

PACIFIC MARITIME ASSOCIATION

2023
ANNUAL REPORT



New 6-year contract creates
West Coast stability Pg. 12

PMA President and CEO
Jim McKenna retires after two
decades of service to PMA Pg. 14

Q&A with Incoming President
and CEO Steve Hennessey Pg. 13



The *MV Janet Marie*, Pasha's second LNG-powered containership, completing its inaugural arrival at the Port of Oakland.



On the Cover

Evergreen's *Ever Frank* on its way into the Port of Los Angeles, sailing beneath the Vincent Thomas Bridge in early 2023.

Pacific Maritime Association

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 X @WestCoastPorts for
news from the West Coast waterfront.

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77 PMA Staff

80 Credits

Cargo is unloaded from the **CMA CGM Chennai**, berthed at Fenix Marine Services in the Port of Los Angeles.



SWL 50 LT Single Lift
65 LT Twin Lift
75 LT Cargo Beam

To Our Stakeholders,



2023 was a year marked by the agreement of a new six-year coastwise contract between PMA and the ILWU and the announcement of a transition of leadership at the top of our organization.



Securing a new six-year contract governing the West Coast waterfront capped a 14-month negotiation that attracted local, national, and international attention.

We appreciated the involvement of the White House to support the collective bargaining process which resulted in a contract that enhances wages and benefits for ILWU members while protecting important automation rights that enable terminal operators to introduce new technologies that promote sustainability and more efficient operations.

Importantly, the news of the agreement and the duration of the contract provide stability to the shipping community at a time when it is critical to win back market share losses of containerized cargo at West Coast ports. Maintaining and growing cargo volumes is fundamental to job security for workers across the supply chain, including longshore workers, truckers, rail workers, warehouse personnel, and logistics professionals.

The contract agreement also set the stage for PMA to move forward with our long-anticipated executive leadership succession plan. After two decades at the helm, longtime President and CEO Jim McKenna announced his retirement, with Chief Operating Officer Steve Hennessey being appointed by the Board to lead the organization into the future.

Jim's remarkable career in the maritime industry spans five decades; he leaves a tremendous legacy at PMA and throughout the West Coast waterfront. Under Jim's leadership, PMA established the blueprint to bring marine terminals into a new era, growing terminal capacity and ILWU jobs in the process. To learn more about Jim's accomplishments, please turn to page 14.

As we pass the leadership torch at PMA, we do so with a continued focus on the same priorities that have driven our organization for decades. As a steward of West Coast ports, PMA will continue our work to protect and expand the role our ports play in creating quality jobs and careers – from the terminal throughout the entire supply chain – and strengthening the economic vitality of communities up and down the West Coast.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim McKenna'.

James C. McKenna
Outgoing President and CEO

A handwritten signature in black ink, appearing to read 'Steve Hennessey'.

Stephen Hennessey
Incoming President and CEO

*The **MSC Mia** docked at Total Terminals International against the backdrop of a dramatic sunset.*



PMA Membership and 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.
 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.
 Yang Ming Marine Transport Corporation
 Yusen Terminals, LLC
 Zim American Integrated Shipping Services Company, Inc.



The **OOCL Brussels** at work in the Port of Long Beach.

PMA Board of Directors



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



Edward A. DeNike #
EXECUTIVE VICE PRESIDENT
SSA Marine, Inc.
Stevedore/Non-Carrier Class



Jean-Yves Duval
DEPUTY CHIEF EXECUTIVE OFFICER
NORTH AMERICA
CMA CGM (America) LLC
International Carrier Class



Thomas Engel
SENIOR VICE PRESIDENT
Hapag-Lloyd (America) LLC
International Carrier Class



Al Gebhardt #*
HEAD OF NORTH AMERICA
LABOR RELATIONS
Maersk
International Carrier Class



Joseph Gregorio, Sr. *
CHAIRMAN AND CEO
Pacific Crane
Maintenance Company, LLC
Stevedore/Non-Carrier Class



Rich Kinney
SENIOR VICE PRESIDENT,
NETWORK OPERATIONS
Matson Navigation
Company, Inc.
Domestic 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

Recognition

PMA would like to recognize the role of former board members **W. Patrick Burgoyne** of CMA CGM and **Ron Forest** of Matson Navigation for their longstanding service to PMA, including their efforts throughout the 2022-23 contract negotiations.

*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
CHIEF FINANCIAL OFFICER,
SR. VICE PRESIDENT
CMA CGM (America) LLC

Frank Rosenbaum
CHIEF FINANCIAL OFFICER,
HEAD OF FINANCE AMERICAS
APM Terminals Pacific, LLC

Porter Travis
CHIEF FINANCIAL OFFICER
Pacific Crane Maintenance
Company, LLC

Steering Committees

Coast Steering Committee



Bill Candella

VICE PRESIDENT,
LABOR RELATIONS

American President
Lines, LLC



Frank Chao

SENIOR VICE PRESIDENT

Yang Ming
(America) Corp.



Darrin DelConte

CHIEF COMMERCIAL OFFICER

Pacific Crane
Maintenance Company,
LLC



Sal Ferrigno

VICE PRESIDENT

SSA Terminals, LLC



Justin French

SENIOR DIRECTOR OF
COMPLIANCE

Total Terminals
International, LLC



Capt. Syed Khoda

VICE PRESIDENT,
OPERATIONS, THE AMERICAS

OOCL (USA) 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.



Eric Watton

VICE PRESIDENT, WEST
COAST TERMINALS AND
LABOR RELATIONS

Matson Navigation
Company, Inc.



Dave Wear

VICE PRESIDENT,
TERMINAL MANAGEMENT

Ocean Network Express
(North America) Inc.



In Memoriam

John Ochs, former Coast Steering Committee Chair, dedicated his professional life to protecting the American coasts as well as to driving innovation and growth in the international shipping industry. He was a graduate of the U.S. Coast Guard Academy, rising to the rank of Commander over his two decades of service. Upon his retirement in 2002, John became a senior member of the APM Terminals team in Southern California. John represented APM Terminals in many roles at PMA, including Coast Steering Committee Chair during the 2014-2015 negotiations and the 2017 extension negotiations. During his APMT career, he continued to proudly deliver on the service motto learned as a Coast Guard cadet: *Semper Paratus – Always Ready*. He is survived by his wife, Joyce, and two stepchildren.

John Ochs greets the late Mærsk Mc-Kinney Møller, former President of Maersk, during a visit to APM Terminals at the Port of Los Angeles.

Area Sub-Steering Committee

Southern California Area



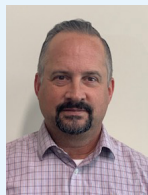
CHAIRMAN:
Jeff O'Donnell
Fenix Marine
Services, Ltd.



Joseph Bebich
TraPac, LLC



Tracy Burdine
Yusen Terminals, LLC



Denis Delgado
Everport Terminal
Services, Inc.



Randy Galosic
SSA Terminals, LLC



Dan Hanrahan
International
Transportation
Service, Inc.



Eric Naefka
LBCT LLC



Steve Naumovski
APM Terminals
Pacific LLC



Mike Outland
Pacific Crane
Maintenance
Company, LLC



Dan Rowlands
Pasha Stevedoring
& Terminals L.P.



Todd Stockham
Total Terminals
International, LLC



Laurie Wurzer
Ports America



In Memoriam

John Beghin,
Director of Labor
Relations at Long
Beach Container
Terminal, played
an instrumental
role as Chair of

the Southern California Sub-Steering Committee at PMA. He joined LBCT in 2005, helping to bring the Middle Harbor Redevelopment Project forward. He was deeply respected for the contributions he made in the areas of labor relations and workplace safety. He is survived by his wife, Jackie, and two daughters.

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



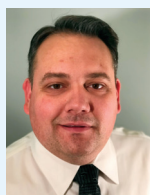
CHAIRMAN:
Ben Thamert
APS Stevedoring,
LLC



Jeff Bean
SSA Marine, Inc.



Keith Flagg
Jones Stevedoring
Company



Mike Fudurich
Harbor Industrial
Services
Corporation



Noa Lidstone
Kinder Morgan
Bulk Terminals LLC

Pacific Northwest: Washington and Puget Sound Area



CHAIRMAN:
Clayton R. Jones, III
Jones Stevedoring
Company



Eli Bohm
Husky Terminal
& Stevedoring, LLC



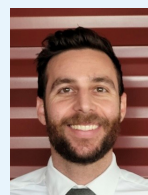
Jason Bunch
Pacific Crane
Maintenance
Company, LLC



Kerry Chiu
Everport Terminal
Services, Inc.



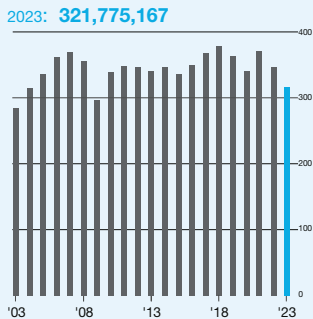
Alec Coleman
Washington United
Terminals



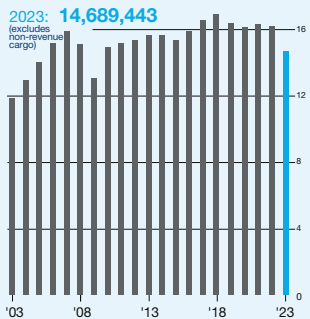
Adam Patalano
SSA Marine, Inc.

2023 Highlights →

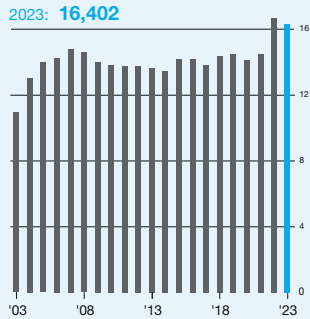
Total Revenue Tonnage
(millions of tons)



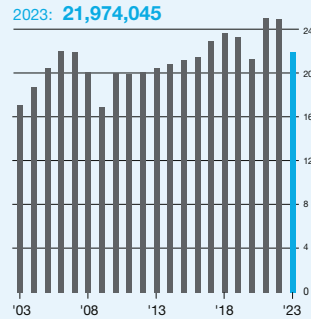
Container TEUs-Loaded
(millions)



Registered Work Force
(thousands)



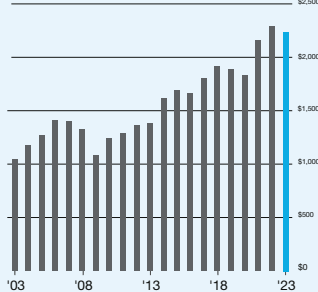
Container TEUs-Total
(millions)



2023 | The Year in Review →

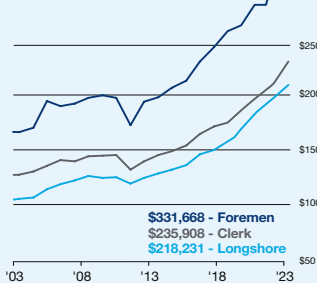
Total Wages Paid
(millions of dollars)

2023: **\$2.20 billion**



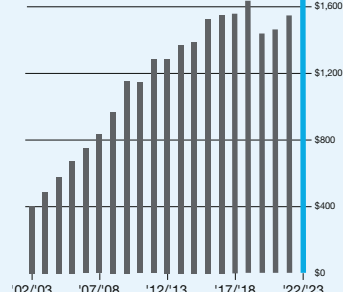
Average Annual Earnings
(thousands of dollars)

Fully registered workers
paid 2,000 hours or more



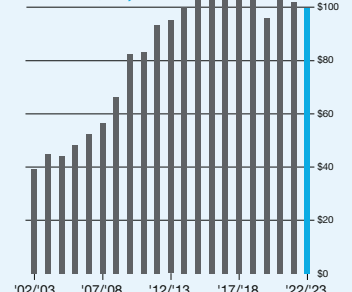
Benefits Costs - Total
(millions of dollars)

2022/23: **\$1.68 billion**



Benefits Costs - Per Registrant
(thousands of dollars)

2022/23: **\$99,474**



The Cosco Shipping Peony at work in Long Beach Container Terminal.

HIGHLIGHT OF THE YEAR

New Coastwise Labor Contract Ratified

Following more than a year of negotiations, PMA and the ILWU agreed to a new labor contract in 2023 that brought renewed labor stability to the West Coast waterfront.

The six-year agreement is retroactive to July 1, 2022, and will remain in effect through July 1, 2028. The contract provides for continued world-class wages and benefits for ILWU members while enabling terminal operators to keep investing in technologies to improve productivity, efficiency and throughput. The new contract also includes a letter of understanding for Double Flex container gate and yard operations to allow trucker transactions to begin at 0600 at major West Coast ports. This was the first major change in start times negotiated in the master contract in nearly 40 years.

“This contract provides an important framework for the hard work ahead to overcome new competitive challenges and to continue to position the West Coast ports as destinations of choice for shippers worldwide,” said Jim McKenna, who led negotiations for PMA in his final year as President and CEO. “From San Diego

to Bellingham, these ports have long been the primary gateways for cargo coming into and leaving the United States, and our interests are aligned in ensuring they can effectively, and efficiently, handle the capacity and growth that drives economies and jobs.”

The deal was reached with the assistance of Acting Labor Secretary Julie Su and hailed by President Biden as a model of successful collective bargaining during a year of turbulent labor relations nationally. The President invited PMA and ILWU leaders to a White House ceremony to mark the ratification of the agreement and said: “It’s a good deal for workers, it’s a good deal for companies, and it’s a good deal for the United States of America.”

West Coast cargo volumes have rebounded significantly since ratification of the agreement, reversing earlier declines caused by shippers diverting cargo to competing port ranges during the extended negotiations.



Negotiators for PMA and the ILWU gather at the big table at the union's headquarters to launch negotiations for a new contract.

Q&A

with Newly Appointed PMA President and CEO Stephen Hennessey



In early 2024, the PMA Board of Directors named Stephen Hennessey as the organization's new President and CEO. Steve joined PMA in 2004 as vice president of labor relations in Southern California, after previous positions in both the shipping and trucking industries. He was later promoted to COO, where he was responsible for providing leadership and direction in the areas of labor relations, strategic plan implementation, contract administration and arbitration, management of industry training and safety programs, and oversight of jointly operated dispatch halls.

We sat down with Steve for a brief interview after he was selected to lead PMA into the future.

Q What do you see as the main areas of focus now that a new six-year contract is in effect?

West Coast ports are a vital economic engine for the national and global economies. Keeping West Coast ports healthy and vibrant for the long-term is a critical priority. We will continue our focus on regaining market share after experiencing both short- and long-term losses to other ports in North America and Canada. Market share increases equal more jobs and more economic activity in the regions where our 29 West Coast ports are located. I also look forward to sitting down with the new leadership of the ILWU after their elections are held. The ILWU is an essential partner, and it is important for us to work through issues as they arise and to help our ports operate in an increasingly competitive environment.

Q West Coast ports support a hefty share of the nation's GDP, as well as millions of jobs and tremendous economic activity. Do you plan to expand upon prior efforts at PMA to strengthen ties with shippers and other supply chain stakeholders?

The pandemic reinforced the fact that close coordination across the supply chain is vital to the interests of healthy West Coast ports and all who use them. That includes truckers, railroads, warehouse operators, manufacturers, retailers, agriculture leaders, and more. We are all part of the same import and export systems, and we all depend on one another. We look forward to working not just with our members, but the many public and private sector stakeholders along the supply chain to ensure the future of West Coast ports.

Q How does your two decades of experience at PMA shape your vision of the future?

I have been honored to work alongside incredible team members whose knowledge and expertise keep the ports operating at the highest levels. My vision is to carry on the legacy left by my predecessors, particularly Jim McKenna, who provided superb leadership during his tenure at PMA. I am truly honored to lead PMA and look forward to leading this great organization and helping ensure our ports remain competitive. The more we can compete, the more jobs and economic activity we can generate, and the more prosperity we can bring to the rest of the economy.

“We look forward to working not just with our members, but the many public and private sector stakeholders along the supply chain to ensure the future of West Coast ports.”

Thank You, Jim McKenna, for 20 Years of Service to PMA

PMA President and CEO Jim McKenna, who led PMA with focus, strength and calm during an era of great challenges on the West Coast waterfront, announced his retirement at the end of 2023.



Jim signs official paperwork at the start of negotiations in 2022, with Matt McKenna in the background.



President Biden hosts Jim and the PMA team at the White House to acknowledge the ratification of a new coastwise agreement between PMA and the ILWU.

Jim was the longest serving PMA president in history, coming on board soon after the tense 2002 contract negotiations that culminated in President George W. Bush invoking the Taft-Hartley Act. Since then, Jim has brought stability to West Coast port operations, enhanced relationships with the ILWU, and helped position the West Coast waterfront for even greater success in the decades to come.

Contract Negotiations

Jim deftly guided PMA through three successful contract negotiations and a pivotal three-year contract extension in 2017. In his first contract talks as President and CEO of PMA in 2008, he negotiated the landmark agreement which introduced automation to the West Coast waterfront. In 2014, he negotiated an agreement to secure improvements to the arbitration process to more reliably resolve workplace disputes. In that negotiation, and again in the 2022-23 talks, Jim and ILWU leaders worked with federal officials who got involved to help bring the negotiations to a successful conclusion. Their involvement reflected the recognition of the vital importance of the West Coast maritime industry to the national economy. The successful outcome of contract talks in 2023 was celebrated by PMA and ILWU leaders with President Biden and his team at the White House.

Pandemic Response

The West Coast maritime industry was one of the first to be impacted by the global pandemic, and stood at the

forefront of the nation's response to the crisis. Jim guided PMA through that unprecedented period, working closely with ILWU leaders and government officials at all levels to help protect workers while handling record-breaking surges in cargo volumes that were essential to keeping the local, national and global economies humming. He later participated in efforts, on behalf of PMA member companies, to address the nation's supply chain constraints that caused record backups at West Coast ports in 2021.

Benefits & Training

During Jim's tenure as President and CEO, the size of the ILWU workforce increased by approximately one-third to nearly 17,000 registered workers. Over that time, the average annual earnings for longshore workers increased significantly, as



Former ILWU President Bob McElrath with McKenna, who received the 2015 Admiral of the Ocean Sea Award in New York City.



PMA has long supported the Panetta Institute for Public Policy, a nonpartisan, nonprofit organization founded by longtime public servant Leon Panetta and his wife Sylvia dedicated to encouraging bipartisan cooperation and attracting young people to lives of public service.



Jim McKenna appearing live on Bloomberg TV to discuss the cargo surge at West Coast ports and the outlook for the future.

did work opportunities. Also, during his tenure, PMA worked with Union officials to curb fraud and abuse in the PMA-ILWU healthcare plan.

Jim also worked to invest in the future of the industry, reaching an agreement with the ILWU to create a major new training facility at the Port of Los Angeles to help prepare Union members for the terminal jobs of the future.

A Voice for the Industry

Throughout his tenure, Jim drew on his decades in the shipping industry to offer a dependable voice of experience, wisdom and reassurance to the PMA team, to maritime partners, and to stakeholders throughout the U.S. economy.

He was an important contributor to national news media during times of crisis in the shipping

industry, and met regularly with government officials as well as retailers, manufacturers, agricultural leaders, and other major importers and exporters regarding the vital importance of West Coast ports in keeping global trade flowing.

Legacy

Jim's positive impact will be felt for generations. He cultivated a seasoned executive leadership team that helped PMA achieve many important milestones over the last two decades. He also recruited and developed top talent who have risen through the ranks, and are well-prepared to lead PMA into the future.

PMA is deeply appreciative to Jim for his two decades of service, for strengthening and leading our organization during challenging times, and for creating a culture of innovation, collaboration, and success. Bravo!



Jim and MaryEllen are happiest when surrounded by their growing family. Here, they are joined by their children Michelle, Chris and Matt, son-in-law Dave, daughters-in-law Heydi and Lindsay, and their four grandchildren.

Workers hauling a ONE container in front of the **ONE Houston** at Yusen Terminals in the Port of Los Angeles.



Industry Benefits and Wage 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;
- 16 holidays (including 14 paid holidays) per year; and
- Guaranteed pay for up to 40 hours of work per week.

average monthly premium paid by workers covered by collectively bargained health plans was \$658 for single coverage, and \$1,632 for family coverage.

Stabilizing Overall Benefit Costs

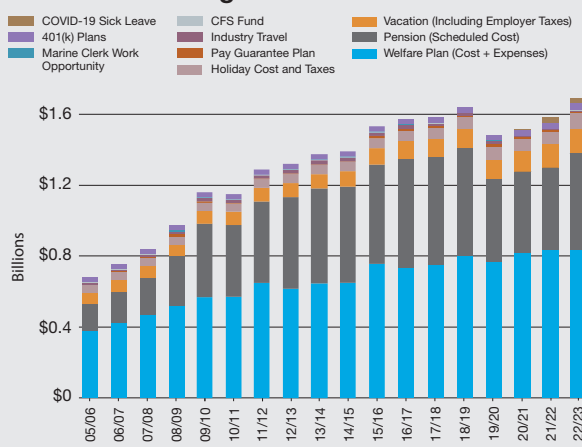
Over the past decade, benefit costs have increased from approximately \$95,000 per active registrant to a high of \$113,604 in 2017/2018. Due to strong fiscal management, those costs have declined to a level of \$99,474 in 2023. For 2023, the overall benefit costs totaled nearly \$1.7 billion.

Healthcare Benefits

The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America. In the 2023 fiscal year, the healthcare cost per ILWU registrant was \$53,276. In July 2022, 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

Total Benefits Cost

2005/2006 through 2022/2023

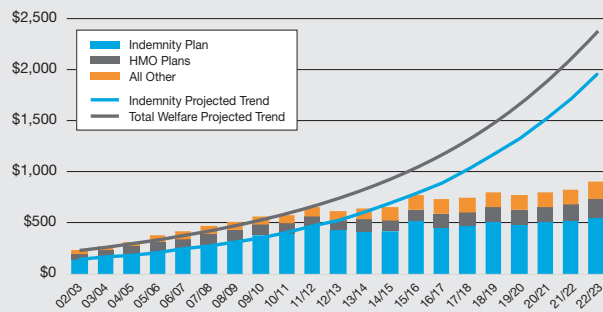


A dramatic view of Mount Rainier behind cranes at Husky Terminal in the Port of Tacoma.

Flattening the Curve on Total Welfare Costs

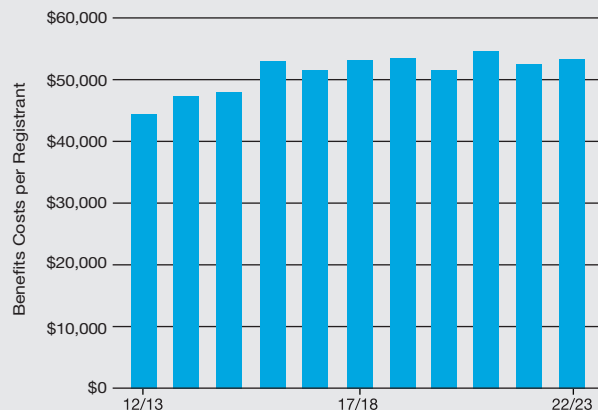
Total welfare costs have remained below the projected trend each year, with the curve flattening out due to many factors, including intensive focus on management and oversight to reduce fraud and abuse.

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



ILWU-PMA Welfare Plan Benefits Costs per Active Registrant

Fiscal Years 2013-2023



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 2022/2023 are divided by the count of active registrants at the end of 2022.

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 2023 maximum yearly benefit is \$95,460. At the end of calendar year 2023, the Plan paid \$37.9 million per month to 9,234 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.

How does \$52.85 add up to \$233,000 a year?

Average annual earnings for full-time registered workers

\$233k

Full-time registered workers

\$218k

Longshore registrants

\$235k

Clerks

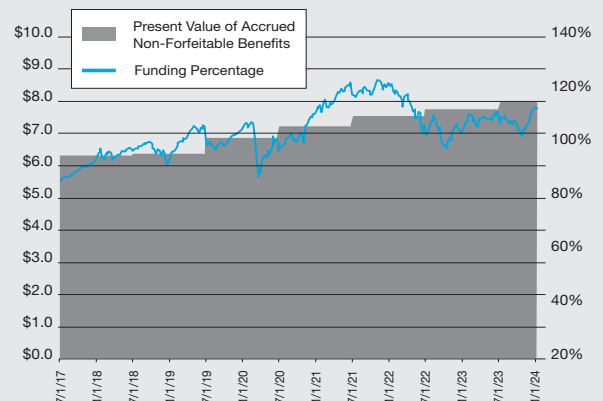
\$331k

Foremen

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 2023, nearly \$233,000 per year. For longshore registrants, the average was \$218,231. For clerks, it was \$235,908. And for foremen, it was \$331,668. Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$52.85 per hour.

More than 80 percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour, or is paid at a percentage over the basic longshore rate. Mechanics are paid 25% - 35% over the basic longshore rate, while Foremen/Walking Bosses are paid 40% over the basic longshore rate. Evening and nighttime work – which totals nearly 38 percent of all hours paid – is paid at rates of \$70 to \$93 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$79 to \$105 per hour and accounts for 35 percent of all hours paid. The effective average rate for all hours paid is more than \$72 per hour. Refer to pg. 62 for more information.

ILWU-PMA Pension Plan Funding Percentage & Present Value of Accrued Non-Forfeitable Benefits



The **Maersk Antares** (foreground) and **Maersk Cardiff** (background) at work at APM Terminals in the Port of Los Angeles.



Safety and Training →



Safety and Training on the Waterfront

As part of the coastwide negotiations, PMA and the ILWU agreed to several updates to the Coastwide Safety Code. The new code provisions will spur additional investment in programs and technology to further improve worker safety on the waterfront.



A ship-to-shore crane moves a loaded container, as ILWU workers supervise and manage the operation at SSA Terminals in the Port of Long Beach.

Updated Pacific Coast Marine Safety Code

During the 2022 – 2023 contract negotiations, the Joint Coast Safety Committee, comprised of representatives from PMA and the ILWU, reached agreement on a variety of measures to further improve safety programs that reflect the current work environment at marine terminals. These new measures are part of the Pacific Coast Marine Safety Code which has guided the “safety first” approach to the waterfront for nearly 75 years and continues to set important standards for workplace safety at all ports along the West Coast.

New Safety Helmets

After concluding a multi-year pilot period with union locals and employers, PMA and the ILWU moved forward with the introduction of a new modern safety helmet type designed to better protect workers from head injuries, particularly when falling from heights.

These new safety helmets provide superior protection to the side of workers’ heads in comparison to the traditional safety hard hat.



An ILWU worker, wearing the newly introduced safety helmet type and other safety gear, performs lashing operations.

Updated Automatic External Defibrillators (AED) Policy

In 2023, PMA and the ILWU agreed to provide a mobile AED on marine terminals to improve response times to sudden incidents. This builds upon the coastwide AED program, adopted in 2008, which features AEDs in cabinets that are highly visible on marine terminals. Providing longshore workers with speedy access to AEDs can help save lives in the event of sudden cardiac arrest on marine terminals.

Suspension Trauma Safety Straps Promote Worker Safety

To continue to improve safety for longshore workers while working aloft, suspension trauma safety straps are now part of required

equipment. The straps are part of the fall protection harnessing system which allows a worker to remain suspended in a fall arrest harness until a rescue can be performed. These suspension trauma safety straps are critical because they allow workers to stand up in their harness, relieving pressure on their body to reduce health risks associated with remaining suspended.

Increase in Industry Safety Shoe Program Vouchers

ILWU workers have long received an industry safety shoe voucher for purchasing safe footwear. In 2023, workers benefitted from an agreement with PMA reached the previous year that increased the industry safety shoe voucher to a total annual benefit of \$325.

Ship-to-shore cranes move cargo at Long Beach Container Terminal.



Regional Reports →



Southern California

After experiencing market share losses in 2022 and the first half of 2023, the San Pedro Bay Port Complex won back three percent of its national market share. With a new labor contract in place and new investments in worker training and terminal modernizations, the nation's largest port complex is well positioned for additional market share growth.

PMA-ILWU M&R Training Center Ready to Make its Debut

Construction of the PMA-ILWU M&R Training Center neared completion at the end of 2023, with an anticipated opening to welcome the first group of union members in the first quarter of 2024. The training center, located on Pier 400, encompasses 20,000 square feet of space, and provides areas for upskill and reskill training for terminal jobs of the future, including the maintenance and repair of automated equipment. The facility was part of an agreement between PMA and the ILWU to set up a Worker Training Program that helps ILWU members learn new and relevant industry skills.

Funding and Cooperation Brings Goods Movement Training Campus Closer to Fruition

Plans for the Port of Los Angeles and Port of Long Beach Goods Movement Training Campus took a step forward in 2023 following a commitment of \$110 million in funding from the State of California for the project, anticipated to cost \$150 million. PMA has committed \$15 million for the project, with the Port of Los Angeles being responsible for costs not covered by state funds. The training facility, the first of its kind in the nation for workers throughout the supply chain, will be located on a 20-acre parcel owned by the Port of Los Angeles, and will feature courses to

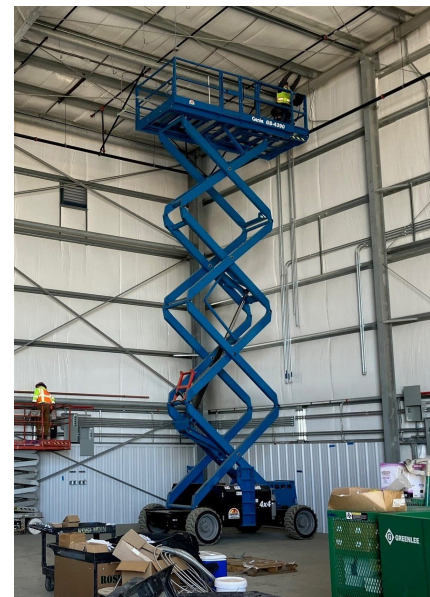
help recruit, train and retrain truckers, warehouse workers, longshore workers and other essential logistics workers. The goal, according to PMA's Chad Lindsay, is to "help keep the West Coast ports competitive, efficient and sustainable." The campus is expected to open by 2029.

Plans to Modernize Operations

PMA has acquired a 2.5-acre site at the Port of Hueneme, with plans to build a new dispatch hall, training facility for ILWU workers, and PMA offices. These important upgrades will position the port to meet the evolving needs for worker training as well as create greater efficiencies and coordination within the port complex.

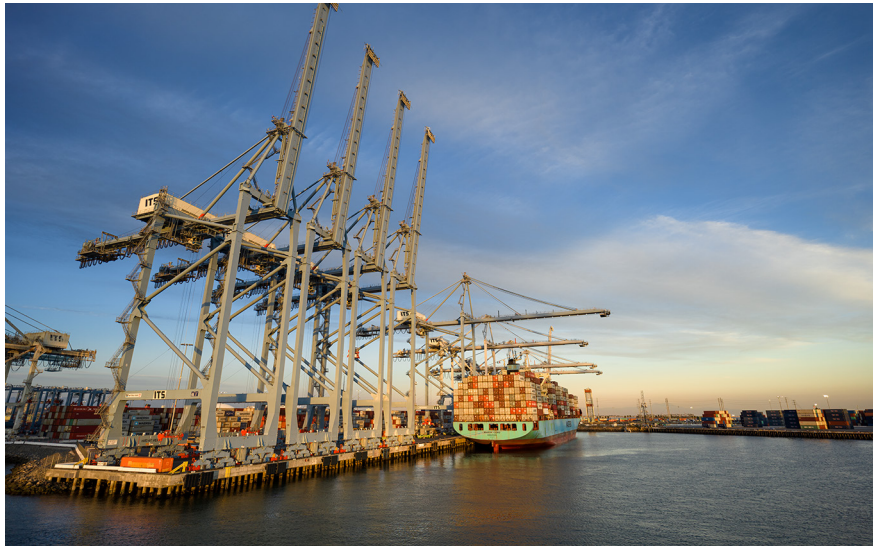


(Above) An exterior shot of the PMA-ILWU M&R Training center in the Port of Los Angeles.
(Right) Workers building the PMA-ILWU M&R Training Center at Pier 400.



ITS and Port of Long Beach Complete Berth G236 Extension

A new 246-foot extension at Berth G236 in the Port of Long Beach was completed in March 2023, adding capacity for PMA member ITS to service two 16,000 TEU capacity container ships. The project also added two acres of backlands to increase storage capacity and strengthened dockside infrastructure to support large new ship-to-shore cranes. The \$55 million expansion was funded by the Port of Long Beach.



The *Maersk Cairo* at work at the newly completed Berth G236 extension.

APM Terminals Opens “Clean Truck Express” Lane at Port of Los Angeles

On December 5, PMA member company APM Terminals launched the new Clean Truck Express Lane at its Pier 400 Terminal at the Port of Los Angeles. This dedicated lane is reserved for trucks registered in the Port’s Clean Truck Program. The lane reduces gate-in times for customers with battery electric, natural gas, or other zero emission technologies. Initial studies show that the express lane saves about 9 minutes per turn, with more significant time savings during peak hours.



A truck passing through APM Terminals’ Clean Truck Express Lane.

New Fleet of 33 Zero-Emissions Tractors Deployed at Port of Long Beach

A fleet of 33 new worker-operated, zero-emissions battery-electric yard tractors has replaced traditional gasoline and diesel-powered models at Pier C in the Port of Long Beach. The project, sponsored by a joint venture of PMA member companies SSA Terminals and Matson Navigation, is part of the Sustainable Terminals Accelerating Regional Transformation (START) initiative. The zero-emission fleet was made possible by a \$50 million grant from the California Air Resources

Board, with additional funding from the U.S. Environmental Protection Agency. As a result of the new fleet, approximately 20 percent of the terminal equipment at the Port of Long Beach is now zero emission. The equipment is capable of running a two-shift operation on a single charge.

City of Los Angeles and YTI Form Partnership to Reduce Emissions

In 2023, PMA member company Yusen Terminals (YTI) entered into an agreement with the City of Los Angeles for a three-year pilot test of two zero- or near-zero-emission yard tractors. The City will reimburse YTI for the cost of the equipment, in addition to installing two charging stations for the equipment’s battery electric power source. The zero-emissions cargo handling equipment represents ongoing public-private partnerships geared towards reaching the Port’s emissions reduction goals.

Northern California

While negotiations for a new coastwise contract took place in the Bay Area, the region's waterfront remained active. During the year, new casuals were hired to help meet current and projected cargo increases, new cranes and other emissions savings technologies were introduced, and first-of-its-kind training was introduced to advance PMA's safety initiatives.

Port of Oakland Meets Peaks of Cargo Demand

PMA and the ILWU worked together at the Port of Oakland to meet the surges in cargo demand, especially in the latter half of the year. In several cases, day shifts worked by longshoremen, clerks, and foremen were over 50% higher than the daily average. Q4 in particular provided several days with significant peaks higher than the number of shifts worked since the beginning of the pandemic.



An MSC vessel leaves the San Francisco Bay after passing under the Golden Gate Bridge.

Casual Workforce Expands in Oakland

To successfully handle fluctuating cargo volumes, PMA increased the number of casual workers by 300 at the Port of Oakland. Expanding the number of casuals underscores PMA's commitment to having enough workers available to handle surges in cargo volumes. The addition of casual workers is also significant because it provides a gateway to the registered workforce.

Cranes Boost Environmental Goals

PMA member TraPac and the Port of Oakland agreed to a lease amendment to modernize three rubber-tired gantry (RTG) cranes, supporting the port's goal of achieving zero-emissions status by 2050. TraPac is expected to retrofit these RTG cranes into hybrid-diesel cranes in addition to introducing four new hybrid-diesel RTGs in 2024. The use of hybrid-diesel fuel is anticipated to cut crane emissions



The sunrise colors the sky behind an American President Lines vessel at SSA Terminals in the Port of Oakland.

by an impressive 95%. This partnership represents a historic milestone for the Port of Oakland, marking the first instance of a lease amendment with a terminal operator to collectively pursue such an aggressive emissions reduction objective by the port.

Oakland Conducts New Safety Training

Working together, PMA, Everport Terminal Services, the ILWU and the Oakland Fire Department completed the first-ever High

Angle Crane Water Rescue Drill at TraPac. The drill included responding to multiple emergency scenarios involving entrapment or injury inside an elevated structure.

Green Power Microgrid Advancement at the Port of Oakland

The Port of Oakland is moving forward with an innovative solar-powered microgrid project to enable the port to have the clean power capacity to charge 1,000 Zero Emissions Vehicles (ZEVs) while also supplying green energy to ships and refrigerated containers. The project, made possible by a \$42 million grant from the California Transportation Commission (CTC), is expected to be operational by mid-2028. This initiative not only accelerates the Port's journey toward its zero-emissions target but also enhances its ability to power-up a substantial zero emission fleet that is expected to grow by 20 times the current amount.



TraPac's rubber-tired gantry cranes being delivered to the Port of Oakland.

Pacific Northwest

Significant investments in infrastructure are enabling ports in the Pacific Northwest to handle larger cargo ships while also improving cargo-handling efficiency. It was also a banner year for the Port of Seattle's cruise industry. In 2023, auto imports increased significantly following the expansion of existing service and new business at the Northwest Seaport Alliance (NWSA) gateway.

Two Super Post-Panamax Cranes Arrive in Seattle

In late November, Seattle Terminals, SSAT/ST and the NWSA welcomed two ZPMC Super Post Panamax Cranes. The cranes, joining four existing cranes at Terminal 5, are among the largest cranes on the West Coast, standing 316 feet tall with a 240-foot outreach boom. The cranes have the capacity to handle containers stacked 10 high and 25 wide on deck. The cranes are expected to begin moving cargo in early 2024, following the completion of the South Berth expansion and the Phase Two modernization project, according to the NWSA.

Auto Imports Soar at PNW Ports

Imports of automobiles through ports in the Pacific Northwest increased significantly in 2023. Auto volumes increased 45% throughout the year, largely due to the consolidation of GLOVIS America's Kia and Hyundai business to the NWSA gateway (*reported on in PMA's 2022 Annual Report*) and new business from General Motors, according to the NWSA.

In addition, a new auto import business launched at the Port of Portland's Marine Terminal 6 in early 2023. The service, which is

expected to lead to the distribution of approximately 160,000 General Motors (GM) vehicles through Portland each year, is an expansion of a 30-year relationship between the Port of Portland and GM.

Ports Set to Undergo Major Waterway Transformation

The Port of Tacoma and the Port of Seattle achieved a significant milestone by signing design agreements with the U.S. Army Corps of Engineers for crucial waterway navigation improvement projects. These projects will



New ZPMC Super Post Panamax cranes on their way to Terminal 5 at the Northwest Seaport Alliance's Seattle Harbor.

substantially deepen the Blair Waterway in Tacoma and the West Waterway in Seattle to accommodate larger vessels. Authorized by Congress, these initiatives are moving forward with the goal of ensuring the region's ports can consistently support international trade and the associated jobs vital to the local economy.

New Federal Funding Will Expand Terminal's Capabilities

In a historic milestone, the Port of Tacoma secured over \$54 million in federal funding for the first phase of the Husky Terminal expansion through the U.S. Department of Transportation's Port Infrastructure Development Program. This substantial grant will double the terminal's capacity for ultra-large ships and triple its capacity for refrigerated containers, addressing Washington state's unmet handling demand for key exports. These enhancements support Washington state's economic activity, promote competitiveness in global trade and align with environmental goals by upgrading power infrastructure. The total project cost is estimated at \$125.9 million, with an additional \$69.3 million in nonfederal funding.

Port of Seattle's Cruise Season Continues Recovery

The Port of Seattle welcomed 291 cruise ships over the course of its 2023 season, maintaining the significant level of cruise ships which visited the Port in 2022's landmark year (295 vessels). The continued recovery of the cruise business, which comprises a significant portion of the Port of Seattle's maritime activity, is especially important following the negative impact to the industry caused by the COVID-19 pandemic.



An aerial view of Husky Terminal during sunrise with Mount Rainier in the background.

ILWU workers assist cruise ships with shoreside business, including securing the vessels to the docks and loading and unloading food, beverages, and passenger luggage.

New Container Business at the Port of Portland

The Port of Portland is expanding its maritime services by adding two new ocean container carriers and extending service into Japan

through an existing carrier. PMA member company Yang Ming Marine Transport Corp has entered the Portland market on a weekly basis through a space-chartering alliance with "K" Line. In addition, a consortium including PMA member company NYK Line, PMA member company Hapag-Lloyd, Neptune Orient Lines Ltd. (NOL) and P&O Containers Ltd has entered into a vessel sharing agreement and will also be calling at the Port of Portland and at three Japanese ports—Kobe, Nagoya and Tokyo.



The Carnival Luminosa sets sail from the Port of Seattle.

Industry Overview →

A crane moves an American President Lines container at Fenix Marine Services in 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.

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.

ILWU Registered Workforce Totals More Than 16,000

As of December 2023, PMA members employed more than 16,400 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 59 percent.



The PMA and ILWU leadership teams meet with President Joe Biden, Acting Labor Secretary Julie Su, and Director of the National Economic Council Lael Brainard in the Blue Room at the White House on September 6, 2023, days following the ratification of the new six-year coastwise contract.

SUPPLEMENTARY AREA AGREEMENTS

Local Effective

Southern California

13 – Sweepers' Agreement	7/1/22
13 – Lines Handling Agreement	7/1/22
13 – Gearmen's Port Supplement	7/1/22
13 – Mechanics' Port Supplement	7/1/22
13 – Bulk Loading Supplement	7/1/22
13, 29 & 46 – Industry Travel Agreement	5/17/88
26 – Watchmen's Agreement	7/1/19
29 – Lines Handling Agreement	1/25/88
29 – Gearmen's Port Supplement	7/1/22
29 – Mechanics' Port Supplement	3/17/97
46 – Gearman's Port Supplement	4/28/17
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen's Port Supplement	4/8/91
63 – Clerks' Port Supplement	7/1/22
63 – Vessel Planner Supplement	2/12/98
94 – Foremen's Port Supplement	7/1/22
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	7/6/21
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	7/1/22
75 – Watchmen's Supplement	7/1/22
91 – Walking Boss Port Supplement	7/1/22
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	10/22/22
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	10/15/22
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	7/1/22

Pacific Northwest: Washington

7 – Working and Dispatching Rules	6/1/60
19 – Working and Dispatching Rules	6/17/60
19 – Lines Handling Agreement	7/1/22
19 – Gear and Locker Agreement	7/1/22
19 – Seattle Mechanics' Supplement	7/1/22
19 & 23 – Shipboard Bulk Grain Operators' Agreement	3/8/10
23 – Working and Dispatching Rules	6/17/88
23 – Lines Handling Agreement	7/1/22
23 – Gear and Locker Agreement	10/21/10
23 – Tacoma Mechanics' Supplement	7/1/22
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	7/1/22

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m. July 1, 2028.

COAST AGREEMENTS

	EFFECTIVE
Longshore and Clerks' Agreement	7/1/22 *
Walking Bosses and Foremen's Agreement	7/1/22 *

* MOU signed on 6/29/23

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.

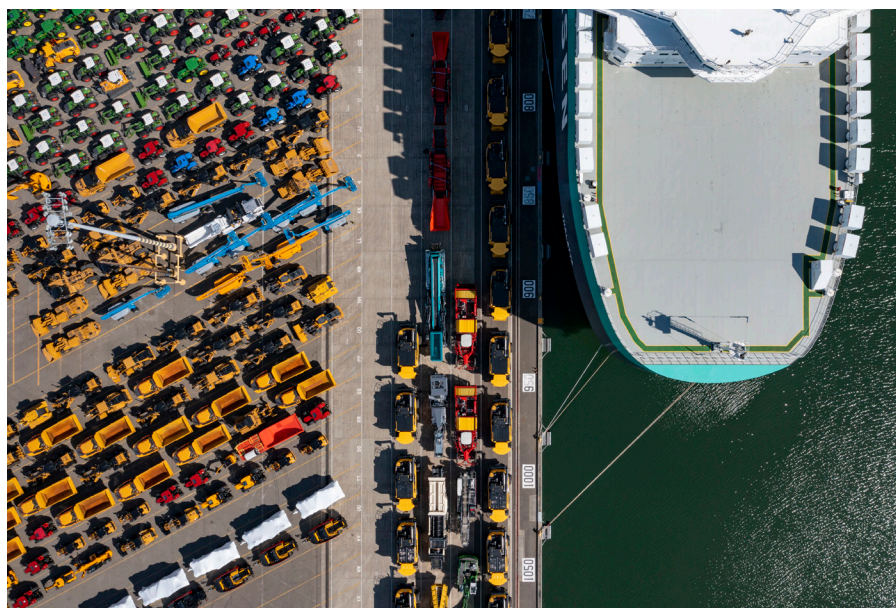
Working Times and Wage Rates

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 first and second shift overtime rate (1.5 times the straight time rate) is to be



An aerial view of cargo staged for load out alongside Wallenius Wilhelmsen's *Thalatta* at East Blair 1 Terminal in the Port of Tacoma.

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 25% and 35% 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
July 2 2022	4.62	10.0	50.85
July 1 2023	2.00	3.9	52.85

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

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

The International Longshore and Warehouse Union

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

HISTORY

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

Subsequent presidents include:

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

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

THE LONGSHORE DIVISION

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

GOVERNING BODY

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President William E. Adams, Vice President Robert Olvera, Jr. and Committeemen Frank Ponce de Leon and Cameron Williams. The Longshore Division holds periodic caucuses to which each local sends representatives where policy is established, collective bargaining demands formulated and other union business is conducted.

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

The Clerks process the cargo information for delivery and shipment.

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

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



The **YM Triumph** at Husky Terminal in the Port of Tacoma.

Coast Accident Prevention Award-Winners

Container Operators

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

- GROUP A** (1 MILLION OR MORE MAN-HOURS)
- FIRST PLACE:** **Long Beach Container Terminal**
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** **APM Terminals**
Los Angeles – Long Beach – Southern California Area
- GROUP B** (500,000 TO 999,999 MAN-HOURS)
- FIRST PLACE:** **Everport Terminal Services**
Los Angeles – Long Beach – Southern California Area
- SECOND 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 Terminals**
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** **SSA Terminals**
Oakland – Northern California Area
- GROUP B** (100,000 TO 399,999 MAN-HOURS)
- FIRST PLACE:** **Sea Star Stevedore Company**
Tacoma – Washington Area
- SECOND PLACE:** **Metro Cruise**
Los Angeles – Long Beach – Southern California Area
- GROUP C** (25,000 TO 99,999 MAN-HOURS)
- FIRST PLACE:** **Jones Stevedoring Company**
Washington Area
- SECOND PLACE:** **Pacific Terminal Service Company**
Tacoma – Washington Area

Bulk Operators

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

- FIRST PLACE:** **Oregon Chip Terminal**
Oregon Area
- SECOND PLACE:** **Metropolitan Stevedore Company**
Anacortes – Washington 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 46: Port Hueneme – Southern California Area
- GROUP C** (25 TO 99 REGISTERED MEMBERS)
Local 18: Sacramento – Northern California Area
- FOREMAN – WALKING BOSS GROUP**
Local 91: Northern California Area
- CLERK GROUP**
Local 34: Northern California Area

Coast One-Year Zero Incident Rate Award

(companies that achieved a zero lost-time incident rate in 2023) (50,000 MINIMUM HOURS)

- Sea Star Stevedoring Company**
Tacoma – Washington Area
- Jones Stevedoring Company**
Washington Area
- Pacific Terminal Service Company**
Tacoma – Washington Area
- SSA Terminals – Mechanic Operations**
Oakland – Northern California Area
- Innovative Terminal Services – Mechanic Operations**
Los Angeles / Long Beach – Southern California Area
- Coast Maritime Services**
Los Angeles / Long Beach – Southern 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)

- SSA Terminals**
Los Angeles / Long Beach – Southern California Area
- SSA Terminals**
Oakland – Northern California Area
- Ports America**
Port Hueneme – Southern California Area
- Jones Stevedoring Company**
Washington Area
- Everport Terminal Services**
Los Angeles / Long Beach – Southern California Area

Mechanic Companies

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

- GROUP A** (200,000 OR MORE MAN-HOURS)
- FIRST PLACE:** **Harbor Industrial**
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** **Pacific Crane Maintenance Company**
Los Angeles – Long Beach – Southern California Area
- GROUP B** (100,00 – 199,999 MAN-HOURS)
- FIRST PLACE:** **SSA Terminals – Mechanic Operations**
Oakland – Northern California Area
- SECOND PLACE:** **Fenix Marine Services – Mechanic Operations**
Los Angeles – Long Beach – Southern California Area

Outstanding Longshore Safety Achievement

Mike Outland
Pacific Crane Maintenance Company

Mike Podue
ILWU Local 63

The Coast Accident Prevention Awards

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

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

Industry Benefits →

A truck hauling an SM Line container passes underneath a towering crane at SSA Terminals in the Port of Long Beach.

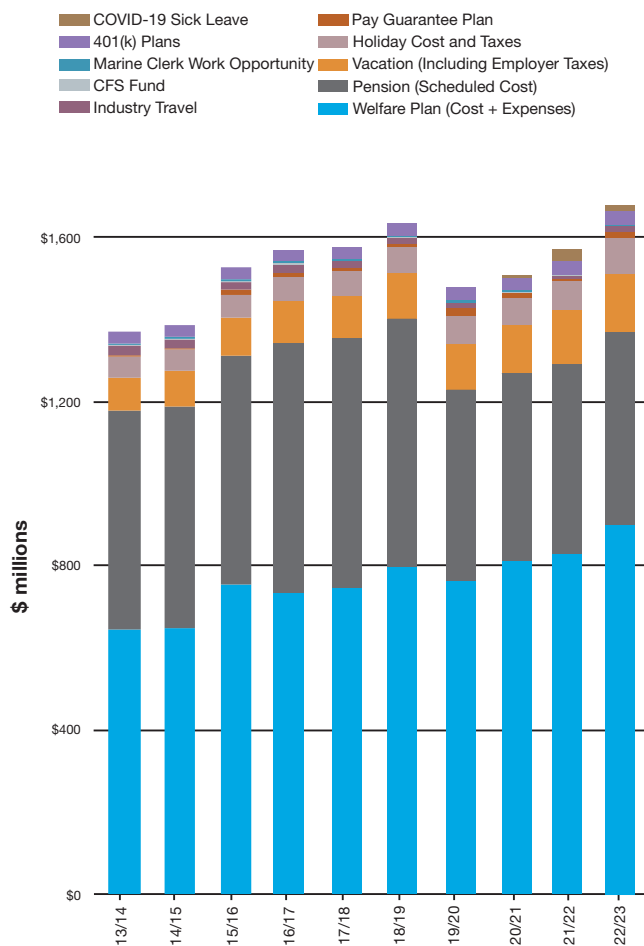


ILWU Benefits Package

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's website (www.pmanet.org) or through the ILWU-PMA Benefit Plans Office (www.benefitplans.org).

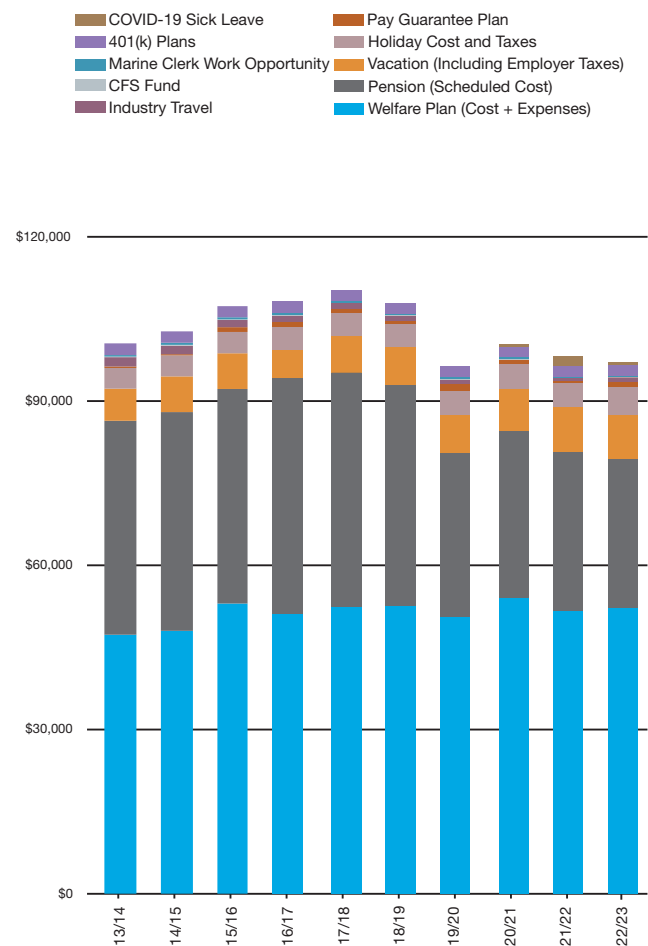
TOTAL BENEFITS COSTS

2013/2014 through 2022/2023



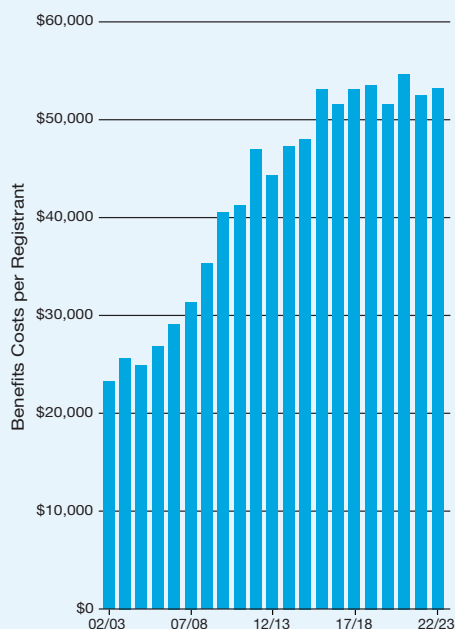
BENEFITS COSTS PER ACTIVE REGISTRANT

2013/2014 through 2022/2023



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 2003-2023



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 2022/2023 are divided by the count of active registrants at the end of 2022.

RETIREEES BY YEAR

Year	Normal	Early	Disability	Total
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
2023	319	29	46	394

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 12 months / \$700 allowance for 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 2022-2028 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerk's Agreement extends the Plan, and the Plan remains in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

ELIGIBILITY FOR ILWU-PMA WELFARE PLAN BENEFITS

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

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

NUMBER OF PENSION BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/ Early	Dis- ability	In- Service	QDRO	Sub- total	Post- Retire	Pre- Retire	Sub- total	
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
2023	4,748	902	–	359	6,009	2,542	683	3,225	9,234

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 10 years of service and the participant must have worked or been credited with at least 500 hours of service in five of the last 10 payroll years, preceding or 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.

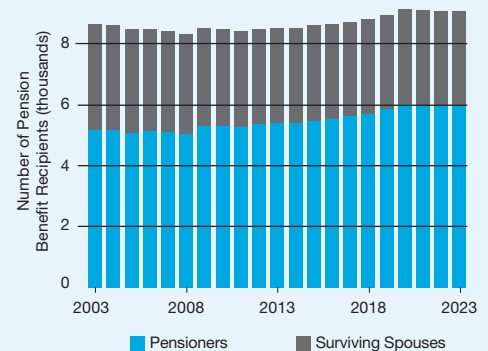
A year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, and paid holidays.

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 years of service remain credited for life. The Plan is non-contributory for the participants and is completely funded by employer contributions.

NUMBER OF PENSION BENEFIT RECIPIENTS



PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2023)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	\$116	\$2,900
7/81-6/84	30	\$116	\$3,480
7/84-6/87	33	\$116	\$3,828
7/87-6/93	35	\$116	\$4,060
7/93-6/99	35	\$116	\$4,060
7/99-6/02	35	\$115	\$4,025
7/02-6/08	35	\$155	\$5,425
7/08-6/14	37	\$180	\$6,660
7/14-6/24	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 vesting and eligibility.

VACATION BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:

2019	\$ 107,011,388
2020	\$ 106,076,630
2021	\$ 117,571,040
2022	\$ 139,902,269
2023*	\$ 142,514,608

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 2023
 *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

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.

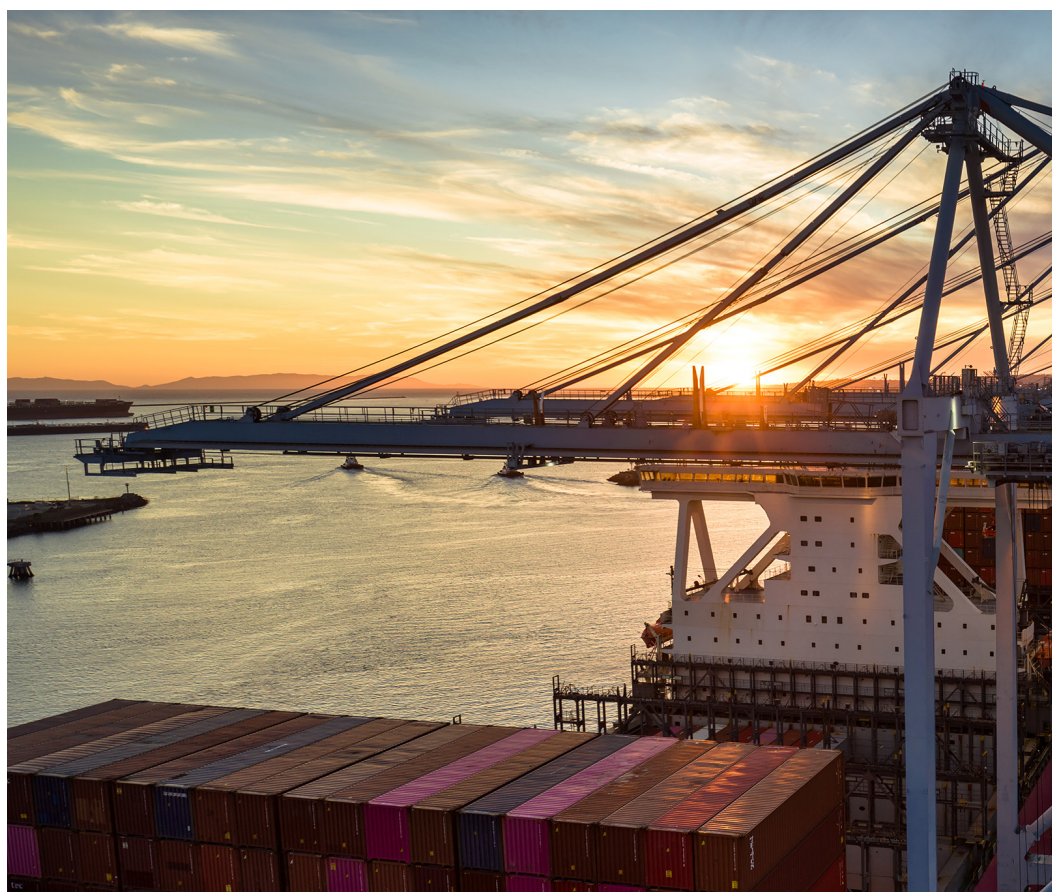
Registered walking bosses/foremen receive \$5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants receive \$1 per qualifying hour up to a maximum of 2,000 hours. Beginning with the 2008 plan year, a "third-shift" conversion factor was applied to qualifying hours worked 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.

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



Day's end at International Transportation Service (ITS) Terminal at Pier G in the Port of Long Beach.

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

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.

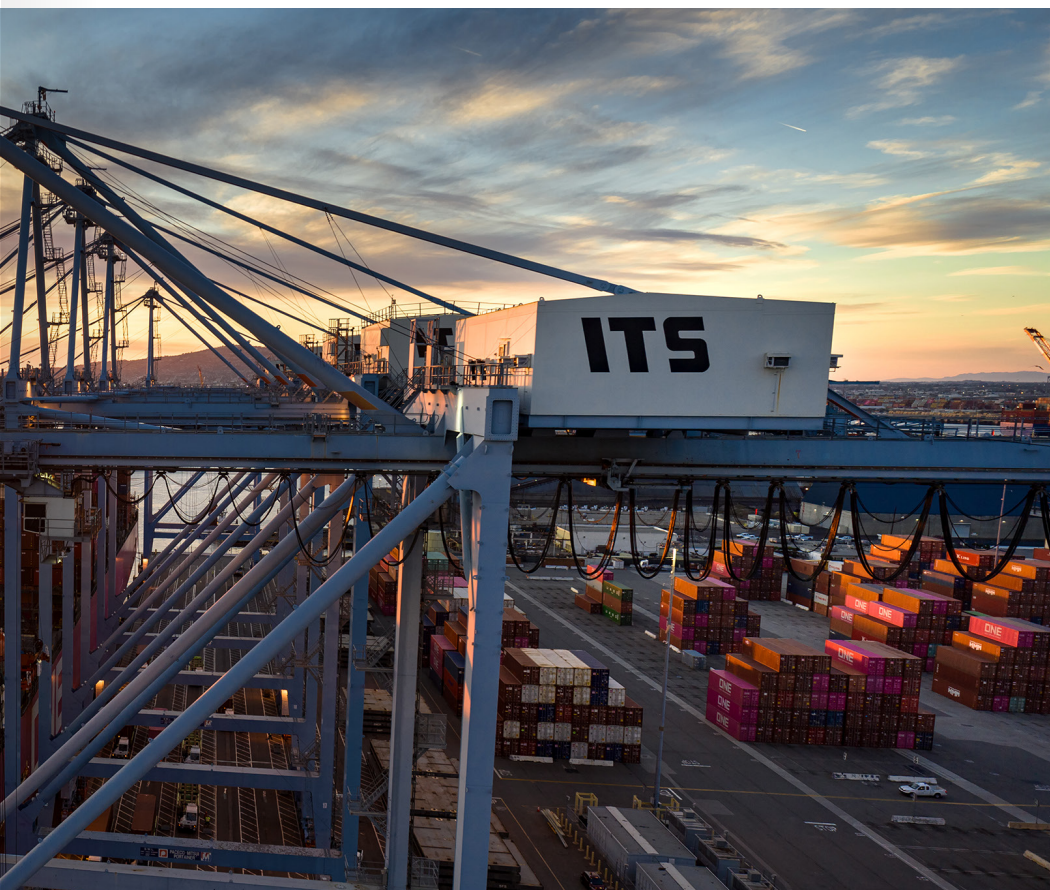
To receive a third week of vacation, a registrant must have qualified for a two-week basic vacation in the previous payroll year and must also have eight total years of service with a one-week vacation.

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 16 holidays, of which 14 are paid holidays. There are five no-work holidays—Christmas Day, New Year's Day, Bloody Thursday, Labor Day and Thanksgiving Day. Three holidays are partial work days—Juneteenth (beginning in 2024), Christmas Eve Day and New Year's Eve Day. Seven of the holidays are normal workdays. Lincoln's Birthday is a recognized holiday although it is not a paid holiday.

Registrants are eligible to receive a paid holiday benefit provided they (1) have registration status on the date of the paid holiday and (2) have been paid or credited sufficient hours in the previous payroll year to qualify for a basic one-week vacation. To receive a paid



HOLIDAY PLAN

2024

JANUARY

- 1 New Year's Day¹
- 15 Martin Luther King's Birthday

FEBRUARY

- 12 **Lincoln's Birthday**
- 19 Washington's Birthday

MARCH

- 31 Cesar Chavez's Birthday²

MAY

- 27 Memorial Day

JUNE

- 19 Juneteenth³

JULY

- 4 Independence Day
- 5 **Bloody Thursday¹**
- 28 Harry Bridges' Birthday²

SEPTEMBER

- 2 Labor Day¹

NOVEMBER

- 11 Veterans Day
- 28 Thanksgiving Day¹

DECEMBER

- 24 Christmas Eve Day¹
- 25 Christmas Day¹
- 31 New Year's Eve Day¹

2025

January

- 1 New Year's Day¹
- 20 Martin Luther King's Birthday

February

- 12 **Lincoln's Birthday**
- 17 Washington's Birthday

March

- 31 Cesar Chavez's Birthday

May

- 26 Memorial Day

JUNE

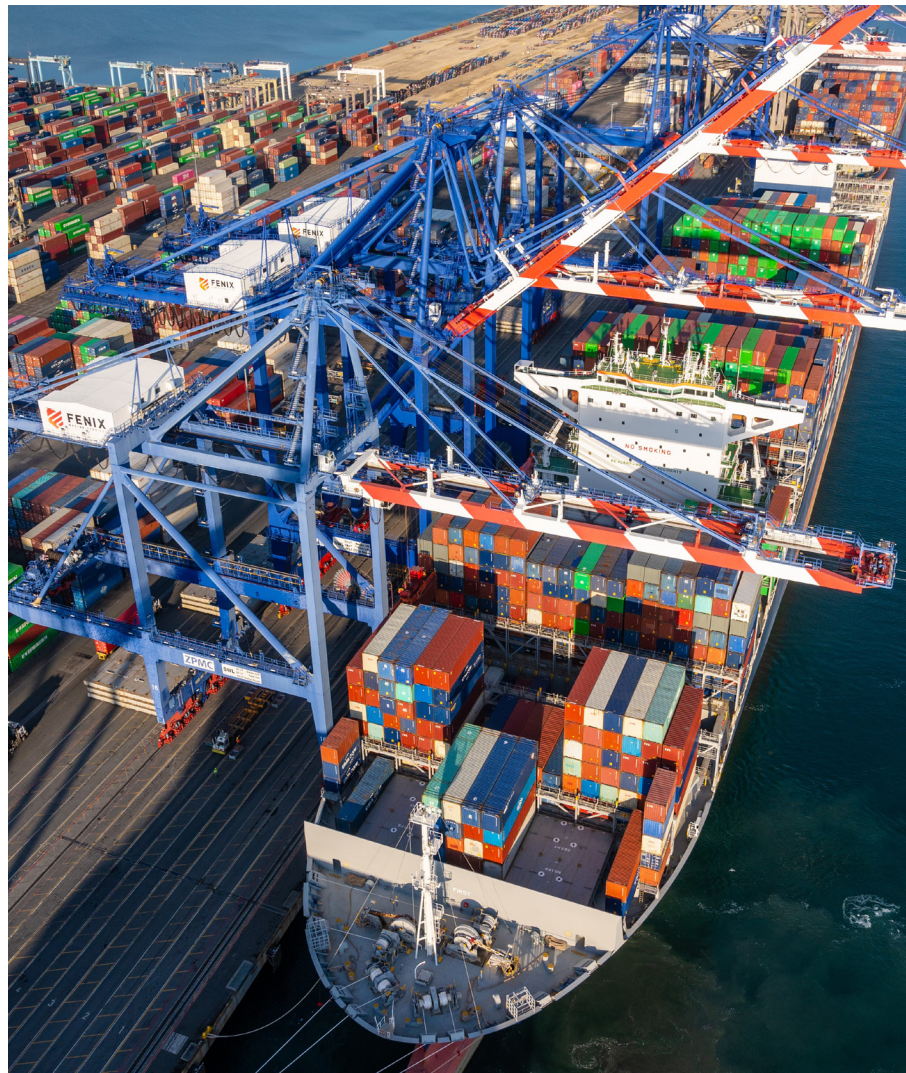
- 19 Juneteenth³

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

¹ No work will be performed from 1500 December 24 to 0700 December 26, 1500 December 31 to 0700 January 2, 0800 July 5 to 0700 July 6, 0800 September 2 to 0700 September 3, 0800 November 28 to 0700 November 29. 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.

³ No work will be performed from 0700 until 1700 June 19. The provision for no work shall not apply to passenger ships, essential military cargo, and emergencies.



ZPMC Cranes at Fenix Marine Services servicing the **CMA CGM Brazil**.

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 workdays—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 2024 and for the first six months of 2025 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR

Contract Year Ended June 30

2019	\$ 65,374,122
2020	\$ 68,007,356
2021	\$ 67,048,171
2022	\$ 70,276,545
2023	\$ 85,746,842

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 (\$52.85 per hour for Class "A" longshore, effective July 1, 2023, or \$2,114.00 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 (\$1,691.20).

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 2023/2024 is \$50,000,000. 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
2019	\$6,441,846	\$232,032
2020	\$17,907,001	\$432,153
2021	\$10,518,011	\$388,949
2022	\$5,633,273	\$222,029
2023	\$16,423,534	\$233,637

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

ILWU-PMA Marine Clerk Work Opportunity

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

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

Industry Travel System

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

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

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

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30	
2019	\$14,609,685
2020	\$12,437,715
2021*	\$2,160,718
2022	\$7,248,710
2023	\$13,917,099

Includes payments for benefits and tax expenses.

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

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

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



A Cosco Shipping container is transported on zero-emission cargo handling equipment at Long Beach Container Terminal.

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 \$225.00 per night for lodging and \$45.00 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.

There are two types of reimbursements made for CFS activity: (1) a credit based

CFS PROGRAM FUND			
Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
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
2023	\$ 966,952	\$107,428	\$1,074,380

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 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



The sun rises behind the **Hyundai Force** as it is helped by tugboats to the dock at Washington United Terminals in the Port of Tacoma.

hall or employed by any employer while there are individuals on the registered list who are qualified, ready and willing to do the work.

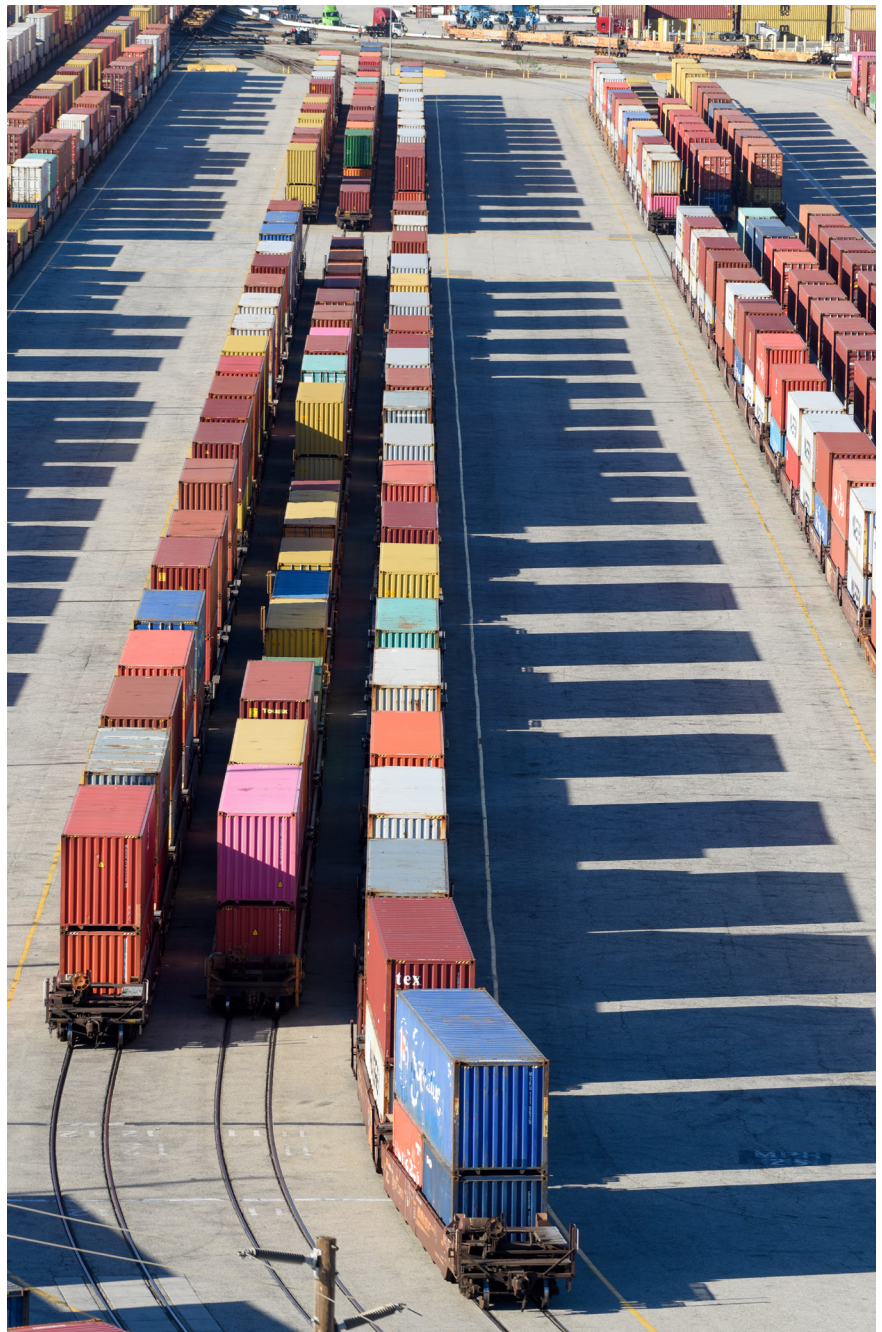
The personnel for each dispatching hall, with the exception of the Dispatchers, are appointed by the Joint Port Labor Relations Committee of each port. Dispatchers are selected by the Union through elections in which all candidates must be qualified according to standards prescribed and measured by the 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
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
2023	\$6,314,665	\$42,046,833	\$48,361,498

2023 is based on unaudited financial report.



Containerized cargo prepared to move via on-dock rail.

Industry Assessments →

Towering cranes among the clouds at the Port of Seattle's Terminal 46. Pacific Crane Maintenance Company restored and currently maintains three ship-to-shore cranes at T-46.



Industry Assessments

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.



Three tugboats alongside a Yang Ming vessel at berth in the Port of Tacoma.

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
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
2023/2024	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



New Mazda SUVs drive off NYK Line’s **Phoenix Leader** in the Port of Los Angeles.

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***
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
2023	\$29.15	\$0.75	\$2.81	\$5.35	\$26.970	\$1.587	\$1.587	\$0.128	\$0.031	\$0.110	\$0.290	\$0.250	\$0.010

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.

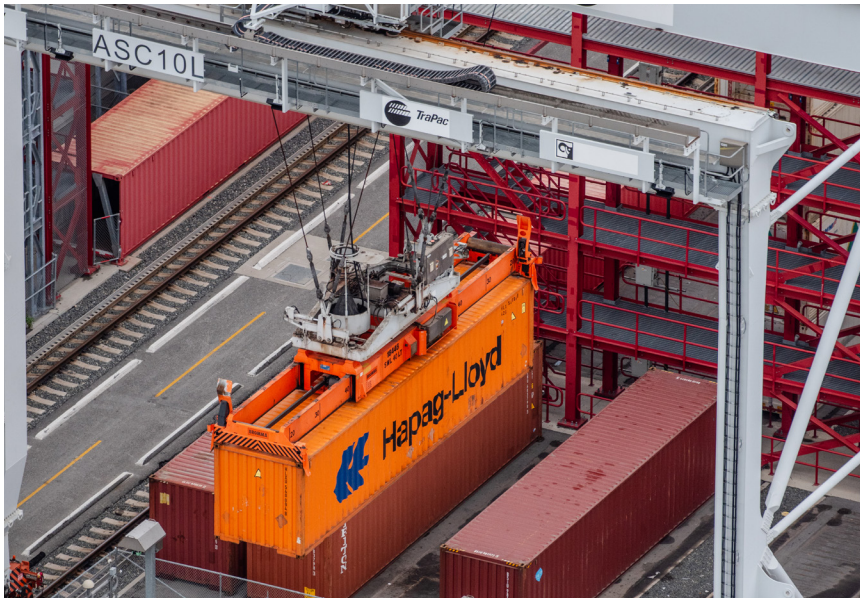
All non-containerized revenue tonnage is reported in one of the following four categories.

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



A Hapag Lloyd container is raised using automated container handling equipment at TraPac Terminals in the Port of Los Angeles.

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 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.

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 →

*Guided by tugboats, the **Hyundai Courage** sails past cranes at SSA Terminals in the Port of Oakland.*



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.

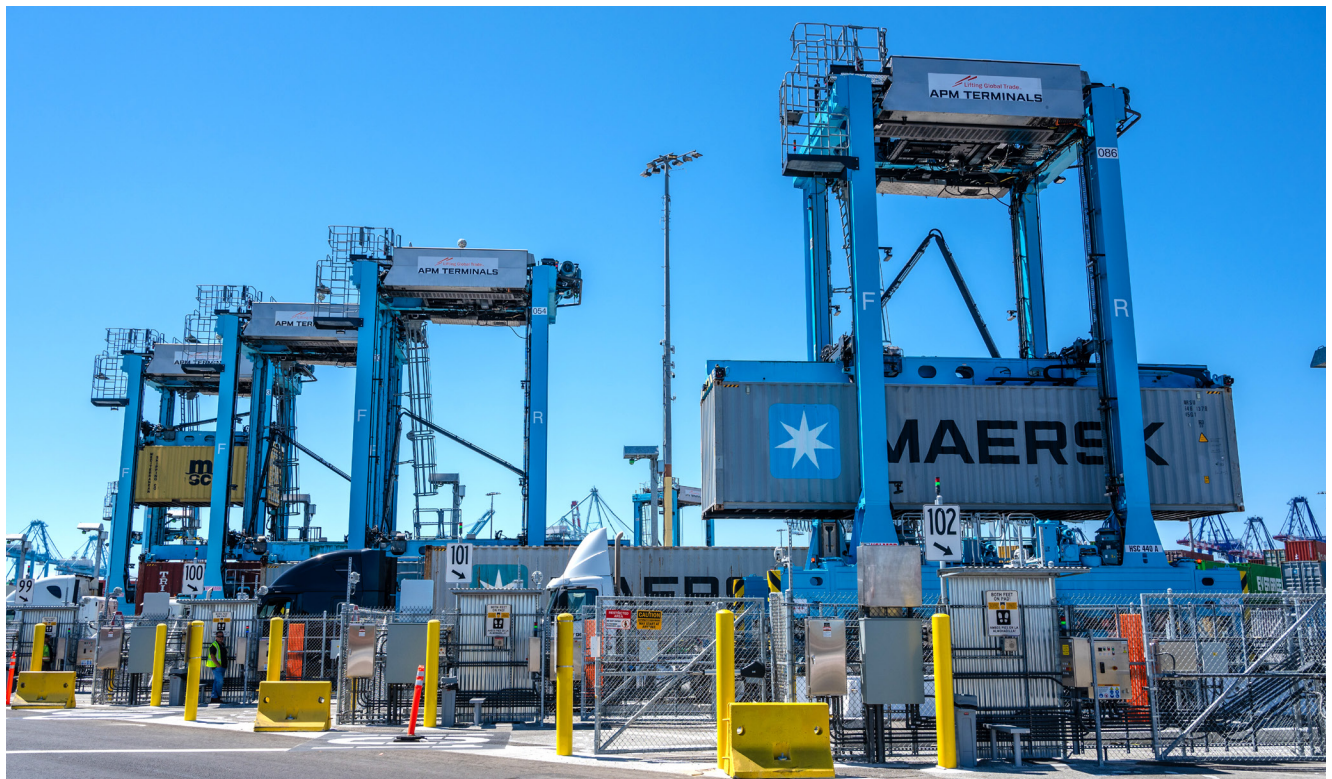
The pages that follow contain some of the most requested data sets, which detail cargo movement, the labor force and a host of other maritime matters.

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 Coast ports, see the PMA website, www.pmanet.org and follow PMA on X @WestCoastPorts.



New cranes being delivered to Washington United Terminals in the Port of Tacoma.



Trucks queue up to receive containers via automated straddle carriers at APM Terminals in the Port of Los Angeles.

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2023 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.

2023	TOTAL REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	% Chng from 2022	% Loaded: % Discharged	Total (TEUs)	% of Coast	% Chng from 2022	% Loaded: % Discharged	Total	% of Coast	% Chng from 2022	% Loaded: % Discharged

SOUTHERN CALIFORNIA

San Diego	4,968,438	1.5	5.4	19.5 : 80.5	81,643	0.6	(6.9)	8.4 : 91.6	163,168	3.9	(36.2)	34.3 : 65.7
Long Beach	100,008,391	31.1	(11.0)	29.8 : 70.2	5,069,730	34.5	(11.9)	25.2 : 74.8	675,305	16.1	(23.8)	14.4 : 85.6
Los Angeles	102,344,777	31.7	(7.3)	22.6 : 77.4	5,761,273	39.2	(7.8)	22.5 : 77.5	1,269,628	30.3	(15.2)	0.1 : 99.9
Port Hueneme	7,889,468	2.5	(2.2)	7.2 : 92.8	146,418	1.0	(20.7)	16.5 : 83.5	234,253	5.6	(28.8)	7.5 : 92.5
AREA TOTAL	215,211,074	66.8	(8.6)	25.3 : 74.7	11,059,064	75.3	(9.9)	23.6 : 76.4	2,342,354	55.9	(21.1)	7.3 : 92.7

NORTHERN CALIFORNIA

San Francisco	381,710	0.1	(35.6)	— : 100.0	—	—	—	— : —	3,163	0.1	100.0	— : 100.0
Redwood City	1,260,173	0.4	(10.0)	— : 100.0	—	—	—	— : —	—	—	—	— : —
Oakland	26,876,934	8.4	(10.2)	46.9 : 53.1	1,572,079	10.7	(10.3)	46.8 : 53.2	18,619	0.4	(18.1)	83.0 : 17.0
Richmond	1,697,650	0.5	24.3	1.3 : 98.7	1,620	<0.1%	100.0	7.7 : 92.3	—	—	—	— : —
Crockett	598,757	0.2	1.2	12.8 : 87.2	—	—	—	— : —	—	—	—	— : —
Benicia	3,217,175	1.0	37.8	0.1 : 99.9	—	—	—	— : —	—	—	—	— : —
Port Chicago	40,715	<0.1%	5.5	8.3 : 91.7	2,395	<0.1%	5.5	8.3 : 91.7	—	—	(100.0)	— : —
Stockton	2,609,410	0.8	(19.0)	39.7 : 60.3	—	—	(100.0)	— : —	210,691	5.0	(67.3)	6.8 : 93.2
West Sacramento	952,574	0.3	20.7	21.4 : 78.6	—	—	—	— : —	309,447	7.4	14.4	65.9 : 34.1
Eureka	282,669	0.1	(12.0)	100.0 : —	—	—	—	— : —	—	—	—	— : —
AREA TOTAL	37,917,767	11.8	(6.5)	37.5 : 62.5	1,576,094	10.7	(10.3)	46.7 : 53.3	541,920	12.9	(42.2)	43.2 : 56.8

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

North Bend / Coos Bay	2,227,363	0.7	(4.7)	96.3 : 3.7	—	—	—	— : —	—	—	—	— : —
Portland	10,799,810	3.4	(11.9)	60.3 : 39.7	94,754	0.6	(29.5)	48.3 : 51.7	8,708	0.2	39.0	8.6 : 91.4
Vancouver	2,296,156	0.7	(5.7)	35.0 : 65.0	76	<0.1%	(77.6)	— : 100.0	288,745	6.9	(43.7)	2.0 : 98.0
Kalama	6,383,697	2.0	(19.7)	96.0 : 4.0	—	—	—	— : —	252,510	6.0	2.2	— : 100.0
Rainier	3,351	<0.1%	100.0	— : 100.0	—	—	—	— : —	—	—	—	— : —
Longview	3,896,863	1.2	26.3	86.5 : 13.5	1,323	<0.1%	(60.2)	— : 100.0	136,458	3.3	(32.1)	3.9 : 96.1
Astoria	146	<0.1%	100.0	— : 100.0	—	—	—	— : —	146	<0.1%	100.0	— : 100.0
AREA TOTAL	25,607,386	8.0	(8.8)	74.1 : 25.9	96,153	0.7	(30.4)	47.6 : 52.4	686,567	16.4	(29.0)	1.7 : 98.3

PACIFIC NORTHWEST: WASHINGTON

Aberdeen/Grays Harbor	3,504,065	1.1	56.7	88.8 : 11.2	—	—	—	— : —	717	<0.1%	(53.0)	— : 100.0
Olympia	230,221	0.1	(13.1)	79.0 : 21.0	—	—	—	— : —	49,826	1.2	(9.3)	2.9 : 97.1
Tacoma	27,317,835	8.5	13.1	40.3 : 59.7	1,301,754	8.8	5.2	47.7 : 52.3	386,090	9.1	(1.0)	12.8 : 87.2
Seattle	10,943,021	3.4	(25.8)	32.7 : 67.3	641,589	4.4	(25.7)	32.7 : 67.3	19,212	0.5	27.3	52.5 : 47.5
Everett	487,338	0.2	(50.5)	18.7 : 81.3	14,789	0.1	(59.1)	4.9 : 95.1	166,370	4.0	(17.7)	47.3 : 52.7
Port Angeles	131,564	<0.1%	42.3	100.0 : —	—	—	—	— : —	42	<0.1%	100.0	100.0 : —
Anacortes	335,607	0.1	5.6	90.7 : 9.3	—	—	—	— : —	—	—	—	— : —
Bellingham	89,289	<0.1%	143.0	— : 100.0	—	—	—	— : —	—	—	—	— : —
AREA TOTAL	43,038,940	13.4	0.5	42.8 : 57.2	1,958,132	13.3	(8.4)	42.5 : 57.5	622,257	14.8	(6.2)	22.4 : 77.6
COAST TOTAL	321,775,167	100.0	(7.3)	33.0 : 67.0	14,689,443	100.0	(9.9)	28.7 : 71.3	4,193,098	100.0	(24.3)	13.3 : 86.7

Revenue Tonnage Loaded and Discharged by Port

— CONTINUED

Total
tonnage
reported
for the port.Chng from 2022
shows the percent
2023 tonnage
changed from
2022 tonnage.% of Coast shows
the percentage that
the port's tonnage
represents of the
coast total.% Loaded: % Discharged shows the ratio of the
percentage of total tons or TEUs loaded in the
port to the corresponding percentage of tons or
TEUs discharged. The categories "loaded" and
"discharged" cannot be used synonymously with
"export" and "import" because these data include
not only foreign trade cargo but also U.S. intercoastal
cargo, cargo bound to and from Alaska and Hawaii,
and discharged coastwise cargo.

LUMBER & LOGS

AUTOMOBILES AND TRUCKS

BULK CARGO

Total	% of Coast	% Chng from 2022	% Loaded: % Discharged	Total	% of Coast	% Chng from 2022	% Loaded: % Discharged	Total	% of Coast	% Chng from 2022	% Loaded: % Discharged	2023
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SOUTHERN CALIFORNIA

—	—	—	— : —	3,111,645	10.9	14.5	25.6 : 74.4	305,694	0.8	22.6	— : 100.0	San Diego
133,402	14.4	7.1	— : 100.0	3,321,705	11.6	10.9	7.9 : 92.1	9,692,569	25.2	(8.3)	80.6 : 19.4	Long Beach
—	—	—	— : —	2,107,450	7.4	41.7	2.0 : 98.0	1,026,058	2.7	(14.2)	100.0 : —	Los Angeles
—	—	—	— : —	5,068,711	17.8	15.5	2.7 : 97.3	97,398	0.3	(53.0)	— : 100.0	Port Hueneme
133,402	114.4	7.1	— : 100.0	13,609,511	47.7	17.4	9.1 : 90.9	11,121,719	29.0	(9.0)	79.5 : 20.5	AREA TOTAL

NORTHERN CALIFORNIA

—	—	—	— : —	378,547	1.3	8.2	— : 100.0	—	—	(100.0)	— : —	San Francisco
—	—	—	— : —	—	—	—	— : —	1,260,173	3.3	(10.0)	— : 100.0	Redwood City
—	—	—	— : —	132,972	0.5	27.9	64.7 : 35.3	—	—	—	— : —	Oakland
—	—	—	— : —	1,088,559	3.8	53.6	— : 100.0	581,551	1.5	(11.5)	3.5 : 96.5	Richmond
—	—	—	— : —	—	—	—	— : —	598,757	1.6	1.2	12.8 : 87.2	Crockett
—	—	—	— : —	3,217,175	11.3	37.8	0.1 : 99.9	—	—	—	— : —	Benicia
—	—	—	— : —	—	—	—	— : —	—	—	—	— : —	Port Chicago
—	—	(100.0)	— : —	—	—	—	— : —	2,398,719	6.2	(4.6)	42.5 : 57.5	Stockton
—	—	—	— : —	—	—	—	— : —	643,127	1.7	24.1	— : 100.0	West Sacramento
—	—	—	— : —	—	—	—	— : —	282,669	0.7	(12.0)	100.0 : —	Eureka
—	—	(100.0)	— : —	4,817,253	16.9	37.8	1.8 : 98.2	5,764,996	15.0	(7.7)	24.3 : 75.7	AREA TOTAL

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

124,664	13.4	(16.6)	90.7 : 9.3	—	—	—	— : —	2,102,699	5.5	(3.9)	96.6 : 3.4	North Bend / Coos Bay
—	—	—	— : —	3,932,428	13.8	21.7	13.3 : 86.7	5,247,856	13.7	(22.1)	99.3 : 0.7	Portland
—	—	(100.0)	— : —	1,207,591	4.2	21.3	— : 100.0	798,528	2.1	(13.2)	100.0 : —	Vancouver
—	—	—	— : —	—	—	—	— : —	6,131,187	15.9	(20.4)	100.0 : —	Kalama
3,351	0.4	100.0	— : 100.0	—	—	—	— : —	—	—	—	— : —	Rainier
416,416	44.9	(4.0)	96.8 : 3.2	—	—	—	— : —	3,321,498	8.7	38.7	89.2 : 10.8	Longview
—	—	—	— : —	—	—	—	— : —	—	—	—	— : —	Astoria
544,431	58.7	(6.7)	94.8 : 5.2	5,140,019	18.0	21.6	10.2 : 89.8	17,601,768	45.9	(11.7)	97.4 : 2.6	AREA TOTAL

PACIFIC NORTHWEST: WASHINGTON

22,038	2.4	(11.2)	100.0 : —	179,187	0.6	100.0	— : 100.0	3,302,123	8.6	49.5	93.5 : 6.5	Aberdeen / Grays Harbor
180,177	19.4	(14.2)	100.0 : —	—	—	—	— : —	218	<0.1%	39.7	100.0 : —	Olympia
—	—	—	— : —	4,801,927	16.8	75.9	8.7 : 91.3	—	—	—	— : —	Tacoma
—	—	—	— : —	—	—	—	— : —	16,796	<0.1%	(64.6)	— : 100.0	Seattle
—	—	—	— : —	—	—	—	— : —	69,555	0.2	(58.8)	— : 100.0	Everett
46,997	5.1	(33.3)	100.0 : —	—	—	—	— : —	84,525	0.2	284.0	100.0 : —	Port Angeles
—	—	—	— : —	—	—	—	— : —	335,607	0.9	5.6	90.7 : 9.3	Anacortes
—	—	—	— : —	—	—	—	— : —	89,289	0.2	143.0	— : 100.0	Bellingham
249,212	26.9	(18.4)	100.0 : —	4,981,114	17.4	82.4	8.3 : 91.7	3,898,113	10.1	39.1	89.2 : 10.8	AREA TOTAL
927,045	100.0	(11.6)	82.6 : 17.4	28,547,897	100.0	29.5	7.9 : 92.1	38,386,596	100.0	(6.8)	80.4 : 19.6	COAST TOTAL

Container Box Counts

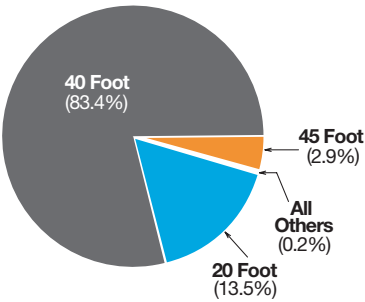
Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48, and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing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

2023

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	274,287	68,132	342,419	1,695,139	553,096	2,248,235	67,339	47,549	114,888	2,038,960	668,795	2,707,755	63.7%	5,103,508
Empty	1,894	184,515	186,409	54,083	1,233,791	1,287,874	21,597	41,902	63,499	80,867	1,460,427	1,541,294	36.3%	2,914,491
TOTAL	276,181	252,647	528,828	1,749,222	1,786,887	3,536,109	88,936	89,451	178,387	2,119,827	2,129,222	4,249,049	100%	8,017,999
LOS ANGELES														
Cargo Bearing	325,000	95,019	420,019	2,011,777	597,209	2,608,986	46,088	4,556	50,644	2,386,972	696,784	3,083,756	66.7%	5,763,082
Empty	698	186,254	186,952	3,022	1,297,326	1,300,348	48	41,438	41,486	13,136	1,525,018	1,538,154	33.3%	2,905,992
TOTAL	325,698	281,273	606,971	2,014,799	1,894,535	3,909,334	46,136	45,994	92,130	2,400,108	2,221,802	4,621,910	100%	8,669,074
OAKLAND														
Cargo Bearing	102,606	56,983	159,589	362,320	335,808	698,128	7,436	5,211	12,647	472,362	398,002	870,364	76%	1,584,434
Empty	7,621	52,863	60,484	77,139	128,506	205,645	2,838	5,690	8,528	87,598	187,059	274,657	24%	491,053
TOTAL	110,227	109,846	220,073	439,459	464,314	903,773	10,274	10,901	21,175	559,960	585,061	1,145,021	100%	2,075,487
PORTLAND														
Cargo Bearing	5,467	851	6,318	21,457	22,462	43,919	263	1	264	27,187	23,314	50,501	79.5%	94,756
Empty	0	4,600	4,600	3,794	4,345	8,139	0	252	252	3,794	9,197	12,991	20.5%	21,448
TOTAL	5,467	5,451	10,918	25,251	26,807	52,058	263	253	516	30,981	32,511	63,492	100%	116,204
TACOMA														
Cargo Bearing	65,846	21,646	87,492	308,536	288,226	596,762	9,841	14,763	24,604	384,223	324,635	708,858	76.8%	1,336,527
Empty	2,138	32,847	34,985	66,634	97,077	163,711	9,200	5,664	14,864	77,972	135,588	213,560	23.2%	395,920
TOTAL	67,984	54,493	122,477	375,170	385,303	760,473	19,041	20,427	39,468	462,195	460,223	922,418	100%	1,732,447
SEATTLE														
Cargo Bearing	45,484	19,317	64,801	190,858	96,983	287,841	3,561	447	4,008	239,903	116,747	356,650	69.8%	649,537
Empty	1,929	25,307	27,236	13,458	109,918	123,376	0	3,703	3,703	15,387	138,997	154,384	30.2%	282,522
TOTAL	47,413	44,624	92,037	204,316	206,901	411,217	3,561	4,150	7,711	255,290	255,744	511,034	100%	932,059
ALL OTHERS														
Cargo Bearing	3,617	1,076	4,693	103,996	16,330	120,326	232	0	232	109,832	17,406	127,238	58.9%	251,135
Empty	35	118	153	825	84,773	85,598	7	70	77	3,930	84,961	88,891	41.1%	179,640
TOTAL	3,652	1,194	4,846	104,821	101,103	205,924	239	70	309	113,762	102,367	216,129	100%	430,775
COAST TOTALS														
Cargo Bearing	822,307	263,024	1,085,331	4,694,083	1,910,114	6,604,197	134,760	72,527	207,287	5,659,439	2,245,683	7,905,122	67.4%	14,782,979
Empty	14,315	486,504	500,819	218,955	2,955,736	3,174,691	33,690	98,719	132,409	282,684	3,541,247	3,823,931	32.6%	7,191,066
TOTAL	836,622	749,528	1,586,150	4,913,038	4,865,850	9,778,888	168,450	171,246	339,696	5,942,123	5,786,930	11,729,053	100%	21,974,045
% of Total	7.1%	6.4%	13.5%	41.9%	41.5%	83.4%	1.4%	1.5%	2.9%	50.7%	49.3%	100%	-	-

2023 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.

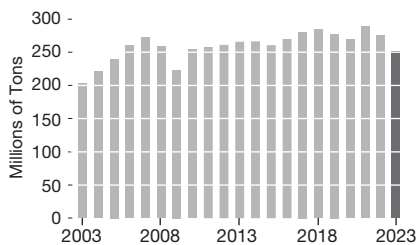
2023	CELL-TO-CELL	CELL-DOCK-CELL
Oakland	0	308
Northern California Total	0	308
Long Beach	0	6,286
Los Angeles	445	13,184
Port Hueneme	0	990
Southern California Total	445	20,460
Seattle	0	4
Tacoma	1	8,814
Washington Total	1	8,818
COAST TOTAL	446	29,586

West Coast Waterborne Revenue Tonnage

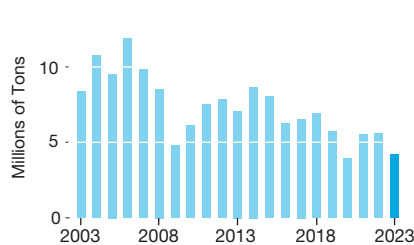
Waterborne revenue tonnage moving through California, Oregon, and Washington ports since 2003. During this time, containerized cargo has been reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. 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
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	80.4%	5,303,222	1.4%	1,138,326	0.3%	21,557,052	5.9%	43,822,870	11.9%	366,887,971
2022	277,142,126	79.8%	5,536,373	1.6%	1,048,998	0.3%	22,042,298	6.4%	41,203,670	11.9%	346,973,465
2023	249,720,531	77.6%	4,193,098	1.3%	927,045	0.3%	28,547,897	8.9%	38,386,596	11.9%	321,775,167

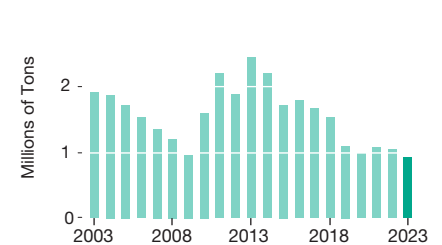
CONTAINERS



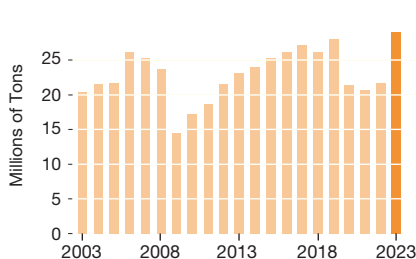
GENERAL CARGO



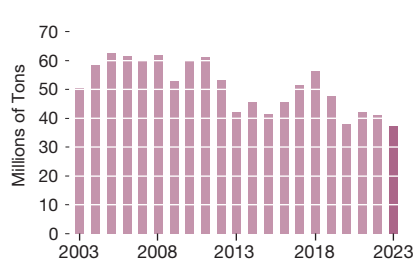
LUMBER AND LOGS



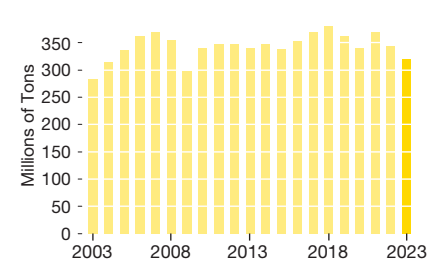
AUTOS AND TRUCKS



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 86.5% of the total coast tonnage in 2023 and 98.3% of the containerized cargo.

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

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

	2023		2022		2021		2020		2019	
	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast	TEUs/Tons	Percent of Coast
LONG BEACH										
Automobiles and Trucks	3,321,705	11.6%	2,994,388	13.6%	3,010,619	14.0%	2,888,536	13.1%	3,559,111	12.6%
Bulk Cargo	9,692,569	25.3%	10,564,334	25.6%	10,368,496	23.7%	8,117,898	20.4%	9,084,096	18.9%
Containerized Cargo	5,069,730	34.5%	5,752,647	35.3%	6,001,191	34.6%	5,460,558	33.9%	5,230,352	32.0%
General Cargo	675,305	16.1%	886,552	16.0%	810,419	15.3%	556,948	13.9%	644,890	10.8%
Logs and Lumber	133,402	14.4%	124,580	11.9%	130,786	11.5%	142,333	13.7%	155,573	13.6%
Port Total:	100,008,391	31.1%	112,364,853	32.4%	116,340,567	31.7%	104,535,201	30.7%	102,359,654	28.3%
LOS ANGELES										
Automobiles and Trucks	2,107,450	7.4%	1,486,794	6.8%	1,356,209	6.3%	1,353,116	6.1%	1,761,017	6.2%
Bulk Cargo	1,026,058	2.7%	1,196,451	2.9%	1,174,556	2.7%	1,003,288	2.5%	1,081,241	2.3%
Containerized Cargo	5,761,273	39.1%	6,246,474	38.3%	6,687,363	38.5%	6,202,486	38.5%	6,523,600	39.8%
General Cargo	1,269,628	30.3%	1,496,959	27.0%	1,932,310	36.4%	1,340,758	33.4%	1,854,248	31.1%
Port Total:	102,344,777	31.7%	110,370,262	31.8%	118,148,246	32.2%	109,139,424	31.9%	115,597,706	32.0%
OAKLAND										
Automobiles and Trucks	132,972	0.5%	103,937	0.5%	100,489	0.5%	112,244	0.5%	162,572	0.6%
Containerized Cargo	1,572,079	10.7%	1,752,413	10.8%	1,896,330	10.9%	1,906,385	11.8%	1,897,377	11.6%
General Cargo	18,619	0.4%	22,725	0.4%	19,304	0.4%	15,147	0.4%	22,368	0.4%
Port Total:	26,876,934	8.4%	29,917,683	8.6%	32,357,403	8.8%	32,535,936	9.6%	32,440,349	9.0%
PORTLAND										
Automobiles and Trucks	3,932,428	13.8%	3,231,754	14.7%	3,572,230	16.6%	3,500,863	15.9%	4,357,801	15.5%
Bulk Cargo	5,247,856	13.7%	6,733,070	16.3%	7,761,144	17.7%	7,030,531	17.7%	8,292,619	17.3%
Containerized Cargo	94,754	0.7%	134,414	0.8%	83,201	0.5%	41,864	0.3%	30	<0.1%
General Cargo	8,708	0.2%	6,264	0.1%	1,213	<0.1%	0	0.0%	10,180	0.2%
Port Total:	10,799,810	3.4%	12,256,126	3.5%	12,749,004	3.5%	11,243,082	3.3%	12,661,110	3.5%
TACOMA										
Automobiles and Trucks	4,801,927	16.8%	2,730,160	12.4%	2,602,524	12.1%	2,354,048	10.7%	2,936,258	10.4%
Bulk Cargo	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2,311,287	4.8%
Containerized Cargo	1,301,754	8.9%	1,237,178	7.6%	1,385,086	8.0%	1,324,891	8.2%	1,500,365	9.2%
General Cargo	386,090	9.2%	389,810	7.0%	278,704	5.3%	199,264	5.0%	764,141	12.8%
Port Total:	27,317,835	8.5%	24,151,996	7.0%	26,427,690	7.2%	25,076,459	7.4%	31,517,891	8.7%
SEATTLE										
Automobiles and Trucks	0	0.0%	0	0.0%	0	0.0%	69,926	0.3%	110,723	0.4%
Bulk Cargo	16,796	0.0%	47,463	0.1%	16,547	0.0%	17,911	0.1%	16,567	0.0%
Containerized Cargo	641,589	4.4%	863,279	5.3%	1,041,009	6.0%	990,198	6.1%	1,045,830	6.4%
General Cargo	19,212	0.5%	15,094	0.3%	13,051	0.3%	21,132	0.5%	12,439	0.2%
Port Total:	10,943,021	3.4%	14,738,300	4.3%	17,726,751	4.8%	16,942,335	5.0%	17,918,839	5.0%
ALL OTHER PORTS										
Automobiles and Trucks	14,251,415	49.9%	11,495,265	52.0%	10,914,981	50.5%	11,749,275	53.4%	15,300,554	54.3%
Bulk Cargo	22,403,317	58.3%	22,662,352	55.1%	24,502,127	55.9%	23,562,451	59.3%	27,262,088	56.7%
Containerized Cargo	248,264	1.7%	316,073	1.9%	262,673	1.5%	189,780	1.2%	169,427	1.0%
General Cargo	1,815,536	43.3%	2,718,969	49.2%	2,248,221	42.3%	1,884,090	46.8%	2,659,094	44.5%
Logs and Lumber	793,643	85.6%	924,418	88.1%	1,007,540	88.5%	899,163	86.3%	986,017	86.4%
Port Total:	43,484,399	13.5%	43,174,245	12.4%	43,138,310	11.8%	41,321,239	12.1%	49,088,012	13.6%
COAST TOTALS										
Automobiles and Trucks	28,547,897		22,042,298		21,557,052		22,028,008		28,188,036	
Bulk Cargo	38,386,596		41,203,670		43,822,870		39,732,079		48,047,898	
Containerized Cargo	14,689,443		16,302,478		17,356,853		16,116,162		16,366,981	
General Cargo	4,193,098		5,536,373		5,303,222		4,017,339		5,967,360	
Logs and Lumber	927,045		1,048,998		1,138,326		1,041,496		1,141,590	
Coast Total:	321,775,167		346,973,465		366,887,971		340,793,676		361,583,561	

Average Annual Earnings

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

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

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

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

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

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

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

CLASS "A" LONGSHORE REGISTRANTS

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	8,815	2,161	159,789	72.6	191,269	57.8	206,571	41.3	224,666	24.8	3,297	247,364
2023*	9,666	1,909	\$154,470	61.7%	\$198,135	45.3%	\$218,231	30.0%	\$241,247	16.7%	3,232	\$268,324

CLASS "A" CLERKS

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	205,097	88.9	220,230	80.6	228,870	68.2	240,581	50.2	3,502	258,486
2023*	1,755	2,606	\$209,123	87.1%	\$225,419	76.5%	\$235,908	61.9%	\$250,052	39.1%	3,453	\$275,443

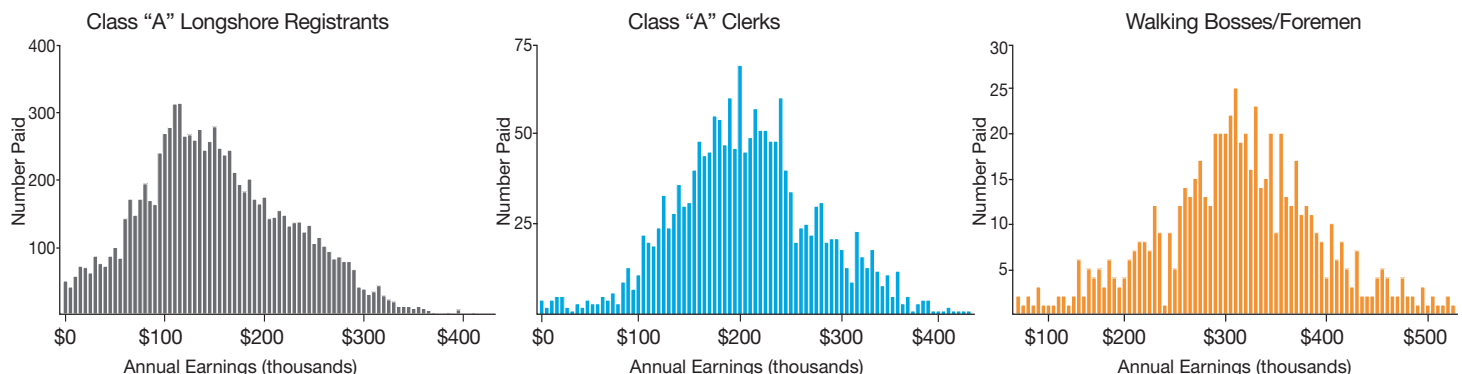
WALKING BOSSES/FOREMEN

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	302,898	95.0	312,495	90.4	319,087	83.0	326,555	58.2	3,490	349,369
2023*	671	2,838	\$313,897	94.9%	\$323,816	89.0%	\$331,668	78.7%	\$343,048	50.4%	3,381	\$369,317

*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.

*Includes one-time appreciation payment for those individuals who worked during the initial COVID-19 outbreak.

NUMBER OF REGISTRANTS PAID BY 2023 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 \$52.85 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
1st Shift	12,268,567	6,577,497	\$1,278,531,116	\$67.84
2nd Shift	7,218,505	3,791,628	\$871,797,001	\$79.18
3rd Shift	283,926	170,105	\$45,461,236	\$100.13
TOTAL	19,770,998	10,539,230	\$2,195,789,353	\$72.44

HOURS AND WAGES BY CATEGORY

	HOURS [†]		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate [‡]
LONGSHORE				
Basic Wage	3,892,897	1,580,945	\$342,907,616	\$62.64
Skill Wage I	3,691,786	1,533,751	\$349,529,636	\$66.89
Skill Wage II	592,771	283,789	\$61,435,232	\$70.09
Skill Wage III	3,375,031	1,727,189	\$373,731,832	\$73.25
Mechanics*	2,666,273	1,514,038	\$346,975,178	\$83.00
Other	1,196,111	869,301	\$141,691,535	\$68.60
Total- Longshore	15,414,869	7,509,013	\$1,616,271,029	\$70.51
CLERK				
Basic Clerk	143,199	64,042	\$13,262,892	\$64.00
Clerk Supervisor	114,926	70,128	\$12,538,233	\$67.75
Kitchen/Tower/Computer	2,031,195	1,165,921	\$227,262,609	\$71.08
Chief Supervisor & Supercargo	867,796	783,757	\$124,655,340	\$75.48
Other	23,511	34,818	\$4,414,518	\$75.68
TOTAL- Clerk	3,180,627	2,118,666	\$382,133,592	\$72.11
FOREMAN				
Foremen 30% [#]	1,160,766	892,160	\$194,164,043	\$94.58
Other	14,736	19,391	\$3,220,689	\$94.37
TOTAL- Foreman	1,175,502	911,551	\$197,384,732	\$94.58
TOTAL- ALL CATEGORIES	19,770,998	10,539,230	\$2,195,789,353	\$72.44

*Mechanics occupation codes are paid at a rate 25% or 35% above the Longshore Basic Rate.

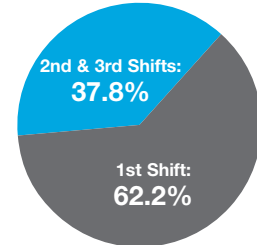
[#]Walking Boss occupation codes are paid at a rate 40% above the Longshore Basic Rate.

[†]Hours paid exclude industry travel pay. [‡]The longshore basic rate is \$52.85 per hour.

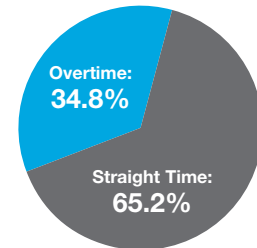
TYPES OF HOURS PAID

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 \$52.85.

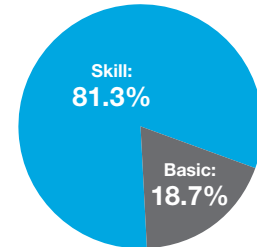
HOURS BY SHIFT



STRAIGHT TIME VS. OVERTIME HOURS



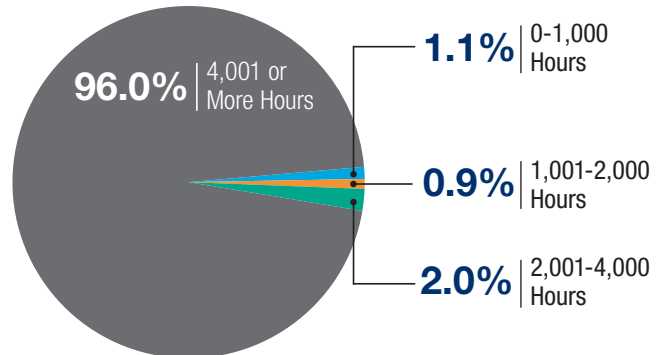
BASIC VS. SKILL HOURS



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 2023 HOURS	HOURLY# RATE RANGE
0-1,000	337,575	\$38.08 - \$78.98
1,001-2,000	253,440	\$39.08 - \$80.78
2,001-4,000	616,038	\$41.08 - \$84.38
4,001 and higher	29,103,175	\$52.85 - \$105.57
TOTAL	30,310,228	



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 2023.		These are the hours paid in payroll year 2022.		Percent Change from 2022 shows the percent increase or decrease from the previous year.	
	2023	2022	Percent Change from 2022	Percent of Category	Percent Paid to Casuals	
LONGSHORE CATEGORIES						
Basic Rate - General	1,743,205	2,203,979	-20.9%	7.6%	7.2%	
- Lasher	1,277,635	1,488,887	-14.2%	5.6%	6.8%	
- Holdman	1,974,777	2,199,081	-10.2%	8.6%	4.8%	
- Auto Driver	478,223	357,522	33.8%	2.1%	21.4%	
Skilled Wage I	529,522	535,304	-1.1%	2.3%	2.2%	
- Hatch Tender	129,334	158,723	-18.5%	0.6%	4.6%	
- Lift Truck Operator	246,878	238,206	3.6%	1.1%	6.6%	
- Skilled Holdman	181,233	216,585	-16.3%	0.8%	7.6%	
- Tractor Driver	4,138,569	5,264,949	-21.4%	18.0%	2.3%	
Skilled Wage II	284,824	286,095	-0.4%	1.2%	4.4%	
- Crane Operator	193,102	236,806	-18.5%	0.8%	0.0%	
- Heavy Lift/Payloader	398,634	541,998	-26.5%	1.7%	0.7%	
Skilled Wage III	1,349,001	1,712,812	-21.2%	5.9%	0.0%	
- Crane Gantry/Hammerhead	1,103,410	1,256,185	-12.2%	4.8%	<0.1%	
- Top Handler/UTR	1,889,426	2,449,961	-22.9%	8.2%	<0.1%	
- Transtainer	641,171	959,495	-33.2%	2.8%	0.0%	
- Straddle Carrier	119,212	132,964	-10.3%	0.5%	0.0%	
CFS Agreement Rate	0	0	0.0%	0.0%	0.0%	
Miscellaneous Dock - General	121,141	107,534	12.7%	0.5%	4.9%	
- Mechanics	4,180,311	4,433,873	-5.7%	18.2%	1.0%	
- Gear	551,741	600,989	-8.2%	2.4%	0.2%	
- Lines	321,143	308,632	4.1%	1.4%	1.0%	
- Sweepers	224,009	257,227	-12.9%	1.0%	0.3%	
Joint Dispatch	250,505	264,998	-5.5%	1.1%	0.0%	
Member Company Agmts.	38,547	36,531	5.5%	0.2%	3.4%	
Grain/Whse/NonMember Agmts.	558,323	730,210	-23.5%	2.4%	8.3%	
Sub Total	22,923,876	26,979,546	-15.0%	99.9%	2.9%	
Travel Time	28,604	23,931	19.5%	0.1%		
TOTAL FOR LONGSHORE	22,952,480	27,003,477	-15.0%	100%		
CLERK CATEGORIES						
Basic Clerk	207,240	248,495	-16.6%	3.9%	7.2%	
15% Skilled Wage	185,053	280,478	-34.0%	3.5%	0.6%	
25% Skilled Wage	3,197,117	4,184,052	-23.6%	60.0%	0.6%	
30% - Chief Supervisor	594,445	685,738	-13.3%	11.2%	<0.1%	
- Supercargo	403,952	431,960	-6.5%	7.6%	<0.1%	
- Vessel Planner	246,011	287,476	-14.4%	4.6%	0.0%	
- Rail/Yard Planner	407,144	460,793	-11.6%	7.6%	<0.1%	
CFS Agreement Clerk	526	918	-42.7%	<0.1%	0.0%	
Joint Dispatcher	57,803	58,453	-1.1%	1.1%	0.0%	
Sub Total	5,299,291	6,638,363	-20.2%	99.4%	0.7%	
Travel Time	30,667	30,877	-0.7%	0.6%		
TOTAL FOR CLERK	5,329,958	6,669,240	-20.1%	100.0%		
FOREMAN CATEGORIES						
Foreman - 30%	2,052,934	2,328,919	-11.9%	97.8%	0.2%	
CFS Agreement Foreman	2,303	3,335	-30.9%	0.1%	0.0%	
Joint Dispatcher	31,824	29,607	7.5%	1.5%	0.0%	
Sub Total	2,087,061	2,361,861	-11.6%	99.4%	0.2%	
Travel Time	11,956	8,983	33.1%	0.6%		
TOTAL FOR FOREMAN	2,099,017	2,370,844	-11.5%	100.0%		
ALL CATEGORIES						
Sub Total	30,310,228	35,979,770	-15.8%	99.8%	2.3%	
Travel Time	71,227	63,791	11.7%	0.2%		
TOTAL FOR ALL CATEGORIES	30,381,455	36,043,561	-15.7%	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
0028 Hatch Tender	Opener
0029 Lift Truck Operator	0045 Monthly UTR Work -
0030 Payloader Operator	Tractor
0033 Skilled Holdman	0047 UTR Ro/Ro Ship
0036 Tractor - Semi-Dock	0070 Bulldozer/Caterpillar

Skill Wage II

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

Skill Wage III

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

CLERK JOB CATEGORIES

Basic Clerk

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

Clerk Supervisor

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

Kitchen/Tower/Computer Clerk

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

Chief Supervisor & Supercargo

0104 Supercargo - Bulk/Ship	0120 Vessel Planner
0105 Supercargo - Other/ Ship	0122 Rail Planner
0106 Chief Supervisor	0123 Yard Planner
	0124 Automation Clerk

Registered Work Force by Local – 2023

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.				
				AVERAGE DAYS OF:					PERCENT OF WORKING REGISTRANTS BY HOURS PAID				
	Number Registered	Number Working	Average Hours Paid	Vacation Paid	Paid Holidays	PGP Paid	Average Total Income	Average Age	800 or More	1600 or More	2000 or More	2800 or More	
	#	#	Hours	Days	Days	Days	\$	Years	%	%	%	%	
LONGSHORE REGISTRANTS													
Southern California													
13	LA/LB	8,750	8,476	1,763	15.3	11.6	2.5	\$ 143,710	50.4	87.0%	51.5%	37.5%	14.6%
29	San Diego	193	185	1,622	11.7	10.4	1.3	128,668	50.1	83.8	48.6	27.6	9.2
46	Port Hueneme	188	179	1,974	14.6	11.4	0.5	156,500	50.7	93.3	67.0	45.8	17.3
	Total	9,131	8,840	1,764	15.2	11.6	2.4	\$ 143,654	50.4	87.1%	51.8%	37.5%	14.5%
Northern California													
10	SF Bay Area	1,656	1,504	1,633	13.1	10.1	2.5	\$ 129,806	51.9	85.0%	46.4%	31.6%	10.5%
14	Eureka	8	8	459	5.6	8.1	172.4	103,231	54.9	25.0	—	—	—
18	Sacramento	46	41	1,449	11.7	11.3	58.3	129,036	47.9	85.4	34.1	22.0	4.9
54	Stockton	144	142	1,195	13.5	11.6	42.4	107,707	48.8	69.7	24.6	8.5	3.5
	Total	1,854	1,695	1,586	13.1	10.2	8.0	\$ 127,811	51.6	83.4%	44.1%	29.3%	9.7%
Pacific Northwest: Oregon and Columbia River													
4	Vancouver, WA	206	200	1,592	15.0	11.8	14.7	\$ 127,405	46.6	90.0%	47.0%	26.0%	4.0%
8	Portland	363	348	1,523	14.5	11.7	17.8	123,005	49.8	84.8	45.4	24.4	3.7
12	North Bend	26	26	1,744	15.7	12.4	19.5	144,833	55.0	92.3	69.2	23.1	3.8
21	Longview, WA	290	286	1,995	13.7	11.9	2.8	148,493	44.3	95.5	73.4	51.7	10.5
50	Astoria	18	18	856	13.6	11.4	123.4	116,090	57.6	38.9	11.1	—	—
53	Newport	9	9	634	8.5	7.3	121.0	103,711	49.8	33.3	22.2	—	—
	Total	912	887	1,675	14.3	11.8	15.5	\$ 132,519	47.6	88.2%	54.6%	32.8%	5.9%
Pacific Northwest: Washington													
7	Bellingham	18	10	1,082	19.3	12.6	89.9	\$ 117,707	55.1	80.0%	20.0%	10.0%	—
19	Seattle	864	814	1,362	13.1	10.7	22.3	113,636	48.5	81.3	32.2	17.7	3.6
23	Tacoma	990	960	1,947	15.1	11.3	0.2	155,130	48.7	92.2	61.5	44.4	16.9
24	Aberdeen	44	41	2,662	17.9	11.9	1.4	225,639	52.7	97.6	90.2	80.5	43.9
25	Anacortes	10	10	1,543	13.5	12.8	79.3	154,919	42.9	100.0	50.0	10.0	—
27	Port Angeles	17	17	1,065	12.9	12.9	75.7	113,703	54.5	52.9	11.8	11.8	5.9
32	Everett	59	59	1,695	13.4	12.3	7.3	129,470	42.1	93.2	52.5	28.8	5.1
47	Olympia	29	29	1,154	17.7	12.9	70.8	116,545	54.2	82.8	10.3	6.9	—
51	Port Gamble	10	10	854	12.5	11.3	122.1	122,841	47.0	40.0	10.0	—	—
	Total	2,041	1,950	1,679	14.3	11.1	12.9	\$ 137,222	48.6	87.0%	47.9%	32.1%	11.0%
	Longshore Total	13,938	13,372	1,723	14.7	11.4	5.5	\$ 139,969	50.1	86.7%	50.4%	35.3%	12.8%

CLERKS REGISTRANTS

29 San Diego	25	24	2,126	22.1	11.1	0.1	\$ 165,738	57.4	100.0%	58.3%	41.7%	20.8%				
46 Port Hueneme	17	17	2,708	27.9	12.8	—	212,276	61.3	100.0	100.0	76.5	52.9				
63 LA/LB	1,164	1,147	2,670	26.3	12.5	—	216,362	57.0	98.2	87.5	77.2	42.7				
14 Eureka	1	1	*	20.0	13.0	—	*	64.0	100.0	100.0	100.0	—				
34 SF Bay Area	223	218	2,344	23.9	12.3	—	186,732	56.7	95.0	83.5	71.1	23.4				
40 Portland	86	83	2,607	24.8	12.3	0.1	205,518	56.5	97.6	92.8	79.5	42.2				
23 Tacoma	133	128	2,567	26.7	12.4	—	204,935	55.3	95.3	84.4	73.4	39.8				
52 Seattle	141	138	2,562	23.2	12.5	—	208,947	55.0	97.8	90.6	83.3	32.6				
Clerks Total	1,790	1,756	2,604	25.7	12.4	—	\$ 210,005	56.7	97.6%	87.0%	76.3%	39.1%				

FOREMEN REGISTRANTS

94 LA/LB	449	447	2,859	27.6	12.8	0.1	\$ 323,524	56.1	98.7%	96.2%	91.1%	49.4%				
91 SF Bay Area	70	69	2,783	27.0	12.4	4.2	311,188	57.1	98.6	89.9	81.2	52.2				
92 Portland	48	48	2,795	29.2	12.8	7.2	287,604	55.8	97.9	91.7	87.5	50.0				
98 Seattle	107	107	2,792	28.5	12.7	0.5	301,822	56.9	98.1	94.4	86.0	52.3				
Foremen Total	674	671	2,836	27.8	12.7	1.1	\$ 316,225	56.3	98.5%	94.9%	89.0%	50.2%				

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

2023 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 calculations.

Total Payments includes only the monies actually paid directly to active employees; other costs to the Vacation Plan such as the various employment taxes are not included. Payments made in August and December 2023 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 2022 shows the percent change of 2023 PGP paid from 2022.

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

Average Payment includes longshore registrants who received PGP payments.

VACATIONS PAID

PAY GUARANTEE PAID

Local	No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	No. Receiving Any PGP	Total PGP	% Change From 2022	% of Coast	Average Payment
LONGSHORE REGISTRANTS									
Southern California									
13 LA/LB	8,360	3.2	\$ 7,991	\$ 59,988,930	2,739	\$ 6,828,206	602.6%	28.4	\$ 2,493
29 San Diego	176	2.6	7,228	1,069,718	88	84,366	272.3	0.4	959
46 Port Hueneme	174	3.1	8,087	1,313,810	52	34,232	169.9	0.1	658
Total	8,710	3.2	\$ 7,980	\$ 62,372,458	2,879	\$ 6,946,804	589.7%	28.9	\$ 2,413
Northern California									
10 SF Bay Area	1,374	3	\$ 8,251	\$ 9,112,609	511	\$ 904,205	526.2%	3.8	\$ 1,769
14 Eureka	6	1.7	0	22,478	8	499,847	-15.6	2.1	62,481
18 Sacramento	39	2.7	7,447	239,206	38	697,981	7.8	2.9	18,368
54 Stockton	136	2.9	8,133	919,218	134	1,832,100	791.3	7.6	13,672
Total	1,555	3	\$ 8,223	\$ 10,293,511	691	\$ 3,934,133	147.6%	16.4	\$ 5,693
Pacific Northwest: Oregon and Columbia River									
4 Vancouver, WA	205	3.1	\$ 7,547	\$ 1,430,520	151	\$ 1,022,547	466.3%	4.3	\$ 6,772
8 Portland	370	3.1	8,117	2,531,225	276	1,946,197	1,107.2	8.1	7,051
12 North Bend	27	3.2	8,128	194,719	24	154,993	126.9	0.6	6,458
21 Longview, WA	283	2.9	6,967	1,854,475	134	286,851	424.5	1.2	2,141
50 Astoria	18	2.7	6,514	103,208	18	805,768	38.9	3.4	44,765
53 Newport	7	2.1	4,661	31,070	9	388,442	28.8	1.6	43,160
Total	910	3	\$ 7,531	\$ 6,145,217	612	\$ 4,604,798	242.0%	19.2	\$ 7,524
Pacific Northwest: Washington									
7 Bellingham	10	3.8	\$ 8,883	\$ 83,546	9	\$ 286,001	20.1%	1.2	\$ 31,778
19 Seattle	794	2.9	7,503	4,983,800	665	6,227,011	291.9	25.7	9,364
23 Tacoma	956	3.1	8,380	6,856,621	119	69,279	85.9	0.3	582
24 Aberdeen	41	3.5	9,571	396,180	21	20,046	-76.0	0.1	955
25 Anacortes	10	2.7	7,439	65,428	10	259,737	22.5	1.1	25,974
27 Port Angeles	18	2.8	6,255	111,543	17	396,921	33.6	1.7	23,348
32 Everett	58	2.7	6,600	360,065	53	132,427	965.0	0.6	2,499
47 Olympia	30	3.4	7,240	242,900	28	720,331	70.4	3.0	25,726
51 Port Gamble	9	2.8	4,839	52,442	10	439,161	35.6	1.8	43,916
Total	1,926	3	\$ 7,980	\$ 13,152,525	932	\$ 8,550,914	165.9%	35.5	9,175
Longshore Total	13,101	3.1	\$ 7,974	\$ 91,963,711	5,114	\$ 24,036,649	235.8%	100.0	\$ 4,700

CLERKS REGISTRANTS

29 San Diego	22	4.7	\$ 11,211	\$ 238,894
46 Port Hueneme	18	5.3	12,532	213,052
63 LA/LB	1,210	5	12,055	14,255,308
14 Eureka	2	4	*	*
34 SF Bay Area	226	4.6	11,202	2,401,142
40 Portland	75	5.1	12,290	893,537
23 Tacoma	133	5.2	12,102	1,588,276
52 Seattle	135	4.5	10,947	1,401,273
Clerk Total	1,821	4.9	\$ 11,881	\$ 21,000,000

FOREMEN REGISTRANTS

94 LA/LB	456	5.1	\$ 15,917	\$ 7,129,548
91 SF Bay Area	74	5.1	16,102	1,155,176
92 Portland	45	5.7	17,656	697,587
98 Seattle	110	5.3	16,547	1,786,141
Foremen Total	685	5.2	\$ 16,140	\$ 10,768,452
COAST TOTAL	15,607	3.4	\$ 9,008	\$ 123,732,163

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

LONGSHORE PGP PAYMENTS BY AREA

AREA

Year	Southern California	Northern California	Oregon	Washington
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
2023	\$ 6,946,804	\$ 3,934,133	\$ 4,604,798	\$ 8,550,914

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
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
2023	\$ 1,830,098,498	\$ 317,671,366	\$ 159,968,198	\$ 391,664,397	\$ 2,699,402,459

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 2023, employer FICA taxes paid were \$203,604,254 and SUI taxes paid were \$49,264,105.

Assessment Rates 2023/2024

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	\$29.15		\$0.75			\$1.58	\$31.48
Walking Boss	\$29.15		\$2.81			\$1.58	\$33.54
Steady Walking Boss & Foremen	\$34.03		\$3.28			\$1.84	\$39.15
Offshore and Intercoastal Tonnage Rates							
Containers - LA/LB RUs (TEUs)	\$26.97	\$0.11		\$0.29	\$0.25	\$9.15	\$36.77
Containers - OAK RUs (TEUs)	\$26.97	\$0.11		\$0.29	\$0.01	\$9.15	\$36.53
Containers - Other Ports RUs (TEUs)	\$26.97	\$0.11		\$0.29		\$9.15	\$36.52
General Cargo	\$ 1.587					\$0.538	\$ 2.125
Lumber and Logs	\$ 1.587					\$0.538	\$ 2.125
Autos and Trucks	\$ 0.128					\$0.538	\$ 0.666
Bulk Cargo	\$ 0.031					\$0.011	\$ 0.042
Coastwise and Inbound from British Columbia*							
Containers - LA/LB RUs (TEUs)	\$19.04	\$0.08		\$0.20	\$0.17	\$9.15	\$28.64
Containers - OAK RUs (TEUs)	\$19.04	\$0.08		\$0.20		\$9.15	\$28.47
Containers - Other Ports RUs (TEUs)	\$19.04	\$0.08		\$0.20		\$9.15	\$28.47
General Cargo	\$ 0.654					\$0.538	\$ 1.192
Lumber and Logs	\$ 0.654					\$0.538	\$ 1.192
Autos and Trucks	\$ 0.053					\$0.538	\$ 0.591
Bulk Cargo	\$ 0.013					\$0.011	\$ 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:

	2023	2022	2021	2020	2019	2018
Contributions						
Employee	\$ 132,947,440	\$ 143,823,524	\$ 130,743,918	\$ 105,564,806	\$ 108,960,961	\$ 99,178,979
Employer	33,128,001	32,415,368	29,731,535	30,237,857	30,925,613	29,854,579
Total Contributions	\$ 166,075,441	\$ 176,238,892	\$ 160,475,453	\$ 135,802,663	\$ 139,886,574	\$ 129,033,558
Investment Income						
Net realized/unrealized appreciation	\$ 277,976,324	\$ (412,061,785)	\$ 612,719,054	\$ 70,203,662	\$ 68,171,441	\$ 87,393,093
Interest and Dividends	40,896,389	40,991,065	33,687,535	35,059,693	43,511,422	90,070,282
Less: Investment Expense	-	-	-	-	-	-
Total Additions	\$ 484,948,154	\$ (194,831,828)	\$ 806,882,042	\$ 241,066,018	\$ 251,569,437	\$ 306,496,933
Distributions						
Distributions to participants	(176,956,640)	(152,038,838)	(209,328,853)	(223,406,450)	(119,605,065)	(98,131,823)
Net Change	\$ 307,916,291	\$ (347,066,831)	\$ 597,301,005	\$ 17,515,524	\$ 131,964,372	\$ 208,365,110
Net Assets available for Benefits						
Beginning 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
End of year	\$ 2,749,834,869	\$ 2,441,918,578	\$ 2,788,985,409	\$ 2,191,684,404	\$ 2,174,168,880	\$ 2,042,204,508

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:	2023	2022	2021	2020	2019	2018
Benefits Paid and Expenses						
Pensions paid	\$ 445,324,755	\$ 438,989,239	\$ 425,183,805	\$ 404,189,134	\$ 382,770,256	\$ 370,266,198
Administrative expenses	9,584,680	9,395,480	8,821,500	8,392,772	7,296,972	8,275,948
Total Deductions	\$ 454,909,435	\$ 448,384,719	\$ 434,005,305	\$ 412,581,906	\$ 390,067,228	\$ 378,542,146
Investment Income and Employer Contributions						
Net appreciation of fair value of investments	\$ 499,912,149	\$ (990,271,224)	\$ 1,692,955,600	\$ 110,624,672	\$ 266,330,056	\$ 338,038,855
Interest	58,432,431	47,422,536	36,912,438	26,690,074	26,922,354	21,826,028
Dividends from investments	62,387,114	62,744,886	56,169,877	92,323,875	87,657,308	74,604,281
Less investment expense	(10,573,918)	(10,889,639)	(9,694,284)	(7,887,064)	(8,048,763)	(7,982,824)
Total Income Gain (Loss)	\$ 610,157,776	\$ (890,993,441)	\$ 1,776,343,631	\$ 221,751,557	\$ 372,860,955	\$ 426,486,340
Contributions from Employers	471,098,504	465,305,989	458,786,498	423,726,011	607,723,180	609,745,037
Other Income	2,360,653	2,909,166	1,679,308	1,247,882	1,555,717	1,013,049
Total Additions	\$ 1,083,616,933	\$ (422,778,286)	\$ 2,236,809,437	\$ 646,725,450	\$ 982,139,852	\$ 1,037,244,426
Net Increase	628,707,498	(871,163,005)	1,802,804,132	234,143,544	592,072,624	658,702,280
Net Assets Available for Benefits: Beg. 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
End of Year	\$ 8,647,697,926	\$ 8,018,990,428	\$ 8,890,153,433	\$ 7,087,349,301	\$ 6,853,205,757	\$ 6,261,133,133

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:	2023	2022	2021	2020	2019	2018
Retired Participants & Beneficiaries	\$ 3,807,638,258	\$ 3,638,843,261	\$ 3,521,441,808	\$ 3,398,249,543	\$ 3,206,250,359	\$ 3,215,832,788
Inactive Vested	33,711,832	25,338,556	25,612,562	24,185,600	23,455,536	21,280,775
Active Vested Employees	3,645,342,221	3,236,955,357	3,046,693,816	2,906,382,164	2,661,478,024	2,567,039,982
Total Present Value Vested Liabilities	\$ 7,486,692,311	\$ 6,901,137,174	\$ 6,593,748,186	\$ 6,328,817,307	\$ 5,891,183,919	\$ 5,804,153,545
Actuarial Value of Assets	\$ 9,087,730,829	\$ 8,640,692,400	\$ 8,123,653,884	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199
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:	2023	2022	2021	2020	2019	2018
Actuarial Value of Assets	\$ 9,087,730,829	\$ 8,640,692,400	\$ 8,123,653,884	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199
Actuarial Liability:						
Pensioners/Survivors	3,853,306,765	3,794,448,195	3,588,819,039	3,456,264,879	3,265,039,741	3,101,462,542
Inactive Vested	33,887,253	27,117,592	25,950,283	24,487,330	23,754,874	20,959,549
Active Employees	4,924,072,642	4,591,513,817	4,127,328,457	3,966,080,636	3,822,807,194	3,526,982,208
Total Actuarial Liability	\$ 8,811,266,660	\$ 8,413,079,604	\$ 7,742,097,779	\$ 7,446,832,845	\$ 7,111,601,809	\$ 6,649,404,299
Unfunded Actuarial Accrued Liability	\$ (276,464,169)	\$ (227,612,796)	\$ (381,556,105)	\$ 92,684,291	\$ 246,159,644	\$ 420,619,100

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2023	2022	2021	2020	2019	2018
Investment Income	\$ 534,496	\$ 24,600	\$ 18,094	\$ 165,279	\$ 143,366	\$ 60,437
Contributions:						
Employers	883,919,170	824,163,129	794,817,659	761,387,433	790,691,376	715,778,035
Employees	13,535,037	12,779,040	10,045,017	10,043,712	12,598,166	13,076,067
COBRA/self-pay contribution	34,053	134,665	45,981	7,375	43,349	54,104
Total contributions	\$ 897,488,260	\$ 837,076,834	\$ 804,908,657	\$ 771,438,520	\$ 803,332,891	\$ 728,908,206
Other Income	8,328,287	9,852,230	6,212,074	6,209,422	6,608,483	9,607,863
Total additions	\$ 906,351,043	\$ 846,953,664	\$ 811,138,825	\$ 777,813,221	\$ 810,084,740	\$ 738,576,506
Deductions:						
Benefits paid	\$ 840,599,493	\$ 771,370,225	\$ 747,128,172	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112
Administrative expenses	57,256,793	56,014,554	63,022,093	55,121,861	49,289,801	52,359,627
Total deductions	\$ 897,856,286	\$ 827,384,779	\$ 810,150,265	\$ 775,521,790	\$ 792,561,881	\$ 743,018,739
Net increase (decrease)	\$ 8,494,757	\$ 19,568,885	\$ 988,560	\$ 2,291,431	\$ 17,522,859	\$ (4,442,233)
Net assets available for benefits:						
Beginning of year	\$ 218,903,918	\$ 199,335,033	\$ 198,346,473	\$ 196,055,042	\$ 178,532,183	\$ 182,974,416
End of year	\$ 227,398,675	\$ 218,903,918	\$ 199,335,033	\$ 198,346,473	\$ 196,055,042	\$ 178,532,183

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2023	2022	2021	2020	2019	2018
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	\$ 174,691,313	\$ 146,072,683	\$ 135,219,831	\$ 136,562,607	\$ 130,734,009	\$ 117,915,071
PPO and Indemnity Plan						
Hospital, medical, surgical	\$ 422,903,451	\$ 394,715,742	\$ 348,093,246	\$ 330,626,300	\$ 343,690,630	\$ 331,910,684
Prescription drug program	114,465,519	118,950,334	150,940,556	142,200,793	158,231,099	138,008,660
Vision service plan	8,349,703	8,145,288	7,937,214	7,841,506	7,521,342	7,402,889
Subtotal	\$ 545,718,673	\$ 521,811,364	\$ 506,971,016	\$ 480,668,599	\$ 509,443,071	\$ 477,322,233
Medicare Part B Reimbursements						
Medicare premiums reimbursements	\$ 20,404,763	\$ 18,354,304	\$ 18,162,700	\$ 16,728,161	\$ 15,933,804	\$ 14,771,772
Dental Programs: HMO and PPO Participants						
Dental services - adults	\$ 50,795,118	\$ 42,154,370	\$ 39,623,860	\$ 40,652,119	\$ 43,504,657	\$ 40,766,514
Dental services - children	10,592,686	9,067,068	9,535,775	9,993,822	10,913,848	10,425,968
Subtotal	\$ 61,387,804	\$ 51,221,438	\$ 49,159,635	\$ 50,645,941	\$ 54,418,505	\$ 51,192,482
Other Programs for Eligible Participants						
Life insurance, AD&D	\$ 5,566,741	\$ 6,128,999	\$ 4,924,584	\$ 3,861,196	\$ 5,005,109	\$ 4,704,263
Chiropractic	9,567,878	8,705,305	7,330,657	9,030,817	9,095,243	7,632,640
Social security supplement	623,112	404,804	177,664	162,975	469,665	574,363
Alcoholism/Drug Recovery Program	3,231,483	2,297,890	2,726,326	3,886,081	4,884,744	5,105,665
Hearing aids	2,657,286	2,625,977	2,191,187	2,075,884	2,875,828	2,432,626
Subsequent prosthetic device	235,247	103,269	42,204	64,062	111,224	57,142
Subtotal	\$ 21,881,747	\$ 20,266,244	\$ 17,392,622	\$ 19,081,015	\$ 22,441,813	\$ 20,506,699
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	\$ 6,706,405	\$ 4,340,700	\$ 6,869,423	\$ 5,411,828	\$ 3,396,499	\$ 3,361,308
Weekly Indemnity & NIDS (OR & WA)	9,808,788	9,303,492	13,352,945	11,301,778	6,904,379	5,589,547
Subtotal	\$ 16,515,193	\$ 13,644,192	\$ 20,222,368	\$ 16,713,606	\$ 10,300,878	\$ 8,950,855
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	-	-	-	-	-	-
TOTAL BENEFITS	\$ 840,599,493	\$ 771,370,225	\$ 747,128,172	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112
Reconciliation to Form 5500 (accrual)	21,639,765	7,522,844	9,786,689	(8,656,574)	(6,949,158)	(14,897,311)
TOTAL BENEFITS AFTER RECONCILIATION	\$ 862,239,258	\$ 778,893,069	\$ 756,914,861	\$ 711,743,355	\$ 736,322,922	\$ 675,761,801

Accident Prevention Data

GENERAL SAFETY TRAINING:

A 33-YEAR HISTORY ON THE WATERFRONT

THROUGH 12/31/2023

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
2023	9,755	86,218

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 2023.

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
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	2.66	1.94	4.25	6.96	4.38
2022	3.25	2.35	4.25	8.01	5.98
2023	2.95	1.95	3.04	9.11	6.13

LOST TIME 'TOP TENS' FOR 2023

Most Injured Longshore Occupations		Cause of Most Injuries		Most Injured Body Part		Coast Incidence Rate by Longshore Occupation		Coast Incidence Rate by Category	
Lasher	69	Strained	103	Multiple Body Parts	161	Lasher	10.82	Longshore	3.44
Semi-Tractor	62	Slip	57	Back	44	Auto Driver	8.96	Clerk	0.95
Mechanic, ILWU	54	Struck By	49	Shoulder	32	Linesman	6.18	Foreman/Walking Boss	2.96
Holdman	39	Trip	30	Knee	29	Dockman	4.91		
Dockman	35	Struck Against	17	Fingers	24	Holdman	3.62		
Auto Driver	22	Bounced in Vehicle	14	Ankle	24	Frontman/Hookman	3.13		
Top Handler / Side Pick	12	Twisted	14	Leg	20	Semi-Tractor	3.03		
Crane, Cont. Gantry	12	Struck by 2 Vehicles	11	Head	15	Lift Truck Heavy	2.95		
Lift Truck Basic / Heavy	11	Pinched	7	Foot	10	Mechanic, ILWU	2.60		
Linesman	8	Slip/Trip/ Fall >4ft	7	Neck	04	Gearman	1.60		

PMA Training Graduates

		2023	2022	2021	2020	2019
Crane / Crane Simulator						
All Crane training program graduates include Crane certification, simulator training (except SC) and refresher/familiarization training.	Container Gantry Crane (Sim)	193	307	223	47	181
	RTG Crane – Transtainer	62	115	185	151	112
	Ship Gantry Crane (Sim)	3	6	4	2	1
	Ship Gantry Crane (Fam)	–	–	–	–	–
	Ship Pedestal Crane (Sim) (Winch)	21	33	20	3	17
	Mobile Crane (Mobile Cr Light)	48	54	41	1	49
	Ship Unloader, Bulk Crane	6	–	–	–	–
	Dock Whirley Crane	10	–	–	–	–
Subtotal		343	515	473	204	360
Percent of Total		1.0%	1.1%	1.5%	1.7%	0.9%
Skill Equipment / PIT						
The number of Powered Industrial Truck (PIT) graduates does not include the 3-year re-evaluation records.	Forklift	1,066	1,454	542	325	1,462
	Semi-Tractor	1,371	2,568	1,371	747	2,443
Forklift graduates include Basic and Heavy Lift certification and refresher/familiarization training.	Container Handling Equipment (CHE) (Log Loader)	590	619	970	326	870
	Straddle Carrier	41	61	37	8	39
Semi-Tractor graduates include Dock and Ro-Ro certification and refresher & familiarization training. The number of graduates includes Casual applicants.	Excavator	–	20	–	1	7
	Bulk Loader (Bucket)	–	–	–	–	–
CHE graduates include Top Handler, Side Pick and Reachstacker certification and refresher/familiarization training.	Bulldozer (Front Loader) (Loci)	43	37	11	29	18
	Subtotal	3,111	4,759	2,931	1,436	4,839
Percent of Total		9.4%	9.9%	9.6%	11.7%	12.6%
Job Specific / Promotions						
Basic Marine Clerk		36	203	112	56	222
Clerk Computer Gate (Yard)		5	256	–	146	189
Supercargo		10	–	7	–	3
Vessel Planner		1	9	8	3	3
Walking Boss Orientation		1	117	5	21	77
Powered Gangway		36	16	19	–	32
Walking Boss Seminar		543	314	460	450	480
Watchman (Security Awareness)		433	235	150	31	212
Holdman		–	–	–	–	12
Cutting & Grinding		8	16	–	–	–
Watchman Reefer		–	69	60	–	79
Watchman Screener		–	–	–	–	–
Mechanic (General) (Crane) (Medium Voltage)		27	418	96	106	230
Gearman		8	–	–	–	–
Subtotal		1,108	1,653	917	813	1,539
Percent of Total		3.3%	3.4%	3%	6.6%	4%
Safety / Technical / Employee Development						
The number of General Safety Training graduates includes Casual applicants.	GST (GiT) (D&A Awareness), (Orient, Skill), (Resp Eval)	9,963	11,217	12,227	4,398	9,068
	Diversity, Employee & Supervisor	9,559	9,775	736	67	2,377
	Standard First Aid / CPR	1,073	426	546	89	1,225
	Lashing	224	163	475	23	609
	Ammo Handling Safety	322	447	789	605	940
	Vessel Rigging	4	21	–	–	18
	Basic Casual Safety (LS Entry)	–	454	314	41	746
	Instructor (Train-the-Trainer)	–	–	–	–	–
	Subtotal	21,145	22,503	15,087	5,223	14,983
	Percent of Total	63.7%	46.8%	49.3%	42.5%	39.2%
Testing						
Strength & Agility (Schd Practice)		398	1,033	1,156	182	557
Clerk Cognitive		811	2,806	1,474	653	2,233
Clerk Keyboard		953	3,127	1,800	771	2,934
Physical Exam (Pre-employment)		2,581	4,286	3,810	1,239	4,456
Drug & Alcohol Screen (Pre-employment)		2,071	4,924	2,026	923	4,644
Lashing Test		675	2,515	898	854	1,716
Subtotal		7,489	18,691	11,164	4,622	16,540
Percent of Total		22.6%	38.8%	36.5%	37.6%	43.2%
TOTAL		33,196	48,121	30,572	12,298	38,261
EXPENDITURE*		\$35,891,475	\$48,517,909	\$40,233,947	\$14,669,667	\$43,004,852

*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

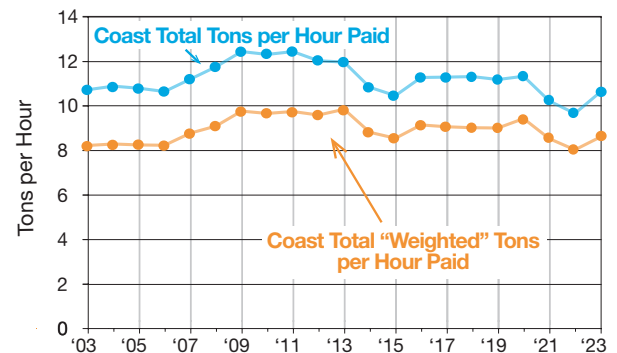
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The “Total Tonnage” data for each port table shown in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

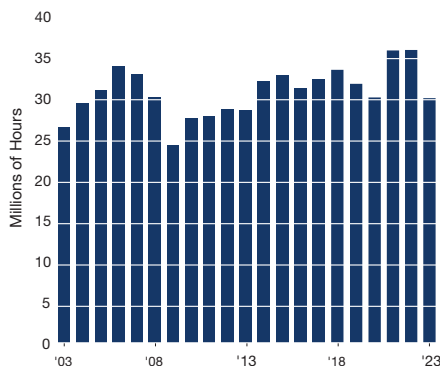


Total Hours have been annualized for 2004, 2009, 2015, and 2020 since these years have 53 payroll weeks, for the calculations of Coast. Total Tons per Hour Paid and Coast “Weighted” Tons per Hour Paid.

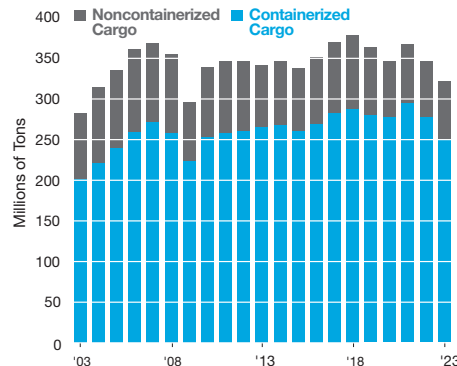
TOTAL “WEIGHTED” TONNAGE

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.

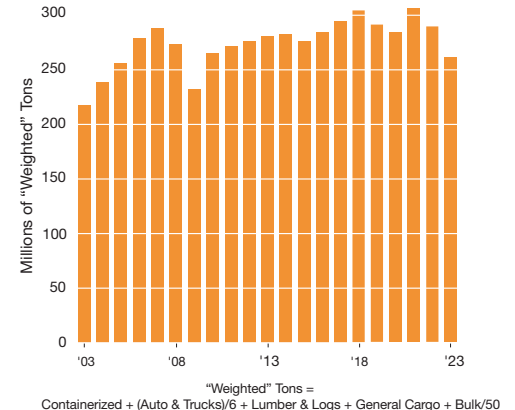
Coast Total Hours Paid
2003-2023



Coast Total Tonnage
2003-2023

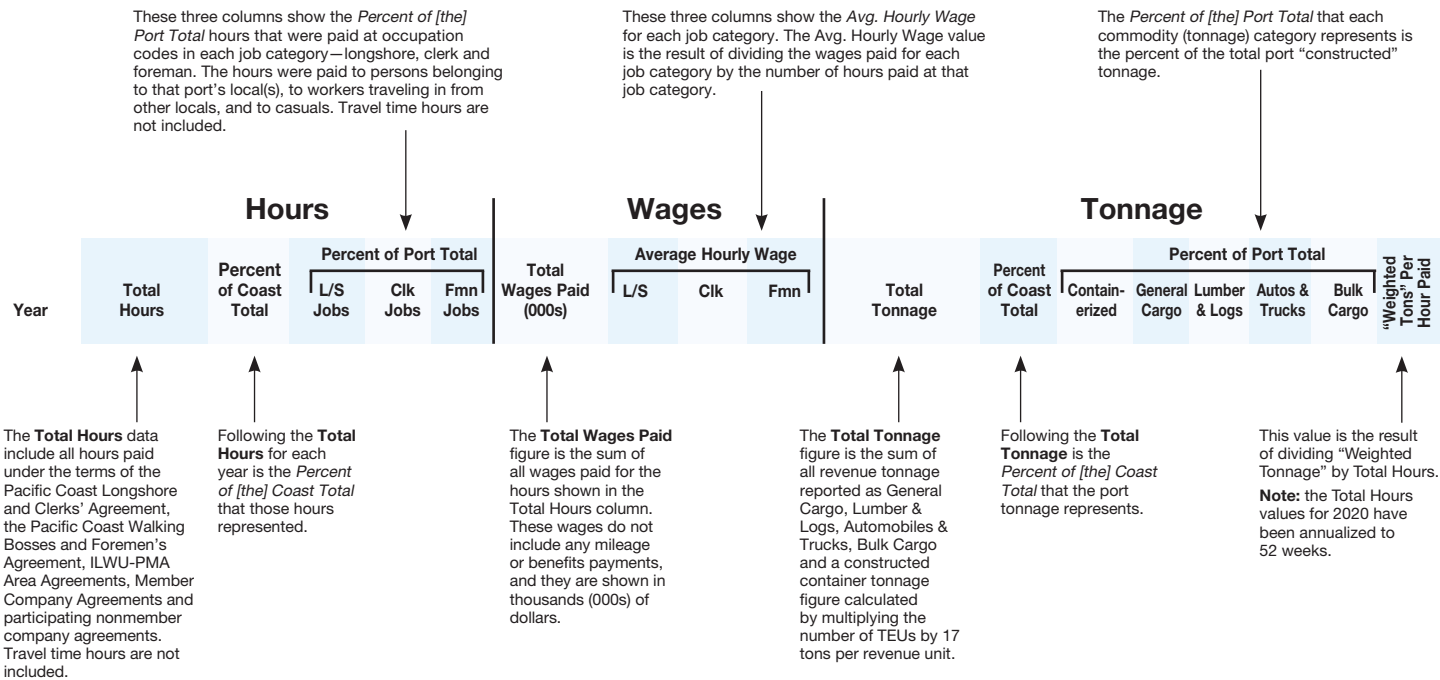


Coast Total Weighted Tons
2003-2023



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.



The sun shines on an Evergreen vessel at work at APM Terminals in the Port of Los Angeles.

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	
Southern California																	
SAN DIEGO																	
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%	\$32,125	\$60.99	\$61.76	\$86.94	4,698,028	1.4%	31.7%	5.1%	—	57.9%	5.3%	4.35
2023	482,365	1.6%	73.6%	16.7%	9.7%	\$33,499	\$ 67.04	\$66.24	\$93.22	4,968,438	1.5%	27.9%	3.3%	—	62.6%	6.2%	4.30
LOS ANGELES/LONG BEACH																	
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%	\$1,610,709	\$66.31	\$68.51	\$88.87	222,745,434	64.2%	91.5%	1.1%	0.1%	2.0%	5.3%	8.77
2023	19,319,478	63.7%	75.7%	18.0%	6.3%	\$1,423,786	\$72.07	\$73.15	\$94.72	202,353,168	62.8%	90.9%	1.0%	0.1%	2.7%	5.3%	9.70
PORT HUENEME																	
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%	\$43,575	\$62.21	\$64.81	\$88.28	8,054,535	2.3%	38.9%	4.1%	—	54.4%	2.6%	6.24
2023	609,832	2.0%	75.0%	16.7%	8.3%	\$42,286	\$66.84	\$68.61	\$93.31	7,889,468	2.5%	31.5%	3.0%	—	64.3%	1.2%	5.85
Northern California																	
SAN FRANCISCO/OAKLAND/ALAMEDA/REDWOOD CITY/RICHMOND/CROCKETT/BENICIA/PORT CHICAGO																	
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%	\$224,521	\$64.13	\$65.91	\$88.57	36,240,234	10.4%	82.3%	0.1%	—	9.6%	8.0%	8.98
2023	3,142,937	10.4%	76.2%	16.6%	7.2%	\$224,138	\$69.38	\$70.37	\$94.14	34,073,114	10.6%	78.6%	0.1%	—	14.1%	7.2%	8.80
STOCKTON/PITTSBURG																	
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%	\$23,353	\$58.43	\$65.32	\$88.92	3,222,840	0.9%	0.9%	20.0%	1.1%	—	78.0%	2.04
2023	217,738	0.7%	73.2%	16.6%	10.2%	\$15,119	\$65.63	\$70.71	\$94.59	2,609,410	0.8%	—	8.1%	—	—	91.9%	1.19
WEST SACRAMENTO																	
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%	\$6,189	\$57.91	\$63.00	\$88.17	788,986	0.2%	—	34.3%	—	—	65.7%	2.79
2023	104,568	0.3%	74.9%	16.6%	8.5%	\$7,103	\$64.67	\$68.69	\$95.08	952,574	0.3%	—	32.5%	—	—	67.5%	3.08
EUREKA																	
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%	\$463	\$61.31	\$59.99	\$86.85	321,374	0.1%	—	—	—	—	100.0%	0.89
2023	6,647	<0.1%	43.8%	44.2%	12.0%	\$451	\$65.46	\$63.34	\$92.66	282,669	0.1%	—	—	—	—	100.0%	0.85

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	
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%	\$4,334	\$58.83	\$69.74	\$87.13	2,337,615	0.7%	—	—	6.4%	—	93.6%	2.77
2023	63,448	0.2%	84.5%	6.9%	8.6%	\$4,225	\$63.40	\$73.67	\$92.29	2,227,363	0.7%	—	—	5.6%	—	94.4%	2.63

Pacific Northwest: Oregon and Columbia River

NORTH BEND/COOS BAY

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%	\$4,334	\$58.83	\$69.74	\$87.13	2,337,615	0.7%	—	—	6.4%	—	93.6%	2.77
2023	63,448	0.2%	84.5%	6.9%	8.6%	\$4,225	\$63.40	\$73.67	\$92.29	2,227,363	0.7%	—	—	5.6%	—	94.4%	2.63

NEWPORT

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%	—	—	\$42	\$56.27	—	—	—	—	—	—	—	—	—	—
2023	681	<0.1%	98.2%	—	1.8%	\$44	\$63.93	—	—	—	—	—	—	—	—	—	—

ASTORIA

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%	\$301	\$60.64	—	\$97.74	—	—	—	—	—	—	—	—
2023	6,424	<0.1%	97.7%	1.1%	1.2%	\$411	\$63.80	\$63.73	\$83.90	146	<0.1%	—	100.0%	—	—	—	0.02

PORTLAND/ST. HELENS

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%	\$54,149	\$59.62	\$64.81	\$88.36	12,256,126	3.5%	18.6%	0.1%	—	26.4%	54.9%	3.42
2023	654,736	2.2%	76.1%	16.6%	7.3%	\$44,728	\$65.63	\$69.21	\$94.41	10,799,810	3.4%	14.9%	0.1%	—	36.4%	48.6%	3.63

VANCOUVER

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%	\$32,346	\$59.18	\$61.91	\$87.42	2,435,047	0.7%	0.2%	21.1%	—	40.9%	37.8%	1.35
2023	419,412	1.4%	78.4%	12.6%	9.0%	\$28,404	\$64.94	\$66.77	\$93.34	2,296,156	0.7%	0.1%	12.6%	—	52.5%	34.8%	1.21

LONGVIEW/KALAMA

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%	\$48,353	\$58.52	\$67.17	\$88.92	11,036,292	3.2%	0.5%	4.1%	3.9%	—	91.5%	1.45
2023	740,134	2.4%	84.3%	7.2%	8.5%	\$49,950	\$64.28	\$71.94	\$95.44	10,283,911	3.2%	0.2%	3.8%	4.1%	—	91.9%	1.38

Pacific Northwest: Washington

ABERDEEN/GRAYS HARBOR

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%	\$9,773	\$64.46	\$75.94	\$91.71	2,235,463	0.6%	—	0.1%	1.1%	—	98.8%	0.51
2023	164,893	0.5%	75.4%	4.4%	20.2%	\$12,519	\$69.95	\$78.59	\$97.73	3,504,065	1.1%	—	—	0.6%	5.1%	94.3%	0.72

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																	
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%	\$1,542	\$55.31	\$68.72	\$84.41	92,470	<0.1%	—	—	76.2%	—	23.8%	2.66
2023	22,097	0.1%	88.7%	4.5%	6.8%	\$1,407	\$61.01	\$73.77	\$91.76	131,564	<0.1%	—	—	35.7%	—	64.3%	2.21
PORT GAMBLE																	
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%	—	—	\$64	\$60.10	—	—	—	—	—	—	—	—	—	—
2023	832	<0.1%	100.0%	—	—	\$56	\$67.68	—	—	—	—	—	—	—	—	—	—
OLYMPIA																	
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%	\$4,322	\$55.58	\$61.82	\$80.36	265,061	0.1%	—	20.7%	79.2%	—	0.1%	3.62
2023	46,922	0.2%	82.0%	6.8%	11.2%	\$2,938	\$58.82	\$68.25	\$86.87	230,221	0.1%	—	21.6%	78.3%	—	0.1%	4.90
TACOMA																	
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%	\$175,665	\$64.78	\$66.23	\$88.72	24,151,996	7.0%	87.1%	1.6%	—	11.3%	—	8.30
2023	2,653,954	8.8%	73.6%	19.5%	6.9%	\$189,577	\$69.58	\$70.42	\$94.12	27,317,835	8.5%	81.0%	1.4%	—	17.6%	—	8.78
SEATTLE																	
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%	\$123,394	\$61.72	\$65.86	\$88.90	14,738,300	4.2%	99.6%	0.1%	—	—	0.3%	7.68
2023	1,461,162	4.8%	72.5%	19.8%	7.7%	\$102,049	\$67.19	\$69.99	\$94.41	10,943,021	3.4%	99.6%	0.2%	—	—	0.2%	7.48
EVERETT																	
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%	\$13,001	\$59.07	\$67.25	\$86.60	985,444	0.3%	62.4%	20.5%	—	—	17.1%	4.02
2023	157,574	0.5%	71.2%	17.9%	10.9%	\$10,662	\$63.45	\$70.78	\$90.00	487,338	0.2%	51.6%	34.1%	—	—	14.3%	2.66
ANACORTES																	
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%	\$1,225	\$65.84	\$71.02	\$88.73	317,680	0.1%	—	—	—	—	100.0%	0.37
2023	17,665	0.1%	71.0%	9.8%	19.2%	\$1,341	\$70.89	\$75.39	\$94.74	335,607	0.1%	—	—	—	—	100.0%	0.38

Port Hours, Wages and Tonnage Data

Year	Hours					Wages				Tonnage							
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Wages Paid (000s)	Average Hourly Wage			Total Tonnage	Percent of Coast Total	Percent of Port Total					Weighted Tons* Per Hour Paid
			L/S Jobs	Clk Jobs	Fmn Jobs		L/S	Clk	Fmn			Container-ized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	
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%	\$642	\$59.85	\$54.70	\$88.59	36,743	<0.1%	—	—	—	—	100.0%	0.07
2023	16,729	0.1%	76.3%	15.1%	8.6%	\$1,096	\$63.21	\$60.94	\$93.53	89,289	<0.1%	—	—	—	—	100.0%	0.11

Pacific Northwest: Washington (continued)

BELLINGHAM

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%	\$642	\$59.85	\$54.70	\$88.59	36,743	<0.1%	—	—	—	—	100.0%	0.07
2023	16,729	0.1%	76.3%	15.1%	8.6%	\$1,096	\$63.21	\$60.94	\$93.53	89,289	<0.1%	—	—	—	—	100.0%	0.11

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

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%	\$1,686,409	\$66.09	\$68.31	\$88.78	235,497,997	67.9%	88.5%	1.3%	0.1%	4.9%	5.2%	8.60
2023	20,411,675	67.3%	75.6%	17.9%	6.5%	\$1,499,571	\$71.80	\$72.87	\$94.62	215,211,074	66.8%	87.3%	1.1%	0.1%	6.3%	5.2%	9.50

NORTHERN CALIFORNIA SUMMARY

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%	\$254,526	\$63.44	\$65.75	\$88.60	40,573,434	11.7%	73.6%	2.3%	0.1%	8.6%	15.4%	8.10
2023	3,471,890	11.5%	76.0%	16.6%	7.4%	\$246,811	\$69.01	\$70.31	\$94.20	37,917,767	11.8%	70.7%	1.4%	—	12.7%	15.2%	8.10

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

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%	\$139,525	\$59.09	\$64.53	\$88.28	28,065,080	8.1%	8.4%	3.4%	2.1%	15.1%	71.0%	2.20
2023	1,884,835	6.2%	80.2%	11.6%	8.2%	\$127,762	\$64.83	\$69.38	\$94.49	25,607,386	8.0%	6.4%	2.7%	2.1%	20.1%	68.7%	2.20

PACIFIC NORTHWEST: WASHINGTON SUMMARY

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%	\$329,628	\$63.17	\$66.16	\$88.70	42,823,157	12.3%	84.9%	1.5%	0.7%	6.4%	6.5%	7.50
2023	4,541,828	15.0%	73.4%	18.7%	7.9%	\$321,645	\$68.43	\$70.33	\$94.23	43,038,940	13.4%	77.3%	1.4%	0.6%	11.6%	9.1%	7.70

Coast Summary

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%	\$2,410,088	\$64.93	\$67.60	\$88.71	346,959,668	100.0%	79.8%	1.6%	0.3%	6.4%	11.9%	8.00
2023	30,310,228	100.0%	75.6%	17.5%	6.9%	\$2,195,789	\$70.53	\$72.04	\$94.49	321,775,167	100.0%	77.6%	1.3%	0.3%	8.9%	11.9%	8.60

Management



From left to right:

Stephen Hennessey

SENIOR VICE PRESIDENT
Labor Relations and
Chief Operating Officer

James C. McKenna

PRESIDENT & CEO

Michael H. Wechsler

SENIOR VICE PRESIDENT
Finance and Administration
and Chief Financial Officer

Craig E. Epperson

SENIOR VICE PRESIDENT
General Counsel and Secretary



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 Donovanick

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

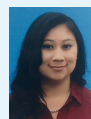
Grace
AgendiaDebbie
AlcantaraJoy
CamarilloCindy
ChangWayne
ChangKaren
CruzJustin
DaultonLyn
EscosiaShin Mei
GotoAllegra
JonesAnna
KwanAnnie
LeeNorman
LeeDan
LevinDiana
LiedtkeFabiola
LopezKirsten
MatthewsHeydi
McKennaMatthew
McKennaChannon
MilienHolly
MooreShivani
NandaKristen
OliveiraGregory
OlsenJoseph
OstranderYvette
SmithAtiya
TiliAthena
WongWinnie
Wong
Cheng

Southern California – Long Beach

Phillip
BaileyCarlie
BauerMadison
BundyMuny
ChanTaylor
ConnellyMartin
CresmerAshley
DeLoshHaris
EjupovicSteve
FreseniusOskar
GronkowskiYesenia
GuzmanMichael
HallDaniel
InmanCandy
LemusJulian
LunaEric
MorenDalia
PalssonAvi
PhillipsBetty
PleasAndrew
PrickettKari
RennieAmy
SchachtschneiderDenise
VentimigliaGarrett
WilliamsRyan
Williams

Retiree:
Eric Kalnes, Sr. Labor Relations
Representative, retires after 9 years
of service

Southern California – Wilmington

Jonathon
DickisonErin
MorganJennifer
QuantEmily
RodriguezAdam
SchranerRuss
StriplingAaron
ThiemeVictor
VenaskyWayne
Venasky

Northern California – Oakland



Mirna
Arteaga



Casimir
Bochra



Peter
Chester



David
Choi



Elizabeth
Cooper



Elana
Diestel



Samantha
Fennell



Luis
Figueroa



Sarah
Guerrero



Gregg
Hallett



Gary
Hanks



Michael
Lee



Leilua
Lualemaga



Curtis
Shaw



Liz
Singleterry



Nicholas
Stark



Skyler
Sugimoto



David
Trezza



Sean
Wright



Retiree:
Jim Yanak, Sr. Training Supervisor,
retires after 9 years of service

Northern California – San Leandro



Curtis
Allen



Sachin
Bujone



Miguel
Chena



Judith
De Leon



Purvi
Jani



Jose
Martinez



Jonathan
McDonald



Ajay
Mehta



Prashant
Mishra



Julia
Perez



Atul
Varshney



Doug
Wudel

Pacific Northwest – Portland



Cari
Cross



Kristina
Forsberg



Adair
Rowinski



Dane
Rowinski



Allison
Senf



Sherri
Souders



Erica
Sunderland



Brent
Tennant

Pacific Northwest – Seattle



Kelly
Disotell



Fred
Gordon



Matthew
Halliday



Brett
Jackson



Khanhly
Le



Sarah
Mena



Glenn
Strieker



Retiree:
Andy Hathaway, Director of
Contract Administration and
Arbitration, retires after 18 years
of service



Retiree:
Theresa O'Toole, S. Allocator,
PNW, retires after 18 years
of service

Pacific Northwest – Tacoma



Luke
Alger



Frank
Koprivnik



Audry Rose
Lizama



Kevin
Margado



Matthew
Powers



Bob
Roedel



Keith
Snell

Maritech



Tracy
Legacy



Heidi
Moore



Lynn
Nelson



Staci
Oldenburg



Yvonne
Pedro-Cabanada



Michelle
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Credits

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Tobias Manuputy

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Curtis Shaw

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Matson containers stacked high in the Port of Long Beach.



*Hapag-Lloyd's **Kuala Lumpur Express** sails out of the Port of Los Angeles, loaded with containers for its voyage.*



2023
ANNUAL REPORT

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