PACIFIC MARITIME ASSOCIATION

2021
ANNUAL REPORT

Evergreen's *Ever Salute* at Pierce County Terminal at the Port of Tacoma.

Pacific Maritime Association

On the Cover

A record number of vessels sit at anchor in San Pedro Bay amid unprecedented supply chain congestion.

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.

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…"

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.

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Follow us on Twitter **@WestCoastPorts** for news from the West Coast waterfront.

Three Cosco vessels berthed at LBCT at the Port of Long Beach.

The CMA CGM *Lyra* and CMA CGM *Marco Polo* working at Fenix Marine Terminal at the Port of Los Angeles.

TO OUR STAKEHOLDERS

2021 underscored the need for broad collaboration to keep West Coast ports strong.

Historic levels of imported cargo at North American ports have placed enormous stress across the U.S. supply chain. The aerial photo covering this year's annual report, showing a record number of vessels at anchor in San Pedro Bay, became the symbol for our nation's historic supply chain challenges.

From the outset, PMA assumed a leadership role in helping address the nation's supply chain challenges. Working in partnership with the ILWU, we acted decisively to expand our workforce and provide additional training for more skilled positions. PMA participated in a White House task force to advance many solutions. We worked closely with port authorities and government officials to secure vaccinations to help keep our workforce safe.

PMA also commissioned and widely shared groundbreaking research examining how equipment shortages, warehouse capacity limits, and intermodal choke points have all combined to dramatically slow the movement of goods through America's distribution channels. In November, we helped deliver a new vessel queuing process to improve safety and air quality along the California coastline.

With supply chain challenges projected to persist throughout 2022, PMA is continuing our efforts. Keeping our ports strong is essential to supporting millions of American workers and billions of dollars in economic activity.

In 2022, the spotlight will continue to shine on West Coast ports as we enter negotiations on a new coastwise contract. We will enter those negotiations with the same spirit of cooperation with the ILWU that proved so vital in 2021.

Sincerely,

James C. McKenna
President and CEO

PMA MEMBERSHIP & BOARD OF DIRECTORS

ONE *Theseus* at YTI Terminal at the Port of Los Angeles.

MEMBERSHIP

American President Lines, Ltd.
APM Terminals Pacific LLC
APS Stevedoring, LLC
Benicia Port Terminal Company
Ceres Terminals Incorporated
CMA CGM (America) LLC
Coast Maritime Services
Consolidated Stevedoring Company LLC
COSCO SHIPPING Lines (North America) Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Evergreen Marine Corp. (Taiwan) Ltd.
Everport Terminal Services, Inc.
Fenix Marine Services, Ltd.
Hamburg Sud North America, Inc.
Hapag Lloyd AG
Harbor Industrial Services Corporation
HMM Company Limited
Husky Terminal & Stevedoring, Inc.
Innovative Terminal Services Inc.
International Transportation Service, Inc.
Jones Stevedoring Company
"K" Line America, Inc.
Kinder Morgan Bulk Terminals LLC
LBCT LLC
Maersk, Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation – Columbia River
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation – Puget Sound
Marko Industries, Inc.
Matson Navigation Company, Inc.
Mediterranean Shipping Company
Metro Cruise Services LLC
Metropolitan Stevedore Company
Mitsui O.S.K. Lines, Ltd.
NYK Line
Ocean Network Express (North America) Inc.
Ocean Terminal Services, Inc.
OOCL (USA) Inc.
Oregon Chip Terminal Inc.
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Pacific Northwest Auto Terminals, LLC
Pacific Ro-Ro Stevedoring, LLC
Pacific Terminal Service Company, LLC
Pasha Hawaii
Pasha Stevedoring & Terminals L.P.
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Port Service Group, LLC
Reliable Line Service
Sea Star Stevedore Company
SSA Marine, Inc.
SSA Terminals, LLC
Tacoma Line Handling Company
TESI, LLC
Total Terminals International, LLC
TransPacific Maintenance Company, LLC
Transpac Terminal Services, LLC
TraPac, LLC
Wallenius Wilhelmsen Logistics
Washington United Terminals
Watermark Terminal Solutions, LLC
West Coast Crane Services, LLC
West Coast Terminal and Stevedore, Inc.
Yangming Marine Transport Corporation
Yusen Terminals, LLC
Zim American Integrated Shipping Services Company, Inc.

Seagulls soar past MSC's *Mia* at Total Terminals International at the Port of Long Beach.

BOARD OF DIRECTORS

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Vice Chairman
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International Carrier Class

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Ocean Network Express, (North America) Inc.
International Carrier Class

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Chief Operating Officer North America
CMA CGM (America) LLC
International Carrier Class

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Executive Vice President
SSA Marine, Inc.
Stevedore/Non-Carrier Class

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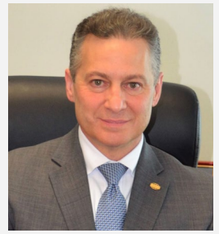
Senior Vice President
Hapag-Lloyd (America) LLC
International Carrier Class

Ron Forest †*
President
Matson Navigation Company, Inc.
Domestic Carrier Class

Al Gebhardt #
Head of North America Labor Relations
Maersk
International Carrier Class

Joseph Gregorio, Sr.
Chairman and CEO
Pacific Crane Maintenance Co., Inc.
Stevedore/Non-Carrier Class



Paul Nazzaro
Executive Vice President
COSCO SHIPPING Lines (North America)
International Carrier Class

Chris Parvin
Executive Vice President
Mediterranean Shipping Company (USA)
International Carrier Class

George Pasha, IV †
President and CEO
Pasha Hawaii
Domestic Carrier Class

#Assessment Committee Member †Audit Committee Member *Compensation Committee Member

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The Pasha Group

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Head of Finance
APM Terminals North America, Inc.

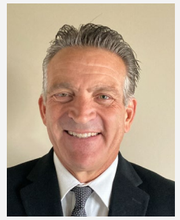
Adam Davis
Finance Manager – Container Division
SSA Marine, Inc.

Andrea Rodriguez Sanchez
Regional Senior Director, Cost Control – Loc. Revenue
CMA CGM

COAST STEERING COMMITTEE

Chairman:
John Ochs
Chief Labor Relations Officer
APM Terminals Pacific, LLC

Frank Chao
Senior Vice President
Yang Ming (America) Corp.

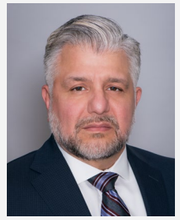


Darrin DelConte
Chief Commercial Officer
Pacific Crane Maintenance Company

Sal Ferrigno
Vice President
SSA Terminals, LLC

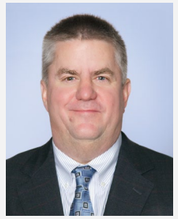
Steve Fresenius
Assistant Vice President, Corporate Labor Relations
TraPac, LLC

Chris Fricker
Head of Operations, North America
APL (America) LLC



Bob Johnson
Chief Compliance Officer
Total Terminals International, LLC

Capt. Syed Khoda
Vice President, Marine and Consortium
OOCL (USA) Inc.



Rich Kinney
Senior Vice President, Network Operations
Matson Navigation Company, Inc.

George Lang
President
Everport Terminal Services, Inc.

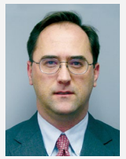
David VanWaardenburg
Vice President, Maritime Operations
Pasha Stevedoring & Terminals

AREA SUB-STEERING COMMITTEES

Southern California Area

Chairman:
Sean Marron
Yusen Terminals, LLC

Gregg Aguilar
TraPac, LLC

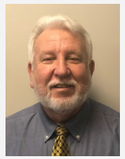


John Beghin
LBCT LLC

Denis Delgado
Everport Terminal Services, Inc.

Jeff O'Donnell
Fenix Marine Services, Ltd.

Randy Galosic
SSA Terminals, LLC



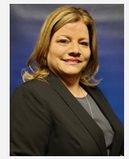
Mike Outland
Pacific Crane Maintenance Company, LLC

Ben O'Roark
International Transportation Service, Inc.

Dan Rowlands
Pasha Stevedoring & Terminals L.P.

Todd Stockham
Total Terminals International, LLC

Kurt Sulzbach
APM Terminals Pacific, LLC



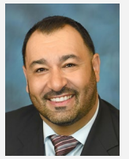
Laurie Wurzer
Ports America

Northern California Area

Chairman:
Jacques Lira
SSA Terminals, LLC

Michael Andrews
Everport Terminal Services, Inc.

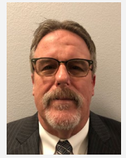
Lorenzo Looper
Metropolitan Stevedore Company



Jaime Villanueva
TraPac, LLC

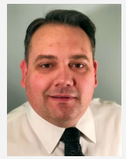
Pacific Northwest: Oregon and Columbia River Area

Chairman:
Ben Thamert
APS Stevedoring, LLC

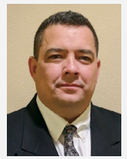


Jeff Bean
SSA Marine, Inc.

Keith Flagg
Jones Stevedoring Company



Mike Fudurich
Harbor Industrial Services Corp.



Noa Lidstone
Kinder Morgan Bulk Terminals LLC

Pacific Northwest: Washington and Puget Sound Area

Chairman:
Clayton R. Jones, III
Jones Stevedoring Company

Eli Bohm
SSA-SSAT Seattle

Alec Coleman
Washington United Terminals

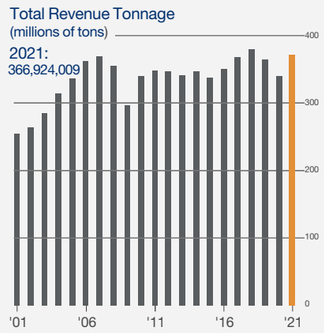
Steve Frazier
Husky Terminal & Stevedoring, LLC

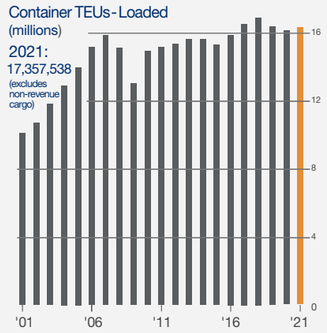
Brandon Olivas
Everport Terminal Services, Inc.

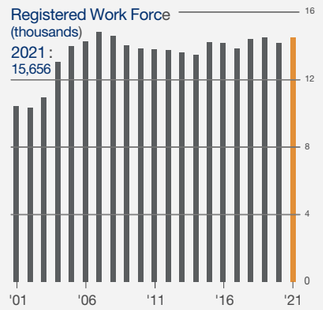
Greg Unterbrink
Pacific Crane Maintenance Company, LLC

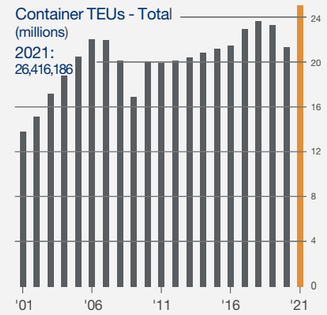
2021
THE YEAR IN REVIEW

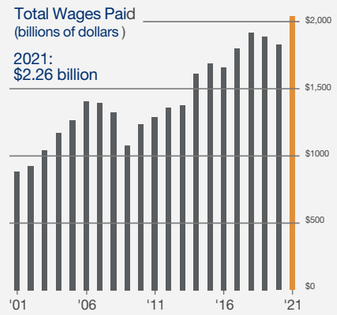
Container ships anchored offshore at the Ports of Los Angeles and Long Beach.

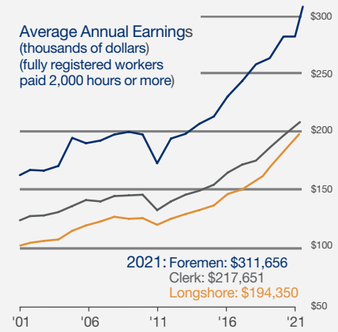


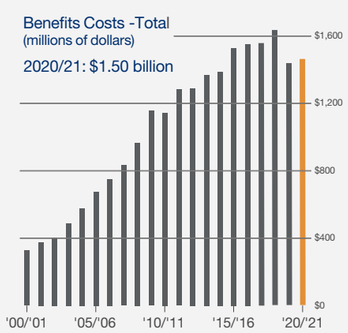


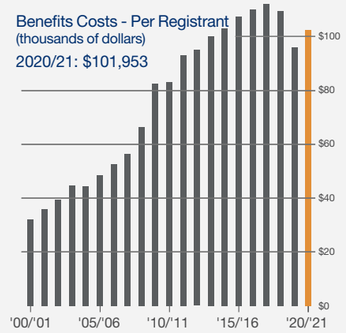












THE COAST

West Coast ports are the largest maritime gateway in the United States, supporting more than 12 million jobs nationwide. Our largest ports faced great challenges in 2021 due to the effects of COVID-19 and the unprecedented cargo surges from Asia that impacted every link in the global supply chain.

Cargo volumes at the San Pedro Bay Port Complex – the nation's largest – surged throughout much of 2021, yet the supply chain outside the marine terminals experienced enormous difficulties, ranging from truck, rail and chassis shortages to warehouse capacity constraints. In many cases, the cargo had nowhere to go, placing enormous stress on West Coast marine terminals.

Despite an uncertain and challenging environment, our ports demonstrated great resilience. Longshore workers moved record amounts of cargo. PMA trained more workers for high-skilled jobs to meet the demands of the cargo surge. PMA worked with ILWU leadership to expedite early access to COVID-19 vaccines. PMA's senior leadership team participated in a working group that delivered new vessel queuing procedures to improve safety and air quality, and we worked with governmental officials and leaders throughout the supply chain to explore lasting solutions to congestion.

Economists are projecting the supply chain challenges to continue throughout 2022, putting a strain on businesses, workers, and consumers nationwide. At PMA, we recognize that continued innovation is vital to support the U.S. economy and to promote a healthy supply chain – now and into the future.

The stakes could not be higher: West Coast gateways support millions of American jobs, billions of dollars in economic activity, and the movement of goods that fuel the nation. With contract negotiations ahead, PMA continues to collaborate and adapt to sustain the future of West Coast ports.

Please read on.

STOR facility at the Port of Long Beach's Pier S.

WHAT SUPPLY CHAIN CONGESTION MEANS FOR THE FUTURE OF WEST COAST PORTS

Ports Must be Optimized to Handle Current and Future Volumes

In many ways, the historic congestion of 2021 was a harbinger for the future. The Journal of Commerce has reported that terminals in the San Pedro Bay Port Complex – the nation's largest – are on pace to reach capacity of 23-25 million TEUs as early as 2028. That is a stunning prediction for a single port complex that handles upwards of 40% of the nation's containerized Asian imports.

West Coast ports have tremendous advantages, including proximity to Asia, terminal size, connectivity to the national supply chain, and a tremendous skilled workforce. Yet despite these strengths, West Coast ports remain focused on the need to densify terminals to enhance capacity to meet the challenges on the horizon.

Synchronizing with All Links in the Supply Chain is Vital

Rising imports and the intermodal challenges of 2021 highlighted just how interconnected the West Coast ports are with the U.S. and global supply chains. Cargo stacked up in the yards because containers had nowhere to go. Widespread shortages of truck drivers, chassis and warehouse space drove backups all the way to the marine terminals, fueling delays, shortages, and price spikes nationwide.

Looking to the future, economists and logistics experts envision a world where all links in the supply chain operate more efficiently, including similar hours of operation, increased reliance on automated operations, and more widespread information sharing.

> West Coast ports will remain a powerful jobs creator so long as cargo volumes stay strong. A skilled, safe, and efficient ILWU workforce will be fundamental to that future.

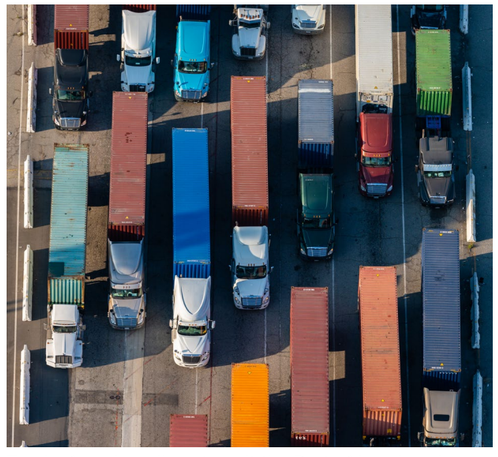
The Role of Automation in the Supply Chain

Just as warehouses, retailers and other vital links in the global supply chain have increasingly embraced automation, so too have some marine terminals. Already, more than three dozen ports around the world are home to current or planned automated terminals. This trend is expected to continue.

On the West Coast, two automated terminals are in operation. During the cargo surge, these modern terminals have proven to be particularly effective, with greater throughput than conventional counterparts. Meanwhile, the physical footprint of marine terminals on the West Coast cannot expand significantly. In order to accommodate future growth, terminals will increasingly need to densify their operations, and automation is one approach to support that trend.

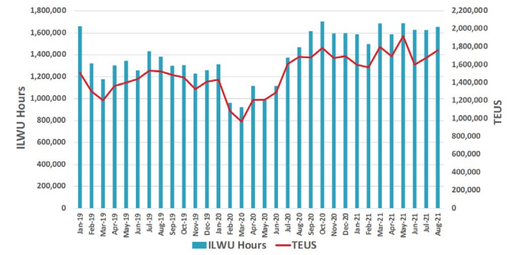
The Future of Automation at West Coast Ports

A contractual right since 2008, automation will likely be a key issue in negotiations for a new coastwise contract taking place in 2022. Protecting automation rights is vital to the future of the San Pedro Bay Port Complex and the myriad American jobs and economic activity it supports. The terminal operators' right to automate comes with significant protections for longshore workers. This includes additional jurisdiction for maintenance and repair work, significant training for the jobs of the future, and a guarantee of 40 hours of pay per week.



Trucks form long lines to exit the Port of Los Angeles.

Comparison of TEU Levels and ILWU Hours at San Pedro Bay Ports



Source: Martin Associates

Longshore Workers are Essential

The approximately 23,000 longshore workers represented by the ILWU play a crucial role in handling the enormous and sustained wave of containerized cargo volumes. Their work will continue to be essential as West Coast ports adapt to a fast-evolving logistics landscape.

In 2021, PMA and the ILWU worked together to provide up-skill and re-skill opportunities to adapt to changing marine terminal operations. In 2022, we broke ground on a new training center in Southern California to expand those efforts. Research suggests that automation can have a neutral to positive impact on the workforce of the future, with near-dock and on-dock jobs created through marine terminal modernization. West Coast ports will remain a powerful jobs creator so long as cargo volumes stay strong. A skilled, safe, and efficient ILWU workforce will be fundamental to that future.

Continuing to be in the National Spotlight

Intensive worldwide focus on West Coast ports will continue through 2022 as PMA and the ILWU begin negotiations for a new coastwise contract. Maintaining efficient operations throughout the negotiations will be vital to the nation's economic health. So, too, is protecting the framework that will enable our ports to grow and thrive, along with the longshore workers and millions of other workers whose livelihoods depend on them.

INDUSTRY BENEFITS AND WAGES HIGHLIGHTS

Evergreen's megaship, *Ever Ace*, sailing on the open water. The vessel holds the new world record for the largest container ship.

WORLD-CLASS BENEFITS AND WAGES FOR ILWU MEMBERS

The ILWU benefits package includes:

- Comprehensive healthcare coverage with no premiums for both actives and retirees: 100% in-network medical coverage, prescription drug coverage with a $1 copay, vision, dental, alcohol and substance use disorder treatment and life insurance;
- A pension plan up to $95,460 annually and a 401(k) savings plan with employer contributions;
- Disability benefits covering up to $1,250 per week for up to 52 weeks;
- Up to 6 weeks paid vacation per year;
- 15 holidays (including 13 paid holidays) per year; and
- Guaranteed pay for up to 40 hours of work per week.

Stabilizing Overall Benefit Costs

Over the past decade, benefit costs increased from approximately $93,200 per active registrant to approximately $102,000. For 2021, overall benefit costs increased by $21 million, to a total of nearly $1.6 billion.

Fully Funded Pension Plan

The industry pension plan – the ILWU-PMA Pension Plan – is world-class, and has seen major upgrades since the seminal technology agreement of 2002. Since 2014 asset growth outpaced liabilities and funding percentage improved from 70% to over 100%, even with nearly 20% increase in benefit levels. Currently, the 2021 maximum yearly retirement benefit is $95,460. At the end of calendar year 2021, the Plan paid $36.6 million per month to 9,194 benefit recipients. As of 2019, the Pension Plan became fully funded. The Plan is non-contributory for the participants and is completely funded by employer contributions. Refer to pg. 41 for more information.

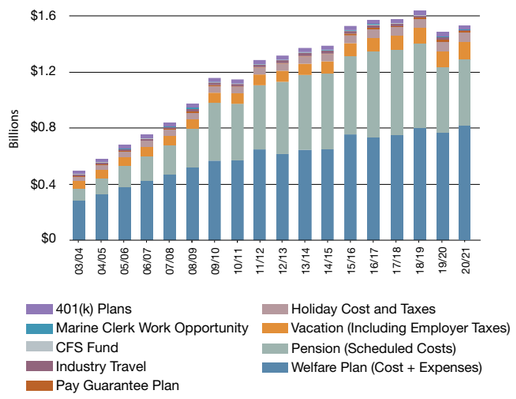
Healthcare Benefits

The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America, with no employee premiums and low out-of-pocket costs for out-of-network services. In the 2021 fiscal year the healthcare cost per ILWU registrant was $54,550.

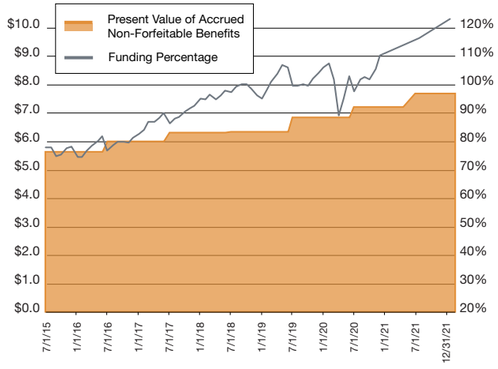
PMA Offers Sick Pay Benefits Related to COVID-19

PMA and the ILWU agreed to sick pay and workplace exclusion plans that addressed the requirements of the Families First Coronavirus Response Act (FFCRA) and subsequent state and local legislation. This sick pay benefit allowed individuals to be paid for time off related to COVID symptoms, or family care related to COVID.

Total Benefits Cost
2003/04 through 2020/21

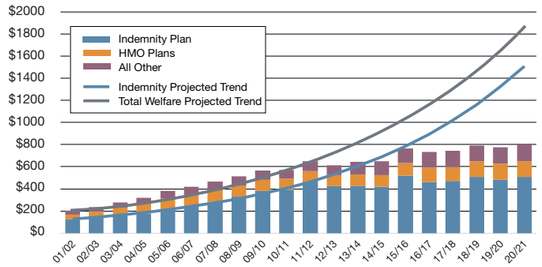


ILWU-PMA Pension Plan
Funding Percentage & Contribution



Additionally it provided for individuals who had been exposed to COVID and were excluded from the workplace the right to maintain their income. Collectively PMA paid $15.3M for these agreements.

ILWU-PMA Actual vs. Projected
Total Welfare Costs (Millions)



Tackling Healthcare Fraud, Waste, and Abuse

Since 2013 the employers have continued intensified focus on addressing fraud, waste, and abuse of the healthcare plan. The third-party claims administrators have also continued their rigorous review of medical bills and identification of fraud and abuse. Through strong management and a clear strategy for mitigating fraud and abuse, the plan costs have stabilized despite a projected trend that showed welfare costs increasing to nearly $1.9 billion in the 2021 fiscal year.

A total of 218 providers have been excluded from billing the plan and medical care costs are nearly 58 percent below what they would have been had they grown at the rate of healthcare inflation.

Employers are committed to continuing to provide comprehensive healthcare benefits and ensuring that providers are accurately billing the plan for only covered services that have been provided in accordance with Plan terms. Going forward, we will continue to exclude providers, press investigations, and where appropriate, initiate litigation and recover losses.

Other Healthcare Benefits

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit ($300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

How does $46.23 add up to **$207,000** a year?

A review of annual earnings, found on pg. 61, shows that full-time registered workers (those paid 2,000 hours or more) earned, on average in 2021, over $207,000 per year. For longshore registrants, the average was $194,350. For clerks, it was $217,651. And for foremen, it was $311,656.

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of $46.23 per hour.

More than eighty percent of all work includes skill bonuses ranging from $2.40 to $5.80 per hour. Evening and nighttime work – which totals nearly 39 percent of all hours paid – is paid at rates of $61 to $83 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of $69 to $93 per hour and accounts for 36 percent of all hours paid. The effective average rate for all hours paid is nearly $63 per hour. Refer to pg. 62 for more information.

SAFETY & TRAINING

Three OOCL vessels working at Long Beach Container Terminal, which was fully completed in 2021.

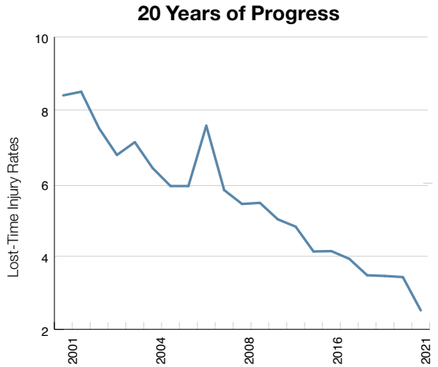
SAFETY AND TRAINING ON THE WATERFRONT

Safety and training measures helped West Coast ports meet the demands of the historic cargo surge. PMA, its members, and the ILWU joined forces to prioritize essential training and to rise to the enormous challenges of the moment.

Lost Time Injury Rate Compared to Man-Hours

Even as the workforce moved record volumes, the Coastwide Lost Time Injury Rate (LTIR) fell to yet another low. The continued downward trajectory in the face of record volumes is another impressive testament to the professionalism, collaboration, and commitment to safety by PMA and the ILWU.

On a coastwide basis, the rate fell to 2.52 in 2021, down from 3.43 the prior year. For registered longshore workers, clerks, and foremen, LTIR fell in all West Coast regions.



Expanded Online Training Pilot

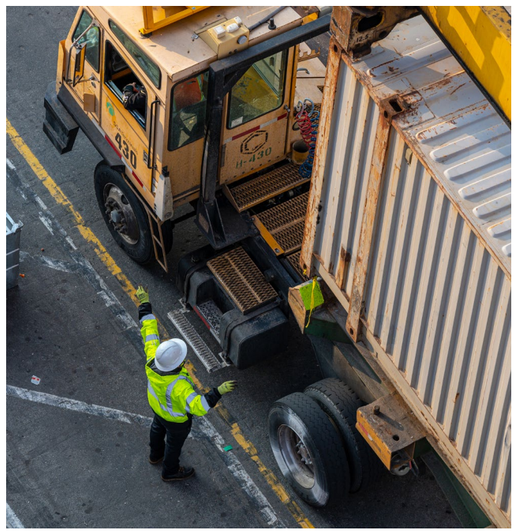
A year after the pandemic paused the core General Safety Training (GST) program, PMA and the ILWU expanded an online pilot program that translated the classroom curriculum into a digital format. Made possible through cooperation between PMA and numerous locals coastwide, the pilot program has been a major success to date, with more than 7,475 workers in California, Oregon, and Washington taking the online training.

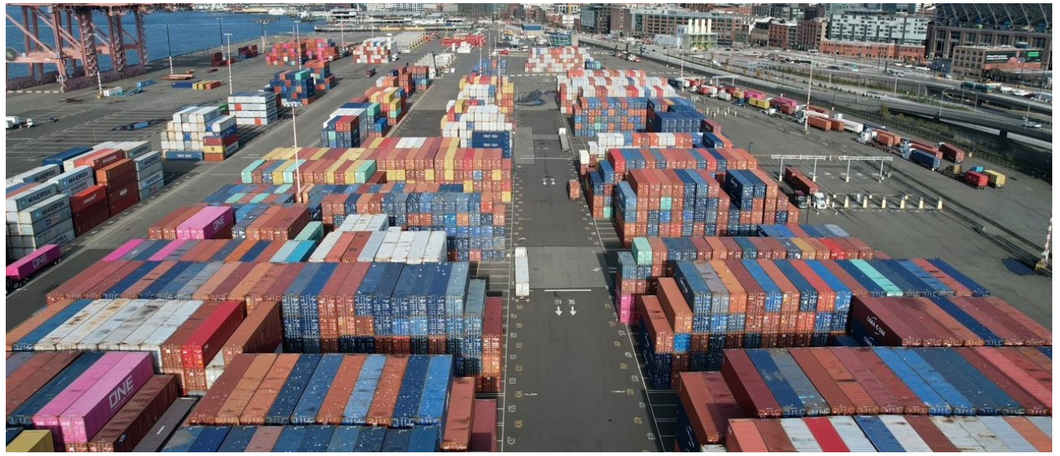
The alternative format for the training program helped PMA and the ILWU catch up on requirements that were delayed due to COVID-19. A special permit was obtained to delay those deadlines until the end of the year, allowing additional time to meet the requirements.

Additional Training to Handle Increased Cargo Volumes

In all three West Coast states, PMA helped implement additional training measures to equip the ILWU workforce with the skills necessary to handle the historic cargo volumes. Those efforts included agreements in Southern California to expedite crane operator training; increased equipment training in Northern California; and the launch of a state-of-the-art training facility at the Port of Seattle.

Signaling for a crane driver at SSA Pier A Terminal at the Port of Long Beach.





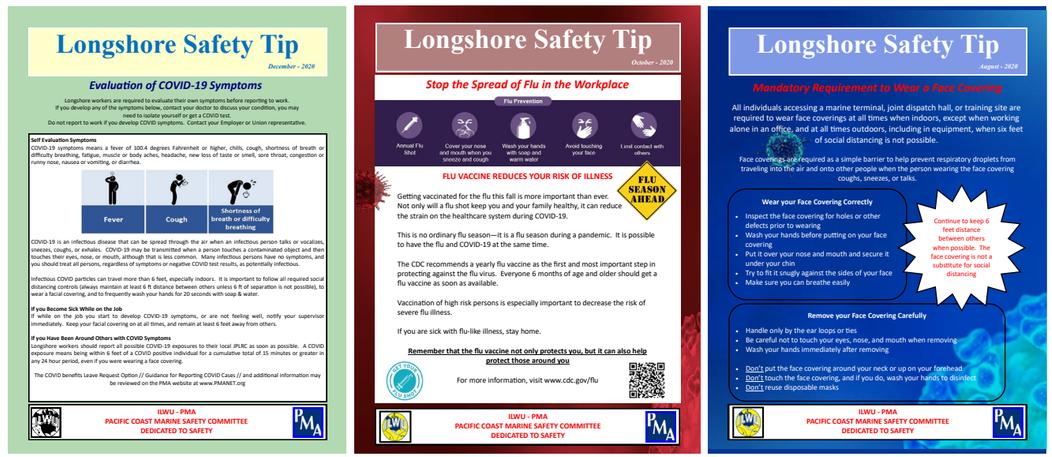
Off-dock container yard storage at the Port of Seattle.

Mechanic Safety Module

PMA worked closely with member companies and the ILWU to develop a specially tailored set of mechanic safety modules for various jobs and shops. The safety team worked with power, chassis, reefer and crane shops to compile longshore workers' perspectives on the most common types of injuries and the best practices to avoid them in the workplace. The tailored insights are combined into a series of videos to train mechanics, whose hands-on work can put them at greater risk for injury.

COVID-19 Safety Flyers

As the impacts of COVID-19 carried into another year, PMA's safety and training team promoted three longshore safety tip bulletins designed to educate workers on how to protect themselves and others from COVID-19 and other viruses. The first bulletin detailed the parameters of face-covering requirements in marine terminals, joint dispatch halls, and training sites. A second bulletin detailed how to stop the spread of the flu virus. The third bulletin informed workers on how to evaluate COVID-19 symptoms if becoming ill while on the job. The documents delivered timely, vital information to the workforce during an unprecedented chapter in maritime history.



PMA promotes three longshore safety tip bulletins.

REGIONAL REPORTS

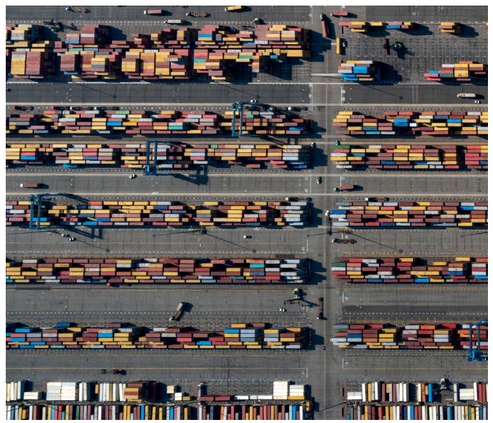
Matson's *Lurline* at work at SSA's Oakland Terminal.

SOUTHERN CALIFORNIA

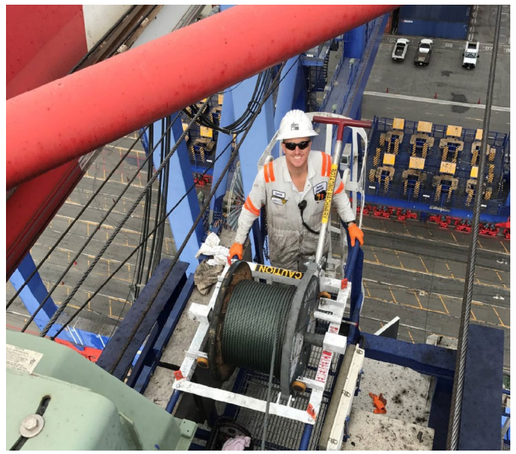
Staying nimble amid a dynamic, fast-paced environment was the key to success in 2021. PMA helped deliver vaccines and mobile COVID-19 testing to longshore workers, implement new training systems, and update the vessel queuing process, while working with member companies, the ILWU, government leaders, and other stakeholders to address relentless waves of cargo.

West Coast Ports Expanded Workforce to Respond to Historic Cargo Volumes

Since Q2 of 2020, U.S. West Coast ports have handled extraordinarily high cargo volumes, particularly at the nation's largest maritime gateway, the ports of Los Angeles and Long Beach. Between April 2020 and August 2021, the Ports of Los Angeles and Long Beach nearly doubled their monthly TEU volumes, to 1.76 million TEUs. A strong partnership between PMA and the ILWU helped increase the number of registered



Operations at Total Terminals International at the Port of Long Beach.

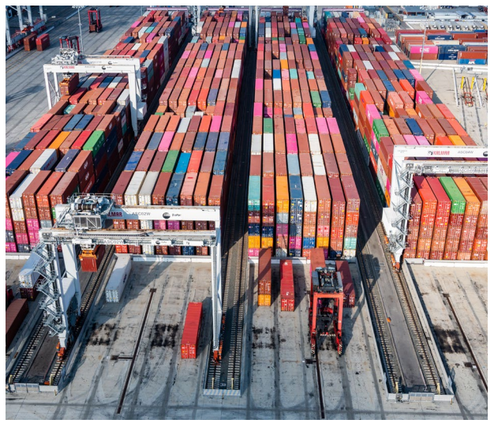


A longshoreman works at Fenix Marine Services at the Port of Los Angeles.

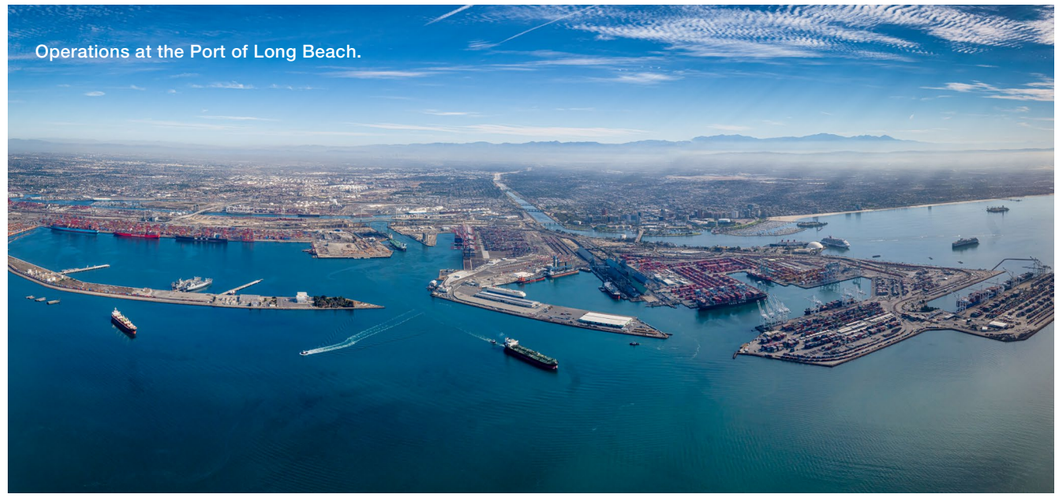
longshore workers (637), new mechanics (99), and marine clerks (125), providing training for high-skilled jobs to help process the record cargo levels.

Efforts to Expedite Vaccines for Longshore Workers

Working with the ports, government officials, and the ILWU, PMA joined a coordinated effort to vaccinate longshore workers in early 2021 to help keep workers safe and terminals operating. These unified efforts helped deliver longshore workers expedited access to the vaccines to help ensure safety at the ports.



Containers stacked high at TraPac terminal at the Port of Los Angeles.



Operations at the Port of Long Beach.

Delivering Expedited RTG Crane Training

Given the demands associated with the historic wave of cargo volumes, PMA negotiated agreements with Local 13 to train a total of 250 workers to operate rubber-tire gantry (RTG) cranes. Unlike larger ship-to-shore cranes that service vessels, RTG cranes service and deliver containers to trucks, a significant need throughout the supply chain backlogs. The expedited RTG crane training helped address container yard congestion, a key choke-point at the ports.

Creating, Expanding Standardized Foremen Promotion Process

PMA worked with Local 94 to create a new hiring process for foremen. Under the new process, longshoremen receiving promotions to foreman at the Ports of Los Angeles and Long Beach had to have worked full-time each year for the last 10 years, as well as pass written and oral exams. The new framework is meant to be a more consistent, streamlined process to ensure the pool of probationary foremen is consistently strong coastwide.

New Vessel Queuing Process Introduced at Ports of LA, Long Beach

In November, PMA joined a working group of maritime industry leaders to introduce plans to improve safety and air quality off the Southern California coast through a new container vessel queuing process. Developed by PMA, Pacific Merchant Shipping Association, and Marine Exchange of Southern California, the updated process called for each vessel to be assigned a place in the queue based on a calculated time of arrival that factored the ship's departure time, and distance from their last port of call. The updated system required vessels to wait for an available berth approximately 150 miles away from land. This reduced emissions near the coast and created safer conditions as vessels slowed down and spread out. Within weeks, the new process dramatically reduced the number of backlogged ships at anchorage off the Ports of Los Angeles and Long Beach.

Metro Ports welcomes a second, ultra-low emissions Tier 4 locomotive engine at the Port of Long Beach.

NORTHERN CALIFORNIA

In the face of unprecedented labor demands due to the historic cargo surge, PMA's team in Northern California sprang into action to quickly expand the skilled workforce. With the help of the ILWU, PMA and its member companies, Northern California showed why it is a key anchor for West Coast trade.

Expanded Casual Hiring Meets Labor Needs

With enormous demands for labor coastwide, PMA worked with the Local 10 Joint Port Labor Relations Committee to hire 477 new casuals. To facilitate the hiring process, PMA rented a hotel ballroom in downtown Oakland, conducting medical exams, strength and agility testing, and drug screenings on-site. Northern California was the first region on the West Coast to implement the streamlined process to meet the increased labor demands.

Promotions and Equipment Training Keep Cargo Moving

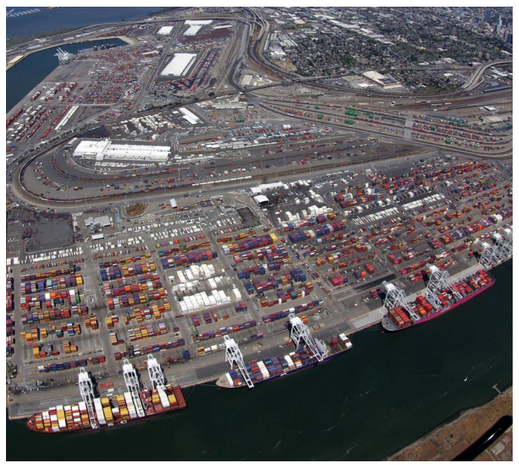
At the same time as the casual hiring efforts, PMA promoted 300 casuals to Class "B" status. To train newly promoted Class "B" workers, PMA instituted both day- and night-side tractor instruction, utilizing 1.7 additional acres to the Howard Terminal training site. Promotions and equipment training helped keep longshore workers safe and cargo moving efficiently.

Top Pick Training and New Dispatch Board Helps Fill Key Jobs

As global supply chain challenges snarled the free flow of cargo along the West Coast, skilled and key-skilled jobs went unfilled because of the enormous demands. In response to challenges filling Top Pick jobs out of the Local 10 Dispatch Hall, PMA increased training for those positions by at least 150 people in 2021. In addition, PMA and the Local 10 Joint Port Labor Relations Committee successfully bargained for and instituted a Top Pick dispatch board for both day- and night-side shifts. Fifty people were put on each board, and their main obligation would be to accept Top Pick work. The adjustments helped ensure fewer situations in which key skilled Top Pick and Side Pick jobs go unfilled.

Matson containers at SSA's Oakland Terminal.

Operations at the Port of Oakland.



Giant ship-to-shore cranes sail past the Bay Bridge en route to the Port of Oakland.

Record-Breaking Cranes Bolster Infrastructure at the Port of Oakland

The Port of Oakland welcomed numerous record-breaking cranes in 2021. In March, the final installment of SSA Terminals' three gigantic cranes – the tallest in North America – was completed. The ship-to-shore cranes can lift cargo up to 174 feet above the dock, providing greater flexibility in discharging and loading containers. Later in the year, Everport Terminal Services put its biggest crane into service, featuring a lift height from the dock of 170 feet. The taller cranes help facilitate the largest ships calling in North America.

Cruise Business Returns to Northern California

In 2021, the cruise business returned to the Port of San Francisco, marking a resurgence after COVID-19 effectively sidelined the industry in the U.S. the previous year. The Majestic Princess was the first cruise vessel to call in the Bay Area in 2021, with close to two dozen cruise calls through the end of the year and a record 127 calls expected in 2022. The cruise business had been projected to grow as much as 30 percent in 2020 before COVID-19 restrictions led to the cancellation of 106 calls that year. PMA worked with the ILWU to develop safety protocols to safely service the ships.

Majestic Princess, docked at Pier 27, marks the first cruise ship to return to San Francisco.

PACIFIC NORTHWEST

Terminal investments and adaptability amid the cargo surge helped the Northwest Seaport Alliance continue to deliver as an important pillar of West Coast ports.

Terminal 5 Sets the Stage for Return

Nearly a decade since it was last functional as a major container terminal, SSA's Terminal 5 at the Port of Seattle made strong progress toward its reopening in early 2022. The facility features a naturally deep berth, wide footprint, and access to on-dock rail, helping it service growing cargo volumes in the Puget Sound region. In June, SSA welcomed four of the largest cranes on the West Coast to the terminal, a key milestone in the modernization project.

Oregon Ports Handle Diverted Containers, Significant Volumes in Logs and Break Bulk Cargo

After not handling cargo for nearly two years, Terminal 6 at the Port of Portland stepped up to help meet the demands of the sustained West Coast container volume surge. Through expedited registration and casual processing and increased training, Terminal 6 handled increases in diverted container cargo while also servicing a significant number of auto vessels. In addition, ports in and around the Columbia River maintained significant volumes in logs and break-bulk cargo.

State-of-the-Art Longshore Training Facility Launched for Terminal 46 in Seattle

In July, PMA announced plans to work with the NWSA and ILWU Local 19 to develop a state-of-the-art training facility at Terminal 46 at the Port of Seattle. The new training facility will help ensure that the Port continues to serve as a leading gateway for international trade – supporting the maritime industry, creating jobs, and fueling the regional economy. With PMA's Terminal 5 training facility impacted by the modernization project, the Terminal 46 facility is designed to promote a skilled, safe, and efficient ILWU workforce.

Intermodal rail service at the Port of Portland's Terminal 5.

ETS Raises Four Cranes at the Port of Tacoma

At the Port of Tacoma, Everport Terminal Services advanced efforts to raise four of its seven cranes to 130 feet above rail. The update will better position the terminal to handle larger vessels in the future. Three of the four cranes were raised during 2021, with the fourth crane slated for raising in early 2022.

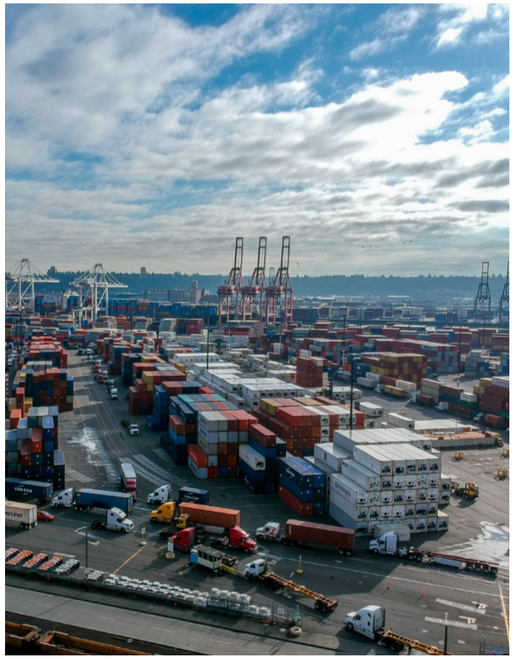
Meeting Labor Demands with Additions to the Workforce

To meet the demands of cargo volumes, PMA added over 200 registered workers to the workforce and carried out numerous casual processing draws throughout the Pacific Northwest. The efforts meant working with more than 20 union locals throughout the region, from Coos Bay to Olympia. Given the demands of the cargo surge, growing the skilled workforce quickly required collaboration and efficiency across numerous ports.

Four new Super Post Panamax Cranes arrive on the *Zhen Hua* 36 at SSA's Terminal 5 at the Port of Seattle.

OOCL *Vancouver* docked at the Port of Seattle.

Operations at Terminal 18 at the Port of Seattle.



INDUSTRY OVERVIEW

The 14,500 TEU Cosco Shipping *Denali* enters the Port of Long Beach.

Economic Significance of West Coast Ports

Containerized cargo movement through West Coast ports has risen dramatically in recent decades—to a total of more than 17 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from medical supplies 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 more than 12 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 $1.9 trillion annually, or 9 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 emissions reducing cargo-handling technology—will be essential to enabling these national assets to continue playing this vital role.

Waterfront Work: More Than 15,500 Registered Workers

As of December 2021, PMA members employed more than 15,500 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 daily.

Since the 2002 labor agreement that brought widespread use of technology to West Coast ports, which was later complemented by the 2008 agreement that brought automation to the waterfront, the registered workforce has grown by 52 percent.

Hapag Lloyd's *Colombo Express* at berth at TraPac terminal at the Port of Los Angeles.

SUPPLEMENTARY AREA AGREEMENTS

Local	Effective
Southern California	
13 – Sweepers' Agreement	7/1/14
13 – Lines Handling Agreement	7/1/14
13 – Gearmen's Port Supplement	7/1/14
13 – Mechanics' Port Supplement	7/1/08
13 – Bulk Loading Supplement	2/15/05
13, 29 & 46 – Industry Travel Agreement	5/17/88
26 – Watchmen's Agreement	7/1/14
29 – Lines Handling Agreement	1/25/88
29 – Gearmen's Port Supplement	1/28/88
29 – Mechanics' Port Supplement	1/25/88
46 – Gearman's Port Supplement	4/28/17
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen's Port Supplement	4/8/91
63 – Clerks' Port Supplement	11/10/53
63 – Vessel Planner Supplement	2/12/98
94 – Foremen's Port Supplement	2/26/15
94 – Bulk Loading Supplement	4/14/05
Northern California	
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	7/1/14
75 – Watchmen's Supplement	7/1/14
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's, 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	6/17/60
19 – Lines Handling Agreement	11/19/15
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, 2022.

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

* Extension signed on 5/7/2018

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, are required 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 availability 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.

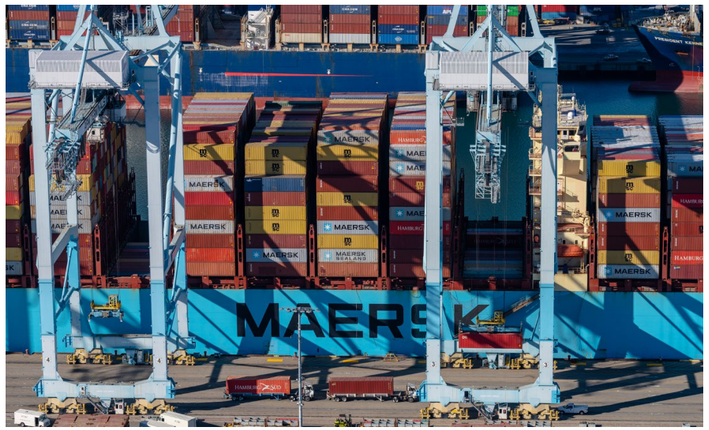
Working Times and Wage Rates

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.

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.

Cargo operations on the Maersk *Essex* at APM Terminals Pier 400 at the Port of Los Angeles.



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.

Skill rates, along with shift and overtime multipliers, all serve to increase the basic straight time rate. For details on how these increases impact the hourly rate of pay, please see page 62.

HISTORY OF LONGSHORE STRAIGHT TIME WAGE RATES

Effective Date		Hourly Rate Increase	Hourly Rate Rate
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
July 4	2015	1.50	4.1	38.18
July 2	2016	1.25	3.3	39.43
July 1	2017	1.50	3.8	40.93
June 30	2018	1.25	3.1	42.18
June 29	2019	1.31	3.1	43.49
July 4	2020	1.35	3.1	44.84
July 3	2021	1.39	3.1	46.23

* A "6 hour day, 30 hour week" was incorporated into the first coastwide 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.

Subsequent presidents include:
- David Arian (1991-1994)
- Brian McWilliams (1994-2000)
- James Spinosa (2000-2006)
- Bob McEllrath (2006-2018)

William E. Adams was elected President in 2018 and reelected in 2021. Other titled officers include Vice President (Mainland) Robert "Bobby" Olvera, Jr., Vice President (Hawaii) Paul K. Kreutz, and Secretary-Treasurer Edwin "Ed" Ferris.

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, at least 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 William E. Adams, Vice President Robert Olvera, Jr. and Committeemen Frank Ponce de Leon and Cameron Williams. 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 un-stuff 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 Inland Boatman's Union, the Marine Division of the ILWU; and various other groups.

The MSC *Kanoko* enters Angels Gate at the Port of Los Angeles.

Coast Accident Prevention Award-Winners

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

Group A (1 million or more man-hours)

FIRST PLACE: Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area

SECOND PLACE: Everport Terminal Services
Los Angeles – Long Beach – Southern California Area

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

FIRST PLACE: TraPac
Los Angeles – Long Beach – Southern California Area

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

FIRST PLACE: Washington United Terminals
Tacoma – Washington Area

SECOND PLACE: Husky Terminal & Stevedoring
Tacoma - Washington Area

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

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

FIRST PLACE: Ports America
Los Angeles – Long Beach – Southern California Area

SECOND PLACE: SSA Pacific
Los Angeles – Long Beach – Southern California Area

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

FIRST PLACE: Sea Star Stevedore Company
Tacoma - Washington Area

SECOND PLACE: SSA Pacific
Stockton – Northern California Area

Group C (25,000 to 99,999 man-hours)

FIRST PLACE: SSA Pacific
Seattle – Tacoma – Washington Area

SECOND PLACE: Metro Cruise
Los Angeles – Long Beach – Southern California Area

BULK OPERATORS
(companies engaged primarily in bulk cargo operations with total man-hours exceeding 10,000)

FIRST PLACE: Ceres Terminals
Stockton – Northern California Area

SECOND PLACE: Oregon Chip Terminal
Coos Bay – Oregon 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 4: Vancouver, WA – Oregon Area

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

Foreman – Walking Boss Group
Local 92: Portland – Oregon Area

Clerk Group
Local 23: Tacoma – Washington Area

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

Group A (200,000 or more man-hours)

FIRST PLACE: Pacific Crane Maintenance Company
Los Angeles – Long Beach – Southern California Area

SECOND PLACE: Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area

Group B (100,00 – 199,999 man-hours)

FIRST PLACE: Everport Terminal Services
Oakland - Northern California Area

SECOND PLACE: Total Terminals International
Los Angeles – Long Beach – Southern California Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD
(companies that achieved a zero lost-time incident rate in 2021) (50,000 minimum hours)

Everport Terminal Services – Mechanic Operations
Oakland – Northern California Area

SSA Pacific
Seattle – Tacoma – Washington Area

COAST THREE-YEAR REDUCTION AWARD
(companies that have reduced their lost-time incident rate three consecutive times over a 4-year period)

(50,000 minimum hours)

Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area

Pacific Crane Maintenance Company – Mechanic Operations
Los Angeles – Long Beach – Southern California Area

Ports America
Los Angeles – Long Beach – Southern California Area

TraPac
Los Angeles – Long Beach – Southern California Area

Washington United Terminals
Seattle – Washington Area

Washington United Terminals- Mechanic Operations
Seattle – Washington Area

THE COAST ACCIDENT PREVENTION AWARDS

PMA sponsors an annual accident prevention awards program as part of the coastwide 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.

INDUSTRY BENEFITS

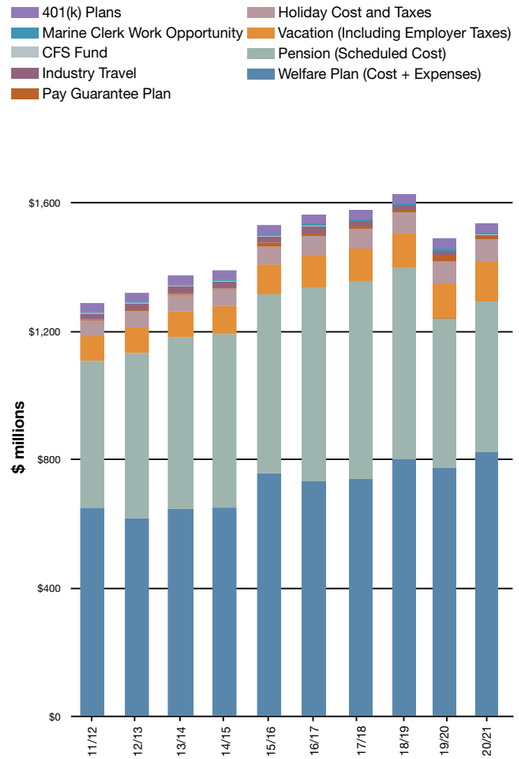
Three vessels are worked at TraPac Terminal at the Port of Los Angeles.

ILWU Benefits Package

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

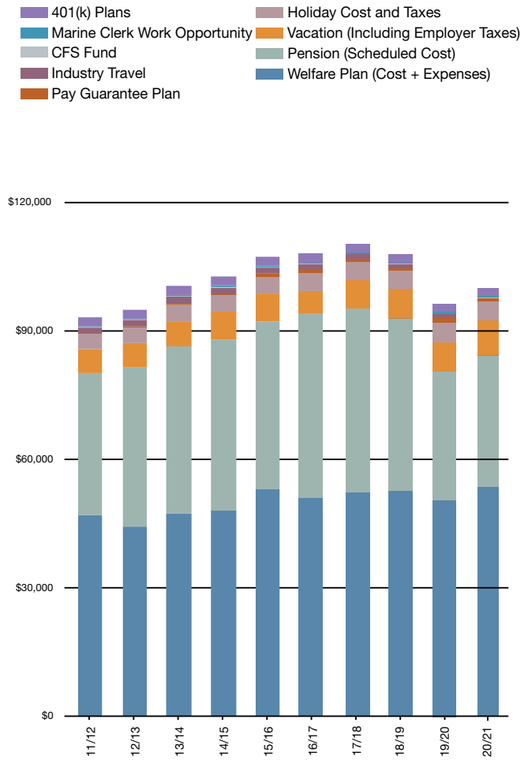
TOTAL BENEFITS COSTS*

2011/2012 through 2020/2021
*Does not include the $15.3M COVID-19 related sick pay.



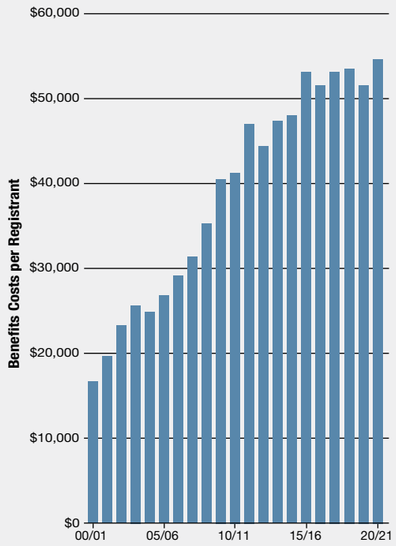
BENEFITS COSTS PER ACTIVE REGISTRANT*

2011/2012 through 2020/2021
*Does not include the $15.3M COVID-19 related sick pay.



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 2001-2021



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 2020/2021 are divided by the count of active registrants at the end of 2020.

RETIREES BY YEAR

Year	Normal	Early	Disability	Total
2012	139	154	38	331
2013	138	122	49	309
2014	172	76	42	290
2015	172	79	55	306
2016	181	93	63	337
2017	201	103	60	364
2018	198	110	46	354
2019	199	178	51	428
2020	262	146	37	445
2021	**189**	**108**	**35**	**332**

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.

ILWU-PMA Welfare Plan

The ILWU-PMA Welfare Plan provides health care and related benefits to qualified actives and retirees and their qualified dependents and survivors.

The Plan is administered by the Board of Trustees, which is comprised of an equal number of union and employer appointed Trustees.

For health coverage, registrants and retirees (and their eligible dependents) generally have a choice between an HMO plan and a self-insured PPO plan. As long as participants utilize in-network providers, both plans pay 100% of the cost of covered services with no out-of- pocket costs. The PPO plan also covers basic hospital, medical and surgical benefits at 100% of scheduled limits for out-of-network services, followed by a $100 deductible and up to 80% of the Maximum Allowable Charge, subject to a family out-of-pocket maximum of $1,000. Both the HMO and the PPO provide prescription drug coverage with no copay for HMO and $1 copay for PPO.

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit ($300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Disability benefits covering up to $1,250 per week for up to 52 weeks;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

Plan Funding

The plan is primarily funded by PMA through employer assessments on payroll hours and tonnage. In addition, registered employees make contributions to the Plan as a defined percentage of wages at a rate that is set by the Trustees.

Tenure of the Agreement

The Plan runs concurrently with the 2014-2022 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerk's 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.

Eligibility for ILWU-PMA Welfare Plan Benefits

The ILWU-PMA Welfare Plan generally covers the following individuals and their qualified dependent spouses and children:

- **New Registrants:** Covered by the HMO programs (if available) for the first 24 months of registration.
- **Active Registrants:** Requires a minimum of 800 hours credited in the preceding payroll year, or a minimum of 400 hours credited in the last half of the preceding payroll year.
- **Pensioners:** Most Welfare Plan participants who become pensioners including disability pensioners, have Welfare Plan eligibility beginning on the day they become pensioners.
- **Surviving Spouses and Children of Active Registrants:** The dependent spouse or child of a deceased eligible active registrant has Welfare Plan eligibility. Welfare Plan eligibility ends when the surviving dependent spouse remarries, or if the active registrant had fewer than five years of vested service under either the ILWU-PMA Pension Plan or the ILWU-PMA Watchmen Pension Plan, four years immediately following the registrant's death.
- **Surviving Spouses and Children of Pensioners:** A surviving spouse or child receiving a survivor pension has Welfare Plan eligibility 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.

NUMBER OF PENSION BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			
	Normal/ Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	Total
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
2015	4,149	945	22	384	5,500	2,566	623	3,189	8,689
2016	4,192	968	17	402	5,579	2,526	630	3,156	8,735
2017	4,271	971	13	420	5,675	2,476	634	3,110	8,785
2018	4,327	976	12	431	5,746	2,485	652	3,137	8,883
2019	4,477	966	9	452	5,904	2,456	665	3,121	9,025
2020	4,637	960	4	482	6,083	2,457	664	3,121	9,204
2021	**4,654**	**917**	**3**	**442**	**6,016**	**2,509**	**669**	**3,178**	**9,194**

ILWU-PMA Pension Plan

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is $95,460 as of July 1, 2021.

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, 2021, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2014, was $215 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $7,955 (or $95,460 annually) 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 retirees on or after July 1, 2008, maximum pension benefits are based on 37 years of service at retirement. Surviving spouses or dependent child survivors of plan participants receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the participant were they still alive.

Disability pensions have no minimum age but do require a minimum of 13 years of service and the participant must have worked or been credited with at least 500 hours of service in each of the five payroll years ending with the year of retirement. The monthly benefit is the same amount as the Normal Retirement Benefit (with no reduction for its early commencement) except that no bridge supplement is payable.

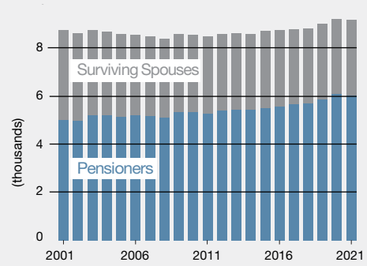
A year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, and paid holidays.

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.

Benefits are 100% vested after five qualifying years of service. If a participant leaves the plan prior to the vesting date,

NUMBER OF PENSION BENEFIT RECIPIENTS



PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2020)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	$102	$2,550
7/81-6/84	30	$102	$3,060
7/84-6/87	33	$102	$3,366
7/87-6/93	35	$102	$3,570
7/93-6/99	35	$102	$3,570
7/99-6/02	35	$112	$3,920
7/02-6/08	35	$153	$5,355
7/08-6/14	37	$180	$6,660
7/14-6/21	37	$210	$7,770
7/14-6/22	37	$215	$7,955

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	$215.00
1,250	$206.73
1,200	$198.47
1,150	$190.19
1,100	$181.92
1,050	$173.66
1,000	$165.39
950	$157.11
900	$148.84
850	$140.58
800	$132.31

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, 2021. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for eligibility.

VACATION BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:

2017	$ 94,554,073
2018	$ 102,001,566
2019	$ 107,011,388
2020	$ 106,076,630
2021*	**$ 122,094,652**

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 2021
*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

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.

ILWU-PMA Savings 401(k) Plan

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. 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. Participants may elect to defer any percentage, up to 90%, of their vacation paychecks into their 401(k) Plan accounts.

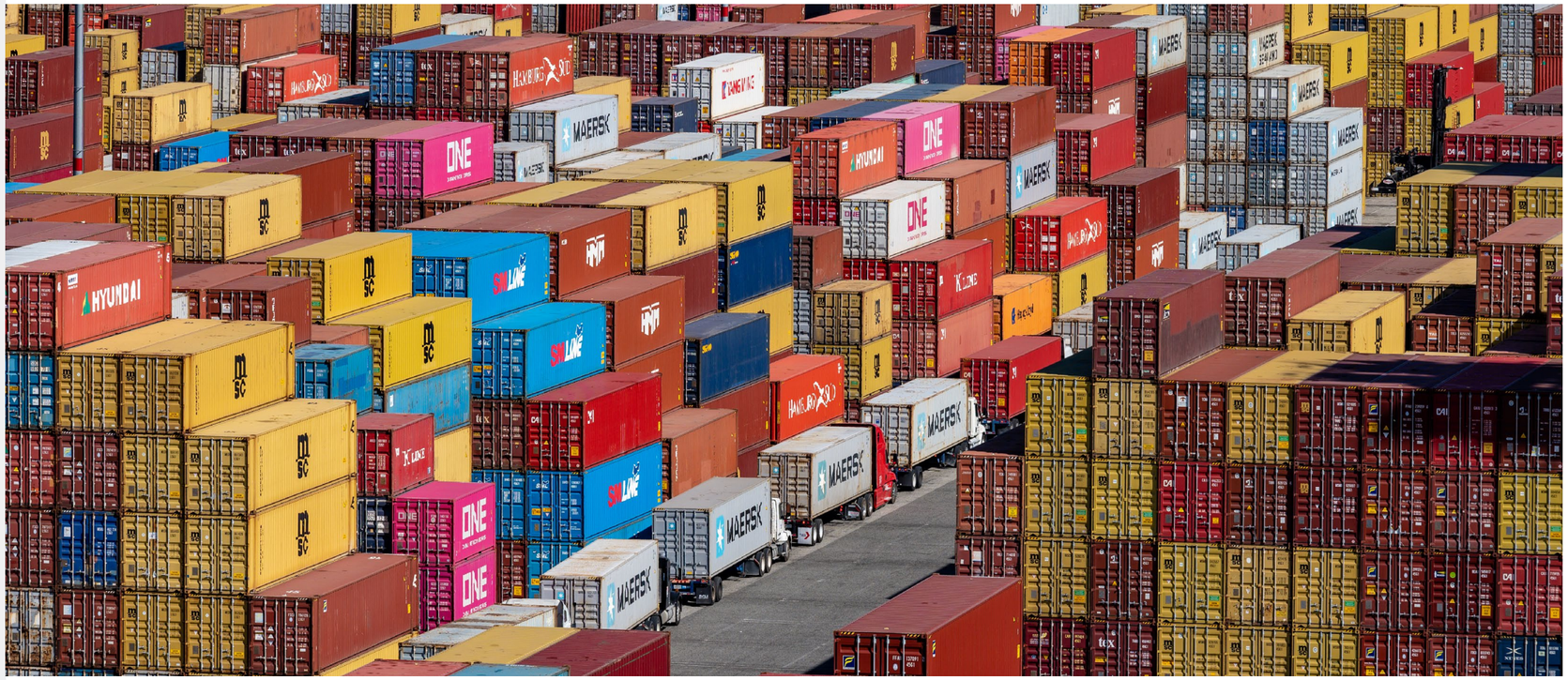
Effective January 1, 2016, the Plan offers a Roth contribution option.

Each year, the Employers contribute 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.

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 he earns his vacation receives a vacation with pay.

Truckers line up to return empty containers at TTI.



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

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 1,975 in the previous payroll year, 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 left.

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.

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 Port Labor Relations Committee in each port schedules vacations.

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, and Christmas Eve Day and New Year's Eve Day which are early release days. The seven other paid holidays are normal work days,

HOLIDAY PLAN

2022

January	1	New Year's Day[1,2]
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	21	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	30	Memorial Day
July	4	Independence Day
	5	Bloody Thursday[1]
	28	Harry Bridges' Birthday
September	5	Labor Day[1]
November	11	Veterans Day
	24	Thanksgiving Day[1]
December	24	Christmas Eve Day[1,2]
	25	Christmas Day[1,2]
	31	New Year's Eve Day[1,2]

2023

January	1	New Year's Day[1,2]
	16	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	20	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	29	Memorial Day

Holidays shown in **blue** are non-paid holidays. An employee who performs work on these non-paid holidays shall receive the over-time 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 5 to 0700 September 6, 0800 November 24 to 0700 November 25. 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.

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 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 8 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 2022 and for the first six months of 2023 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR

Contract Year Ended June 30

2017	$59,177,911
2018	$61,042,442
2019	$65,374,122
2020	$68,007,356
2021	**$67,048,171**

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

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" longshore or clerk who qualifies is guaranteed an income equivalent to a 40-hour week at the basic straight time hourly wage ($46.23 per hour for Class "A" longshore, effective July 4, 2021, or $1,849.20 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 32-hour week ($1,479.36).

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 2021/2022 is $30,000,000. 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.

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 40-hour week at the foreman straight time rate.

Evergreen's *Ever Lucky* loading at the Port of Tacoma.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30

	Longshore and Clerks	Walking Bosses and Foremen
2017	$9,811,767	$223,621
2018	$8,150,320	$231,919
2019	$6,441,846	$232,032
2020	$17,907,001	$432,153
2021	**$10,518,011**	**$388,949**

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

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.

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.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30

2017	$17,492,802
2018	$15,863,600
2019	$14,609,685
2020	$12,437,715
2021*	**$2,160,718**

* Industry travel was restricted in 2021 to help prevent the spread of COVID-19.

Automated straddle carriers at TraPac Terminal at the Port of Los Angeles.

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 or subsistence. Subsistence rates are $120.00 per night for lodging and $30.00 per meal.

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 foreman registrants for job assignments in designated CFS facilities.

CFS PROGRAM FUND

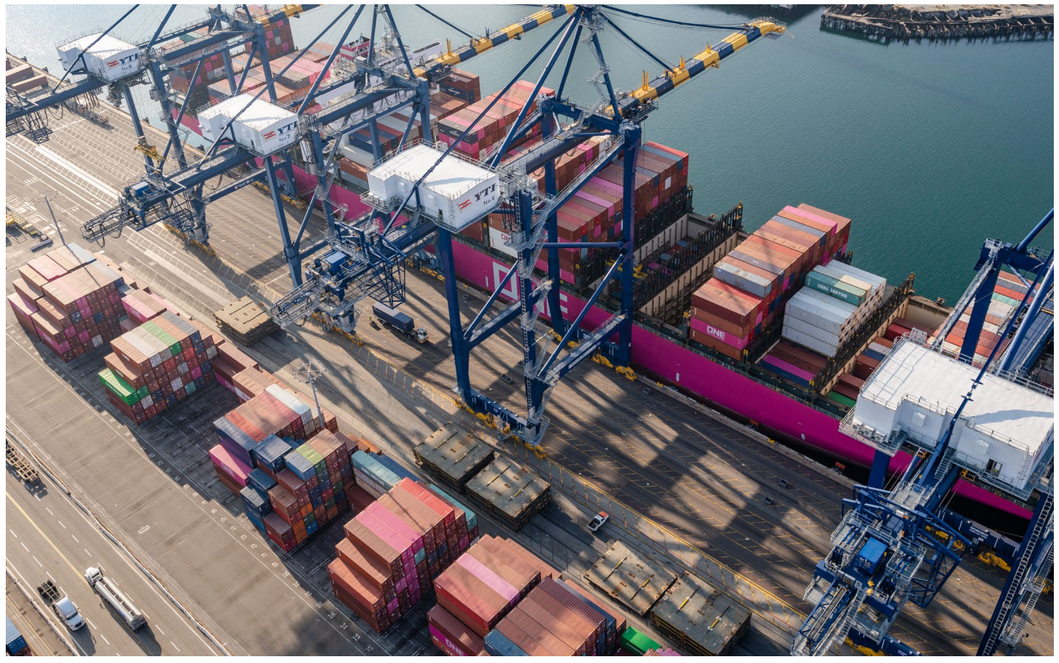
Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2017	$1,660,250	$184,736	$1,844,986
2018	$1,599,264	$177,690	$1,776,954
2019	$1,493,150	$165,889	$1,659,039
2020	$1,501,140	$166,777	$1,667,917
2021	**$1,128,989**	**$125,431**	**$1,254,420**

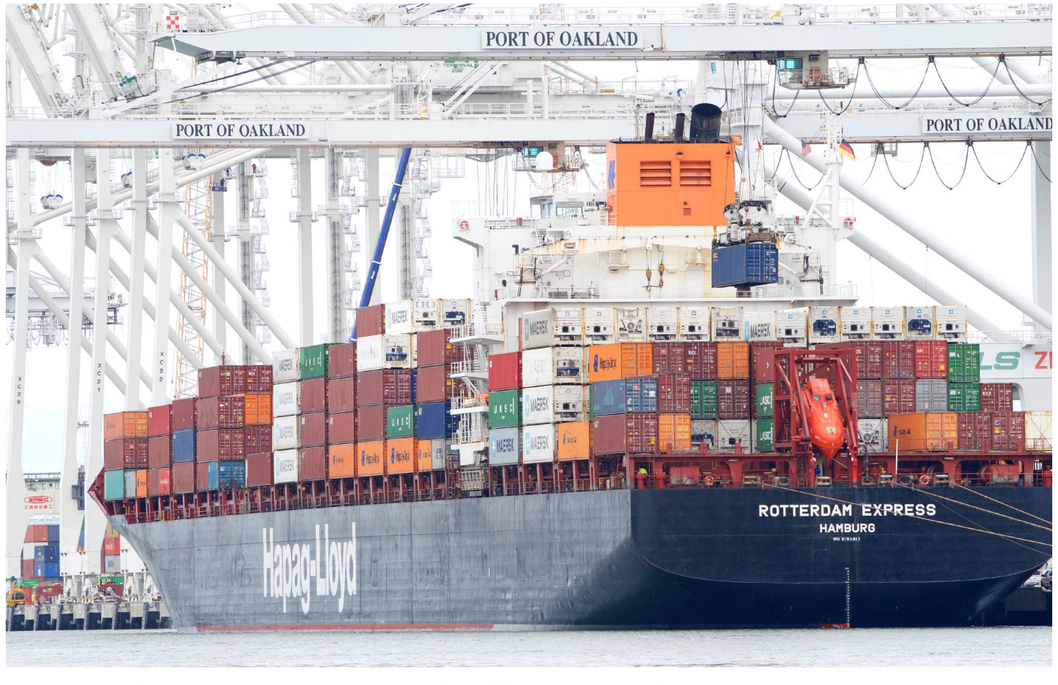
There are two types of reimbursements made for CFS activity: (1) a credit based on CFS hours paid in a facility defined as an "A-Credit," for "Assessment Credit," and (2) a credit based on both CFS hours paid and CFS tonnage defined as an "I-Credit," for "Incentive Credit."

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.

Cargo operations on the ONE *Hanoi* at Yusen Terminals at Port of Los Angeles.





Hapag-Lloyd's *Rotterdam Express* unloading at the Port of Oakland on a hazy Bay Area morning.

Dispatch Halls

All longshore workers 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 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 Port 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 PMA or the Union may inspect dispatching hall records.

The dispatching of clerks is similar to that of longshore workers 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.

DISPATCH HALL COSTS

Payroll Year	ILWU Portion	PMA Portion	Total
2017	$5,240,562	$31,975,905	$37,216,467
2018	$5,285,972	$32,615,810	$37,901,782
2019	$5,419,192	$33,515,329	$38,934,521
2020	$6,339,140	$40,194,195	$46,533,335
2021	**$6,172,272**	**$40,252,182**	**$46,424,454**

2021 is based on unaudited financial report.

INDUSTRY ASSESSMENTS

Cargo is unloaded from Pasha Hawaii's *Marjorie C* at SSA Pier A Terminal at the Port of Long Beach.

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.

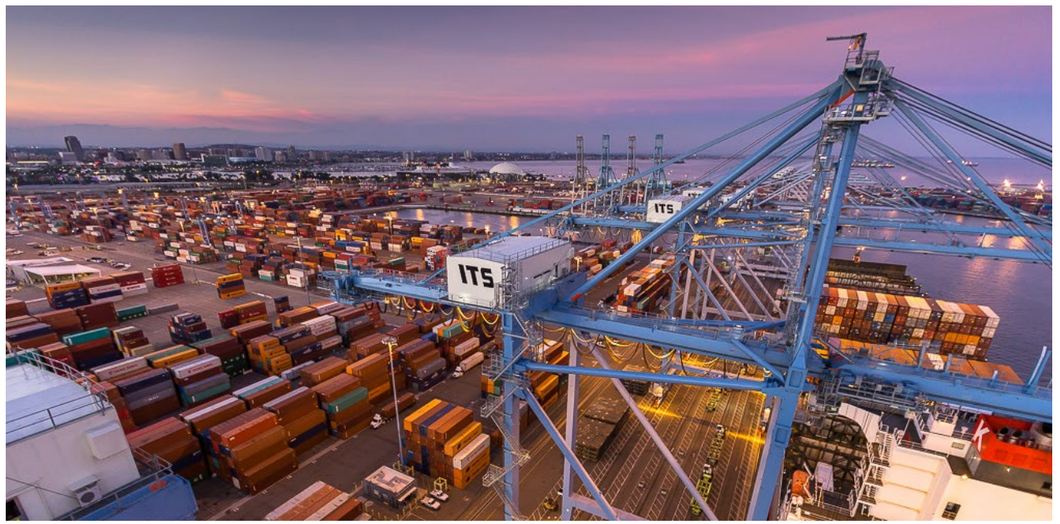
After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board, however, demanded a further refinement of the divisor, and after further deliberations, a compromise was reached and the number 24,800,546 was agreed upon.

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

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.

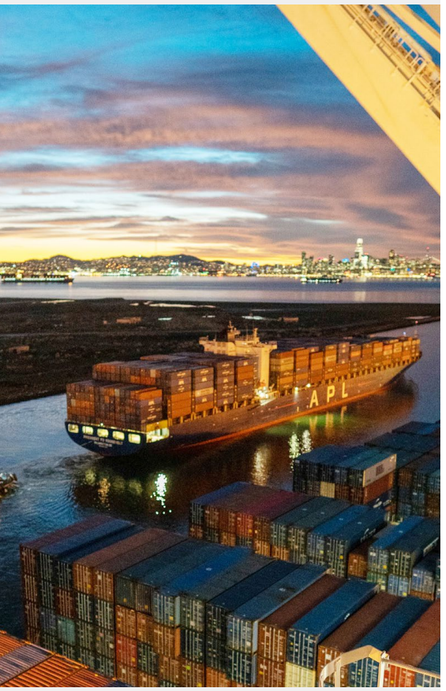
On November 9, 1983, the Board adopted a resolution recommending approval of the proposed assessment system by the PMA membership. The membership adopted the proposal on December 14, 1983. The agreement was filed with the Federal Maritime Commission on December 22, 1983 and was designated LM-84.

International Transportation Services Terminal at the Port of Long Beach.



Vessels at berth at SSA's Terminal at the Port of Seattle.

APL's *FD Roosevelt* heads to the Oakland Estuary from Oakland International Container Terminal.



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 figure. 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
2011/2012	41,701,081
2012/2013	41,701,081
2013/2014	41,701,081
2014/2015	41,701,081
2016/2017	41,701,081
2017/2018	43,578,918
2018/2019	47,334,592
2019/2020	47,334,592
2020/2021	41,701,081
2021/2022	**45,456,755**

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, 45,456,755. 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 Benefits Costs was approved and implemented.

ASSESSMENT RATE HISTORY

	Hourly Assessment				Offshore and Intercoastal Assessment Rates – Benefits Plans							
	Benefits Plans	L/S and Clerk 401(k)	Walking Boss 401(k)	Steady Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU	MCWO RU/TEU*	LA/LB Crane RU/TEU**
1990	$7.52	–	–	–	$13.306	$0.783	$0.783	$0.063	$0.016	$1.458	–	–
1991	7.52	–	–	–	12.674	0.746	0.746	0.060	0.015	1.014	–	–
1992	8.81	–	–	–	13.221	0.778	0.778	0.063	0.015	0.490	–	–
1993	10.01	–	–	–	14.790	0.870	0.870	0.070	0.017	0.350	–	–
1994	11.70	–	$0.50	–	16.700	0.982	0.982	0.080	0.019	0.880	–	–
1995	9.30	–	0.50	–	9.790	0.576	0.576	0.047	0.011	0.660	–	–
1996	10.87	–	0.50	–	11.390	0.670	0.670	0.054	0.013	0.520	–	–
1997	11.53	–	2.00	–	9.980	0.587	0.587	0.048	0.012	0.100	–	
1998	10.34	–	1.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
1999	10.34	$1.00	3.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
2001	11.04	0.83	3.49	–	6.280	0.370	0.370	0.030	0.007	0.190	–	–
2002	13.11	0.84	3.49	–	12.120	0.713	0.713	0.058	0.014	–	–	–
2003	14.08	0.81	3.77	–	13.470	0.792	0.792	0.064	0.016	0.100	$0.280	–
2004	15.62	0.82	3.82	–	13.650	0.803	0.803	0.065	0.016	0.120	–	–
2005	15.71	0.87	1.35	–	14.790	0.870	0.870	0.700	0.017	0.090	–	–
2006	15.96	0.88	3.65	–	14.180	0.834	0.834	0.068	0.017	0.050	–	–
2007	17.72	0.88	3.04	–	16.460	0.968	0.968	0.078	0.019	0.040	–	–
2008	19.99	0.90	3.67	–	18.440	1.085	1.085	0.088	0.021	0.120	0.160	–
2009	27.01	1.14	4.95	–	24.400	1.435	1.435	0.116	0.028	0.080	1.440	–
2010	27.94	0.77	3.55	–	24.910	1.465	1.465	0.119	0.029	0.080	–	–
2011	28.54	0.74	2.45	–	24.570	1.445	1.445	0.117	0.029	0.120	–	–
2012	28.85	1.00	3.87	–	25.680	1.510	1.510	0.122	0.030	0.040	–	–
2013	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2014	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2015	34.16	0.78	2.93	$6.06	29.260	1.721	1.721	0.139	0.034	0.100	0.240	$0.050
2016	34.03	0.88	3.04	6.06	28.150	1.656	1.656	0.134	0.033	0.300	0.630	0.020
2017	34.06	0.87	2.76	5.86	28.700	1.688	1.688	0.137	0.033	0.120	0.380	0.130
2018	34.17	0.78	3.17	6.18	29.100	1.712	1.712	0.139	0.034	0.080	0.140	0.070
2019	33.86	0.92	2.48	5.98	28.110	1.653	1.653	0.134	0.033	0.090	0.130	0.020
2020	35.79	1.13	3.84	6.38	30.030	1.767	1.767	0.143	0.035	0.110	0.710	0.110
2021	**$36.09**	**$0.71**	**$2.60**	**$6.64**	**$29.160**	**$1.716**	**$1.716**	**$0.139**	**$0.034**	**$0.090**	**$0.340**	**$0.060**

The chart above shows a partial history of assessment rates beginning after the significant 1983 revisions.
Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included.
Coastwise rates for all affected plans were established on 9/28/91.

* Marine Clerk Work Opportunity ** LA/LB Crane Board Make Whole

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, PIERS™ 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.

Effective January 1, 2020, the passenger sector is reported based on passenger counts for initial embarkation, final disembarkation and in-transit movements of revenue passengers. The purpose of this assessment is to address the absence of current tonnage assessments on this sector, and to cover labor used in passenger operations.

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

A longshore member works at Terminal 91 at the Port of Seattle.

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.

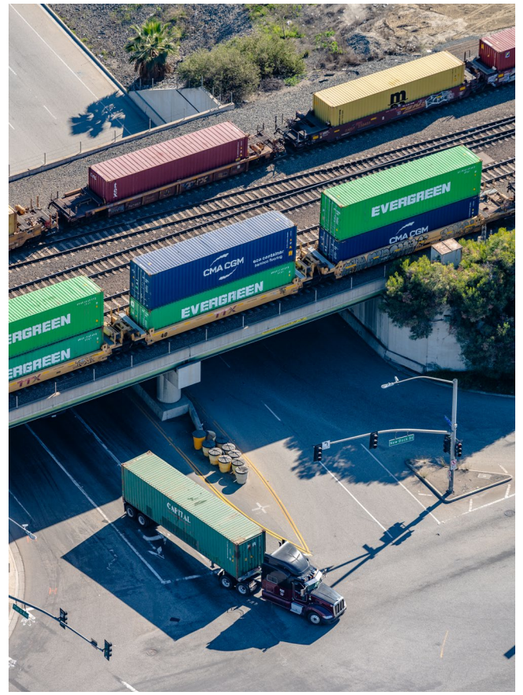
STATISTICAL INFORMATION

The ONE *Altair* at berth at YTI Terminal at the Port of Los Angeles.

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 Business Analysis department, 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 Cost ports, see the PMA website, www.pmanet.org and follow PMA on Twitter @WestCoastPorts.



A rail overcrossing at the Port of Los Angeles allows for trucks to move easily to adjacent terminals.

Pasha's *Marjorie C* simultaneously loads and discharges cargo at SSA Terminal Pier A at the Port of Long Beach.

STATISTICAL INFORMATION

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2021 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.

— CONTINUED

Total tonnage reported for the port.

Chng from 2020 shows the percent 2021 tonnage changed from 2020 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.

2021	TOTAL REVENUE TONNAGE Total	% of Coast	% Chng from 2020	% Loaded: % Discharged	CONTAINERS Total (TEUs)	% of Coast	% Chng from 2020	% Loaded: % Discharged	GENERAL CARGO Total	% of Coast	% Chng from 2020	% Loaded: % Discharged	LUMBER & LOGS Total	% of Coast	% Chng from 2020	% Loaded: % Discharged	AUTOMOBILES AND TRUCKS Total	% of Coast	% Chng from 2020	% Loaded: % Discharged	BULK CARGO Total	% of Coast	% Chng from 2020	% Loaded: % Discharged	2021
SOUTHERN CALIFORNIA																									**SOUTHERN CALIFORNIA**
San Diego	4,349,564	1.2	10.3	20.9 : 79.1	86,536	0.5	11.8	7.2 : 92.8	151,022	2.8	16.9	35.9 : 64.1	–	–	–	– : –	2,472,680	11.5	4.0	30.3 : 69.7	254,750	0.6	108.5	– :100.0	San Diego
Long Beach	116,340,567	31.7	11.3	28.6 : 71.4	6,001,191	34.6	9.9	23.9 : 76.1	810,419	15.3	45.5	9.7 : 90.3	130,786	11.5	(8.1)	– : 100.0	3,010,619	14.0	4.2	9.2 : 90.8	10,368,496	23.5	27.7	83.1 : 16.9	Long Beach
Los Angeles	118,195,641	32.2	8.3	18.1 : 81.9	6,688,208	38.5	7.8	17.7 : 82.3	1,932,305	36.5	44.1	0.1 : 99.9	–	–	–	– : –	1,356,244	6.3	0.2	5.2 : 94.8	1,207,556	2.8	20.4	98.9 : 1.1	Los Angeles
Port Hueneme	6,884,972	1.9	18.2	12.6 : 87.4	144,521	0.8	40.0	22.5 : 77.5	333,112	6.3	53.9	19.0 : 81.0	–	–	–	– : –	3,934,503	18.2	6.3	6.4 : 93.6	160,500	0.4	5.4	– : 100.0	Port Hueneme
AREA TOTAL	**245,770,744**	**67.0**	**10.0**	**23.0 : 77.0**	**12,920,456**	**74.4**	**9.1**	**20.6 : 79.4**	**3,226,858**	**60.9**	**43.8**	**6.2 : 93.8**	**130,786**	**11.5**	**(8.1)**	**– : 100.0**	**10,774,046**	**50.0**	**4.4**	**12.5 : 87.5**	**11,991,302**	**27.3**	**27.6**	**81.8 : 18.2**	**AREA TOTAL**
NORTHERN CALIFORNIA																									**NORTHERN CALIFORNIA**
San Francisco	1,088,739	0.3	(34.6)	- :100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	758,177	3.5	(40.3)	– :100.0	330,562	0.8	(16.1)	– : 100.0	San Francisco
Redwood City	1,211,150	0.3	(20.9)	- :100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	1,211,150	2.8	(20.9)	– : 100.0	Redwood City
Oakland	32,356,145	8.8	(0.6)	44.9 : 55.1	1,896,256	10.9	(0.5)	44.8 : 55.2	19,304	0.4	27.4	82.7 : 17.3	–	–	–	– : –	100,489	0.5	(10.5)	77.9 : 22.1	–	–	–	– : –	Oakland
Richmond	1,223,120	0.3	(22.9)	– :100.0	–	–	–	– : –	633	<0.1%	100.0	– :100.0	–	–	–	– : –	616,687	2.9	(26.3)	– :100.0	605,800	1.4	(19.2)	– : 100.0	Richmond
Crockett	634,983	0.2	6.2	– :100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	634,983	1.4	6.2	– : 100.0	Crockett
Benicia	2,241,103	0.6	(6.5)	0.2 : 99.8	–	–	–	– : –	–	–	(100.0)	– : –	–	–	–	– : –	2,241,103	10.3	(6.5)	0.2 : 99.8	–	–	–	– : –	Benicia
Port Chicago	31,348	<0.1%	(5.9)	40.2 : 59.8	1,844	<0.1%	(5.9)	40.2 : 59.8	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	Port Chicago
Stockton	3,636,390	1.0	39.3	43.5 : 56.5	–	–	–	– : –	392,015	7.3	83.5	37.7 : 62.3	–	–	–	– : –	–	–	–	– : –	3,244,375	7.4	35.4	44.2 : 55.8	Stockton
West Sacramento	1,034,015	0.3	16.0	23.3 : 76.7	–	–	–	– : –	268,296	5.1	7.6	89.7 : 10.3	–	–	–	– : –	–	–	–	– : –	765,719	1.7	19.2	– : 100.0	West Sacramento
Eureka	384,993	0.1	84.2	73.6 : 26.4	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	384,993	0.9	84.2	73.6 : 26.4	Eureka
AREA TOTAL	**43,841,986**	**11.9**	**(0.5)**	**38.0 : 62.0**	**1,898,100**	**10.9**	**(0.5)**	**44.8 : 55.2**	**680,248**	**12.8**	**42.3**	**59.5 : 40.5**	**–**	**–**	**–**	**– : –**	**3,716,456**	**17.2**	**(19.5)**	**2.2 : 97.8**	**7,177,582**	**16.4**	**10.1**	**23.9 : 76.1**	**AREA TOTAL**
PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER																									**PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER**
North Bend / Coos Bay	2,251,839	0.6	61.3	94.4 : 5.6	–	–	–	– : –	5,111	0.1	100.0	58.6 : 41.4	74,840	6.6	11.8	100.0 : –	–	–	–	– : –	2,171,888	5.0	63.4	94.3 : 5.7	North Bend / Coos Bay
Portland	12,749,004	3.5	13.4	44.6 : 55.4	83,201	0.5	98.7	40.9 : 59.1	1,213	<0.1%	100.0	– :100.0	–	–	–	– : –	3,572,230	16.6	2.0	17.6 : 82.4	7,761,144	17.7	10.4	57.7 : 42.3	Portland
Vancouver	2,255,073	0.6	(14.8)	42.3 : 57.7	46	<0.1%	(69.5)	– :100.0	445,910	8.4	(29.9)	5.9 : 94.1	–	–	–	– : –	891,831	4.1	(19.6)	1.2 : 98.8	916,550	2.1	2.0	100.0 : –	Vancouver
Kalama	9,176,639	2.5	(5.0)	96.1 : 3.9	–	–	–	– : –	358,828	6.8	34.3	– :100.0	–	–	–	– : –	–	–	–	– : –	8,817,811	20.0	(6.1)	100.0 : –	Kalama
Longview	2,938,785	0.8	21.0	85.2 : 14.8	204	<0.1%	26.7	– :100.0	104,169	2.0	118.8	9.5 : 90.5	566,610	49.7	(2.1)	100.0 : –	–	–	–	– : –	2,264,538	5.2	25.9	85.1 : 14.9	Longview
AREA TOTAL	**29,371,340**	**8.0**	**7.1**	**68.4 : 31.6**	**83,451**	**0.5**	**91.8**	**40.8 : 59.2**	**915,231**	**17.3**	**(5.2)**	**4.3 : 95.7**	**641,450**	**56.3**	**(2.0)**	**100.0 : –**	**4,464,061**	**20.7**	**(3.2)**	**14.3 : 85.7**	**21,931,931**	**50.0**	**7.2**	**82.9 : 17.1**	**AREA TOTAL**
PACIFIC NORTHWEST: WASHINGTON																									**PACIFIC NORTHWEST: WASHINGTON**
Aberdeen/Grays Harbor	2,304,279	0.6	(25.8)	95.8 : 4.2	9	<0.1%	(96.1)	100.0 : –	82	<0.1%	(99.5)	100.0 : –	30,369	2.7	679.7	100.0 : –	–	–	(100.0)	– : –	2,273,675	5.2	(24.7)	95.7 : 4.3	Aberdeen / Grays Harbor
Olympia	261,402	0.1	35.2	99.0 : 1.0	–	–	–	– : –	8,493	0.2	53.4	68.7 : 31.3	251,379	22.1	34.1	100.0 : –	–	–	–	– : –	1,530	<0.1%	354.0	100.0 : –	Olympia
Tacoma	26,422,644	7.3	5.4	40.1 : 59.9	1,385,086	8.0	4.5	43.0 : 57.0	278,704	5.3	39.9	11.4 : 88.6	–	–	–	– : –	2,597,478	12.1	10.3	16.5 : 83.5	–	–	–	– : –	Tacoma
Seattle	17,726,751	4.8	4.6	31.6 : 68.4	1,041,009	6.0	5.1	31.7 : 68.3	13,051	0.2	(38.2)	18.0 : 82.0	–	–	–	– : –	–	(100.0)	–	– : –	16,547	<0.1%	(7.6)	– : 100.0	Seattle
Everett	878,757	0.2	217.5	11.5 : 88.5	29,427	0.2	453.6	3.6 : 96.4	176,959	3.3	99.1	47.1 : 52.9	–	–	–	– : –	–	–	–	– : –	201,539	0.5	106.6	– : 100.0	Everett
Port Angeles	84,342	<0.1%	59.0	100.0 : –	–	–	–	– : –	–	–	–	– : –	84,342	7.4	59.0	100.0 : –	–	–	–	– : –	–	–	–	– : –	Port Angeles
Anacortes	261,764	0.1	12.9	100.0 : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	261,764	0.6	12.9	100.0 : –	Anacortes
AREA TOTAL	**47,939,939**	**13.1**	**4.5**	**39.9 : 60.1**	**2,455,531**	**14.2**	**5.8**	**37.7 : 62.3**	**477,289**	**9.0**	**44.3**	**25.9 : 74.1**	**366,090**	**32.2**	**49.8**	**100.0 : –**	**2,597,478**	**12.1**	**4.5**	**16.5 : 83.5**	**2,755,055**	**6.3**	**(18.2)**	**88.6 : 11.4**	**AREA TOTAL**
COAST TOTAL	**366,924,009**	**100.0**	**7.7**	**30.6 : 69.4**	**17,357,538**	**100.0**	**7.7**	**25.7 : 74.3**	**5,299,626**	**100.0**	**31.9**	**14.5 : 85.5**	**1,138,326**	**100.0**	**9.3**	**88.5 : 11.5**	**21,552,041**	**100.0**	**(2.2)**	**11.6 : 88.4**	**43,855,870**	**100.0**	**10.4**	**73.3 : 26.7**	**COAST TOTAL**

Container Box Counts

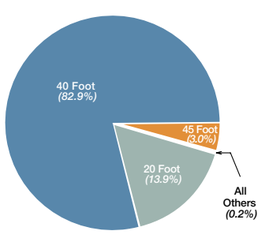
Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48, and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing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

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.

2021

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	339,255	91,036	430,291	2,044,620	616,982	2,661,602	73,964	52,753	126,717	2,458,981	760,803	3,219,784	64.4%	6,041,988
Empty	2,510	225,993	228,503	47,783	1,440,345	1,488,128	19,516	39,714	59,230	70,823	1,706,376	1,777,199	35.6%	3,341,729
TOTAL	**341,765**	**317,029**	**658,794**	**2,092,403**	**2,057,327**	**4,149,730**	**93,480**	**92,467**	**185,947**	**2,529,804**	**2467179**	**4,996,983**	**100%**	**9,383,717**
Los Angeles														
Cargo Bearing	394,574	95,279	489,853	2,468,257	537,140	3,005,397	69,624	8,135	77,759	2,940,665	640,714	3,581,379	63.1%	6,698,069
Empty	1,007	257,609	258,616	8,273	1,764,657	1,772,930	274	59,386	59,660	16,393	2,081,997	2,098,390	36.9%	3,957,938
TOTAL	**395,581**	**352,888**	**748,469**	**2,476,530**	**2,301,797**	**4,778,327**	**69,898**	**67,521**	**137,419**	**2,957,058**	**2722711**	**5,679,769**	**100%**	**10,656,007**
Oakland														
Cargo Bearing	131,828	82,217	214,045	448,269	378,140	826,409	12,183	7,044	19,227	592,280	467,401	1,059,681	78.5%	1,910,293
Empty	7,703	46,750	54,453	72,440	150,490	222,930	2,791	10,039	12,830	82,934	207,279	290,213	21.5%	529,257
TOTAL	**139,531**	**128,967**	**268,498**	**520,709**	**528,630**	**1,049,339**	**14,974**	**17,083**	**32,057**	**675,214**	**674680**	**1,349,894**	**100%**	**2,439,550**
Portland														
Cargo Bearing	5,000	367	5,367	17,994	16,833	34,827	15	1	16	26,083	17,201	43,284	77.6%	83,201
Empty	0	2,250	2,250	4,087	6,089	10,176	0	88	88	4,087	8,427	12,514	22.4%	22,799
TOTAL	**5,000**	**2,617**	**7,617**	**22,081**	**22,922**	**45,003**	**15**	**89**	**104**	**30,170**	**25628**	**55,798**	**100%**	**106,000**
Tacoma														
Cargo Bearing	61,633	20,771	82,404	361,570	274,114	635,684	14,564	17,066	31,630	437,767	311,952	749,719	72.8%	1,425,076
Empty	1,508	35,052	36,560	66,784	159,178	225,962	11,147	6,694	17,841	79,439	200,924	280,363	27.2%	528,704
TOTAL	**63,141**	**55,823**	**118,964**	**428,354**	**433,292**	**861,646**	**25,711**	**23,760**	**49,471**	**517,206**	**512876**	**1,030,082**	**100%**	**1,953,780**
Seattle														
Cargo Bearing	76,921	32,962	109,883	309,590	149,917	459,507	6,817	565	7,382	393,328	183,444	576,772	72%	1,045,569
Empty	2,063	36,888	38,951	17,681	160,262	177,943	2	7,289	7,291	19,746	204,439	224,185	28%	411,280
TOTAL	**78,984**	**69,850**	**148,834**	**327,271**	**310,179**	**637,450**	**6,819**	**7,854**	**14,673**	**413,074**	**387883**	**800,957**	**100%**	**1,456,849**
All Others														
Cargo Bearing	4,400	1,673	6,073	107,558	20,120	127,678	103	0	103	113,431	21,793	135,224	63.8%	265,297
Empty	133	131	264	54	73,713	73,767	0	49	49	2,453	74,297	76,750	36.2%	154,986
TOTAL	**4,533**	**1,804**	**6,337**	**107,612**	**93,833**	**201,445**	**103**	**49**	**152**	**115,884**	**96090**	**211,974**	**100%**	**420,283**
COAST TOTALS														
Cargo Bearing	1,013,611	324,305	1,337,916	5,757,858	1,993,246	7,751,104	177,270	85,564	262,834	6,962,535	2,403,308	9,365,843	66.3%	17,469,493
Empty	14,924	604,673	619,597	217,102	3,754,734	3,971,836	33,730	123,259	156,989	275,875	4,483,739	4,759,614	33.7%	8,946,693
TOTAL	**1,028,535**	**928,978**	**1,957,513**	**5,974,960**	**5,747,980**	**11,722,940**	**211,000**	**208,823**	**419,823**	**7,238,410**	**6,887,047**	**14,125,457**	**100%**	**26,416,186**
% of Total	**7.3%**	**6.6%**	**13.9%**	**42.2%**	**40.7%**	**82.9%**	**1.5%**	**1.5%**	**3.0%**	**51.2%**	**48.8%**	**100%**	**–**	**–**

2021 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

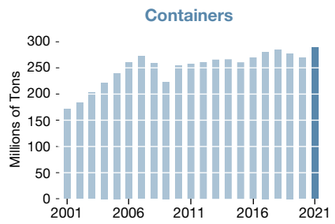
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell-to-cell and cell-dock-cell lifts. A cell-to-cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs 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.

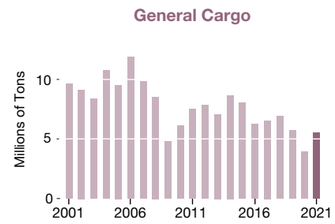
2021	CELL-TO-CELL	CELL-DOCK-CELL
Oakland	29	1,414
Northern California Total	**29**	**1,414**
Long Beach	25	10,192
Los Angeles	107	13,420
Port Hueneme	0	122
Southern California Total	**132**	**23,734**
Seattle	0	96
Tacoma	3	7,450
Washington Total	**3**	**7,546**
COAST TOTAL	**164**	**32,694**

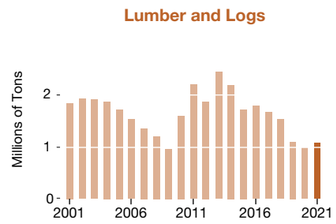
West Coast Waterborne Revenue Tonnage

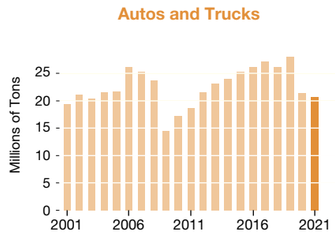
Waterborne revenue tonnage moving through California, Oregon, and Washington ports since 2001. During this time, containerized cargo has been reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. 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.

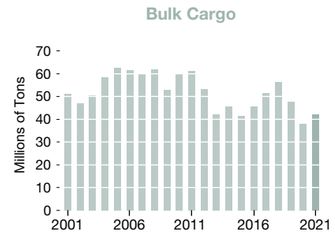
Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
2001	171,727,013	67.8%	9,596,293	3.8%	1,851,419	0.7%	19,288,262	7.6%	50,914,801	20.1%	253,377,788
2002	183,998,174	69.9%	9,136,510	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	75.5%	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	266,244,922	76.8%	8,644,263	2.5%	2,215,248	0.6%	23,912,894	6.9%	45,784,337	13.2%	346,801,664
2015	260,444,505	77.3%	8,029,054	2.4%	1,729,530	0.5%	25,293,258	7.5%	41,556,263	12.3%	337,052,610
2016	270,647,293	77.2%	6,423,796	1.8%	1,808,034	0.5%	26,147,015	7.5%	45,493,708	13.0%	350,519,846
2017	281,076,742	76.4%	6,529,383	1.8%	1,693,995	0.5%	27,206,016	7.4%	51,109,495	13.9%	367,615,631
2018	288,656,685	76.0%	6,854,770	1.8%	1,509,876	0.4%	26,480,207	7.0%	56,298,737	14.8%	379,800,275
2019	278,238,677	76.9%	5,967,360	1.7%	1,141,590	0.3%	28,188,036	7.8%	48,047,898	13.3%	361,583,561
2020	273,974,754	80.3%	4,017,339	1.2%	1,041,496	0.3%	22,028,008	6.5%	39,732,079	11.7%	340,793,676
2021	**295,078,146**	**80.4%**	**5,299,626**	**1.4%**	**1,138,326**	**0.3%**	**21,552,041**	**5.9%**	**43,855,870**	**12.0%**	**366,924,009**

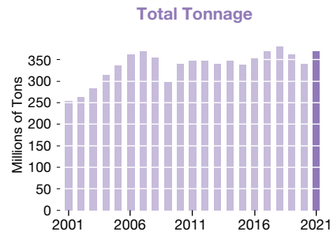












Coast Revenue Tonnage Market Share

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". The six major ports listed below handled 88.3% of the total coast tonnage in 2021 and 98.5% 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.

	2021		2020		2019		2018		2017	
	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	3,010,619	14.0%	2,888,536	13.1%	3,559,111	12.6%	3,552,704	13.4%	3,634,769	13.3%
Bulk Cargo	10,368,496	23.6%	8,117,898	20.4%	9,084,096	18.9%	9,518,648	16.9%	8,612,015	16.9%
Containerized Cargo	6,001,191	34.6%	5,460,558	33.9%	5,230,352	32.0%	5,612,597	33.1%	5,332,811	32.2%
General Cargo	810,419	15.3%	556,948	13.9%	644,890	10.8%	872,952	12.7%	806,844	12.3%
Logs and Lumber	130,786	11.5%	142,333	13.7%	155,573	13.6%	137,501	9.1%	149,649	8.8%
Port Total:	**116,340,567**	**31.7%**	**104,535,201**	**30.7%**	**102,359,654**	**28.3%**	**109,495,954**	**28.8%**	**103,861,064**	**28.3%**
LOS ANGELES										
Automobiles and Trucks	1,356,244	6.3%	1,353,116	6.1%	1,761,017	6.2%	2,079,145	7.9%	3,164,764	11.6%
Bulk Cargo	1,207,556	2.8%	1,003,288	2.5%	1,081,241	2.3%	1,206,626	2.1%	1,096,611	2.2%
Containerized Cargo	6,688,208	38.5%	6,202,486	38.5%	6,523,600	39.8%	6,692,489	39.4%	6,613,784	40.0%
General Cargo	1,932,305	36.4%	1,340,758	33.4%	1,854,248	31.1%	2,397,721	35.0%	2,424,447	37.1%
Port Total:	**118,195,641**	**32.2%**	**109,139,424**	**31.9%**	**115,597,706**	**32.0%**	**119,455,805**	**31.5%**	**119,120,150**	**32.4%**
OAKLAND										
Automobiles and Trucks	100,489	0.5%	112,244	0.5%	162,572	0.6%	149,828	0.6%	169,778	0.6%
Containerized Cargo	1,896,256	10.9%	1,906,385	11.8%	1,897,377	11.6%	1,856,570	10.9%	1,835,496	11.1%
General Cargo	19,304	0.4%	15,147	0.4%	22,368	0.4%	41,352	0.6%	15,225	0.2%
Port Total:	**32,356,145**	**8.8%**	**32,535,936**	**9.6%**	**32,440,349**	**9.0%**	**31,752,870**	**8.4%**	**31,388,435**	**8.5%**
PORTLAND										
Automobiles and Trucks	3,572,230	16.6%	3,500,863	15.9%	4,357,801	15.5%	4,162,491	15.7%	4,091,938	15.0%
Bulk Cargo	7,761,144	17.7%	7,030,531	17.7%	8,292,619	17.3%	9,248,554	16.4%	8,092,539	15.8%
Containerized Cargo	83,201	0.5%	41,864	0.3%	30	0.0%	224	0.0%	0	0.0%
General Cargo	1,213	0.0%	0	0.0%	10,180	0.2%	3,371	0.1%	0	0.0%
Port Total:	**12,749,004**	**3.5%**	**11,243,082**	**3.3%**	**12,661,110**	**3.5%**	**13,418,224**	**3.5%**	**12,184,477**	**3.3%**
TACOMA										
Automobiles and Trucks	2,597,478	12.1%	2,354,048	10.7%	2,936,258	10.4%	2,327,047	8.8%	2,314,488	8.5%
Bulk Cargo	0	0.0%	0	0.0%	2,311,287	4.8%	5,173,547	9.2%	5,327,069	10.4%
Containerized Cargo	1,385,086	8.0%	1,324,891	8.2%	1,500,365	9.2%	1,501,785	8.8%	1,552,022	9.4%
General Cargo	278,704	5.3%	199,264	5.0%	764,141	12.8%	793,369	11.6%	625,293	9.5%
Logs and Lumber	0	0.0%	0	0.0%	0	0.0%	0	0.0%	49,080	2.9%
Port Total:	**26,422,644**	**7.2%**	**25,076,459**	**7.4%**	**31,517,891**	**8.7%**	**33,824,308**	**8.9%**	**34,700,304**	**9.4%**
SEATTLE										
Automobiles and Trucks	0	0.0%	69,926	0.3%	110,723	0.4%	130,494	0.5%	121,359	0.5%
Bulk Cargo	16,547	0.0%	17,911	0.1%	16,567	0.0%	30,355	0.1%	19,892	0.0%
Containerized Cargo	1,041,009	6.0%	990,198	6.1%	1,045,830	6.4%	1,151,105	6.8%	1,040,843	6.3%
General Cargo	13,051	0.3%	21,132	0.5%	12,439	0.2%	56,031	0.8%	10,143	0.2%
Port Total:	**17,726,751**	**4.8%**	**16,942,335**	**5.0%**	**17,918,839**	**5.0%**	**19,785,665**	**5.2%**	**17,845,725**	**4.9%**
ALL OTHER PORTS										
Automobiles and Trucks	10,914,981	50.5%	11,749,275	53.4%	15,300,554	54.3%	14,078,498	53.2%	13,708,920	50.4%
Bulk Cargo	24,502,127	55.9%	23,562,451	59.3%	27,262,088	56.7%	31,121,007	55.3%	27,961,369	54.7%
Containerized Cargo	262,587	1.5%	189,780	1.2%	169,427	1.0%	165,035	1.0%	158,970	1.0%
General Cargo	2,244,630	42.3%	1,884,090	46.8%	2,659,094	44.5%	2,689,974	39.2%	2,647,431	40.6%
Logs and Lumber	1,007,540	88.5%	899,163	86.3%	986,017	86.4%	1,372,375	90.9%	1,495,266	88.3%
Port Total:	**43,133,257**	**11.8%**	**41,321,239**	**12.1%**	**49,088,012**	**13.6%**	**52,067,449**	**13.7%**	**48,515,476**	**13.2%**
COAST TOTALS										
Automobiles and Trucks	21,552,041		22,028,008		28,188,036		26,480,207		27,206,016	
Bulk Cargo	43,855,870		39,732,079		48,047,898		56,298,737		51,109,495	
Containerized Cargo	17,357,538		16,116,162		16,366,981		16,979,805		16,533,926	
General Cargo	5,299,626		4,017,339		5,967,360		6,854,770		6,529,383	
Logs and Lumber	1,138,326		1,041,496		1,141,590		1,509,876		1,693,995	
Coast Total:	**366,924,009**		**340,793,676**		**361,583,561**		**379,800,275**		**367,615,631**	

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.

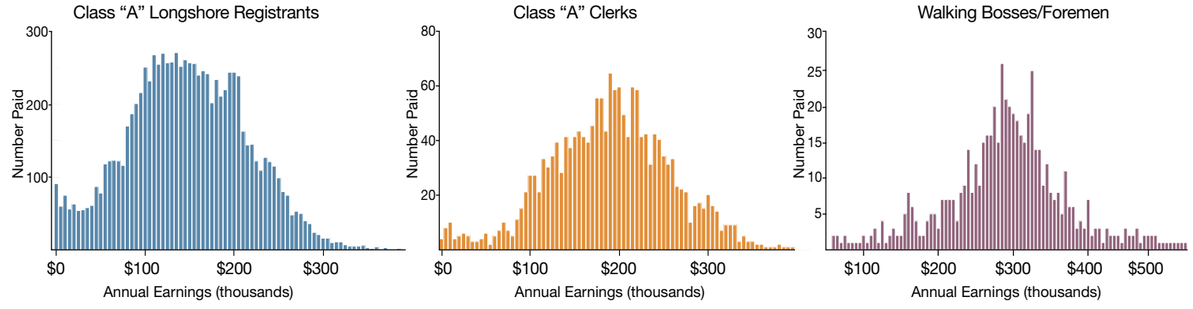
The **Average Earnings** column shows the average earnings for those registrants who were paid hours equal to or greater than the number of hours under the hours heading.

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

	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
Year	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												
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
2015*	9,515	2,034	114,973	70.2	138,286	52.6	150,551	33.2	166,867	17.6	3,241	185,510
2016	9,347	1,999	117,029	68.3	142,589	50.6	155,591	31.9	172,986	17.2	3,235	191,589
2017	9,409	2,062	125,143	70.5	150,114	52.9	163,481	34.6	180,495	19.4	3,266	199,236
2018	9,099	2,095	132,145	71.4	157,761	54.9	171,110	36.2	189,050	20.9	3,276	209,150
2019	8,694	2,048	133,779	69.4	162,755	52.9	177,195	36.2	193,976	20.2	3,229	215,005
2020*	9,220	1,948	131,708	63.8	168,045	49.0	182,789	32.5	201,804	18.4	3,246	223,803
2021	**9,210**	**2,166**	**$149,949**	**72.6%**	**$180,099**	**58.0%**	**$194,350**	**41.5%**	**$211,789**	**25.8%**	**3,309**	**$231,764**
CLASS "A" CLERKS												
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
2015*	1,638	2,532	149,842	84.9	165,015	75.6	171,682	59.5	182,615	41.2	3,333	196,189
2016	1,639	2,564	156,054	87.5	169,055	78.9	175,385	61.4	186,864	42.0	3,315	201,055
2017	1,535	2,639	166,449	88.2	178,943	78.9	186,461	64.9	195,889	46.6	3,342	209,555
2018	1,619	2,642	171,619	87.6	185,233	77.9	193,511	63.1	205,139	44.8	3,411	220,450
2019	1,746	2,597	172,632	87.4	186,834	77.0	195,329	60.7	208,449	42.1	3,396	225,233
2020*	1,645	2,539	174,864	83.5	193,957	73.0	203,533	60.3	214,202	41.3	3,380	230,702
2021	**1,736**	**2,730**	**$192,011**	**86.6%**	**$209,234**	**78.4%**	**$217,651**	**65.2%**	**$230,223**	**50.1%**	**3,498**	**$244,654**
WALKING BOSSES/FOREMEN												
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
2015*	569	2,850	225,846	91.2	238,726	87.2	243,319	77.0	252,289	59.8	3,365	265,585
2016	551	2,787	237,686	92.2	249,602	85.3	257,557	74.4	268,155	50.3	3,376	289,193
2017	584	2,864	245,840	92.6	257,367	86.8	264,509	76.4	276,143	56.3	3,415	292,744
2018	568	2,946	263,785	94.0	273,816	87.9	281,555	78.9	290,872	61.3	3,434	304,869
2019	616	2,959	267,216	94.3	277,280	90.6	281,873	80.8	291,991	60.4	3,452	310,364
2020*	599	2,765	262,404	92.0	275,685	88.0	280,352	75.6	291,756	49.2	3,316	311,821
2021	**594**	**3,006**	**$294,052**	**94.3%**	**$305,340**	**90.1%**	**$311,656**	**80.3%**	**$322,591**	**60.4%**	**3,517**	**$340,686**

*Data from 2015 and 2020 have been annualized to 52 weeks to allow comparison with other years. 2015 and 2020 were 53-week payroll years.

NUMBER OF REGISTRANTS PAID BY 2021 ANNUAL EARNINGS *(grouped in $5,000 increments)*



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 nearly 90 percent of all hours being paid at greater than the $46.23 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS†		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate‡
1st Shift	13,887,184	8,071,522	$1,296,800,692	**$59.06**
2nd Shift	8,790,776	4,788,768	$929,063,033	**$68.42**
3rd Shift	255,636	154,346	$35,711,594	**$87.11**
TOTAL	**22,933,596**	**13,014,636**	**$2,261,575,319**	**$62.91**

HOURS AND WAGES BY CATEGORY

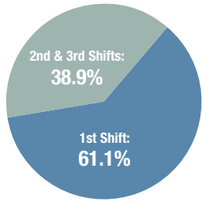
	HOURS†		WAGES	
Longshore	Straight Time	Overtime	TOTAL	Average Hourly Rate‡
Basic Wage	4,423,874	1,855,694	$336,539,867	**$53.59**
Skill Wage I	4,625,405	2,088,874	$382,474,845	**$56.96**
Skill Wage II	629,621	289,216	$57,023,822	**$62.06**
Skill Wage III	4,284,160	2,506,374	$448,468,967	**$66.04**
Mechanics*	2,717,871	1,557,829	$298,367,898	**$69.78**
Other	1,232,366	935,999	$128,586,739	**$59.30**
Total- Longshore	**17,913,297**	**9,233,986**	**$1,651,462,138**	**$60.83**
Clerk				
Basic Clerk	150,330	64,526	$11,754,850	**$54.71**
Clerk Supervisor	121,602	69,691	$11,175,388	**$58.42**
Kitchen/Tower/Computer	2,543,313	1,680,312	$267,543,972	**$63.34**
Chief Supervisor & Supercargo	909,555	880,826	$120,947,848	**$67.55**
Other	24,095	36,149	$4,037,884	**$67.03**
TOTAL- Clerk	**3,748,895**	**2,731,504**	**$415,459,942**	**$64.11**
Foreman				
Foremen 30%	1,257,385	1,032,091	$192,089,690	**$83.90**
Other	14,019	17,055	$2,563,549	**$82.50**
TOTAL- Foreman	**1,271,404**	**1,049,146**	**$194,653,239**	**$83.88**
TOTAL- ALL CATEGORIES	**22,933,596**	**13,014,636**	**$2,261,575,319**	**$62.91**

*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 $46.23 per hour.

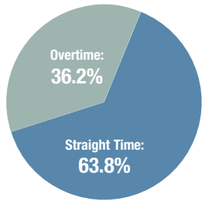
TYPES OF HOURS PAID

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, approximately 10 percent of all hours are paid at the basic rate of $46.23.

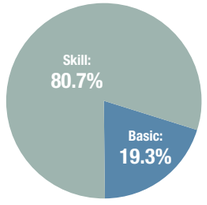
HOURS BY SHIFT



STRAIGHT TIME VS. OVERTIME HOURS



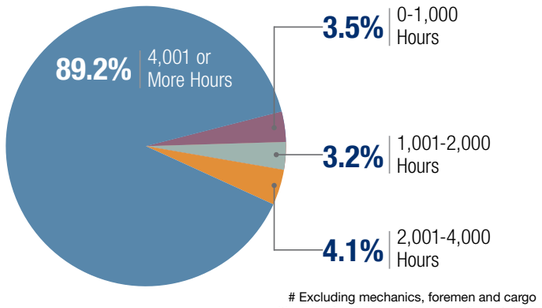
BASIC VS. SKILL HOURS



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 2021 HOURS	HOURLY# RATE RANGE
0-1,000	1,253,552	**$33.31 - $70.40**
1,001-2,000	1,135,747	**$34.31 - $72.20**
2,001-4,000	1,474,678	**$36.31 - $75.80**
4,001 and higher	32,084,255	**$46.23 - $93.65**
TOTAL	**35,948,232**	



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

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.

These are the hours paid in payroll year 2021.

These are the hours paid in payroll year 2020.

Percent Change from 2020 shows the percent increase or decrease from the previous year.

"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.

Job Category	2021	2020	Percent Change from 2020	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	2,200,838	1,682,407	30.8%	8.1%	25.1%
- Lasher	1,526,766	1,338,207	14.1%	5.6%	17.7%
- Holdman	2,220,314	1,848,175	20.1%	8.2%	26.4%
- Auto Driver	331,650	342,316	-3.1%	1.2%	53.9%
Skilled Wage I	481,766	371,059	29.8%	1.8%	11.2%
- Hatch Tender	158,918	157,679	0.8%	0.6%	7.5%
- Lift Truck Operator	179,643	149,300	20.3%	0.7%	9.6%
- Skilled Holdman	163,288	143,491	13.8%	0.6%	21.4%
- Tractor Driver	5,730,664	4,912,217	16.7%	21.1%	33.7%
Skilled Wage II	268,379	233,328	15.0%	1.0%	3.1%
- Crane Operator	188,666	149,796	25.9%	0.7%	0.1%
- Heavy Lift/Payloader	461,792	360,776	28.0%	1.7%	2.3%
Skilled Wage III	1,820,959	1,537,439	18.4%	6.7%	<0.1%
- Crane Gantry/Hammerhead	1,309,194	1,093,320	19.7%	4.8%	<0.1%
- Top Handler/UTR	2,570,309	2,152,218	19.4%	9.5%	<0.1%
- Transtainer	947,099	715,378	32.4%	3.5%	0.0%
- Straddle Carrier	142,973	130,871	9.2%	0.5%	<0.1%
CFS Agreement Rate	0	0	0.0%	0.0%	0.0%
Miscellaneous Dock - General	30,678	37,307	-17.8%	0.1%	21.0%
- Mechanics	4,275,700	4,051,888	5.5%	15.7%	3.8%
- Gear	550,019	500,051	10.0%	2.0%	0.8%
- Lines	299,699	294,245	1.9%	1.1%	0.7%
- Sweepers	238,784	201,933	18.2%	0.9%	1.8%
Joint Dispatch	276,816	285,321	-3.0%	1.0%	0.0%
Member Company Agmts.	34,356	30,148	14.0%	0.1%	8.3%
Grain/Whse/NonMember Agmts.	738,013	648,681	13.8%	2.7%	21.3%
Sub Total	**27,147,283**	**23,367,551**	**16.2%**	**99.9%**	**14.7%**
Travel Time	22,327	22,553	-1.0%	0.1%	
TOTAL FOR LONGSHORE	**27,169,610**	**23,390,104**	**16.2%**	**100%**	
CLERK CATEGORIES					
Basic Clerk	214,856	189,253	13.5%	3.3%	22.1%
15% Skilled Wage	191,293	143,879	33.0%	2.9%	12.4%
25% Skilled Wage	4,223,625	3,508,830	20.4%	65.0%	6.5%
30% - Chief Supervisor	627,143	484,492	29.4%	9.6%	<0.1%
- Supercargo	445,408	345,424	28.9%	6.9%	0.3%
- Vessel Planner	275,147	224,511	22.6%	4.2%	0.0%
- Rail/Yard Planner	442,683	380,861	16.2%	6.8%	0.1%
CFS Agreement Clerk	721	751	-4.0%	0.0%	4.2%
Joint Dispatcher	59,523	60,360	-1.4%	0.9%	0.0%
Sub Total	**6,480,399**	**5,338,361**	**21.4%**	**99.7%**	**5.4%**
Travel Time	19,904	15,397	29.3%	0.3%	
TOTAL FOR CLERK	**6,500,303**	**5,353,758**	**21.4%**	**100.0%**	
FOREMAN CATEGORIES					
Foreman - 30%	2,289,476	1,942,111	17.9%	98.4%	0.1%
CFS Agreement Foreman	2,754	3,435	-19.8%	0.1%	0.0%
Joint Dispatcher	28,320	27,836	1.7%	1.2%	0.0%
Sub Total	**2,320,550**	**1,973,382**	**17.6%**	**99.7%**	**0.1%**
Travel Time	6,501	6,490	0.2%	0.3%	
TOTAL FOR WALKING BOSS	**2,327,051**	**1,979,872**	**17.5%**	**100.0%**	
ALL CATEGORIES					
Sub Total	**35,948,232**	**30,679,294**	**17.2%**	**99.9%**	**12.1%**
Travel Time	48,732	44,440	9.7%	0.1%	
TOTAL FOR ALL CATEGORIES	**35,996,964**	**30,723,734**	**17.2%**	**100.0%**	

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

Basic Rate

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

Skill Wage I

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

Skill Wage II

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

Skill Wage III

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

CLERK JOB CATEGORIES

Basic Clerk

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

Clerk Supervisor

0102 Supervisor – Ship
0103 Supervisor – Dock

Kitchen/Tower/Computer Clerk

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

Chief Supervisor & Supercargo

0104 Supercargo – Bulk/Ship
0105 Supercargo – Other/Ship
0106 Chief Supervisor
0120 Vessel Planner
0122 Rail Planner
0123 Yard Planner

Registered Work Force by Local – 2021

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.

Local	Number Registered	Number Working	Average Hours Paid	AVERAGE DAYS OF: Vacation Paid	Paid Holidays	PGP Paid	Average Total Income	Average Age	PERCENT OF WORKING REGISTRANTS BY HOURS PAID: 800 or More	1600 or More	2000 or More	2800 or More
	#	#	Hours	Days	Days	Days	$	Years	%	%	%	%
LONGSHORE REGISTRANTS												
Southern California												
13 LA/LB	8,088	7,135	2,247	15.1	10.4	–	$ 155,898	50.5	94.8%	77.1%	61.9%	26.7%
29 San Diego	185	147	1,652	11.9	9.1	2.1	113,873	51.3	86.4	53.1	29.9	8.8
46 Port Hueneme	183	136	1,953	14.5	10.1	0.2	135,202	53.8	87.5	66.2	47.1	19.1
Total	**8,456**	**7,418**	**2,230**	**15.0**	**10.4**	**–**	**$ 154,686**	**50.6**	**94.5%**	**76.4%**	**61.0%**	**26.2%**
Northern California												
10 SF Bay Area	1,753	1,363	1,748	12.9	9.4	1.5	$ 120,833	53.1	84.6%	54.0%	39.4%	14.4%
14 Eureka	12	12	619	4.2	5.5	143.3	90,495	56.3	41.7	–	–	–
18 Sacramento	48	32	1,999	11.7	9.4	16.9	137,865	50.5	93.8	68.8	56.3	18.8
54 Stockton	125	98	1,725	12.1	9.9	15.2	121,209	51.5	92.9	57.1	30.6	7.1
Total	**1,938**	**1,505**	**1,743**	**12.8**	**9.4**	**3.9**	**$ 120,978**	**53.0**	**85.0%**	**54.1%**	**38.9%**	**13.9%**
Pacific Northwest: Oregon and Columbia River												
4 Vancouver, WA	199	169	1,721	15.7	11.1	9.6	$ 117,033	47.7	93.5%	56.8%	32.0%	7.1%
8 Portland	383	311	1,878	15.0	10.3	3.3	124,529	51.8	92.0	63.3	42.1	10.0
12 North Bend	25	19	1,998	17.6	10.8	13.8	139,295	59.7	100.0	78.9	52.6	5.3
21 Longview, WA	295	244	2,073	14.0	10.9	0.5	132,850	45.3	94.7	79.5	60.2	14.8
50 Astoria	20	19	624	1.6	4.0	110.1	77,205	56.2	10.5	5.3	–	–
53 Newport	10	9	390	1.1	3.6	131.1	71,557	50.8	–	–	–	–
Total	**932**	**771**	**1,860**	**14.4**	**10.4**	**8.2**	**$ 124,098**	**49.1**	**90.3%**	**65.2%**	**44.3%**	**10.4%**
Pacific Northwest: Washington												
7 Bellingham	10	10	1,096	14.7	5.4	78.1	$ 95,357	53.1	90.0%	10.0%	–	–
19 Seattle	845	773	1,678	12.7	8.9	4.8	113,735	49.9	86.8	52.7	34.7	8.5
23 Tacoma	955	855	2,097	14.3	10.3	0.1	144,455	49.6	95.2	69.0	51.0	20.6
24 Aberdeen	43	39	2,149	18.3	11.5	22.5	168,680	53.2	97.4	76.9	53.8	17.9
25 Anacortes	10	10	1,616	11.5	11.8	60.3	124,273	40.9	100.0	50.0	10.0	–
27 Port Angeles	13	11	1,305	14.1	12.0	75.3	113,101	57.5	100.0	18.2	9.1	–
32 Everett	54	46	2,073	10.7	10.0	9.8	137,471	42.7	100.0	76.1	47.8	15.2
47 Olympia	28	25	1,515	15.4	11.6	57.4	117,930	53.4	92.0	32.0	12.0	4.0
51 Port Gamble	10	10	1,092	13.0	3.1	86.1	101,515	47.3	70.0	20.0	20.0	–
Total	**1,968**	**1,779**	**1,888**	**13.6**	**9.7**	**5.4**	**$ 130,260**	**49.7**	**91.6%**	**60.7%**	**42.4%**	**14.4%**
Longshore Total	**13,294**	**11,473**	**2,088**	**14.5**	**10.1**	**1.9**	**$ 144,421**	**50.7**	**92.5%**	**70.3%**	**54.1%**	**21.7%**
CLERKS REGISTRANTS												
29 San Diego	25	25	2,158	21.4	10.4	–	$ 145,434	56.8	92.0%	68.0%	44.0%	28.0%
46 Port Hueneme	20	20	2,816	27.4	11.6	–	191,272	59.3	100.0	95.0	85.0	55.0
63 LA/LB	1,167	1,148	2,846	24.2	11.2	–	202,653	56.1	98.2	89.0	81.4	54.2
14 Eureka	1	1	*	22.0	12.0	–	*	71.0	100.0	100.0	100.0	–
34 SF Bay Area	221	214	2,349	22.9	11.3	–	163,964	55.8	93.5	80.8	69.2	32.2
40 Portland	68	65	2,746	26.9	11.8	1.0	193,044	56.9	100.0	92.3	87.7	49.2
23 Tacoma	133	130	2,474	25.9	11.2	–	173,754	54.2	95.4	78.5	67.7	39.2
52 Seattle	124	121	2,716	23.6	11.2	–	197,066	56.2	95.9	87.6	81.0	52.1
Clerks Total	**1,759**	**1,724**	**2,733**	**24.2**	**11.2**	**–**	**$ 193,928**	**56.0**	**97.2%**	**87.0%**	**78.6%**	**49.6%**
FOREMEN REGISTRANTS												
94 LA/LB	382	378	3,078	27.1	11.7	–	$ 309,553	55.9	98.7%	95.2%	92.3%	61.9%
91 SF Bay Area	82	79	2,617	26.7	11.6	1.3	255,673	56.7	97.5	91.1	78.5	43.0
92 Portland	45	44	2,814	30.2	12.0	5.3	262,245	55.6	100.0	95.5	90.9	54.5
98 Seattle	94	93	2,976	29.0	11.6	1.7	285,334	56.8	97.8	92.5	89.2	64.5
Foremen Total	**603**	**594**	**2,981**	**27.6**	**11.7**	**0.8**	**$ 295,091**	**56.1**	**98.5%**	**94.3%**	**89.9%**	**59.2%**

*Average Hours Paid and Average Total Income for groups of fewer than five people are not shown, but the data are included in category averages.

2021 Vacations Paid and Distribution of Longshore PGP by Local

No. of Vacations shows the number of inactives, actives and employees over 60 who received vacation payments.

Avg. No. of Weeks shows the average number of vacation weeks paid to active employees in each local.

Average Payment shows the average vacation payment to active employees with at least 1,600 qualifying hours. Payments made to 20 dispatchers were discarded from the average payment calculation.

Total Payments includes only the monies actually paid directly to active employees; other costs to the Vacation Plan such as the various employment taxes are not included. Payments made in August and December 2021 to employees who retired during the payroll year are not included in the data shown.

No. Receiving Any PGP includes longshore registrants who received PGP and were members of the local for the entire year.

Total PGP shows the total PGP payments made to active employees of the local.

% Change from 2020 shows the percent change of 2021 PGP paid from 2020.

% of Coast shows the total PGP paid to the local as a percent of the total paid to the Coast.

Average Payment included longshore registrants who received PGP payments.

Local	VACATIONS PAID: No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	PAY GUARANTEE PAID: No. Receiving Any PGP	Total PGP	% Change From 2020	% of Coast	Average Payment
LONGSHORE REGISTRANTS									
Southern California									
13 LA/LB	7,043	3.2	$ 7,001	$ 44,608,008	112	$ 36,680	-99.0%	0.5	$ 328
29 San Diego	135	2.7	6,952	748,158	72	98,498	-78.4	1.4	1,368
46 Port Hueneme	130	3.2	6,862	838,908	29	10,859	-88.6	0.2	374
Total	**7,308**	**3.2**	**$ 6,997**	**$ 46,195,074**	**213**	**$ 146,037**	**-96.6%**	**2.1**	**$ 686**
Northern California									
10 SF Bay Area	1,260	2.9	$ 7,105	$ 7,289,790	273	$ 475,259	-62.9%	6.7	$ 1,741
14 Eureka	5	2	0	19,377	12	584,015	-0.8	8.2	48,668
18 Sacramento	31	2.8	6,264	171,239	28	185,215	-52.7	2.6	6,615
54 Stockton	91	2.7	8,692	494,707	90	503,222	-71.1	7.1	5,591
Total	**1,387**	**2.9**	**$ 7,131**	**$ 7,975,113**	**403**	**$ 1,747,711**	**-56.3%**	**24.6**	**$ 4,337**
Pacific Northwest: Oregon and Columbia River									
4 Vancouver, WA	184	3.3	$ 7,609	$ 1,268,706	118	$ 554,059	96.2%	7.8	$ 4,695
8 Portland	305	3.3	7,376	1,961,307	153	351,803	-60.6	4.9	2,299
12 North Bend	19	3.7	9,114	137,571	18	83,919	-63.5	1.2	4,662
21 Longview, WA	244	3	6,058	1,399,754	52	45,383	-91.8	0.6	873
50 Astoria	5	1.8	5,918	17,218	20	747,211	-5.4	10.6	37,361
53 Newport	3	2	*	*	9	398,678	6.4	5.6	44,298
Total	**760**	**3.2**	**$ 6,959**	**$ 4,795,533**	**370**	**$ 2,181,053**	**-30.2%**	**30.7**	**$ 5,895**
Pacific Northwest: Washington									
7 Bellingham	7	4.1	$ 0	$ 55,147	10	$ 223,614	-9.4%	3.1	$ 22,361
19 Seattle	697	3.1	7,358	4,105,074	399	1,126,573	-73.2	15.8	2,823
23 Tacoma	833	3.1	7,164	5,083,528	45	16,255	-93.4	0.2	361
24 Aberdeen	39	3.5	8,974	348,929	37	296,728	820.7	4.2	8,020
25 Anacortes	10	2.3	6,995	46,390	10	181,248	-9.9	2.5	18,125
27 Port Angeles	12	3.1	8,889	72,295	11	269,196	-22.1	3.8	24,472
32 Everett	41	2.4	6,009	193,446	42	149,870	-80.0	2.1	3,568
47 Olympia	25	3.1	6,065	153,075	24	497,445	-24.7	7.0	20,727
51 Port Gamble	8	3.3	5,918	47,171	10	274,519	-22.4	3.9	27,452
Total	**1,672**	**3.1**	**$ 7,285**	**$ 10,105,055**	**588**	**$ 3,035,448**	**-56.8%**	**42.6**	**5,162**
Longshore Total	**11,127**	**3.1**	**$ 7,044**	**$ 69,070,775**	**1,574**	**$ 7,110,249**	**-61.5%**	**100.0**	**$ 4,517**
CLERKS REGISTRANTS									
29 San Diego	25	4.4	$ 9,686	$ 225,874					
46 Port Hueneme	21	5.2	11,069	229,575					
63 LA/LB	1,075	4.8	10,428	10,666,046					
14 Eureka	1	4	*	*					
34 SF Bay Area	224	4.5	9,587	2,054,342					
40 Portland	60	5.3	11,285	644,179					
23 Tacoma	124	5.2	10,728	1,338,124					
52 Seattle	110	4.8	10,621	1,108,919					
Clerk Total	**1,640**	**4.8**	**$ 10,388**	**$ 16,275,373**					
FOREMEN REGISTRANTS									
94 LA/LB	395	5	$ 13,909	$ 5,397,464					
91 SF Bay Area	75	5	13,932	990,645					
92 Portland	41	5.6	15,404	610,465					
98 Seattle	99	5.4	14,896	1,381,333					
Foremen Total	**610**	**5.1**	**$ 14,161**	**$ 8,379,907**					
COAST TOTAL	**13,377**	**3.4**	**$ 7,969**	**$ 93,726,055**					

*Average Payment and Total Payments for groups of fewer than five people are not shown, but the data are included in category averages.

LONGSHORE PGP PAYMENTS BY AREA

AREA

Year	Southern California	Northern California	Oregon	Washington
2017	$ 86,362	$ 1,969,130	$ 3,133,510	$ 3,489,232
2018	$ 63,756	$ 2,009,152	$ 1,920,628	$ 2,535,056
2019	$ 254,985	$ 3,103,393	$ 3,381,315	$ 2,924,057
2020	$ 4,293,494	$ 4,002,804	$ 3,126,787	$ 7,032,857
2021	**$ 146,037**	**$ 1,747,711**	**$ 2,181,053**	**$ 3,035,448**

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 Port Labor Relations Committee employees and other miscellaneous workers.

Year	Southern California	Northern California	Oregon	Washington	Total
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
2015	1,301,088,979	213,019,912	112,807,107	294,158,684	1,921,074,681
2016	1,278,431,800	213,866,138	109,398,277	290,220,941	1,891,917,156
2017	1,403,871,115	224,314,644	116,080,546	296,431,598	2,040,697,904
2018	1,482,684,001	237,293,257	120,919,588	320,706,674	2,161,603,520
2019	1,463,334,950	250,105,560	118,368,846	331,514,229	2,163,323,585
2020	1,478,588,464	248,328,781	123,571,959	289,211,614	2,139,700,818
2021	**$ 1,764,260,540**	**$ 265,545,232**	**$ 135,503,444**	**$ 334,599,286**	**$ 2,499,908,502**

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 2021, employer FICA taxes paid were $190,218,069 and SUI taxes paid were $57,160,327.

Assessment Rates 2021/2022

		Other Assessments					
	Benefits Plans	CFS Program	401(k)	Marine Clerk Work Opportunity	LA/LB Crane Board Make Whole	PMA Cargo Dues	Total
Payroll Hour Rate							
L/S and Clerk	$36.09		$0.71			$1.17	$37.97
Walking Boss	$36.09		$2.60			$1.17	$39.86
Steady Walking Boss & Foremen	$42.28		$3.05			$1.37	$46.70
Offshore and Intercoastal Tonnage Rates							
Containers - LA/LB RUs (TEUs)	$29.16	$0.09	$0.34		$0.06	$6.77	$36.42
Containers - Other Ports RUs (TEUs)	$29.16	$0.09	$0.34			$6.77	$36.36
General Cargo	$1.716					$0.398	$2.114
Lumber and Logs	$1.716					$0.398	$2.114
Autos and Trucks	$0.139					$0.398	$0.537
Bulk Cargo	$0.034					$0.008	$0.042
Coastwise and Inbound from British Columbia*							
Containers - LA/LB RUs (TEUs)	$20.59	$0.06	$0.24		$0.04	$6.77	$27.70
Containers - Other Ports RUs (TEUs)	$20.59	$0.06	$0.24			$6.77	$27.66
General Cargo	$0.707					$0.398	$1.105
Lumber and Logs	$0.707					$0.398	$1.105
Autos and Trucks	$0.057					$0.398	$0.455
Bulk Cargo	$0.014					$0.008	$0.022

*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:	2021	2020	2019	2018	2017	2016
Contributions						
Employee	**$ 130,743,918**	$ 105,564,806	$ 108,960,961	$ 99,178,979	$ 92,904,748	$ 84,086,079
Employer	**29,731,535**	30,237,857	30,925,613	29,854,579	29,046,528	28,930,605
Total Contributions	**$ 160,475,453**	$ 135,802,663	$ 139,886,574	$ 129,033,558	$ 121,951,276	$ 113,016,684
Investment Income						
Net realized/unrealized appreciation	**$ 612,719,054**	$ 70,203,662	$ 68,171,441	$ 87,393,093	$ 166,964,218	$ (74,257,226)
Interest and Dividends	**33,687,535**	35,059,693	43,511,422	90,070,282	55,380,670	64,944,209
Less: Investment Expense	**-**	-	-	(44,141)	-	-
Total Additions	**$ 806,882,042**	$ 241,066,018	$ 251,569,437	$ 306,496,933	$ 344,252,023	$ 103,703,667
Distributions						
Distributions to participants	**(209,328,853)**	(223,406,450)	(119,605,065)	(98,131,823)	(92,755,798)	(82,550,668)
Net Change	**$ 597,301,005**	$ 17,515,524	$ 131,964,372	$ 208,365,110	$ 251,496,225	$ 21,152,999
Net Assets available for Benefits						
Beginning of year	**2,191,684,404**	2,174,168,880	2,042,204,508	1,833,839,398	1,582,343,173	1,561,190,174
End of year	**$ 2,788,985,409**	$ 2,191,684,404	$ 2,174,168,880	$ 2,042,204,508	$ 1,833,839,398	$ 1,582,343,173

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:	2021	2020	2019	2018	2017	2016
Benefits Paid and Expenses						
Pensions paid	**$ 425,183,805**	$ 404,189,134	$ 382,770,256	$ 370,266,198	$ 359,523,524	$ 345,141,002
Administrative expenses	**8,821,500**	8,392,772	7,296,972	8,275,948	7,097,014	7,204,501
Total Deductions	**$ 434,005,305**	$ 412,581,906	$ 390,067,228	$ 378,542,146	$ 366,620,538	$ 352,345,503
Investment Income and Employer Contributions						
Net appreciation of fair value of investments	**$ 1,692,955,600**	$ 110,624,672	$ 266,330,056	$ 338,038,855	$ 509,393,834	$ (85,740,261)
Interest	**36,912,438**	26,690,074	26,922,354	21,826,028	17,954,371	16,370,129
Dividends from investments	**56,169,877**	92,323,875	87,657,308	74,604,281	76,394,246	58,768,496
Less investment expense	**(9,694,284)**	(7,887,064)	(8,048,763)	(7,982,824)	(8,174,356)	(8,345,354)
Total Income Gain (Loss)	**$ 1,776,343,631**	$ 221,751,557	$ 372,860,955	$ 426,486,340	$ 595,568,095	$ (18,946,990)
Contributions from Employers	**458,786,498**	423,726,011	607,723,180	609,745,037	611,279,468	557,846,818
Other Income	**1,679,308**	1,247,882	1,555,717	1,013,049	1,034,696	746,865
Total Additions	**$ 2,236,809,437**	$ 646,725,450	$ 982,139,852	$ 1,037,244,426	$ 1,207,882,259	$ 539,646,693
Net Increase	**1,802,804,132**	234,143,544	592,072,624	658,702,280	841,261,721	187,301,190
Net Assets Available for Benefits: Beg. of Year	**$ 7,087,349,301**	$ 6,853,205,757	$ 6,261,133,133	$ 5,602,430,853	$ 4,761,169,131	$ 4,573,867,941
End of Year	**$ 8,890,153,433**	$ 7,087,349,301	$ 6,853,205,757	$ 6,261,133,133	$ 5,602,430,853	$ 4,761,169,131

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

a) during the 5 years following withdrawal continues or resumes covered operation without an obligation to make contributions or

b) 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:	2021	2020	2019	2018	2017	2016
Retired Participants & Beneficiaries	**$ 3,576,806,659**	$ 3,398,249,543	$ 3,206,250,359	$ 3,215,832,788	$ 3,138,630,504	$ 3,014,662,573
Inactive Vested	**25,519,902**	24,185,600	23,455,536	21,280,775	18,988,335	16,846,484
Active Vested Employees	**3,067,948,122**	2,906,382,164	2,661,478,024	2,567,039,982	2,375,650,390	2,167,004,834
Total Present Value Vested Liabilities	**$ 6,670,274,683**	$ 6,328,817,307	$ 5,891,183,919	$ 5,804,153,545	$ 5,533,269,229	$ 5,198,513,891
Actuarial Value of Assets	**$ 8,123,653,884**	$ 7,354,148,554	$ 6,865,442,165	$ 6,228,785,199	$ 5,651,600,468	$ 5,046,274,566
Unfunded Vested Benefits Liability	**$ -**	$ -	$ -	$ -	$ -	$ 152,239,325

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:	2021	2020	2019	2018	2017	2016
Actuarial Value of Assets	**$ 8,123,653,884**	$ 7,354,148,554	$ 6,865,442,165	$ 6,228,785,199	$ 5,651,600,468	$ 5,046,274,566
Actuarial Liability:						
Pensioners/Survivors	**3,636,135,521**	3,456,264,879	3,265,039,741	3,101,462,542	3,160,024,559	3,058,742,453
Inactive Vested	**25,761,696**	24,487,330	23,754,874	20,959,549	19,071,017	16,952,975
Active Employees	**4,161,126,818**	3,966,080,636	3,822,807,194	3,526,982,208	3,379,133,694	3,203,495,763
Total Actuarial Liability	**$ 7,823,024,035**	$ 7,446,832,845	$ 7,111,601,809	$ 6,649,404,299	$ 6,558,229,270	$ 6,279,191,191
Unfunded Actuarial Accrued Liability	**$ (300,629,849)**	$ 92,684,291	$ 246,159,644	$ 420,619,100	$ 906,628,802	$ 1,232,916,625

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2021	2020	2019	2018	2017	2016
Investment Income	**$ 18,094**	$ 165,279	$ 143,366	$ 60,437	$ 61,235	$ 51,437
Contributions:						
Employers	**785,837,659**	761,387,433	790,691,376	715,778,035	675,403,215	$ 731,709,936
Employees	**10,045,017**	10,043,712	12,598,166	13,076,067	13,024,859	14,066,840
COBRA/self-pay contribution	**45,981**	7,375	43,349	54,104	121,455	55,708
Total contributions	**$ 795,928,657**	$ 771,438,520	$ 803,332,891	$ 728,908,206	$ 688,549,529	$ 745,832,484
Other Income	**6,212,074**	6,209,422	6,608,483	9,607,863	49,840,791	9,259,530
Total additions	**$ 802,158,825**	$ 777,813,221	$ 810,084,740	$ 738,576,506	$ 738,451,555	$ 755,143,451
Deductions:						
Benefits paid	**$ 747,128,172**	$ 720,399,929	$ 743,272,080	$ 690,659,112	$ 685,137,053	$ 713,084,002
Administrative expenses	**54,042,093**	55,121,861	49,289,801	52,359,627	47,702,098	41,741,689
Total deductions	**$ 801,170,265**	$ 775,521,790	$ 792,561,881	$ 743,018,739	$ 732,839,151	$ 754,825,691
Net increase (decrease)	**$ 988,560**	$ 2,291,431	$ 17,522,859	$ (4,442,233)	$ 5,612,404	$ 317,760
Net assets available for benefits:						
Beginning of year	**$ 198,346,473**	$ 196,055,042	$ 178,532,183	$ 182,974,416	$ 177,362,012	$ 177,044,252
End of year	**$ 199,335,033**	$ 198,346,473	$ 196,055,042	$ 178,532,183	$ 182,974,416	$ 177,362,012

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2021	2020	2019	2018	2017	2016
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	**$ 135,219,831**	$ 136,562,607	$ 130,734,009	$ 117,915,071	$ 123,695,514	$ 110,693,406
PPO and Indemnity Plan						
Hospital, medical, surgical	**$ 348,093,246**	$ 330,626,300	$ 343,690,630	$ 331,910,684	$ 301,254,744	$ 291,610,614
Prescription drug program	**150,940,556**	142,200,793	158,231,099	138,008,660	160,583,322	212,612,674
Vision service plan	**7,937,214**	7,841,506	7,521,342	7,402,889	7,317,858	6,775,156
Subtotal	**$ 506,971,016**	$ 480,668,599	$ 509,443,071	$ 477,322,233	$ 469,155,924	$ 510,998,444
Medicare Part B Reimbursements						
Medicare premiums reimbursements	**$ 18,162,700**	$ 16,728,161	$ 15,933,804	$ 14,771,772	$ 12,995,647	$ 12,440,335
Dental Programs: HMO and PPO Participants						
Dental services - adults	**$ 39,623,860**	$ 40,652,119	$ 43,504,657	$ 40,766,514	$ 39,619,096	$ 40,445,969
Dental services - children	**9,535,775**	9,993,822	10,913,848	10,425,968	9,564,668	11,080,053
Subtotal	**$ 49,159,635**	$ 50,645,941	$ 54,418,505	$ 51,192,482	$ 49,183,764	$ 51,526,022
Other Programs for Eligible Participants						
Life insurance, AD&D	**$ 4,924,584**	$ 3,861,196	$ 5,005,109	$ 4,704,263	$ 4,644,910	$ 3,819,313
Chiropractic	**7,330,657**	9,030,817	9,095,243	7,632,640	7,739,521	5,499,171
Social security supplement	**177,664**	162,975	469,665	574,363	432,734	378,946
Alcoholism/Drug Recovery Program	**2,726,326**	3,886,081	4,884,744	5,105,665	5,119,373	6,261,474
Hearing aids	**2,191,187**	2,075,884	2,875,828	2,432,626	2,175,871	2,281,219
Subsequent prosthetic device	**42,204**	64,062	111,224	57,142	385,963	321,490
Subtotal	**$ 17,392,622**	$ 19,081,015	$ 22,441,813	$ 20,506,699	$ 20,498,372	$ 18,561,613
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	**$ 6,869,423**	$ 5,411,828	$ 3,396,499	$ 3,361,308	$ 3,656,682	$ 3,460,390
Weekly Indemnity & NIDS (OR & WA)	**13,352,945**	11,301,778	6,904,379	5,589,547	5,862,544	5,226,321
Subtotal	**$ 20,222,368**	$ 16,713,606	$ 10,300,878	$ 8,950,855	$ 9,519,226	$ 8,686,711
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	**-**	-	-	-	88,606	177,471
TOTAL BENEFITS	**$ 747,128,172**	$ 720,399,929	$ 743,272,080	$ 690,659,112	$ 685,137,053	$ 713,084,002
Reconciliation to Form 5500 (accrual)	**9,786,689**	(8,656,574)	(6,949,158)	(14,897,311)	23,221,032	(12,919,156)
TOTAL BENEFITS AFTER RECONCILIATION	**$ 756,914,861**	$ 711,743,355	$ 736,322,922	$ 675,761,801	$ 708,358,085	$ 700,164,846

Accident Prevention Data

GENERAL SAFETY TRAINING:
A 31-YEAR HISTORY ON THE WATERFRONT
THROUGH 12/31/2021

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
2015	6,111	20,579
2016	6,338	26,917
2017	6,843	33,760
2018	7,002	40,762
2019	8,850	49,612
2020	4,357	53,969
2021	**11,849**	**65,818**

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 2021.

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	Pacific Northwest Washington
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	4.81	3.72	6.32	8.17	7.76
2015	4.13	2.68	7.19	10.92	7.33
2016	4.14	2.98	6.67	8.48	6.89
2017	3.93	3.00	5.50	7.22	6.85
2018	3.48	2.80	4.96	5.47	5.33
2019	3.46	2.50	4.69	10.54	5.30
2020	3.43	2.41	6.65	6.85	5.37
2021	**2.52**	**1.86**	**4.01**	**6.79**	**3.99**

LOST TIME 'TOP TENS' FOR 2021

Most Injured Longshore Occupations		Cause of Most Injuries		Most Injured Body Part		Coast Incidence Rate by Longshore Occupation		Coast Incidence Rate by Category	
Lasher	76	Strained	84	Multiple Body Parts	136	Lasher	9.99	Longshore	2.61
Semi-Tractor	61	Slip	52	Knee	38	Frontman/Hookman	6.42	Clerk	1.30
Mechanic, ILWU	49	Struck By	39	Fingers	32	Auto Driver	5.34	Foreman/Walking Boss	2.42
Holdman	36	Trip	29	Back	30	Holdman	3.12		
Dockman	24	Pinched	21	Shoulder	26	Gearman	2.78		
Top Handler / Side Pick	16	Struck Against	21	Ankle	20	Dockman	2.65		
Auto Driver	9	Bounced in Vehicle	17	Leg	11	Lift Truck Heavy	2.48		
Crane, Cont. Gantry	8	Struck by Other Vehicle	16	Foot	10	Linesman	2.42		
Gearman	7	Struck by 2 Vehicles	11	Neck	10	Mechanic, ILWU	2.30		
Lift Truck Basic / Heavy	7	Twisted	10	Head	8	Semi-Tractor	2.13		

PMA Training Graduates

All Crane training program graduates include Crane certification, simulator training (except SC) and refresher/ familiarization training.

The number of Powered Industrial Truck (PIT) graduates does not include the 3-year re-evaluation records.

Forklift graduates include Basic and Heavy Lift certification and refresher/ familiarization training.

Semi-Tractor graduates include Dock and Ro-Ro certification and refresher & familiarization training. The number of graduates includes Casual applicants.

CHE graduates include Top Handler, Side Pick and Reachstacker certification and refresher/familiarization training.

The number of General Safety Training graduates includes Casual applicants.

	2021	2020	2019	2018	2017
Crane / Crane Simulator					
Container Gantry Crane (Sim)	**223**	47	181	131	81
RTG Crane – Transtainer	**185**	151	112	98	89
Ship Gantry Crane (Sim)	**4**	2	1	1	4
Ship Gantry Crane (Fam)	**–**	–	–	–	–
Ship Pedestal Crane (Sim) (Winch)	**20**	3	17	20	19
Mobile Crane (Mobile Cr Light)	**41**	1	49	10	36
Ship Unloader, Bulk Crane	**–**	–	–	1	–
Dock Whirley Crane	**–**	–	–	–	–
Subtotal	**473**	204	360	261	229
Percent of Total	**1.5%**	1.7%	0.9%	1%	1%
Skill Equipment / PIT					
Forklift	**542**	325	1,462	1,218	855
Semi-Tractor	**1,371**	747	2,443	1,436	907
Container Handling Equipment (CHE) (Log Loader)	**970**	326	870	747	505
Straddle Carrier	**37**	8	39	28	49
Excavator	**–**	1	7	11	3
Bulk Loader (Bucket)	**–**	–	–	–	–
Bulldozer (Front Loader) (Loci)	**11**	29	18	59	2
Subtotal	**2,931**	1,436	4,839	3,499	2,321
Percent of Total	**9.6%**	11.7%	12.6%	13%	15%
Job Specific / Promotions					
Basic Marine Clerk	**112**	56	222	134	22
Clerk Computer Gate (Yard)	**–**	146	189	94	6
Supercargo	**7**	–	3	6	–
Vessel Planner	**8**	3	3	7	3
Walking Boss Orientation	**5**	21	77	19	86
Powered Gangway	**19**	–	32	11	–
Walking Boss Seminar	**460**	450	480	102	462
Watchman (Security Awareness)	**150**	31	212	38	505
Holdman	**–**	–	12	–	–
Cutting & Grinding	**–**	–	–	–	5
Watchman Reefer	**60**	–	79	1	76
Watchman Screener	**–**	–	–	–	66
Mechanic (General) (Crane) (Medium Voltage)	**96**	106	230	115	295
Gearman	**–**	–	–	–	–
Subtotal	**917**	813	1,539	527	1,526
Percent of Total	**3%**	6.6%	4%	2%	9%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	**12,227**	4,398	9,068	7,360	6,843
Diversity, Employee & Supervisor	**736**	67	2,377	1,404	160
Standard First Aid / CPR	**546**	89	1,225	310	218
Lashing	**475**	23	609	127	26
Ammo Handling Safety	**789**	605	940	669	839
Vessel Rigging	**–**	–	18	17	14
Basic Casual Safety (LS Entry)	**314**	41	746	310	–
Instructor (Train-the-Trainer)	**–**	–	–	–	–
Subtotal	**15,087**	5,223	14,983	10,197	8,100
Percent of Total	**49.3%**	42.5%	39.2%	36%	50%
Testing					
Strength & Agility (Schd Practice)	**1,156**	182	557	570	86
Clerk Cognitive	**1,474**	653	2,233	1,593	760
Clerk Keyboard	**1,800**	771	2,934	2,224	748
Physical Exam (Pre-employment)	**3,810**	1,239	4,456	3,848	802
Drug & Alcohol Screen (Pre-employment)	**2,026**	923	4,644	3,792	772
Lashing Test	**898**	854	1,716	1,543	776
Subtotal	**11,164**	4,622	16,540	13,570	3,944
Percent of Total	**36.5%**	37.6%	43.2%	48%	25%
TOTAL	**30,572**	12,298	38,261	28,054	16,120
EXPENDITURE*	**$40,233,947**	$14,669,667	$43,004,852	$31,411,738	$21,467,494

*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

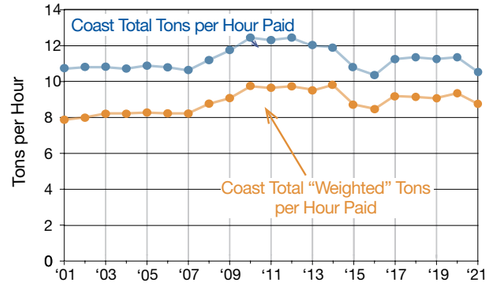
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The "Total Tonnage" data for each port table shown in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

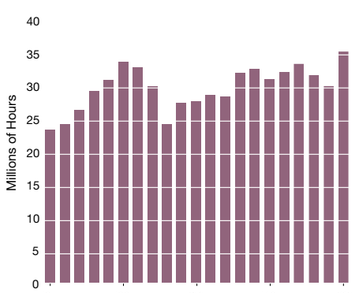


Total Hours have been annualized for 2004, 2009, 2015, and 2020 since these years have 53 payroll weeks, for the calculations of Coast. Total Tons per Hour Paid and Coast "Weighted" Tons per Hour Paid.

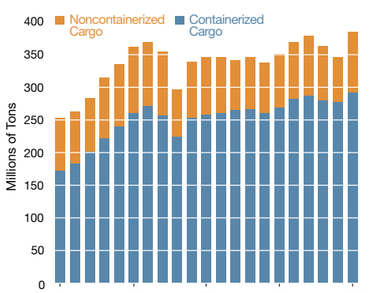
Total "Weighted" Tonnage

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.

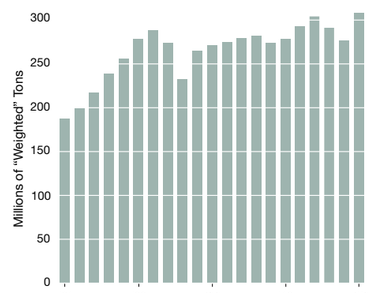
Coast Total Hours Paid
2001-2021



Coast Total Tonnage
2001-2021



Coast Total Weighted Tons
2001-2021



"Weighted" Tons =
Containerized + (Auto & Trucks)/6 + Lumber & Logs + General Cargo + Bulk/50

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.

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

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.

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 2020 have been annualized to 52 weeks.

Hyundai's *Earth* at APM Terminals at the Port of Los Angeles.

Port Hours, Wages and Tonnage Data

	Hours					Wages				Tonnage								
			Percent of Port Total				Average Hourly Wage					Percent of Port Total						
Year	Total Hours	Percent of Coast Total	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Paid (000s)	L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" Per Hour Paid
Southern California																	
San Diego																	
2016	425,046	1.4%	73.2%	17.3%	9.5%	$21,738	$48.82	$50.60	$70.07	5,999,166	1.7%	20.3%	1.8%	–	76.0%	1.9%	4.91
2017	422,327	1.3%	73.4%	16.8%	9.8%	$22,260	$50.22	$51.75	$72.86	5,193,483	1.4%	22.1%	2.1%	–	74.0%	1.8%	4.50
2018	451,534	1.3%	73.3%	17.0%	9.7%	$24,730	$52.38	$53.38	$75.87	5,385,919	1.4%	22.5%	2.8%	–	72.4%	2.3%	4.47
2019	477,282	1.5%	73.5%	16.9%	9.6%	$26,796	$53.52	$55.03	$78.29	5,333,253	1.5%	24.2%	3.1%	–	68.9%	3.8%	4.35
2020	370,211	1.2%	72.4%	18.2%	9.4%	$21,466	$55.65	$56.56	$78.62	3,943,333	1.2%	33.3%	3.3%	–	60.3%	3.1%	4.98
2021	426,532	1.2%	73.1%	16.9%	10.0%	$25,356	$56.77	$58.05	$81.26	4,349,564	1.2%	33.8%	3.5%	–	56.8%	5.9%	4.80
Los Angeles/Long Beach																	
2016	20,337,641	65.3%	75.7%	18.5%	5.8%	$1,110,956	$52.97	$56.07	$71.78	209,571,504	59.9%	91.7%	1.5%	0.1%	2.9%	3.8%	9.67
2017	21,605,771	66.3%	75.8%	18.3%	5.9%	$1,222,545	$54.84	$58.09	$74.38	222,979,854	60.6%	91.1%	1.4%	0.1%	3.0%	4.4%	9.62
2018	22,138,666	65.9%	76.1%	18.0%	5.9%	$1,296,913	$56.83	$59.92	$77.14	228,952,303	60.2%	91.3%	1.4%	0.1%	2.5%	4.7%	9.65
2019	20,855,875	64.4%	76.2%	18.0%	5.8%	$1,263,940	$58.98	$61.47	$79.21	217,957,819	60.3%	91.7%	1.1%	0.1%	2.4%	4.7%	9.76
2020	20,402,690	66.5%	76.3%	17.9%	5.8%	$1,272,289	$60.69	$63.25	$81.58	213,642,817	62.7%	92.7%	0.9%	0.1%	2.0%	4.3%	9.86
2021	24,383,068	67.8%	75.4%	18.8%	5.8%	$1,551,568	$61.73	$64.96	$84.01	234,536,208	63.9%	91.9%	1.2%	0.1%	1.9%	4.9%	9.00
Port Hueneme																	
2016	475,865	1.5%	72.6%	17.9%	9.5%	$23,861	$47.41	$51.15	$68.98	5,380,996	1.5%	19.2%	9.0%	–	68.0%	3.8%	4.48
2017	518,517	1.6%	73.5%	17.1%	9.4%	$26,877	$49.15	$52.48	$71.61	5,910,638	1.6%	21.0%	8.5%	–	67.1%	3.4%	4.65
2018	526,375	1.6%	73.2%	17.5%	9.3%	$28,294	$51.09	$54.36	$73.60	5,948,086	1.6%	21.8%	8.4%	–	67.0%	2.8%	4.68
2019	535,720	1.7%	73.8%	17.1%	9.1%	$29,633	$52.72	$55.68	$75.58	6,369,662	1.8%	21.2%	7.2%	–	68.6%	3.0%	4.74
2020	493,364	1.6%	73.3%	18.0%	8.7%	$28,068	$54.38	$57.26	$77.28	5,821,385	1.7%	30.2%	3.7%	–	63.5%	2.6%	5.25
2021	573,946	1.6%	73.9%	17.3%	8.8%	$34,269	$57.08	$59.70	$81.71	6,884,972	1.9%	35.7%	4.8%	–	57.2%	2.3%	6.00
Northern California																	
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia/Port Chicago																	
2016	3,018,756	9.7%	75.0%	18.4%	6.6%	$162,443	$52.37	$53.47	$71.09	37,494,871	10.7%	82.5%	–	–	10.2%	7.3%	10.48
2017	3,071,605	9.4%	75.8%	17.6%	6.6%	$172,568	$54.68	$55.78	$74.51	38,469,387	10.5%	81.3%	–	–	10.8%	7.9%	10.43
2018	3,199,338	9.5%	76.2%	17.1%	6.7%	$184,774	$56.11	$57.62	$76.89	39,973,829	10.5%	79.2%	0.2%	–	11.3%	9.3%	10.18
2019	3,327,061	10.3%	76.3%	16.7%	7.0%	$194,882	$56.65	$58.90	$78.66	41,461,356	11.5%	77.8%	0.1%	–	13.3%	8.8%	10.01
2020	3,150,961	10.3%	75.9%	17.2%	6.9%	$192,364	$59.24	$61.01	$81.11	40,324,365	11.7%	80.5%	–	–	11.4%	8.1%	10.56
2021	3,255,869	9.1%	76.3%	16.9%	6.8%	$204,247	$60.86	$62.63	$83.84	38,786,588	10.5%	83.1%	0.1%	–	9.6%	7.2%	10.10
Stockton/Pittsburg																	
2016	274,305	0.9%	72.8%	17.6%	9.6%	$14,097	$48.83	$51.56	$70.47	2,853,822	0.8%	–	19.9%	–	–	80.1%	2.23
2017	259,239	0.8%	73.0%	17.2%	9.8%	$13,884	$50.81	$54.05	$73.20	3,617,280	1.0%	0.6%	10.8%	–	–	88.6%	1.84
2018	234,301	0.7%	72.7%	17.5%	9.8%	$12,914	$52.36	$55.44	$74.99	3,657,338	1.0%	0.1%	9.3%	–	–	90.6%	1.75
2019	227,443	0.7%	72.6%	17.5%	9.9%	$12,915	$53.86	$57.52	$76.87	3,458,744	1.0%	–	10.8%	–	–	89.2%	1.91
2020	178,675	0.6%	69.3%	20.6%	10.1%	$10,677	$56.61	$59.90	$81.07	2,610,056	0.8%	–	8.2%	–	–	91.8%	1.46
2021	266,501	0.7%	72.7%	16.9%	10.4%	$16,137	$56.85	$62.08	$83.86	3,636,390	1.0%	–	10.8%	–	–	89.2%	1.70
West Sacramento																	
2016	91,161	0.3%	75.5%	16.4%	8.1%	$4,477	$46.66	$51.00	$68.29	604,012	0.2%	–	37.9%	–	–	62.1%	2.60
2017	86,892	0.3%	74.1%	17.5%	8.4%	$4,609	$50.76	$53.06	$73.04	672,152	0.2%	–	38.5%	–	–	61.5%	3.07
2018	63,634	0.2%	74.7%	16.4%	8.9%	$4,626	$52.80	$55.70	$75.60	716,010	0.2%	–	30.8%	–	–	69.2%	2.75
2019	87,450	0.3%	74.7%	16.8%	8.5%	$4,911	$53.54	$57.06	$77.37	724,985	0.2%	–	33.5%	–	–	66.5%	2.88
2020	95,317	0.3%	73.2%	16.6%	10.2%	$5,677	$56.20	$60.85	$81.74	891,627	0.3%	–	28.0%	–	–	72.0%	2.75
2021	120,854	0.3%	72.3%	17.4%	10.3%	$7,248	$56.12	$61.39	$84.57	1,034,015	0.3%	–	25.9%	–	–	74.1%	2.40
Eureka																	
2016	8,398	<0.1%	58.5%	33.0%	8.5%	$395	$43.96	$47.75	$65.52	126,384	<0.1%	–	–	4.2%	–	95.8%	0.92
2017	7,301	<0.1%	51.0%	38.2%	10.8%	$373	$48.00	$49.79	$70.43	236,006	<0.1%	–	–	–	–	100.0%	0.65
2018	13,888	<0.1%	69.3%	21.2%	9.5%	$717	$48.33	$52.56	$73.76	238,892	0.1%	–	–	–	–	100.0%	0.39
2019	6,445	<0.1%	48.7%	41.8%	9.5%	$348	$51.58	$52.12	$74.42	277,097	0.1%	–	–	–	–	100.0%	0.86
2020	5,989	<0.1%	44.0%	47.9%	8.1%	$334	$54.39	$53.39	$76.49	209,017	0.1%	–	–	–	–	100.0%	0.70
2021	6,911	<0.1%	45.3%	42.0%	12.7%	$410	$56.68	$56.22	$79.07	384,993	0.1%	–	–	–	–	100.0%	1.10

Port Hours, Wages and Tonnage Data

Pacific Northwest: Oregon and Columbia River

North Bend/Coos Bay

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	58,185	0.2%	87.1%	5.5%	7.4%	$2,760	$45.06	$56.33	$68.73	1,709,548	0.5%	–	0.4%	6.7%	–	92.9%	2.63
2017	50,705	0.2%	85.9%	6.1%	8.0%	$2,555	$47.81	$58.74	$71.60	1,819,420	0.5%	–	0.7%	4.9%	–	94.4%	2.68
2018	58,726	0.2%	85.9%	5.8%	8.3%	$3,082	$49.87	$60.28	$74.06	1,913,013	0.5%	–	0.8%	6.4%	–	92.3%	2.97
2019	51,207	0.2%	85.4%	6.2%	8.4%	$2,808	$51.92	$63.68	$77.97	1,743,372	0.5%	–	0.1%	6.1%	–	93.8%	2.77
2020	42,785	0.1%	83.7%	7.9%	8.4%	$2,429	$53.92	$63.16	$79.37	1,395,725	0.4%	–	–	4.8%	–	95.2%	2.19
2021	56,953	0.2%	82.2%	8.7%	9.1%	$3,393	$56.55	$64.83	$82.06	2,251,839	0.6%	–	0.2%	3.3%	–	96.5%	2.20

Newport

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	576	<0.1%	100.0%	–	–	$28	$48.88	–	–	–	–	–	–	–	–	–	–
2017	562	<0.1%	100.0%	–	–	$28	$50.46	–	–	–	–	–	–	–	–	–	–
2018	551	<0.1%	100.0%	–	–	$29	$52.56	–	–	–	–	–	–	–	–	–	–
2019	582	<0.1%	100.0%	–	–	$32	$54.37	–	–	–	–	–	–	–	–	–	–
2020	548	<0.1%	100.0%	–	–	$31	$57.32	–	–	–	–	–	–	–	–	–	–
2021	792	<0.1%	100.0%	–	–	$43	$53.92	–	–	–	–	–	–	–	–	–	–

Astoria

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	28,194	0.1%	88.4%	5.2%	6.4%	$1,255	$42.89	$49.62	$62.96	84,870	<0.1%	–	–	100.0%	–	–	3.01
2017	33,742	0.1%	85.4%	4.9%	9.7%	$1,582	$44.27	$52.08	$67.32	96,297	<0.1%	–	–	100.0%	–	–	2.85
2018	29,681	0.1%	84.7%	4.8%	10.5%	$1,477	$46.90	$55.08	$70.58	79,338	<0.1%	–	–	100.0%	–	–	2.67
2019	12,539	<0.1%	90.1%	2.8%	7.1%	$641	$49.53	$53.69	$70.34	19,268	<0.1%	–	–	100.0%	–	–	1.54
2020	4,281	<0.1%	96.8%	1.6%	1.6%	$236	$54.90	$58.09	$72.61	–	–	–	–	–	–	–	–
2021	5,652	<0.1%	93.2%	2.9%	3.9%	$320	$55.63	$60.16	$75.66	–	–	–	–	–	–	–	–

Portland/St. Helens

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	619,406	2.0%	78.9%	13.7%	7.4%	$31,686	$48.86	$54.09	$70.12	9,743,243	2.8%	0.3%	0.2%	–	37.4%	62.1%	1.25
2017	710,038	2.2%	81.2%	11.4%	7.4%	$37,562	$50.47	$56.70	$73.66	12,184,477	3.3%	–	–	–	33.6%	66.4%	1.19
2018	753,108	2.2%	79.3%	12.6%	8.1%	$41,220	$52.21	$57.35	$75.27	13,418,224	3.5%	–	–	–	31.0%	69.0%	1.18
2019	645,931	2.0%	76.1%	15.4%	8.5%	$36,620	$54.03	$58.66	$76.87	12,661,110	3.5%	–	0.1%	–	34.4%	65.5%	1.40
2020	703,031	2.3%	76.2%	15.9%	7.9%	$41,273	$56.14	$60.38	$80.09	11,111,876	3.3%	5.2%	–	–	31.5%	63.3%	1.86
2021	833,814	2.3%	77.9%	14.6%	7.5%	$49,516	$56.65	$61.51	$83.50	12,749,004	3.5%	11.1%	–	–	28.0%	60.9%	2.60

Vancouver

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	448,568	1.4%	80.2%	12.5%	7.3%	$22,998	$49.64	$50.47	$70.51	2,747,561	0.8%	0.8%	29.0%	–	38.0%	32.2%	2.25
2017	436,503	1.3%	80.7%	12.1%	7.2%	$22,899	$50.77	$51.73	$72.52	2,866,445	0.8%	–	30.1%	–	37.0%	32.9%	2.43
2018	429,414	1.3%	80.8%	11.7%	7.5%	$23,218	$52.19	$53.58	$75.16	3,085,683	0.8%	–	31.2%	–	35.3%	33.5%	2.72
2019	481,786	1.5%	80.6%	11.0%	8.4%	$27,005	$53.80	$56.22	$77.44	2,959,865	0.8%	–	32.3%	–	35.8%	31.9%	2.39
2020	486,079	1.6%	80.3%	10.8%	8.9%	$28,138	$55.43	$57.99	$79.78	2,645,309	0.8%	0.1%	24.0%	–	41.9%	34.0%	1.73
2021	433,963	1.2%	80.0%	11.5%	8.5%	$25,160	$55.35	$58.65	$81.75	2,255,073	0.6%	–	19.8%	–	39.5%	40.7%	1.40

Longview/Kalama

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	634,003	2.0%	86.0%	5.3%	8.7%	$31,828	$47.76	$54.66	$71.59	16,930,685	4.8%	0.6%	3.1%	5.5%	–	90.8%	2.96
2017	650,781	2.0%	86.2%	5.2%	8.6%	$33,823	$49.41	$57.08	$74.43	17,083,152	4.6%	0.6%	2.5%	5.0%	–	91.9%	2.60
2018	657,764	2.0%	86.6%	4.8%	8.6%	$35,169	$50.86	$58.78	$76.76	18,459,594	4.9%	0.6%	2.2%	4.2%	–	93.0%	2.47
2019	600,723	1.9%	87.0%	4.7%	8.3%	$33,169	$52.67	$60.38	$78.92	14,629,218	4.0%	0.6%	2.5%	4.0%	–	92.9%	2.19
2020	615,475	2.0%	87.3%	4.2%	8.5%	$34,895	$54.01	$61.96	$81.69	12,134,725	3.6%	0.2%	2.7%	4.8%	–	92.3%	1.90
2021	726,462	2.0%	85.4%	6.2%	8.4%	$42,148	$55.05	$63.20	$84.29	12,115,424	3.3%	–	3.8%	4.7%	–	91.5%	1.70

Pacific Northwest: Washington

Aberdeen/Grays Harbor

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	147,064	0.5%	87.2%	7.5%	5.3%	$8,150	$54.29	$56.03	$73.19	2,759,709	0.8%	–	0.3%	1.6%	26.0%	72.1%	1.44
2017	145,387	0.4%	86.1%	8.2%	5.7%	$8,131	$54.58	$57.07	$74.65	3,073,100	0.8%	–	1.1%	1.9%	30.0%	67.0%	1.97
2018	156,953	0.5%	86.5%	8.1%	5.4%	$9,176	$57.15	$59.50	$77.83	3,287,406	0.9%	–	1.2%	1.0%	22.8%	75.0%	1.57
2019	156,711	0.5%	75.5%	8.3%	16.2%	$9,557	$56.79	$60.43	$80.86	3,572,987	1.0%	–	1.1%	0.4%	23.4%	75.1%	1.58
2020	141,035	0.5%	71.2%	5.9%	22.9%	$9,294	$59.91	$65.95	$84.49	3,103,600	0.9%	0.1%	0.5%	0.1%	2.0%	97.3%	0.67
2021	117,989	0.3%	71.0%	5.0%	24.0%	$7,922	$60.53	$69.04	$86.29	2,304,279	0.6%	–	–	1.3%	–	98.7%	0.60

Port Hours, Wages and Tonnage Data

Pacific Northwest: Washington (continued)

Port Angeles

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	35,335	0.1%	89.6%	3.5%	6.9%	$1,692	$46.07	$54.91	$68.02	140,970	<0.1%	2.1%	–	97.9%	–	–	3.99
2017	41,551	0.1%	89.0%	3.7%	7.3%	$2,044	$47.20	$56.33	$69.97	162,228	<0.1%	–	–	100.0%	–	–	3.90
2018	42,225	0.1%	87.6%	4.1%	8.3%	$2,141	$48.27	$58.87	$72.48	188,331	<0.1%	–	–	76.9%	–	23.1%	3.45
2019	23,376	0.1%	89.2%	3.4%	7.4%	$1,210	$49.70	$59.43	$73.15	68,208	<0.1%	–	–	100.0%	–	–	2.92
2020	19,114	0.1%	89.6%	3.8%	6.6%	$1,037	$52.29	$61.65	$76.57	53,060	<0.1%	–	–	100.0%	–	–	2.78
2021	29,511	0.1%	88.1%	4.1%	7.8%	$1,669	$54.18	$64.39	$79.52	84,342	–	–	–	100.0%	–	–	2.90

Port Gamble

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	1,164	<0.1%	100.0%	–	–	$52	$44.99	–	–	–	–	–	–	–	–	–	–
2017	832	<0.1%	100.0%	–	–	$44	$52.44	–	–	–	–	–	–	–	–	–	–
2018	832	<0.1%	100.0%	–	–	$45	$54.25	–	–	–	–	–	–	–	–	–	–
2019	913	<0.1%	100.0%	–	–	$50	$55.23	–	–	–	–	–	–	–	–	–	–
2020	864	<0.1%	100.0%	–	–	$50	$57.66	–	–	–	–	–	–	–	–	–	–
2021	1,000	<0.1%	100.0%	–	–	$56	$55.97	–	–	–	–	–	–	–	–	–	–

Olympia

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	53,244	0.2%	83.1%	5.2%	11.7%	$2,487	$43.80	$51.31	$65.34	283,358	0.1%	–	2.9%	84.1%	–	13.0%	4.64
2017	49,185	0.2%	82.1%	5.8%	12.1%	$2,366	$44.94	$52.37	$67.53	222,618	0.1%	–	0.5%	88.8%	–	10.7%	4.05
2018	42,798	0.1%	85.7%	3.6%	10.7%	$2,168	$47.75	$57.64	$71.49	194,074	0.1%	–	0.4%	99.5%	–	0.1%	4.53
2019	39,730	0.1%	85.3%	4.2%	10.5%	$2,082	$49.39	$60.11	$73.74	192,409	0.1%	–	0.4%	99.5%	–	0.1%	4.84
2020	45,922	0.1%	85.6%	4.0%	10.4%	$2,454	$50.50	$60.34	$75.10	193,281	0.1%	–	2.9%	96.9%	–	0.2%	4.20
2021	58,476	0.2%	84.6%	4.4%	11.0%	$3,176	$51.06	$61.21	$76.49	261,402	0.1%	–	3.2%	96.2%	–	0.6%	4.40

Tacoma

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	2,859,283	9.2%	74.2%	19.3%	6.5%	$153,618	$52.13	$53.83	$71.54	38,060,465	10.9%	78.0%	1.4%	0.1%	6.6%	13.9%	10.76
2017	2,666,189	8.3%	74.0%	19.5%	6.5%	$147,645	$53.67	$55.69	$73.93	34,697,159	9.4%	76.0%	1.8%	0.1%	6.7%	15.4%	10.33
2018	2,636,625	7.8%	74.3%	19.3%	6.4%	$151,475	$55.77	$57.50	$76.82	33,829,605	8.9%	75.5%	2.3%	–	6.9%	15.3%	10.16
2019	2,679,400	8.3%	73.9%	19.5%	6.6%	$157,835	$57.10	$59.10	$78.55	31,517,916	8.7%	81.0%	2.4%	–	9.3%	7.3%	10.00
2020	2,313,222	7.5%	74.7%	18.9%	6.4%	$141,052	$59.33	$60.72	$80.90	25,074,951	7.3%	89.8%	0.8%	–	9.4%	–	9.99
2021	2,687,612	7.5%	74.8%	18.7%	6.5%	$167,654	$60.52	$62.24	$84.20	26,422,644	7.3%	89.1%	1.1%	–	9.8%	–	9.00

Seattle

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	1,502,176	4.8%	75.3%	18.2%	6.5%	$83,010	$53.68	$55.29	$73.45	15,129,082	4.3%	98.8%	0.2%	–	0.9%	0.1%	9.98
2017	1,742,701	5.3%	75.9%	17.4%	6.7%	$97,789	$54.45	$55.92	$75.47	17,847,731	4.9%	99.1%	0.1%	–	0.7%	0.1%	10.17
2018	2,036,838	6.1%	76.4%	16.4%	7.2%	$117,240	$55.50	$58.05	$78.27	19,785,648	5.2%	98.8%	0.3%	–	0.7%	0.2%	9.65
2019	2,023,512	6.3%	77.0%	15.8%	7.2%	$118,531	$56.28	$59.84	$80.52	17,918,518	5.0%	99.2%	0.1%	–	0.6%	0.1%	8.80
2020	1,514,271	4.9%	74.3%	18.3%	7.4%	$91,511	$57.97	$61.72	$82.07	16,942,369	5.0%	99.4%	0.1%	–	0.4%	0.1%	11.14
2021	1,773,603	4.9%	73.0%	19.1%	7.9%	$109,932	$59.29	$62.73	$84.89	17,726,751	4.8%	99.8%	0.1%	–	–	0.1%	10.00

Everett

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	78,986	0.3%	76.2%	12.6%	11.2%	$3,936	$46.89	$52.85	$66.34	207,992	0.1%	56.9%	9.9%	15.4%	–	17.8%	2.17
2017	78,466	0.2%	75.1%	13.1%	11.8%	$4,044	$48.36	$54.59	$68.34	306,065	0.1%	41.3%	13.5%	11.5%	9.4%	24.3%	2.67
2018	87,666	0.3%	73.8%	14.8%	11.9%	$4,673	$49.87	$56.22	$70.80	267,074	0.1%	41.6%	10.9%	4.5%	–	43.0%	1.76
2019	109,313	0.3%	73.8%	14.2%	12.0%	$6,022	$51.56	$58.09	$73.24	305,849	0.1%	38.8%	15.5%	–	–	45.7%	1.54
2020	79,650	0.3%	72.0%	15.3%	12.7%	$4,566	$53.81	$59.27	$74.91	276,799	0.1%	32.6%	32.1%	–	–	35.3%	2.27
2021	169,388	0.5%	69.4%	18.6%	12.0%	$10,156	$55.51	$63.17	$80.68	878,757	0.2%	57.0%	20.1%	–	–	22.9%	4.00

Anacortes

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
2016	26,656	0.1%	73.9%	8.9%	17.2%	$1,470	$51.31	$56.93	$70.65	485,699	0.1%	–	–	–	–	100.0%	0.37
2017	15,075	<0.1%	76.7%	8.1%	15.2%	$826	$51.13	$57.70	$71.83	253,097	0.1%	–	0.3%	–	–	99.7%	0.38
2018	21,549	<0.1%	73.3%	9.9%	16.8%	$1,244	$53.60	$59.72	$74.56	379,344	0.1%	–	–	–	–	100.0%	0.37
2019	19,253	0.1%	72.9%	9.6%	17.5%	$1,151	$55.45	$61.66	$76.93	368,171	0.1%	–	0.1%	–	–	99.9%	0.40
2020	11,600	<0.1%	73.9%	9.3%	16.8%	$698	$55.56	$62.79	$78.90	231,849	0.1%	–	–	–	–	100.0%	0.40
2021	14,345	<0.1%	72.0%	9.5%	18.5%	$917	$58.97	$65.90	$82.33	261,764	0.1%	–	–	–	–	100.0%	0.40

Port Hours, Wages and Tonnage Data

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	"Weighted Tons" Per Hour Paid
Pacific Northwest: Washington (continued)																	
Bellingham																	
2016	2,284	<0.1%	99.2%	0.4%	0.4%	$112	$49.13	$48.40	$59.80	708	<0.1%	–	–	–	–	–	0.31
2017	3,133	<0.1%	91.0%	4.5%	4.5%	$164	$50.89	$58.11	$74.92	4,093	<0.1%	–	–	–	–	100.0%	0.03
2018	6,263	<0.1%	87.8%	7.6%	4.6%	$315	$49.76	$43.71	$70.01	8,747	<0.1%	–	100.0%	–	–	–	1.40
2019	5,315	<0.1%	87.2%	12.8%	–	$271	$52.29	$42.42	–	–	–	–	–	–	–	–	–
2020	4,212	<0.1%	88.1%	11.9%	–	$232	$56.49	$44.63	–	–	–	–	–	–	–	–	–
2021	4,991	<0.1%	90.9%	8.3%	0.8%	$280	$56.85	$45.60	$72.47	–	–	–	–	–	–	–	–
Area Summaries																	
SOUTHERN CALIFORNIA SUMMARY																	
2016	21,238,552	68.3%	75.6%	18.5%	5.9%	$1,156,555	$52.77	$55.86	$71.62	220,951,666	63.1%	88.1%	1.6%	0.1%	6.5%	3.7%	9.46
2017	22,546,615	69.2%	75.7%	18.3%	6.0%	$1,271,679	$54.63	$57.86	$74.23	234,083,975	63.6%	87.8%	1.6%	0.1%	6.2%	4.3%	9.41
2018	23,116,575	68.8%	76.0%	18.0%	6.0%	$1,349,926	$56.62	$59.68	$76.98	240,286,308	63.3%	88.1%	1.6%	0.1%	5.6%	4.6%	9.44
2019	21,868,877	67.6%	76.1%	17.9%	6.0%	$1,320,372	$58.72	$61.20	$79.04	229,660,734	63.5%	88.1%	1.4%	0.1%	5.8%	4.6%	9.52
2020	21,266,265	69.3%	76.2%	17.9%	5.9%	$1,321,823	$60.46	$62.99	$81.35	223,407,535	65.6%	90.1%	1.0%	0.1%	4.6%	4.2%	9.67
2021	25,383,546	70.6%	75.3%	18.7%	6.0%	$1,611,193	$61.54	$64.75	$83.85	245,770,744	67.0%	89.3%	1.3%	0.1%	4.4%	4.9%	8.90
NORTHERN CALIFORNIA SUMMARY																	
2016	3,392,620	10.9%	74.8%	18.3%	6.9%	$181,412	$51.92	$53.24	$70.91	41,079,089	11.7%	75.3%	2.0%	–	9.3%	13.4%	9.57
2017	3,425,037	10.5%	75.5%	17.6%	6.9%	$191,435	$54.29	$55.56	$74.31	42,994,825	11.7%	72.7%	1.6 %	–	9.7%	16.0%	9.57
2018	3,531,161	10.5%	75.9%	17.1%	7.0%	$203,032	$55.77	$57.40	$76.66	44,616,069	11.8%	71.0%	1.4%	–	10.1%	17.5%	9.40
2019	3,648,399	11.3%	75.9%	16.8%	7.3%	$213,055	$56.40	$58.74	$78.46	45,922,182	12.7%	70.3%	1.4%	–	12.0%	16.3%	9.32
2020	3,430,942	11.2%	75.4%	17.4%	7.2%	$209,052	$59.02	$60.90	$81.12	44,035,065	12.9%	73.7%	1.1%	–	10.4%	14.8%	9.86
2021	3,650,135	10.2%	75.9%	16.9%	7.2%	$228,042	$60.43	$62.51	$83.86	43,841,986	11.9%	73.5%	1.6%	–	8.5%	16.4%	9.20
PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY																	
2016	1,788,932	5.7%	82.2%	10.0%	7.8%	$90,556	$48.41	$53.07	$70.66	31,215,907	8.9%	0.5%	4.3%	3.6%	15.0%	76.6%	2.18
2017	1,882,331	5.8%	82.9%	9.2%	7.9%	$98,450	$49.97	$55.24	$73.51	34,049,791	9.3%	0.3%	3.8%	3.0%	15.1%	77.8%	2.03
2018	1,929,244	5.7%	82.4%	9.4%	8.2%	$104,196	$51.56	$56.59	$75.65	36,955,852	9.6%	0.3%	3.7%	2.6%	14.2%	79.2%	2.04
2019	1,792,768	5.5%	81.3%	10.3%	8.4%	$100,274	$53.38	$58.30	$77.69	32,012,833	8.9%	0.3%	4.2%	2.2%	16.9%	76.4%	1.97
2020	1,852,199	6.0%	81.2%	10.4%	8.4%	$107,002	$55.14	$59.99	$80.52	27,287,635	8.0%	2.2%	3.5%	2.4%	16.9%	75.0%	1.84
2021	2,057,636	5.7%	81.1%	10.8%	8.1%	$120,580	$55.78	$61.28	$83.35	29,371,340	8.0%	4.8%	3.1%	2.2%	15.2%	74.7%	2.00
PACIFIC NORTHWEST: WASHINGTON SUMMARY																	
2016	4,706,192	15.1%	75.2%	18.1%	6.7%	$254,526	$52.45	$54.32	$71.86	57,067,983	16.3%	78.3%	1.1%	0.9%	5.9%	13.8%	9.89
2017	4,742,519	14.5%	75.3%	18.0%	6.7%	$263,054	$53.72	$55.77	$74.18	56,566,091	15.4%	78.1%	1.3%	0.9%	6.0%	13.7%	9.73
2018	5,031,749	15.0%	75.7%	17.4%	6.9%	$288,476	$55.44	$57.72	$77.13	57,940,229	15.3%	77.9%	1.6%	0.7%	5.6%	14.2%	9.38
2019	5,057,523	15.6%	75.4%	17.3%	7.3%	$296,708	$56.51	$59.37	$79.19	53,944,058	14.9%	80.5%	1.6%	0.5%	7.2%	10.2%	8.96
2020	4,129,890	13.5%	74.6%	17.9%	7.5%	$250,894	$58.58	$61.13	$81.38	45,875,909	13.5%	86.1%	0.7%	0.5%	5.4%	7.3%	9.81
2021	4,856,915	13.5%	74.1%	18.2%	7.7%	$301,762	$59.73	$62.50	$84.25	47,939,939	13.1%	87.1%	1.0%	0.8%	5.4%	5.7%	8.90
COAST SUMMARY																	
2016	31,126,296	100.0%	75.8%	17.9%	6.3%	$1,683,049	$52.36	$55.24	$71.51	350,314,645	100.0%	77.2%	1.8%	0.5%	7.5%	13.0%	9.12
2017	32,596,502	100.0%	76.1%	17.6%	6.3%	$1,824,618	$54.17	$57.23	$74.18	367,694,682	100.0%	76.4%	1.8%	0.5%	7.4%	13.9%	9.04
2018	33,608,729	100.0%	76.3%	17.3%	6.4%	$1,945,640	$56.04	$59.05	$76.87	379,798,458	100.0%	76.0%	1.8%	0.4%	7.0%	14.8%	9.00
2019	32,367,567	100.0%	76.2%	17.3%	6.5%	$1,930,409	$57.80	$60.55	$78.90	361,539,807	100.0%	76.9%	1.7%	0.3%	7.8%	13.3%	8.99
2020	30,679,294	100.0%	76.2%	17.4%	6.4%	$1,888,771	$59.71	$62.39	$81.26	340,606,144	100.0%	80.4%	1.2%	0.3%	6.4%	11.7%	9.24
2021	35,948,232	100.0%	75.5%	18.0%	6.5%	$2,261,577	$60.83	$64.11	$83.88	366,924,009	100.0%	80.4%	1.4%	0.3%	5.9%	12.0%	8.50

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and Chief Financial Officer

William H. Alverson
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and Training Strategy

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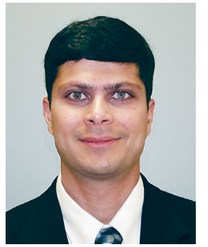
and Arbitration



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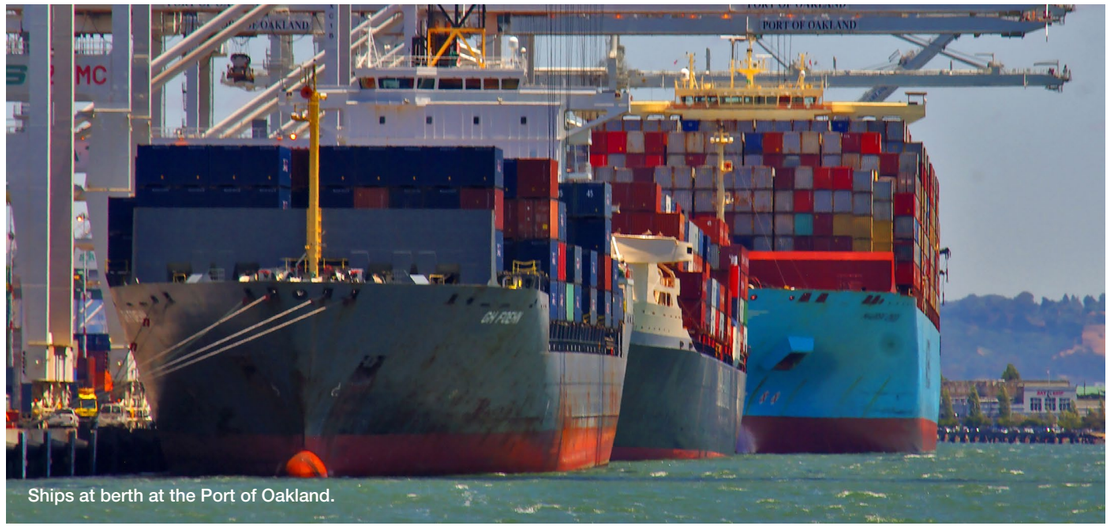

Ships at berth at the Port of Oakland.

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Princess Cruise
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TraPac
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Containers are loaded onto a CMA CGM vessel at Fenix Marine Services Terminal.

The Pacific Maritime Association is a nonprofit mutual benefit corporation, incorporated under the laws of the State of California on June 3, 1949.

Containers stacked high at Yusen Container Terminal at the Port of Los Angeles.

2021 Annual Report

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