



PACIFIC MARITIME ASSOCIATION



2022

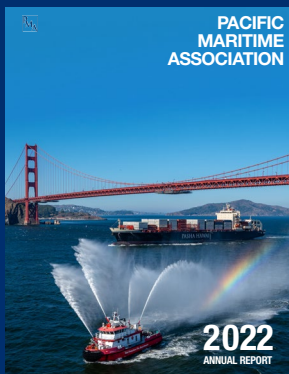
ANNUAL REPORT



A vessel docked at Long Beach Container Terminal at the Port of Long Beach.



Pacific Maritime Association



On the Cover

The Pasha Hawaii MV *George III* is celebrated as it crosses under the Golden Gate Bridge in San Francisco, completing its inaugural call to the Oakland Seaport. The 774-foot vessel is the first LNG-powered containership to call the Bay Area.

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.

Eastbound trains prepare to depart at TTI on-dock rail operations at the Port of Long Beach.



The *MSC Altair* departing from Total Terminals International at the Port of Long Beach.



Maritime trade and the broader supply chain have confronted extraordinary challenges in recent years.

The record-high container traffic during the COVID-19 pandemic gave way to dramatic declines in 2022, when cargo volume reached pre-pandemic lows in the second half of the year.

Wide fluctuations in traffic raise three core issues for the future of West Coast ports: 1) capacity constraints of marine terminals; 2) the acceleration of cargo diversion to East Coast and Gulf Coast ports; and 3) the lack of synchronization among all facets of the supply chain.

With volumes projected to grow, these challenges add urgency to the need for West Coast ports to expand throughput. In large part, that means enhancing efficiency and productivity through automation, particularly at the Ports of Los Angeles and Long Beach.

Growth in throughput, paid hours, and jobs in recent years shows the substantial investment in new technologies has paid off. This modernization push needs to extend to more port terminals and throughout the supply chain.

We are also cognizant that dependable labor peace is fundamental to the West Coast ports' long-term economic health. Negotiations for a new coastwise contract began in May 2022, with the prior contract expiring last July. The leadership of PMA and the ILWU had the opportunity to meet privately with President Biden and Labor Secretary Walsh to discuss the status of the talks during a June visit to the Port of Los Angeles.

These protracted talks have adversely impacted volumes and cost us market share, as importers increasingly bypass the West Coast in favor of East Coast and Gulf Coast alternatives. The data in this annual report highlights a particularly unfortunate consequence of the cargo diversion: reduced work opportunities for ILWU members.

I remain optimistic about the future of West Coast ports. We are the primary gateway for trade with Asia. We have outstanding infrastructure, a world-class workforce, and the ability to lead the way on terminal efficiency.

By building on our track record, we can surmount the challenges to strengthen port terminal operations, add reliability to the supply chain, and continue to deliver broad economic and social value to West Coast communities and beyond.

Sincerely,

A handwritten signature in black ink, appearing to read 'James C. McKenna', is positioned above the printed name.

James C. McKenna
President and CEO





Three Cosco vessels at berth at Long Beach Container Terminal.

PMA MEMBERSHIP & BOARD OF DIRECTORS



MEMBERSHIP

American President Lines, LLC
 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, LLC
 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.
 Pacific Crane Maintenance
 Company, LLC
 Pacific Northwest Auto Terminals, LLC
 Pacific Ro-Ro Stevedoring, LLC
 Pacific Terminal Service Company, LLC
 Pasha Hawaii Holdings, LLC

Pasha Stevedoring & Terminals L.P.
 Portland Lines Bureau
 Port Maintenance Group (PMG), Inc.
 Port Service Group, LLC
 Reliable Line Service
 Sea Star Stevedore Company
 SM Line Corporation
 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.



The *Yang Ming Uniformity* sails past the landmark Angels Gate Lighthouse at the Port of Los Angeles.



Roy Amalfitano **
Vice Chairman
Evergreen Shipping Agency
(America) Corp.
International Carrier Class



Ronnie Armstrong
Vice President, Inland Operations
Ocean Network Express,
(North America) Inc.
International Carrier Class



W. Patrick Burgoyne *
Chief Operating Officer
North America
CMA CGM (America) LLC
International Carrier Class



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



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



Ron Forest †*
Senior Advisor
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., LLC
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

FINANCE COMMITTEE

Jay A. Bowden
Chief Financial Officer
The Pasha Group

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

Robert Haddad
Senior Vice President
and Chief Financial Officer
CMA CGM (America) LLC

Porter Travis
Chief Financial Officer
Pacific Crane
Maintenance Company

STEERING COMMITTEES

COAST STEERING COMMITTEE



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



Jeremy Bridges
Vice President, Labor Relations
CMA CGM
(America) LLC



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



Darrin DelConte
Chief Commercial Officer
Pacific Crane
Maintenance Company



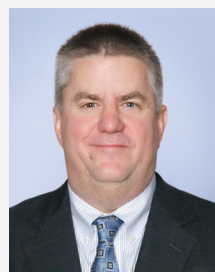
Sal Ferrigno
Vice President
SSA Terminals, LLC



Justin French
Director of Operations
Total Terminals
International, LLC



Capt. Syed Khoda
Vice President,
Operations, the Americas
OOCL (USA) Inc.



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



Ron Neal
President
Everport Terminal
Services, Inc.



Kurt Sulzbach
Chief Labor Relations Officer
APM Terminals
Pacific, LLC



David VanWaardenburg
Vice President, Maritime Operations
Pasha Stevedoring
& Terminals L.P.

AREA SUB-STEERING COMMITTEES

Southern California Area



Chairman:
Jeff O'Donnell
Fenix Marine
Services, Ltd.



John Beghin
LBCT LLC



Daniel Bergman
TraPac, LLC



Tracy Burdine
Yusen Terminals, LLC



Denis Delgado
Everport Terminal
Services, Inc.



Randy Galosic
SSA Terminals, LLC



Steve Naumovski
APM Terminals
Pacific LLC



Mike Outland
Pacific Crane
Maintenance
Company, LLC



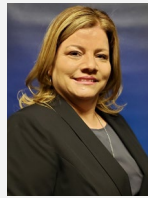
Jeremy Roberts
International
Transportation
Service, Inc.



Dan Rowlands
Pasha Stevedoring
& Terminals L.P.



Todd Stockham
Total Terminals
International, LLC



Laurie Wurzer
Ports America

Northern California Area



Chairman:
Jacques Lira
SSA Terminals, LLC



Michael Andrews
Everport Terminal
Services, Inc.



Nick Gonzalez
Pacific Crane
Maintenance
Company, LLC



Michael Johnson
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



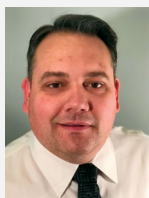
Chairman:
Clayton R. Jones, III
Jones Stevedoring
Company



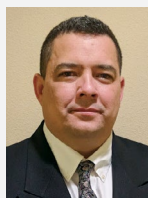
Eli Bohm
Husky Terminal
& Stevedoring, LLC



Jason Bunch
Pacific Crane
Maintenance
Company, LLC



Mike Fudurich
Harbor Industrial
Services Corporation



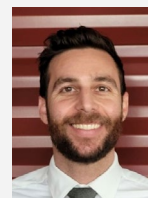
Noa Lidstone
Kinder Morgan
Bulk Terminals LLC



Kerry Chiu
Everport Terminal
Services, Inc.



Alec Coleman
Washington United
Terminals



Adam Patalano
SSA Marine, Inc.



The Evergreen Ever Frank sails underneath the Vincent Thomas Bridge at the Port of Los Angeles.

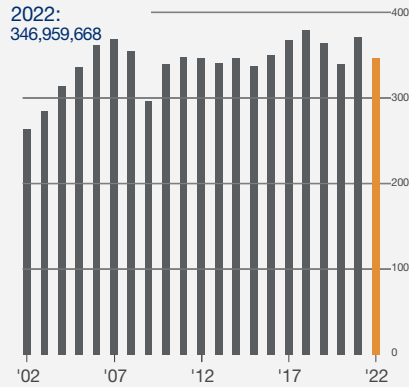


2022

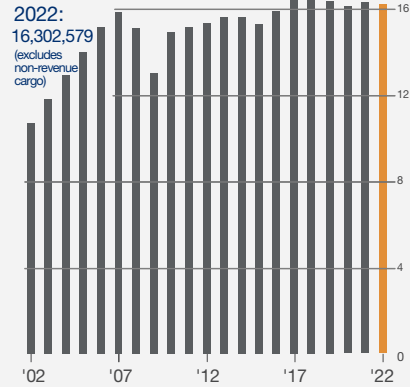
THE YEAR IN REVIEW

2022 HIGHLIGHTS

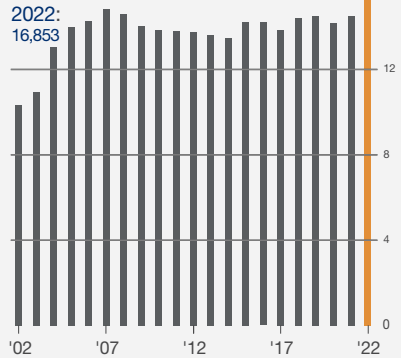
Total Revenue Tonnage
(millions of tons)



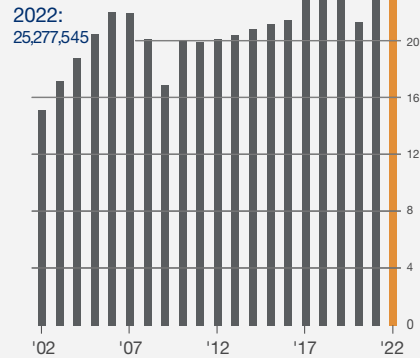
Container TEUs-Loaded
(millions)



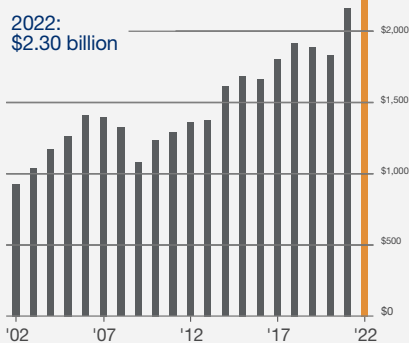
Registered Work Force
(thousands)



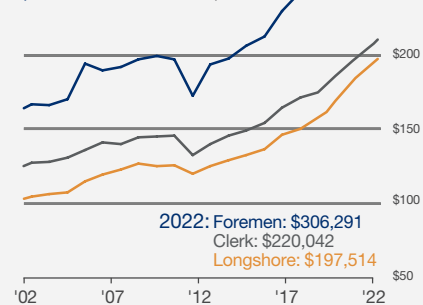
Container TEUs - Total
(millions)



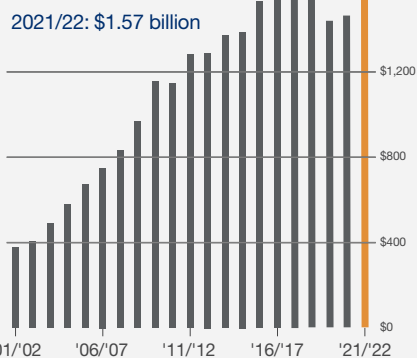
Total Wages Paid
(millions of dollars)



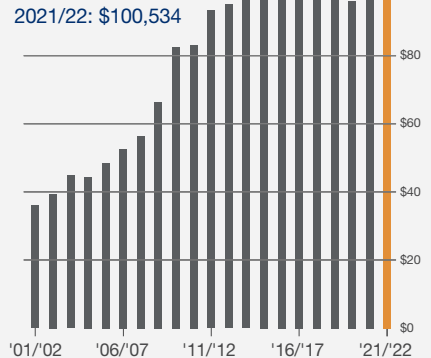
Average Annual Earnings
(thousands of dollars)
(fully registered workers
paid 2,000 hours or more)



Benefits Costs -Total
(millions of dollars)



Benefits Costs - Per Registrant
(thousands of dollars)



THE COAST

In 2022, wide swings in cargo volumes on the West Coast underscored many of the challenges our ports face. We were greeted in the New Year with record volumes and, at our largest ports, historic backups due to supply chain congestion, while in the second half of the year, those same ports experienced a significant drop in container traffic.

Market share declines for discretionary cargo continued to be a topic of great importance in 2022, extending a years-long drop due to a number of factors that are explored further in the pages ahead. Chief among these factors are further investments by Gulf Coast and Atlantic Coast ports to handle larger vessels, as well as inland infrastructure to transport containers to strategic Midwest hubs.

Without doubt, the uncertainty surrounding the outcome of negotiations between PMA and the ILWU for a new Pacific Coast labor contract contributed to the diversion of cargo by importers. Negotiations kicked off in San Francisco in May, and as this annual report was being finalized, a new agreement had not been reached.

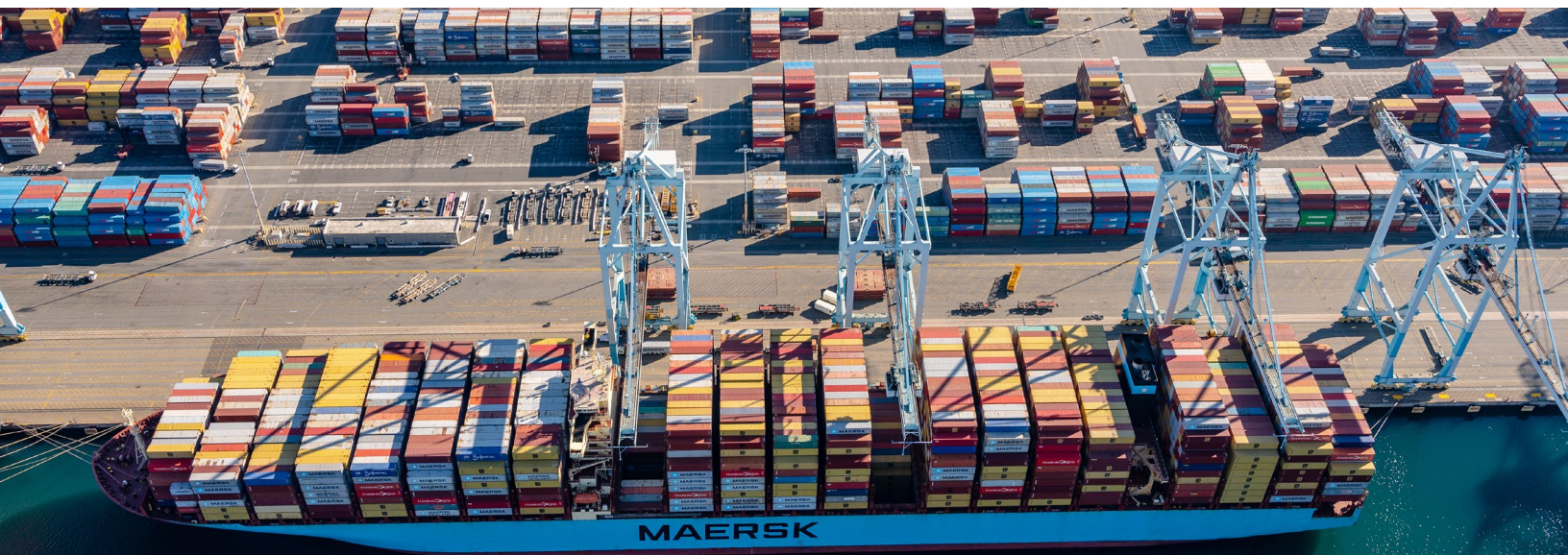
PMA continues to embrace the principles shared at the beginning of negotiations. These include commitments to engage in good-faith talks without work disruptions, to prioritize safety and training, and to retain the right to modernize port terminals to handle projected cargo growth and meet increasingly stringent environmental regulations.

Even with the challenges we confronted in 2022, there were many positive developments up and down the Coast. The cruise industry experienced growth in strategic markets, while investments in terminal cranes, a new training center in Southern California, and growth in the number of ILWU registrants helped meet the early 2022 surge in volume while also preparing the Coast for future cargo demand.

West Coast ports continue to have the potential to win back market share and serve as a model for the nation. We have proven our resiliency through unprecedented challenges related to the pandemic, and will continue do so in the months and years to come.

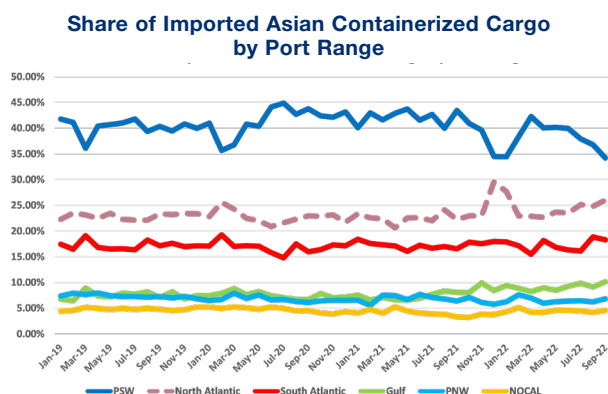
Please read on.

The Maersk Essex at work at APM Terminals at the Port of Los Angeles.



STAKES ARE HIGH TO REVERSE DRAMATIC MARKET DECLINES AT WEST COAST PORTS

Despite record volumes of cargo from Asia that carried over from 2021 through the first half of 2022, the 20-year decline in the West Coast's market share of containerized cargo accelerated, according to new research by maritime economist John Martin, PhD, and commissioned by PMA.



Source: John C. Martin Associates, LLC.

The unprecedented cargo surge during the COVID-19 pandemic contributed to a once-in-a-generation backup at the nation's largest port complex in Southern California, the result of a historic collapse of virtually every element in the nation's logistics supply chain. At one point in January 2022, 109 vessels were waiting for a berth at the Ports of Los Angeles and Long Beach.

The system-wide supply chain disruption that caused this backup opened the door to accelerated cargo diversion to competing Atlantic and Gulf Coast ports. In the third quarter of 2022, market share losses at the San Pedro Bay ports mounted, according to Dr. Martin's report.

Discretionary cargo – cargo bound for inland states, especially east of the Rocky Mountains – is the most susceptible to diversion from the West Coast. "It is difficult to win back lost market share of discretionary cargo," Dr. Martin has said.

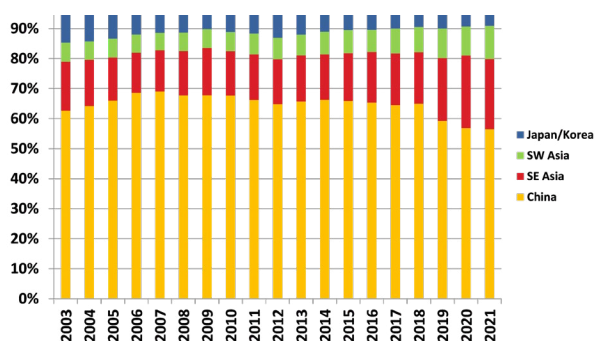
20 Years of Market Share Declines

The market share challenges for the West Coast have been years in the making. Over the past two decades, Atlantic and Gulf Coast ports have invested billions of dollars in channel and harbor deepening projects as well as intermodal rail projects to accommodate cargo movement to regional distribution centers. To cite just one example, the Port of New York and New Jersey spent approximately \$1.6 billion to raise the Bayonne Bridge by 64 feet to allow access for larger container ships.

East Coast and Gulf Coast ports enjoy other advantages, according to Dr. Martin's report. They can offer less expensive delivery of Asian cargo to Midwestern states – a longtime destination for West Coast ports.

He also cites a shift of key U.S. importers away from China into Southeast Asia, which makes the Suez Canal a preferred trade lane to Atlantic and Gulf Coast ports.

Supply Sources of U.S. Containerized Imports



Source: USA Trade OnLine

Additionally, the growth of e-commerce has created strong demand for port-adjacent distribution centers located near major population centers, which are growing rapidly in the Northeast and Southeast U.S.



An aerial view of the San Pedro Bay Port Complex.

Reversing the Trend is Vital to Local Economies

While the market share losses are significant, the West Coast is still projected to see volume increases in coming years and decades. It is vital for the West Coast to position itself to welcome this additional business, handle future volumes, and compete effectively for discretionary cargo originating in Asia.

The health of regional and state economies will depend on the ability of West Coast ports to stem this market share erosion. Using the most recent full-year data, Dr. Martin estimates that in 2021, discretionary cargo handled at the Ports of Los Angeles and Long Beach supported 56,022 jobs, \$19.3 billion of direct business revenue to local service providers, and \$942.9 million of state and local taxes that support vital public services.

More broadly, marine cargo and vessel activity at the Ports of Los Angeles and Long Beach are a significant jobs generator throughout California. Southern California ports directly generate 95,957 jobs in the Golden State, including truckers, warehouse and distribution center employees, and railroad workers.

Direct Jobs Generated in California by Cargo and Vessel Activity at the San Pedro Bay Port Complex, 2021

JOB CATEGORY	ALL PORT FACILITIES
Rail Industry	3,659
Trucking Industry	38,313
Terminal Operations	7,510
ILWU	9,527
Pilots/Tugs	236
Maritime Services	5,108
Freight Forwarders	5,324
Distribution Center/Warehouse/Transload	24,472
Government/Insurance/Banking/Legal	1,808
TOTAL	95,957

*Includes Steamship Agents, Chandlers, Surveyors, Marine Construction
Source: John C. Martin Associates, LLC

Expanding Capacity Through Modernization and Automation

A fundamental strategy for the San Pedro Bay ports, in particular, is the expansion of terminal capacity to efficiently address future volumes, according to Dr. Martin. This is best achieved through densification and modernization. “Without densification through automation, these ports’ market share losses could grow even more,” Dr. Martin has said.

This conclusion aligns with another study commissioned by PMA that underscores the importance of automation. Dr. Michael Nacht, a professor of public policy at UC Berkeley and former Assistant U.S. Secretary of Defense, found that terminal automation in Southern California helped relieve the severe pandemic-era supply chain congestion, while generating work for longshoremen faster than conventional terminals and providing measurable environmental benefits.

“Automation is offering early proof of a win-win strategy: work gains for ILWU members and productivity and efficiency gains that will drive up growth, drive down cargo-handling costs, and help restore the San Pedro Bay ports’ competitive advantage,” Dr. Nacht wrote.

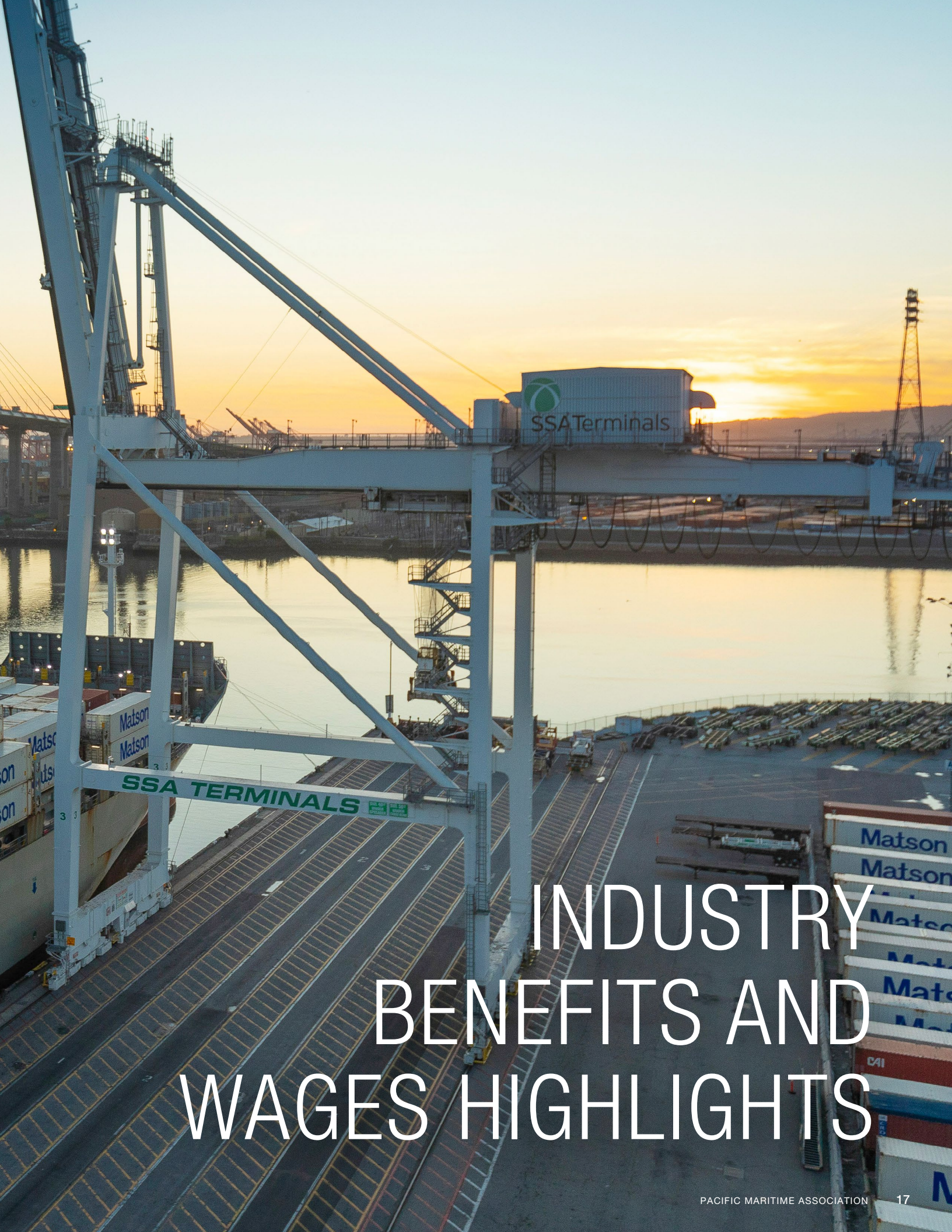
Ultimately, expanding terminal capacity and reducing dwell times is vital to maintain competitiveness and boost confidence among shippers, Dr. Martin found. “The competitive landscape is real, so constant investment in terminal efficiencies at West Coast ports is necessary in light of the limited availability of land for terminal footprint expansion,” he said.

It is difficult to win back lost market share of discretionary cargo.

– John Martin, PhD



The *Matson Lurline* docked at SSA Terminals at the Port of Long Beach with the newly named Long Beach International Gateway Bridge on the horizon.



INDUSTRY BENEFITS AND WAGES HIGHLIGHTS

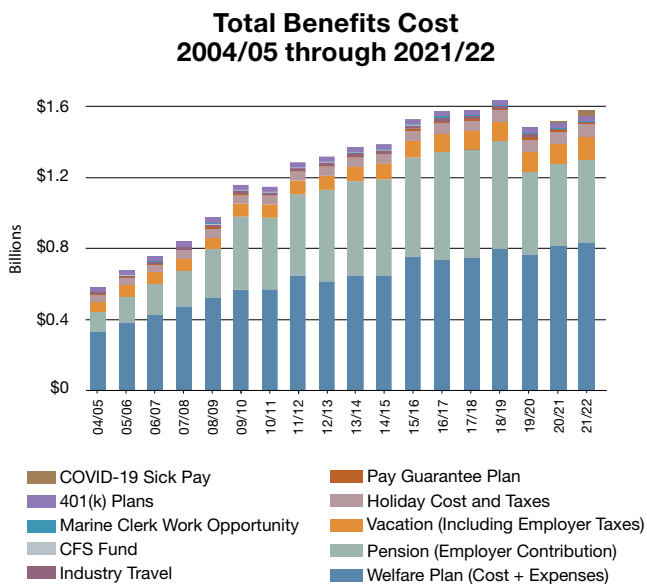
WORLD-CLASS BENEFITS AND WAGES FOR ILWU MEMBERS

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.

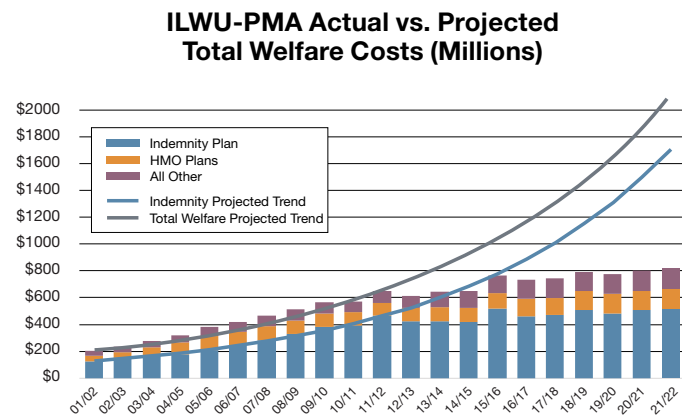
Stabilizing Overall Benefit Costs

Over the past decade, benefit costs have increased from approximately \$95,000 per active registrant to a high of \$113,604 in 2017/2018. Due to strong fiscal management, those costs have declined to a level of \$100,534 in 2022. For 2022, the overall benefit costs totaled nearly \$1.6 billion.



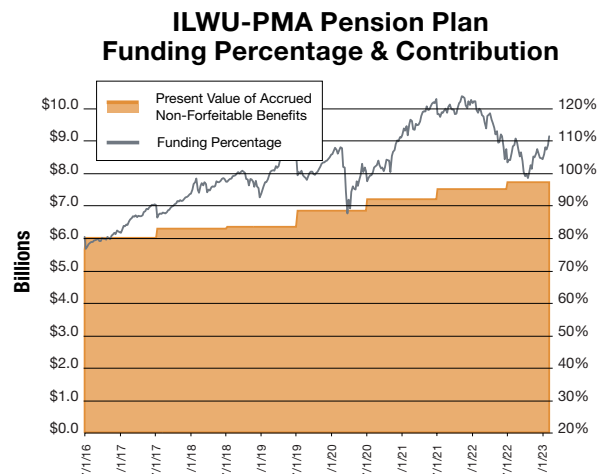
Flattening the Curve on Total Welfare Costs

Total welfare costs have remained below the projected trend each year, with the curve flattening out due to many factors, including intensive focus on management and oversight to reduce fraud and abuse.



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 a nearly 20% increase in benefit levels. The 2022 maximum yearly benefit is \$95,460. At the end of calendar year 2022, the Plan paid \$37.4 million per month to 9,174 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.

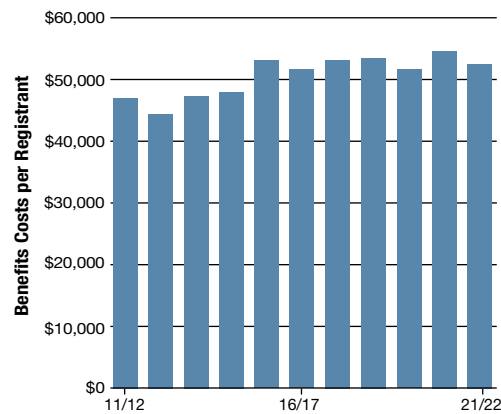


Healthcare Benefits

The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America. In the 2022 fiscal year, the healthcare cost per ILWU registrant was \$52,848. In July, David L. Crawford, PhD, evaluated ILWU healthcare benefits, concluding that these benefits “... are substantially more generous than the average benefits provided to all groups of workers reported by the U.S. Bureau of Labor Statistics.” His study also found that the ILWU healthcare benefits are extraordinary among a large majority of American workers who contribute to their health coverage. Crawford’s findings are consistent with a survey of collectively-bargained health plans conducted by the nonpartisan research organization NORC at the University of Chicago. That survey found that the average monthly premium paid by workers covered by collectively bargained health plans was \$658 for single coverage, and \$1,632 for family coverage.

ILWU-PMA Welfare Plan Benefits Costs Per Active Registrant

Fiscal Years 2012-2022

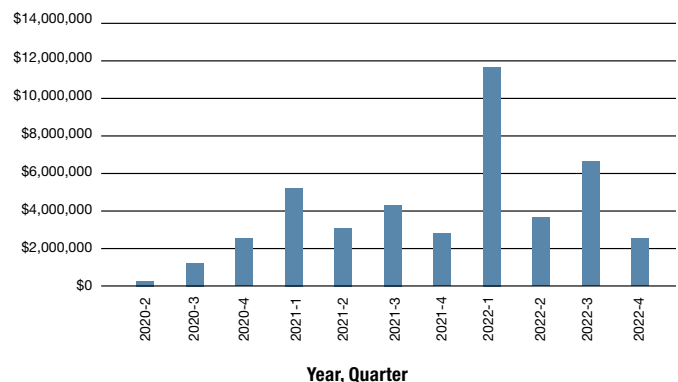


Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (midpoint of the fiscal year). For example, costs for 2021/2022 are divided by the count of active registrants at the end of 2021.

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. Since its inception, PMA has paid \$44 million to individuals who had been exposed to COVID and were excluded from the workplace.

COVID-19 Payments by Claim Date



How does \$46.23 add up to **\$211,000** 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 2022, over \$211,000 per year. For longshore registrants, the average was \$197,514. For clerks, it was \$220,042. And for foremen, it was \$306,291. 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 80 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 more than \$64 per hour. Refer to pg. 62 for more information.



Port pilots help bring the CMA CGM *Magellan* to the dock at Fenix Marine Services Container Terminal at the Port of Los Angeles.



SAFETY & TRAINING

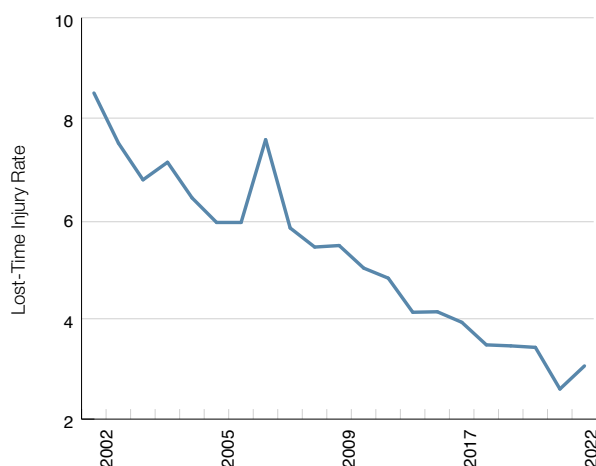
SAFETY AND TRAINING ON THE WATERFRONT

Safety and training measures shifted in 2022 to meet the changing needs of the industry. 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

Injuries on docks increased in 2022 following several years of reduced incidents. The year saw 79 more Lost Time injuries than in 2021, while total hours worked coastwide fell by 208,000. The coastwide Lost Time Injury Rate (LTIR) was 3.06 in 2022, up from 2.60 the prior year. For registered longshore workers, the LTIR increased while foremen and clerks saw a decrease in injuries.

20 Years of Progress



Online Training Gets a New Platform

The General Safety Training (GST) Program is now being offered by one of Silicon Valley's top Learning Management Systems as part of the ongoing work by PMA and the ILWU to provide a state-of-the-art learning experience to workers required to complete recurring GST training. The new platform is easier to navigate, resulting in an improved user learning experience for ILWU members. The online alternative

to GST is in its third year of a pilot study. Each year, about 8,000 workers are required to complete GST training coastwide.

MACOSH

The Maritime Advisory Committee on Occupational Safety and Health (MACOSH), including representatives from West Coast employers and the ILWU, met regularly in 2022 to consider ways to make the waterfront safer. The MACOSH longshore workgroup was represented by David Turner of Yusen Terminals and Mike Podue of the ILWU. The committee developed products for industry-wide distribution to raise awareness about injury prevention for challenges mechanics face on the job.

PCMSC Committee

The Joint Coast Safety Committee worked to update the Pacific Coast Marine Safety Code during contract negotiations. Each contract cycle, the Code is updated to meet current safety needs by meeting face-to-face, jointly in San Francisco at the ILWU and PMA Headquarters offices. While there is still work to be done to wrap up this cycle's efforts, the Joint Committee has reviewed numerous issues regarding ways to improve safety on the waterfront. This will be the 12th update to the PCMSC code book since 1929.

Safety Helmet and Vest Update

There will be a new safety helmet and a new safety vest provided by PMA moving forward. The Joint Coast Safety Committee discussed the need for a hardhat that was better suited for lashing. A pilot program tested different helmet designs, and it was agreed that an updated version of the hardhat provided better visibility while looking up, and a better,



The *ONE Triton* berthed at Yusen Terminals at the Port of Los Angeles.

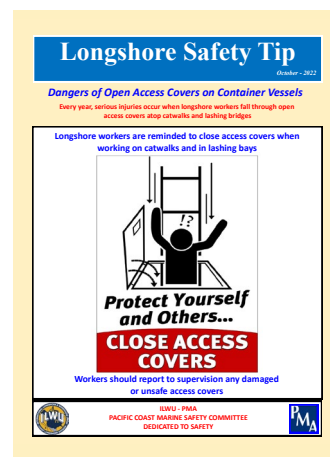
more comfortable chin strap would help reduce injuries. Safety vests moving forward will include an attachment to affix a radio microphone to the chest to put the microphone in a more readily-accessible position for use in operations.



A worker displaying the new safety helmet and safety vest provided by PMA.

Safety Flyers

The dangers of working around open access covers on container ships was a major topic of discussion this year in safety meetings. Each year, workers are injured by falling through open access covers. A Safety Tip flyer highlighting the danger of open access covers and outlining injury prevention methods was developed and distributed to every worker on the Coast. An awareness campaign to address this hazard will continue.



A Safety Tip bulletin highlighting the danger of open access covers.



REGIONAL REPORTS



Operations at the TraPac San Pedro Bay facility at the Port of Los Angeles.
The terminal was the first automated container terminal in North America.

Regional Report:

SOUTHERN CALIFORNIA

In 2022, the San Pedro Bay Port Complex experienced dramatic ebbs and flows. Starting the year, the ports of Los Angeles and Long Beach had a record backlog of 109 vessels, followed by the official clearing of the backlog in November, with a precipitous drop in cargo volumes during the final quarter of the year. All the while, PMA continued its efforts to adapt to the global changes impacting the ports, stabilize operations, and prepare for the future. The year also featured a visit by President Joe Biden - the first by a sitting American president to the Southern California port complex in more than 25 years.

Southern California Clears Record 109 Vessel Backlog

Last year's PMA annual report cover featured a dramatic aerial photo of vessels anchored outside of the Ports of Los Angeles and Long Beach. The backlog, which started during the pandemic-era cargo surge in October 2020, grew to a total of 109 vessels in January 2022. Due to a number of factors, including great work by ILWU members, new queuing procedures for vessels, a labor allocation process implemented by PMA, reduced dwell times, and declining cargo volumes, the backlog was deemed over in November 2022.

APL's *President Eisenhower* docked at the Port of Los Angeles.



"After 25 months, and with concurrence of the Ports of Los Angeles and Long Beach, the Pacific Maritime Association (PMA), and the Pacific Merchant Shipping Association (PMSA), the containership backup for the ports of Los Angeles and Long Beach has ended," announced Captain Kip Louttit, Executive Director of the Marine Exchange of Southern California.

1,206 Class B Longshoremen Registered in 2022

To help address the demands of record cargo entering the Ports of Los Angeles and Long Beach in early 2022, PMA promoted 1,206 casual workers and registered them as Class "B" longshore members, helping the ports efficiently address the



Operations at Fenix Marine Services Container Terminal at the Port of Los Angeles.

unprecedented cargo volumes that had caused supply chain challenges and vessel backups (see story above). This is nearly double the number of registrants added in 2021. In addition, PMA promoted 75 ILWU members to foremen and 100 members to clerk status.

New Senior Area Managing Director Named for Southern California

Veteran maritime executive Sean Marron was tapped to serve as PMA's Senior Area Managing Director for Southern California. Marron joined PMA after nearly 30 years with PMA member Yusen Terminals (YTI). While at YTI, Marron served as a representative on all labor relations matters impacting the Southern California region. He also held the top position in Operations. He has substantial familiarity with PMA, having served in many roles, including Chairman of the PMA's Southern California Area Steering Committee, member of the Coast Steering Committee, and member of the 2014 PMA Coast Contract Bargaining Committee.

PMA Training Center Breaks Ground

PMA joined with Los Angeles Mayor Eric Garcetti, Port of Los Angeles Executive Director Gene Seroka, ILWU leaders, and other city officials to officially break ground in February on a 20,000 square foot

training facility located on Pier 400 in the Port of Los Angeles. PMA built the new training center following city approval of the project. The center is designed to provide crucial job training skills to longshore workers throughout the region. The \$11.5 million investment by PMA will enable the training of an estimated 900 workers over a 10-year period. This delivers on an agreement reached in 2019 between PMA and the ILWU on reskill and upskill training to help union members prepare for the terminal jobs of the future. This includes training to maintain and repair automated equipment at port terminals in Southern California.

President Biden, Secretary Walsh Visit Port of Los Angeles

President Biden and leading administration officials visited the Port of Los Angeles in June, underscoring the vital, national economic importance of the San Pedro Bay Port Complex. PMA senior management and ILWU officers met with President Biden and Secretary of Labor Marty Walsh, discussing the critical importance of reaching a fair contract between PMA and the ILWU without disruption to the flow of cargo. Secretary Walsh has visited several West Coast ports to highlight the critical role these ports play in the nation's supply chain.



Officials break ground at the new PMA Training Center.



President Biden delivers remarks at the Port of Los Angeles.

Regional Report:

NORTHERN CALIFORNIA

Like other regions on the coast, Northern California managed a wide swing in volumes and business. While container volumes fell in the second half of the year, the cruise business grew to new heights. New investments in port infrastructure helped prepare the region to meet sustainability goals and build important new capacity for the years ahead.

New Zero-Emission Terminal Equipment Debuts at Port of Oakland

Delivering on its renewable ambitions, the Port of Oakland debuted two cutting-edge, all-electric, zero-emission top picks funded through a grant by the

State of California Zero- And Near-Zero-Emission Freight Facilities program. The port matched the state grant funding, investing \$2 million in electrical infrastructure that provides the source of electricity to recharge the top picks. The Port of Oakland also received a \$36.6 million federal grant, secured in October, to help offset the costs of building out more electrical infrastructure that is designed to support more investments in zero-emission terminal equipment.

Port of Oakland Begins Approval Process for Basin Widening Project

The Oakland Harbor Turning Basins Widening Project reached a key milestone in its comprehensive environmental review process, setting the stage for project approval next year. The project proposes increasing the existing turning basin width to accommodate vessels with a capacity of 19,000 TEUs and a length of 1,310 feet, helping improve the efficiency of larger vessels entering and exiting the harbor. The project is tentatively scheduled to begin in July 2027. According to environmental documents, areas of the port's water basins would need to be deepened to 50 feet.

Terminal operations support the Pasha Hawaii *MV George III* at the Port of Oakland.





A crane being raised at Everport Terminal Services at the Port of Oakland.

Major Infrastructure Project to Improve Port of Oakland Vehicle Congestion

The Oakland Seaport received \$175 million in funding for the 7th Street Grade Separation East Project, which will realign and reconstruct a primary trucking and access gateway into the Port of Oakland. This reconstructed access point feeds into the Oakland Seaport, reducing vehicle congestion, increasing safety for personnel, and providing flexibility for the port's cargo operations. Construction is set to begin in 2023.

Cruise Business at Port of SF Continued Record Growth in 2022

2022 proved to be a record year of growth and recovery for the cruise industry in San Francisco. After the industry was brought to a near-standstill during the COVID-19 pandemic, the Port of San Francisco welcomed over 100 calls from cruise ships throughout the year, well above the port's pre-COVID-19 total of 85 calls in 2019. In 2023, 117 calls are expected as the cruise industry continues to rebound.

ETS Raises Cranes at Port of Oakland

PMA members Harbor Industrial Services Corporation and Everport Terminal Services have begun crane raising efforts at the Port of Oakland. The purpose of the crane raising is to accommodate the demands of larger container vessels. This is part of a longstanding program at the Port of Oakland to heighten cranes to serve the largest vessels in the world and more efficiently move cargo.

Trucker Protest Shuts Down Oakland Terminal Operations

The Port of Oakland navigated a tumultuous July as hundreds of independent truck drivers protested California's gig worker labor law (AB5) at the port, bringing most cargo-handling operations to a standstill for one week. The protests further exacerbated congestion at the port, as ILWU workers were unable to get into the port to process cargo. Port authorities and law enforcement were able to ensure most port operations resumed on July 25 as remaining protesters were moved to "free speech zones" which no longer blocked the flow of cargo.

PACIFIC NORTHWEST

Investments in infrastructure and training are helping the NWSA build capacity and enhance competitiveness for the long-term. While cargo volumes declined in the second half of the year, a bright spot in 2022 was the cruise industry, which staged a significant comeback after pandemic-related declines.

Port of Tacoma Welcomes New Rail Hub, Boosting Intermodal Capacity

BNSF Railway Company and the Northwest Seaport Alliance partnered to create a new domestic intermodal facility at the Port of Tacoma, helping the port address the increase in intermodal demand throughout the

greater Seattle region. The new Tacoma South facility opened in July and allows for the accommodation of more than 50,000 annual container lifts. The facility will enable continued growth of NWSA's domestic intermodal volumes, expanding on the existing intermodal facility in Tukwila, Washington.

Port of Tacoma Welcomes Inaugural Hyundai Automobile Shipment

In September, the *Grand Mercury* brought the first shipment of 2,000 Hyundai vehicles to the Port of Tacoma's South Harbor as part of a partnership between the NWSA, Hyundai GLOVIS America, and PMA member company Wallenius Wilhelmsen Logistics. Thousands of Hyundai vehicles will be imported through the facility, signaling a large increase in automobile imports for the NWSA. "This... helps bolster the robust trade relationship we have with South Korea as one of our largest trading partners," said NWSA Commissioner Sam Cho. "This opportunity to increase automobile volumes and breakbulk tonnage helps diversify port operations and ensure future growth in our gateway." Auto volumes at the NWSA increased 5.6% over 2021, largely due to the consolidation of Kia and Hyundai automobiles to the gateway, cites the NWSA.

The inaugural shipment of Hyundai automobiles arrives at the Port of Tacoma.





The Terminal 46 training facility at the Port of Seattle is located alongside this iconic view of Mount Rainier.

Cruise Season Surpasses Pre-Pandemic Levels

The Seattle cruise season recovered markedly in 2022 as the number of cruise ships passing through the Port of Seattle increased by nearly 40% compared to 2019, before the COVID-19 virus effectively sidelined the industry. According to the Puget Sound Business Journal, a total of 295 ships passed through Seattle in 2022, well above the 85 ships which passed through Seattle in 2021 and the 211 ships which passed through the port in 2019 before the pandemic.

New Service Launches at Port of Bellingham

After roughly two decades, PMA is significantly expanding its presence at the Port of Bellingham. In response to the activation of Bellingham Shipping Terminal for recycling exports, PMA is supporting member PTSC which is handling terminal operations for ABC Recycling Company. Vessels are currently arriving at the Bellingham Shipping Terminal every 6-8 weeks and hauling about 23,000 metric tons of scrap metal on each vessel. PMA worked in coordination with ILWU Local 7 to process casuals and handle longshore registrations to meet the current and future needs of this newly active terminal which is set to support this operation for the next 15 years.

Port of Portland Receives \$42 Million for T6 Infrastructure Improvements

Terminal 6 at the Port of Portland received \$42 million in grants from the U.S. Maritime Administration's Port Infrastructure Development Program and the Oregon Department of Transportation's Connect Oregon Program. These dollars will be utilized for infrastructure projects, including the replacement of electrical components to further enable zero-emission operations, the addition of a stormwater system to improve water quality, and the installation of two emergency generators to provide backup power.

Oregon Ports See Widespread Increase in Man-hours

Man-hours for operations in Oregon and the Columbia River increased by 10% in 2022. This was due to the ports' growth in breakbulk cargo operations which tend to be more labor intensive than container moves. The Port of Coos Bay saw the largest year-over-year percentage growth, followed by the Ports of Vancouver, Longview, and Portland.



INDUSTRY OVERVIEW

Hapag-Lloyd

Hapag Lloyd's *Kuala Lumpur Express* at the Port of Los Angeles.

Economic Significance of West Coast Ports

West Coast ports are among the primary economic drivers and job creators for the regional and national economies. Cargo and vessel activity at West Coast ports support more than 12 million U.S. jobs and nearly \$2 trillion in total economic value nationwide, representing almost 9 percent of U.S. GDP, according to a recent analysis based on 2021 data. Containers moving through West Coast ports include vital consumer, commercial and industrial goods that are staples of the U.S. economy.

However, this dominant role is at risk as cargo continues to be diverted from the West Coast to competing gateways on the Atlantic and Gulf Coasts. Reversing this 20-year trend is essential to preserving the significant economic benefits enabled by healthy West Coast ports.

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 16,850 Registered Workers

As of December 2022, PMA members employed more than 16,850 registered longshore workers, clerks, and foremen 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 54 percent.

A vessel is serviced at International Transportation Service Berth #236 at the Port of Long Beach.



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 – Gearmen'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 expired on July 1, 2022, at 5 p.m.

Coast Agreements

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.

The *MSC Mia* docked at Total Terminals International at the Port of Long Beach.



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	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 1947	0.08	5.1	1.65	
February 10 1948	0.02	1.2	1.67	
December 6 1948	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 1956	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 1974	0.15	2.8	5.50	
June 1 1974	0.30	5.5	5.80	
June 29 1974	0.30	5.2	6.10	
January 4 1975	0.12	2.0	6.22	
June 28 1975	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.

A sailboat in the foreground sails alongside the *Yang Ming Totality* at the Port of Seattle.



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

SECOND PLACE: Long Beach Container Terminal
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: Everport Terminal Services
Oakland – Northern California Area

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

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

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

FIRST PLACE: Pacific Terminal Service Company
Los Angeles – Long Beach – Southern California Area

SECOND PLACE: SSA Pacific
Everett – Washington Area

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

FIRST PLACE: Pacific Terminal Service Company
Seattle – Tacoma – Washington Area

SECOND PLACE: Pasha Stevedoring & Terminals
Aberdeen – Grays Harbor – Washington Area

BULK OPERATORS

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

FIRST PLACE: Pacific Terminal Service Company – Bulk Operations
Los Angeles – Long Beach – Southern California Area

SECOND PLACE: Ceres Terminals Incorporated
Stockton – Northern California 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 54: Stockton – Northern California Area

Group C (25 to 99 Registered Members)

Local 12: North Bend – Oregon Area

FOREMAN – WALKING BOSS GROUP

Local 91: Northern California Area

CLERK GROUP

Local 40: Oregon 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: Ocean Terminal Services
Los Angeles – Long Beach – Southern California Area

Group B (100,000 – 199,999 man-hours)

FIRST PLACE: SSA Terminals
Oakland – Northern California Area

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

COAST ONE-YEAR ZERO INCIDENT RATE AWARD

(companies that achieved a zero lost-time incident rate in 2022) (50,000 minimum hours)

Pacific Terminal Service Company

Seattle – Tacoma – Washington Area

SSA Terminals – Mechanic Operations

Oakland – Northern California 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)

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

APS Stevedoring
Portland – Oregon Area

SSA Pacific
Oakland – Northern California Area

SSA Pacific
Los Angeles – Long Beach – Southern California Area

Jones Stevedoring Company
Washington Area

APM Terminals
Los Angeles – Long Beach – Southern California Area

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.

THE COAST
ACCIDENT
PREVENTION
AWARDS

INDUSTRY BENEFITS



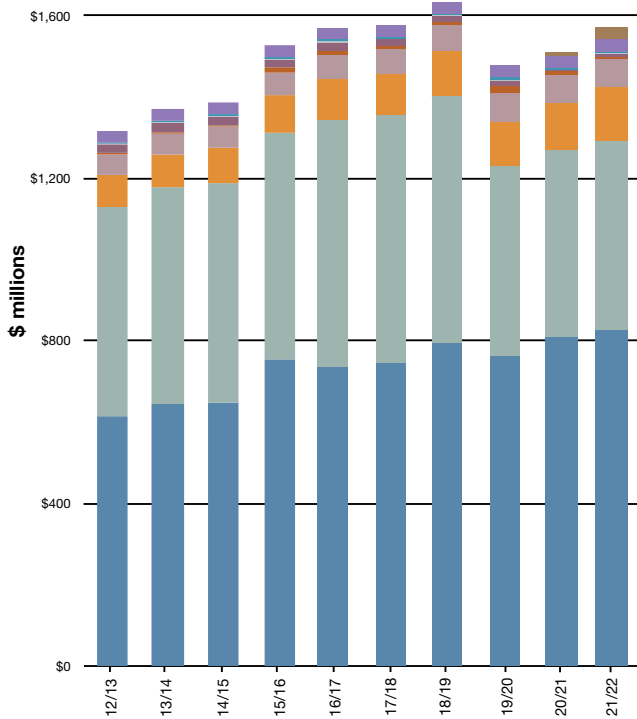
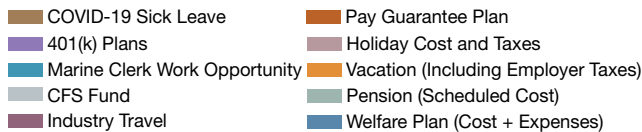
Two newly constructed ZPMC ship-to-shore cranes are delivered via barge to Total Terminals International at the Port of Long Beach.

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).

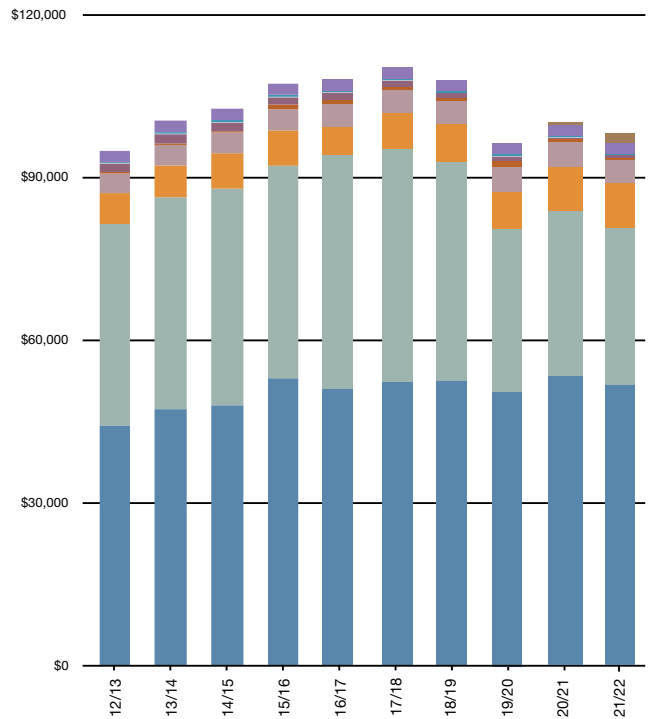
TOTAL BENEFITS COSTS

2012/2013 through 2021/2022



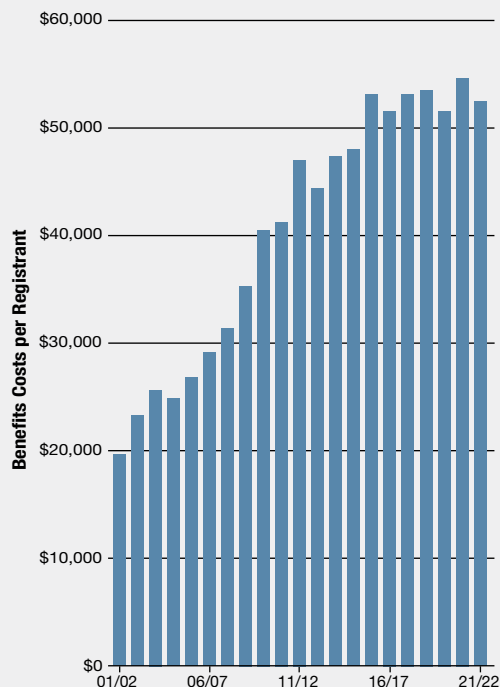
BENEFITS COSTS PER ACTIVE REGISTRANT

2012/2013 through 2021/2022



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 2002-2022



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 2021/2022 are divided by the count of active registrants at the end of 2021.

RETIREEES BY YEAR

Year	Normal	Early	Disability	Total
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
2022	224	45	30	299

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 single or up to \$300 family 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 allowance for frames every 24 months / elective contact lenses every 12 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 insurance and AD&D ;
- Hearing Aids;
- Blood Sugar Monitors;
- 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

NUMBER OF PENSION BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/ Early	Dis- ability	In- Service	QDRO	Sub- total	Post- Retire	Pre- Retire	Sub- total	
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
2022	4,672	899	2	432	6,005	2,490	679	3,169	9,174

been entitled to Welfare Plan eligibility had retirement occurred on the date of death.

ILWU-PMA Pension Plan

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is \$95,460 which has been in effect since 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.

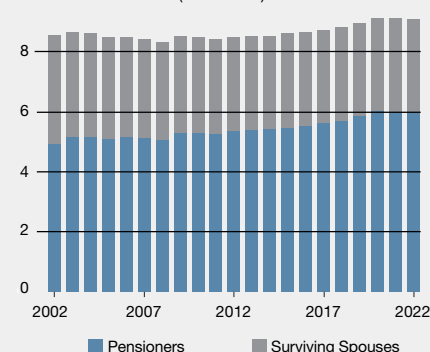
A participant who is credited with fewer than 1,300 hours but at least 800 hours in any payroll year will earn a fraction of a year of service for benefit accrual determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to reduction in benefit 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, no partial benefits are received. Once vested, a participant's earned qualifying

NUMBER OF PENSION
BENEFIT RECIPIENTS

(thousands)

PENSION BENEFITS
FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2022)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	\$104	\$2,600
7/81-6/84	30	\$104	\$3,120
7/84-6/87	33	\$104	\$3,432
7/87-6/93	35	\$104	\$3,640
7/93-6/99	35	\$104	\$3,640
7/99-6/02	35	\$113	\$3,955
7/02-6/08	35	\$153	\$5,355
7/08-6/14	37	\$180	\$6,660
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, 2022. 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:

2018	\$ 102,001,566
2019	\$ 107,011,388
2020	\$ 106,076,630
2021	\$ 117,571,040
2022*	\$ 131,279,416

Include 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 2022

*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

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 aged 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 and effective January 1, 2016, Roth Contributions. All 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.

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 prior 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.



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. The seven other paid holidays are normal work days, including Martin Luther King's Birthday. Lincoln's Birthday is a recognized holiday, although it is not a paid holiday.

The Hyundai Earth at the Port of Long Beach.



HOLIDAY PLAN

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
July	4	Independence Day
	5	Bloody Thursday ¹
	28	Harry Bridges' Birthday
September	4	Labor Day ¹
November	11	Veterans Day ²
	23	Thanksgiving Day ¹
December	24	Christmas Eve Day ^{1,2}
	25	Christmas Day ¹
	31	New Year's Eve Day ^{1,2}

2024

January	1	New Year's Day ¹
	15	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	19	Washington's Birthday
March	31	Cesar Chavez's Birthday ²
May	27	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 4 to 0700 September 5, 0800 November 23 to 0700 November 24. 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.

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 2023 and for the first six months of 2024 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR

Contract Year Ended June 30

2018	\$61,042,442
2019	\$65,374,122
2020	\$68,007,356
2021	\$67,048,171
2022	\$70,276,545

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).

Workers connect a vessel to shore power.



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.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30		
	Longshore and Clerks	Walking Bosses and Foremen
2018	\$8,150,320	\$231,919
2019	\$6,441,846	\$232,032
2020	\$17,907,001	\$432,153
2021	\$10,518,011	\$388,949
2022	\$5,633,273	\$222,029
Include payments for benefits, taxes, and administrative expenses Source: 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

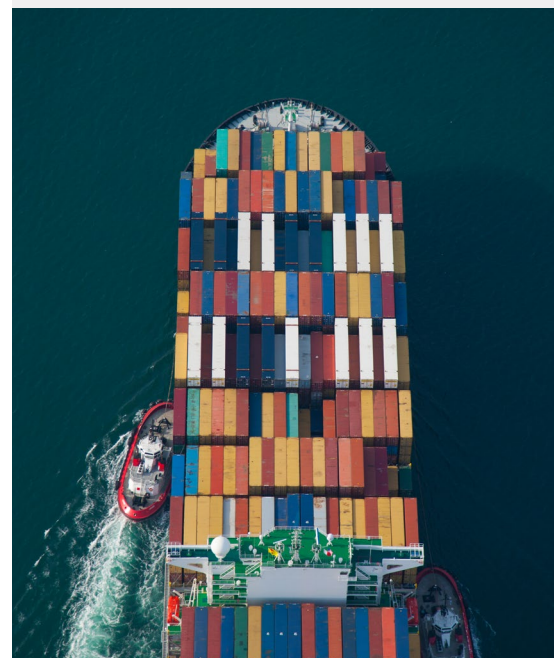
The Industry Travel System, originally called the Voluntary Travel Fund, was established to provide PMA member employers with an economic incentive to use voluntary travelers.

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.

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.

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.



A vessel is guided by tugboats.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30

2018	\$15,863,600
2019	\$14,609,685
2020	\$12,437,715
2021*	\$2,160,718
2022	\$7,248,710

Include payments for benefits and tax expenses

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

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
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
2022	\$1,347,985	\$149,761	\$1,497,746

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

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

area. Therefore, the sum of A Credits and I-Credits equals the total hourly assessments paid less the vacation, insurance, and taxes portion.

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

Dispatch Halls

All longshore 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

A sunrise adds color to the sky behind cranes at Washington United Terminals at the Port of Tacoma.





The OOCL Southampton and OOCL Luxembourg at work at Long Beach Container Terminal.

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
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
2022	\$6,182,680	\$39,744,426	\$45,927,106
2022 is based on unaudited financial report.			

INDUSTRY ASSESSMENTS

A large Maersk container ship, the Maersk Eindhoven, is shown sailing in the Port of Los Angeles. The ship is heavily loaded with colorful shipping containers (red, yellow, blue, and white) stacked high on its deck. The ship's hull is light blue with a red bottom, and the word "MAERSK" is visible on the side. In the background, the port's infrastructure, including a pier and other smaller ships, is visible under a clear blue sky.

The *Maersk Eindhoven* sails into the Port of Los Angeles.

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.

The *Wan Hai A07* at Pacific Container Terminal-SSA. The vessel is completing its maiden call to the Port of Long Beach.



An aerial view of Everport Terminal Services at the Port of Los Angeles.



Containerized cargo moves via on-dock rail.



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
2013/2014	41,701,081
2014/2015	41,701,081
2015/2016	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
2022/2023	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**	Oak Crane RU/TEU***
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	—
2022	\$35.66	\$1.06	\$3.76	\$6.90	\$29.080	\$1.710	\$1.710	\$0.139	\$0.034	\$0.040	\$0.000	\$0.000	\$0.320

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
*** Oakland 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, PIERSTTM and other reporting entities. In general the PMA tonnage data will be greater.

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

Reporting Responsibilities

PMA Members and other companies that have entered into collective bargaining

agreements that include participation in benefits plans administered by PMA are required to pay applicable assessments on all cargo tonnage loaded and discharged in California, Oregon and Washington ports.

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

Cargo Movement

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

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

Reporting Categories

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

Containers

Containers are reported according to their outside length in feet, specifically 20', 24', 35', 40', 45', 48' and 53'. The tonnage reporting system automatically converts the container length to TEUs: one TEU for each 20 feet of outside container length.

Containers reported as Assessable are subject to assessment. Containers reported as Empty, Transshipped and Exempt are not assessed. Containers

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

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

Non-Containerized Cargo

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

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

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

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

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

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

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

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

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

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.

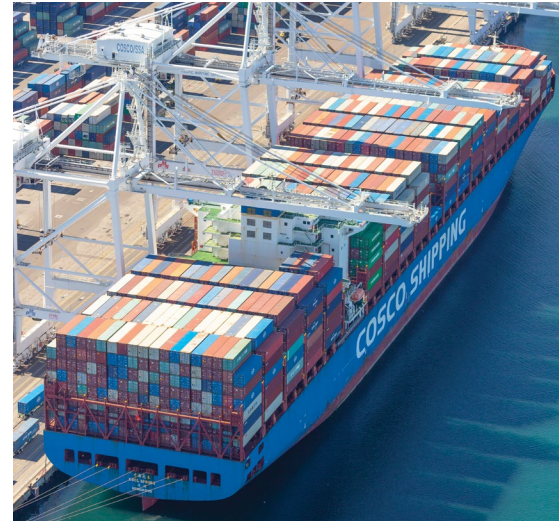
It is important to note that PMA data include all “dry” cargo handled in ports in California, Oregon and Washington. The official U.S. Waterborne Transportation Statistics published by the U.S. Maritime Administration show foreign trade by type of carrier (liner, tanker and tramp), and do not include 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.



The CSCL Spring at berth at Pacific Container Terminal-SSA at the Port of Long Beach.

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 sun sets behind an SSA Terminals crane at the Port of Long Beach.

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.



The *SM Mumbai* sails into the Port of Long Beach.

A Matson container is handled at the Port of Long Beach.



Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2022 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.

2022	TOTAL REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	% Chng from 2021	% Loaded: % Discharged	Total (TEUs)	% of Coast	% Chng from 2021	% Loaded: % Discharged	Total	% of Coast	% Chng from 2021	% Loaded: % Discharged

SOUTHERN CALIFORNIA

San Diego	4,698,028	1.4	8.0	21.3 : 78.7	87,674	0.5	1.3	12.1 : 87.9	241,547	4.4	59.9	24.0 : 76.0
Long Beach	112,364,853	32.4	(3.4)	29.7 : 70.3	5,752,647	35.3	(4.1)	24.5 : 75.5	886,552	16.1	9.4	10.4 : 89.6
Los Angeles	110,380,581	31.8	(6.6)	19.8 : 80.2	6,247,081	38.4	(6.6)	19.4 : 80.6	1,496,959	27.1	(22.5)	4.0 : 96.0
Port Hueneme	8,054,535	2.3	16.9	13.8 : 86.2	184,097	1.1	27.3	24.7 : 75.3	327,889	5.9	(2.6)	8.8 : 91.2
AREA TOTAL	235,497,997	67.9	(4.2)	24.3 : 75.7	12,271,499	75.3	(5.0)	21.8 : 78.2	2,952,947	53.5	(8.6)	8.1 : 91.9

NORTHERN CALIFORNIA

San Francisco	592,583	0.2	(45.6)	— : 100.0	—	—	—	— : —	—	—	—	— : —
Redwood City	1,399,744	0.4	15.6	— : 100.0	—	—	—	— : —	—	—	—	— : —
Oakland	29,917,672	8.6	(7.5)	43.5 : 56.5	1,752,413	10.8	(7.6)	43.4 : 56.6	22,714	0.4	17.7	72.0 : 28.0
Richmond	1,365,981	0.4	11.7	— : 100.0	—	—	—	— : —	—	—	(100.0)	— : —
Crockett	591,367	0.2	(6.9)	— : 100.0	—	—	—	— : —	—	—	—	— : —
Benicia	2,334,311	0.7	4.2	0.2 : 99.8	—	—	—	— : —	—	—	—	— : —
Port Chicago	38,576	<0.1%	23.2	12.2 : 87.8	2,269	<0.1%	23.2	12.2 : 87.8	3	<0.1%	100.0	— : 100.0
Stockton	3,222,840	0.9	(11.4)	28.5 : 71.5	1,704	<0.1%	100.0	11.6 : 88.4	644,135	11.7	64.3	8.5 : 91.5
West Sacramento	788,986	0.2	(23.7)	26.7 : 73.3	—	—	—	— : —	270,565	4.9	0.8	77.9 : 22.1
Eureka	321,374	0.1	(16.5)	100.0 : —	—	—	—	— : —	—	—	—	— : —
AREA TOTAL	40,573,434	11.7	(7.5)	35.7 : 64.3	1,756,386	10.8	(7.5)	43.3 : 56.7	937,417	17.0	37.8	30.1 : 69.9

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

North Bend / Coos Bay	2,337,615	0.7	3.8	96.8 : 3.2	—	—	—	— : —	—	—	(100.0)	— : —
Portland	12,256,126	3.5	(3.9)	62.9 : 37.1	134,414	0.8	61.6	33.5 : 66.5	6,264	0.1	416.4	0.2 : 99.8
Vancouver	2,435,047	0.7	8.0	38.5 : 61.5	340	<0.1%	639.1	— : 100.0	512,801	9.3	15.0	4.7 : 95.3
Kalama	7,950,085	2.3	(13.4)	96.9 : 3.1	—	—	—	— : —	247,116	4.5	(31.1)	— : 100.0
Rainier	—	—	—	— : —	—	—	—	— : —	—	—	—	— : —
Longview	3,086,207	0.9	5.0	81.0 : 19.0	3,326	<0.1%	1,530.4	— : 100.0	200,894	3.6	92.9	2.2 : 97.8
AREA TOTAL	28,065,080	8.1	(4.4)	75.2 : 24.8	138,080	0.8	65.5	32.6 : 67.4	967,075	17.5	5.7	2.9 : 97.1

PACIFIC NORTHWEST: WASHINGTON

Aberdeen/Grays Harbor	2,235,463	0.6	(3.0)	90.2 : 9.8	—	—	(100.0)	— : —	1,525	—	1,759.8	100.0 : —
Olympia	265,061	0.1	1.4	79.7 : 20.3	—	—	—	— : —	54,918	1.0	546.6	2.0 : 98.0
Tacoma	24,151,996	7.0	(8.6)	43.0 : 57.0	1,237,178	7.6	(10.7)	47.2 : 52.8	389,810	7.0	39.9	12.1 : 87.9
Seattle	14,738,300	4.2	(16.9)	25.5 : 74.5	863,279	5.3	(17.1)	25.6 : 74.4	15,094	0.3	15.7	32.4 : 67.6
Everett	985,444	0.3	12.1	9.0 : 91.0	36,157	0.2	22.9	4.1 : 95.9	202,120	3.7	14.2	31.7 : 68.3
Port Angeles	92,470	<0.1%	9.6	100.0 : —	—	—	—	— : —	—	—	—	— : —
Anacortes	317,680	0.1	21.4	100.0 : —	—	—	—	— : —	—	—	—	— : —
Bellingham	36,743	<0.1%	100.0	85.7 : 14.3	—	—	—	— : —	—	—	—	— : —
AREA TOTAL	42,823,157	12.3	(10.7)	39.5 : 60.5	2,136,614	13.1	(13.0)	37.7 : 62.3	663,467	12.0	39.0	17.9 : 82.1
COAST TOTAL	346,959,668	100.0	(5.4)	31.6 : 68.4	16,302,579	100.0	(6.1)	26.3 : 73.7	5,520,906	100.0	4.1	12.1 : 87.9

Revenue Tonnage Loaded and Discharged by Port

— CONTINUED

Total tonnage reported for the port.	LUMBER & LOGS				AUTOMOBILES AND TRUCKS				BULK CARGO				2022
	Total	% of Coast	% Chng from 2021	% Loaded: % Discharged	Total	% of Coast	% Chng from 2021	% Loaded: % Discharged	Total	% of Coast	% Chng from 2021	% Loaded: % Discharged	
SOUTHERN CALIFORNIA													
	—	—	—	— : —	2,716,704	12.3	9.9	27.2 : 72.8	249,319	0.6	(2.1)	10.3 : 89.7	San Diego
	124,580	11.9	(4.7)	— : 100.0	2,994,388	13.6	(0.5)	9.0 : 91.0	10,564,334	25.7	1.9	85.1 : 14.9	Long Beach
	—	—	—	— : —	1,486,794	6.7	9.6	2.3 : 97.7	1,196,451	2.9	1.9	100.0 : —	Los Angeles
	—	—	—	— : —	4,389,603	19.9	11.6	7.0 : 93.0	207,394	0.5	29.2	— : 100.0	Port Hueneme
	124,580	11.9	(4.7)	— : 100.0	11,587,489	52.5	7.6	11.6 : 88.4	12,217,498	29.7	2.2	83.6 : 16.4	AREA TOTAL
NORTHERN CALIFORNIA													
	—	—	—	— : —	350,015	1.6	(53.8)	— : 100.0	242,568	0.6	(26.6)	— : 100.0	San Francisco
	—	—	—	— : —	—	—	—	— : —	1,399,744	3.4	15.6	— : 100.0	Redwood City
	—	—	—	— : —	103,937	0.5	3.4	73.4 : 26.6	—	—	—	— : —	Oakland
	—	—	—	— : —	708,799	3.2	14.9	— : 100.0	657,182	1.6	8.5	— : 100.0	Richmond
	—	—	—	— : —	—	—	—	— : —	591,367	1.4	(6.9)	— : 100.0	Crockett
	—	—	—	— : —	2,334,311	10.6	4.2	0.2 : 99.8	—	—	—	— : —	Benicia
	—	—	—	— : —	—	—	—	— : —	—	—	—	— : —	Port Chicago
	35,753	3.4	100.0	— : 100.0	—	—	—	— : —	2,513,984	6.1	(22.5)	34.3 : 65.7	Stockton
	—	—	—	— : —	—	—	—	— : —	518,421	1.3	(32.3)	— : 100.0	West Sacramento
	—	—	—	— : —	—	—	—	— : —	321,374	0.8	(16.5)	100.0 : —	Eureka
	35,753	3.4	—	— : 100.0	3,497,062	15.9	(5.9)	2.3 : 97.7	6,244,640	15.2	(13.0)	18.9 : 81.1	AREA TOTAL
PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER													
	149,421	14.2	99.7	100.0 : —	—	—	—	— : —	2,188,194	5.3	0.8	96.6 : 3.4	North Bend / Coos Bay
	—	—	—	— : —	3,231,754	14.7	(9.5)	16.7 : 83.3	6,733,070	16.3	(13.2)	95.1 : 4.9	Portland
	427	<0.1%	100.0	100.0 : —	995,786	4.5	11.7	— : 100.0	920,253	2.2	0.4	99.2 : 0.8	Vancouver
	—	—	—	— : —	—	—	—	— : —	7,702,969	18.7	(12.6)	100.0 : —	Kalama
	—	—	—	— : —	—	—	—	— : —	—	—	—	— : —	Rainier
	433,566	41.4	(23.5)	100.0 : —	—	—	—	— : —	2,395,205	5.8	5.8	86.0 : 14.0	Longview
	583,414	55.6	(9.0)	100.0 : —	4,227,540	19.2	(5.3)	12.8 : 87.2	19,939,691	48.3	(9.1)	96.2 : 3.8	AREA TOTAL
PACIFIC NORTHWEST: WASHINGTON													
	24,807	2.4	(18.3)	100.0 : —	—	—	—	— : —	2,209,131	5.4	(2.8)	90.1 : 9.9	Aberdeen / Grays Harbor
	209,987	20.0	(16.5)	100.0 : —	—	—	—	— : —	156	<0.1%	(89.8)	100.0 : —	Olympia
	—	—	—	— : —	2,730,160	12.4	4.9	15.2 : 84.8	—	—	—	— : —	Tacoma
	—	—	—	— : —	—	—	—	— : —	47,463	0.1	186.8	— : 100.0	Seattle
	—	—	—	— : —	—	—	—	— : —	168,655	0.4	(16.3)	— : 100.0	Everett
	70,457	6.7	(16.5)	100.0 : —	—	—	—	— : —	22,013	0.1	100.0	100.0 : —	Port Angeles
	—	—	—	— : —	—	—	—	— : —	317,680	0.8	21.4	100.0 : —	Anacortes
	—	—	—	— : —	—	—	—	— : —	36,743	0.1	100.0	85.7 : 14.3	Bellingham
	305,251	29.1	(16.6)	100.0 : —	2,730,160	12.4	4.9	15.2 : 84.8	2,801,841	6.8	1.7	84.3 : 15.7	AREA TOTAL
	1,048,998	100.0	(7.8)	84.7 : 15.3	22,042,251	100.0	2.3	10.8 : 89.2	41,203,670	100.0	(6.0)	80.0 : 20.0	COAST TOTAL

Container Box Counts

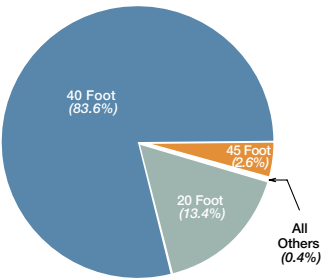
Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48, and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing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

2022

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

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				
	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	% of Port	TEUs
Long Beach														
Cargo Bearing	309,553	76,022	385,575	1,957,795	616,105	2,573,900	62,636	49,715	112,351	2,330,591	741,842	3,072,433	63.4%	5,788,018
Empty	2,039	227,011	229,050	51,214	1,431,113	1,482,327	19,364	37,740	57,104	75,708	1,695,864	1,771,572	36.6%	3,330,523
TOTAL	311,592	303,033	614,625	2,009,009	2,047,218	4,056,227	82,000	87,455	169,455	2,406,299	2,437,706	4,844,005	100%	9,118,541
Los Angeles														
Cargo Bearing	354,908	89,510	444,418	2,277,819	555,416	2,833,235	46,805	4,289	51,094	2,687,872	649,215	3,337,087	62.4%	6,248,178
Empty	456	244,506	244,962	5,193	1,694,894	1,700,087	79	49,397	49,476	19,331	1,989,320	2,008,651	37.6%	3,793,993
TOTAL	355,364	334,016	689,380	2,283,012	2,250,310	4,533,322	46,884	53,686	100,570	2,707,203	2,638,535	5,345,738	100%	10,042,171
Oakland														
Cargo Bearing	122,017	67,306	189,323	426,855	341,238	768,093	10,886	6,267	17,153	559,758	414,812	974,570	75.3%	1,764,213
Empty	7,456	54,565	62,021	73,651	171,438	245,089	2,385	9,349	11,734	83,492	235,352	318,844	24.7%	578,678
TOTAL	129,473	121,871	251,344	500,506	512,676	1,013,182	13,271	15,616	28,887	643,250	650,164	1,293,414	100%	2,342,891
Portland														
Cargo Bearing	6,491	452	6,943	27,792	22,286	50,078	153	1	154	44,611	22,739	67,350	76.8%	134,414
Empty	26	4,774	4,800	4,271	8,910	13,181	1	103	104	6,587	13,787	20,374	23.2%	37,465
TOTAL	6,517	5,226	11,743	32,063	31,196	63,259	154	104	258	51,198	36,526	87,724	100%	171,879
Tacoma														
Cargo Bearing	55,891	19,434	75,325	298,583	270,096	568,679	11,766	16,062	27,828	366,240	305,592	671,832	72.3%	1,275,445
Empty	1,276	38,127	39,403	68,390	133,131	201,521	10,686	6,067	16,753	80,352	177,325	257,677	27.7%	480,209
TOTAL	57,167	57,561	114,728	366,973	403,227	770,200	22,452	22,129	44,581	446,592	482,917	929,509	100%	1,755,654
Seattle														
Cargo Bearing	62,428	20,122	82,550	285,504	104,636	390,140	4,112	460	4,572	352,044	125,218	477,262	65.1%	873,149
Empty	509	36,024	36,533	10,472	203,487	213,959	158	5,215	5,373	11,213	244,751	255,964	34.9%	476,806
TOTAL	62,937	56,146	119,083	295,976	308,123	604,099	4,270	5,675	9,945	363,257	369,969	733,226	100%	1,349,955
All Others														
Cargo Bearing	4,548	1,494	6,042	115,044	28,775	143,819	161	0	161	128,656	30,270	158,926	64.6%	317,641
Empty	167	220	387	271	78,933	79,204	1	72	73	7,931	79,225	87,156	35.4%	178,813
TOTAL	4,715	1,714	6,429	115,315	107,708	223,023	162	72	234	136,587	109,495	246,082	100%	496,454
COAST TOTALS														
Cargo Bearing	915,836	274,340	1,190,176	5,389,392	1,938,552	7,327,944	136,519	76,794	213,313	6,469,772	2,289,688	8,759,460	65%	16,401,058
Empty	11,929	605,227	617,156	213,462	3,721,906	3,935,368	32,674	107,943	140,617	284,614	4,435,624	4,720,238	35%	8,876,487
TOTAL	927,765	879,567	1,807,332	5,602,854	5,660,458	11,263,312	169,193	184,737	353,930	6,754,386	6,725,312	13,479,698	100%	25,277,545
% of Total	6.9%	6.5%	13.4%	41.6%	42.0%	83.6%	1.2%	1.4%	2.6%	50.1%	49.9%	100%	-	-

2022 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.

2022

CELL-TO-CELL CELL-DOCK-CELL

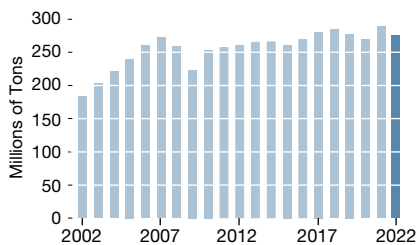
Oakland	0	926
Northern California Total	-	926
Long Beach	1	10,646
Los Angeles	34	13,568
Port Hueneme	53	520
Southern California Total	88	24,734
Seattle	0	8
Tacoma	0	7,844
Washington Total	0	7,852
COAST TOTAL	88	33,512

West Coast Waterborne Revenue Tonnage

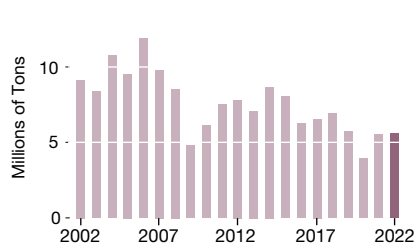
Waterborne revenue tonnage moving through California, Oregon, and Washington ports since 2002. During this time, containerized cargo has been reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. 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
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	295,066,501	80.5%	5,303,222	1.4%	1,138,326	0.3%	21,557,052	5.9%	43,822,870	11.9%	366,887,971
2022	277,143,843	79.8%	5,520,906	1.6%	1,048,998	0.3%	22,042,251	6.4%	41,203,670	11.9%	346,959,668

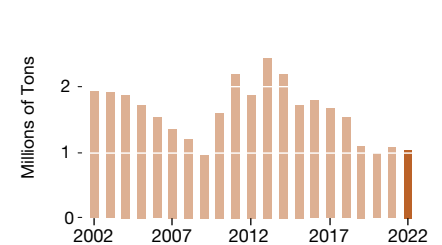
Containers



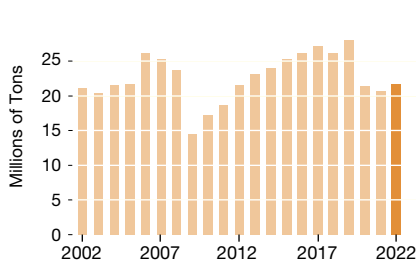
General Cargo



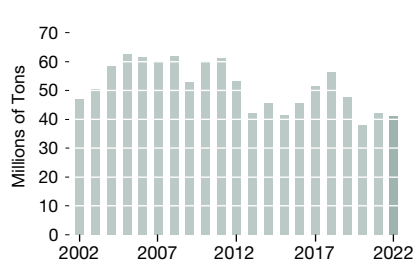
Lumber and Logs



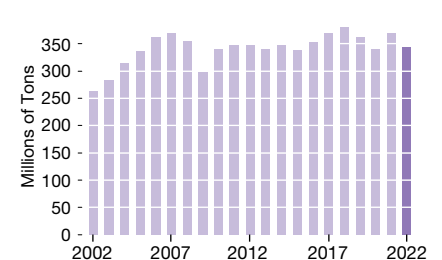
Autos and Trucks



Bulk Cargo



Total Tonnage



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 87.6% of the total coast tonnage in 2022 and 98.1% of the containerized cargo

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.

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

	2022		2021		2020		2019		2018	
	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	2,994,388	13.6%	3,010,619	14.0%	2,888,536	13.1%	3,559,111	12.6%	3,552,704	13.4%
Bulk Cargo	10,564,334	25.6%	10,368,496	23.7%	8,117,898	20.4%	9,084,096	18.9%	9,518,648	16.9%
Containerized Cargo	5,752,647	35.3%	6,001,191	34.6%	5,460,558	33.9%	5,230,352	32.0%	5,612,597	33.1%
General Cargo	886,552	16.1%	810,419	15.3%	556,948	13.9%	644,890	10.8%	872,952	12.7%
Logs and Lumber	124,580	11.9%	130,786	11.5%	142,333	13.7%	155,573	13.6%	137,501	9.1%
Port Total:	112,364,853	32.4%	116,340,567	31.7%	104,535,201	30.7%	102,359,654	28.3%	109,495,954	28.8%
LOS ANGELES										
Automobiles and Trucks	1,486,794	6.8%	1,356,209	6.3%	1,353,116	6.1%	1,761,017	6.2%	2,079,145	7.9%
Bulk Cargo	1,196,451	2.9%	1,174,556	2.7%	1,003,288	2.5%	1,081,241	2.3%	1,206,626	2.1%
Containerized Cargo	6,247,081	38.3%	6,687,363	38.5%	6,202,486	38.5%	6,523,600	39.8%	6,692,489	39.4%
General Cargo	1,496,959	27.1%	1,932,310	36.4%	1,340,758	33.4%	1,854,248	31.1%	2,397,721	35.0%
Port Total:	110,380,581	31.8%	118,148,246	32.2%	109,139,424	31.9%	115,597,706	32.0%	119,455,805	31.5%
OAKLAND										
Automobiles and Trucks	103,937	0.5%	100,489	0.5%	112,244	0.5%	162,572	0.6%	149,828	0.6%
Containerized Cargo	1,752,413	10.8%	1,896,330	10.9%	1,906,385	11.8%	1,897,377	11.6%	1,856,570	10.9%
General Cargo	22,714	0.4%	19,304	0.4%	15,147	0.4%	22,368	0.4%	41,352	0.6%
Port Total:	29,917,672	8.6%	32,357,403	8.8%	32,535,936	9.6%	32,440,349	9.0%	31,752,870	8.4%
PORTLAND										
Automobiles and Trucks	3,231,754	14.7%	3,572,230	16.6%	3,500,863	15.9%	4,357,801	15.5%	4,162,491	15.7%
Bulk Cargo	6,733,070	16.3%	7,761,144	17.7%	7,030,531	17.7%	8,292,619	17.3%	9,248,554	16.4%
Containerized Cargo	134,414	0.8%	83,201	0.5%	41,864	0.3%	30	<0.1%	224	<0.1%
General Cargo	6,264	0.1%	1,213	<0.1%	0	0.0%	10,180	0.2%	3,371	0.1%
Port Total:	12,256,126	3.5%	12,749,004	3.5%	11,243,082	3.3%	12,661,110	3.5%	13,418,224	3.5%
TACOMA										
Automobiles and Trucks	2,730,160	12.4%	2,602,524	12.1%	2,354,048	10.7%	2,936,258	10.4%	2,327,047	8.8%
Bulk Cargo	0	0.0%	0	0.0%	0	0.0%	2,311,287	4.8%	5,173,547	9.2%
Containerized Cargo	1,237,178	7.6%	1,385,086	8.0%	1,324,891	8.2%	1,500,365	9.2%	1,501,785	8.8%
General Cargo	389,810	7.1%	278,704	5.3%	199,264	5.0%	764,141	12.8%	793,369	11.6%
Port Total:	24,151,996	7.0%	26,427,690	7.2%	25,076,459	7.4%	31,517,891	8.7%	33,824,308	8.9%
SEATTLE										
Automobiles and Trucks	0	0.0%	0	0.0%	69,926	0.3%	110,723	0.4%	130,494	0.5%
Bulk Cargo	47,463	0.1%	16,547	0.0%	17,911	0.1%	16,567	0.0%	30,355	0.1%
Containerized Cargo	863,279	5.3%	1,041,009	6.0%	990,198	6.1%	1,045,830	6.4%	1,151,105	6.8%
General Cargo	15,094	0.3%	13,051	0.3%	21,132	0.5%	12,439	0.2%	56,031	0.8%
Port Total:	14,738,300	4.3%	17,726,751	4.8%	16,942,335	5.0%	17,918,839	5.0%	19,785,665	5.2%
ALL OTHER PORTS										
Automobiles and Trucks	11,495,218	52.0%	10,914,981	50.5%	11,749,275	53.4%	15,300,554	54.3%	14,078,498	53.2%
Bulk Cargo	22,662,352	55.1%	24,502,127	55.9%	23,562,451	59.3%	27,262,088	56.7%	31,121,007	55.3%
Containerized Cargo	315,567	1.9%	262,673	1.5%	189,780	1.2%	169,427	1.0%	165,035	1.0%
General Cargo	2,703,513	48.9%	2,248,221	42.3%	1,884,090	46.8%	2,659,094	44.5%	2,689,974	39.2%
Logs and Lumber	924,418	88.1%	1,007,540	88.5%	899,163	86.3%	986,017	86.4%	1,372,375	90.9%
Port Total:	43,150,140	12.4%	43,138,310	11.8%	41,321,239	12.1%	49,088,012	13.6%	52,067,449	13.7%
COAST TOTALS										
Automobiles and Trucks	22,042,251		21,557,052		22,028,008		28,188,036		26,480,207	
Bulk Cargo	41,203,670		43,822,870		39,732,079		48,047,898		56,298,737	
Containerized Cargo	16,302,579		17,356,853		16,116,162		16,366,981		16,979,805	
General Cargo	5,520,906		5,303,222		4,017,339		5,967,360		6,854,770	
Logs and Lumber	1,048,998		1,138,326		1,041,496		1,141,590		1,509,876	
Coast Total:	346,959,668		366,887,971		340,793,676		361,583,561		379,800,275	

Average Annual Earnings

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

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

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

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

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

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

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

CLASS "A" LONGSHORE REGISTRANTS

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
2022	8,791	2,162	\$152,981	72.6%	\$183,034	57.9%	\$197,514	41.3%	\$214,631	24.8%	3,296	\$236,149

CLASS "A" CLERKS

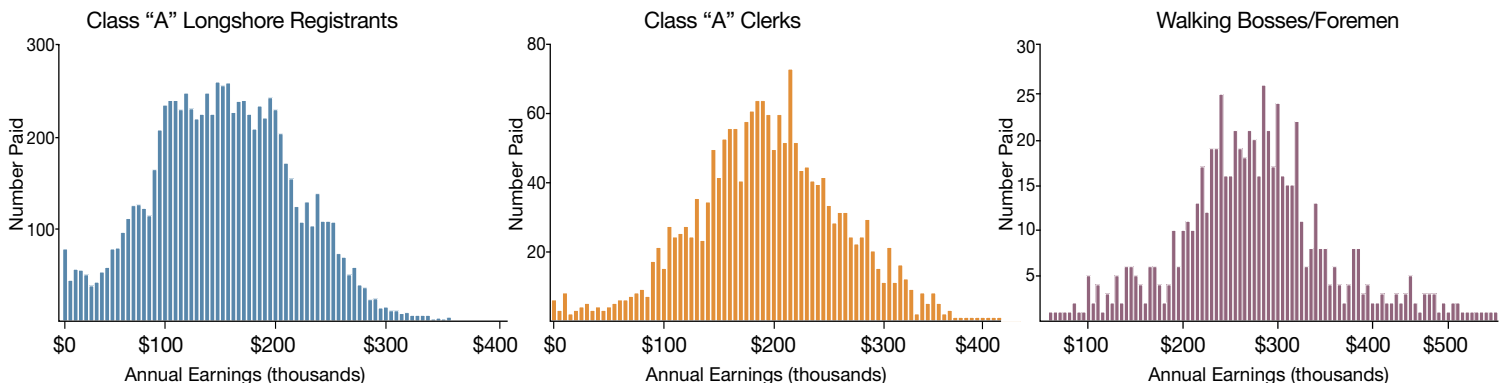
2013	1,653	2,472	137,519	88.2	147,548	75.9	154,842	57.3	165,073	33.9	3,242	180,110
2014	1,574	2,539	146,160	86.8	158,554	76.7	165,202	60.5	175,259	40.9	3,293	188,376
2015*	1,638	2,532	149,842	84.9	165,015	75.6	171,682	59.5	182,615	41.2	3,333	196,189
2016	1,639	2,564	156,054	87.5	169,055	78.9	175,385	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
2022	1,827	2,766	\$197,223	88.9%	\$211,758	80.6%	\$220,042	68.2%	\$231,292	50.2%	3,502	\$248,463

WALKING BOSSES/FOREMEN

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
2022	677	2,985	\$290,766	95.0%	\$299,951	90.4%	\$306,291	83.0%	\$313,432	58.2%	3,490	\$335,394

*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 2022 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	13,953,083	8,181,972	\$1,331,978,241	\$60.18
2nd Shift	8,674,693	4,737,512	\$936,235,304	\$69.80
3rd Shift	267,454	165,056	\$38,081,888	\$88.05
TOTAL	22,895,230	13,084,540	\$2,306,295,433	\$64.10

HOURS AND WAGES BY CATEGORY

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
Longshore				
Basic Wage	4,369,525	1,879,944	\$339,847,999	\$54.38
Skill Wage I	4,424,925	1,988,842	\$375,761,256	\$58.59
Skill Wage II	701,566	363,333	\$67,246,420	\$63.15
Skill Wage III	4,173,113	2,338,304	\$435,189,848	\$66.83
Mechanics*	2,780,595	1,653,278	\$315,582,999	\$71.18
Other	1,301,683	1,004,438	\$140,420,291	\$60.89
Total- Longshore	17,751,407	9,228,139	\$1,674,048,813	\$62.05
Clerk				
Basic Clerk	174,616	73,879	\$13,760,781	\$55.38
Clerk Supervisor	172,388	108,090	\$17,057,497	\$60.82
Kitchen/Tower/Computer	2,530,385	1,653,667	\$268,854,400	\$64.26
Chief Supervisor & Supercargo	945,646	920,321	\$127,624,139	\$68.40
Other	23,815	35,556	\$4,039,069	\$68.03
TOTAL- Clerk	3,846,850	2,791,513	\$431,335,886	\$64.98
Foreman				
Foremen 30%	1,282,222	1,046,697	\$198,138,519	\$85.08
Other	14,751	18,191	\$2,772,215	\$84.15
TOTAL- Foreman	1,296,973	1,064,888	\$200,910,734	\$85.06
TOTAL- ALL CATEGORIES	22,895,230	13,084,540	\$2,306,295,433	\$64.10

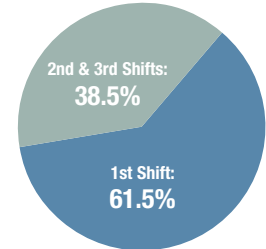
*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.

†Hours paid exclude industry travel pay. ‡The Longshore basic rate is \$46.23 per hour.

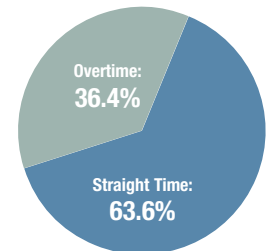
TYPES OF HOURS PAID

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.

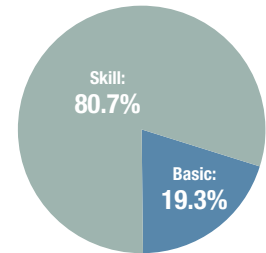
HOURS BY SHIFT



STRAIGHT TIME VS. OVERTIME HOURS



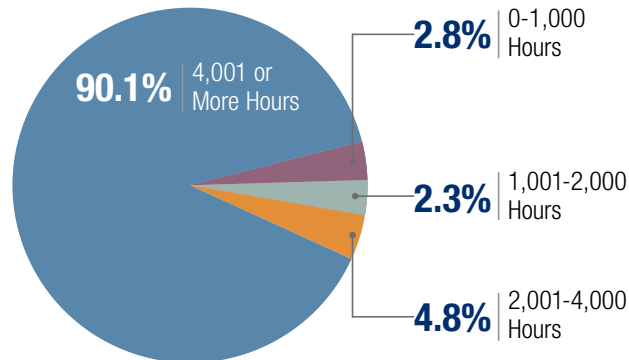
BASIC VS. SKILL HOURS



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 2022 HOURS	HOURLY# RATE RANGE
0-1,000	995,234	\$33.31 - \$70.40
1,001-2,000	822,114	\$34.21 - \$72.20
2,001-4,000	1,725,974	\$36.31 - \$75.80
4,001 and higher	32,436,448	\$46.23 - \$93.65
TOTAL	35,979,770	



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.

Job Category	These are the hours paid in payroll year 2022.	These are the hours paid in payroll year 2021.	Percent Change from 2021 shows the percent increase or decrease from the previous year.		
	2022	2021	Percent Change from 2021	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	2,203,979	2,200,838	0.1%	8.2%	20.0%
- Lasher	1,488,887	1,526,766	(2.5%)	5.5%	14.1%
- Holdman	2,199,081	2,220,314	(1.0%)	8.1%	20.9%
- Auto Driver	357,522	331,650	7.8%	1.3%	47.1%
Skilled Wage I	535,304	481,766	11.1%	2.0%	6.3%
- Hatch Tender	158,723	158,918	(0.1%)	0.6%	6.4%
- Lift Truck Operator	238,206	179,643	32.6%	0.9%	8.4%
- Skilled Holdman	216,585	163,288	32.6%	0.8%	15.4%
- Tractor Driver	5,264,949	5,730,664	(8.1%)	19.5%	16.0%
Skilled Wage II	286,095	268,379	6.6%	1.1%	3.0%
- Crane Operator	236,806	188,666	25.5%	0.9%	0.3%
- Heavy Lift/Payloader	541,998	461,792	17.4%	2.0%	2.1%
Skilled Wage III	1,712,812	1,820,959	(5.9%)	6.3%	<0.1%
- Crane Gantry/Hammerhead	1,256,185	1,309,194	(4.0%)	4.7%	<0.1%
- Top Handler/UTR	2,449,961	2,570,309	(4.7%)	9.1%	<0.1%
- Transtainer	959,495	947,099	1.3%	3.6%	0.0%
- Straddle Carrier	132,964	142,973	(7.0%)	0.5%	0.0%
CFS Agreement Rate	0	0	0.0%	0.0%	0.0%
Miscellaneous Dock - General	107,534	30,678	250.5%	0.4%	11.8%
- Mechanics	4,433,873	4,275,700	3.7%	16.4%	1.3%
- Gear	600,989	550,019	9.3%	2.2%	0.6%
- Lines	308,632	299,699	3.0%	1.1%	1.1%
- Sweepers	257,227	238,784	7.7%	1.0%	1.6%
Joint Dispatch	264,998	276,816	(4.3%)	1.0%	<0.1%
Member Company Agmts.	36,531	34,356	6.3%	0.1%	3.7%
Grain/Whse/NonMember Agmts.	730,210	738,013	(1.1%)	2.7%	19.3%
Sub Total	26,979,546	27,147,283	(0.6%)	99.9%	9.1%
Travel Time	23,931	22,327	7.2%	0.1%	
TOTAL FOR LONGSHORE	27,003,477	27,169,610	(0.6%)	100.0%	
CLERK CATEGORIES					
Basic Clerk	248,495	214,856	15.7%	3.7%	15.8%
15% Skilled Wage	280,478	191,293	46.6%	4.2%	5.5%
25% Skilled Wage	4,184,052	4,223,625	(0.9%)	62.7%	3.6%
30% - Chief Supervisor	685,738	627,143	9.3%	10.3%	<0.1%
- Supercargo	431,960	445,408	(3.0%)	6.5%	0.2%
- Vessel Planner	287,476	275,147	4.5%	4.3%	0.0%
- Rail/Yard Planner	460,793	442,683	4.1%	6.9%	0.1%
CFS Agreement Clerk	918	721	27.3%	<0.1%	3.3%
Joint Dispatcher	58,453	59,523	(1.8%)	0.9%	0.0%
Sub Total	6,638,363	6,480,399	2.4%	99.5%	3.1%
Travel Time	30,877	19,904	55.1%	0.5%	
TOTAL FOR CLERK	6,669,240	6,500,303	2.6%	100.0%	
FOREMAN CATEGORIES					
Foreman - 30%	2,328,919	2,289,476	1.7%	98.3%	0.1%
CFS Agreement Foreman	3,335	2,754	21.1%	0.1%	0.0%
Joint Dispatcher	29,607	28,320	4.5%	1.2%	0.0%
Sub Total	2,361,861	2,320,550	1.8%	99.6%	0.1%
Travel Time	8,983	6,501	38.2%	0.4%	
TOTAL FOR WALKING BOSS	2,370,844	2,327,051	1.9%	100.0%	
ALL CATEGORIES					
Sub Total	35,979,770	35,948,232	0.1%	99.8%	7.4%
Travel Time	63,791	48,732	30.9%	0.2%	
TOTAL FOR ALL CATEGORIES	36,043,561	35,996,964	0.1%	100.0%	

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

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

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

Basic Rate

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

Skill Wage I

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

Skill Wage II

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

Skill Wage III

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

CLERK JOB CATEGORIES

Basic Clerk

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

Clerk Supervisor

0102 Supervisor – Ship	0103 Supervisor – Dock
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Kitchen/Tower/Computer Clerk

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

Chief Supervisor & Supercargo

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

Registered Work Force by Local – 2022

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.

Local	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.			
	#	#	Hours	AVERAGE DAYS OF:			\$	Years	PERCENT OF WORKING REGISTRANTS BY HOURS PAID			
				Vacation Paid	Paid Holidays	PGP Paid			800 or More	1600 or More	2000 or More	2800 or More
				Days	Days	Days			%	%	%	%
LONGSHORE REGISTRANTS												
Southern California												
13 LA/LB	8,938	7,550	2,124	15.4	10.7	0.4	\$ 150,902	50.7	94.3%	71.9%	53.6%	22.7%
29 San Diego	199	169	1,734	11.3	9.2	0.4	121,451	50.2	89.3	55.6	31.4	10.7
46 Port Hueneme	200	171	2,138	14.0	10.1	0.2	152,071	52.2	90.1	72.5	55.6	25.1
Total	9,337	7,890	2,116	15.3	10.7	0.4	\$ 150,296	50.7	94.1%	71.6%	53.2%	22.5%
Northern California												
10 SF Bay Area	1,700	1,552	1,707	11.7	8.6	0.4	\$ 116,341	51.2	85.0%	52.6%	36.8%	13.1%
14 Eureka	10	10	569	8.0	6.6	168.5	101,032	56.8	20.0	—	—	—
18 Sacramento	48	44	1,487	11.8	10.9	50.6	113,493	46.9	84.1	43.2	18.2	4.5
54 Stockton	148	121	1,879	13.1	10.1	5.7	130,574	50.2	94.2	68.6	45.5	7.4
Total	1,906	1,727	1,707	11.8	8.8	3.0	\$ 117,177	51.1	85.2%	53.2%	36.7%	12.4%
Pacific Northwest: Oregon and Columbia River												
4 Vancouver, WA	217	184	1,816	14.3	10.7	2.8	\$ 127,074	47.4	92.9%	60.3%	41.8%	7.1%
8 Portland	388	341	1,832	14.3	10.3	1.4	124,160	50.9	92.7	63.6	44.0	5.0
12 North Bend	27	21	2,037	16.5	11.6	10.0	149,519	57.7	100.0	81.0	52.4	4.8
21 Longview, WA	313	257	2,087	13.9	11.0	0.6	137,905	45.0	94.6	79.4	59.5	13.6
50 Astoria	19	18	1,360	4.2	6.2	92.9	124,252	56.6	88.9	38.9	16.7	—
53 Newport	10	9	1,080	1.7	3.7	96.4	110,002	49.8	55.6	33.3	22.2	11.1
Total	974	830	1,894	13.9	10.5	4.7	\$ 129,552	48.6	93.0%	67.3%	47.7%	8.1%
Pacific Northwest: Washington												
7 Bellingham	10	10	1,406	18.8	9.3	81.5	\$ 119,783	54.1	90.0%	30.0%	20.0%	—
19 Seattle	905	744	1,648	13.3	9.2	6.7	115,868	49.9	86.6	52.3	32.8	7.0
23 Tacoma	1,007	888	1,980	15.6	10.4	0.1	140,319	49.4	93.0	62.3	44.5	18.7
24 Aberdeen	44	39	2,334	18.2	11.4	6.3	180,806	52.8	92.3	87.2	66.7	28.2
25 Anacortes	10	10	1,753	13.0	12.0	66.3	145,111	41.9	100.0	50.0	30.0	—
27 Port Angeles	18	12	1,380	15.5	12.1	75.8	124,863	56.8	91.7	25.0	16.7	8.3
32 Everett	59	51	2,143	12.8	10.8	0.7	142,269	41.8	96.1	80.4	54.9	23.5
47 Olympia	30	28	1,704	17.0	11.9	44.0	131,092	52.8	96.4	50.0	21.4	7.1
51 Port Gamble	10	8	1,111	14.4	8.6	103.1	120,160	45.8	75.0	25.0	12.5	—
Total	2,093	1,790	1,838	14.6	10.0	5.5	\$ 130,668	49.5	90.4%	58.3%	39.5%	13.6%
Longshore Total	14,310	12,237	2,002	14.6	10.3	1.8	\$ 141,344	50.4	92.2%	66.7%	48.5%	18.8%
CLERKS REGISTRANTS												
29 San Diego	24	23	2,164	21.4	10.2	—	\$ 148,491	56.7	91.3%	65.2%	52.2%	21.7%
46 Port Hueneme	17	17	2,994	26.8	11.7	—	208,574	60.3	100.0	100.0	82.4	64.7
63 LA/LB	1,227	1,212	2,840	25.0	11.4	—	205,444	56.6	97.7	89.9	83.0	54.1
14 Eureka	1	1	*	10.0	9.0	105.2	*	63.0	100.0	—	—	—
34 SF Bay Area	234	226	2,446	22.6	11.1	—	174,129	56.1	96.9	85.4	73.5	31.4
40 Portland	80	75	2,678	26.2	11.9	—	198,514	56.8	96.0	90.7	81.3	42.7
23 Tacoma	140	137	2,521	25.4	11.0	—	180,472	54.7	95.6	83.2	70.8	38.7
52 Seattle	137	133	2,733	23.1	11.4	0.1	202,223	54.7	97.7	91.7	78.2	48.1
Clerks Total	1,860	1,824	2,745	24.6	11.3	0.1	\$ 198,435	56.3	97.3%	88.7%	80.0%	48.9%
FOREMEN REGISTRANTS												
94 LA/LB	458	452	3,004	26.6	11.7	—	\$ 301,163	55.4	99.8%	96.0%	92.5%	55.1%
91 SF Bay Area	76	76	2,617	26.2	11.2	2.1	263,299	56.7	96.1	89.5	80.3	44.7
92 Portland	40	40	2,821	30.3	11.9	2.1	276,332	55.3	97.5	95.0	90.0	55.0
98 Seattle	109	109	3,001	28.1	11.5	0.2	279,403	56.5	99.1	92.7	88.1	62.4
Foremen Total	683	677	2,949	27.0	11.6	0.4	\$ 291,942	55.7	99.1%	94.7%	90.3%	55.1%

*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.

2022 Vacations Paid and Distribution of Longshore PGP by Local

No. of Vacations shows the number of inactive, active 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 such as the various employment taxes are not included. Payments made in August and December 2022 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 2021 shows the percent change of 2022 PGP paid from 2021.

% 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.

VACATIONS PAID

Local	No. of Vacations	Average No. of Weeks	Average Payment	Total Payments
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LONGSHORE REGISTRANTS

Southern California

13 LA/LB	7,590	3.2	\$ 7,135	\$ 50,613,136	1,104	\$ 971,813	2549.4%	13.6	\$ 880
29 San Diego	158	2.6	7,109	871,911	50	22,658	-77.0	0.3	453
46 Port Hueneme	158	3.1	7,450	1,053,580	28	12,682	16.8	0.2	453
Total	7,906	3.2	\$ 7,140	\$ 52,538,627	1,182	\$ 1,007,153	589.7%	14.1	\$ 852

Northern California

10 SF Bay Area	1,352	2.9	\$ 7,564	\$ 7,899,654	330	\$ 144,395	-69.6%	2.0	\$ 438
14 Eureka	8	2.5	0	38,468	10	591,976	1.4	8.3	59,198
18 Sacramento	43	2.4	5,603	212,674	41	647,259	249.5	9.0	15,787
54 Stockton	113	2.8	7,482	660,765	100	205,565	-59.2	2.9	2,056
Total	1,516	2.9	\$ 7,491	\$ 8,811,561	481	\$ 1,589,195	-9.1%	22.2	\$ 3,304

Pacific Northwest: Oregon and Columbia River

4 Vancouver, WA	176	3.1	\$ 7,396	\$ 1,136,767	89	\$ 180,557	-67.4%	2.5	\$ 2,029
8 Portland	341	3.1	7,039	2,189,840	143	161,222	-54.2	2.3	1,127
12 North Bend	23	3.3	8,151	160,190	14	68,320	-18.6	1.0	4,880
21 Longview, WA	258	3.0	6,358	1,554,664	46	54,690	20.5	0.8	1,189
50 Astoria	11	1.4	6,102	29,034	18	579,974	-22.4	8.0	32,221
53 Newport	3	1.0	*	*	10	301,505	-24.4	4.2	30,151
Total	812	3.1	\$ 6,866	\$ 5,075,935	320	\$ 1,346,268	-38.3%	18.8	\$ 4,207

Pacific Northwest: Washington

7 Bellingham	9	4.1	\$ 0	\$ 71,495	10	\$ 238,100	6.5%	3.3	\$ 23,810
19 Seattle	714	3.0	7,241	4,399,620	446	1,588,831	41.0	22.1	3,562
23 Tacoma	904	3.3	7,720	6,128,856	86	37,265	129.3	0.5	433
24 Aberdeen	41	3.4	9,020	351,968	37	83,464	-71.9	1.2	2,256
25 Anacortes	10	2.6	6,558	55,180	10	212,051	17.0	3.0	21,205
27 Port Angeles	13	2.9	6,281	78,803	12	297,129	10.4	4.2	24,761
32 Everett	54	2.7	5,515	295,514	23	12,435	-91.7	0.2	541
47 Olympia	28	3.4	6,227	193,341	27	422,730	-15.0	5.9	15,657
51 Port Gamble	10	3.1	5,087	59,934	9	323,915	18.0	4.5	35,991
Total	1,783	3.2	\$ 7,471	\$ 11,634,711	660	\$ 3,215,920	5.9%	44.9	\$ 4,873

Longshore Total	12,017	3.2	\$ 7,199	\$ 78,060,834	2,643	\$ 7,158,536	0.7%	100.0	\$ 2,708
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CLERKS REGISTRANTS

29 San Diego	24	4.3	\$ 9,735	\$ 210,465					
46 Port Hueneme	18	5.1	11,266	199,663					
63 LA/LB	1,154	4.9	10,883	12,073,378					
14 Eureka	1	4.0	*	*					
34 SF Bay Area	209	4.6	10,097	2,062,132					
40 Portland	66	5.2	11,501	734,591					
23 Tacoma	128	5.2	11,107	1,372,613					
52 Seattle	120	4.8	10,515	1,227,550					
Clerk Total	1,720	4.9	\$ 10,796	\$ 17,889,549					

FOREMEN REGISTRANTS

94 LA/LB	376	5.2	\$ 14,813	\$ 5,495,073					
91 SF Bay Area	79	5.0	14,189	1,103,159					
92 Portland	44	5.7	16,166	705,292					
98 Seattle	92	5.5	15,520	1,376,831					
Foremen Total	591	5.2	\$ 14,941	\$ 8,680,355					
COAST TOTAL	14,328	3.4	\$ 8,104	\$ 104,630,738					

LONGSHORE PGP PAYMENTS BY AREA

Year	AREA			
	Southern California	Northern California	Oregon	Washington
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
2022	\$ 1,007,153	\$ 1,589,195	\$ 1,346,268	\$ 3,215,920

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

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
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
2022	\$ 1,800,586,667	\$ 285,570,626	\$ 153,740,206	\$ 352,448,467	\$ 2,592,345,966

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 2022, employer FICA taxes paid were \$197,082,111 and SUI taxes paid were \$49,663,375.

Assessment Rates 2022/2023

Other Assessments							
	Benefits Plans	CFS Program	401(k)	Marine Clerk Work Opportunity	Crane Board Make Whole	PMA Cargo Dues	Total
Payroll Hour Rate							
L/S and Clerk	\$35.66		\$1.06			\$1.25	\$37.97
Walking Boss	\$35.66		\$3.76			\$1.25	\$40.67
Steady Walking Boss & Foremen	\$41.90		\$4.42			\$1.47	\$47.79
Offshore and Intercoastal Tonnage Rates							
Containers - LA/LB RUs (TEUs)	\$29.08	\$0.04		-	-	\$7.24	\$36.36
Containers - OAK RUs (TEUs)	\$29.08	\$0.04		-	\$0.32	\$7.24	\$36.68
Containers - Other Ports RUs (TEUs)	\$29.08	\$0.04		-		\$7.24	\$36.36
General Cargo	\$1.710			-		\$0.426	\$2.136
Lumber and Logs	\$1.710			-		\$0.426	\$2.136
Autos and trucks	\$0.139			-		\$0.426	\$0.565
Bulk Cargo	\$0.034			-		\$0.009	\$0.043
Coastwise and Inbound from British Columbia*							
Containers - LA/LB RUs (TEUs)	\$20.53	\$0.03		-	-	\$7.24	\$27.80
Containers - OAK RUs (TEUs)	\$20.53	\$0.03		-	\$0.22	\$7.24	\$28.02
Containers - Other Ports RUs (TEUs)	\$20.53	\$0.03		-		\$7.24	\$27.80
General Cargo	\$0.705			-		\$0.426	\$1.131
Lumber and Logs	\$0.705			-		\$0.426	\$1.131
Autos and Trucks	\$0.057			-		\$0.426	\$0.483
Bulk Cargo	\$0.015			-		\$0.009	\$0.024

*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:	2022	2021	2020	2019	2018	2017
Contributions						
Employee	\$ 143,823,524	\$ 130,743,918	\$ 105,564,806	\$ 108,960,961	\$ 99,178,979	\$ 92,904,748
Employer	32,415,368	29,731,535	30,237,857	30,925,613	29,854,579	29,046,528
Total Contributions	\$ 176,238,892	\$ 160,475,453	\$ 135,802,663	\$ 139,886,574	\$ 129,033,558	\$ 121,951,276
Investment Income						
Net realized/unrealized appreciation	\$ (412,061,785)	\$ 612,719,054	\$ 70,203,662	\$ 68,171,441	\$ 87,393,093	\$ 166,964,218
Interest and Dividends	40,991,065	33,687,535	35,059,693	43,511,422	90,070,282	55,380,670
Less: Investment Expense	-	-	-	-	-	(44,141)
Total Additions	\$ (194,831,828)	\$ 806,882,042	\$ 241,066,018	\$ 251,569,437	\$ 306,496,933	\$ 344,252,023
Distributions						
Distributions to participants	(152,038,838)	(209,328,853)	(223,406,450)	(119,605,065)	(98,131,823)	(92,755,798)
Net Change	\$ (347,066,831)	\$ 597,301,005	\$ 17,515,524	\$ 131,964,372	\$ 208,365,110	\$ 251,496,225
Net Assets available for Benefits						
Beginning 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
End of year	\$ 2,441,918,578	\$ 2,788,985,409	\$ 2,191,684,404	\$ 2,174,168,880	\$ 2,042,204,508	\$ 1,833,839,398

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:	2022	2021	2020	2019	2018	2017
Benefits Paid and Expenses						
Pensions paid	\$ 438,989,239	\$ 425,183,805	\$ 404,189,134	\$ 382,770,256	\$ 370,266,198	\$ 359,523,524
Administrative expenses	9,395,480	8,821,500	8,392,772	7,296,972	8,275,948	7,097,014
Total Deductions	\$ 448,384,719	\$ 434,005,305	\$ 412,581,906	\$ 390,067,228	\$ 378,542,146	\$ 366,620,538
Investment Income and Employer Contributions						
Net appreciation (depreciation) of fair value of investments	\$ (990,271,224)	\$ 1,692,955,600	\$ 110,624,672	\$ 266,330,056	\$ 338,038,855	\$ 509,393,834
Interest	47,422,536	36,912,438	26,690,074	26,922,354	21,826,028	17,954,371
Dividends from investments	62,744,886	56,169,877	92,323,875	87,657,308	74,604,281	76,394,246
Less Investment expense	(10,889,639)	(9,694,284)	(7,887,064)	(8,048,763)	(7,982,824)	(8,174,356)
Total Income Gain (Loss)	\$ (890,993,441)	\$ 1,776,343,631	\$ 221,751,557	\$ 372,860,955	\$ 426,486,340	\$ 595,568,095
Contributions from Employers	465,305,989	458,786,498	423,726,011	607,723,180	609,745,037	611,279,468
Other Income	2,909,166	1,679,308	1,247,882	1,555,717	1,013,049	1,034,696
Total Additions (Subtractions)	\$ (422,778,286)	\$ 2,236,809,437	\$ 646,725,450	\$ 982,139,852	\$ 1,037,244,426	\$ 1,207,882,259
Net Increase (Decrease)	(871,163,005)	1,802,804,132	234,143,544	592,072,624	658,702,280	841,261,721
Net assets available for benefits: Beginning of Yr	\$ 8,890,153,433	\$ 7,087,349,301	\$ 6,853,205,757	\$ 6,261,133,133	\$ 5,602,430,853	\$ 4,761,169,131
End of Year	\$ 8,018,990,428	\$ 8,890,153,433	\$ 7,087,349,301	\$ 6,853,205,757	\$ 6,261,133,133	\$ 5,602,430,853

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:	2022	2021	2020	2019	2018	2017
Retired Participants & Beneficiaries	\$ 3,638,843,261	\$ 3,521,441,808	\$ 3,398,249,543	\$ 3,206,250,359	\$ 3,215,832,788	\$ 3,138,630,504
Inactive Vested	25,338,556	25,612,562	24,185,600	23,455,536	21,280,775	18,988,335
Active Vested Employees	3,236,955,357	3,046,693,816	2,906,382,164	2,661,478,024	2,567,039,982	2,375,650,390
Total Present Value Vested Liabilities	\$ 6,901,137,174	\$ 6,593,748,186	\$ 6,328,817,307	\$ 5,891,183,919	\$ 5,804,153,545	\$ 5,533,269,229
Actuarial Value of Assets	\$ 8,640,692,400	\$ 8,123,653,884	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199	\$ 5,651,600,468
Unfunded Vested Benefits Liability	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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:	2022	2021	2020	2019	2018	2017
Actuarial Value of Assets	\$ 8,640,692,400	\$ 8,123,653,884	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199	\$ 5,651,600,468
Actuarial Liability:						
Pensioners/Survivors	3,794,448,195	3,588,819,039	3,456,264,879	3,265,039,741	3,101,462,542	3,160,024,559
Inactive Vested	27,117,592	25,950,283	24,487,330	23,754,874	20,959,549	19,071,017
Active Employees	4,591,513,817	4,127,328,457	3,966,080,636	3,822,807,194	3,526,982,208	3,379,133,694
Total Actuarial Liability	\$ 8,413,079,604	\$ 7,742,097,779	\$ 7,446,832,845	\$ 7,111,601,809	\$ 6,649,404,299	\$ 6,558,229,270
Unfunded (Overfunded) Actuarial Accrued Liability	\$ (227,612,796)	\$ (381,556,105)	\$ 92,684,291	\$ 246,159,644	\$ 420,619,100	\$ 906,628,802

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2022	2021	2020	2019	2018	2017
Investment Income	\$ 24,600	\$ 18,094	\$ 165,279	\$ 143,366	\$ 60,437	\$ 61,235
Contributions:						
Employers	824,163,129	794,817,659	761,387,433	790,691,376	715,778,035	675,403,215
Employees	12,779,040	10,045,017	10,043,712	12,598,166	13,076,067	13,024,859
COBRA/self-pay contribution	134,665	45,981	7,375	43,349	54,104	121,455
Total contributions	\$ 837,076,834	\$ 804,908,657	\$ 771,438,520	\$ 803,332,891	\$ 728,908,206	\$ 688,549,529
Other Income	9,852,230	6,212,074	6,209,422	6,608,483	9,607,863	49,840,791
Total additions	\$ 846,953,664	\$ 811,138,825	\$ 777,813,221	\$ 810,084,740	\$ 738,576,506	\$ 738,451,555
Deductions:						
Benefits paid	\$ 771,370,225	\$ 747,128,172	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112	\$ 685,137,053
Administrative expenses	56,014,554	63,022,093	55,121,861	49,289,801	52,359,627	47,702,098
Total deductions	\$ 827,384,779	\$ 810,150,265	\$ 775,521,790	\$ 792,561,881	\$ 743,018,739	\$ 732,839,151
Net increase (decrease)	\$ 19,568,885	\$ 988,560	\$ 2,291,431	\$ 17,522,859	\$ (4,442,233)	\$ 5,612,404
Net assets available for benefits:						
Beginning of year	\$ 199,335,033	\$ 198,346,473	\$ 196,055,042	\$ 178,532,183	\$ 182,974,416	\$ 177,362,012
End of year	\$ 218,903,918	\$ 199,335,033	\$ 198,346,473	\$ 196,055,042	\$ 178,532,183	\$ 182,974,416

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2022	2021	2020	2019	2018	2017
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	\$ 146,072,683	\$ 135,219,831	\$ 136,562,607	\$ 130,734,009	\$ 117,915,071	\$ 123,695,514
PPO and Indemnity Plan						
Hospital, medical, surgical	\$ 394,715,742	\$ 348,093,246	\$ 330,626,300	\$ 343,690,630	\$ 331,910,684	\$ 301,254,744
Prescription drug program	118,950,334	150,940,556	142,200,793	158,231,099	138,008,660	160,583,322
Vision service plan	8,145,288	7,937,214	7,841,506	7,521,342	7,402,889	7,317,858
Subtotal	\$ 521,811,364	\$ 506,971,016	\$ 480,668,599	\$ 509,443,071	\$ 477,322,233	\$ 469,155,924
Medicare Part B Reimbursements						
Medicare premiums reimbursements	\$ 18,354,304	\$ 18,162,700	\$ 16,728,161	\$ 15,933,804	\$ 14,771,772	\$ 12,995,647
Dental Programs: HMO and PPO Participants						
Dental services - adults	\$ 42,154,370	\$ 39,623,860	\$ 40,652,119	\$ 43,504,657	\$ 40,766,514	\$ 39,619,096
Dental services - children	9,067,068	9,535,775	9,993,822	10,913,848	10,425,968	9,564,668
Subtotal	\$ 51,221,438	\$ 49,159,635	\$ 50,645,941	\$ 54,418,505	\$ 51,192,482	\$ 49,183,764
Other Programs for Eligible Participants						
Life insurance, AD&D	\$ 6,128,999	\$ 4,924,584	\$ 3,861,196	\$ 5,005,109	\$ 4,704,263	\$ 4,644,910
Chiropractic	8,705,305	7,330,657	9,030,817	9,095,243	7,632,640	7,739,521
Social security supplement	404,804	177,664	162,975	469,665	574,363	432,734
Alcoholism/Drug Recovery Program	2,297,890	2,726,326	3,886,081	4,884,744	5,105,665	5,119,373
Hearing aids	2,625,977	2,191,187	2,075,884	2,875,828	2,432,626	2,175,871
Subsequent prosthetic device	103,269	42,204	64,062	111,224	57,142	385,963
Subtotal	\$ 20,266,244	\$ 17,392,622	\$ 19,081,015	\$ 22,441,813	\$ 20,506,699	\$ 20,498,372
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDL (CA)	\$ 4,340,700	\$ 6,869,423	\$ 5,411,828	\$ 3,396,499	\$ 3,361,308	\$ 3,656,682
Weekly Indemnity & NIDS (OR & WA)	9,303,492	13,352,945	11,301,778	6,904,379	5,589,547	5,862,544
Subtotal	\$ 13,644,192	\$ 20,222,368	\$ 16,713,606	\$ 10,300,878	\$ 8,950,855	\$ 9,519,226
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	-	-	-	-	-	88,606
TOTAL BENEFITS	\$ 771,370,225	\$ 747,128,172	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112	\$ 685,137,053
Reconciliation to Form 5500 (accrual)	7,522,844	9,786,689	(8,656,574)	(6,949,158)	(14,897,311)	23,221,032
TOTAL BENEFITS AFTER RECONCILIATION	\$ 778,893,069	\$ 756,914,861	\$ 711,743,355	\$ 736,322,922	\$ 675,761,801	\$ 708,358,085

Accident Prevention Data

GENERAL SAFETY TRAINING:

A 32-YEAR HISTORY ON THE WATERFRONT
THROUGH 12/31/2022

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
2022	10,645	76,463

LOST TIME 'TOP TENS' FOR 2022

Most Injured Longshore Occupations

Semi-Tractor	88
Lasher	71
Mechanic, ILWU	71
Holdman	67
Dockman	35
Top Handler / Side Pick	14
Crane, Cont. Gantry	11
Auto Driver	9
Lift Truck Basic / Heavy	8
Gearman	7

Cause of Most Injuries

Strained	118
Slip	61
Struck By	48
Trip	34
Struck Against	24
Pinched	20
Twisted	18
Bounced in Vehicle	16
Struck by Other Vehicle	15
Struck by 2 Vehicles	14

Most Injured Body Part

Multiple Body Parts	168
Knee	47
Back	53
Fingers	38
Shoulder	27
Ankle	20
Head	18
Arm	16
Leg	14
Neck	7

Coast Incidence Rate by Longshore Occupation

Frontman/Hookman	9.69
Lasher	9.61
Linesman	6.28
Holdman	5.50
Auto Driver	4.90
Dockman	4.02
Semi-Tractor	3.40
Mechanic, ILWU	3.13
Gearman	2.57
Lift Truck Heavy	2.21

Coast Incidence Rate by Category

Longshore	3.60
Clerk	1.15
Foreman/Walking Boss	2.59

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 2022.

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

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

Year	Coast	Southern California	Northern California	Pacific Northwest	
				Oregon	Washington
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	3.47	2.51	4.75	10.54	5.30
2020	3.51	2.44	6.78	6.85	5.72
2021	2.60	1.87	4.19	6.80	4.38
2022	3.06	2.18	3.81	7.72	5.89

PMA Training Graduates

	2022	2021	2020	2019	2018
Crane / Crane Simulator					
Container Gantry Crane (Sim)	307	223	47	181	131
RTG Crane – Transtainer	115	185	151	112	98
Ship Gantry Crane (Sim)	6	4	2	1	1
Ship Gantry Crane (Fam)	–	–	–	–	–
Ship Pedestal Crane (Sim) (Winch)	33	20	3	17	20
Mobile Crane (Mobile Cr Light)	54	41	1	49	10
Ship Unloader, Bulk Crane	–	–	–	–	1
Dock Whirley Crane	–	–	–	–	–
Subtotal	515	473	204	360	261
Percent of Total	1.1%	1.5%	1.7%	0.9%	1%
Skill Equipment / PIT					
Forklift	1,454	542	325	1,462	1,218
Semi-Tractor	2,568	1,371	747	2,443	1,436
Container Handling Equipment (CHE) (Log Loader)	619	970	326	870	747
Straddle Carrier	61	37	8	39	28
Excavator	20	–	1	7	11
Bulk Loader (Bucket)	–	–	–	–	–
Bulldozer (Front Loader) (Loc)	37	11	29	18	59
Subtotal	4,759	2,931	1,436	4,839	3,499
Percent of Total	9.9%	9.6%	11.7%	12.6%	13%
Job Specific / Promotions					
Basic Marine Clerk	203	112	56	222	134
Clerk Computer Gate (Yard)	256	–	146	189	94
Supercargo	–	7	–	3	6
Vessel Planner	9	8	3	3	7
Walking Boss Orientation	117	5	21	77	19
Powered Gangway	16	19	–	32	11
Walking Boss Seminar	314	460	450	480	102
Watchman (Security Awareness)	235	150	31	212	38
Holdman	–	–	–	12	–
Cutting & Grinding	16	–	–	–	–
Watchman Reefer	69	60	–	79	1
Watchman Screener	–	–	–	–	–
Mechanic (General) (Crane) (Medium Voltage)	418	96	106	230	115
Gearman	–	–	–	–	–
Subtotal	1,653	917	813	1,539	527
Percent of Total	3.4%	3%	6.6%	4%	2%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	11,217	12,227	4,398	9,068	7,360
Diversity, Employee & Supervisor	9,775	736	67	2,377	1,404
Standard First Aid / CPR	426	546	89	1,225	310
Lashing	163	475	23	609	127
Ammo Handling Safety	447	789	605	940	669
Vessel Rigging	21	–	–	18	17
Basic Casual Safety (LS Entry)	454	314	41	746	310
Instructor (Train-the-Trainer)	–	–	–	–	–
Subtotal	22,503	15,087	5,223	14,983	10,197
Percent of Total	46.8%	49.3%	42.5%	39.2%	36%
Testing					
Strength & Agility (Schd Practice)	1,033	1,156	182	557	570
Clerk Cognitive	2,806	1,474	653	2,233	1,593
Clerk Keyboard	3,127	1,800	771	2,934	2,224
Physical Exam (Pre-employment)	4,286	3,810	1,239	4,456	3,848
Drug & Alcohol Screen (Pre-employment)	4,924	2,026	923	4,644	3,792
Lashing Test	2,515	898	854	1,716	1,543
Subtotal	18,691	11,164	4,622	16,540	13,570
Percent of Total	38.8%	36.5%	37.6%	43.2%	48%
TOTAL	48,121	30,572	12,298	38,261	28,054
EXPENDITURE*	\$48,517,909	\$40,233,947	\$14,669,667	\$43,004,852	\$31,411,738

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.

*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

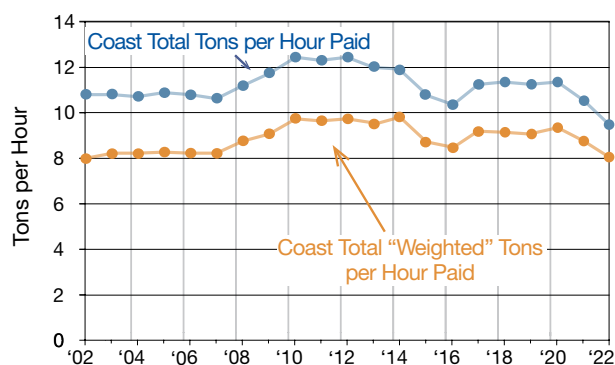
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The “Total Tonnage” data for each port table shown in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

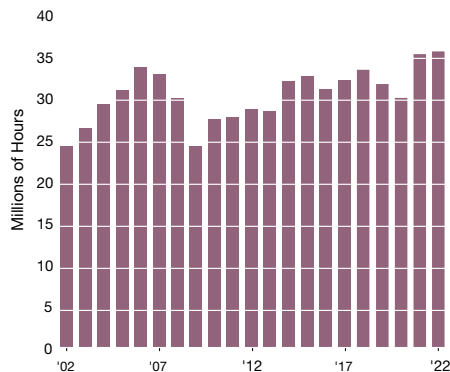


Total Hours have been annualized for 2004, 2009, 2015, and 2020 since these years have 53 payroll weeks, for the calculations of Coast. Total Tons per Hour Paid and Coast “Weighted” Tons per Hour Paid.

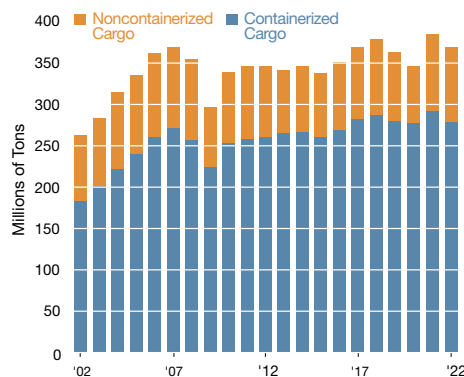
Total “Weighted” Tonnage

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.

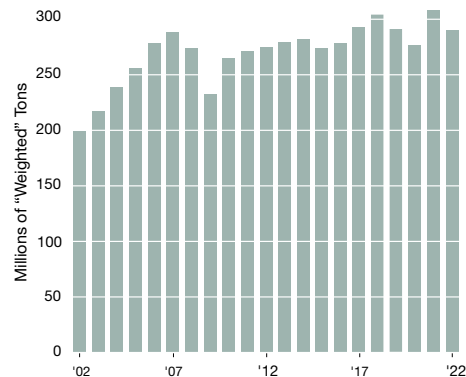
Coast Total Hours Paid
2002-2022



Coast Total Tonnage
2002-2022



Coast Total Weighted Tons
2002-2022



“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.

Year	Hours					Wages				Tonnage						
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total				
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Contain-erized	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.

The maiden voyage of the ONE Parana at Husky Terminal in Tacoma, WA.



Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons* Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
Southern California																	
San Diego																	
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
2022	503,773	1.4%	73.5%	16.3%	10.2%	\$30,561	\$57.93	\$58.98	\$82.99	4,698,028	1.4%	31.7%	5.1%	—	57.9%	5.3%	4.35
Los Angeles/Long Beach																	
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
2022	23,662,272	65.8%	74.7%	19.4%	5.9%	\$1,541,004	\$63.32	\$65.91	\$85.28	222,745,434	64.2%	91.5%	1.1%	0.1%	2.0%	5.3%	8.77
Port Hueneme																	
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
2022	671,566	1.9%	74.7%	16.7%	8.6%	\$41,558	\$59.26	\$62.00	\$84.45	8,054,535	2.3%	38.9%	4.1%	—	54.4%	2.6%	6.24
Northern California																	
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia/Port Chicago																	
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
2022	3,395,585	9.4%	75.2%	18.0%	6.8%	\$214,355	\$61.15	\$63.17	\$84.76	36,240,234	10.4%	82.3%	0.1%	—	9.6%	8.0%	8.98
Stockton/Pittsburg																	
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
2022	371,835	1.0%	71.2%	18.7%	10.1%	\$22,536	\$56.32	\$63.26	\$85.91	3,222,840	0.9%	0.9%	20.0%	1.1%	—	78.0%	2.04
West Sacramento																	
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
2022	100,842	0.3%	73.9%	17.6%	8.5%	\$5,963	\$55.82	\$60.72	\$84.69	788,986	0.2%	—	34.3%	—	—	65.7%	2.79
Eureka																	
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
2022	7,244	<0.1%	47.5%	40.0%	12.5%	\$444	\$58.63	\$57.55	\$82.92	321,374	0.1%	—	—	—	—	100.0%	0.89

Port Hours, Wages and Tonnage Data

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

Pacific Northwest: Oregon and Columbia River

North Bend/Coos Bay

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
2022	69,848	0.2%	84.4%	6.9%	8.7%	\$4,151	\$56.32	\$67.06	\$83.41	2,337,615	0.7%	—	—	6.4%	—	93.6%	2.77

Newport

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	—	—	—	—	—	—	—	—	—	—
2022	751	<0.1%	100.0%	—	—	\$40	\$53.67	—	—	—	—	—	—	—	—	—	—

Astoria

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	—	—	—	—	—	—	—	—
2022	4,956	<0.1%	99.8%	—	0.2%	\$287	\$57.85	—	\$97.74	—	—	—	—	—	—	—	—

Portland/St. Helens

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
2022	865,732	2.4%	77.5%	15.0%	7.5%	\$51,972	\$57.25	\$62.17	\$84.63	12,256,126	3.5%	18.6%	0.1%	—	26.4%	54.9%	3.42

Vancouver

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
2022	521,538	1.4%	78.2%	13.0%	8.8%	\$31,113	\$56.99	\$59.39	\$83.73	2,435,047	0.7%	0.2%	21.1%	—	40.9%	37.8%	1.35

Longview/Kalama

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
2022	786,016	2.2%	86.2%	5.6%	8.2%	\$46,777	\$56.69	\$64.63	\$85.44	11,036,292	3.2%	0.5%	4.1%	3.9%	—	91.5%	1.45

Pacific Northwest: Washington

Aberdeen/Grays Harbor

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
2022	137,056	0.4%	72.1%	4.7%	23.2%	\$9,370	\$61.66	\$73.19	\$88.30	2,235,463	0.6%	—	0.1%	1.1%	—	98.8%	0.51

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons' Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
Pacific Northwest: Washington (continued)																	
Port Angeles																	
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	<0.1%	—	—	100.0%	—	—	2.90
2022	26,609	0.1%	88.8%	4.1%	7.1%	\$1,467	\$52.63	\$65.62	\$80.46	92,470	<0.1%	—	—	76.2%	—	23.8%	2.66
Port Gamble																	
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	—	—	—	—	—	—	—	—	—	—
2022	1,064	<0.1%	100.0%	—	—	\$61	\$57.09	—	—	—	—	—	—	—	—	—	—
Olympia																	
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
2022	73,142	0.2%	79.6%	8.3%	12.1%	\$4,229	\$54.35	\$60.72	\$78.64	265,061	0.1%	—	20.7%	79.2%	—	0.1%	3.62
Tacoma																	
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
2022	2,635,722	7.3%	74.1%	19.3%	6.6%	\$167,780	\$61.79	\$63.53	\$84.89	24,151,996	7.0%	87.1%	1.6%	—	11.3%	—	8.30
Seattle																	
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
2022	1,912,134	5.3%	74.1%	18.4%	7.5%	\$118,438	\$59.25	\$63.27	\$85.14	14,738,300	4.2%	99.6%	0.1%	—	—	0.3%	7.68
Everett																	
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
2022	204,168	0.6%	70.1%	18.7%	11.2%	\$12,434	\$56.46	\$64.44	\$82.80	985,444	0.3%	62.4%	20.5%	—	—	17.1%	4.02
Anacortes																	
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
2022	17,265	<0.1%	70.1%	9.7%	20.2%	\$1,158	\$62.22	\$67.38	\$83.87	317,680	0.1%	—	—	—	—	100.0%	0.37

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons* Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
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	—	—	—	—	—	—	—	—
2022	10,652	<0.1%	76.2%	19.0%	4.8%	\$599	\$56.21	\$50.27	\$80.97	36,743	<0.1%	—	—	—	—	100.0%	0.07

Pacific Northwest: Washington (continued)

Bellingham

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	—	—	—	—	—	—	—	—
2022	10,652	<0.1%	76.2%	19.0%	4.8%	\$599	\$56.21	\$50.27	\$80.97	36,743	<0.1%	—	—	—	—	100.0%	0.07

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

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
2022	24,837,611	69.0%	74.7%	19.2%	6.1%	\$1,613,123	\$63.11	\$65.69	\$85.17	235,497,997	67.9%	88.5%	1.3%	0.1%	4.9%	5.2%	8.60

NORTHERN CALIFORNIA SUMMARY

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
2022	3,875,506	10.8%	74.7%	18.1%	7.2%	\$243,298	\$60.57	\$63.09	\$84.91	40,573,434	11.7%	73.6%	2.3%	0.1%	8.6%	15.4%	8.10

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

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
2022	2,248,841	6.3%	80.9%	11.0%	8.1%	\$134,340	\$56.95	\$61.94	\$84.65	28,065,080	8.1%	8.4%	3.4%	2.1%	15.1%	71.0%	2.20

PACIFIC NORTHWEST: WASHINGTON SUMMARY

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
2022	5,017,812	13.9%	74.0%	18.3%	7.7%	\$315,536	\$60.42	\$63.50	\$84.96	42,823,157	12.3%	84.9%	1.5%	0.7%	6.4%	6.5%	7.50

COAST SUMMARY

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
2022	35,979,770	100.0%	74.9%	18.5%	6.6%	\$2,306,297	\$62.05	\$64.98	\$85.06	346,959,668	100.0%	79.8%	1.6%	0.3%	6.4%	11.9%	8.00

Management



James C. McKenna
President & CEO



Craig E. Epperson
Senior Vice President
General Counsel and Secretary



Stephen Hennessey
Senior Vice President
Labor Relations
and Chief Operating Officer



Michael H. Wechsler
Senior Vice President
Finance and Administration
and Chief Financial Officer



William H. Alverson
Vice President
Accident Prevention
and Training Strategy



William Bartelson
Vice President
Contract Administration
and Arbitration



Parin Jhaveri
Vice President
Information Technology



Chad Lindsay
Vice President
Labor Relations



Bettye Page-Wilson
Vice President
ILWU-PMA
Contract Benefits



Todd Amidon
Deputy General Counsel



John Rooney
Controller



Scott A. Rettig
Senior Coast Director
Strategic Business Analysis
and Products



Robin Donovick
Senior Benefits Director
Contract Benefits



Tammy France
Director
Human Resources



Sean Marron
Senior Area Managing Director
Southern California



Dan Kaney
Area Managing Director
Northern California



Nairobi Russ
Area Managing Director
Pacific Northwest

Headquarters — San Francisco



Debbie
Alcantara



Joy
Camarillo



Cindy
Chang



Wayne
Chang



Karen
Cruz



Justin
Daulton



Lyn
Escosia



Shin Mei
Goto



Allegra
Jones



Anna
Kwan



Annie
Lee



Michael
Lee



Norman
Lee



Dan
Levin



Diana
Liedtke



Fabiola
Lopez



Kirsten
Matthews



Heydi
McKenna



Matthew
McKenna



Channon
Milien



Holly
Moore



Shivani
Nanda



Kristen
Oliveira



Gregory
Olsen



Joseph
Ostrander



Atiya
Tili



Athena
Wong



Winnie
Wong
Cheng

Southern California - Long Beach



Phillip
Bailey



Madison
Bundy



Bill
Candella



Muny
Chan



Taylor
Connelly



Ashley
DeLosh



Oskar
Gronkowski



Michael
Hall



Daniel
Inman



Eric
Kalnes



Candy
Lemus



Yesenia
Loeza



Julian
Luna



Eric
Moren



Dalia
Palsson



Avi
Phillips



Betty
Pleas



Andrew
Prickett



Kari
Rennie



Amy
Schachtschneider



Denise
Ventimiglia



Garrett
Williams



Ryan
Williams

Southern California - Wilmington



Erin
Morgan



Jennifer
Quant



Russ
Stripling



Aaron
Thieme

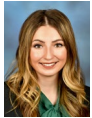


Victor
Venasky



Wayne
Venasky

Northern California - Oakland

Carlie
BauerPeter
ChesterDavid
ChoiElizabeth
CooperElana
DiestelSamantha
FennellSarah
GuerreroGregg
HallettGary
HanksDaisy
RuvalcabaCurtis
ShawLiz
SingleterySkyler
SugimotoDavid
TrezzaPhoto
Not
AvailableSandy
TrujilloJim
Yanak

Northern California - San Leandro

Curtis
AllenSachin
BujoneMiguel
ChenaJudith
De LeonPurvi
JaniJose
MartinezAjay
MehtaPrashant
MishraJulia
PerezDoug
WudelVirgilio De La Vega
IT Applications
Administrator, retires
after 9 years of service

Pacific Northwest - Portland

Cari
CrossMike
DoddKristina
ForsbergAdair
RowinskiDane
RowinskiShannon
SchumanSherri
SoudersSean
Wright

Pacific Northwest - Seattle

Fred
GordonMatthew
HallidayAndy
HathawayBrett
JacksonKhanhly
LeSarah
MenaTheresa
O'TooleGlenn
Strieker

Pacific Northwest - Tacoma

Luke
AlgerFrank
KoprivnikAudry Rose
LizamaKevin
MargadoMatthew
PowersBob
RoedelKeith
Snell

Maritech

Tony
DeRosaTracy
LegacyHeidi
MooreLynn
NelsonStaci
OldenburgYvonne
Pedro-CabanadaMichelle
RobbinsMelina
SanchezShawna
StonerStephanie
TejadaCheryl
WhitfieldJaci Briscoe
Payroll Specialist,
retires after 11 years
of service

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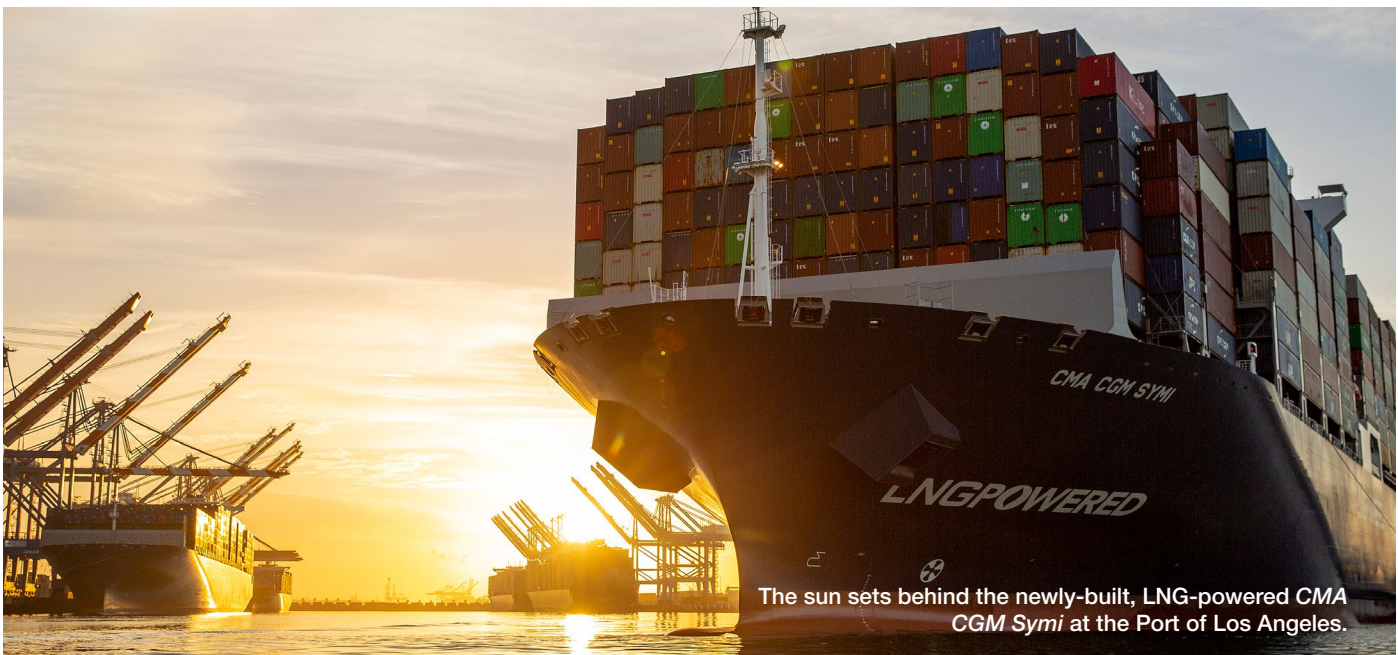
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The sun sets behind the newly-built, LNG-powered CMA CGM Symi at the Port of Los Angeles.

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Steven Ybarra

Back cover

- Report written and edited by Sugerman Communications Group.
- Research conducted by PMA staff.
- Graphic design by Creative Core.
- Printed by Union Press.

This report is printed using soy-based inks on 10 percent post-consumer-waste recycled paper.

Containerized cargo
prepares to move
eastbound via on-dock rail.



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





Pacific Crane Maintenance Company and Pacific Terminal Services Company work in partnership at Terminal 46 to support Ocean Carrier and BCO activity growth through the Seattle gateway.



2022 Annual Report

Pacific Maritime Association

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