss/foreman registrants for job assignments in designated CFS facilities.

There are two types of reimbursements made for CFS activity: (1) a credit based on CFS hours paid in a facility defined as an "A-Credit," for "Assessment Credit," and (2) a credit based on both CFS hours paid and

CFS tonnage defined as an “I-Credit,” for “Incentive Credit.”

The A-Credit is an amount equal to 90% of the hourly benefit assessment rate excluding that portion of the vacation assessment that is collected to cover insurance and taxes. The I-Credits are amounts that equal 11.1% of the sum of A-Credits paid in a PMA administrative area. Therefore, the sum of A Credits and I-Credits equals the total hourly assessments paid less the vacation insurance and taxes portion.

Payments for A-Credits are made on a regular basis. However, I-Credit payments are made only after the close of the payroll year. Each employer’s share of I-Credits is to be the same proportion, that the employer’s CFS tons are of the total CFS tons for the area; no employer’s I-Credit is allowed to exceed 22.2% of his A-Credits.

Dispatch Halls

All longshore employees in a port are dispatched through a hall maintained and operated jointly by the ILWU and the PMA under the auspices of a Joint Port Labor Relations Committee.

Any longshore worker who is not a member of the Union is permitted to use the dispatching hall only if the worker pays a pro rata share of the dispatching hall expenses, the Labor

DISPATCH HALL COSTS			
Payroll Year	ILWU Portion	PMA Portion	Total
2010	\$3,551,969	\$22,894,713	\$26,446,680
2011	\$3,501,171	\$24,321,339	\$27,822,510
2012	\$3,519,146	\$29,705,954	\$33,225,100
2013	\$3,786,646	\$32,098,436	\$35,885,082
2014	\$3,977,837	\$28,443,127	\$32,420,964
2014 is based on unaudited financial report.			

Relations Committee’s expenses and other related expenses. Any non-PMA employer may use the dispatching hall only if that company pays PMA the equivalent of the dues and assessments paid by PMA members for the support of the hall. Workers not on the registered list may not be dispatched from the dispatching hall or employed by any employer while there are individuals on the registered list who are qualified, ready and willing to do the work.

The personnel for each dispatching hall, with the exception of the Dispatchers, are appointed by the Joint Labor Relations Committee of each port. Dispatchers are selected by the Union through elections in which all candidates must be qualified according to standards prescribed and measured by the Joint Port Labor Relations

Committee. All dispatch hall personnel are governed by rules and regulations set down by the Joint Port Labor Relations Committee. PMA may, at its option, maintain a representative in the dispatching hall, and any authorized representative of the PMA or the Union may inspect dispatching hall records.

The dispatching of clerks is similar to that of longshore employees except that there are four central dispatching halls, one in each respective port area with such branch halls as may be mutually agreed. Walking bosses’ and foremen’s dispatching procedures are contained in local supplemental agreements.

The joint operating expenses of the dispatch halls were equally shared by the parties until 1978. During the 1978/81 contract, PMA’s portion of all jointly-agreed-to dispatch hall expenses was 75% of the joint dispatch hall costs in the contract year ending July 1, 1978, plus an additional amount each year of the contract. The additional amount was equal to the 1977/78 dispatch hall wage costs multiplied by the cumulative percentage increases in the longshore base wage applicable to each of the contract years. From July 1, 1981, to October 1, 1993, PMA was obligated to pay 85% of joint expenses.

The parties agreed to return to the original 50/50 cost sharing formula in the 1993 negotiations. This was accomplished in three steps beginning July 1, 1993, when PMA’s share was reduced to 75% of all jointly agreed to dispatch hall expenses. The PMA portion was reduced to 65% effective July 1, 1994, and was returned to 50% effective July 1, 1995.

During the 1999 contract negotiations it was agreed that PMA would be obligated to pay 85% of all 1998 base year dispatch hall expenses in exchange for implementation of seven-day allocations, orders and dispatch in those Areas in which it was not currently enacted. 2002 and 2008 contract negotiations maintained these dispatch hall costs.



Cargo operations at YTI, Port of Los Angeles.



Ever Salute docks at the Evergreen Container Terminal in Los Angeles.

2014 Industry Assessments



Yang Ming *Fountain* at anchor on its way to the Port of Tacoma.

Assessments are levied on payroll hours and tonnage to fund the costs of collectively bargained fringe benefits and other industry obligations. Payroll hour assessments are paid by the companies simultaneously with weekly payrolls. Tonnage is reported and assessments paid on a monthly basis. The tonnage reporting is also a source of statistical data that chronicle waterborne cargo movements through West Coast ports.

Funding of Benefits

Methods designed to assess funds to pay for collectively bargained fringe benefits and other programs have increased in complexity over the years because of the increasing amounts of money required and the changing structure of the industry. Benefits and other Industry obligations historically have been funded by assessments levied on hours paid or on tons handled or on a combination of the two. As assessment systems have changed, responsibility for paying for benefits programs have shifted between stevedores and vessel operators.

Funding Benefits with Hours and Tonnage Contributions

The genesis of the current benefits funding assessment system was an agreement among the PMA membership dated December 14, 1983. Although the agreement has been amended a number of times in the years since, the basic structure remains.

The 1983 assessment agreement was based on the premise that all benefits will be funded by an assessment on hours paid unless the total hours paid falls below a defined number, which is referred to as the divisor. When paid hours

fall below the divisor, a portion of the benefits funding obligation shifts to the tonnage sector.

The hours portion of the benefits obligation is derived by first dividing the total benefits costs by the divisor. The result is the hourly benefits assessment rate. This rate is then multiplied by the number of hours expected to be paid to determine the total amount that will be raised by the hours sector. If total benefits costs exceed the amount raised by the hours sector then the difference will be raised by the tonnage sector.

The process of achieving an agreement on the divisor that was used in the assessment formula was a formidable undertaking. During the fall of 1983, Pres Lancaster and a group of industry executives worked intensely for many weeks to develop the divisor and the assessment system in which it would be deployed.

After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board, however, demanded a further refinement of the divisor, and after further deliberations, a compromise was reached and the number 24,800,546 was agreed upon.

The divisor that was first proposed in September 1983 was 26,021,071.

Assessments fund benefits for waterfront workers.

An aerial view of the Port of Vancouver.



This number was the total number of payroll hours reported for calendar year 1962. The number was “brokered” down because some PMA members felt that the higher number shifted too much of the benefits costs to the tonnage sector.

On November 9, 1983, the Board adopted a resolution recommending approval of the proposed assessment system by the PMA membership. The membership adopted the proposal on December 14, 1983. The agreement was filed with the Federal Maritime Commission on December 22, 1983 and was designated LM-84.

The newly established assessment system was used to calculate an hourly assessment rate that was put into effect for the payroll week beginning December 24, 1983. The accompanying tonnage assessment rates became effective January 1, 1984.

By early 1999, the number of hours paid was approaching the 24,800,546. The Coast Executive Committee (CEC) appointed a subcommittee to examine the applicability of the assessment system in relation to cargo volume and hours paid. The subcommittee recommended to the CEC that the divisor be increased in a three-step process beginning with a change to 28,556,221. The CEC in turn recommended to the Board of Directors that the divisor be increased. At the June 28, 2000 Membership Meeting, the membership voted unanimously to adopt the new figure.

In October 2000, the PMA membership approved amended and restated bylaws and the following month a new Board of Directors was elected. By the Spring of 2002 the Board was ready for another review of the assessment system. A subcommittee was appointed. The first task was to review the work performed by the previous subcommittee on the proposal for a three-step phase-in of a new divisor. The first step was in place and the question was whether to do a delayed second step or move to the third step. After deliberation, the subcommittee recommended to the

Board that the divisor be increased to 32,311,896 — the third step. The membership approved the new divisor on August 23, 2002.

Several months after the August 2002 divisor change, a new six-year longshore agreement was reached that resulted in greater than expected increases in benefits costs. The benefits increases, coupled with a projected increase in assessable hours again raised the percentage of the benefits costs paid by the hours sector higher than the ratio of hours to tonnage reflected in the original appendix to the Membership agreement dated December 14, 1983. In order to bring the hours and tonnage cost distribution within the target range established in 1983, the Board, after careful study, recommended to the Membership that the divisor be increased to 34,189,733, using the previous incremental increase. The Membership approved the change on June 3, 2003 to be effective for benefits assessments rates calculated for the 2003/04 fiscal year.

Subsequently, the Board has recommended, and the membership has approved, the following divisors:

Fiscal Year	Divisor
2005/2006	43,578,918
2006/2007	45,456,755
2007/2008	49,212,429
2008/2009	47,334,592
2009/2010	36,067,570
2010/2011	39,823,244
2011/2012	41,701,081
2012/2013	41,701,081
2013/2014	41,701,081

Calculation of Assessment Rates

Assessments are calculated based on projected tonnage, payroll hours and benefits plans costs applicable to the future period for which the rate calculations will be applicable.

The first step is to determine the projected benefits costs for each plan. After adjusting each of these numbers to reflect prior year experience, anticipated interest earnings,

and a prudent level of reserves, a “net funding requirement” is determined.

The payroll hourly assessment rate is calculated by dividing the sum of the plan's net to funding requirements by the divisor, 41,701,081. The result is the hourly assessment rate. The hourly assessment rate is then multiplied by the estimated number of assessable hours that will be paid in the fiscal year for which the rates will be applicable. If the result equals the total “net funding requirement” there will be no tonnage assessments. If the hourly assessment rate generates insufficient funds, the remainder of the needed money is collected from the tonnage sector. The tonnage rates are calculated in accordance with formulas described in detail on pages 32 and 33 of the 1989 PMA Annual Report.

Rate Components

The number of hours expected to be paid during a time period has no impact on the hourly assessment rate; only the total net funding requirement affects the hourly assessment rate. The greater the net funding requirements, the higher the hourly assessment rate becomes.

Changes in tonnage rates are not as easily explained. Tonnage rates are dependent on estimates of both hours and tonnage. Given a constant benefits cost, the total dollar obligation of the tonnage sector will increase as the estimated number of hours paid decreases, but if the estimated tonnage handled increases sufficiently, tonnage assessment rates may actually decrease—even though increased benefits costs cause the hourly assessment rate and the total tonnage sector obligation to increase.

The PMA Board of Directors approves the assessment rates required to fund collectively bargained fringe benefit plans. The Board also approves PMA Cargo Dues assessment rates that fund the operations of PMA. The PMA portion also pays for operation of the Joint Port Labor Relations Committees' expenses (dispatch halls), industry training programs, legal settlements, and other industry expenses.

Assessment Rate History

The waterfront organizations that preceded PMA used tonnage as a means of funding the internal operations of their organizations well before the turn of the last century. The first ILWU employee benefit was a paid vacation that was funded based upon an hourly assessment paid by each employer. The vacation plan for longshore workers, was instituted on January 1, 1946 with a 7.3¢ hourly assessment. A welfare benefits plan, the first under the auspices of the newly formed PMA, was added August 1, 1949 with a 3¢ per hour assessment. A Pension Plan was added effective July 1, 1951 and was funded by a 15¢ per hour contribution.

The first tonnage assessment for a benefit was collected to fund

the Walking Bosses/Foremen's Mechanization Fund effective August 10, 1959. Additional “Mechanization & Modernization” (M&M) tonnage assessments were collected for the Longshoremen's and Clerks' Mechanization Fund effective January 16, 1961.

Shortly after the termination of the M&M Plan on June 30, 1971, the Pay Guarantee Plan was negotiated and was funded primarily by tonnage assessments. Tonnage assessments were used to fund pension, welfare, and other benefits beginning in 1980. During the last six months of 1983, all benefits were funded by assessments on hours; only the CFS plan was funded by tonnage. On December 14, 1983 the Memorandum of Agreement Concerning Assessments to Pay ILWU-PMA Employee Benefit Costs was approved and implemented.

ASSESSMENT RATE HISTORY										
Hourly Assessment				Offshore and Intercoastal Assessment Rates						
401(k)				Benefits Plans						
	Benefit Plans	L/S and Clerk	Walking Boss	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU	MCWO* RU/TEU
1980	\$4.108	—	—	\$0.579	\$1.495	\$1.014	\$0.071	\$0.029	—	—
1981	6.878	—	—	0.573	0.430	0.430	0.134	0.030	—	—
1982	8.371	—	—	0.621	0.467	0.467	0.144	0.033	\$0.202	—
1983	12.270	—	—	—	—	—	—	—	0.247	—
1984	7.680	—	—	18.710	1.101	1.101	0.089	0.022	1.284	—
1985	6.740	—	—	14.549	0.856	0.856	0.069	0.017	1.301	—
1987	7.520	—	—	13.775	0.810	0.810	0.066	0.016	0.785	—
1989	7.520	—	—	13.762	0.783	0.783	0.063	0.016	0.798	—
1990	7.520	—	—	13.306	0.783	0.783	0.063	0.016	1.458	—
1991	7.520	—	—	12.674	0.746	0.746	0.060	0.015	1.014	—
1992	8.810	—	—	13.221	0.778	0.778	0.063	0.015	0.490	—
1993	10.010	—	—	14.790	0.870	0.870	0.070	0.017	0.350	—
1994	11.700	—	\$0.50	16.700	0.982	0.982	0.080	0.019	0.880	—
1995	9.300	—	0.50	9.790	0.576	0.576	0.047	0.011	0.660	—
1996	10.870	—	0.50	11.390	0.670	0.670	0.054	0.013	0.520	—
1997	11.530	—	2.00	9.980	0.587	0.587	0.048	0.012	0.100	—
1998	10.340	—	1.84	7.350	0.433	0.433	0.035	0.009	0.310	—
1999	10.340	\$1.00	3.84	7.350	0.433	0.433	0.035	0.009	0.310	—
2001	11.040	0.83	3.49	6.280	0.370	0.370	0.030	0.007	0.190	—
2002	13.110	0.84	3.49	12.120	0.713	0.713	0.058	0.014	—	—
2003	14.080	0.81	3.77	13.470	0.792	0.792	0.064	0.016	0.100	\$0.280
2004	15.620	0.82	3.82	13.650	0.803	0.803	0.065	0.016	0.120	—
2005	15.710	0.87	1.35	14.790	0.870	0.870	0.700	0.017	0.090	—
2006	15.960	0.88	3.65	14.180	0.834	0.834	0.068	0.017	0.050	—
2007	17.720	0.88	3.04	16.460	0.968	0.968	0.078	0.019	0.040	—
2008	19.990	0.90	3.67	18.440	1.085	1.085	0.088	0.021	0.120	0.160
2009	27.010	1.14	4.95	24.400	1.435	1.435	0.116	0.028	0.080	1.440
2010	27.940	0.77	3.55	24.910	1.465	1.465	0.119	0.029	0.080	—
2011	28.540	0.74	2.45	24.570	1.445	1.445	0.117	0.029	0.120	—
2012	28.850	1.00	3.87	25.680	1.510	1.510	0.122	0.030	0.040	—
2013	33.980	0.92	3.38	29.380	1.728	1.728	0.140	0.034	0.050	0.120
2014	\$33.980	\$0.92	\$3.38	\$29.380	\$1.728	\$1.728	\$0.140	\$0.034	\$0.050	\$0.120

* Marine Clerk Work Opportunity

The assessment system formula was changed effective 12/24/83 to allow rates to vary for certain benefit plans by PMA area while maintaining a single coastwise rate. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. The rates shown are the average assessment rates for the affected Plans. Coastwise rates for all affected plans were established on September 28, 1991. Tonnage assessments discontinued from 7/1/83 to 12/31/83 except for PMA Cargo Dues and CFS Program Fund.

Prior to 1984, Container rates for benefits and the CFS Fund were assessed on a per-ton basis. Tonnage assessments were discontinued from 7/1/83 to 12/31/83 except for PMA Cargo Dues and the CFS Program Fund.

Revenue Tonnage Reporting

All waterborne cargo revenue tonnage loaded and discharged in California, Oregon and Washington ports, for which persons were paid in connection with its movement under the terms of ILWU-PMA collective bargaining agreements, is required to be reported to PMA.

Cargo revenue tonnage is subject to assessments to fund that portion of the collectively bargained fringe benefits costs that are not funded by hourly assessments and to fund other industry obligations. Data generated by the tonnage reporting system is used to determine membership voting strength, to measure terminal and port productivity, to compile statistics necessary for the collective bargaining process, and to assist in projecting short term work force and training requirements.

An Internet-based tonnage reporting system was introduced in February 2000 to replace a paper-based reporting system. The Internet tonnage reporting system provides additional features such as automatic conversion from metric to common U.S. measurement and automatic container box conversion to twenty-foot equivalent units (TEUs). The metric conversion was particularly important for reporting companies since nearly all import and export manifests record cargo weight and/or volume in metric units.

Tonnage data published by PMA includes cargo moving in international (foreign) trade and in domestic trade (Alaska, Hawaii, coastwise and intercoastal). For this reason PMA's data will generally differ from data published by government agencies, PIERSTTM and other reporting entities. In general the PMA tonnage data will be greater.

Tonnage definitions and reporting requirements are shown in the PMA Tonnage Reporting System Manual available to tonnage reporting entities. A brief description of the reporting system follows.

Reporting Responsibilities

PMA Members and other companies that have entered into collective bargaining agreements that include participation in benefits plans administered by PMA are required to pay applicable assessments on all cargo tonnage loaded and discharged in California, Oregon and Washington ports.

Any Member (Vessel Operator, Contracting Stevedore or Member Agent) who is responsible for paying but fails to pay tonnage assessments may be further liable for penalties and interest.

Cargo Movement

Revenue tonnage is identified by the geographic movement of the cargo. Cargo assessment rates differ according to the geographic movement of cargo and the type of cargo. The geographic movement of waterborne cargo may be:

- Offshore & Intercoastal. Cargo loaded or discharged at a California, Oregon or Washington port which was originally loaded or is destined for final discharge in a port not located in California, Oregon or Washington,
- Coastwise. Cargo loaded at one California, Oregon or Washington port for discharge at another California, Oregon or Washington port, or
- Inbound from British Columbia. Applicable only to General Cargo and Lumber & Logs loaded in the province of British Columbia, Canada, for discharge in a California, Oregon or Washington port.

Reporting Categories

Container cargo is assessed on the basis of a revenue unit or a TEU (twenty-foot equivalent unit), and Non-Containerized Cargo is reported in revenue tons.

Containers

Containers are reported according to their outside length in feet, specifically 20', 24', 35', 40', 45', 48' and 53'.

The tonnage reporting system automatically converts the container length to TEUs: one TEU for each 20 feet of outside container length.

Containers reported as Assessable are subject to assessment. Containers reported as Empty, Transshipped and Exempt are not assessed. Containers reported as "containerized autos" are not assessed as containers, but the cubic measurement of the autos in the containers are reported and assessed under the Auto & Truck category. A company that reports tonnage also has the option of reporting containers loaded with autos in the Assessable container category.

A cargo-bearing container is assessed one time as it moves through California, Oregon and Washington ports from origin to final destination. A container, by definition, begins a new assessment cycle at any point at which its contents are changed. The removal or addition of any portion of the cargo in a container causes a new assessment cycle to begin.

Non-Containerized Cargo

Non-containerized cargo is reported as revenue tons. The rules below specify how the cargo is converted to revenue tons for assessment purposes. Revenue tonnage for manifested cargo is determined based on how ocean revenue is calculated. When ocean revenue is based on:

- measurement, 40 cubic feet equals one revenue ton;
- weight, 2,000 pounds equals one revenue ton; or
- board feet, 1,000 board feet equals one revenue ton.

All non-containerized revenue tonnage is reported in one of the following four categories.

General Cargo is reported as manifested. General cargo includes all non-containerized cargo that is not reported in the Lumber & Logs, Autos and Bulk categories. Examples of such cargo include truck trailers, live animals, livestock, yachts, bagged and baled commodities, locomotives, newsprint and other types of cargo.

Two of the most frequently asked questions: How are “livestock in pens” and “yachts” reported? Livestock in pens is converted to cubic feet by multiplying the outside width by the outside depth by the outside height of the pens or stalls. Yachts are converted to cubic feet by multiplying the length by the width by the height of the yacht, including the cradle on which it is transported.

Lumber & Logs, regardless of how manifested, are reported on the basis of 1,000 board feet to the ton.

Logs are converted to board feet using the Brereton Log Scale. The Brereton Log Scale is used to calculate the volume of a log directly into board feet by approximating its shape as a truncated cone. Although today the Scribner Log Scale is the most commonly used method for scaling logs, the Brereton scaling method remains the basis for log conversion to board feet. There is no uniform standard formula for accurately making a conversion. However, it has been the practice to “convert” from the Scribner Log Scale by multiplying the Scribner board feet by 1.7 to obtain Brereton board feet before converting to revenue tonnage.

Automobiles (including light trucks), regardless of how manifested, are reported based on the cubic measurement of the vehicle. Nearly all automobile shipments are correctly manifested with cubic measurements. In instances where cubic measurement is not available, marine and cargo surveyors compile listings of cubes and weights for each automobile model and type by year.

Bulk Cargo is reported on the basis of weight. Bulk Cargo is any commodity that by the nature of its unsegregated mass is loaded or unloaded and carried without wrapper or container and received and delivered by carriers without transportation mark or count. Bulk cargoes are usually handled by pouring, by pumping or by mechanical conveyers. Bulk cargo also includes any liquid cargo for which members of the bargaining unit were paid for activity in its loading or discharging.

West Coast Tonnage Statistics

The revenue tonnage data submitted to PMA by tonnage reporting companies are subject to audit by an independent auditing firm. Such periodic reviews as well as updated information from reporting companies sometimes require changes to previously published tonnage data. Current West Coast revenue tonnage data is always available online at www.pmanet.org.

It is important to note that PMA data include all “dry” cargo handled in ports in California, Oregon and Washington. The official U.S. Waterborne Transportation Statistics published by the U.S. Maritime Administration show foreign trade by type of carrier (liner, tanker and tramp), and do not include domestic tonnage moved to and from Alaska and Hawaii, nor do they contain PMA tonnage described as coastwise and U.S. intercoastal tonnage. PMA data do not include tanker liquid bulk or LPG carrier cargo. The U.S. Army Corps of Engineers publishes domestic cargo tonnage data. Government agencies report tonnage based upon reported actual weight and not in terms of revenue tonnage used by PMA.

The official U.S. Waterborne Transportation Statistics show import and export cargo data summarized by port by customs district, whereas PMA data are summarized by port, port area and PMA administrative area. The Maritime Administration data provide detail regarding the cargo type, cargo origin, carrier type, value and the country of import or export, in addition to other information.

Changes in Reporting Categories

Revenue tonnage reporting categories have changed over the years. For example, automobiles were reported as General Cargo until 1962 after which they were reported separately.

Automobiles in containers were reported in the Container category through 1983; beginning in 1983, autos and trucks containerized for



MSC Eleni calls at Terminal 46, Port of Seattle.

the convenience of the carrier could be reported in the Automobile category at the option of the carrier.

Cargo in containers was reported as General Cargo until 1969, after which containerized cargo tonnage is reported separately.

Beginning in 1984, cargo in containers is reported as TEUs (twenty-foot equivalent units) and converted into tonnage at the rate of 17 revenue tons for each TEU. A TEU is defined as 20 linear feet of outside container length and is equivalent to a Revenue Unit (RU) described in the PMA Tonnage Reporting Manual distributed to reporting companies.

Coastwise Tonnage

Coastwise revenue tonnage represents a subset of the total revenue tonnage reported to PMA. Reporting separate coastwise tonnage for each of the commodity categories was instituted in November 1989. Previously, there were provisions for only General Cargo and Lumber & Logs to be reported as coastwise tonnage. Other coastwise commodities had to be reported in the Offshore and Intercoastal category.

Coastwise cargo is assessed only on discharge, however, coastwise loaded cargo is reported for statistical and auditing purposes. Cargoes inbound from British Columbia represent another subset of total revenue tonnage, when such cargoes are present.

R 65LT
100LT



Container operations at Total Terminals International in Long Beach.

2014 Statistical Information

In addition to serving as the labor relations arm of the West Coast maritime industry, and processing payroll and benefits for thousands of longshore workers each week, the Pacific Maritime Association has come to be known as a leading resource for reliable information on the waterfront. The pages that follow contain some of the most requested data sets, which detail cargo movement, the labor force and a host of other maritime matters.

PMA strives to provide timely, reliable information to many stakeholders, including its members, customers and workforce, as well as public officials, news media and other interested third-parties. Much of the data that follows is supplied by PMA's strategic analysis group, which analyzes trends and works to forecast industry needs and capabilities.

For even more up-to-date information on the movement of cargo at West Coast ports, see the PMA website, www.pmanet.org.



"K" Line *Baltimore Bridge* at ITS, Port of Long Beach.

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2014 by category by port. There are six sets of columns: one set for total revenue tonnage and one set for each of the five reporting categories.

Since November 1989, tonnage has been reported in "Loaded" and "Discharged" categories. Concurrent with that change in reporting, the summaries of the tonnage data which had been traditionally prepared for statistical purposes by "port area" were further divided into individual port summaries.

Ports have been arranged geographically south to north along the coast. Ports along bays or rivers are listed as though the coastline followed the edge of the interior body of water.

2014	TOTAL REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 2013	% Loaded: % Discharged	Total (TEUs)	% of Coast	Chg from 2013	% Loaded: % Discharged	Total	% of Coast	Chg from 2013	% Loaded: % Discharged

SOUTHERN CALIFORNIA

San Diego	5,358,379	1.5%	3.7%	14.9 : 85.1	57,866	0.4%	7.7%	8.1 : 91.9	118,436	1.4%	-8.5%	34.3 : 65.7
Long Beach	100,612,357	29.0%	-0.5%	36.5 : 63.5	5,128,955	32.7%	-0.2%	31.2 : 68.8	558,767	6.5%	10.9%	17.3 : 82.7
Los Angeles	109,828,000	31.7%	3.4%	30.4 : 69.6	6,104,954	39.0%	3.7%	31.2 : 68.8	3,493,221	40.5%	35.3%	1.6 : 98.4
Port Hueneme	5,240,106	1.5%	6.3%	9.3 : 90.7	56,040	0.4%	4.3%	12.7 : 87.3	586,932	6.8%	0.7%	9.2 : 90.8
AREA TOTAL	221,038,842	63.7%	1.7%	32.3 : 67.7	11,347,815	72.5%	1.9%	31.0 : 69.0	4,757,356	55.1%	25.3%	5.2 : 94.8

NORTHERN CALIFORNIA

San Francisco	838,754	0.2%	12.8%	0.0 : 100.0	—	—	-100.0%	0.0 : 0.0	4,785	0.1%	-26.7%	0.0 : 100.0
Redwood City	1,422,836	0.4%	2.7%	0.0 : 100.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0
Oakland	30,549,021	8.8%	-1.2%	53.7 : 46.3	1,780,355	11.4%	-1.0%	53.4 : 46.6	6,686	0.1%	-51.6%	60.0 : 40.0
Richmond	1,405,599	0.5%	-10.7%	0.0 : 100.0	478	<0.1%	100.0%	0.0 : 100.0	32	<0.1%	100.0%	0.0 : 100.0
Crockett	591,560	0.2%	1.1%	0.0 : 100.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0
Benicia	1,485,101	0.4%	0.1%	1.2 : 98.8	—	—	—	0.0 : 0.0	—	—	-100.0%	0.0 : 0.0
Port Chicago	54,242	<0.1%	7682.2%	2.3 : 97.7	3,183	<0.1%	7663.4%	2.1 : 97.9	131	<0.1%	100.0%	100.0 : 0.0
Stockton	3,008,449	0.9%	57.4%	73.2 : 26.8	2	<0.1%	100.0%	0.0 : 100.0	317,783	3.7%	64.4%	25.5 : 74.5
West Sacramento	274,484	0.1%	-32.9%	79.9 : 20.1	—	—	—	0.0 : 0.0	259,052	3.0%	-7.2%	78.7 : 21.3
Eureka	121,397	<0.1%	296.8%	100.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0
AREA TOTAL	39,751,443	11.5%	1.9%	47.7 : 52.3	1,784,018	11.4%	-0.8%	53.3 : 46.7	588,469	6.8%	18.2%	49.1 : 50.9

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

North Bend / Coos Bay	1,611,498	0.5%	-0.5%	92.4 : 7.6	—	—	—	0.0 : 0.0	—	—	-100.0%	0.0 : 0.0
Portland	14,572,988	4.2%	7.4%	55.9 : 44.1	130,094	0.8%	-14.2%	44.5 : 55.5	704,316	8.2%	-21.0%	0.0 : 100.0
Vancouver	2,854,551	0.8%	42.6%	21.4 : 78.6	599	<0.1%	13.2%	92.2 : 7.8	802,756	9.3%	314.8%	2.2 : 97.8
St. Helens	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0
Kalama	9,725,004	2.8%	4.5%	95.5 : 4.5	—	—	—	0.0 : 0.0	434,680	5.0%	4.0%	0.0 : 100.0
Rainier	154,781	<0.1%	25.8%	95.7 : 4.3	4,311	<0.1%	37.4%	94.3 : 5.7	52,779	0.6%	19.8%	95.2 : 4.8
Longview	2,828,278	0.8%	-4.6%	88.3 : 11.7	—	—	—	0.0 : 0.0	166,625	1.9%	-0.4%	79.8 : 20.2
Astoria	104,943	<0.1%	-10.9%	100.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0
AREA TOTAL	31,852,043	9.2%	7.2%	70.0 : 30.0	135,004	0.9%	-13.0%	46.3 : 53.7	2,161,156	25.0%	25.6%	9.3 : 90.7

PACIFIC NORTHWEST: WASHINGTON

Aberdeen / Grays Harbor	3,456,674	1.0%	6.3%	95.4 : 4.6	—	—	—	0.0 : 0.0	28,257	0.3%	-54.0%	100.0 : 0.0
Olympia	382,824	0.1%	22.4%	62.6 : 37.4	—	—	-100.0%	0.0 : 0.0	145,520	1.7%	18.8%	8.0 : 92.0
Tacoma	34,935,805	10.1%	9.7%	52.3 : 47.7	1,551,760	9.9%	4.6%	47.4 : 52.6	682,392	7.9%	4.9%	20.0 : 80.0
Seattle	14,421,826	4.2%	-20.3%	49.1 : 50.8	835,120	5.3%	-20.5%	49.3 : 50.7	120,496	1.4%	-11.8%	57.9 : 42.1
Everett	379,811	0.1%	29.4%	30.9 : 69.1	8,255	0.1%	-1.9%	23.3 : 76.7	148,403	1.7%	43.9%	27.4 : 72.6
Port Angeles	182,004	0.1%	28.3%	94.3 : 5.7	96	<0.1%	100.0%	0.0 : 100.0	—	—	—	0.0 : 0.0
Anacortes	354,932	0.1%	0.2%	100.0 : 0.0	—	—	—	0.0 : 0.0	79	<0.1%	-84.1%	100.0 : 0.0
Bellingham	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	—	—	-100.0%	0.0 : 0.0
AREA TOTAL	54,113,876	15.6%	-0.4%	54.6 : 45.4	2,395,231	15.3%	-5.8%	48.0 : 52.0	1,125,147	13.0%	4.7%	25.5 : 74.5
COAST TOTAL	346,756,204	100.0%	1.9%	41.0 : 59.0	15,662,068	100.0%	0.2%	36.3 : 63.7	8,632,128	100.0%	21.8%	11.9 : 88.1

STATISTICAL INFORMATION

Revenue Tonnage Loaded and Discharged by Port,

CONTINUED

Total tonnage reported for the port.

Chg from 2013 shows the percent 2014 tonnage changed from 2013 tonnage.

% of Coast shows the percentage that the port's tonnage represents of the coast total.

% Loaded: % Discharged shows the ratio of the percentage of total tons or TEUs loaded in the port to the corresponding percentage of tons or TEUs discharged. The categories "loaded" and "discharged" cannot be used synonymously with "export" and "import" because these data include not only foreign trade cargo but also U.S. intercoastal cargo, cargo bound to and from Alaska and Hawaii, and discharged coastwise cargo.

LUMBER & LOGS

AUTOMOBILES AND TRUCKS

BULK CARGO

Total	% of Coast	Chg from 2013	% Loaded: % Discharged	Total	% of Coast	Chg from 2013	% Loaded: % Discharged	Total	% of Coast	Chg from 2013	% Loaded: % Discharged	2014
—	—	-100.0%	0.0 : 0.0	4,056,206	17.0%	2.4%	15.1 : 84.9	200,015	0.4%	66.7%	33.7 : 66.3	San Diego
125,508	5.7%	28.7%	0.0 : 100.0	3,396,584	14.2%	0.8%	6.3 : 93.7	9,339,263	20.4%	-3.9%	97.8 : 2.2	Long Beach
—	—	—	0.0 : 0.0	1,708,672	7.1%	-22.4%	8.7 : 91.3	841,889	1.8%	-33.9%	100.0 : 0.0	Los Angeles
—	—	—	0.0 : 0.0	3,541,410	14.8%	9.0%	8.8 : 91.2	159,084	0.3%	-12.8%	0.0 : 100.0	Port Hueneme
125,508	5.7%	-10.6%	0.0 : 100.0	12,702,872	53.1%	-0.6%	10.1 : 89.9	10,540,251	23.0%	-6.7%	95.3 : 4.7	AREA TOTAL

SOUTHERN CALIFORNIA

NORTHERN CALIFORNIA

—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	833,969	1.8%	13.2%	0.0 : 100.0	San Francisco
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	1,422,836	3.1%	2.7%	0.0 : 100.0	Redwood City
—	—	—	0.0 : 0.0	276,300	1.2%	-10.5%	79.6 : 20.4	—	—	—	0.0 : 0.0	Oakland
—	—	—	0.0 : 0.0	1,077,535	4.5%	-1.7%	0.0 : 100.0	319,906	0.7%	-33.0%	0.0 : 100.0	Richmond
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	591,560	1.3%	1.1%	0.0 : 100.0	Crockett
—	—	—	0.0 : 0.0	1,485,101	6.2%	0.5%	1.2 : 98.8	—	—	—	0.0 : 0.0	Benicia
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Port Chicago
—	—	—	0.0 : 0.0	1,920	<0.1%	100.0%	100.0 : 0.0	2,688,712	5.9%	56.5%	78.8 : 21.2	Stockton
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	15,432	<0.1%	-88.1%	100.0 : 0.0	West Sacramento
27,183	1.2%	-11.2%	100.0 : 0.0	—	—	—	0.0 : 0.0	94,214	0.2%	100.0%	100.0 : 0.0	Eureka
27,183	1.2%	-11.2%	100.0 : 0.0	2,840,856	11.9%	-1.5%	8.4 : 91.6	5,966,629	13.0%	18.5%	37.4 : 62.6	AREA TOTAL

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

99,087	4.5%	-43.6%	98.7 : 1.3	—	—	—	0.0 : 0.0	1,512,411	3.3%	5.2%	92.0 : 8.0	North Bend / Coos Bay
—	—	—	0.0 : 0.0	3,177,993	13.3%	6.4%	22.5 : 77.5	8,479,081	18.5%	19.2%	76.1 : 23.9	Portland
—	—	—	0.0 : 0.0	976,713	4.1%	23.0%	0.3 : 99.7	1,064,899	2.3%	6.0%	54.7 : 45.3	Vancouver
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	St. Helens
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	9,290,324	20.3%	4.5%	100.0 : 0.0	Kalama
28,715	1.3%	12.1%	99.9 : 0.1	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Rainier
1,161,592	52.4%	-12.7%	98.1 : 1.9	—	—	—	0.0 : 0.0	1,500,061	3.3%	2.2%	81.7 : 18.3	Longview
104,943	4.7%	-10.9%	100.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Astoria
1,394,337	62.9%	-15.5%	98.3 : 1.7	4,154,706	17.4%	9.9%	17.3 : 82.7	21,846,776	47.8%	9.7%	86.7 : 13.3	AREA TOTAL

PACIFIC NORTHWEST: WASHINGTON

113,483	5.1%	-15.9%	85.9 : 14.1	1,468,687	6.1%	24.0%	92.1 : 7.9	1,846,247	4.0%	-1.4%	98.5 : 1.5	Aberdeen / Grays Harbor
237,304	10.7%	24.8%	96.0 : 4.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Olympia
85,854	3.9%	-32.1%	100.0 : 0.0	2,661,783	11.1%	12.2%	15.9 : 84.1	5,125,856	11.2%	46.8%	100.0 : 0.0	Tacoma
—	—	—	0.0 : 0.0	82,229	0.3%	-20.6%	28.5 : 71.5	22,061	<0.1%	33.3%	0.0 : 100.0	Seattle
51,207	2.3%	17.7%	82.7 : 17.3	1,761	<0.1%	-53.3%	89.9 : 10.1	38,105	<0.1%	100.0%	0.0 : 100.0	Everett
180,372	8.1%	27.1%	95.1 : 4.9	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Port Angeles
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	354,853	0.8%	0.3%	100.0 : 0.0	Anacortes
—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	—	—	—	0.0 : 0.0	Bellingham
668,220	30.2%	4.9%	93.6 : 6.4	4,214,460	17.6%	15.0%	42.8 : 57.2	7,387,122	16.1%	28.8%	98.8 : 1.2	AREA TOTAL
2,215,248	100.0%	-9.9%	91.3 : 8.7	23,912,894	100.0%	3.5%	16.9 : 83.1	45,740,778	100.0%	9.0%	84.2 : 15.8	COAST TOTAL

Container Box Counts

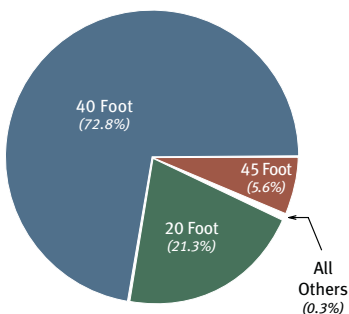
In January 2000, PMA began collecting container counts by box length. Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48 and 53-foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing cargo exempt from assessments, auto-bearing containers and transshipped containers.

2014

All Box Lengths is the total of all containers reported including 24, 35, 48 and 53-foot containers, which are not shown in the columns to the left.

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				
	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	% of Port	TEUs
Long Beach														
Cargo Bearing	431,017	190,241	621,258	1,445,542	661,557	2,107,099	93,935	44,835	138,770	1,973,977	897,641	2,871,618	75.7%	5,158,557
Empty	2,283	175,582	177,865	25,102	652,296	677,398	7,644	55,151	62,795	39,374	884,071	923,445	24.3%	1,686,550
TOTAL	433,300	365,823	799,123	1,470,644	1,313,853	2,784,497	101,579	99,986	201,565	2,013,351	1,781,712	3,795,063	100.0%	6,845,107
Los Angeles														
Cargo Bearing	449,682	222,186	671,868	1,728,354	801,504	2,529,858	131,925	41,567	173,492	2,317,318	1,065,257	3,382,575	74.5%	6,141,999
Empty	6,532	211,246	217,778	48,532	773,059	821,591	12,883	92,639	105,522	79,374	1,078,166	1,157,540	25.5%	2,132,107
TOTAL	456,214	433,432	889,646	1,776,886	1,574,563	3,351,449	144,808	134,206	279,014	2,396,692	2,143,423	4,540,115	100.0%	8,274,106
Oakland														
Cargo Bearing	148,849	115,062	263,911	324,723	405,592	730,315	24,026	19,023	43,049	497,785	540,698	1,038,483	76.5%	1,823,235
Empty	12,698	64,616	77,314	103,303	104,290	207,593	11,235	21,260	32,495	128,156	190,263	318,419	23.5%	567,185
TOTAL	161,547	179,678	341,225	428,026	509,882	937,908	35,261	40,283	75,544	625,941	730,961	1,356,902	100.0%	2,390,420
Portland														
Cargo Bearing	13,778	5,109	18,887	28,070	26,544	54,614	1,098	83	1,181	42,946	31,736	74,682	77.4%	130,787
Empty	979	9,993	10,972	1,833	7,885	9,718	18	1,159	1,177	2,830	19,037	21,867	22.6%	33,071
TOTAL	14,757	15,102	29,859	29,903	34,429	64,332	1,116	1,242	2,358	45,776	50,773	96,549	100.0%	163,858
Tacoma														
Cargo Bearing	120,444	44,979	165,423	334,451	337,980	672,431	27,322	16,283	43,605	482,648	399,443	882,091	82.0%	1,610,142
Empty	2,448	34,804	37,252	76,182	56,608	132,790	8,900	14,519	23,419	87,530	105,931	193,461	18.0%	355,640
TOTAL	122,892	79,783	202,675	410,633	394,588	805,221	36,222	30,802	67,024	570,178	505,374	1,075,552	100.0%	1,965,782
Seattle														
Cargo Bearing	67,472	43,545	111,017	170,812	179,707	350,519	8,470	4,318	12,788	246,990	230,111	477,101	81.5%	844,271
Empty	1,864	21,063	22,927	43,151	30,903	74,054	1,086	7,650	8,736	48,788	59,616	108,404	18.5%	194,180
TOTAL	69,336	64,608	133,944	213,963	210,610	424,573	9,556	11,968	21,524	295,778	289,727	585,505	100.0%	1,038,451
All Others														
Cargo Bearing	52,425	9,128	61,553	26,996	4,679	31,675	3,093	1,058	4,151	82,518	15,003	97,521	79.1%	134,470
Empty	1,873	18	1,891	2,160	21,160	23,320	33	333	366	4,245	21,511	25,756	20.9%	49,609
TOTAL	54,298	9,146	63,444	29,156	25,839	54,995	3,126	1,391	4,517	86,763	36,514	123,277	100.0%	184,079
COAST TOTALS														
Cargo Bearing	1,283,667	630,250	1,913,917	4,058,948	2,417,563	6,476,511	289,869	127,167	417,036	5,644,182	3,179,889	8,824,071	76.2%	15,843,461
Empty	28,677	517,322	545,999	300,263	1,646,201	1,946,464	41,799	192,711	234,510	390,297	2,358,595	2,748,892	23.8%	5,018,342
TOTAL	1,312,344	1,147,572	2,459,916	4,359,211	4,063,764	8,422,975	331,668	319,878	651,546	6,034,479	5,538,484	11,572,963	100.0%	20,861,803
% of Total	11.3%	9.9%	21.3%	37.7%	35.1%	72.8%	2.9%	2.8%	5.6%	52.1%	47.9%	100.0%	-	-

2014 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell-to-cell and cell-dock-cell lifts. A cell-to-cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs when a container is moved off a vessel, placed on the dock so that other cargo may be moved, and then the container is restowed onto the vessel. A cell-to-cell move counts as one lift, and a cell-dock-cell move as two lifts.

2014

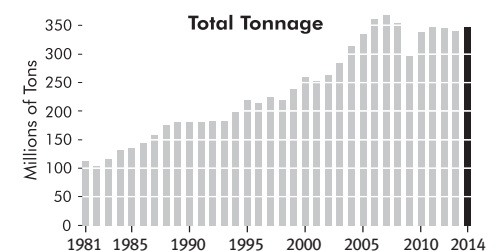
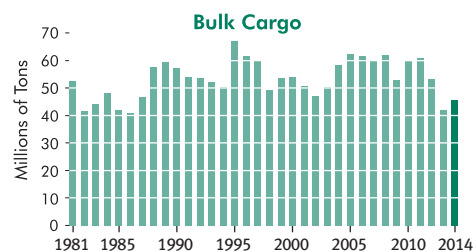
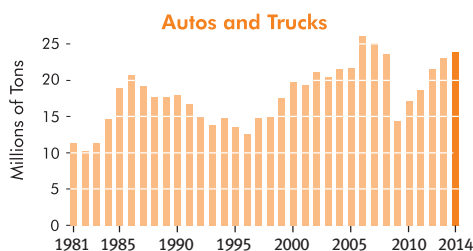
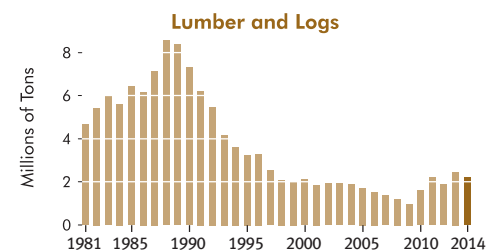
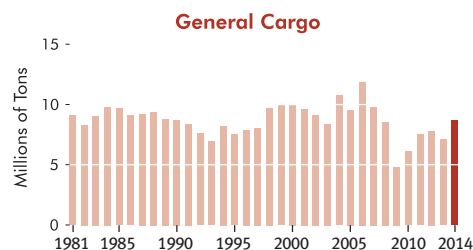
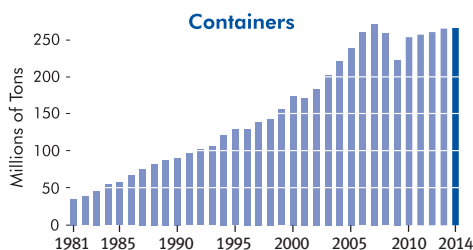
CELL-TO-CELL CELL-DOCK-CELL

Oakland	48	29,984
Northern California Total	48	29,984
Long Beach	27	10,128
Los Angeles	69	42,190
Southern California Total	96	52,318
Seattle	264	10,392
Tacoma	466	27,470
Washington Total	730	37,862
Portland	-	-
Oregon Total	-	-
COAST TOTAL	874	120,164

West Coast Waterborne Revenue Tonnage

Waterborne revenue tonnage moving through California, Oregon and Washington Ports since 1980 is shown below. Beginning in 1984 containerized cargo was no longer reported as revenue tonnage, but was reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. The percent that each tonnage sector represents of the total for each year is shown in the column to the right of the revenue tonnage.

Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
1981	35,285,833	31.2%	9,101,434	8.1%	4,663,983	4.1%	11,361,442	10.1%	52,547,465	46.5%	112,960,157
1982	38,698,403	37.1%	8,297,299	8.0%	5,428,609	5.2%	10,298,415	9.9%	41,483,760	39.8%	104,206,486
1983	45,429,483	39.2%	9,047,558	7.8%	5,981,043	5.2%	11,317,759	9.8%	44,204,444	38.1%	115,980,287
1984	54,865,052	41.2%	9,756,682	7.3%	5,636,415	4.2%	14,731,180	11.1%	48,293,596	36.2%	133,282,925
1985	57,766,646	42.8%	9,674,183	7.2%	6,438,557	4.8%	18,849,314	14.0%	42,106,859	31.2%	134,835,559
1986	66,718,404	46.5%	9,094,687	6.3%	6,178,052	4.3%	20,642,032	14.4%	40,777,087	28.4%	143,410,262
1987	75,658,551	48.0%	9,185,331	5.8%	7,153,443	4.5%	19,209,803	12.2%	46,483,967	29.5%	157,691,095
1988	82,177,507	46.9%	9,348,783	5.3%	8,568,982	4.9%	17,657,367	10.1%	57,635,530	32.9%	175,388,169
1989	87,685,303	48.2%	8,783,588	4.8%	8,370,546	4.6%	17,591,459	9.7%	59,506,199	32.7%	181,937,095
1990	90,273,077	49.7%	8,725,931	4.8%	7,328,202	4.0%	17,981,501	9.9%	57,355,691	31.6%	181,664,402
1991	96,273,125	53.1%	8,384,586	4.6%	6,225,273	3.4%	16,692,545	9.2%	53,881,933	29.7%	181,457,462
1992	101,978,206	55.5%	7,591,757	4.1%	5,489,640	3.0%	15,063,006	8.2%	53,699,428	29.2%	183,822,037
1993	106,219,196	57.9%	6,954,623	3.8%	4,167,694	2.3%	13,915,249	7.6%	52,344,375	28.5%	183,601,137
1994	121,870,484	61.3%	8,216,857	4.1%	3,609,270	1.8%	14,770,607	7.4%	50,305,273	25.3%	198,772,491
1995	128,775,816	58.5%	7,510,216	3.4%	3,251,827	1.5%	13,530,428	6.1%	67,172,576	30.5%	220,240,863
1996	130,286,300	60.4%	7,879,062	3.7%	3,304,565	1.5%	12,611,072	5.8%	61,600,326	28.6%	215,681,325
1997	139,362,736	62.0%	8,032,536	3.6%	2,523,657	1.1%	14,761,793	6.6%	59,934,309	26.7%	224,615,031
1998	143,548,068	65.4%	9,719,501	4.4%	2,071,769	0.9%	14,944,308	6.8%	49,101,074	22.4%	219,384,720
1999	156,545,401	65.3%	10,010,412	4.2%	2,005,755	0.8%	17,570,694	7.3%	53,456,900	22.3%	239,589,162
2000	174,037,823	67.0%	9,953,279	3.8%	2,116,780	0.8%	19,720,596	7.6%	53,874,796	20.7%	259,703,274
2001	171,727,013	67.8%	9,596,293	3.8%	1,851,419	0.7%	19,288,262	7.6%	50,914,801	20.1%	253,377,788
2002	183,998,174	69.9%	9,136,510	3.5%	1,941,066	0.7%	21,095,617	8.0%	46,955,460	17.8%	263,126,827
2003	202,664,480	71.4%	8,360,920	2.9%	1,931,998	0.7%	20,416,812	7.2%	50,324,853	17.7%	283,699,063
2004	221,541,059	70.5%	10,720,217	3.4%	1,893,393	0.6%	21,562,960	6.9%	58,318,907	18.6%	314,036,536
2005	239,807,780	71.5%	9,520,729	2.8%	1,731,207	0.5%	21,674,877	6.5%	62,475,184	18.6%	335,209,777
2006	260,040,551	72.0%	11,847,310	3.3%	1,545,957	0.4%	26,112,896	7.2%	61,590,529	17.1%	361,137,243
2007	272,101,014	73.8%	9,792,476	2.7%	1,372,263	0.4%	25,216,373	6.8%	60,173,244	16.3%	368,655,370
2008	259,071,381	73.1%	8,532,935	2.4%	1,218,443	0.3%	23,617,421	6.7%	61,988,787	17.5%	354,428,967
2009	223,338,146	75.3%	4,794,494	1.6%	977,126	0.3%	14,404,430	4.9%	52,899,429	17.8%	296,413,625
2010	253,907,002	75.0%	6,127,071	1.8%	1,614,848	0.5%	17,209,194	5.1%	59,901,433	17.7%	338,759,548
2011	257,830,857	74.3%	7,481,472	2.2%	2,201,076	0.6%	18,624,177	5.4%	60,900,976	17.5%	347,038,558
2012	261,278,474	75.6%	7,811,593	2.3%	1,880,366	0.5%	21,537,026	6.2%	53,393,461	15.4%	345,900,920
2013	265,762,513	78.1%	7,089,846	2.1%	2,457,682	0.7%	23,111,593	6.8%	41,979,907	12.3%	340,401,541
2014	266,255,156	76.8%	8,632,128	2.5%	2,215,248	0.6%	23,912,894	6.9%	45,740,778	13.2%	346,756,204



Coast Revenue Tonnage Market Share

In the table below, the column labeled "Percent of Coast" represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is commonly referred to as market share. In 2014, the six major ports listed below handled 87.9% of the total coast tonnage and 99.2% of the containerized cargo.

The **Port Total** tonnage includes container tonnage. Container TEUs are converted to tonnage by multiplying the number of TEUs by 17 tons.

For each of the six major ports and for **All Other Ports**, the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 2010.

	2014		2013		2012		2011		2010	
	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast
LONG BEACH										
Automobiles and Trucks	3,396,584	14.2%	3,369,222	14.6%	3,168,614	14.7%	2,281,695	12.3%	2,553,580	14.8%
Bulk Cargo	9,339,263	20.4%	9,722,837	23.2%	9,055,564	17.0%	9,116,520	15.0%	7,957,120	13.3%
Containerized Cargo	5,128,955	32.7%	5,140,273	32.9%	4,592,116	29.9%	4,518,296	29.8%	4,700,059	31.5%
General Cargo	558,767	6.5%	503,716	7.1%	562,483	7.2%	589,697	7.9%	458,785	7.5%
Logs and Lumber	125,508	5.7%	97,510	4.0%	100,885	5.4%	108,910	4.9%	108,629	6.7%
Port Total	100,612,357	29.0%	101,077,926	29.7%	90,953,518	26.3%	88,907,854	25.6%	90,979,117	26.9%
LOS ANGELES										
Automobiles and Trucks	1,708,672	7.1%	2,201,359	9.5%	2,644,045	12.3%	2,491,404	13.4%	1,864,440	10.8%
Bulk Cargo	841,889	1.8%	1,274,214	3.0%	839,013	1.6%	1,207,562	2.0%	956,878	1.6%
Containerized Cargo	6,104,954	39.0%	5,889,239	37.7%	6,150,092	40.0%	6,147,917	40.5%	5,759,201	38.6%
General Cargo	3,493,221	40.5%	2,581,259	36.4%	2,721,033	34.8%	2,397,112	32.0%	1,908,016	31.1%
Logs and Lumber	—	0.0%	—	0.0%	—	0.0%	—	0.0%	213	<0.1%
Port Total	109,828,000	31.7%	106,173,895	31.2%	110,755,655	32.0%	110,610,667	31.9%	102,635,964	30.3%
OAKLAND										
Automobiles and Trucks	276,300	1.2%	308,581	1.3%	322,955	1.5%	443,329	2.4%	352,482	2.0%
Containerized Cargo	1,780,355	11.4%	1,799,040	11.5%	1,762,238	11.5%	1,754,260	11.6%	1,712,519	11.5%
General Cargo	6,686	0.1%	13,803	0.2%	16,774	0.2%	17,749	0.2%	15,674	0.3%
Port Total	30,549,021	8.8%	30,906,064	9.1%	30,297,775	8.8%	30,283,498	8.7%	29,480,979	8.7%
PORTLAND										
Automobiles and Trucks	3,177,993	13.3%	2,987,992	12.9%	3,214,234	14.9%	2,620,716	14.1%	3,005,920	17.5%
Bulk Cargo	8,479,081	18.5%	7,115,048	16.9%	11,147,471	20.9%	12,949,010	21.3%	13,423,829	22.4%
Containerized Cargo	130,094	0.8%	151,564	1.0%	152,961	1.0%	155,960	1.0%	132,382	0.9%
General Cargo	704,316	8.2%	891,452	12.6%	986,089	12.6%	912,805	12.2%	980,902	16.0%
Logs and Lumber	—	0.0%	—	0.0%	—	0.0%	5,987	0.3%	—	0.0%
Port Total	14,572,988	4.2%	13,571,080	4.0%	17,948,131	5.2%	19,139,838	5.5%	19,661,145	5.8%
TACOMA										
Automobiles and Trucks	2,661,783	11.1%	2,372,091	10.3%	2,186,126	10.2%	2,310,068	12.4%	1,882,950	10.9%
Bulk Cargo	5,125,856	11.2%	3,492,726	8.3%	5,710,368	10.7%	7,059,468	11.6%	7,187,289	12.0%
Containerized Cargo	1,551,760	9.9%	1,483,509	9.5%	1,307,395	8.5%	1,083,775	7.1%	1,063,437	7.1%
General Cargo	682,392	7.9%	650,339	9.2%	730,788	9.4%	458,423	6.1%	239,070	3.9%
Logs and Lumber	85,854	3.9%	126,380	5.1%	121,740	6.5%	176,332	8.0%	118,905	7.4%
Port Total	34,935,805	10.1%	31,861,189	9.4%	30,974,737	9.0%	28,428,466	8.2%	27,506,643	8.1%
SEATTLE										
Automobiles and Trucks	82,229	0.3%	103,597	0.4%	96,202	0.4%	89,979	0.5%	66,907	0.4%
Bulk Cargo	22,061	<0.1%	16,552	<0.1%	3,484,386	6.5%	5,535,609	9.1%	6,053,126	10.1%
Containerized Cargo	835,120	5.3%	1,049,838	6.7%	1,285,858	8.4%	1,417,388	9.3%	1,478,842	9.9%
General Cargo	120,496	1.4%	136,568	1.9%	108,830	1.4%	134,569	1.8%	76,558	1.2%
Port Total	14,421,826	4.2%	18,103,963	5.3%	25,549,004	7.4%	29,855,753	8.6%	31,336,905	9.3%
ALL OTHER PORTS										
Automobiles and Trucks	12,609,333	52.7%	11,768,751	50.9%	9,904,850	46.0%	8,386,986	45.0%	7,482,915	43.5%
Bulk Cargo	21,932,628	47.9%	20,358,530	48.5%	23,156,659	43.4%	25,032,807	41.1%	24,323,191	40.6%
Containerized Cargo	130,830	0.8%	119,626	0.8%	118,662	0.8%	88,925	0.6%	89,266	0.6%
General Cargo	3,066,250	35.5%	2,312,709	32.6%	2,685,596	34.4%	2,971,117	39.7%	2,448,066	40.0%
Logs and Lumber	2,003,886	90.5%	2,233,792	90.9%	1,657,741	88.2%	1,909,847	86.8%	1,387,101	85.9%
Port Total	41,836,207	12.1%	38,707,424	11.4%	39,422,100	11.4%	39,812,482	11.5%	37,158,795	11.0%
COAST TOTALS										
Automobiles and Trucks	23,912,894		23,111,593		21,537,026		18,624,177		17,209,194	
Bulk Cargo	45,740,778		41,979,907		53,393,461		60,900,976		59,901,433	
Containerized Cargo	15,662,068		15,633,089		15,369,322		15,166,521		14,935,706	
General Cargo	8,632,128		7,089,846		7,811,593		7,481,472		6,127,071	
Logs and Lumber	2,215,248		2,457,682		1,880,366		2,201,076		1,614,848	
Coast Total	346,756,204		340,401,541		345,900,920		347,038,558		338,759,548	

Average Annual Earnings

The table below shows the average annual earnings of Class "A" longshore and clerk registrants and of walking bosses/foremen. The data include hours paid; holiday pay; vacation pay; pay for travel hours; and taxable travel-related meals, fares and lodging. The earnings data do NOT include Pay Guarantee Plan (PGP) payments; taxable mileage; and nontaxable travel-related meals, fares and lodging. Data for Class "B" registrants are NOT included.

The first three columns, identified as **1 or More Hours**, show the number of registrants paid one or more hours and their corresponding average annual hours and average annual earnings.

The **% of Registrants** column shows the percent of the total number of registrants who were paid hours equal to or greater than the number of hours under the hours heading. Each succeeding hours group includes an increasingly smaller percentage of the respective work force as the minimum number of hours paid is incremented in 400 hour units.

Four pairs of columns follow showing the percent of registrants and average earnings for those registrants paid 1,600 or more hours, 2,000 or more hours, 2,400 or more hours, and 2,800 or more hours.

The **Average Earnings** column shows the average earnings for those registrants who were paid hours equal to or greater than the number of hours under the hours heading.

The **Average Hours** column shows the average numbers of hours paid to those registrants who were paid 2,800 or more hours.

Year	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
	Number Paid	Average Hours	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Hours	Average Earnings

CLASS "A" LONGSHORE REGISTRANTS

2005	7,070	2,123	\$ 96,332	73.5%	\$114,219	57.5%	\$123,464	39.0%	\$135,658	22.4%	3,243	\$149,550
2006	7,395	2,163	101,115	75.1	118,425	59.5	127,304	40.8	139,372	23.2	3,260	153,866
2007	8,156	2,117	99,575	75.1	115,857	57.4	125,461	37.0	138,938	20.6	3,215	153,179
2008	8,550	2,043	97,328	71.6	115,539	52.6	126,305	33.6	140,065	18.2	3,207	155,136
2009*	8,607	1,792	85,399	61.2	108,621	40.6	120,448	22.8	135,749	9.7	3,139	154,043
2010	9,200	1,942	94,489	68.3	114,097	47.8	125,639	27.7	140,580	13.1	3,167	158,687
2011	9,652	1,924	96,272	66.5	117,183	46.1	129,392	26.4	145,937	13.4	3,170	162,878
2012	10,198	1,919	98,806	66.7	119,723	44.8	132,946	25.9	150,067	13.0	3,173	167,649
2013	9,985	1,906	101,262	66.1	123,835	44.7	137,253	25.6	155,495	12.9	3,197	174,712
2014	9,747	2,048	\$112,554	70.9%	\$134,451	52.9%	\$146,517	33.2%	\$162,555	18.1%	3,242	\$180,845

CLASS "A" CLERKS

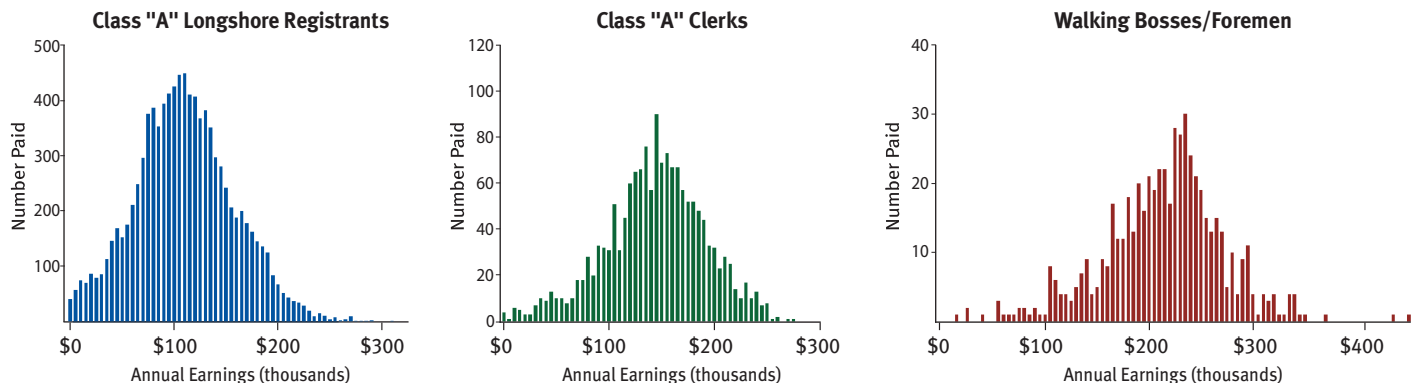
2005	1,877	2,629	\$124,333	87.4%	\$134,584	77.3%	\$140,582	64.1%	\$148,240	45.4%	3,372	\$159,739
2006	1,829	2,648	128,966	86.9	140,052	78.6	145,219	64.8	153,076	47.3	3,373	163,463
2007	1,933	2,622	129,447	87.8	139,862	78.2	145,731	64.1	153,212	45.1	3,351	164,223
2008	1,897	2,566	128,996	86.3	140,542	76.9	146,113	61.5	154,597	42.3	3,334	166,435
2009*	1,757	2,241	112,907	81.1	126,896	68.1	133,241	48.7	141,917	22.5	3,140	158,330
2010	1,681	2,352	120,955	83.9	133,755	71.9	140,453	54.1	149,563	28.9	3,215	165,951
2011	1,669	2,413	127,724	85.3	139,446	73.5	146,162	55.0	156,081	31.1	3,255	172,112
2012	1,637	2,415	131,222	85.7	142,815	73.2	149,800	54.4	160,446	30.9	3,245	175,481
2013	1,653	2,472	137,519	88.2	147,548	75.9	154,842	57.3	165,073	33.9	3,242	180,110
2014	1,574	2,539	\$146,160	86.8%	\$158,554	76.7%	\$165,202	60.5%	\$175,259	40.9%	3,293	\$188,376

WALKING BOSSES/FOREMEN

2005	654	3,180	\$181,217	94.0%	\$188,789	89.8%	\$192,463	82.3%	\$197,930	70.9%	3,650	\$205,018
2006	692	3,202	186,504	94.4	193,647	89.9	197,735	82.5	203,491	71.4	3,659	210,798
2007	696	3,189	189,473	94.0	196,881	90.4	200,052	83.9	204,911	72.3	3,619	212,469
2008	674	3,015	184,312	92.4	193,432	87.2	197,727	80.1	202,590	65.0	3,524	211,544
2009*	593	2,485	157,667	89.2	167,308	79.4	172,893	63.2	180,041	32.5	3,168	193,810
2010	569	2,813	180,711	92.6	188,850	85.9	194,035	75.0	200,705	57.1	3,331	210,568
2011	637	2,843	185,680	93.1	193,447	86.8	198,260	76.8	204,888	55.4	3,380	217,786
2012	613	2,842	193,892	94.1	200,483	86.1	206,675	73.6	215,095	55.3	3,383	226,064
2013	598	2,883	201,633	93.5	209,293	88.8	213,120	76.3	221,722	57.4	3,404	233,727
2014	574	2,978	\$215,834	92.9%	\$225,294	88.0%	\$230,003	77.4%	\$238,412	63.1%	3,485	\$248,662

*Data from 2009 have been annualized to 52 weeks to allow comparison with other years. 2009 was a 53-week payroll year.

NUMBER OF REGISTRANTS PAID BY 2014 ANNUAL EARNINGS (grouped in \$5,000 increments)



NOTE: 2014 wage figures on this page and throughout the report reflect retroactive payments that were made in 2015.

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 90 percent of all hours being paid at greater than the \$36.68 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	12,803,872	6,664,173	\$ 918,414,639	\$47.18
2nd Shift	7,831,799	3,978,271	648,730,362	\$54.93
3rd Shift	532,506	242,732	52,528,649	\$67.76
TOTAL	21,168,177	10,885,176	\$ 1,619,673,651	\$50.53

HOURS AND WAGES BY CATEGORY

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
Longshore				
Basic Wage	4,166,613	1,578,481	\$ 247,425,400	\$43.07
Skill Wage I	4,636,111	1,887,671	299,222,769	\$45.87
Skill Wage II	690,275	290,555	49,639,097	\$50.61
Skill Wage III	3,611,305	1,974,949	296,793,521	\$53.13
Mechanics*	2,272,338	1,256,315	193,384,799	\$54.80
Other	1,114,250	731,345	93,046,788	\$50.42
TOTAL- Longshore	16,490,894	7,719,314	\$1,179,512,374	\$48.72
Clerk				
Basic Clerk	210,210	91,608	\$ 13,371,247	\$44.30
Clerk Supervisor	200,593	102,838	14,394,677	\$47.44
Kitchen/Tower/Computer	2,273,846	1,430,385	190,880,886	\$51.53
Chief Supervisor & Supercargo	740,226	647,704	77,581,133	\$55.90
Other	22,214	31,658	2,876,643	\$53.40
TOTAL- Clerk	3,447,089	2,304,193	\$ 299,104,586	\$52.01
Foreman				
Foremen 30%	1,215,889	847,362	\$ 139,193,224	\$67.46
Other	14,307	14,305	1,863,468	\$65.13
TOTAL- Foreman	1,230,196	861,667	\$ 141,056,692	\$67.43
TOTAL- ALL CATEGORIES	21,168,177	10,885,176	\$1,619,673,652	\$50.53

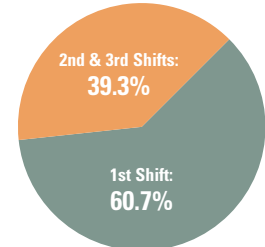
*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.

†Hours paid exclude industry travel pay. ‡The longshore basic rate is \$36.68 per hour.

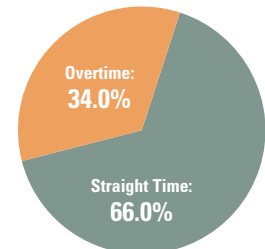
TYPES OF HOURS PAID

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 \$36.68.

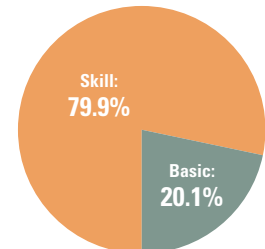
HOURS BY SHIFT



STRAIGHT TIME VS. OVERTIME HOURS



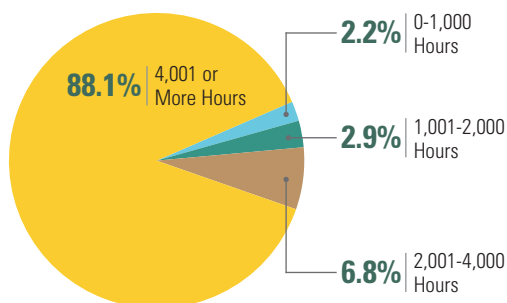
BASIC VS. SKILL HOURS



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 2014 HOURS	HOURLY# RATE RANGE
0-1,000 Hours	693,655	\$26.43 – \$58.01
1,001-2,000 Hours	932,068	\$27.43 – \$59.81
2,001-4,000 Hours	2,172,189	\$29.43 – \$63.41
4,001 or More Hours	28,255,441	\$36.68 – \$76.46
TOTAL	32,053,353	



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

How does \$36.68 an hour add up to nearly \$156,000 per year?

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$36.68 per hour. In fact, 90 percent of all hours paid to registered workers in 2014 were subject to multipliers that enhance earnings significantly.

For example, 80 percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour. Evening and nighttime work – which totals 39 percent of all hours paid – is paid at rates of \$49 to \$68 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$55 to \$77 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 \$50 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 30 percent of the workforce was paid 2,600 or more hours in 2014. 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 53, shows that full-time registered workers (those paid 2,000 hours or more) earn, on average, nearly \$156,000 per year. For longshore registrants, the average is \$146,517. For clerks, it is \$165,202. And for foremen, it is \$230,003.

Hours by Job Categories

The hours shown are summarized from payroll information reported to PMA. The hours are shown by the job category (determined by occupation code number) in which they are reported for payroll and/or benefit assessment purposes. The hours listed under the various CFS Agreement categories do not represent total CFS activity because a CFS operator may payroll employees at job categories other than CFS Agreement categories.

Job Category	These are the hours paid in payroll year 2014.	These are the hours paid in payroll year 2013.	Pct. Chg. from 2013 shows the percent increase or decrease from the previous year.	Pct. Chg. from 2013	Percent of Category	Percent Paid to Casuals
	2014	2013				
LONGSHORE CATEGORIES						
Basic Rate - General	2,118,452	1,808,936	17.1%	8.7%	30.1%	
- Lasher	1,304,946	1,247,406	4.6	5.4	18.0	
- Holdman	1,915,343	1,783,806	7.4	7.9	14.3	
- Auto Driver	406,353	367,479	10.6	1.7	50.7	
Skill Wage I	423,284	380,182	11.3	1.7	10.5	
- Hatch Tender	121,208	102,707	18.0	0.5	5.2	
- Lift Truck Operator	159,546	142,617	11.9	0.7	14.6	
- Skilled Holdman	203,409	192,710	5.6	0.8	10.4	
- Tractor Driver	5,616,335	4,905,219	14.5	23.2	38.3	
Skill Wage II	267,829	239,266	11.9	1.1	3.6	
- Crane Operator	215,744	205,411	5.0	0.9	0.4	
- Heavy Lift/Payloader	497,257	407,027	22.2	2.1	4.0	
Skill Wage III	1,533,760	1,313,119	16.8	6.3	0.0	
- Crane Gantry/Hammerhead	1,118,204	1,037,652	7.8	4.6	0.0	
- Top Handler/UTR	2,241,085	1,883,180	19.0	9.2	0.0	
- Transtainer	509,603	421,342	20.9	2.1	0.0	
- Straddle Carrier	183,602	152,026	20.8	0.8	0.4	
CFS Agreement Rate	0	0	0.0	0.0	0.0	
Miscellaneous Dock - General	78,150	58,524	33.5	0.3	9.6	
- Mechanics	3,528,653	3,225,284	9.4	14.6	5.1	
- Gear	516,755	468,013	10.4	2.1	1.0	
- Lines	350,973	353,799	-0.8	1.4	0.2	
- Sweepers	179,593	165,031	8.8	0.7	2.7	
Joint Dispatch	233,861	231,513	1.0	1.0	0.0	
Member Company Agmts.	38,503	34,112	12.9	0.2	1.8	
Grain/Whse/NonMember Agmts.	447,760	373,899	19.8	1.8	5.2	
Subtotal	24,210,208	21,500,260	12.6%	99.9%	15.9%	
Travel Time	18,052	15,389	17.3	0.1		
TOTAL LONGSHORE HOURS	24,228,260	21,515,649	12.6%	100.0%		
CLERK CATEGORIES						
Basic Clerk	301,818	303,214	-0.5%	5.2%	35.4%	
15% Skill Wage	303,431	293,020	3.6	5.3	17.6	
25% Skill Wage	3,704,231	3,141,204	17.9	64.1	9.1	
Chief Supervisor	779,434	700,389	11.3	13.5	0.1	
Supercargo	374,579	368,021	1.8	6.5	0.3	
Vessel Planner	233,917	215,300	8.6	4.0	0.0	
CFS Agreement Clerk	670	604	10.9	0.0	0.0	
Joint Dispatcher	53,202	53,326	-0.2	0.9	0.0	
Subtotal	5,751,282	5,075,078	13.3%	99.5%	8.7%	
Travel Time	26,924	23,914	12.6	0.5		
TOTAL CLERK HOURS	5,778,206	5,098,992	13.3%	100.0%		
FOREMAN CATEGORIES						
Foreman - 30%	2,063,251	1,873,485	10.1%	98.0%	0.0%	
CFS Agreement Foreman	5,627	5,709	-1.4	0.3	0.0	
Joint Dispatcher	22,985	23,028	-0.2	1.1	0.0	
Subtotal	2,091,863	1,902,222	10.0%	99.4%	0.0%	
Travel Time	12,895	10,345	24.6	0.6		
TOTAL FOREMAN HOURS	2,104,758	1,912,567	10.0%	100.0%		
ALL CATEGORIES						
Subtotal - All Job Categories	32,053,353	28,477,560	12.6%	99.8%	13.6%	
Travel Time	57,871	49,648	16.6	0.2		
TOTAL HOURS	32,111,224	28,527,208	12.6%	100.0%		

"Percent Paid to Casuals" shows the percent of hours paid in each job category that were paid to registrants who were not longshore, clerk or foreman registrants. For example, a member of an ILWU longshore local being paid in a clerk job category is NOT a casual, but a member of an ILWU warehouse local (not part of the bargaining unit) being paid in a longshore job category IS a casual.

"Percent of Category" shows the percent that each job category comprises of the total hours for the category group, e.g. longshore, clerk and foreman.

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

Basic Rate

0001 Auto Driver	0006 Frontman/Slingman
0002 Boardman	0007 Holdman
0005 Dockman	0009 Lasher

Skill Wage I

0023 Button Pusher	0037 Utility Lift Driver
0025 Combo Lift/Jitney	0038 Winch Driver
0026 Crane Chaser	0044 Mechanical Hopper Opener
0028 Hatch Tender	0045 Monthly UTR Work - Tractor
0029 Lift Truck Operator	0047 UTR Ro/Ro Ship
0030 Payloader Operator	0070 Bulldozer/Caterpillar
0033 Skilled Holdman	
0036 Tractor - Semi-Dock	

Skill Wage II

0053 Payloader Over 15 Tons	0087 Crane Shipboard
0055 Lift Truck - Heavy	0088 Crane Whirley
0080 Bulkloader Operator	0092 Log Loader/Snapper
0085 Crane Mobile	0094 Switch Engine Operator

Skill Wage III

0061 Top Handler	0083 Transtainer Operator
0062 Side Pick	0084 Crane Container Gantry
0063 Reach Stacker	0093 Straddle Carrier Operator
0068 LA/LB Steady Transtainer	0095 Port Packer
0066 LA/LB Whirley/Winch	0096 LA/LB Steady Hammerhead
0067 Hall Crane Rated Equipment - Yard	

CLERK JOB CATEGORIES

Basic Clerk

0100 Basic Clerk - Ship	0109 Basic Clerk - Dock Registered
0101 Basic Clerk - Dock	
0108 Basic Clerk - Ship Registered	

Clerk Supervisor

0102 Supervisor - Ship	0103 Supervisor - Dock
------------------------	------------------------

Kitchen/Tower/Computer Clerk

0115 Computer Kitchen/ Tower Supervisor	0117 Vessel Clerk Supervisor (Computer)
0116 Yard Directing Supervisor (Computer)	0118 Rail Clerk Supervisor (Computer)

Chief Supervisor & Supercargo

0104 Supercargo - Bulk/Ship	0106 Chief Supervisor
0105 Supercargo - Other/Ship	

Registered Work Force by Local – 2014

The information below shows average hours and earnings averages for those members of the locals who (1) were active for the full payroll year and (2) were paid for one or more hours during the payroll year. The average ages of working registrants are also shown.

	No. Registered is the active registration count at the end of the payroll year.		Number Working shows the total number of registrants paid for one or more hours.		Average Hours Paid is the average of all hours paid at any occupation code.		Average Days Of shows the average days of vacation, paid holidays, and PGP (1 day = 1/5 of one week).			Average Total Income shows pay for hours paid; vacation pay; holiday pay; PGP; and taxable and non taxable travel-related meals, fares, lodging, and mileage for all Class "A" and Class "B" registrants combined.		Average Age represents the age of members at the end of the year.		Percent of Working Registrants by Hours Paid shows the percentage of those working registrants whose total paid hours fall into each of the hours categories shown.			
							AVERAGE DAYS OF:							PERCENT OF WORKING REGISTRANTS BY HOURS PAID			
Local	Number Registered	Number Working	Average Hours Paid	Vacation Paid	Paid Holidays	PGP Paid	Average Total Income*	Average Age	800 or More	1600 or More	2000 or More	2800 or More					
	#	#	Hours	Days	Days	Days	\$	Years	%	%	%	%					

LONGSHORE REGISTRANTS

Southern California

13	LA/LB	6,770	6,511	2,115	14.6	11.6	—	\$ 116,904	48.0	94.1%	74.2%	56.3%	20.6%
29	San Diego	129	123	1,967	13.2	11.5	—	108,184	52.0	91.9	69.1	45.5	13.8
46	Port Hueneme	138	129	2,101	16.1	11.8	—	113,479	53.5	96.1	75.2	58.1	14.7
Total		7,037	6,763	2,112	14.6	11.6	—	\$ 116,680	48.1	94.1%	74.1%	56.1%	20.3%

Northern California

10	SF Bay Area	1,361	1,261	1,874	12.5	10.6	0.2	\$ 101,510	50.2	89.0%	61.7%	44.6%	15.5%
14	Eureka	15	15	1,210	8.7	10.0	73.2	88,171	52.8	73.3	20.0	20.0	—
18	Sacramento	32	22	1,555	14.8	11.6	44.1	93,360	50.7	81.8	31.8	27.3	13.6
54	Stockton	81	81	1,943	14.8	12.3	4.7	104,890	50.2	95.1	74.1	48.1	12.3
Total		1,489	1,379	1,865	12.6	10.7	1.9	\$ 101,433	50.3	89.1%	61.5%	44.3%	15.2%

Pacific Northwest: Oregon and Columbia River

04	Vancouver, WA	191	186	1,722	13.0	11.3	3.5	\$ 93,108	44.5	89.8%	58.1%	36.6%	4.3%
08	Portland	426	412	1,792	14.4	11.9	0.8	98,203	48.4	92.0	61.9	38.1	4.9
12	North Bend	34	29	1,550	19.7	11.9	17.2	92,760	57.6	86.2	48.3	20.7	6.9
21	Longview, WA	287	245	1,947	13.2	12.0	1.0	96,419	44.4	93.1	73.1	52.2	9.4
50	Astoria	23	23	1,761	11.5	13.0	11.8	94,834	55.4	100.0	56.5	34.8	—
53	Newport	8	8	1,149	16.3	11.3	48.2	90,083	51.5	75.0	12.5	12.5	—
Total		969	903	1,805	13.9	11.8	2.6	\$ 96,337	47.0	91.7%	63.1%	40.8%	5.9%

Pacific Northwest: Washington

7	Bellingham	10	10	1,302	23.9	8.1	82.5	\$ 105,984	53.9	50.0%	40.0%	20.0%	—
19	Seattle	814	777	1,637	13.6	11.1	2.3	90,423	48.7	86.6	51.5	30.9	5.8
23	Tacoma	835	804	2,261	15.8	12.0	—	126,301	47.8	96.8	79.2	64.2	23.5
24	Aberdeen	37	35	2,733	19.2	12.3	—	157,995	56.3	97.1	94.3	80.0	48.6
25	Anacortes	10	10	1,864	12.5	10.7	16.7	108,729	44.1	90.0	70.0	50.0	10.0
27	Port Angeles	15	15	1,724	19.7	12.7	29.4	102,840	56.4	100.0	53.3	26.7	6.7
32	Everett	41	41	2,156	14.1	12.5	1.1	112,381	41.5	97.6	80.5	61.0	17.1
47	Olympia	35	34	1,633	16.4	12.4	9.8	84,965	48.7	97.1	47.1	23.5	—
51	Port Gamble	10	9	1,527	19.4	12.8	31.5	101,474	50.8	100.0	44.4	22.2	—
Total		1,807	1,735	1,960	14.9	11.6	2.3	\$ 109,184	48.3	92.0%	65.8%	47.8%	15.0%
Longshore Total		11,302	10,780	2,030	14.3	11.5	0.8	\$ 111,819	48.3	92.9%	70.2%	52.0%	17.6%

CLERKS REGISTRANTS

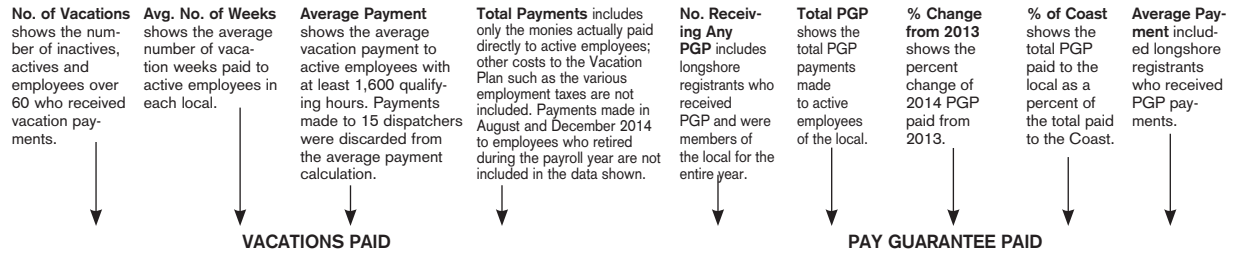
29	San Diego	15	15	2,381	19.6	11.3	—	\$ 128,355	54.5	86.7%	80.0%	66.7%	40.0%
46	Port Hueneme	12	12	2,568	29.7	12.7	—	142,725	58.1	91.7	83.3	75.0	41.7
63	LA/LB	1,065	1,051	2,512	23.4	12.4	—	146,109	55.2	96.7	85.8	75.6	41.1
34	SF Bay Area	202	193	2,439	21.7	12.4	—	134,990	54.0	94.8	86.0	76.2	30.1
40	Portland	79	77	2,657	25.2	12.7	—	152,881	54.4	100.0	93.5	85.7	39.0
23	Tacoma	111	110	2,831	28.6	12.7	—	162,767	51.9	98.2	92.7	86.4	51.8
52	Seattle	120	119	2,625	24.1	12.3	—	157,780	55.3	96.6	89.9	75.6	47.1
Clerks Total		1,604	1,577	2,540	23.7	12.4	—	\$ 146,927	54.8	96.6%	86.9%	76.9%	40.8%

FOREMEN REGISTRANTS

94	LA/LB	350	346	3,090	27.6	12.9	—	\$ 224,691	56.1	98.3%	93.1%	89.6%	69.1%
91	SF Bay Area	77	77	2,618	24.3	12.2	1.9	190,353	55.4	97.4	88.3	76.6	49.4
92	Portland	51	49	2,720	28.0	12.8	3.7	200,563	55.5	100.0	95.9	87.8	51.0
98	Seattle	104	102	2,994	29.1	12.9	—	221,682	54.4	100.0	94.1	91.2	58.8
Foremen Total		582	574	2,978	27.5	12.8	0.6	\$ 217,490	55.7	98.6%	92.9%	88.0%	63.1%

*Average Total Income includes retroactive pay. See page 53.

2014 Vacations Paid and Distribution of Longshore PGP by Local



Local	No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	No. Receiving Any PGP	Total PGP	% Change From 2013	% of Coast	Average Payment
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LONGSHORE REGISTRANTS

Southern California

13 LA/LB	6,355	3.1	\$ 5,326	\$ 30,735,644	171	\$ 42,704	-43.1%	1.8%	\$ 250
29 San Diego	118	2.8	4,732	515,736	0	0	-100.0	0.0	0
46 Port Hueneme	129	3.4	5,777	675,431	0	0	0.0	0.0	0
Total	6,602	3.1	\$ 5,324	\$ 31,926,811	171	\$ 42,704	-43.1%	1.8%	\$ 250

Northern California

10 SF Bay Area	1,173	2.8	\$ 5,194	\$ 5,196,212	159	\$ 53,463	-1.2%	2.2%	\$ 336
14 Eureka	12	2.2	3,632	39,974	15	292,500	16.4	12.3	19,500
18 Sacramento	21	3.1	4,372	105,082	17	256,687	10.5	10.8	15,099
54 Stockton	83	3.0	5,569	401,192	38	105,668	-63.3	4.4	2,781
Total	1,289	2.8	\$ 5,197	\$ 5,742,460	229	\$ 708,318	-14.2%	29.8%	\$ 3,093

Pacific Northwest: Oregon and Columbia River

4 Vancouver, WA	178	2.8	\$ 5,192	\$ 776,528	92	\$ 173,614	-78.9%	7.3%	\$ 1,887
8 Portland	423	3.0	5,327	1,990,310	105	89,173	-87.8	3.8	849
12 North Bend	34	4.2	7,054	212,784	24	125,634	68.5	5.3	5,235
21 Longview, WA	246	2.7	4,392	1,010,621	54	55,986	-17.9	2.4	1,037
50 Astoria	23	2.3	4,304	78,775	14	56,346	53.1	2.4	4,025
53 Newport	9	4.0	3,568	52,690	7	101,268	-44.2	4.3	14,467
Total	913	2.9	\$ 4,990	\$ 4,121,708	296	\$ 602,021	-68.6%	25.3%	\$ 2,034

Pacific Northwest: Washington

7 Bellingham	12	4.8	\$ 7,579	\$ 78,907	10	\$ 223,753	-22.9%	9.4%	\$ 22,375
19 Seattle	757	2.9	5,554	3,482,570	249	468,065	191.3	19.7	1,880
23 Tacoma	798	3.2	5,627	4,192,527	0	0	0.0	0.0	0
24 Aberdeen	35	4.0	6,344	226,094	1	114	-98.8	0.0	114
25 Anacortes	9	2.8	4,351	39,765	8	42,138	5.8	1.8	5,267
27 Port Angeles	15	3.9	6,595	92,907	13	116,221	21.1	4.9	8,940
32 Everett	41	2.8	4,703	181,865	13	11,316	-35.5	0.5	870
47 Olympia	33	3.3	5,722	177,579	23	86,829	-17.7	3.7	3,775
51 Port Gamble	10	3.8	6,782	57,166	8	75,527	-10.4	3.2	9,441
Total	1,710	3.1	\$ 5,602	\$ 8,529,380	325	\$ 1,023,963	27.5%	43.1%	\$ 3,151
Longshore Total	10,514	3.0	\$ 5,329	\$ 50,320,359	1,021	\$ 2,377,006	-34.3%	100.0%	\$ 2,328

CLERKS REGISTRANTS

29 San Diego	14	3.9	\$ 7,083	\$ 95,124
46 Port Hueneme	14	5.7	10,382	137,046
63 LA/LB	1,103	4.5	7,981	8,481,950
14 Eureka	0	0.0	0	0
34 SF Bay Area	203	4.2	7,479	1,443,130
40 Portland	84	4.8	8,356	657,272
23 Tacoma	113	5.4	9,167	1,063,261
52 Seattle	126	4.7	8,236	1,005,301
Clerks Total	1,657	4.6	\$ 8,054	\$ 12,883,084

FOREMEN REGISTRANTS

94 LA/LB	371	5.1	\$ 11,359	\$ 4,126,716
91 SF Bay Area	73	4.8	10,741	755,922
92 Portland	55	5.2	11,634	599,556
98 Seattle	107	5.3	11,932	1,254,396
Foremen Total	606	5.1	\$ 11,414	\$ 6,736,590
COAST TOTAL	12,777	3.3	\$ 6,132	\$ 69,940,033

LONGSHORE PGP PAYMENTS BY AREA

AREA

Year	Southern California	Northern California	Oregon	Washington
2010	\$ 548,921	\$ 1,545,387	\$ 742,777	\$ 1,923,870
2011	\$ 259,462	\$ 967,921	\$ 312,969	\$ 1,486,872
2012	\$ 108,909	\$ 1,034,154	\$ 704,875	\$ 995,548
2013	\$ 75,285	\$ 825,470	\$ 1,916,682	\$ 803,174
2014	\$ 42,704	\$ 708,318	\$ 602,021	\$ 1,023,963

Total Shoreside Payrolls Processed by PMA

The data in the table below include payments to all occupations reported by PMA members for payroll purposes. Occupational categories include longshoremen, clerks, foremen, watchmen, mechanics, warehousemen, maintenance men, dispatchers, Joint Labor Relations Committee employees and other miscellaneous workers.

Year	Southern California	Northern California	Oregon	Washington	Total
2003	\$ 782,186,349	\$ 135,007,505	\$ 78,203,842	\$ 168,844,117	\$ 1,164,241,813
2004	879,867,498	148,792,441	83,241,784	191,073,284	1,302,975,008
2005	935,494,748	159,916,047	80,443,269	237,498,746	1,413,352,809
2006	1,070,853,577	172,066,760	92,490,636	233,030,949	1,568,441,922
2007	1,059,641,237	170,093,221	104,723,518	228,651,375	1,563,109,350
2008	997,407,360	165,078,152	107,922,962	226,438,383	1,496,846,857
2009	808,300,808	144,265,249	92,220,479	204,186,280	1,248,974,827
2010	905,911,143	155,696,009	107,617,287	226,382,869	1,395,607,308
2011	930,569,725	171,171,986	120,375,276	232,379,272	1,454,496,260
2012	986,744,832	177,298,570	113,674,225	259,861,241	1,537,578,868
2013	1,022,540,577	188,749,798	104,223,553	253,529,273	1,569,043,202
2014	\$ 1,192,187,058	\$ 195,667,442	\$ 111,167,960	\$ 268,705,584	\$ 1,767,728,044

PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (FICA) accounts and State Unemployment Insurance (SUI) accounts on these payrolls. In 2014, employer FICA taxes paid were \$108,629,439 and SUI taxes paid were \$52,527,001.

Assessment Rates 2014/2015

Other Assessments						
	Benefits Plans	CFS Program	401(k)	Marine Clerk Work Opportunity	PMA Cargo Dues	Total
Payroll Hour Rate						
L/S and Clerk	\$33.98		\$0.92		\$0.84	\$35.74
Walking Boss	\$33.98		\$3.38		\$0.84	\$38.20
Offshore and Intercoastal Tonnage Rates						
Containers (per R.U.)	\$29.38	\$0.05		\$0.12	\$4.86	\$34.41
General Cargo	\$1.728				\$0.286	\$2.014
Lumber and Logs	\$1.728				\$0.286	\$2.014
Autos and Trucks	\$0.140				\$0.286	\$0.426
Bulk Cargo	\$0.034				\$0.006	\$0.040
Coastwise and Inbound from British Columbia*						
Containers (per R.U.)	\$20.74	\$0.04		\$0.08	\$4.86	\$25.72
General Cargo	\$0.713				\$0.286	\$0.999
Lumber and Logs	\$0.713				\$0.286	\$0.999
Autos and Trucks	\$0.058				\$0.286	\$0.344
Bulk Cargo	\$0.014				\$0.006	\$0.020

*Inbound from B.C. applicable to General Cargo and Lumber and Logs loaded in B.C.

ILWU-PMA 401(k) Plan

For Plan Year Ended June 30:	2014*	2013	2012	2011	2010	2009
Contributions						
Employee	\$ 70,704,884	\$ 65,837,674	\$ 63,569,968	\$ 60,866,204	\$ 55,753,706	\$ 63,338,105
Employer	28,972,172	29,045,259	29,135,244	28,649,788	27,390,068	29,555,280
Total Contributions	\$ 99,677,056	\$ 94,882,933	\$ 92,705,212	\$ 89,515,992	\$ 83,143,774	\$ 92,893,385
Investment Income						
Net realized/unrealized appreciation	\$ 144,137,684	\$ 81,378,134	\$ (21,724,347)	\$ 127,395,101	\$ 58,058,557	\$ (153,252,341)
Interest and Dividends	56,093,541	41,974,945	29,864,169	26,735,115	17,564,447	27,896,732
Less: Investment Expense	(298,477)	(380,041)	(489,409)	(324,220)	(524,526)	(521,891)
Total Additions	\$ 299,609,804	\$ 217,855,971	\$ 100,355,625	\$ 243,321,988	\$ 158,242,252	\$ (32,984,115)
Distributions						
Distributions to participants	(66,326,545)	(70,534,537)	(59,989,530)	(62,092,415)	(77,491,417)	(78,277,224)
Net Change	\$ 233,283,259	\$ 147,321,434	\$ 40,366,095	\$ 181,229,573	\$ 80,750,835	\$ (111,261,339)
Net Assets available for Benefits						
Beginning of year	1,241,791,217	1,094,469,783	1,054,103,688	872,874,115	792,123,280	903,384,619
End of year	\$ 1,475,074,476	\$ 1,241,791,217	\$ 1,094,469,783	\$ 1,054,103,688	\$ 872,874,115	\$ 792,123,280

*2014 is based on unaudited financial statements. All other years are based on audited financial statements

Pension Benefits

CHANGES IN NET ASSETS AVAILABLE FOR PENSION BENEFITS

The data in the table below are obtained from annual audited financial statements of the ILWU-PMA Pension Plan which are prepared on the accrual basis of accounting. The Plan year ends June 30.

For Plan Year Ended June 30:	2014	2013	2012	2011	2010	2009
Benefits Paid and Expenses						
Pensions paid	\$ 326,283,069	\$ 313,379,142	\$ 298,059,481	\$ 268,308,942	\$ 257,749,435	\$ 234,096,522
Administrative expenses	6,388,537	6,206,996	6,116,737	5,241,442	5,133,109	5,084,654
Total Deductions	\$ 332,671,606	\$ 319,586,138	\$ 304,176,218	\$ 273,550,384	\$ 262,882,544	\$ 239,181,176
Investment Income and Employer Contributions						
Net appreciation of fair value of investments	\$ 510,272,688	\$ 291,942,827	\$ (33,212,644)	\$ 419,928,367	\$ 123,723,731	\$ (548,928,868)
Interest	15,089,587	15,582,271	16,765,630	18,393,304	22,638,462	30,109,441
Dividends from investments	52,294,885	52,296,404	49,591,569	41,729,497	35,738,728	39,370,795
Less investment expense	(5,612,128)	(5,931,931)	(6,164,184)	(5,884,035)	(5,852,488)	(5,911,844)
Total Income Gain (Loss)	\$ 572,045,032	\$ 353,889,571	\$ 26,980,371	\$ 474,167,133	\$ 176,248,433	\$ (485,360,476)
Contributions from Employers	533,467,537	515,155,449	457,504,645	388,250,000	387,474,044	248,742,375
Other Income	727,048	261,920	550,943	990,564	853,442	2,730,747
Total Additions (Subtractions)	\$ 1,106,239,617	\$ 869,306,940	\$ 485,035,959	\$ 863,407,697	\$ 564,575,919	\$ (233,887,354)
Net Increase (Decrease)	773,568,011	549,720,802	180,859,741	589,857,313	301,693,375	(473,068,530)
Net Assets Avail for Benefits: Beg. of Year	\$ 3,459,674,691	\$ 2,909,953,889	\$ 2,729,094,148	\$ 2,139,236,835	\$ 1,837,543,460	\$ 2,310,611,990
End of Year	\$ 4,233,242,702	\$ 3,459,674,691	\$ 2,909,953,889	\$ 2,729,094,148	\$ 2,139,236,835	\$ 1,837,543,460

EMPLOYER WITHDRAWAL LIABILITY

Multi-employer plans are required by the Multi-employer Pension Plan Amendments Act of 1980 to establish procedures for the determination and imposition of withdrawal liability upon the withdrawal of a contributing employer.

Under special rules approved by the Pension Benefit Guaranty Corporation, the ILWU-PMA Pension Plan will impose withdrawal liability for a withdrawal where the employer

- during the 5 years following withdrawal continues or resumes covered operation without an obligation to make contributions or
 - sells or transfers all or a substantial portion of its business or assets to a non-contributing employer.
- An employer that simply goes out of business will generally have no withdrawal liability.

To satisfy the withdrawal requirement, the Plan uses the presumptive method for the computation of withdrawal liability. The presumptive method bases such liability on certain components of the Plan's unfunded vested benefits liability.

The unfunded vested benefits liability for the Plan Year ended June 30 is shown below. The benefits reflected in the calculation for active employees include only retirement benefits already accumulated, already vested and for which the active employees qualified as a result of age and service through June 30.

Vested Liabilities as of Plan Year Ended June 30:	2014	2013	2012	2011	2010	2009
Retired Participants & Beneficiaries	\$ 2,764,559,277	\$ 2,687,664,825	\$ 2,518,930,846	\$ 2,338,720,216	\$ 2,213,070,879	\$ 2,045,222,201
Inactive Vested	14,646,193	14,427,831	11,633,647	11,547,356	11,178,116	8,606,033
Active Vested Employees	1,777,422,211	1,588,782,541	1,480,465,257	1,316,277,562	1,199,985,307	1,221,160,824
Total Present Value Vested Liabilities	\$ 4,556,627,681	\$ 4,290,875,197	\$ 4,011,029,750	\$ 3,666,545,134	\$ 3,424,234,302	\$ 3,274,989,058
Actuarial Value of Assets	\$ 3,966,433,764	\$ 3,359,655,122	\$ 2,869,381,355	\$ 2,633,066,799	\$ 2,522,553,618	\$ 2,205,052,152
Unfunded Vested Benefits Liability	\$ 590,193,917	\$ 931,220,075	\$ 1,141,648,395	\$ 1,033,478,335	\$ 901,680,684	\$ 1,069,936,906

ACTUARIAL ACCRUED LIABILITY

The actuarial accrued liability is the amount which, together with assumed investment earnings, will be sufficient to pay earned retirement benefits for the lifetimes of those Plan participants eligible for retirement benefits. The difference between net assets and total actuarial accrued liability is the unfunded actuarial accrued liability.

Actuarial Accrued Liability July 1:	2014	2013	2012	2011	2010	2009
Actuarial Value of Assets	\$ 3,966,433,764	\$ 3,359,655,122	\$ 2,869,381,355	\$ 2,633,066,799	\$ 2,522,553,618	\$ 2,205,052,152
Actuarial Liability:						
Pensioners/Survivors	2,850,062,521	2,754,746,121	2,573,606,987	2,513,302,386	2,243,258,011	2,078,811,766
Inactive Vested	15,658,273	15,444,952	12,430,339	12,515,033	11,241,278	8,685,216
Active Employees	2,819,182,022	2,582,633,337	2,435,390,438	2,166,810,917	1,886,912,069	1,956,977,578
Total Actuarial Liability	\$ 5,684,902,816	\$ 5,352,824,410	\$ 5,021,427,764	\$ 4,692,628,336	\$ 4,141,411,358	\$ 4,044,474,560
Unfunded Actuarial Accrued Liability	\$ 1,718,469,052	\$ 1,993,169,288	\$ 2,152,046,409	\$ 2,059,561,537	\$ 1,618,857,740	\$ 1,839,422,408

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30:	2014	2013	2012	2011	2010	2009
Contributions by employer	\$ —	\$ —	\$ —	\$ 22,953,254	\$ 25,190,376	\$ 27,422,007
Deductions:						
Benefits paid	—	—	—	22,759,922	24,993,061	27,233,339
Administrative expenses	—	—	—	193,902	198,202	192,557
Total deductions	\$ —	\$ —	\$ —	\$ 22,953,824	\$ 25,191,263	\$ 27,425,896

The ILWU-PMA Supplemental Welfare Benefit Plan was discontinued as of July 1, 2011.
These benefits were incorporated into the ILWU-PMA Pension Plan.

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2014	2013	2012	2011	2010	2009
Investment Income	\$ 76,566	\$ 61,544	\$ 66,264	\$ 120,345	\$ 116,422	\$ 123,349
Contributions:						
Employers	\$ 606,953,184	\$ 605,177,975	\$ 648,126,742	\$ 546,214,412	\$ 571,239,503	\$ 510,291,423
Employees	11,329,574	12,526,485	12,554,478	11,580,832	10,407,065	7,088,211
WILSP/Union	—	—	—	—	—	509,006
COBRA/self-pay contribution	86,914	92,298	86,647	118,369	99,830	125,559
Total contributions	\$ 618,369,672	\$ 617,796,758	\$ 660,767,867	\$ 557,913,613	\$ 581,746,398	\$ 518,014,199
Other Income	5,731,586	4,634,832	6,948,993	7,532,948	4,048,291	6,149,450
Total additions	\$ 624,177,824	\$ 622,493,134	\$ 667,783,124	\$ 565,566,906	\$ 585,911,111	\$ 524,286,998
Deductions:						
Benefits paid	\$ 601,620,389	\$ 584,423,145	\$ 620,778,279	\$ 547,316,207	\$ 544,428,812	\$ 493,854,552
Administrative expenses	43,562,773	30,253,924	27,048,367	22,785,535	23,278,807	20,548,055
Total deductions	\$ 645,183,162	\$ 614,677,069	\$ 647,826,646	\$ 570,101,742	\$ 567,707,619	\$ 514,402,607
Net increase (decrease)	\$ (21,005,338)	\$ 7,816,065	\$ 19,956,478	\$ (4,534,836)	\$ 18,203,492	\$ 9,884,391
Net assets available for benefits:						
Beginning of year	\$ 170,190,055	\$ 162,373,990	\$ 142,417,512	\$ 146,952,348	\$ 128,748,856	\$ 118,864,465
End of year	\$ 149,184,717	\$ 170,190,055	\$ 162,373,990	\$ 142,417,512	\$ 146,952,348	\$ 128,748,856

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2014	2013	2012	2011	2010	2009
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	\$ 103,203,300	\$ 95,250,736	\$ 91,292,289	\$ 90,934,131	\$ 94,212,321	\$ 93,709,316
PPO and Indemnity Plan						
Hospital, medical, surgical	\$ 296,053,267	\$ 312,549,509	\$ 362,985,406	\$ 298,221,735	\$ 295,408,989	\$ 250,173,595
Prescription drug program	108,973,503	89,436,323	80,851,275	76,554,675	68,901,041	63,153,279
Vision service plan	5,681,729	5,688,220	5,040,327	4,563,132	3,932,352	3,840,166
Vision supplement (frames, contacts)	—	—	—	—	—	493
Diabetic durable equipment	—	329	777	952	604	1,219
Subtotal	\$ 410,708,499	\$ 407,674,381	\$ 448,877,785	\$ 379,340,494	\$ 368,242,986	\$ 317,168,752
Medicare Part B Reimbursements						
Medicare premiums reimbursements	\$ 12,251,891	\$ 12,051,071	\$ 11,595,530	\$ 11,334,802	\$ 11,184,750	\$ 10,895,789
Dental Programs: HMO and PPO Participants						
Dental services - adults	\$ 36,194,160	\$ 33,304,028	\$ 33,203,817	\$ 31,399,658	\$ 31,377,364	\$ 29,559,638
Dental services - children	10,499,601	9,727,268	10,653,016	10,755,748	10,183,033	10,078,830
Subtotal	\$ 46,693,761	\$ 43,031,296	\$ 43,856,833	\$ 42,155,406	\$ 41,560,397	\$ 39,638,468
Other Programs for Eligible Participants						
Life insurance, AD&D	\$ 4,632,798	\$ 4,415,021	\$ 3,889,749	\$ 4,129,328	\$ 5,203,433	\$ 5,070,563
Chiropractic	6,247,573	5,904,988	7,095,476	6,320,854	6,923,334	5,424,937
Social security supplement	631,575	585,136	603,956	888,089	950,148	1,521,109
Alcoholism/Drug Recovery Program	6,002,308	5,618,755	5,150,304	4,408,617	4,329,763	4,621,433
Hearing aids	2,017,632	2,247,126	1,956,574	1,586,404	2,030,117	1,590,380
Subsequent prosthetic device	158,668	50,025	91,792	57,670	72,462	72,038
Subtotal	\$ 19,690,554	\$ 18,821,051	\$ 18,787,851	\$ 17,390,962	\$ 19,509,257	\$ 18,300,460
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	\$ 3,931,601	\$ 3,646,768	\$ 3,702,638	\$ 3,575,409	\$ 5,015,654	\$ 4,885,062
CSDI Supplement	—	—	—	—	—	—
Weekly Indemnity & NIDS (OR & WA)	4,933,504	3,727,976	2,415,702	2,304,427	4,416,641	8,722,238
Subtotal	\$ 8,865,105	\$ 7,374,744	\$ 6,118,340	\$ 5,879,836	\$ 9,432,295	\$ 13,607,300
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	\$ 207,279	\$ 219,866	\$ 249,651	\$ 280,576	\$ 286,806	\$ 534,467
TOTAL BENEFITS	\$ 601,620,389	\$ 584,423,145	\$ 620,778,279	\$ 547,316,207	\$ 544,428,812	\$ 493,854,552
Reconciliation to Form 5500 (accrual)	(25,781,833)	1,684,816	19,437,141	24,688,631	5,060,508	17,480,225
Reconciliation to Form 5500 for reclassifications of expenses	—	18,469,793	16,937,309	15,211,532	16,112,260	14,049,979
TOTAL BENEFITS AFTER RECONCILIATION	\$ 575,838,556	\$ 604,577,754	\$ 657,152,729	\$ 587,216,370	\$ 565,601,580	\$ 525,384,756

Accident Prevention Data

GENERAL SAFETY TRAINING:

A 24-YEAR HISTORY ON THE WATERFRONT
THROUGH 12/31/2014

YEAR GRADUATES CUMULATIVE

GST I – Safety First

1991	552	552
1992	5,246	5,798
1993	4,512	10,310

GST II – Your Right, Your Life

1994	1,068	1,068
1995	6,867	7,935
1996	4,798	12,733

GST III – What Counts

1997	2,993	2,993
1998	7,788	10,781
1999	4,059	14,840

GST IV – Going Home Safe

2000	4,007	4,007
2001	6,675	10,682
2002	5,464	16,146

GST V – Aware Today, Everyday

2003	3,443	3,443
2004	9,733	13,176
2005	12,332	25,508
2006	6,966	32,474

GST VI – Every Choice Counts

2007	10,704	10,704
2008	8,523	19,227
2009	5,388	24,615

GST

2010	8,593	8,593
2011	7,572	16,165
2012	10,746	26,911

GST VIII – Safety Doesn't Just Happen

2013	7,693	7,693
2014	6,775	14,468

OCCUPATIONAL INJURY AND
ILLNESS INCIDENCE RATES

The Pacific Maritime Association processes injury and illness reports submitted by companies to analyze industry injury and illness trends.

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 2014.

The lost-time injury and illness incidence rate is based on Occupational Safety and Health Act (OSHA) record-keeping criteria and is a national standard used by the government and most industries to provide an overall indication of injury and illness trends.

The formula for the lost-time injury and illness incidence rate includes the number of lost-time injuries and illnesses that occurred in the workplace and the total hours worked during the period (usually one year). It is based upon a work force of 100, each working 2,000 hours per year. (Number of injuries and illnesses x 200,000 ÷ total hours worked = Incidence Rate)

Year	Coast	Southern California	Northern California	Pacific Northwest Oregon Washington
1995	10.90	8.90	15.60	11.50 12.80
1996	10.40	9.30	14.30	12.70 9.90
1997	9.40	8.20	11.60	11.20 11.20
1998	9.20	6.80	15.10	13.90 12.40
1999	8.67	6.64	13.70	12.60 11.20
2000	7.20	5.68	9.81	10.70 10.70
2001	8.40	6.60	13.30	9.64 12.60
2002	8.50	6.49	14.10	11.20 13.30
2003	7.50	6.00	10.50	10.00 11.90
2004	6.77	5.71	9.04	9.95 9.11
2005	7.12	6.15	9.37	9.19 9.06
2006	6.41	5.13	10.69	6.79 9.32
2007	5.92	4.67	10.90	6.34 8.06
2008	5.92	5.00	9.49	7.38 6.81
2009	7.57	6.73	10.63	8.09 8.59
2010	5.81	4.96	8.32	7.56 6.78
2011	5.43	4.57	7.52	8.11 6.02
2012	5.46	4.53	8.22	9.37 5.48
2013	5.01	3.84	6.33	8.42 7.64
2014	4.68	3.61	6.11	7.94 7.44

ACCIDENT PREVENTION 'TOP TENS' FOR 2014

Most Injured Occupations

Semi-Tractor	146
Mechanic ILWU	109
Lasher	97
Clerk	61
Holdman	59
Dockman	47
Foreman/Walking Boss	32
Auto Driver	27
Mechanic (Non ILWU)	26
Crane Cont Gantry	22
Top Handler	22

Cause of Most Injuries

Strained	273
Struck By	68
Slip	59
Slip/Trip/Fall <4ft	36
Bounced In Vehicle	34
Struck Against	33
Struck By 2 Vehicles	26
Trip	26
Struck By Other Vehicle	25
Caught Between	24

Most Common Injuries

Sprain/Strain/Spasm	343
Multiple Types	246
Contusion	49
Cut, Laceration	32
Fracture	22
Crushing	21
Unclassified/Undetermined	10
Foreign Object in Eye	6
Toxic Respiratory	4
Hernia	3

Most Injured Body Part

Mult. Body Parts	246
Back	109
Knee	80
Shoulder	55
Fingers	43
Ankle	31
Foot	22
Hand	21
Elbow	17
Wrist	14

PMA Training Graduates

	2014	2013	2012	2011	2010
Crane / Crane Simulator					
Container Gantry Crane (Sim)	79	67	347	200	117
RTG Crane – Transtainer	51	60	94	117	24
Ship Gantry Crane (Sim)	–	–	–	7	–
Ship Gantry Crane (Fam)	–	–	–	–	–
Ship Pedestal Crane (Sim) (Winch)	37	27	33	31	9
Mobile Crane (Mobile Cr Light)	11	23	54	52	22
Ship Unloader, Bulk Crane	–	–	1	8	–
Dock Whirley Crane	–	8	21	7	–
Subtotal	178	185	550	422	172
Percent of Total	1%	1%	2%	2%	1%
Skill Equipment / PIT					
Forklift	355	1,014	1,014	1,704	757
Semi-Tractor	262	1,155	864	918	437
Container Handling Equipment (CHE) (Log Loader)	505	768	586	787	533
Straddle Carrier	11	34	81	36	6
Excavator	–	–	2	5	3
Bulk Loader (Bucket)	–	5	–	–	–
Bulldozer (Front Loader) (Loc)	41	94	14	6	27
Subtotal	1,174	3,070	2,561	3,456	1,763
Percent of Total	9%	19%	11%	18%	14%
Job Specific / Promotions					
Basic Marine Clerk	2	110	61	89	–
Clerk Computer Gate (Yard)	–	88	27	76	–
Supercargo	24	105	13	5	5
Vessel Planner	4	1	2	2	1
Walking Boss Orientation	14	62	5	143	25
Powered Gangway	16	20	34	19	31
Walking Boss Seminar	258	243	213	180	–
Watchman	72	67	35	51	–
Holdman	–	17	12	9	–
Cutting & Grinding	8	9	–	–	–
Watchman Reefer	–	46	23	–	–
Watchman Screener	24	–	53	–	–
Mechanic (General) (Crane)	211	138	55	–	–
Gearman	–	–	2	–	–
Subtotal	633	906	535	574	62
Percent of Total	5%	6%	2%	3%	0%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	6,792	7,751	11,159	7,773	8,796
Diversity, Employee & Supervisor	886	517	914	1,274	196
Standard First Aid / CPR	669	414	433	671	146
Lashing	53	55	197	5	4
Ammo Handling Safety	592	779	420	552	103
Vessel Rigging	–	8	84	–	–
Basic Casual Safety (LS Entry)	–	102	–	–	–
Instructor (Train-the-Trainer)	2	–	46	–	–
Subtotal	8,994	9,626	13,253	10,275	9,245
Percent of Total	66%	59%	55%	54%	71%
Testing					
Strength & Agility (Schd Practice)	282	333	876	286	48
Clerk Cognitive	148	695	964	349	209
Clerk Keyboard	13	61	501	721	50
Physical Exam (Pre-employment)	1,099	617	1,828	1,408	602
Drug & Alcohol Screen (Pre-employment)	1,112	622	1,817	1,413	615
Lashing Test	2	220	1,209	249	172
Subtotal	2,656	2,548	7,195	4,426	1,696
Percent of Total	19%	16%	30%	23%	13%
TOTAL	13,635	16,335	24,094	19,153	12,938
EXPENDITURE*	\$13,571,744	\$15,743,726	\$18,029,765	\$16,585,519	\$8,091,576

*Certain costs of training are not included.

Coast Hours and Tonnage

Calculation of Total Tonnage and “Weighted Tonnage”

Cargo moving through West Coast ports is manifested in a variety of ways, but when reported it is ultimately distilled into revenue tons or revenue units (TEUs). General Cargo is reported by weight or measure; Lumber & Logs, by 1,000 board feet to the ton; Automobiles (and light trucks) by measure; Bulk Cargo by weight; and Containerized Cargo, as number of boxes that are converted into Revenue Units, or TEUs. A Revenue Unit, by definition, is equivalent to 17 revenue tons.

From this collection of data, PMA constructs a variety of tonnage statistics that are used for many different purposes. Some of those uses require adjusting, or “weighting,” one or more of the cargo sector tonnage values to develop useful indices for comparisons over time or among ports or port groups. One such tonnage “weighting” is used in this section.

Total Tonnage

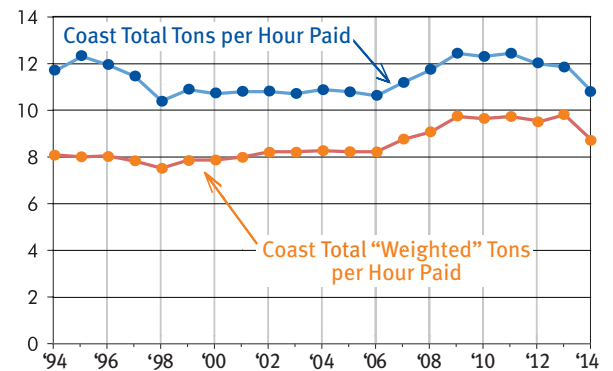
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The “Total Tonnage” data for each port table shown in this section is calculated by this method.

“Weighted” Tonnage

For the purpose of comparing the volume of tonnage handled in a port or group of ports to the corresponding number of hours paid, a “weighted tonnage” statistic is used. Only two of the cargo sectors are altered to “weight” the total tonnage: Autos and Bulk.

Applying a “weighting” factor to bulk tonnage has been a common approach to measuring productivity for decades. Bulk tonnage is currently weighted at 50 to 1. The reason for greatly reducing the amount of the Bulk tonnage used in studies about productivity is that Bulk Cargo, because of the methods of loading and discharging it, requires far fewer payroll hours per ton than the other sectors of cargo.

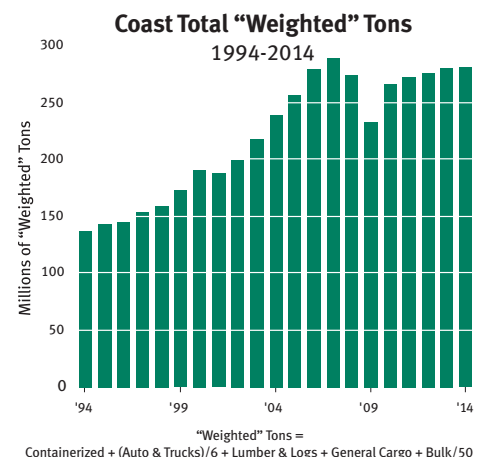
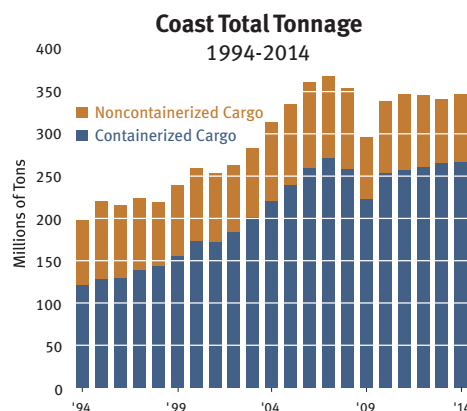
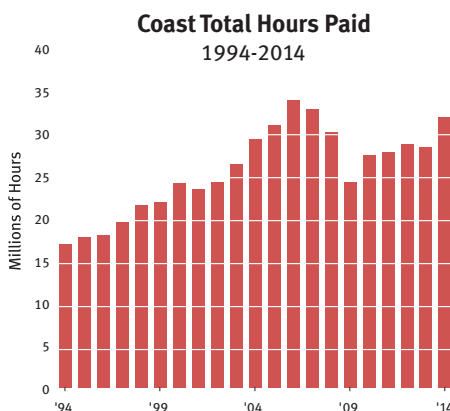
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on specialized auto carriers and are driven off the vessel and parked. This operation generally takes much less time than handling general cargo or lumber and logs. To offset this difference in labor requirements, auto tonnage is weighted at 6 to 1.



Total Hours have been annualized for 1998, 2004 and 2009, since these years have 53 payroll weeks, for the calculations of Coast Total Tons per Hour Paid and Coast “Weighted” Tons per Hour Paid.

Total “Weighted” Tonnage

Thus, the “weighted” tonnage statistic that is used in the graphs on this page and in calculating the “Weighted Tons” per Hour data in the following tables is the sum of container TEUs x 17, General Cargo tonnage, Lumber & Logs tonnage, 1/6 of Automobiles & Trucks tonnage, and 1/50 of Bulk Cargo tonnage.



Explanation of Port Hours, Wages and Tonnage Data

The order in which the ports are listed on the following pages is a function of their location. The southernmost U.S. West Coast port, San Diego, California, is shown first, followed by each succeeding northerly port to Bellingham, Washington, near the Canadian border. Following the port data are summaries for each PMA Area and for the Coast.

These three columns show the *Percent of [the] Port Total* hours that were paid at occupation codes in each job category—longshore, clerk and foreman. The hours were paid to persons belonging to that port's local(s), to workers traveling in from other locals, and to casuals. Travel time hours are not included.

These three columns show the *Avg. Hourly Wage* for each job category. The Avg. Hourly Wage value is the result of dividing the wages paid for each job category by the number of hours paid at that job category.

The *Percent of [the] Port Total* that each commodity (tonnage) category represents is the percent of the total port "constructed" tonnage.

Year	Hours					Wages					Tonnage					
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total				
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Container-ized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo

The **Total Hours** data include all hours paid under the terms of the Pacific Coast Longshore and Clerks' Agreement, the Pacific Coast Walking Bosses and Foremen's Agreement, ILWU-PMA Area Agreements, Member Company Agreements and participating nonmember company agreements. Travel time hours are not included.

Following the **Total Hours** for each year is the *Percent of [the] Coast Total* that those hours represented.

The **Total Wages Paid** figure is the sum of all wages paid for the hours shown in the Total Hours column. These wages do not include any mileage or benefits payments, and they are shown in thousands (000s) of dollars.

NOTE: 2014 wage figures include retroactive pay. See page 53.

The **Total Tonnage** figure is the sum of all revenue tonnage reported as General Cargo, Lumber & Logs, Automobiles & Trucks, Bulk Cargo and a constructed container tonnage figure calculated by multiplying the number of TEUs by 17 tons per revenue unit.

Following the **Total Tonnage** is the *Percent of [the] Coast Total* that the port tonnage represents.

This value is the result of dividing "Weighted Tonnage" by Total Hours. Note: the Total Hours values for 2009 have been annualized to 52 weeks.



Hyundai Courage calls at Terminal 18 at the Port of Seattle.

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					"Weighted Tons" Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Container-ized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	

Southern California

San Diego

2009	350,167	1.4%	75.6%	14.9%	9.5%	\$14,489	\$39.61	\$41.54	\$55.23	3,505,566	1.2%	24.0%	5.7%	1.4%	66.6%	2.3%	4.31
2010	343,532	1.2%	73.9%	16.5%	9.6%	\$14,533	\$40.46	\$41.94	\$57.13	4,073,894	1.2%	21.7%	3.6%	1.3%	70.9%	2.5%	4.56
2011	358,384	1.3%	74.1%	16.4%	9.5%	\$15,643	\$41.88	\$42.82	\$58.80	4,286,620	1.2%	20.3%	5.3%	1.2%	71.2%	2.0%	4.63
2012	389,243	1.4%	75.3%	15.7%	9.0%	\$17,405	\$42.88	\$44.02	\$61.26	4,821,984	1.4%	18.0%	6.3%	1.1%	72.4%	2.1%	4.65
2013	353,123	1.2%	74.6%	16.8%	8.6%	\$16,079	\$43.64	\$44.95	\$62.95	5,167,881	1.5%	17.7%	2.5%	0.8%	76.7%	2.3%	4.95
2014	378,480	1.2%	73.4%	17.6%	8.9%	\$18,089	\$45.81	\$46.89	\$65.88	5,358,379	1.5%	18.4%	2.2%	—	75.7%	3.7%	4.71

Los Angeles/Long Beach

2009	15,024,123	61.8%	73.9%	19.6%	6.5%	\$681,685	\$43.96	\$46.48	\$58.05	167,866,094	56.6%	91.5%	1.1%	<0.1%	2.1%	5.3%	10.60
2010	17,205,683	62.5%	74.6%	18.9%	6.4%	\$789,259	\$44.38	\$47.11	\$59.58	193,590,856	57.2%	91.8%	1.2%	0.1%	2.3%	4.6%	10.53
2011	17,100,269	61.2%	75.0%	18.4%	6.6%	\$806,593	\$45.59	\$48.54	\$61.17	199,508,585	57.5%	90.9%	1.5%	0.1%	2.4%	5.2%	10.84
2012	17,695,073	61.5%	75.7%	18.0%	6.3%	\$853,970	\$46.67	\$49.70	\$63.15	201,706,456	58.3%	90.5%	1.6%	0.1%	2.9%	4.9%	10.58
2013	17,944,257	63.0%	75.6%	18.0%	6.3%	\$887,467	\$47.78	\$51.07	\$64.88	207,241,452	60.9%	90.5%	1.5%	<0.1%	2.7%	5.3%	10.69
2014	21,005,902	65.5%	75.5%	18.5%	6.1%	\$1,078,073	\$49.54	\$53.07	\$68.18	210,440,357	60.7%	90.8%	1.9%	0.1%	2.4%	4.8%	9.34

Port Hueneme

2009	400,665	1.6%	79.9%	15.6%	4.5%	\$16,159	\$39.20	\$41.68	\$55.68	2,997,560	1.0%	11.0%	24.4%	—	61.2%	3.4%	3.48
2010	412,058	1.5%	79.4%	16.0%	4.5%	\$16,978	\$40.06	\$42.35	\$57.09	3,356,232	1.0%	12.6%	22.1%	—	61.9%	3.3%	3.68
2011	427,483	1.5%	79.4%	15.9%	4.7%	\$18,186	\$41.40	\$43.36	\$58.99	4,094,526	1.2%	9.4%	19.8%	—	67.1%	3.7%	3.87
2012	476,686	1.7%	79.4%	15.7%	4.9%	\$20,881	\$42.49	\$45.12	\$60.92	4,519,612	1.3%	19.7%	13.4%	—	63.7%	3.3%	4.15
2013	444,195	1.6%	77.7%	16.9%	5.3%	\$20,126	\$43.81	\$46.62	\$63.04	4,921,035	1.4%	18.6%	11.8%	—	65.9%	3.7%	4.59
2014	473,873	1.5%	77.2%	17.5%	5.3%	\$21,928	\$44.45	\$48.29	\$66.39	5,240,106	1.5%	18.2%	11.2%	—	67.6%	3.0%	4.50

Northern California

San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia/Port Chicago

2009	2,465,087	10.1%	73.0%	19.4%	7.7%	\$108,171	\$42.61	\$43.83	\$56.15	31,203,927	10.5%	88.0%	0.1%	—	5.3%	6.6%	11.50
2010	2,790,297	10.1%	74.2%	18.6%	7.2%	\$124,311	\$43.35	\$44.16	\$57.90	33,040,964	9.8%	88.3%	0.1%	—	5.8%	5.8%	10.60
2011	2,928,479	10.5%	74.6%	18.1%	7.3%	\$134,361	\$44.56	\$45.82	\$59.53	34,461,418	9.9%	86.7%	0.2%	—	5.8%	7.3%	10.35
2012	2,935,768	10.2%	74.5%	18.3%	7.2%	\$138,846	\$45.89	\$47.28	\$61.85	35,401,823	10.2%	84.8%	0.1%	—	6.7%	8.3%	10.40
2013	3,001,847	10.5%	75.1%	17.9%	7.1%	\$145,626	\$47.09	\$48.47	\$63.70	36,678,668	10.8%	83.3%	0.1%	—	7.9%	8.7%	10.38
2014	3,081,274	9.6%	75.8%	17.0%	7.2%	\$156,125	\$49.16	\$50.39	\$67.21	36,347,113	10.5%	83.5%	—	—	7.8%	8.7%	10.02

Stockton/Pittsburg

2009	143,008	0.6%	74.5%	16.8%	8.7%	\$5,910	\$39.66	\$41.78	\$54.79	1,120,959	0.4%	—	23.8%	—	—	76.2%	2.03
2010	142,676	0.5%	73.0%	18.4%	8.7%	\$6,147	\$41.43	\$42.92	\$57.38	1,157,709	0.3%	0.1%	25.6%	—	—	74.3%	2.20
2011	195,062	0.7%	75.3%	15.7%	9.0%	\$8,673	\$42.56	\$44.60	\$60.14	2,161,275	0.6%	0.1%	15.3%	—	—	84.7%	1.89
2012	187,797	0.7%	74.3%	16.6%	9.1%	\$8,524	\$43.36	\$45.53	\$61.84	1,812,777	0.5%	—	9.2%	—	—	90.8%	1.06
2013	202,871	0.7%	73.6%	17.0%	9.5%	\$9,396	\$44.22	\$45.81	\$63.39	1,897,236	0.6%	—	9.4%	—	—	90.6%	1.05
2014	259,180	0.8%	72.6%	17.7%	9.7%	\$12,463	\$46.02	\$46.81	\$65.86	3,008,449	0.9%	—	10.6%	—	—	89.4%	1.43

West Sacramento

2009	80,421	0.3%	70.7%	22.1%	7.2%	\$3,258	\$38.59	\$42.33	\$53.77	436,056	0.1%	—	68.7%	—	—	31.3%	3.83
2010	58,214	0.2%	70.5%	22.6%	6.9%	\$2,395	\$39.24	\$42.97	\$54.49	351,254	0.1%	—	72.1%	—	—	27.9%	4.39
2011	83,020	0.3%	76.0%	17.1%	6.9%	\$3,495	\$40.16	\$44.64	\$57.08	329,957	0.1%	0.1%	91.1%	—	—	8.8%	3.63
2012	88,340	0.3%	76.6%	17.0%	6.4%	\$3,837	\$41.65	\$45.82	\$58.49	326,688	0.1%	—	83.5%	—	—	16.5%	3.10
2013	87,646	0.3%	76.1%	16.5%	7.4%	\$3,913	\$42.92	\$45.21	\$61.20	409,260	0.1%	—	68.2%	—	—	31.8%	3.22
2014	77,936	0.2%	75.8%	17.8%	6.5%	\$3,560	\$43.90	\$47.11	\$62.52	274,484	0.1%	—	94.4%	—	—	5.6%	3.33

Eureka

2009	5,585	<0.1%	48.4%	46.4%	5.2%	\$212	\$37.13	\$37.76	\$47.12	10,086	<0.1%	0.2%	51.0%	48.8%	—	—	1.84
2010	7,400	<0.1%	55.2%	36.6%	8.2%	\$281	\$35.60	\$38.68	\$50.22	6,123	<0.1%	—	5.6%	94.4%	—	—	0.83
2011	16,412	0.1%	77.1%	16.8%	6.0%	\$641	\$37.02	\$41.63	\$57.93	46,535	<0.1%	—	—	100.0%	—	—	2.84
2012	11,613	<0.1%	79.0%	14.7%	6.3%	\$470	\$38.31	\$42.67	\$63.09	32,502	<0.1%	—	—	100.0%	—	—	2.80
2013	8,977	<0.1%	88.2%	4.5%	7.3%	\$372	\$39.64	\$49.22	\$58.22	30,597	<0.1%	—	—	100.0%	—	—	3.41
2014	7,664	<0.1%	84.2%	6.2%	9.7%	\$343	\$42.21	\$52.44	\$61.95	121,397	<0.1%	—	—	22.4%	—	77.6%	3.79

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons* Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
2009	22,010	0.1%	86.9%	6.4%	6.8%	\$922	\$40.36	\$47.57	\$56.14	1,202,520	0.4%	—	—	0.7%	—	99.3%	1.49
2010	33,739	0.1%	85.2%	7.0%	7.9%	\$1,439	\$40.64	\$49.15	\$58.73	1,590,960	0.5%	—	—	2.0%	—	98.0%	1.86
2011	84,305	0.3%	88.5%	4.7%	6.9%	\$3,484	\$39.56	\$49.13	\$58.78	1,785,038	0.5%	—	0.1%	11.1%	—	88.8%	2.75
2012	71,086	0.2%	88.7%	4.7%	6.6%	\$3,035	\$40.92	\$50.76	\$60.88	1,503,973	0.4%	—	0.8%	8.6%	—	90.6%	2.37
2013	70,612	0.2%	88.1%	5.2%	6.7%	\$3,105	\$42.01	\$52.03	\$63.36	1,619,596	0.5%	—	0.4%	9.8%	—	89.8%	2.67
2014	51,328	0.2%	87.2%	5.6%	7.3%	\$2,394	\$44.57	\$54.13	\$65.90	1,611,498	0.5%	—	—	6.1%	—	93.9%	2.52

Pacific Northwest: Oregon and Columbia River

North Bend/Coos Bay

2009	22,010	0.1%	86.9%	6.4%	6.8%	\$922	\$40.36	\$47.57	\$56.14	1,202,520	0.4%	—	—	0.7%	—	99.3%	1.49
2010	33,739	0.1%	85.2%	7.0%	7.9%	\$1,439	\$40.64	\$49.15	\$58.73	1,590,960	0.5%	—	—	2.0%	—	98.0%	1.86
2011	84,305	0.3%	88.5%	4.7%	6.9%	\$3,484	\$39.56	\$49.13	\$58.78	1,785,038	0.5%	—	0.1%	11.1%	—	88.8%	2.75
2012	71,086	0.2%	88.7%	4.7%	6.6%	\$3,035	\$40.92	\$50.76	\$60.88	1,503,973	0.4%	—	0.8%	8.6%	—	90.6%	2.37
2013	70,612	0.2%	88.1%	5.2%	6.7%	\$3,105	\$42.01	\$52.03	\$63.36	1,619,596	0.5%	—	0.4%	9.8%	—	89.8%	2.67
2014	51,328	0.2%	87.2%	5.6%	7.3%	\$2,394	\$44.57	\$54.13	\$65.90	1,611,498	0.5%	—	—	6.1%	—	93.9%	2.52

Newport

2009	542	<0.1%	100.0%	—	—	\$21	\$38.84	—	—	—	—	—	—	—	—	—	—
2010	472	<0.1%	100.0%	—	—	\$19	\$41.10	—	—	—	—	—	—	—	—	—	—
2011	477	<0.1%	100.0%	—	—	\$20	\$42.03	—	—	—	—	—	—	—	—	—	—
2012	523	<0.1%	100.0%	—	—	\$23	\$43.08	—	—	—	—	—	—	—	—	—	—
2013	895	<0.1%	100.0%	—	—	\$34	\$38.23	—	—	—	—	—	—	—	—	—	—
2014	602	—	100.0%	—	—	\$28	\$45.77	—	—	—	—	—	—	—	—	—	—

Astoria

2009	4,973	<0.1%	99.3%	0.5%	0.2%	\$190	\$38.07	\$40.74	\$51.08	—	—	—	—	—	—	—	—
2010	6,773	<0.1%	95.1%	2.5%	2.5%	\$265	\$38.63	\$42.79	\$53.81	5,070	<0.1%	—	—	100.0%	—	—	0.75
2011	29,508	0.1%	88.4%	5.9%	5.8%	\$1,181	\$38.44	\$45.94	\$57.91	81,746	<0.1%	—	—	100.0%	—	—	2.77
2012	27,615	0.1%	88.8%	5.4%	5.8%	\$1,105	\$38.37	\$46.55	\$59.21	95,247	<0.1%	—	—	100.0%	—	—	3.45
2013	40,859	0.1%	88.0%	5.9%	6.1%	\$1,718	\$40.29	\$48.38	\$61.51	117,792	<0.1%	—	—	100.0%	—	—	2.88
2014	32,064	0.1%	88.2%	5.6%	6.1%	\$1,389	\$41.51	\$49.46	\$63.90	104,943	<0.1%	—	—	100.0%	—	—	3.27

Portland/St. Helens

2009	939,311	3.9%	75.8%	17.3%	6.9%	\$40,916	\$41.94	\$44.98	\$57.80	16,348,299	5.5%	16.4%	2.3%	—	16.3%	65.0%	4.03
2010	1,073,633	3.9%	78.6%	14.2%	7.3%	\$48,003	\$43.03	\$46.13	\$60.04	19,661,145	5.8%	11.4%	5.0%	—	15.3%	68.3%	3.73
2011	1,116,777	4.0%	79.2%	13.7%	7.2%	\$51,303	\$44.17	\$47.55	\$62.36	19,139,838	5.5%	13.9%	4.8%	<0.1	13.7%	67.7%	3.82
2012	1,018,732	3.5%	77.8%	15.3%	6.9%	\$48,122	\$45.50	\$48.74	\$63.40	17,948,131	5.2%	14.5%	5.5%	—	17.9%	62.1%	4.27
2013	880,300	3.1%	75.6%	17.2%	7.2%	\$43,312	\$47.37	\$50.30	\$65.73	13,516,422	4.0%	19.1%	6.6%	—	22.1%	52.2%	4.67
2014	917,006	2.9%	77.1%	15.1%	7.8%	\$45,866	\$48.07	\$50.77	\$67.70	14,572,988	4.2%	15.2%	4.8%	—	21.8%	58.2%	3.94

Vancouver

2009	400,655	1.6%	80.0%	12.6%	7.4%	\$16,964	\$41.15	\$41.88	\$55.93	5,134,525	1.7%	0.2%	5.1%	—	11.9%	82.8%	1.17
2010	433,459	1.6%	80.7%	12.2%	7.1%	\$18,672	\$41.78	\$43.27	\$57.47	6,110,112	1.8%	0.4%	4.3%	—	11.3%	84.0%	1.16
2011	557,142	2.0%	81.1%	11.5%	7.5%	\$24,560	\$42.56	\$44.71	\$59.63	6,197,516	1.8%	0.3%	7.4%	<0.1	8.8%	83.4%	1.22
2012	452,085	1.6%	79.9%	12.6%	7.4%	\$20,514	\$43.89	\$45.51	\$61.12	4,914,451	1.4%	0.2%	6.5%	—	10.6%	82.7%	1.10
2013	259,171	0.9%	76.1%	15.5%	8.4%	\$12,118	\$45.14	\$46.04	\$62.69	2,001,287	0.6%	0.4%	9.7%	—	39.7%	50.2%	1.37
2014	435,508	1.4%	77.0%	14.8%	8.2%	\$21,418	\$47.49	\$48.16	\$66.83	2,854,551	0.8%	0.4%	28.1%	—	34.2%	37.3%	2.29

Longview/Kalama

2009	457,489	1.9%	82.7%	8.1%	9.1%	\$19,078	\$39.69	\$44.94	\$57.01	11,363,062	3.8%	0.3%	4.3%	5.4%	—	90.0%	2.99
2010	577,888	2.1%	82.1%	8.8%	9.1%	\$24,899	\$40.91	\$46.63	\$59.29	14,835,787	4.4%	0.2%	4.4%	6.5%	—	88.9%	3.31
2011	566,643	2.0%	83.2%	7.9%	8.9%	\$24,801	\$41.51	\$47.88	\$61.17	14,381,555	4.1%	0.3%	4.6%	7.7%	—	87.4%	3.64
2012	584,971	2.0%	84.8%	6.5%	8.7%	\$26,038	\$42.24	\$49.09	\$63.19	12,635,813	3.7%	0.4%	5.4%	7.9%	—	86.3%	3.33
2013	617,256	2.2%	85.9%	5.9%	8.2%	\$27,843	\$42.92	\$49.77	\$64.58	12,393,547	3.6%	0.4%	5.1%	10.9%	—	83.6%	3.64
2014	572,644	1.8%	84.7%	6.4%	8.9%	\$27,027	\$44.74	\$51.76	\$67.31	12,708,063	3.7%	0.6%	5.1%	9.4%	—	84.9%	3.73

Pacific Northwest: Washington

Aberdeen/Grays Harbor

2009	49,376	0.2%	88.2%	5.6%	6.2%	\$2,203	\$43.20	\$50.48	\$59.37	939,232	0.3%	—	1.8%	4.9%	6.4%	86.9%	1.83
2010	123,086	0.4%	87.7%	5.5%	6.8%	\$5,640	\$44.27	\$51.55	\$61.23	1,525,686	0.5%	<0.1%	2.2%	6.1%	16.0%	75.7%	1.55
2011	100,373	0.4%	87.7%	5.4%	6.9%	\$4,410	\$42.14	\$51.10	\$61.26	1,471,234	0.4%	—	6.0%	6.4%	32.9%	54.7%	2.78
2012	158,528	0.6%	87.7%	6.0%	6.3%	\$7,603	\$46.35	\$53.57	\$64.90	2,672,131	0.8%	—	6.5%	0.8%	35.2%	57.5%	2.41
2013	174,767	0.6%	87.6%	5.9%	6.4%	\$8,522	\$47.19	\$52.96	\$66.42	3,252,683	1.0%	—	1.9%	4.1%	36.4%	57.6%	2.47
2014	208,810	0.7%	86.4%	7.0%	6.6%	\$10,826	\$50.40	\$54.11	\$68.50	3,456,674	1.0%	—	0.8%	3.3%	42.5%	53.4%	2.03

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Contain-erized	Percent of Port Total				"Weighted Tons" Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn				General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
Pacific Northwest: Washington (continued)																	
Port Angeles																	
2009	5,094	<0.1%	99.6%	0.2%	0.2%	\$210	\$41.14	\$39.40	\$48.20	—	—	—	—	—	—	—	—
2010	15,427	0.1%	92.4%	3.0%	4.6%	\$609	\$38.51	\$46.18	\$53.78	33,137	<0.1%	—	—	100.0%	—	—	2.15
2011	36,713	0.1%	88.7%	4.9%	6.5%	\$1,592	\$41.80	\$49.57	\$60.16	126,860	<0.1%	—	—	100.0%	—	—	3.46
2012	34,939	0.1%	89.4%	4.1%	6.4%	\$1,504	\$41.44	\$49.94	\$61.08	107,248	<0.1%	—	—	100.0%	—	—	3.07
2013	39,259	0.1%	89.0%	4.2%	6.8%	\$1,728	\$42.24	\$51.05	\$62.79	141,892	<0.1%	—	—	100.0%	—	—	3.61
2014	47,016	0.1%	88.8%	3.9%	7.3%	\$2,161	\$44.07	\$53.04	\$65.16	182,004	0.1%	0.9%	—	99.1%	—	—	3.87
Port Gamble																	
2009	872	<0.1%	100.0%	—	—	\$36	\$40.78	—	—	—	—	—	—	—	—	—	—
2010	832	<0.1%	100.0%	—	—	\$35	\$42.01	—	—	—	—	—	—	—	—	—	—
2011	832	<0.1%	100.0%	—	—	\$36	\$43.32	—	—	—	—	—	—	—	—	—	—
2012	832	<0.1%	100.0%	—	—	\$37	\$44.63	—	—	—	—	—	—	—	—	—	—
2013	1,301	<0.1%	100.0%	—	—	\$57	\$43.92	—	—	—	—	—	—	—	—	—	—
2014	832	<0.1%	100.0%	—	—	\$40	\$47.79	—	—	—	—	—	—	—	—	—	—
Olympia																	
2009	29,778	0.1%	80.9%	3.0%	16.1%	\$1,165	\$36.69	\$42.89	\$50.71	146,699	<0.1%	—	4.9%	95.1%	—	—	5.02
2010	33,837	0.1%	84.9%	3.8%	11.3%	\$1,361	\$38.15	\$44.09	\$54.63	197,240	0.1%	—	—	100.0%	—	—	5.83
2011	39,524	0.1%	85.7%	3.5%	10.8%	\$1,605	\$38.29	\$47.97	\$56.50	198,024	0.1%	—	—	100.0%	—	—	5.01
2012	42,747	0.1%	83.7%	5.2%	11.1%	\$1,799	\$39.60	\$44.81	\$59.56	231,470	0.1%	—	21.3%	78.7%	—	—	5.41
2013	72,199	0.3%	83.5%	6.2%	10.3%	\$3,003	\$39.04	\$44.60	\$60.46	312,609	0.1%	0.1%	39.1%	60.8%	—	—	4.33
2014	74,418	0.2%	82.7%	7.1%	10.2%	\$3,219	\$40.64	\$45.98	\$62.68	382,824	0.1%	—	38.0%	62.0%	—	—	5.14
Tacoma																	
2009	1,975,305	8.1%	74.6%	18.3%	7.1%	\$88,583	\$43.54	\$45.11	\$57.86	28,700,452	9.7%	67.6%	0.8%	0.1%	6.0%	25.5%	10.36
2010	1,856,271	6.7%	74.5%	18.4%	7.1%	\$84,779	\$44.30	\$45.89	\$59.50	27,506,643	8.1%	65.7%	0.9%	0.4%	6.8%	26.1%	10.18
2011	1,885,182	6.7%	74.6%	18.3%	7.1%	\$88,353	\$45.38	\$47.25	\$61.46	28,428,432	8.2%	64.8%	1.6%	0.6%	8.1%	24.8%	10.39
2012	2,445,943	8.5%	73.7%	19.4%	6.8%	\$117,523	\$46.40	\$48.77	\$63.79	30,974,737	9.0%	71.8%	2.4%	0.4%	7.1%	18.4%	9.63
2013	2,556,548	9.0%	73.0%	20.2%	6.8%	\$127,287	\$48.26	\$49.96	\$65.58	31,823,337	9.4%	79.2%	2.0%	0.4%	7.5%	10.9%	10.35
2014	2,840,329	8.9%	73.8%	19.3%	6.9%	\$146,022	\$49.84	\$51.47	\$68.01	34,935,805	10.1%	75.5%	2.0%	0.2%	7.6%	14.7%	9.75
Seattle																	
2009	1,870,679	7.7%	71.9%	20.6%	7.5%	\$84,717	\$43.72	\$45.68	\$59.21	25,070,046	8.5%	75.4%	0.3%	—	0.3%	24.0%	10.41
2010	2,350,769	8.5%	72.9%	19.9%	7.2%	\$107,501	\$44.05	\$46.29	\$61.17	31,336,905	9.3%	80.2%	0.2%	—	0.2%	19.3%	10.78
2011	2,302,019	8.2%	73.1%	19.7%	7.2%	\$108,680	\$45.49	\$47.73	\$63.26	29,855,815	8.6%	80.7%	0.5%	—	0.3%	18.5%	10.58
2012	2,051,303	7.1%	72.8%	19.7%	7.5%	\$98,480	\$46.23	\$48.53	\$63.99	25,549,004	7.4%	85.6%	0.4%	—	0.4%	13.6%	10.75
2013	1,593,025	5.6%	71.3%	21.1%	7.6%	\$78,189	\$47.30	\$49.59	\$64.43	18,119,609	5.3%	98.5%	0.8%	—	0.6%	0.1%	11.31
2014	1,459,669	4.6%	71.7%	20.9%	7.4%	\$75,013	\$49.53	\$51.92	\$68.00	14,421,826	4.2%	98.4%	0.8%	—	0.6%	0.2%	9.82
Everett																	
2009	70,574	0.3%	74.5%	14.1%	11.5%	\$2,828	\$37.74	\$42.78	\$51.88	145,130	<0.1%	70.0%	29.3%	—	0.7%	—	2.08
2010	64,816	0.2%	73.7%	14.5%	11.8%	\$2,677	\$38.78	\$43.97	\$53.79	137,127	<0.1%	75.6%	22.8%	—	1.6%	—	2.09
2011	87,490	0.3%	73.9%	14.4%	11.7%	\$3,700	\$39.29	\$46.02	\$56.62	179,536	0.1%	75.9%	19.3%	2.1%	2.7%	—	2.01
2012	94,529	0.3%	75.1%	13.5%	11.4%	\$4,045	\$39.72	\$47.39	\$57.56	239,064	0.1%	55.3%	27.1%	14.0%	3.0%	0.6%	2.45
2013	108,910	0.4%	77.5%	11.6%	10.9%	\$4,733	\$40.54	\$48.07	\$59.29	293,442	0.1%	48.8%	35.1%	14.8%	1.3%	—	2.66
2014	108,210	0.3%	77.4%	11.3%	11.3%	\$5,003	\$43.17	\$50.71	\$62.79	379,811	0.1%	36.9%	39.1%	13.5%	0.5%	10.0%	3.15
Anacortes																	
2009	13,355	0.1%	78.3%	7.8%	13.9%	\$571	\$39.80	\$47.02	\$56.77	242,938	0.1%	<0.1%	3.7%	—	—	96.3%	1.05
2010	13,857	0.1%	80.7%	6.9%	12.3%	\$585	\$39.34	\$47.60	\$57.89	212,570	0.1%	—	0.3%	—	—	99.7%	0.35
2011	10,954	<0.1%	68.6%	10.7%	20.6%	\$525	\$43.60	\$50.73	\$61.05	273,173	0.1%	—	—	—	—	100.0%	0.50
2012	15,587	0.1%	69.0%	10.5%	20.5%	\$762	\$44.33	\$51.68	\$62.93	391,626	0.1%	—	—	—	—	100.0%	0.50
2013	17,447	0.1%	71.4%	9.9%	18.7%	\$849	\$44.04	\$52.27	\$64.35	354,308	0.1%	—	0.1%	—	—	99.9%	0.43
2014	18,287	0.1%	71.4%	9.7%	18.9%	\$959	\$47.99	\$54.97	\$67.94	354,932	0.1%	—	—	—	—	100.0%	0.39

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons* Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Container-ized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
2009	2,501	<0.1%	99.8%	—	0.2%	\$97	\$38.83	—	\$43.75	—	—	—	—	—	—	—	—
2010	2,113	<0.1%	100.0%	—	—	\$87	\$40.98	—	—	—	—	—	—	—	—	—	—
2011	2,137	<0.1%	100.0%	—	—	\$90	\$42.28	—	—	—	—	—	—	—	—	—	—
2012	7,069	<0.1%	99.7%	0.1%	0.1%	\$332	\$47.02	\$43.40	\$52.60	102	<0.1%	—	100.0%	—	—	—	0.01
2013	2,095	<0.1%	100.0%	—	—	\$94	\$44.98	—	—	—	—	—	—	—	—	—	—
2014	2,321	<0.1%	100.0%	—	—	\$107	\$46.18	—	—	—	—	—	—	—	—	—	—

Pacific Northwest: Washington (continued)

Bellingham

2009	2,501	<0.1%	99.8%	—	0.2%	\$97	\$38.83	—	\$43.75	—	—	—	—	—	—	—	—
2010	2,113	<0.1%	100.0%	—	—	\$87	\$40.98	—	—	—	—	—	—	—	—	—	—
2011	2,137	<0.1%	100.0%	—	—	\$90	\$42.28	—	—	—	—	—	—	—	—	—	—
2012	7,069	<0.1%	99.7%	0.1%	0.1%	\$332	\$47.02	\$43.40	\$52.60	102	<0.1%	—	100.0%	—	—	—	0.01
2013	2,095	<0.1%	100.0%	—	—	\$94	\$44.98	—	—	—	—	—	—	—	—	—	—
2014	2,321	<0.1%	100.0%	—	—	\$107	\$46.18	—	—	—	—	—	—	—	—	—	—

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

2009	15,774,955	64.9%	74.1%	19.4%	6.5%	\$712,334	\$43.73	\$46.30	\$57.92	174,369,220	58.8%	88.8%	1.5%	0.1%	4.4%	5.3%	10.28
2010	17,961,273	65.2%	74.7%	18.8%	6.4%	\$820,771	\$44.20	\$46.93	\$59.47	201,020,982	59.3%	89.1%	1.6%	0.1%	4.7%	4.5%	10.26
2011	17,886,136	64.0%	75.0%	18.3%	6.7%	\$840,422	\$45.41	\$48.33	\$61.06	207,889,731	59.9%	87.8%	1.9%	0.1%	5.1%	5.1%	10.55
2012	18,561,002	64.5%	75.7%	17.9%	6.4%	\$892,256	\$46.48	\$49.49	\$63.05	211,048,052	61.0%	87.4%	2.0%	0.1%	5.8%	4.8%	10.29
2013	18,741,575	65.8%	75.7%	18.0%	6.3%	\$923,672	\$47.61	\$50.86	\$64.79	217,330,368	63.9%	87.1%	1.7%	0.1%	5.9%	5.2%	10.44
2014	21,858,255	68.2%	75.5%	18.5%	6.1%	\$1,118,090	\$49.37	\$52.87	\$68.08	221,038,842	63.7%	87.3%	2.2%	0.1%	5.7%	4.8%	9.15

NORTHERN CALIFORNIA SUMMARY

2009	2,694,101	11.1%	72.9%	19.4%	7.7%	\$117,551	\$42.33	\$43.65	\$55.99	32,771,028	11.1%	83.8%	1.8%	<0.1%	5.1%	9.3%	10.75
2010	2,998,587	10.9%	74.0%	18.7%	7.3%	\$133,133	\$43.17	\$44.05	\$57.79	34,556,050	10.2%	84.4%	1.7%	<0.1%	5.6%	8.3%	10.05
2011	3,222,973	11.5%	74.7%	17.9%	7.4%	\$147,170	\$44.28	\$45.71	\$59.51	36,999,185	10.7%	80.7%	1.9%	0.1%	5.4%	11.9%	9.63
2012	3,223,518	11.2%	74.6%	18.1%	7.3%	\$151,677	\$45.60	\$47.14	\$61.78	37,573,790	10.9%	79.9%	1.3%	0.1%	6.4%	12.4%	9.63
2013	3,301,341	11.6%	75.1%	17.7%	7.2%	\$159,306	\$46.79	\$48.24	\$63.59	39,015,761	11.5%	78.4%	1.2%	0.1%	7.4%	12.9%	9.60
2014	3,426,054	10.7%	75.6%	17.1%	7.4%	\$172,490	\$48.79	\$50.03	\$66.97	39,751,443	11.5%	76.3%	1.5%	0.1%	7.1%	15.0%	9.20

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

2009	1,824,980	7.5%	78.7%	13.8%	7.5%	\$78,090	\$41.14	\$44.37	\$57.14	34,048,406	11.5%	8.0%	3.3%	1.8%	9.6%	77.3%	3.10
2010	2,125,964	7.7%	80.1%	12.1%	7.7%	\$93,298	\$42.13	\$45.67	\$59.29	42,203,074	12.5%	5.4%	4.5%	2.4%	8.8%	78.9%	3.05
2011	2,354,852	8.4%	81.0%	11.3%	7.6%	\$105,348	\$42.87	\$46.94	\$61.24	41,585,693	12.0%	6.5%	4.9%	3.4%	7.6%	77.6%	3.11
2012	2,155,012	7.5%	80.6%	11.9%	7.5%	\$98,838	\$43.97	\$48.09	\$62.75	37,097,615	10.7%	7.2%	5.4%	3.3%	10.1%	74.1%	3.27
2013	1,869,093	6.6%	79.8%	12.5%	7.7%	\$88,131	\$45.10	\$49.49	\$64.71	29,648,644	8.7%	8.9%	5.8%	5.6%	12.8%	66.9%	3.76
2014	2,009,152	6.3%	79.7%	12.1%	8.2%	\$98,122	\$46.73	\$50.26	\$67.30	31,852,043	9.2%	7.2%	6.8%	4.4%	13.0%	68.6%	3.47

PACIFIC NORTHWEST: WASHINGTON SUMMARY

2009	4,017,534	16.5%	73.6%	18.9%	7.5%	\$180,409	\$43.43	\$45.39	\$58.23	55,244,497	18.6%	69.5%	0.7%	0.4%	3.4%	26.1%	10.04
2010	4,461,008	16.2%	74.2%	18.6%	7.2%	\$203,273	\$43.99	\$46.14	\$60.20	60,949,308	18.0%	71.1%	0.6%	0.7%	3.6%	24.0%	10.04
2011	4,465,224	16.0%	74.3%	18.4%	7.3%	\$208,992	\$45.12	\$47.53	\$62.14	60,533,074	17.4%	70.5%	1.2%	1.0%	4.8%	22.6%	10.02
2012	4,851,477	16.9%	74.1%	18.7%	7.2%	\$232,086	\$46.08	\$48.69	\$63.64	60,165,382	17.4%	73.5%	1.9%	0.8%	5.4%	18.5%	9.60
2013	4,565,551	16.0%	73.4%	19.3%	7.3%	\$224,463	\$47.44	\$49.81	\$64.82	54,297,880	15.9%	79.6%	2.0%	1.2%	6.7%	10.5%	10.00
2014	4,759,892	14.8%	74.1%	18.7%	7.2%	\$243,351	\$49.38	\$51.63	\$67.70	54,113,876	15.6%	75.2%	2.1%	1.2%	7.8%	13.7%	9.11

COAST SUMMARY

2009	24,311,570	100.0%	74.2%	18.9%	6.9%	\$1,088,383	\$43.32	\$45.74	\$57.67	296,433,151	100.0%	75.3%	1.6%	0.3%	4.9%	17.8%	9.75
2010	27,546,832	100.0%	75.0%	18.2%	6.8%	\$1,250,474	\$43.88	\$46.42	\$59.39	338,729,414	100.0%	75.0%	1.8%	0.5%	5.1%	17.7%	9.65
2011	27,929,185	100.0%	75.4%	17.7%	6.9%	\$1,301,932	\$45.01	\$47.81	\$61.07	347,007,683	100.0%	74.3%	2.2%	0.6%	5.4%	17.6%	9.73
2012	28,791,009	100.0%	75.7%	17.6%	6.7%	\$1,374,857	\$46.12	\$49.00	\$62.97	345,884,839	100.0%	75.5%	2.3%	0.5%	6.2%	15.4%	9.57
2013	28,477,560	100.0%	75.5%	17.8%	6.7%	\$1,395,572	\$47.31	\$50.31	\$64.64	340,292,653	100.0%	78.4%	2.1%	0.7%	6.8%	12.0%	9.83
2014	32,053,353	100.0%	75.5%	17.9%	6.5%	\$1,632,053	\$49.13	\$52.28	\$67.82	346,756,204	100.0%	76.8%	2.5%	0.6%	6.9%	13.2%	8.80



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Elizabeth
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Alex
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Justin
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Lauren
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Betty
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Tabyanan



Aaron
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Megan
Tighe

Jean Person,
Allocator II,
retires after 38 years.



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Sandra
Campa



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Coates



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Daniel
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Wayne
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Alexander
Price



Jeremy
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David
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Liz
Singleterry



Jaime
Villanueva



Kirsten
Vinje



Jim
Yanak

Donald Jarrell,
Training Specialist III,
retires after 27 years.



Pacific Northwest - Portland



Cari
Cross



Mike
Dodd



Amanda
Lawson Reynolds



Dane
Rowinski



Jennifer
Sanchez



Sherri
Souders



Rachael
Withers

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Gregory
Carter



Karen
Fog



Mary
Gehrke



Frank
Koprivnik



Craig
Hautamaki



Brett
Jackson



Audry Rose
Lizama



Michael
Lueskow



Khanhly
Le



Dan
Lowry



Theresa
O'Toole



Doug
Stearns



Matthew
Powers



Bob
Roedel

Not shown:
Nairobi Russ

Pacific Northwest - Tacoma

Maritech



Jaci
Briscoe



Gloria
Bungcayao



Tammy
Holt



Tracy
Legacy



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Hanjin *Philadelphia* departs from the Port of Long Beach.



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Night falls at Pier J at the Port of Long Beach.



COSCO *Excellence* docks at Pacific Container Terminal in Long Beach.



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