

## The 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 American flag operators, foreign flag operators, and stevedore and terminal companies that operate in California, Oregon, and Washington ports.

The labor agreements the PMA negotiates on behalf of its members cover wages, employee benefits, and conditions of employment for longshoremen, marine clerks, and walking bosses and foremen.

The Association processes weekly payrolls for shoreside workers and collects assessments on man-hours, revenue tonnage, and other units of 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.

The annual meeting of the membership will be held at  
Pacific Maritime Association Headquarters,  
San Francisco, California  
on Wednesday, March 18, 1998  
at 2:00 P.M. in Conference Room 1.

Cover: Aerial view of APL Ltd.'s *Global Gateway South* on Terminal Island  
in the Port of Los Angeles.







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## Highlights

	1990	1996	1997	% Change from 1996
Total Constructed Revenue Tonnage	181,664,402	215,548,946	224,315,542	4.1%
Container Revenue Units (RUs)	5,310,181	7,656,113	8,180,191	6.8
Man-Hours Paid	17,237,504	18,044,370	19,607,672	8.7
Registered Work Force (Longshore, Clerks and Foremen)	9,072	8,410	9,120	8.4
Average Annual Earnings (Paid 2,000 or More Hours)				
Class A Longshore	\$70,014	\$90,545	\$96,865	7.0%
Class A Clerks	\$82,642	\$105,196	\$113,808	8.2
Walking Bosses/Foremen	\$107,125	\$139,034	\$148,477	6.8
Welfare Plan Benefits Costs	\$73,862,148	\$102,287,333	\$103,059,884	0.8
Pension Plan Benefits Paid (Plan Years ending June 30)	\$51,108,051	\$94,963,310	\$101,498,035	6.9
Longshore & Clerk Pay Guarantee Payments	\$8,710,077	\$5,559,466	\$6,306,207	13.4





## To Our Members



**JOSEPH N. MINIACE**  
*President and CEO*

Building on our Vision and Mission statements, the Pacific Maritime Association established a number of goals last year. We resolved to return West Coast productivity to the pre-1996 levels, to improve services provided to our member companies, and to pursue contract compliance. In fact, these very issues became the rallying points for our member companies, working together to find solutions.

We have much to be proud of this past year: we completed Stakeholder and Employee Opinion Surveys that will guide services provided to member companies, streamlined and centralized our payroll system, increased the level and intensity of training, developed a new investment policy which will save hundreds of thousands of dollars annually, and continued our strong commitment to labor relations. We have solidified our previous goal of becoming a customer driven organization, where the needs of our member companies direct our organization.

We made great strides in the area of contract compliance. For the first time in many years we treated our Contracts with the Union as labor agreements, rather than just platforms for schedules, salary increases and benefits.

This past year was not easy—we pursued arbitrations, legal challenges, and long rounds of negotiation. However, it was worth it. We have had a more predictable work climate, which we will continue to encourage and enhance.

Our goal for the coming year is to prove to our customers and our customers' customers that this new environment can be maintained. We will continue to advocate contract compliance, strategic changes, labor stability, reliability, and productivity in order to protect and, in fact, to increase the West Coast ports' market share.

The Maritime Industry on the West Coast is at a pivotal point. We can no longer afford to accept the status quo and expect to remain competitive in a global environment. I believe the PMA, its member companies, the ILWU, and its members should be responsible and accountable for the stability and productivity of our ports. We should all be focused on creating a positive business climate, one that is conducive to increasing our market share.

The way we can do this is by providing a well trained and stable workforce, maintaining an effective compliance reporting system, and bringing technology to the waterfront. We can guarantee the PMA and the ILWU a successful and prosperous future, if we can demonstrate to our customers that the US West Coast has the best and most competitive ports.

The PMA, our Members, their customers, the ILWU, the ports, and the millions of people who are affected by our industry understand how challenging today's global economy is to the future of our industry. Over the past year, we were able to take the first steps toward responding to those challenges. Together, over the next year, we have the opportunity and, I dare say, the joint responsibility to prove how effectively we can respond to dynamic change and the challenges it creates.

*Joseph N. Miniace*  
**Joseph N. Miniace**

The TransBay Container Terminal at the Port of Oakland



## Accomplishments • 1997

Port of Oakland's 7th Street Public Terminal operated by Marine Terminals Corporation.



We now have the opportunity to join forces and to create a new paradigm on the waterfront—management, port, union, and customer.

PMA has spent a painful year assessing its mission, structure and function. The year was pivotal in deciding whether or not the industry will *proactively* determine its future. Competition has forced us to rethink how we run our businesses and how we respond to the changing business environment. It is imperative that the PMA, the ILWU, and the ports stand together to keep the West Coast competitive in this global marketplace.

We now have the opportunity to join forces and to create a new paradigm on the waterfront—management, port, union, and customer.

This changing marketplace pressured the bargaining parties to implement and to enforce the 1996 contract. As a result, the PMA launched an industry wide initiative that, for the first time, encouraged members to develop a clear understanding of how the West Coast maritime industry needs to position itself. We were able to achieve our short-term goals by maintaining a unified and focused approach, and we have identified key long term goals which will need the same unified efforts, if we are to be successful.



APL's Global Gateway South, Los Angeles





Aerial view of Harbor Island, Port of Seattle

Our first step was to reevaluate PMA's position within the West Coast maritime industry, because our members are facing intense global competition. Our baseline Stakeholder Opinion Survey identified the critical nature of advocating cooperation and the importance of communication between PMA and its members. We initiated two way communications, and for the first time, PMA asked its members for input concerning the direction and strategies PMA should pursue. We want to enhance and support our members' business, rather than passively administering contracts.



Our industry has learned the hard way that pay practices, which are fragmented and based on individual company tactics rather than industry strategies, damage profitability and credibility. The clearest message we heard was that our members are concerned about the long-term effects of sidestepping the negotiated agreement. This program encourages PMA members to adhere to and to enforce the contract, providing consistent application of the contract terms to all stakeholders.

Maintaining a high level of productivity is key to the continued success of our ports. Our industry has dealt with global competition for a long time. Now, however, we must deal with competition from within the United States. Our strategies focus on growing our market share and solidifying our status as Shippers' Coast of Choice. But, our window of opportunity is very narrow, and the PMA has the obligation to convey this sense of urgency to all its members.

The following discussion recaps the accomplishments and activities of the Association and of its staff throughout 1997.

## Development and Implementation of the PMA Strategic Plan

Members of the Coast Executive Committee, Coast Steering Committee, and staff met in Oakland in March to develop both long-term and short-term goals for the Association and the strategies to be followed in reaching them. This process continued throughout the year. Four major areas received focus: communications, compliance, productivity, and legal alternatives. Teams, with a senior sponsor, were formed to pursue each strategy and to accept "ownership" of the process. Although teams continue to meet at year's end, several accomplishments are direct results of the strategic planning.

## Restructured Staff and Business Responsibilities

PMA staff was reorganized into three major divisions, each division being the responsibility of a Senior Vice President. The operating groups are Labor Relations, Operations, and Finance and Administration.

Top to bottom: Loading CBS-TV equipment bound for the 1998 Winter Olympics in Nagano, Japan onto *M/V Camellia Ace*; Bulk steel rods being discharged at the Port of Oakland's 9th Avenue Public Terminal, operated by Marine Terminals Corporation; Local 8 members loading lumber onto barge at Columbia City, OR; and Hyundai vessel being worked at the Port of Seattle.



## The 1996 Agreements—"the saga continues"

Much of the energies and many of the accomplishments of PMA were centered around and directed toward completing implementation of the 1996 coast agreements. The issues are grouped into four general categories: compliance, supplemental agreements, improved longshore entry and registration criteria, and other continuing issues.

### Compliance

The 1996 Memorandum of Understanding (MOU) included new concepts concerning pay practices and rates of pay. It also contained understandings to be implemented after additional discussion and further refinement of jointly-agreed to terms.

The new concepts involved the prohibition of any arrangement between an employer and employee specifying payment of shift differentials, hours, or skill differentials in excess of that provided for in the Contract. This prohibition included a penalty provision mandating a 24-hour loss of labor for a first offense violation by an employer. A second offense requires a 48-hour loss of labor.

Early in the year, the PMA members adopted a procedure for adjudication of charges against member companies to be used to maintain PMA's part of this provision. The PMA procedure was utilized during the year to review possible violations of the agreement provisions or PMA policy. Despite the insistence of the Union on inclusion of the compliance language into the Agreements, there has not been a single instance of a contract penalty being sought by the Union for an alleged violation by a PMA employer.

A series of discussions was held which produced clarifications about how the Contract terms should be applied to certain categories such as Los Angeles/Long Beach crane operators, shipboard whirley cranes in Seattle, Tacoma, and Portland, and 25% Kitchen Tower Computer Clerks coastwise.

In order to motivate a more efficient and expedited longshore and clerk dispatch process in Los Angeles and Long Beach and in accordance with Section 3.32 of the Agreement, all employees arriving late to the job were paid only for time worked. Despite the companies' efforts in this area, the antiquated dispatch system for ILWU personnel continues to cause major delays to the starts of terminal and vessel operations throughout the Los Angeles/Long Beach Harbor on a daily basis. Locals 13, 63, and the Employers are committed to relocating the Dispatch Hall to a more centralized location. Included in the move will be the requirement for automating the dispatch process.

Eliminating the "letter" in Seattle created a tumultuous relationship with longshore labor throughout the year. As described in the 1996 Annual Report, the "letter" was an informal incentive system that allowed longshore workers to leave the job site after a predetermined number of container moves were completed and still receive payment for a full shift. The MOU

required individuals to remain on the job for the full eight hours. As a result, longshore workers reacted by staging a continuous job action at all terminals.

This ongoing situation was arbitrated five times without resolution. The Joint Port Labor Relations Committee met numerous times in an effort to calm the atmosphere and to get productivity back up to levels attained under the old system. At year's end, this issue was still not resolved. Various solutions, such as the addition of more employees on operations and more hours for certain jobs has not significantly improved productivity. The Port of Seattle has established a working group composed of representatives from the Port, employers, the ILWU, and PMA. This group is called the Seattle World Class Port Coalition, and it is tasked with addressing this productivity issue.

The payroll compliance program continued to evolve, and the professionalism and neutrality of the Price Waterhouse LLP personnel was, in no small measure, a factor in its acceptance. Although there have

been other attempts in the past to implement payroll compliance, this program has actually worked, making it the first successful compliance program. PMA staff began to supplement the Price Waterhouse audits with unannounced visits to terminals to observe directly operational practices that might be non-compliant, and these visits will be increased in the future.

**Eliminating the "letter" in Seattle created a tumultuous relationship with longshore labor throughout the year.**





## Supplemental Agreements

A Vessel Planner's Supplemental Agreement and consolidation of Maintenance and Repair (M&R) Port Supplemental Agreements were included in the 1996 Memorandum of Understanding

The Vessel Planners' Supplemental Agreement negotiations continued periodically during the year, and an agreement was completed in early February 1998. The Supplemental Agreement covers units of ILWU-represented vessel planners that are employed by five PMA member companies and which meet the terms of the MOU provisions. Approximately 30 employees were employed in vessel planner jobs in Los Angeles and Long Beach at year's end.

The consolidation of the Port Supplemental Agreements for M&R, covering approximately 450 longshore mechanics in Los Angeles/Long Beach, Oakland, and Seattle, was the subject of discussions with the Union in October, and it continues to be subject to additional discussion. The terms of the 1996 understanding regarding this topic mandate that M&R issues will be topics of bargaining at the Coast in connection with the PCL&CA in 1999.

## Longshore Entry and Registration Criteria

The improved longshore entry and registration criteria were addressed by the Coast Labor Relations Committee (CLRC) during 1997 and remain a topic of discussion into 1998. The CLRC did agree in July to adopt new criteria for the processing and training of applicants for Identified Casual status in Los Angeles/Long Beach.

The development of this program in Los Angeles/Long Beach was a Herculean task that was undertaken by PMA staff and ILWU Local 13 and 63 representatives, with the assistance of Long Beach City College personnel. The program resulted in the addition of almost 800 new Identified Casuals to the work force by year end. The employers' response to the new casuals has been very positive. The new ID casuals have been called the "best prepared" group ever brought onto the waterfront.

Further discussion of this program is on pages 48-49 of this report.

## West Coast Injury and Illness Incidence Rate Continues to Decline

For the fifth straight year, the coastwise injury and illness incidence rate was lower than the year before. This year, for the first time, it fell below 10 to 9.4, which is a reduction of almost 33% since 1992 when the rate was 14. Since 1994 the rate in Southern California has been 10 or lower, and in 1997 it was 8.2, a 44% improvement over the 14.6 rate posted in 1992. Northern California and Oregon also showed improved rates over 1996, but the Washington Area rate of 11.2 was higher than its 1996 rate.



## Other Continuing Issues

There were other issues that caused disruption of operations at various times of the year. Issues with the marine clerks revolved around general hours of pay per shift and the designation of 25% computer jobs. Implementation of the 25% (\$5.67) skilled wage rate based on utilization of computers in the job function resulted in an extensive survey of clerks' jobs in the major ports. A team of representatives of employers, union officials, and PMA staff evaluated each job on each terminal.

The survey culminated at the end of January 1997. Agreement was reached on how current jobs will be paid and on a blueprint for how future jobs would be evaluated and assigned skill differential pay.

Resolution of the pay issues resulted in another round of retroactive payments for those individuals who performed clerk jobs that were deemed to be payable at a higher skill differential than what they had been paid.

In the ports of Los Angeles and Long Beach, steady crane operators, despite several joint modifications to the original Contract language, maintained their position that additional changes were needed, and productivity remained at reduced levels as a result.

Also, walking bosses in Los Angeles/Long Beach have disputed the method of payment by which employers are paying the guarantee on shifts where no work is performed beyond eight hours. This issue has been referred to an arbitration hearing for resolution.



## Grievances and Litigation

A large proportion of the grievances and arbitrations handled each year include routine cases of pay, manning disputes, disciplinary cases, and registration matters, but this year, there was also determination to protect the employers' rights under the Contract to have an uninterrupted work schedule, one free of work stoppages and slow downs.

The opening of a \$50 million bulk facility at Terminal 5 in Portland, a joint venture between Hall-Buck Marine, a PMA member, and Canpotex Limited was

supposedly carried Liverpool cargo. Locals 10 and 34 refused to cross the picket line on the grounds that it allegedly posed a risk to the safety of their members. The ship finally sailed without unloading cargo in Oakland after five days of efforts to get longshoremen to cross the picket line.

In this dispute, eleven arbitrations were held, and PMA obtained injunctions in state court preventing mass picketing and blockage by the picketers of the premises. PMA also obtained an injunc-

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Left to right: Rotary dump operation and the conveyor control room at the Pier G Bulk Facility in the Port of Long Beach, operated by Metropolitan Stevedore Company.

the subject of labor disputes in February and March involving manning and work jurisdiction. The highly automated facility and Hall-Buck's other Portland facility became the target of ILWU Local 8 which used slowdowns, health and safety disputes, claims, and other hard-timing tactics in an attempt to obtain additional manning and jurisdiction. The Area Arbitrator issued 13 arbitrations related to this dispute, and the Coast Arbitrator issued a ruling that was the basis for a filing in federal court to enforce the arbitrator's awards. The company has successfully operated in accordance with the Contract since mid-year.

### The Neptune Jade

In Oakland, labor activists and others picketed the NOL ship *Neptune Jade* in late September and October because it

tion in federal court against Locals 10 and 34, which ordered them to comply with arbitration awards requiring them to cross the picket line. PMA has continued to pursue the state court action, obtaining a finding that the picket captain was in contempt of the state court injunction and seeking damages against individual pickets. The damage action has been resisted with a publicity campaign by labor and with motions to dismiss, which attempt to characterize PMA's legal action as an assault on free speech and association. The motions to dismiss have not yet been heard.

### Scott-Thompson Litigation

In Tacoma, PMA was successful in settling the sex discrimination and harassment class action litigation against it, its

member companies, the ILWU, and ILWU Locals. The federal court approved the settlement in January 1998, and the parties have begun implementation of the settlement, which includes registration goals, diversity training, and an expedited grievance procedure for certain grievances.

The Coast Labor Relations Committee established a streamlined procedure that allowed grievants access to the Coast Arbitrator within 30 days of the filing date of the grievance. To date, seven grievances have been adjudicated under this procedure. In addition, dispatch procedures were revised to insure there were no gender-based job assignments, selection for equipment training will not be influenced by gender, and all identified casuals and women will be trained on straddle carriers and semi-tractors. Finally, screening procedures for entry into the industry will shortly be revised, in combination with enhanced recruitment and registration of women into the industry.

### Los Angeles Pilots' Strike

In Los Angeles, member companies were shut down for four days in July by picket lines of pilots striking the Port of Los Angeles and by Locals 13 and 63, which honored the picket lines. PMA filed unfair labor practice charges with the National Labor Relations Board (NLRB), which after months of investigation and consideration concluded that Locals 13 and 63 had engaged in illegal secondary boycott activity but allowed them to settle the charges by agreeing not to honor the pilots' picket line.

PMA also filed a lawsuit in federal court against Locals 13, 63, and the Pilots' Local to recover damages to its members caused by the secondary boycott. The federal court has dismissed the Pilots' Local from the suit on the ground that it is not a union for federal labor law purposes. PMA will appeal this ruling and also will pursue its damage claims against the pilots in state court. Locals 13 and 63 have filed a motion to dismiss the federal court action against them based on a Relief Arbitrator's Award that the pilots' picket line was bona fide within the mean-



ing of the PCL&CA, a theory previously rejected by the NLRB. PMA is opposing this motion. The federal court has postponed ruling on this motion, pending arbitration of whether under the PCL&CA PMA has waived its right to sue for damages for secondary boycott.

In the federal court action filed by PMA in Los Angeles for damages caused by the August 7, 1995, coastwise strike, the trial court has held that PMA members cannot recover damages for violation of the no-strike clause, based on a decision in an earlier case by Coast Arbitrator Kagel. PMA is pursuing the case to convert the preliminary injunction it obtained to a permanent injunction and will appeal the denial of damages to the United States Court of Appeals.

### Other Lawsuits Against PMA

In addition to the legal actions that PMA initiated, there were an unusually large number of lawsuits up and down the coast. Among the cases successfully defended were several cases in which plaintiffs relied on laws prohibiting dis-

crimination based on disabilities in an attempt to obtain work assignments to which they were not entitled under the PCL&CA. These cases included a case in which a Seattle jury concluded that a longshore registrant was not entitled to a clerk transfer as an accommodation to his disability. In two other such cases, a federal judge held that longshore registrants were not entitled to placement on the dock preference board ahead of others with more seniority and who were eligible to be placed on the board.

Also, in Tacoma, PMA is defending a lawsuit filed by fifteen casuals and longshore registrants who allege racial discrimination in Seattle and Tacoma by the ILWU, four ILWU Locals, PMA, and ten PMA members. Discovery has closed in the case. Motions for Summary Judgment have been filed, and if necessary, a trial will be held in May 1998.

Also, pending at year end was a claim by the *Golden* class in Los Angeles, who allege that PMA and the ILWU under-registered females in the longshore ranks under the *Golden* Consent Decree

because they did not take into account mechanics who were registered independent of the usual registration process.

## Union Representatives

An aspect of labor relations with the ILWU that is a factor every three years is a changeover in key union leadership positions resulting from ILWU elections. The incumbent President, Brian McWilliams, was reelected for a three-year term. Jim Spinoso, formerly President of Clerks' Local 63 in Los Angeles/Long Beach and a former Coast Committeeman, was elected International Vice President. Bob McEllrath, from Local 4 in Vancouver, returned as Coast Committeeman for the Northwest ports after three years out of Coast office, and Ray Ortiz, from Local 13 in Los Angeles/Long Beach was elected as Coast Committeeman for the California ports.

## Communications

An all-out effort was made during the year to open channels of two-way communications between PMA staff, mem-

The twelve new container gantry cranes at APL's *Global Gateway South*, Port of Los Angeles, prior to the opening of the terminal.





bers, and all other stakeholders. The effort included the Stakeholder Opinion Survey, enhancement of the PMA website, weekly Industry meetings in each Area, and scheduled terminal visits by PMA staff, which were mentioned above.

### Stakeholder Opinion Survey

The Hay Group was engaged to conduct a survey among PMA member companies to assess how satisfactorily customer needs are being met. The areas for improvements identified by the study are receiving heightened attention to improve customer relations. The results of the survey will serve as a benchmark against which future studies of customer satisfaction will be measured.

### Area Industry Meetings Receive High Marks

Weekly Industry Meetings in each PMA Administrative Area proved highly effective in bringing problems to light and for disseminating solutions among the companies. A wide variety of topics were covered at these meetings, including current

issues and arbitration awards, contract compliance, safety skill training, manpower needs, and industry trends. Senior staff from the San Francisco office attended many of the meetings in each Area, and they often made prepared presentations on issues of importance to the attendees. The response from the local company personnel to these meetings continues to be enthusiastic.

### Internet Site Enhancements

One of the most efficient and ubiquitous channels of communication in use today is the Internet. Thus, PMA is working to make its website, <http://www.pmanet.org>, the method of choice for providing to staff, the membership, other stakeholders, and the general public all information it has historically published or disseminated in more traditional ways.

The labor contract documents, *PMA Annual Report*, *PMA Update*, *Payroll Manual*, and many other publications have been added to the site. An intranet for staff



has been established, and the foundations for an extranet (member's net) have been completed for rollout in early 1998. The "member's net" will be the communication conduit for many additional services specifically targeted to the PMA membership.







## Work Force Size: Labor Shortages and PGP

### Los Angeles and Long Beach

An unusual combination of work stoppages, the much-reported scarcity of railroad equipment, unprecedentedly high levels of manning, and a seasonal cargo peak generated innumerable shifts when insufficient workers were available to fill labor orders in the ports. In efforts to alleviate the shortages, the Southern California Sub-Steering Committee implemented several controls and restrictions on the ordering of labor, including the cancellation of all third shifts. The crisis atmosphere continued into November, by which time more railroad equipment had been brought into the area, backlogs were reduced, and new longshore workers were added to the pools of available labor.

PMA and the ILWU had launched a monumental team effort to add Identified Casuals during the period, utilizing upgraded entry standards. Approximate-

ly 12,600 applications were processed. Over 9,000 individuals submitted complete applications and were eligible for participation in the multi-step testing and pre-employment procedures.

Further, the CLRC made provision for travel of registrants on a weekly basis into the Ports of Los Angeles and Long Beach from other ports in Northern California, Oregon, and Washington. The employers paid the traveler's airfare and a stipend for meals and lodging if the traveler obtained work for at least five shifts in the week. The program was extended to ILWU longshore registrants in Alaska, as well. More than 200 individuals received travel authorization, of whom 20 were from Alaska.

In addition to the new identified casuals, 719 Class "B" longshore employees were registered in the Ports of Los Angeles and Long Beach during the year, 125 longshore to clerk transfers were made,

and 40 longshore registrants were promoted to walking boss status.

### San Francisco Bay Area

Labor shortages occurred on a more or less regular basis and were generally confined to a shift or two per week during peak work periods. The fact that these shortages occurred caused concern in view of the efforts made to address longshore work force issues. Approximately 280 new Identified Casuals were added during the year. Registrations were conducted in May, July, and December that added over 150 newly registered Class "B" longshore registrants into Local 10. This registration, when offset by attrition, expanded the size of the longshore local by 95 new registrants, who were all trained in semi-tractor operation.

The additions of the new casuals and longshore registrants, all of whom received safety, lasher, and tractor training, should have alleviated labor short-





The *Star Drottanger* (left) loading fertilizer and The *City of Westminster* (right) loading steel for export at Vancouver, WA.

ages on peak days. The real problem appears to be the work ethic of some of the registrants. Many of the new registrants failed to show up on peak workdays to cover the very work that they were registered to perform. A program of carefully monitoring the availability of individual Class "B" Local 10 registrants has been put into place and should yield results early in the new year.

In addition to increasing the number of casuals and tractor trained Class "B" registrants, other avenues were pursued to address the labor shortage problem. An agreement reached in 1993 to travel longshore registrants from the Delta ports into San Francisco on peak workdays was implemented mid-year. When no work was available in Delta ports, new registrants from those ports travelled into the Bay Area.

Efforts were also made to implement a provision in the Agreement providing

for the dispatch of casuals to skilled jobs when there is an insufficient number of longshore registrants available to cover the work. Local 10 has a long history of refusing to allow casuals to take skilled work. It is clear that, with shipping schedules causing peaks in labor demand, the flexibility to use casuals to help cover these work peaks is imperative. The inability to provide sufficient trained labor can seriously damage the ports' ability to attract and to retain customers and cargo.

### Registration in Other Ports

Eleven new registrants were added in Stockton. In the Washington Area, 44 and 25 individuals were added to Seattle and Tacoma, respectively. Four new longshore registrants were added in Bellingham, and three ILWU mechanics were registered in Olympia.

### Pay Guarantee Payments

Payment of relatively large amounts of

PGP in a port area generally implies a registered work force that is larger than can be supported by the work opportunity in the port area. Longshore registrants in six ports, two each in Northern California, Oregon, and Washington, received over 60% of the Pay Guarantee paid to all longshore registrants in 1997. The ports are Eureka, Sacramento, Newport, Astoria, Port Angeles, and Port Gamble. Of the 187 longshore registrants in this group of locals, 166 averaged about \$22,500 each in Pay Guarantee payments, more than 23 weeks of benefits.

Total longshore PGP payments doubled in Bellingham over the previous year, where a decline in wood product cargoes reduced hours by nearly 20%, and four new registrants were added. In North Bend/Coos Bay, an increase of 78% in PGP corresponded to a 27% loss of hours as Lumber & Logs tonnage was cut in half.





The Hall Buck Marine/Canpotex Limited mineral bulk handling facility, Port of Portland.

## New Terminal Facilities Open

New terminals and on-dock and near-dock rail facilities began operation in the ports of Los Angeles, Long Beach, and Portland, and a new container handling operation commenced in Olympia.

### Los Angeles

American President Lines' *Global Gateway South* celebrated its grand opening in May. This facility, with more than 230 acres of land, four berths totaling 4,000 feet in length, 12 gantry cranes, and an on-dock rail facility, is the largest single container handling terminal in North America.

The Terminal Island Container Transfer Facility (TICTF), jointly-managed by Marine Terminals Corporation and Centennial Stevedoring Services, opened in August. This rail terminal serves the rail needs for Evergreen Terminals and NYK Line.

The Los Angeles Export Facility (LAXT) opened in October without disruption

despite several months of volatile negotiations with the ILWU over jurisdictional issues. Hall-Buck Marine, Inc., a PMA member, operates the vessel loading operation at this facility.

### Long Beach

Hanjin Shipping Company's new facility opened in September with 170 acres—three times the size of its previous terminal—, six gantry cranes, 28 gates, and an on-dock rail facility. This is the largest container terminal in Long Beach, and it is the largest terminal Hanjin Shipping Company has anywhere in the world.

Pacific Coast Recycling also enjoyed a grand opening during the year.

### Portland

The Hall-Buck Marine/Canpotex Limited \$52 million mineral bulk handling facility opened in the spring of 1997.

### Olympia

The Port of Olympia began handling containers and general cargo on May 17 with the first call of the Sunmar vessel, *Arkhangelsk*. The Port and Sunmar Holdings Inc. have signed a long-term lease, and this groundbreaking agreement makes the Port of Olympia a complete full-service port, capable of handling containerized, break bulk, and RO-RO cargo from land, sea, and rail.

The container operations became a reality with the purchase of two container gantry cranes from the Port of Los Angeles. The establishment of a 76,000 square foot container freight station (CFS) also supplements the movement of cargo by Sunmar. The Port of Olympia operates the ten-acre container yard that can be expanded to about 100 acres. Jones Stevedoring Company handles stevedoring operations.



## Occupational Safety and Health Issues

After seven years of development, the Occupational Safety and Health Administration (OSHA) published the *Longshoring Safety and Health Standard*, 29 CFR 1918, and made important changes to the *Marine Terminal Safety and Health Standard*, 29 CFR 1917.

Accident Prevention staff and Employer safety professionals have worked with OSHA Maritime Standards Division to develop the Standard, a long and arduous process. Staff also coordinated the OSHA Outreach Program in Seattle, Portland, Oakland, and Long Beach. OSHA used this program to introduce the revised standards to the industry. All programs were well attended by members and produced a useful exchange of information.

In the first quarter, staff worked with employers in developing and implementing on-dock rail plans, as required by the *Pacific Coast Marine Safety Code* (PCMSC). Section 17 of the Code was added during the 1996 negotiations, and it requires employers with on-dock rail facilities to have a written rail safety plan. Several companies had unique rail facilities, and Accident Prevention staff members were asked to assist member companies that were preparing rail plans.

PMA hosted a public "town hall" meeting in Portland concerning sheaves and an interpretive memorandum on the subject issued by OSHA. The safety of grooved sheaves has been a long-standing issue between employers and ILWU locals on the Columbia River. Guidance provided by the PCMSC and by OSHA was not totally accepted by the parties, causing inconsistent enforcement and

allegations of "hard timing."

Attending the meeting were the OSHA officials responsible for developing and enforcing maritime safety standards, PMA and ILWU members, and the members of the public. As a result of the lively discussion at the meeting, OSHA agreed to revise their interpretive memorandum on grooved sheaves.



John Pavelko conducts GST training of ID Casuals at the PMA Training Facility, Wilmington.

## Crane Simulator Upgraded and Enhanced



The Crane Training Simulation System that PMA purchased in 1989 was repaired and extensively upgraded by Digitran, Inc., at their manufacturing facility in Logan, Utah. The system served the industry well for eight years, but advancements in technology and difficulties in maintaining the system necessitated the overhaul.

The simulator now has the capability to maintain individual training records and to track individual student progress. The original ship and dock background scenes have been digitized for clarity and realism, but the cab motion, hydraulic, projection and control systems remain unchanged.

Three new computers, new monitors in cabinets, and a new operating system were added to run the latest, enhanced software package. The updated system also includes a built-

in modem to facilitate remote training software upgrades, as newer revisions become available.

When the upgraded crane simulator became operational, it was incorporated into a new crane training curriculum which includes crane simulation exercises, scenarios, and performance objectives that were obtained from training curricula developed by members of the North American Crane Simulator Users Group.



## New Payroll Systems Solutions

Information Services (IS) selected Oracle as the software provider and Hewlett-Packard as the hardware provider for a new longshore payroll system. The decision to replace the legacy payroll system that has served well for several decades was made after carefully analyzing and discarding the option of patching the entire system to make it "2000 compliant." IS conducted an extensive investigation of alternative solutions over several months, and the process of developing and implementing the new systems is proceeding on schedule.

## Centralized PMA Payroll Center

In the continuing effort to improve customer service, a single payroll processing center was established in Long Beach to process the payroll data of all companies. Payroll staff productivity and customer support was improved, and the transitions were made with no discernable change in payroll submission procedures for the companies. Payroll Services staff members in each Area Office are available to work directly with local company personnel to solve problems and provide on-site services as needed.

## Accounting Improvements

The Accounting Department developed a new investment policy for short-term investment of monies managed by PMA. This will increase investment income by an estimated \$500,000 annually without significantly altering risk.

A credit reference system using Dunn & Bradstreet to insure against the potential insolvency of a PMA member company was implemented to minimize the risk to other members.

The financial reporting for the Joint Port Labor Relations Committees was upgraded to provide for implementing Contract language regarding potential holiday cost offsets to the Union's share of Dispatch Hall operations.

Payroll Services staff members in each Area Office are available to work directly with local company personnel to solve problems and provide on-site services as needed.



Yusen Terminal, Los Angeles.

## Oakland Office Relocates

In March, the Northern California Area office in Oakland was relocated to improved facilities at Oakland's City Center. This move to a new location placed the office much closer to the port and improved response time of staff to on-the-job situations. The new location is also more convenient to member companies.

In conjunction with the move, arrangements were made for Payroll Services to move from San Francisco to Oakland in late August. The close proximity of the

offices to port operations improved service for member companies and the work force.

## Human Resources and Policies Development

PMA retained the Hay Group to conduct an Employee Opinion Survey to measure the satisfaction of staff. Four specific areas of concern were identified, and staff teams were assigned to develop solutions. New policies on internal postings of job opportunities as well as vacation, holidays, and severance have been developed.



## Retirements, Resignations, and New Faces

The People of PMA includes the many individuals who serve the Industry as members of various committees, as arbitrators, and as members of staff. Below are several changes in personnel that occurred during 1997. Some people may have been inadvertently omitted, yet their service is also gratefully appreciated.

### Coast Steering Committee

Capt. Frank Riley (APL) has served on the Coast Steering Committee since 1980 and as its Chairman since 1985. Ron Rothman (Matson Navigation) has served as a member of the Committee since 1985. Each of them announced his retirement at the end of the year. They have both made significant contributions in the negotiation and administration of the ILWU-PMA Agreements, and the industry owes them its gratitude.

### Area Sub-Steering Committees

Four replacements were made on the Southern California Area Sub-Steering Committee: Mr. John Ohle replaced Mr. Glenn Miller for Sea-Land; Mr. Randy Schwoeble replaced Mr. Dave Adam of

Marine Terminals Corporation; Mr. Bal Dreyfus replaced Mr. Jon Rosselle of Matson Terminals, Inc.; and Mr. Michael Sullivan, Inchcape Shipping Agency, replaced Dennis Brennan of "K" Line America, Inc.

Brian Turrell, Jones Stevedoring Company, and Jeff Krug, NYK, resigned from the Oregon Sub-Steering Committee at year-end.

Clayton R. Jones Sr. resigned from the Washington Area Sub-Steering Committee in March after 25 years of service on the Committee. The Committee held a luncheon attended by numerous past and present members of the Committee to honor Clayton and thank him for his many years of dedicated service. In addition, the Seattle Maritime Week Committee selected Clayton to receive the 1997 Puget Sound Maritime Achievement Award.

### In Memoriam

The Washington Area mourned the loss of two industry leaders during the year. William H. (Bill) Forrester, Washing-

ton Area Arbitrator, died August 10. Bill was a registered longshoreman in Port Gamble who spent time in San Francisco as a member of the ILWU Coast Committee. In 1971, he was appointed Washington Area Arbitrator and held that position until his retirement in 1995.

Carl Weber, retired Area Manager, died August 28 after a long battle with cancer. Carl had retired in 1983 after 22 years with PMA. Both individuals contributed immensely to the labor relations environment of the Area.

### Staff Members

This year saw the retirement of many long-time staff members: Eloise Andres, Abe Estonilo, Dave Grudin, Linda Kahn, Ed Kovach, Jim Mullins, Alice Niimi, Bob Snyder, and Luella Terrill. Their total accumulated service exceeds 200 years, and their presence is missed. We wish them a long and happy retirement.

Bob Dodge, Craig Epperson, Paul Holmes, Marc MacDonald, and Joey Parr have joined the senior staff this year. Their addition is welcomed.

*Left to right: Off-loading a trial shipment of Chilean logs for mill processing, Coos Bay; A yacht is handled at the Evergreen terminal in Tacoma, operated by Jones Stevedoring Co.; Longshore employees slinging up lumber in Vancouver, WA.*





## Port News

The following is a short list of events that affected some West Coast ports during the year. It is by no means a complete list, but the items are of general interest to the Industry. They will be listed in geographic order from south to north along the Coast and inland bodies of water.

### San Diego

Automobile cargo through the port more than tripled last year over 1996, and it is expected to increase at least 30% more in 1998 as a result of the addition of the Honda Motor Corporation account and import of Volkswagen cars from Mexico. To accommodate the rapidly growing auto business, Burlington Northern Santa Fe recently completed a \$23 million rail infrastructure project at the 24th Street Terminal in National City.

### Port Hueneme

In March, the Harbor District acquired the former Naval Civil Engineering Laboratory from the federal government, and an aggressive capital improvement program will be undertaken to convert this former Navy facility into a marine terminal.

The development plan will increase total Port acreage by almost 50%, expand marine research facilities, increase in vehicle handling capability by 60%-80%, greatly expand container-handling capability and increase commercial fishing areas.

The NCEL was designated for realignment in 1993 by the federal government's Base Realignment and Closure Commission. Under that decision, the functions of the laboratory were transferred to the Naval Construction Battalion Center in the city, and the property was declared surplus.

The Oxnard Harbor District's largest reefer customer, Cool Carriers, attracted the Noboa Group to the Port. The Noboa Group's products are marketed under the Bonita label in the United States. This new account will make the Port the top West Coast importer of bananas and exporter

of citrus fruits. The Pacific operation will employ 10 to 12 large specialized refrigerated vessels and involves a South America-California-Japan route which will handle the inbound bananas and outbound citrus.

### Oakland

The Port of Oakland continued its ambitious modernization program. The port has embarked on a \$600 million program that will create a new rail yard, deepen channels in the port to 45 feet, and add new berths and acreage.

### Coos Bay

Weyerhaeuser Corporation closed its mill in the port, and the effect will be severely felt by the port and the local labor force.

### Portland

The Terminal 6 container facility completed development of an area for 500 refrigerated containers and is in the process of completing a two-stage truck gate designed to reduce the terminal's 36-minute truck turn time. In September, Hanjin Shipping returned to resume direct vessel service to Portland. Barge container traffic continued its rapid rise with over 32,000 containers lifted on and off barge between Portland and the upper Columbia and Snake River systems.

### Vancouver, WA

Imports of Subaru automobiles climbed by 84% over the previous year, and Western Bulk Carriers, an Australian shipping line, became the latest break-bulk carrier to migrate from Portland to Vancouver last July. Eight miles of additional rail lines were added in the port.

### Kalama, WA

The BHP Coated Steel Corporation rolling mill opened during the year adding longshore jobs in the Longview District. Longview's double-track alternate rail corridor construction is due to begin in the spring of 1998 to improve rail access to the Port's customers.

Local 21 longshore registrants slinging up steel coils for discharge at BHP's steel coating facility in Kalama, WA.







## Labor Agreements

A general overview of the industry follows. Below are listed the various coastwise and local agreements which form the basis for the relationship between the PMA and the ILWU. The next several pages include a brief description of the ILWU and its officers and an overview of work rules, the payroll system, payroll periods, and occupation codes.

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 1999. Many of the Area agreements will remain in effect subject to re-opening at the request of either party.

### Coastwise Agreements

	<i>Effective</i>
Longshore and Clerks' Agreement	7/1/96
Walking Bosses and Foremen's Agreement	7/1/96

### Area Agreements •

#### Southern California

Local	<i>Effective</i>
13 - Supplementary Agreement for Steady Gearmen . . .	7/1/96
13 - Sweepers' Agreement . . . . .	7/1/96
13 - Longshore Port Working Rules . . . . .	4/17/63*
13 - Lines Handling Agreement . . . . .	7/1/96
13 - Mechanics' Port Supplement . . . . .	7/1/93
13, 29 & 46 - Industry Travel Agreement . . . . .	5/17/88
26 - Watchmen's Agreement . . . . .	7/1/96
29 - Lines Handling Agreement . . . . .	1/25/88*
29 - Foremen's Port Supplement . . . . .	11/1/73*
29 - Gearmen's Port Supplement . . . . .	1/28/88
29 - Mechanics' Port Supplement . . . . .	1/25/88
63 - Clerks' Port Supplement . . . . .	11/10/53
94 - Foremen's Port Supplement . . . . .	7/1/84

#### Northern California

Local	<i>Effective</i>
10 - Miscellaneous Dock Workers . . . . .	3/27/97
10 - Mechanics Port Supplement . . . . .	7/1/93
10 - Port Working Rules . . . . .	12/6/48
14 - Working and Dispatching Rules . . . . .	7/1/81
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 . . . . .	7/1/96
75 - Watchmen's Supplement . . . . .	7/1/96
91 - Walking Boss Port Supplement . . . . .	9/25/87
92 - Walking Boss Supplement (Eureka) . . . . .	7/1/81

#### Oregon

Local	<i>Effective</i>
4 - Gear and Locker Agreement . . . . .	7/2/88*
4 - Dispatching Rules (LRC Agreement) . . . . .	5/12/82*
4 - Baggage Handling Agreement . . . . .	5/30/86

Local	<i>Effective</i>
4 & 8 - Lines Agreement . . . . .	1/13/92*
50 - Lines Agreement . . . . .	11/5/96
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 - Gear and Locker Agreement . . . . .	7/2/88*
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 . . . . .	9/28/93*
40 - Clerks' Port Supplement . . . . .	3/31/58*
92 - Walking Boss Supplement . . . . .	7/1/78*

#### Washington

Local	<i>Effective</i>
7 - Working and Dispatching Rules . . . . .	6/1/60*
19 - Working and Dispatching Rules . . . . .	6/20/60*
19 - Lines Handling Agreement . . . . .	4/21/95
19 - Gear and Locker Agreement . . . . .	11/27/93
19 - Seattle Mechanics Agreement . . . . .	6/30/95
23 - Working and Dispatching Rules . . . . .	6/17/88*
23 - Lines Handling Agreement . . . . .	5/27/94
23 - Gear and Locker Agreement . . . . .	12/16/93*
24 - Working and Dispatching Rules . . . . .	5/9/60*
25 - Working and Dispatching Rules . . . . .	2/10/73*
27 - Working and Dispatching Rules . . . . .	9/30/58*
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 . . . . .	12/15/88*
98 - Foremen's Port Supplement . . . . .	8/20/93

\* All agreements expire on 7/1/99 except those marked with an asterisk which remain in effect subject to reopening at the request of either party.



The general description of the contractual and administrative rules governing the work place and payrolling operations that follow are intended as an overview. Many working rules vary from port to port, and numerous specific exceptions and qualifications exist within the Pacific Coast Longshore, Clerks', and Walking Bosses & Foremen's contracts or have been documented in the minutes of the Joint Coast, Area, and Port Labor Relations Committees.

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

Casual 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 20 years, 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 "casual" basis.

Within the West Coast longshore industry the term *casual* is commonly used with an entirely different meaning. The term identifies 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.

Longshore employees who work out of the dispatch hall are dispatched (receive job assignments) on a shift basis to ship, dock, marine terminal, Container Freight Station, and other related maritime jobs. (Steadily employed longshore workers generally report directly to their employer and are not dispatched through the dispatch hall on a regular basis.)

The dispatch process begins with the receipt of the daily manpower orders that each employer telephones or otherwise sends

## Labor Allocations and Dispatching

NOTE: All words, terms or definitions of employees used in the collective bargaining contracts are used as being words of common gender, and not as being words of either male or female gender, and hence have equal applicability to female and male persons wherever such words are used.

to the joint ILWU-PMA dispatcher. If the employer will be loading or unloading a ship or barge, he also notifies the PMA Allocator, reporting the name of the vessel and the actual time that the vessel arrived in port or the estimated time that the vessel is expected to arrive and the number and types of jobs that will need to be filled.

After receiving all of the vessel labor orders for the day, the PMA Allocator arranges orders by ship name from highest priority to lowest in accordance with the allocation rules agreed to by the PMA Area Sub-Steering Committee and approved by the Coast Steering Committee. When the PMA Allocator has completed the vessel allocation list, it is transmitted to the dispatch hall.

The joint dispatcher then begins the dispatching process. The ship jobs are to be offered first, in the sequence listed by the PMA Allocator. Other jobs are dispatched following vessel jobs subject to local dispatch rules.

One of five containerships docked at the APL terminal in Los Angeles.





## 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 (1900 in the San Francisco Bay Area). 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 (2300 or 2400 in the San Francisco Bay Area). 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 1.333333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

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

The *third shift rate*, which is 1.6 times the straight time rate, is to be paid for the first five hours worked on the third shift Monday

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

Employees working as Supercargoes and Chief Supervisory Clerks are paid a minimum of one hour *extended time* before and after each shift. Employees paid as 20% Foremen are paid one hour extended time on each shift, and 30% Foremen/Walking Bosses are paid two hours extended time on each shift.

*Skill differentials* are paid for several specific types of longshore and clerk work.

There are five skill categories based on fixed rates calculated from the base wage rate (\$22.68) in the 1993/96 agreement. The rates, identified by the percentage they represent of \$22.68, are as follows: 10%, \$2.27; 15%, \$3.40; 20%, \$4.54; 25%, \$5.67; and 30%, \$6.80. The “10%” and “20%” rates are applicable to longshore jobs, and the “15%,” “25%,” and “30%” rates are applicable to clerk jobs.


The appropriate skill amount is added to the straight time rate, and all shift and overtime rates are calculated from this adjusted base rate.

The Foremen and Walking Bosses rates are calculated in a somewhat analogous man-

ner. The 20% skill is \$5.72, and the 30% skill is \$8.32.

An exception to the longshore and clerk rate scheme is for the longshore mechanics whose 20% and 30% skills are calculated by applying the appropriate skill percentage to the current longshore base wage rate.

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 greater), 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 1.333333 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 20% Foremen or 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. 



Longshore employees work the lashings at the Port of Oakland's 7th Street Public Terminal managed by Marine Terminals Corporation.





Longshore employees offloading pallets of bananas at Port Hueneme's cold storage facility operated by Marine Terminals Corporation.

## Payroll Periods and Occupation Codes

**P**acific Maritime Association processes longshore payrolls for the entire coast. Every week, the hours and other items to be paid to each employee are received from the employers, and a single payroll check is issued to the employee for that week's earnings. The administrative procedures are promulgated by the PMA Payroll Services Department.

The *payroll week* begins at 0800 Saturday morning, and payroll checks are issued on the Friday following the end of the payroll week. The *payroll year* consists of 52 payroll weeks, divided into 4 quarters of 13 payroll weeks each. The first payroll week of each quarter begins on the Saturday morning previous to the last Friday in the months of December (also the first of the payroll year), March, June and September.

Thus, the payroll year does not coincide exactly with a calendar year; the 1997 payroll year began on December 21, 1996, and ended December 20, 1997. (Some payroll quarters and years require 1-week adjustments to maintain consistency with the calendar. For example, the 1992 payroll year contained 53 weeks as will the 1998 payroll year.)

For the purpose of calculating payrolls and for statistical reporting purposes, PMA uses 3-digit occupation codes to identify the job categories for which an employee is paid.

These 3-digit codes are divided into several general categories based on the type of work being defined:

- 001-099 Longshore Work
- 100-121 Clerk Work
- 125-140 Foreman/Walking Boss Work
- 150-190 CFS Supplement Work
- 200-299 Miscellaneous Dock Work
- 300-399 Local Labor Relations Committee
- 400-499 Other Member Agreements

Within a general category, occupation codes specify the skill differentials, type of operation, or equipment being operated by the employee. Different occupation codes may or may not have different wage rates.



## Total Shoreside Payrolls Processed by PMA

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

PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (F.I.C.A.) accounts and State Unemployment Insurance (S.U.I.) accounts on these payrolls. In 1996, employer FICA taxes paid were \$47,777,056 and SUI taxes paid were \$9,304,420.



Year	Southern California	Northern California	Oregon	Washington	Total
1988 ..	\$233,166,780	\$ 95,802,424	\$77,849,953	\$109,547,725	\$516,366,882
1989 ..	250,353,491	97,812,018	77,046,109	114,497,699	539,709,699
1990 ..	259,377,105	102,294,503	77,001,742	113,822,477	552,495,827
1991 ..	260,670,697	106,349,174	74,838,002	112,594,741	554,452,614
1992 ..	273,371,753	105,351,339	74,726,110	112,632,145	566,081,347
1993 ..	284,471,370	98,956,602	73,489,746	107,000,511	563,918,229
1994 ..	319,709,467	101,737,074	73,677,433	109,470,265	604,594,239
1995 ..	343,548,860	96,497,444	74,956,472	114,307,399	629,310,175
1996 ..	370,647,234	95,707,890	74,253,654	120,767,232	661,376,010
1997 ..	459,117,898	104,278,998	79,699,998	140,372,774	783,469,668

## History of Longshore Straight Time Wage Rates

Effective			Hourly Rate		Effective			Hourly Rate		Effective			Hourly Rate	
Year	Date	Increase	Rate		Year	Date	Increase	Rate		Year	Date	Increase	Rate	
1906	August 13	—	\$ .55		1956	June 18	\$.02 0.9%	\$ 2.29		1976	July 3	\$ .60 8.7%	\$ 7.52	
1917	May 27	\$ .15 27.3%	.70			October 1	.16 7.0	2.45		1977	July 2	.85 11.3	8.37	
1918	July 1	.10 14.3	.80		1957	June 17	.08 3.3	2.53		1978	July 1	.85 10.2	9.22	
1923	December 10	.10 12.5	.90		1958	June 16	.10 4.0	2.63		1979	June 30	.85 9.2	10.07	
1932	December 10	-.15 -16.7	.75		1959	June 15	.11 4.2	2.74		1980	June 28	.85 8.4	10.92	
1933	December 10	.10 13.3	.85		1960	June 13	.08 2.9	2.82		1981	July 4	1.30 11.9	12.22	
1934*	July 1	.10 11.8	.95		1961	June 12	.06 2.1	2.88		1982	July 3	1.30 10.6	13.52	
1941	February 20	.05 5.3	1.00		1962	July 30	.18 6.3	3.06		1983	July 2	1.25 9.2	14.77	
1942	February 4	.10 10.0	1.10		1963	June 17	.17 4.2	3.19		1984	June 30	.80 5.4	15.57	
1944	October 1	.05 4.5	1.15		1964	June 15	.13 4.1	3.32		1985	June 29	.85 5.5	16.42	
1945	October 1	.22 19.1	1.37		1965	June 14	.06 1.8	3.38		1986	June 28	.85 5.2	17.27	
1946	November 17	.15 10.9	1.52		1966	July 1	.50 14.8	3.88		1987	July 4	2.16 **	19.43	
1947	January 1	.05 3.3	1.57		1969	June 28	.20 5.2	4.08		1988	July 2	.40 2.1	19.83	
	December 15	.08 5.1	1.65		1970	June 27	.20 4.9	4.28		1989	July 1	.50 2.5	20.33	
1948	February 10	.02 1.2	1.67		1971	December 25	.42 9.8	4.70		1990	June 30	.67 3.3	21.00	
	December 6	.15 9.0	1.82		1972	July 1	.40 8.5	5.10		1991	June 29	.78 3.7	21.78	
1950	September 30	.10 5.5	1.92		1973	June 2	.25 4.9	5.35		1992	July 4	.70 3.2	22.48	
1951	June 18	.05 2.6	1.97			June 30	.15 2.8	5.50		1993	July 3	.20 0.9	22.68	
1952	June 16	.13 6.6	2.10		1974	June 1	.30 5.5	5.80		1996	June 29	2.00 8.8	24.68	
1953	June 15	.06 2.9	2.16			June 29	.30 5.2	6.10		1997	June 28	1.00 4.1	25.68	
1954	December 20	.05 2.3	2.21		1975	January 4	.12 2.0	6.22						
1955	June 13	.06 2.7	2.27			June 28	.70 11.3	6.92						

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

## Contract Compliance

Section VI A. of the ILWU-PMA Pacific Coast Longshore & Clerks' Agreement (PCL&CA) Memorandum of Understanding dated July 19, 1996 states

Employees shall be paid at the appropriate shift and skill rates of pay in accordance with Sections 2 and 4, PCL&CA, and the provisions herein. Individual side agreements, including paid hour in excess of the PCL&CA, as defined by Area Arbitration No. SC-29-94, between individual employees or local Union officials and individual member companies shall be considered a Contract violation. Employer(s) found guilty of violating this provision shall be denied manpower at that terminal where the violation occurred. First offense — 24 hours loss of manpower; second offense — 48 hours loss of manpower. Any disagreements involving guilt of assessment of a penalty shall be subject to the Contract grievance machinery.

PMA developed and implemented procedures into the coastwise payroll system designed to provide reporting or prevention of some payroll practices that appear to fall outside of contractual provisions. Payments that were rejected by the payroll system required the approval of senior PMA staff for processing.

In November 1996, PMA engaged the



Matson Terminal, Port of Los Angeles.

services of Price Waterhouse LLP to help develop a coordinated and acceptable methodology to ensure compliance with this provision, focusing primarily on payments of hours above usual shift norms.

Price Waterhouse teams began a program of on-site terminal visits to audit payroll prac-

tices in light of the contract language. Written reports were compiled by the auditing teams and provided to PMA and to appropriate industry committees. During 1997, Price Waterhouse teams performed approximately 120 audits, each of which may have required multiple visits.



## The International Longshore and Warehouse Union

**T**he Longshore Division of the International Longshore and Warehouse Union (ILWU) represents waterfront employees on the U.S and Canadian Pacific Coast.

The ILWU was formed in 1937, under the leadership of Harry Bridges, out of District 38 of the International Longshoremen's Union (ILA).

James "Jimmy" R. Herman succeeded Harry Bridges in 1977 and served as the second President of the ILWU until 1991 when he retired. David Arian was elected to the ILWU's highest office in 1991 followed by Brian McWilliams who was elected President in 1994. The other Executive Officers are James Spinoza, Vice President, Mainland; Leonard Hoshijo, Vice President, Hawaii; and Joe Ibarra, Secretary-Treasurer.

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

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President Brian McWilliams, Vice President James Spinoza, and Committeemen Bob McEllrath and Ray Ortiz.

The Longshore Division conducts an annual Caucus to which each local sends rep-



Barbara Musser removing the locking cones from a container at the Port of Oakland's 7th Street Public Terminal operated by Marine Terminals Corporation.

representatives, where policy is established, collective bargaining demands formulated, officers elected, and other union business is conducted.

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

The Clerks inspect the cargo, record the type and amount, and report any cargo damage.

The Foremen or Walking Bosses are in charge of the loading and unloading opera-

tion 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 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 employees; the Inland Boatman's Union, the Marine Division of the ILWU; and various other groups.

Semi Tractor Training, Southern California



# Work Force, Hours, and Costs

## Direct Wage Costs

In the 1996 *Annual Report*, the average hourly combined longshore and clerk direct wage cost for the 16 weeks following implementation of the 1996/99 Agreement (period ending 2/15/97) was shown to have increased by 10.3% over the equivalent period one year earlier. The table below shows that the direct wage cost for the 16 weeks ending 2/14/98 has subsequently increased by another 5.2% to \$35.239 per hour, or 15.5% above the base year cost.

This compares favorably with the 17.1% increase in this measure which was projected in 1996 bargaining. Upon further scrutiny, however, it can be seen that increases in longshore and clerk skill rate differentials which are significantly above projections have been offset by two major factors:

- Payment practices prior to the 1996/99 Agreement produced third shift straight time and overtime differentials that were artificially inflated relative to the actual number of hours worked on the third shift. This practice has abated, and the third shift differentials have reduced by \$1.067 per hour paid, or 81.9%, over two years.
- Large numbers of hours have been paid to casuals and new registrants in 1996 and 1997 at "experience" rates, providing a reduction in the average hourly direct

This section includes an analysis of longshore and clerk direct wage costs at the end of the last three years. This is followed by two historical summaries: longshore, clerk, and foreman registration by local since 1993 and average annual earnings of the registered work force since 1988. Three comprehensive tables complete the section—hours paid by job categories with details for the five major port areas, data about the registered work force by local including average hours, income, and age distribution, and finally, data showing when and to whom hours are paid in each port area.

wage cost of \$1.036 per hour paid, 68¢ per hour more than in the 1995/96 period.

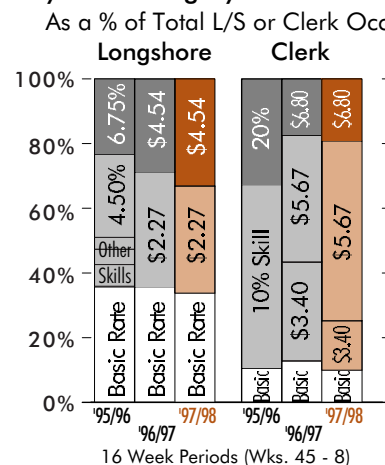
Total longshore skill differentials have increased by \$1.423 per hour over those experienced in the 1995/96 period, and clerk skill differentials have risen by 70.1¢. This \$2.124 per hour increase is the result of not only the changes in skill rate structures negotiated in 1996 but also increased percentages of hours paid at the higher skill rates.

### Changes Among Skill Rates

The graph to the right shows longshore and clerk hours at PCLCD and PCCCD occupation codes by the skill rate at which they were paid during the three 16-week periods studied. Each vertical stacked bar represents the hours paid at longshore (or clerk) occupation codes in one of the periods. Each segment of the bar represents the portion of those hours paid at each skilled rate of pay.

From this chart, one can readily see that the proportion of longshore hours paid at the 20% (\$4.54) skilled rate of pay in the most

**Hours Paid at Longshore & Clerk Occupation Codes (001-117) by Skill Category at Which Paid**  
As a % of Total L/S or Clerk Occs



recent 16-week period (1997/98) has grown over that of the previous year. It is this increase which is primarily responsible for the unusually high longshore skill differen-

## Average Hourly Combined Longshore & Clerk Direct Wage Cost

	Projected at 7/16/96					Actual Costs Experienced				
	Base Year	First Year	Change from Base	Second Year	Change from Base	Wks 45, '95 - 8, '96	Wks 45, '96 - 8, '97	Change from '95/'96	Wks 45, '97 - 8, '98	Change from '95/'96
<b>Base Wage Rate</b>	\$22.680	\$24.680	\$ 2.000	\$25.680	\$ 3.000	\$22.680	\$24.680	\$ 2.000	\$25.680	\$ 3.000
<b>Shift Differentials</b>										
Second Shift	\$ 1.268	\$ 1.381	\$ 0.113	1.436	0.168	\$ 1.283	\$ 1.560	\$ 0.277	\$ 1.665	\$ 0.382
Third Shift	1.231	1.340	0.109	1.394	0.163	1.259	0.616	(0.643)	0.432	(0.827)
<b>Overtime</b>										
First Shift	\$ 2.334	\$ 2.540	\$ 0.206	\$ 2.643	\$ 0.309	\$ 2.367	\$ 2.650	\$ 0.283	\$ 2.897	\$ 0.530
Second Shift	0.992	1.080	0.088	1.124	0.131	0.955	1.296	0.341	1.400	0.445
Third Shift	0.278	0.303	0.025	0.315	0.037	0.293	0.079	(0.214)	0.053	(0.240)
<b>Subtotal Shift &amp; O/T</b>	\$ 6.103	\$ 6.644	\$ 0.541	\$ 6.912	\$ 0.808	\$ 6.157	\$ 6.201	\$ 0.044	\$ 6.447	\$ 0.290
<b>Skills</b>										
L/S: PCLCD	\$ 0.589	\$ 1.596	\$ 1.007	\$ 1.597	\$ 1.007	\$ 0.591	\$ 1.696	\$ 1.105	\$ 1.849	\$ 1.258
Other Longshore	0.499	0.562	0.063	0.579	0.081	0.522	0.639	0.117	0.687	0.165
Clerk: PCCCD	0.903	1.274	0.371	1.274	0.371	0.900	1.375	0.475	1.599	0.699
Other Clerk	0.010	0.011	0.001	0.011	0.001	0.012	0.011	(0.001)	0.014	0.002
<b>Subtotal Skills</b>	\$ 2.001	\$ 3.443	\$ 1.442	\$ 3.462	\$ 1.461	\$ 2.025	\$ 3.721	\$ 1.696	\$ 4.149	\$ 2.124
<b>Subtotal - Unadj'd.</b>	<b>\$30.784</b>	<b>\$34.767</b>	<b>\$ 3.983</b>	<b>\$36.054</b>	<b>\$ 5.270</b>	<b>\$30.862</b>	<b>\$34.602</b>	<b>\$ 3.740</b>	<b>\$36.276</b>	<b>\$ 5.414</b>
<b>Adj. (Exp. rates, etc)</b>	\$ (0.400)	\$ (0.439)	\$ (0.039)	\$ (0.464)	\$ (0.064)	\$ (0.356)	\$ (0.950)	\$ (0.594)	\$ (1.036)	\$ (0.680)
<b>Total Avg. Hourly Direct Wage Cost</b>	<b>\$30.384</b>	<b>\$34.328</b>	<b>\$ 3.944</b>	<b>\$35.590</b>	<b>\$ 5.206</b>	<b>\$30.506</b>	<b>\$33.652</b>	<b>\$ 3.146</b>	<b>\$35.240</b>	<b>\$ 4.734</b>
	Change from Base Year: 13.0%					Change from 1995/96: 10.3%				
	17.1%					15.5%				



### Average Hourly Direct Wage Costs, Average Weekly Hours, and Average Weekly Direct Wage Costs

Longshore, Clerk, and Longshore & Clerk Combined  
16-Week Periods ending 2/17/96, 2/15/97, and 2/14/98

16 Week Period: P/R Wks 45 - 8	Avg. Hrlly. Direct Wage Cost	Chng from 1995/96	Avg. Hrs. per Week	Chng from 1995/96	Avg. Wkly. Direct Wage Cost	Chng from 1995/96
<b>Longshore Occupation Codes</b>						
1995/96	\$30.059	-	218,020	-	\$ 6,553,458	-
1996/97	\$32.907	9.5%	242,509	11.2%	\$ 7,980,258	21.8%
1997/98	\$34.259	14.0%	261,958	20.2%	\$ 8,974,504	36.9%
<b>Clerk Occupation Codes</b>						
1995/96	\$31.805	-	74,990	-	\$ 2,385,063	-
1996/97	\$35.928	13.0%	79,526	6.0%	\$ 2,857,185	19.8%
1997/98	\$38.106	19.8%	89,510	19.4%	\$ 3,410,855	43.0%
<b>Longshore &amp; Clerk Occ Codes</b>						
1995/96	\$30.506	-	293,010	-	\$ 8,938,475	-
1996/97	\$33.653	10.3%	322,036	9.9%	\$10,837,465	21.2%
1997/98	\$35.239	15.5%	351,468	20.0%	\$12,385,322	38.6%

tials.

The analogous pattern for clerk occupation codes is even more apparent. The proportion of clerk occupation code hours paid at the 25% (\$5.67) skilled rate of pay has grown from 39.3% to 55.6%, and the hours paid at the 15% (\$3.40) skilled rate have reduced accordingly, from 30.5% to 15.2%.

#### Longshore and Clerk Costs, Separately

If the hours paid at longshore occupation codes and those paid at clerk occupation codes are analyzed separately, direct average hourly wage costs can be obtained which are summarized in the table above.

The average hourly direct wage cost for hours paid at longshore and at clerk occupation codes in the three 16-week periods are shown in the table. The table also shows the

average number of hours paid weekly in the periods, and the product of the two values, which produces an average weekly direct wage cost.

The data show that the average hourly direct wage cost for longshore occupation codes has increased from \$30.059 per hour paid in the 16 weeks ending 2/17/96 to \$34.259 per hour in the most recent period. This is an increase of 14.0%.

The average hourly direct wage cost of clerk occupation codes has increased over the same time frame by 19.8%, from \$31.805 per hour in 1996/97 to \$38.106 per hour in 1997/98.

The average number of hours paid weekly at longshore codes has expanded from 218,020 in 1995/96 to 261,958 per week, or

20.2%; and hours at clerk codes, from 74,990 to 89,510 (19.4%).

Average weekly direct wage costs for hours at longshore occupation codes, therefore, has grown from \$6,553,458 to \$8,974,504, or 36.9%. Direct wage costs for hours at clerk codes have seen a 43.0% rise, from \$2,835,063 to \$3,410,855 per week.

#### Weekly Combined Costs vs. Tonnage

Together, average weekly hours paid at longshore and clerk occupation codes have grown by 20.0% from the 1995/96 period to the 1997/98 period. This increase in hours has transformed a 15.5% boost in average hourly direct wage costs into a 38.6% increase in average weekly direct wage costs.

It is interesting to compare this significant increase in direct wages between 1995/96 and 1997/98 to the tonnage reported for the West Coast in the final quarter of each of the years 1995, 1996, and 1997.

The table below shows the coast total tonnage reported to PMA for the last three months of 1995, 1996, and 1997. Also shown is a calculated "weighted" tonnage value for each fourth quarter period.

#### Coast Total Tons and "Weighted" Tonnage 4th Quarter, 1995-1996-1997

	Total Tons	% Chg from 1995
Oct-Dec 1995	54,935,974	
Oct-Dec 1996	56,339,510	2.6%
Oct-Dec 1997	57,398,296	4.5%
	"Weighted" Tons	% Chg from 1995
Oct-Dec 1995	35,321,988	
Oct-Dec 1996	37,695,911	6.7%
Oct-Dec 1997	39,552,104	12.0%

("Weighted" tonnage is described on Page 62.)

It must be noted that the time periods for the tonnage reports summarized in the table above do not exactly correspond to the payroll weeks used for the wage cost analyses, and thus, a productivity analysis produced from these data might not be precisely representative.

Nonetheless, the fact that average weekly direct wage costs have jumped by 38.6% between the end of 1995 and end of 1997, yet tonnage in the 4th Quarters of the corresponding years has grown only 4.5% (and "weighted" tonnage growth was 12.0%) does argue that there have been overall increases in wage dollars expended per ton handled. ■

Background and inset: Ship loading operation, Los Angeles Export Terminal



# Registration Summary

The figures below show for each ILWU longshore, clerk, and foreman local the total number of fully registered (Class "A") and, if applicable, limited registered (Class "B") individuals in the local at the end of the calendar year indicated.

The number of Class "B" registrants in each local is shown in italics to the right of the total registration number. The Class "B" column numbers are included in the Total column numbers.

The Class "B" category is the category into which new members are introduced into the registered work force.

The Class "B" category is also the group from which members of the work force are promoted to Class "A".

		1997		1996		1995		1994		1993		1992		1991		1990	
		TOTAL	B	TOTAL	B	TOTAL	B	TOTAL	B	TOTAL	B	TOTAL	B	TOTAL	B	TOTAL	B
<b>Longshore Locals</b>																	
<b>Southern California</b>																	
13	LA/LB	3,521	1,001	2,992	688	2,982	618	2,679	159	2,725	83	2,786	48	2,883	111	2,933	219
29	San Diego	55	19	43		50		51		60	1	66	1	67	1	69	
46	Port Hueneme	85	11	85	11	85	11	82	3	86	4	87	5	86	39	90	51
Area Total		3,661	1,031	3,120	699	3,117	629	2,812	162	2,871	88	2,939	54	3,036	151	3,092	270
<b>Northern California</b>																	
10	SF Bay Area	1,002	199	925	126	959	95	979	76	1,082	119	1,149	147	1,155	139	1,229	111
14	Eureka	31		34	1	34		36		40		41		42		49	1
18	Sacramento	25	9	29	15	30	15	15		17		23	1	25	1	44	17
54	Stockton	54	17	49	6	56	5	55	5	65	4	75	5	79	5	89	5
Area Total		1,112	225	1,037	148	1,079	115	1,085	81	1,204	123	1,288	153	1,301	145	1,411	134
<b>Oregon &amp; Columbia River</b>																	
4	Vancouver, WA	156	54	148	42	153	52	117	13	118	9	119	3	127	2	136	2
8	Portland	455	63	465	88	479	106	440	43	429	3	477	7	496	5	541	5
12	North Bend	102	20	101	7	100		114		126		135		137	1	148	
21	Longview, WA	204	40	203	27	212	21	212	8	239	28	257	41	253	30	268	30
50	Astoria	54		56		61		69	1	80	1	85		88		92	
53	Newport	8		8		8		9		10		11		12	1	13	9
Area Total		979	177	981	164	1,013	179	961	65	1,002	41	1,084	51	1,113	39	1,198	46
<b>Washington</b>																	
7	Bellingham	37	5	32	4	28	1	31		32		34		35		39	
19	Seattle	587	146	579	143	563	153	444	19	468	35	462	4	491	4	515	5
23	Tacoma	448	72	455	76	450	64	395	3	427	3	448	5	468	66	471	127
24	Aberdeen	73		89		91		97		111		120		124	1	133	1
25	Anacortes	13		13		13		15		16		18		20		20	
27	Port Angeles	56		58		58		59		68		69	1	75		81	
32	Everett	60		68		73		87		90	6	94	5	98	5	97	2
47	Olympia	26	3	22		23		26		30		31		33		37	
51	Port Gamble	13		13		13		16	1	17	1	18	1	19	1	18	
Area Total		1,313	226	1,329	223	1,312	218	1,170	23	1,259	45	1,294	16	1,363	77	1,411	135
LONGSHORE TOTAL		7,065	1,659	6,467	1,234	6,521	1,141	6,028	331	6,336	297	6,605	274	6,813	412	7,112	585
<b>Clerk Locals</b>																	
29	San Diego	5		5		3		3		4		5		5		6	
46	Port Hueneme	12		12		12		8		9		8		8		8	
63	LA/LB	869	2	777	3	701	1	610	2	603	2	630	4	649	3	677	28
14	Eureka	3		3		3		3		3		3		3		3	
34	SF Bay Area	257	6	275	5	292	4	299	4	326	8	348	35	353	38	370	37
40	Portland	101		109		116		104		118		116		121		127	1
23	Tacoma	60		58		63		65		61		60		51		53	
52	Seattle	178		167	2	170	2	155		167		177		176		185	
CLERK TOTAL		1,485	8	1,406	10	1,360	7	1,247	6	1,291	10	1,347	39	1,366	41	1,429	66
<b>Foreman Locals</b>																	
29	San Diego	2		2		2		2		1		3		3		3	
46	Port Hueneme	6		6		6		4		4		4		4		4	
94	LA/LB	340		307		281		280		258		271		255		266	
91	SF Bay Area	73		76		80		78		82		84		84		86	
92	Portland	53		50		54		54		57		56		59		59	
98	Seattle	96		96		100		96		99		96		106		113	
FOREMAN TOTAL		570		537		523		514		501		514		511		531	
TOTAL ALL LOCALS		9,120	1,667	8,410	1,244	8,404	1,148	7,789	337	8,128	307	8,466	313	8,690	453	9,072	651



These average annual earnings data include on-the-job pay, holiday pay, vacation pay, pay for travel hours, and taxable meals and fares.

Pay Guarantee Plan payments, mileage, and nontaxable meals and fares payments are NOT included.

The first pair of columns, identified as 1 or More Hours, shows the number of employees paid one or more hours and their corresponding average annual earnings.

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

The % of **Employees** column shows the percent of the total number of employees 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 number of hours paid is incremented in 400 hour units.

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

## Class "A" Longshore

Year	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1988	6,291	\$ 46,476	57.9%	\$ 58,496	35.9%	\$ 64,531	13.1%	\$ 73,345	3.1%	\$ 85,062
1989	6,169	48,568	58.7	61,341	37.3	67,602	15.3	75,597	3.9	87,723
1990	6,298	50,364	58.6	63,373	37.0	70,014	14.8	78,547	4.0	91,508
1991	6,213	52,725	59.4	65,546	37.1	72,631	14.3	81,251	4.0	93,072
1992*	6,152	54,980	59.9	68,813	38.7	75,931	16.2	84,703	4.6	97,559
1993	5,889	56,004	58.7	70,765	38.2	77,877	15.0	87,119	3.9	101,946
1994	5,559	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	103,988
1995	5,248	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	106,910
1996	5,105	68,842	68.4	83,115	49.7	90,545	24.3	101,165	9.7	115,081
1997	5,280	75,880	71.4	89,812	53.7	96,865	30.1	107,130	11.6	123,042

## Class "A" Clerks

Year	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1988	1,353	\$ 68,336	84.7%	\$ 73,837	69.0%	\$ 77,684	44.7%	\$ 83,497	18.5%	\$ 93,829
1989	1,349	70,621	85.2	76,264	70.6	79,856	47.1	85,847	19.6	96,024
1990	1,334	73,973	86.9	79,248	72.6	82,642	49.7	88,178	23.5	97,104
1991	1,306	76,981	85.9	82,779	74.7	85,748	52.1	90,793	21.8	100,939
1992*	1,288	81,106	86.1	87,510	75.9	90,661	56.3	95,493	26.6	105,190
1993	1,249	82,696	88.2	88,224	75.0	92,235	53.6	97,912	26.3	107,658
1994	1,223	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	112,665
1995	1,337	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	115,077
1996	1,373	96,430	90.3	102,030	82.0	105,196	63.3	111,685	37.9	122,447
1997	1,449	104,526	90.8	109,827	80.3	113,808	59.4	121,122	31.8	133,731

## Walking Bosses/Foremen

Year	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1988	542	\$ 89,510	91.0%	\$ 93,856	79.3%	\$ 97,686	61.6%	\$102,716	28.8%	\$112,541
1989	527	96,032	90.7	100,722	82.5	103,691	67.4	108,091	36.4	116,807
1990	525	101,175	93.7	104,530	86.5	107,125	70.9	111,607	38.9	119,075
1991	507	107,017	95.7	109,503	88.6	112,159	73.0	116,965	38.5	125,978
1992*	511	111,039	92.4	115,823	84.9	119,037	73.2	122,714	43.8	131,358
1993	495	112,317	92.5	116,858	84.2	120,351	69.9	125,693	39.4	135,553
1994	510	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	143,948
1995	518	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	148,374
1996	531	129,611	91.9	136,195	87.0	139,034	75.3	144,286	48.6	155,759
1997	562	139,703	93.4	145,834	89.1	148,477	79.5	153,191	62.3	161,426

\*Data for 1992 include 53 payroll weeks. See discussion of "Payroll Year" on page 23.

# Hours by Job Categories

"Pct. of All L/S (or Clk. or F/M) Hrs." shows the percent that each job category comprises of the total hours for the category group.

"Pct. Pd. to Casuals" shows the percent of hours paid in each job category that were paid to employees who were not longshore, clerk, or foreman registrants. For example, a member of an ILWU longshore local being paid in a clerk job category in 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.

These are the hours paid in payroll year 1997.

The hours shown for 1996 have been reclassified into the categories used for 1997 hours for comparison purposes. Those hours paid prior to June 29, 1996, were paid at skill rate categories under the 1993/96 PCL&CA and were more precisely categorized in the 1996 Annual Report.

## Longshore Categories

Job Category	1997	1996	Pct. Chg. from 1996	Pct. of All L/S Hrs.	Pct. Pd. to Casuals	Los Angeles/Long Beach		Other So Cal Ports	
						Total	% of All L/S Hrs.	Total	% of All L/S Hrs.
Basic Rate - General	2,290,030	2,111,719	8.4%	17.0%	10.4%	1,390,840	18.5%	77,850	26.4%
- Lasher	1,049,809	1,011,561	3.8	7.8	17.7	533,110	7.1	6,008	2.0
- Auto Driver	237,048	205,786	15.2	1.8	30.4	75,952	1.0	43,625	14.8
10% (\$2.27) Skilled Wage	1,095,699	1,196,477	-8.4	8.1	6.2	314,451	4.2	78,303	26.5
- Tractor Driver	2,499,352	2,153,447	16.1	18.6	26.3	1,705,133	22.7	2,871	1.0
20% (\$4.54) Skilled Wage	111,959	153,287	-27.0	0.8	1.1	38,588	0.5	3,648	1.2
- Crane Operator	1,821,508	1,312,199	38.8	13.5	0.1	1,171,129	15.6	18,060	6.1
- Top Handler/Heavy Lift	1,110,376	967,640	14.8	8.2	1.5	685,114	9.1	9,567	3.2
- Straddle Carrier	251,540	394,997	-36.3	1.9	2.2	67,060	0.9	54	0.0
CFS Agreement Rate	121,429	134,167	-9.5	0.9	8.5	70,055	0.9	-	-
Miscellaneous Dock- General	66,411	64,290	3.3	0.5	2.9	27,860	0.4	1,112	0.4
- Mechanics	1,123,247	1,035,380	8.5	8.3	4.3	962,624	12.8	23,280	7.9
- Gear	454,591	442,282	2.8	3.4	0.6	181,669	2.4	4,074	1.4
- Lines	353,217	325,490	8.5	2.6	0.2	127,669	1.7	18,851	6.4
- Sweepers	119,567	105,371	13.5	0.9	1.0	103,299	1.4	1,425	0.5
Joint Dispatch	155,766	141,386	10.2	1.2	-	46,667	0.6	6,517	2.2
Member Company Agreements	22,894	31,203	-26.6	0.2	1.1	-	-	-	-
Grain/Whse/Nonmember Agreements	568,031	598,248	-5.1	4.2	11.2	-	-	-	-
Subtotal	13,452,474	12,384,930	8.6%	99.9%	10.2%	7,501,220	100.0%	295,245	100.0%
Travel	16,184	21,118	-23.4	0.1	-	-	-	-	-
<b>TOTAL LONGSHORE HOURS</b>	<b>13,468,658</b>	<b>12,406,048</b>	<b>8.6%</b>	<b>100.0%</b>		<b>7,501,220</b>	<b>100.0%</b>	<b>295,245</b>	<b>100.0%</b>
Percent of 1996 Coast Totals	142.0%					55.7%		2.2%	

## Clerk Categories

Job Category	1997	1996	Pct. Chg. from 1996	Pct. of All Clk. Hrs.	Pct. Pd. to Casuals	Los Angeles/Long Beach		Other So Cal Ports	
						Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.
Basic Clerk	480,156	436,059	10.1%	10.9%	43.6%	250,163	9.4%	13,356	26.8%
15% (\$3.40) Skilled Wage	771,319	2,097,547	-63.2	17.6	9.6	443,483	16.7	22,178	44.5
25% (\$5.67) Skilled Wage	2,236,853	233,172	859.3	50.9	4.2	1,441,592	54.2	1,755	3.5
30% (\$6.80) Skilled Wage									
- Chief Supervisor	418,837	834,034	-49.8	9.5	-	313,602	11.8	1,550	3.1
- Supercargo	378,340	383,527	-1.4	8.6	0.1	167,672	6.3	10,984	22.0
CFS Agreement Clerk	10,552	12,417	-15.0	0.2	41.3	4,018	0.2	-	-
CFS Agreement Supervisory	39,568	73,946	-46.5	0.9	1.2	24,270	0.9	-	-
Joint Dispatcher	32,678	41,873	-22.0	0.7	-	13,125	0.5	-	-
Subtotal	4,368,303	4,112,575	6.2%	99.5%	8.8%	2,657,925	100.0%	49,823	100.0%
Travel Time	23,005	24,942	-7.8	0.5	-	-	-	-	-
<b>TOTAL CLERK HOURS</b>	<b>4,391,308</b>	<b>4,137,517</b>	<b>6.1%</b>	<b>100.0%</b>		<b>2,657,925</b>	<b>100.0%</b>	<b>49,823</b>	<b>100.0%</b>
Percent of 1996 Coast Totals	138%					60.5%		1.1%	

## Foreman Categories

Job Category	1997	1996	Pct. Chg. from 1996	Pct. of All F/M Hrs.	Pct. Pd. to Casuals	Los Angeles/Long Beach		Other So Cal Ports	
						Total	% of All F/M Hrs.	Total	% of All F/M Hrs.
Foreman- 20%	27,741	34,868	-20.4%	1.5%	0.9%	24,056	2.2%	3,685	11.3%
Foreman- 30%	1,714,201	1,466,810	16.9	95.5	0.0	1,076,827	96.3	28,805	88.7
CFS Agreement Foreman	30,810	31,083	-0.9	1.7	0.0	13,334	1.2	-	-
Joint Dispatcher	14,143	14,104	0.3	0.8	-	4,154	0.4	-	-
Subtotal	1,786,895	1,546,865	15.5%	99.6%	0.0	1,118,371	100.0%	32,490	100.0%
Travel Time	7,694	7,737	-0.6	0.4	-	-	-	-	-
<b>TOTAL FOREMAN HOURS</b>	<b>1,794,589</b>	<b>1,554,602</b>	<b>15.4%</b>	<b>100.0%</b>		<b>1,118,371</b>	<b>100.0%</b>	<b>32,490</b>	<b>100.0%</b>
Percent of 1996 Coast Totals	136%					62.3%		1.8%	

## All Categories

Job Category	1997	1996	Pct. Chg. from 1996	Pct. of All Hrs.	Pct. Pd. to Casuals	Los Angeles/Long Beach		Other So Cal Ports	
						Total	% of All Hrs.	Total	% of All Hrs.
Subtotal- All Job Categories	19,607,672	18,044,370	8.7%	99.8%	9.0%	11,277,516	100.0%	377,558	100.0%
Travel Time	46,883	53,797	-12.9	0.2	-	-	-	-	-
<b>TOTAL HOURS</b>	<b>19,654,555</b>	<b>18,098,167</b>	<b>8.6%</b>	<b>100.0%</b>		<b>11,277,516</b>	<b>100.0%</b>	<b>377,558</b>	<b>100.0%</b>



These columns show the hours paid in 1997 in each of the five major port areas on the West Coast. They also summarize the hours paid in all of the other ports in each PMA Administrative Area.

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.

**NOTE:** 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.

San Francisco Bay Area		Other No Cal Ports		Portland		Other Oregon Ports		Seattle		Tacoma		Other Wash. Ports	
Total	% of All L/S Hrs.	Total	% of All L/S Hrs.	Total	% of All L/S Hrs.	Total	% of All L/S Hrs.	Total	% of All L/S Hrs.	Total	% of All L/S Hrs.	Total	% of All L/S Hrs.
69,434	4.8%	58,224	31.6%	123,475	14.6%	193,497	25.2%	189,040	16.4%	112,938	11.7%	74,732	24.5%
241,724	16.7	32	0.0	24,722	2.9	-	-	108,938	9.4	135,243	14.1	32	0.0
20,221	1.4	-	-	55,229	6.5	7,166	0.9	12,724	1.1	22,131	2.3	-	-
70,539	4.9	48,576	26.4	111,040	13.1	169,472	22.0	56,543	4.9	110,634	11.5	136,141	44.6
273,509	18.9	2,068	1.1	56,848	6.7	7,986	1.0	278,934	24.2	168,515	17.5	3,488	1.1
8,695	0.6	169	0.1	10,454	1.2	31,696	4.1	-	-	7,237	0.8	11,472	3.8
331,718	22.9	14,857	8.1	38,869	4.6	43,001	5.6	114,772	9.9	74,197	7.7	14,905	4.9
87,481	6.0	7,944	4.3	59,804	7.1	31,062	4.0	156,029	13.5	70,209	7.3	3,166	1.0
72,069	5.0	51	0.0	5,436	0.6	-	-	27,114	2.3	76,293	7.9	3,463	1.1
7,533	0.5	-	-	-	-	-	-	20,347	1.8	17,583	1.8	5,911	1.9
9,237	0.6	-	-	14,534	1.7	13,668	1.8	-	-	-	-	-	-
105,596	7.3	-	-	-	-	-	-	27,720	2.4	-	-	4,027	1.3
33,600	2.3	7,104	3.9	110,959	13.1	44,998	5.9	22,354	1.9	34,231	3.6	15,602	5.1
70,376	4.9	11,402	6.2	31,547	3.7	26,711	3.5	25,842	2.2	24,852	2.6	15,967	5.2
4,981	0.3	792	0.4	6,801	0.8	2,269	0.3	-	-	-	-	-	-
19,647	1.4	7,520	4.1	12,213	1.4	18,252	2.4	17,836	1.5	11,160	1.2	15,954	5.2
13,705	0.9	-	-	424	0.1	8,317	1.1	-	-	-	-	448	0.1
273	0.0	21,002	11.4	185,423	21.9	168,790	21.9	95,862	8.3	96,681	10.0	-	-
1,440,338	99.4%	179,741	97.6%	847,778	100.0%	766,885	99.7%	1,154,055	100.0%	961,904	100.0%	305,308	100.0%
9,200	0.6	4,420	2.4	-	-	2,259	0.3	148	0.0	121	0.0	36	0.0
1,449,538	100.0%	184,161	100.0%	847,778	100.0%	769,144	100.0%	1,154,203	100.0%	962,025	100.0%	305,344	100.0%
10.8%		1.4%		6.3%		5.7%		8.6%		7.1%		2.3%	
San Francisco Bay Area		Other No Cal Ports		Portland		Other Oregon Ports		Seattle		Tacoma		Other Wash. Ports	
Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.	Total	% of All Clk. Hrs.
49,654	8.4%	4,337	12.9%	21,643	13.9%	23,143	21.9%	42,163	8.9%	71,869	24.8%	3,828	12.3%
152,476	25.8	6,898	20.5	22,702	14.6	30,514	28.8	33,821	7.1	55,975	19.3	3,272	10.6
292,286	49.4	3,187	9.5	63,349	40.6	2,948	2.8	314,423	66.0	114,775	39.7	2,538	8.2
38,628	6.5	4,583	13.6	9,116	5.8	3,116	2.9	43,369	9.1	4,873	1.7	-	-
33,494	5.7	11,089	33.0	34,743	22.3	37,131	35.1	31,581	6.6	34,780	12.0	16,866	54.4
2,158	0.4	-	-	-	-	39	0.0	4,321	0.9	-	-	16	0.1
10,978	1.9	-	-	11	0.0	-	-	2,633	0.6	589	0.2	1,087	3.5
10,278	1.7	1,400	4.2	3,834	2.5	12	0.0	4,029	0.8	-	-	-	-
589,952	99.8%	31,494	93.7%	155,398	99.6%	96,903	91.5%	476,340	100.0%	282,861	97.7%	27,607	89.1%
1,326	0.2	2,121	6.3	624	0.4	8,969	8.5	16	0.0	6,559	2.3	3,390	10.9
591,278	100.0%	33,615	100.0%	156,022	100.0%	105,872	100.0%	476,356	100.0%	289,420	100.0%	30,997	100.0%
13.5%		0.8%		3.6%		2.4%		10.8%		6.6%		0.7%	
San Francisco Bay Area		Other No Cal Ports		Portland		Other Oregon Ports		Seattle		Tacoma		Other Wash. Ports	
Total	% of All F/M Hrs.	Total	% of All F/M Hrs.	Total	% of All F/M Hrs.	Total	% of All F/M Hrs.	Total	% of All F/M Hrs.	Total	% of All F/M Hrs.	Total	% of All F/M Hrs.
-	-	-	-	-	-	-	-	-	-	-	-	-	-
166,287	93.8%	17,543	96.9%	75,995	95.3%	68,696	95.6%	130,116	93.2%	115,429	96.1%	34,503	92.9%
6,674	3.8	-	-	22	0.0	2,016	2.8	4,095	2.9	3,417	2.8	1,252	3.4
3,648	2.1	372	2.1	2,604	3.3	6	0.0	3,359	2.4	-	-	-	-
176,609	99.6%	17,915	99.0%	78,621	98.6%	70,718	98.5%	137,570	98.6%	118,846	99.0%	35,755	96.3%
648	0.4	186	1.0	1,149	1.4	1,112	1.5	1,995	1.4	1,215	1.0	1,389	3.7
177,257	100.0%	18,101	100.0%	79,770	100.0%	71,830	100.0%	139,565	100.0%	120,061	100.0%	37,144	100.0%
9.9%		1.0%		4.4%		4.0%		7.8%		6.7%		2.1%	
San Francisco Bay Area		Other No Cal Ports		Portland		Other Oregon Ports		Seattle		Tacoma		Other Wash. Ports	
Total	% of All Hrs.	Total	% of All Hrs.	Total	% of All Hrs.	Total	% of All Hrs.	Total	% of All Hrs.	Total	% of All Hrs.	Total	% of All Hrs.
2,206,899	99.5%	229,150	97.1%	1,081,797	99.8%	934,506	98.7%	1,767,965	99.9%	1,363,611	99.4%	368,670	98.7%
11,174	0.5	6,727	2.9	1,773	0.2	12,340	1.3	2,158	0.1	7,895	0.6	4,816	1.3
2,218,073	100.0%	235,877	100.0%	1,083,570	100.0%	946,846	100.0%	1,770,123	100.0%	1,371,506	100.0%	373,486	100.0%

# Registered Work Force by Local

The information below shows for longshore, clerk, and foreman locals the status of those members of the locals who (1) were active for the full payroll year, and (2) were paid for one of more hours during the payroll year.

Average Hours Paid is the average of all hours paid at any occupation code. The data in this table are for 52 payroll weeks.

NUMBER WORKING shows the total number of registered employees paid for one of more hours and the number of Class "B" workers included in that total.

AVERAGE DAYS OF: shows the average days of vacation, paid holidays, and PGP (1 day = 1/5 of one week). Payroll year 1997 was a 52-week year.

PERCENT OF EARNINGS FROM: shows the portion of total earnings paid at hourly wage rates and those portions which the various designated benefits represent.

Average Total Income shows all income including vacation pay, holiday pay, PGP, meals, fares, and mileage.

Local	No. Registered	NUMBER WORKING		Average Hours Paid	AVERAGE DAYS OF:			PERCENT OF EARNINGS FROM:				Average Total Income
		Total Local	Class "B" Only		Vacation Paid	Paid Holidays	PGP Paid	Hours Paid	Vacation Pay	Paid Holidays	PGP Payments	
	#	#	#	Hours	Days	Days	Days	%	%	%	%	\$
<b>Longshoremen</b>												
<b>Southern California</b>												
13 LA/LB	3,521	2,753	272	2,191	13.4	11.6		92.9	4.0	2.8		\$84,123
29 San Diego	55	37	2	1,929	19.1	12.0	3.2	88.3	6.4	3.1	0.7	76,482
46 Port Hueneme	85	80	11	2,024	14.5	12.3	0.9	88.7	5.0	3.4	0.2	71,741
<b>Total</b>	<b>3,661</b>	<b>2,870</b>	<b>285</b>	<b>2,183</b>	<b>13.5</b>	<b>11.6</b>	<b>0.1</b>	<b>92.7</b>	<b>4.0</b>	<b>2.8</b>		<b>\$83,680</b>
<b>Northern California</b>												
10 SF Bay Area	1,002	791	42	1,780	15.3	10.3	0.5	88.2	5.6	3.0	0.1	\$67,619
14 Eureka	31	31	-	876	22.2	12.1	93.6	44.3	9.7	4.4	32.7	54,987
18 Sacramento	25	25	9	1,535	16.0	12.8	48.1	76.0	6.0	3.9	13.0	66,736
54 Stockton	54	43	6	1,717	18.9	11.5	17.6	82.2	6.9	3.4	4.9	67,724
<b>Total</b>	<b>1,112</b>	<b>890</b>	<b>57</b>	<b>1,738</b>	<b>15.7</b>	<b>10.5</b>	<b>5.9</b>	<b>86.3</b>	<b>5.8</b>	<b>3.1</b>	<b>1.7</b>	<b>\$67,160</b>
<b>Oregon</b>												
4 Vancouver, WA	156	141	39	1,858	18.3	12.6	2.4	86.5	6.8	3.7	0.7	\$66,804
8 Portland	455	432	45	1,816	16.4	12.3	3.5	87.5	6.1	3.7	1.0	66,043
12 North Bend	102	87	7	1,588	17.9	12.4	19.2	75.6	6.8	3.8	5.6	65,894
21 Longview, WA	204	187	26	1,876	17.5	12.6	4.8	85.1	6.3	3.7	1.3	68,700
50 Astoria	54	54	-	601	15.8	9.8	118.4	32.1	7.2	3.9	45.2	50,239
53 Newport	8	8	-	792	11.1	12.9	111.8	35.0	4.7	4.7	39.3	54,581
<b>Total</b>	<b>979</b>	<b>909</b>	<b>117</b>	<b>1,732</b>	<b>17.0</b>	<b>12.3</b>	<b>12.9</b>	<b>82.8</b>	<b>6.4</b>	<b>3.7</b>	<b>3.7</b>	<b>\$65,654</b>
<b>Washington</b>												
7 Bellingham	37	33	1	1,415	19.5	12.4	30.3	73.6	7.8	4.0	9.3	\$62,518
19 Seattle	587	533	102	1,923	16.2	12.1	0.1	90.5	5.5	3.3		72,839
23 Tacoma	448	417	45	2,002	16.5	12.8		90.5	5.5	3.4		74,614
24 Aberdeen	73	73	-	1,524	20.7	12.2	30.7	72.6	8.1	3.9	9.5	62,444
25 Anacortes	13	13	-	1,412	18.8	13.0	40.1	66.8	7.4	4.0	12.0	64,450
27 Port Angeles	56	56	-	1,064	19.8	10.5	105.3	44.5	7.3	3.2	31.2	64,932
32 Everett	60	56	-	1,433	23.8	12.2	35.9	72.4	9.7	4.1	11.5	59,653
47 Olympia	26	23	-	1,450	20.3	11.2	46.1	73.8	7.9	3.5	13.8	63,616
51 Port Gamble	13	13	-	534	21.5	7.6	169.6	24.1	8.6	2.7	57.7	56,410
<b>Total</b>	<b>1,313</b>	<b>1,217</b>	<b>148</b>	<b>1,821</b>	<b>17.3</b>	<b>12.2</b>	<b>12.3</b>	<b>85.4</b>	<b>6.0</b>	<b>3.4</b>	<b>3.3</b>	<b>\$71,134</b>
<b>Longshore Total</b>	<b>7,065</b>	<b>5,886</b>	<b>607</b>	<b>1,971</b>	<b>15.2</b>	<b>11.7</b>	<b>5.5</b>	<b>89.1</b>	<b>5.0</b>	<b>3.1</b>	<b>1.4</b>	<b>\$75,804</b>
<b>Clerks</b>												
29 San Diego	5	5	-	2,169	25.4	12.6		86.0	7.7	2.8		\$89,541
46 Port Hueneme	12	12	-	2,205	25.2	13.0		88.6	7.9	3.1		85,326
63 LA/LB	869	850	-	2,556	19.7	12.6		92.6	5.0	2.3		107,925
14 Eureka	3	3	-	*	26.7	13.0	*	52.3	12.2	4.2	26.3	*
34 SF Bay Area	257	246	2	2,267	24.4	12.8	1.3	88.4	7.0	2.7	0.3	93,517
40 Portland	101	98	-	2,380	23.3	12.7	0.7	88.3	6.4	2.6	0.1	99,354
23 Tacoma	60	60	-	2,668	26.2	13.0		91.2	6.4	2.4		109,527
52 Seattle	178	176	-	2,578	24.3	12.7	0.6	89.6	5.9	2.2	0.1	113,212
<b>Clerk Total</b>	<b>1,485</b>	<b>1,450</b>	<b>2</b>	<b>2,495</b>	<b>21.6</b>	<b>12.6</b>	<b>0.5</b>	<b>91.1</b>	<b>5.6</b>	<b>2.4</b>	<b>0.1</b>	<b>\$105,264</b>
<b>Foremen</b>												
29 San Diego	2	2	-	*	31.6	13.0	*	89.8	7.0	2.9	0.4	*
46 Port Hueneme	6	6	-	1,913	31.8	13.0	6.1	85.2	9.2	3.8	1.7	\$ 90,702
94 LA/LB	340	335	-	3,358	29.2	12.5		92.9	5.0	2.2		153,787
91 SF Bay Area	73	73	-	2,431	31.0	12.7	4.2	88.7	7.1	2.9	0.9	114,856
92 Portland	53	52	-	2,498	31.0	12.5	3.7	89.0	6.9	2.8	0.8	119,440
98 Seattle	96	95	-	2,586	30.6	12.6	0.7	89.2	6.3	2.7	0.1	126,970
<b>Foreman Total</b>	<b>570</b>	<b>563</b>	<b>-</b>	<b>3,010</b>	<b>29.9</b>	<b>12.5</b>	<b>1.1</b>	<b>91.5</b>	<b>5.6</b>	<b>2.4</b>	<b>0.2</b>	<b>\$140,247</b>

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



NOTE: The omission of a value indicates <0.05%

Average Age represents the age of members at the end of the year

Pct. Paid 1600 or More shows the percentage of all working employees who were paid 1,600 hours or more in 1997.

PERCENT OF WORKING EMPLOYEES BY AGE GROUP shows the percentage of those members in each of the age categories from Under 30 to Over 70½.

PERCENT OF WORKING EMPLOYEES BY HOURS PAID shows the percentage of those working employees whose total paid hours fall into each of the hours categories shown from Less than 800 to 2800 or More Hours.

Local	Average Age Years	PERCENT OF WORKING EMPLOYEES BY AGE GROUP										Pct. Paid 1600 or More %	PERCENT OF WORKING EMPLOYEES BY HOURS PAID						
		Under 30 %	30- 34 %	35- 39 %	40- 44 %	45- 49 %	50- 54 %	55- 61 %	62- 64 %	65- 70½ %	Over 70½ %		Less than 800 %	800- 1299 %	1300- 1599 %	1600- 1999 %	2000- 2399 %	2400- 2799 %	2800 or More %
13	46.0	3.6	11.5	16.1	16.8	15.3	13.3	15.4	3.7	3.2	1.2	80.4	4.4	7.0	8.2	15.4	23.6	23.8	17.6
29	54.2	2.7	8.1	5.4	2.7		18.9	37.8	16.2	2.7	5.4	59.4	2.7	10.8	27.0	18.9	16.2	13.5	10.8
46	46.4	1.3	12.5	22.5	12.5	13.8	12.5	13.8	5.0	2.5	3.8	81.4	2.5	11.3	5.0	33.8	18.8	22.5	6.3
	46.2	3.5	11.5	16.1	16.5	15.0	13.3	15.6	3.9	3.2	1.3	80.1	4.3	7.2	8.4	16.0	23.3	23.6	17.2
10	50.3	4.6	8.5	9.6	7.1	7.6	19.5	29.7	8.1	4.0	1.4	62.3	10.4	13.9	13.4	18.3	24.8	14.3	4.9
14	54.1		3.2	6.5			29.0	54.8	6.5			9.6	51.6	38.7		3.2	3.2	3.2	
18	51.6			16.0	16.0	20.0	8.0	24.0	4.0		12.0	40.0		32.0	28.0	28.0		8.0	4.0
54	51.2	4.7	4.7	11.6	7.0	9.3	14.0	34.9	9.3	2.3	2.3	48.9	7.0	18.6	25.6	16.3	14.0	11.6	7.0
	50.5	4.3	7.9	9.8	7.1	7.8	19.2	30.7	8.0	3.7	1.7	59.2	11.3	15.5	13.9	18.0	22.8	13.6	4.8
4	46.5	10.6	10.6	7.8	7.1	12.8	24.1	24.8	1.4	0.7		65.2	2.8	10.6	21.3	23.4	26.2	12.1	3.5
8	47.5	3.0	5.1	14.8	16.9	16.0	15.3	23.6	3.2	1.9	0.2	68.8	6.3	10.6	14.4	28.5	25.9	11.6	2.8
12	49.7		5.7	5.7	16.1	20.7	16.1	32.2	2.3		1.1	49.3	5.7	19.5	25.3	28.7	11.5	8.0	1.1
21	47.9	3.7	5.9	5.9	20.3	18.7	17.6	26.7		0.5	0.5	70.6	3.2	7.5	18.7	27.8	27.3	13.4	2.1
50	54.5				3.7	14.8	29.6	48.1	1.9		1.9	3.8	75.9	16.7	3.7		1.9	1.9	
53	45.6			37.5		25.0	25.0	12.5				12.5	75.0	12.5		12.5			
	48.0	3.9	5.8	10.3	15.1	16.5	18.2	26.6	2.1	1.1	0.4	62.3	9.8	11.2	16.6	25.7	23.2	11.0	2.4
7	51.2	3.0		12.1	12.1	12.1	15.2	36.4	9.1			21.2		48.5	30.3	15.2	3.0	3.0	
19	47.2	3.6	6.8	18.0	14.1	12.6	17.1	21.4	3.8	1.9	0.9	70.6	4.3	9.2	15.9	22.0	28.1	14.3	6.2
23	44.7	2.6	11.5	20.1	18.9	13.9	15.3	14.9	0.7	1.4	0.5	75.8	3.8	9.6	10.8	19.7	30.2	15.3	10.6
24	49.3	2.7	1.4	4.1	17.8	21.9	28.8	20.5	2.7			36.9	13.7	27.4	21.9	8.2	16.4	12.3	
25	52.5				23.1	15.4	23.1	23.1	7.7		7.7	46.2	7.7	46.2		30.8	7.7	7.7	
27	50.5			5.4	16.1	25.0	21.4	23.2	8.9			25.1	48.2	16.1	10.7	10.7	5.4	3.6	5.4
32	55.0	1.8	1.8	1.8	3.6	5.4	26.8	51.8	3.6	1.8	1.8	30.3	7.1	41.1	21.4	14.3	7.1	7.1	1.8
47	46.3		8.7	17.4	21.7	13.0	26.1	13.0				34.7	13.0	30.4	21.7	13.0	13.0	8.7	
51	50.1	7.7		23.1		7.7	15.4	30.8	15.4			7.7	84.6		7.7				7.7
	47.1	2.9	7.2	16.3	15.6	13.8	18.0	21.0	3.1	1.4	0.7	63.5	7.8	14.0	14.8	19.0	24.7	13.1	6.7
	47.3	3.5	9.2	14.3	14.7	13.9	15.9	20.7	4.1	2.6	1.1	70.8	6.9	10.5	11.8	18.4	23.5	18.0	10.9
29	57.4				20.0			40.0		40.0		80.0		20.0		20.0	20.0		40.0
46	55.6					8.3	41.7	41.7		8.3		83.3		8.3	8.3	8.3	50.0	16.7	8.3
63	50.1	0.6	3.5	9.5	13.1	18.6	20.6	24.9	5.4	3.2	0.6	90.2	1.1	3.1	5.8	9.8	17.5	23.1	39.8
14	61.3							66.7	33.3				66.7	33.3					
34	53.6	0.8	4.1	6.1	4.1	8.1	21.5	42.7	4.5	5.3	2.8	92.0	1.2	2.4	4.5	16.7	29.7	35.4	10.2
40	51.9		2.0	9.2	9.2	12.2	21.4	39.8	5.1	1.0		91.9		6.1	2.0	8.2	24.5	44.9	14.3
23	55.6				1.7	13.3	25.0	41.7	13.3	1.7	3.3	96.7		1.7	1.7	11.7	16.7	25.0	43.3
52	53.5	1.7	1.7	4.0	6.3	9.1	24.4	44.3	4.0	2.3	2.3	93.8	0.6	2.3	3.4	6.3	22.7	32.4	32.4
	51.6	0.7	3.1	7.7	9.9	14.8	21.5	32.3	5.4	3.4	1.2	91.0	1.0	3.2	4.8	10.5	20.9	27.7	31.9
29	65.5								50.0	50.0		100.0						100.0	
46	56.8						50.0	33.3		16.7		83.4	16.7			50.0	16.7		16.7
94	55.9		0.6	4.2	5.4	10.7	22.7	31.0	8.4	14.3	2.7	97.4	0.3	0.3	2.1	3.0	5.4	9.6	79.4
91	60.1			1.4			15.1	49.3	13.7	12.3	8.2	84.9	6.8	6.8	1.4	8.2	4.1	37.0	35.6
92	58.4					3.8	21.2	50.0	19.2		5.8	90.4	1.9	5.8	1.9	5.8	28.8	21.2	34.6
98	54.8			2.1	7.4	10.5	26.3	38.9	8.4	3.2	3.2	88.4	3.2	4.2	4.2	2.1	18.9	26.3	41.1
	56.5		0.4	3.0	4.4	8.5	22.4	36.4	10.1	11.0	3.7	93.5	2.0	2.3	2.3	4.3	9.8	17.2	62.2

# Hours Paid by Local and Port Area

Total Reg'd. shows the number of Class "A" and "B" registrants in the local at the end of the year.

To this Local shows the percent of hours paid in the home port area which were paid to employees who were active registrants in the local at the end of the year. To other Locals, paid to members of other ILWU locals. To Casuals, paid to non-registrants. To Inactives, paid to employees who had become inactive during the year.

The Measure of Unevenness is a calculated value which shows how evenly work is distributed across the work week. A value of zero would indicate a port area that had exactly 1/7 of its hours paid on each day of the week; a high value occurs when the work is not evenly distributed across the week.

The table is summarized by ILWU longshore, clerk, and foreman local and by the "port area" to which members are assigned.

% HOURS PAID IN: shows the percentage of hours paid to the members of the local that were paid in the Home Port and the hours that were paid to them in Other Ports.

The hours paid in the port area are shown BY DAY OF WEEK on which they were paid. The days are arranged to correspond with a PMA payroll week, 0800 Saturday to 0800 Saturday.

				PERCENT OF HOURS IN HOME PORT AREA												
Local	Total Reg'd. #	% HOURS PAID IN:		BY CATEGORY OF WORK FORCE				BY DAY OF WEEK							Measure of Unevenness	
		Home Port %	Other Ports %	To This Local %	To Other Locals %	To Casuals %	To Inactives %	Sat %	Sun %	Mon %	Tue %	Wed %	Thu %	Fri %		
Longshore																
Southern California																
13	LA/LB	3,521	99.8	0.2	85.5	3.3	10.8	0.4	12.0	12.6	14.8	15.2	14.9	14.2	16.4	0.14
29	San Diego	55	90.7	9.3	63.2	5.3	29.3	2.3	12.1	10.4	13.3	15.8	17.3	16.9	14.2	0.39
46	Port Hueneme	85	86.2	13.8	68.3	4.4	27.3		5.4	6.8	18.2	18.8	19.7	20.9	10.1	2.60
	Total	3,661	99.4	0.6	84.7	3.4	11.5	0.4	11.8	12.4	14.8	15.3	15.1	14.4	16.2	0.15
Northern California																
10	SF Bay Area	1,002	97.8	2.2	94.6	0.6	2.9	1.9	8.4	7.7	14.2	14.7	16.0	16.1	22.9	1.59
14	Eureka	31	59.5	40.5	89.6	3.9	6.3	0.2	12.8	8.9	20.0	15.0	10.9	9.8	22.7	1.65
18	Sacramento	25	90.7	9.3	62.7	15.5	21.0	0.8	10.0	8.9	16.8	12.6	12.9	16.8	22.0	1.24
54	Stockton	54	97.5	2.5	67.1	8.6	22.0	2.3	7.9	6.2	16.1	17.0	16.5	15.9	20.4	1.61
	Total	1,112	97.0	3.0	91.6	1.7	4.8	1.9	8.4	7.6	14.5	14.8	15.9	16.0	22.7	1.55
Oregon																
4	Vancouver, WA	156	87.3	12.7	82.4	10.2	6.5	0.9	11.7	11.0	15.4	15.1	13.7	16.5	16.7	0.31
8	Portland	455	96.0	4.0	87.2	8.2	3.3	1.3	9.7	9.5	16.2	15.9	15.0	16.0	17.7	0.66
12	North Bend	102	73.6	26.4	79.3	13.6	5.6	1.5	12.5	10.8	15.9	15.9	14.4	15.6	15.0	0.23
21	Longview, WA	204	86.3	13.7	86.9	6.1	5.1	1.8	9.0	6.8	15.5	17.2	17.0	17.0	17.4	1.18
50	Astoria	54	13.0	87.0	98.2		1.8		13.9	11.3	14.8	14.0	14.4	15.1	16.6	0.16
53	Newport	8	15.5	84.5	47.6	50.5	2.0		3.5	16.7	27.6	25.7	12.0	9.5	5.1	5.42
	Total	979	88.3	11.7	85.6	8.6	4.4	1.3	10.1	9.3	15.9	16.1	15.2	16.3	17.2	0.62
Washington																
7	Bellingham	37	78.3	21.7	76.2	14.6	9.1	0.1	14.9	11.6	12.9	13.6	12.0	12.8	22.3	0.82
19	Seattle	587	97.7	2.3	80.1	6.8	12.6	0.5	15.6	9.6	12.0	10.5	13.0	16.8	22.6	1.21
23	Tacoma	448	99.0	1.0	77.6	6.2	15.5	0.7	10.8	8.4	12.7	12.9	19.8	12.2	23.2	1.65
24	Aberdeen	73	15.5	84.5	73.0	18.2	7.2	1.6	9.7	5.1	14.7	16.5	16.4	18.8	19.0	1.58
25	Anacortes	13	55.5	44.5	65.3	33.0		1.7	9.4	12.0	20.2	14.4	13.3	12.4	18.4	0.85
27	Port Angeles	56	35.7	64.3	85.5	12.4	2.0	0.1	15.1	8.7	13.4	13.4	12.4	7.6	29.4	3.11
32	Everett	60	82.1	17.9	81.6	13.7	4.6		9.0	7.3	13.3	15.7	16.5	17.0	21.1	1.38
47	Olympia	26	85.0	15.0	44.7	23.3	31.9	0.1	12.1	6.6	13.7	12.1	15.0	17.2	23.3	1.59
51	Port Gamble	13	12.2	87.8	95.9	4.1		0.0	-	-	-	-	-	6.0	94.0	74.51
	Total	1,313	93.9	6.1	78.3	7.8	13.4	0.6	13.1	8.8	12.5	12.0	15.9	14.9	22.7	1.13
	Longshore Total	7,065	96.6	3.4	84.5	4.6	10.1	0.7	11.4	10.8	14.5	14.7	15.4	14.9	18.3	0.38
Clerks																
29	San Diego	5	86.6	13.4	55.7	35.4	8.6	0.3	12.4	9.8	14.2	16.8	14.7	18.1	14.0	0.44
46	Port Hueneme	12	96.7	3.3	64.9	30.6	4.5		5.4	5.5	19.4	19.9	19.3	18.3	12.2	2.60
63	LA/LB	869	99.8	0.2	76.7	10.2	12.5	0.6	10.3	10.7	15.5	16.5	15.6	15.3	16.1	0.41
14	Eureka	3	77.8	22.2	65.3	33.0		1.7	15.0	12.7	17.9	14.1	12.5	12.6	15.3	0.23
34	SF Bay Area	257	96.8	3.2	89.7	6.9	1.4	2.0	4.7	4.3	16.7	17.7	18.0	18.5	20.1	2.74
40	Portland	101	66.0	34.0	88.8	7.6	1.5	2.1	7.7	7.5	16.3	16.7	16.2	17.2	18.3	1.27
23	Tacoma	60	99.8	0.2	54.0	41.0	4.5	0.5	7.4	5.7	13.2	15.1	21.1	13.9	23.5	2.56
52	Seattle	178	83.2	16.8	76.1	18.3	4.6	1.0	10.5	5.8	14.2	14.4	16.3	18.1	20.7	1.46
	Clerk Total	1,485	95.0	5.0	77.5	12.8	8.7	0.9	9.2	8.7	15.5	16.3	16.5	16.1	17.8	0.84
Walking Bosses/Foremen																
29	San Diego	2	99.3	0.7	27.2	71.7	0.9	0.2	12.9	10.3	14.1	16.2	15.0	16.9	14.7	0.29
46	Port Hueneme	6	100.0		79.3	20.7		0.0	5.1	6.3	16.6	17.2	20.3	24.1	10.5	3.09
94	LA/LB	340	99.9	0.1	92.9	6.2		0.9	13.3	14.5	14.5	14.7	14.5	14.0	14.5	0.01
91	SF Bay Area	73	99.6	0.4	88.5	9.2		2.3	8.8	8.1	14.7	14.8	15.8	16.6	21.3	1.26
92	Portland	53	88.9	11.1	84.4	13.0		2.6	11.2	10.5	15.5	15.7	14.4	15.9	16.9	0.37
98	Seattle	96	89.5	10.5	82.1	16.2		1.7	13.3	8.7	12.2	12.1	16.6	14.9	22.2	1.09
	Foremen Total	570	97.5	2.5	89.2	9.5	0.0	1.3	12.6	12.4	14.2	14.4	15.0	14.7	16.7	0.13



The percent of the hours paid in the port area which were paid on Agreement holidays is shown.

The percent of hours paid in the port area are shown **BY SHIFT**. The values for each local in the three columns On 1st Shift, On 2nd Shift, and On 3rd Shift equal 100%.

**BY SHIFT BY REGISTERED OR CASUAL** shows the percent of hours paid on each shift that were paid to registered employees (**Reg'd**) or casuals (**Casual**). The values for each local in each pair of columns under 1st Shift, under 2nd Shift, and under 3rd Shift total 100%.

**Paid to Registrants by Shift** represents the hours paid in the port area to registrants shown by the shift on which they were paid, as a percent.

**Paid at Exp. Rate** shows the percent of hours paid in the port area that were paid at "experience" rates below the base wage rate.

**Paid to Casuals by Shift** represents the hours paid in the port area to casuals shown by the shift on which they were paid, as a percent.

	BY SHIFT				BY SHIFT BY REGISTERED OR CASUAL						Paid to Registrants by Shift			Paid to Casuals by Shift			Paid at Exp Rates
	on Holidays	on 1st Shift	on 2nd Shift	on 3rd Shift	1st Shift Reg'd	1st Shift Casual	2nd Shift Reg'd	2nd Shift Casual	3rd Shift Reg'd	3rd Shift Casual	1st	2nd	3rd	1st	2nd	3rd	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	2.4	61.6	34.9	3.4	93.7	6.3	82.2	17.8	81.2	18.8	64.7	32.2	3.1	36.2	57.8	6.0	22.0
29	1.7	75.0	22.4	2.6	67.0	33.0	82.9	17.1	74.3	25.7	71.0	26.2	2.8	84.6	13.1	2.3	30.1
46	3.0	81.5	16.6	1.9	70.2	29.8	83.0	17.0	90.9	9.1	78.6	19.0	2.4	89.0	10.3	0.6	22.7
	<b>2.4</b>	<b>62.3</b>	<b>34.3</b>	<b>3.4</b>	<b>92.5</b>	<b>7.5</b>	<b>82.2</b>	<b>17.8</b>	<b>81.3</b>	<b>18.7</b>	<b>65.0</b>	<b>31.8</b>	<b>3.1</b>	<b>41.0</b>	<b>53.4</b>	<b>5.6</b>	<b>22.1</b>
10	2.5	66.6	29.4	4.0	97.6	2.4	96.0	4.0	98.3	1.7	66.9	29.1	4.0	56.5	41.2	2.3	11.0
14	0.6	72.5	24.8	2.7	93.5	6.5	93.4	6.6	98.9	1.1	72.4	24.8	2.8	73.7	25.8	0.5	9.0
18	3.1	73.0	25.8	1.3	74.9	25.1	89.9	10.1	92.6	7.4	69.2	29.3	1.5	87.2	12.3	0.4	16.3
54	2.6	76.7	22.7	0.6	79.3	20.7	80.4	19.6	75.7	24.3	76.5	23.0	0.6	77.5	21.8	0.7	7.9
	<b>2.5</b>	<b>67.6</b>	<b>28.8</b>	<b>3.6</b>	<b>95.2</b>	<b>4.8</b>	<b>94.9</b>	<b>5.1</b>	<b>98.0</b>	<b>2.0</b>	<b>67.6</b>	<b>28.7</b>	<b>3.7</b>	<b>67.7</b>	<b>30.8</b>	<b>1.5</b>	<b>10.9</b>
4	1.6	69.4	30.0	0.6	95.4	4.6	89.5	10.5	82.3	17.7	70.8	28.7	0.5	49.2	49.2	1.6	15.5
8	1.8	73.7	24.9	1.5	97.3	2.7	94.9	5.1	96.5	3.5	74.1	24.4	1.5	60.1	38.3	1.6	3.6
12	1.9	65.9	32.7	1.4	95.3	4.7	93.0	7.0	85.2	14.8	66.6	32.2	1.3	55.5	40.8	3.7	3.3
21	1.6	79.3	19.7	1.0	94.6	5.4	96.2	3.8	86.1	13.9	79.2	19.9	0.9	82.6	14.7	2.7	5.9
50	2.3	91.5	8.5		99.5	0.5	83.8	16.2	-	-	92.7	7.3	-	23.4	76.6	-	1.8
53	0.6	98.8	1.2		98.0	2.0	100.0	-	-	-	98.8	1.2	-	100.0	-	-	2.0
	<b>1.7</b>	<b>73.6</b>	<b>25.2</b>	<b>1.2</b>	<b>96.3</b>	<b>3.7</b>	<b>93.8</b>	<b>6.2</b>	<b>92.3</b>	<b>7.7</b>	<b>74.1</b>	<b>24.7</b>	<b>1.2</b>	<b>62.5</b>	<b>35.4</b>	<b>2.1</b>	<b>6.1</b>
7	1.5	60.7	35.3	4.0	94.2	5.8	84.7	15.3	94.4	5.6	62.9	32.9	4.2	38.2	59.3	2.5	9.6
19	1.8	64.0	29.0	7.0	89.0	11.0	86.6	13.4	75.6	24.4	65.2	28.8	6.0	55.7	30.8	13.5	15.4
23	1.9	63.4	30.4	6.3	85.0	15.0	81.1	18.9	94.2	5.8	63.8	29.2	7.0	60.9	36.8	2.3	7.3
24	2.5	79.1	19.4	1.5	95.3	4.7	83.9	16.1	73.6	26.4	81.2	17.6	1.2	51.2	43.4	5.5	2.0
25		55.0	37.8	7.2	99.5	0.5	100.0	-	100.0	-	72.6	27.4		100.0	-	-	
27	1.2	93.1	6.2	0.7	97.8	2.2	99.7	0.3	100.0	-	93.0	6.3	0.7	99.0	1.0	-	1.4
32	1.2	91.6	6.9	1.5	95.1	4.9	98.5	1.5	100.0	-	91.3	7.1	1.6	97.7	2.3	-	2.5
47	1.7	87.5	11.1	1.3	68.2	31.8	65.7	34.3	76.1	23.9	87.8	10.8	1.5	87.0	12.0	1.0	27.2
51		100.0		0.0	100.0	-	-	-	-	-	100.0	-	-	-	-	-	
	<b>1.8</b>	<b>66.0</b>	<b>28.0</b>	<b>6.0</b>	<b>87.9</b>	<b>12.1</b>	<b>84.1</b>	<b>15.9</b>	<b>83.7</b>	<b>16.3</b>	<b>67.0</b>	<b>27.2</b>	<b>5.8</b>	<b>59.6</b>	<b>33.1</b>	<b>7.3</b>	<b>11.1</b>
	<b>2.2</b>	<b>65.0</b>	<b>31.4</b>	<b>3.6</b>	<b>92.5</b>	<b>7.5</b>	<b>85.1</b>	<b>14.9</b>	<b>84.5</b>	<b>15.5</b>	<b>66.9</b>	<b>29.7</b>	<b>3.4</b>	<b>48.1</b>	<b>46.3</b>	<b>5.6</b>	<b>16.8</b>
29	1.6	80.2	16.4	3.4	90.2	9.8	96.1	3.9	94.9	5.1	79.2	17.3	3.5	90.6	7.4	2.0	13.8
46	2.8	87.6	10.9	1.4	95.6	4.4	94.3	5.7	98.0	2.0	87.7	10.8	1.5	85.7	13.7	0.6	4.3
63	2.3	69.1	27.9	3.0	88.5	11.5	85.0	15.0	88.0	12.0	69.9	27.1	3.0	63.5	33.6	2.9	13.9
14		55.0	37.8	7.2	100.0	-	100.0	-	100.0	-	55.0	37.8	7.2	-	-	-	
34	2.2	83.0	14.8	2.2	98.6	1.4	98.3	1.7	99.9	0.1	83.0	14.8	2.2	81.8	18.1	0.1	2.2
40	1.6	80.5	17.7	1.8	98.8	1.2	97.4	2.6	97.2	2.8	80.7	17.5	1.8	64.7	31.9	3.4	2.2
23	1.8	67.9	26.5	5.6	95.5	4.5	95.0	5.0	97.9	2.1	67.8	26.4	5.8	67.9	29.4	2.6	1.5
52	2.1	77.3	17.9	4.8	96.0	4.0	93.7	6.3	92.1	7.9	77.8	17.6	4.6	67.2	24.5	8.3	5.3
	<b>2.2</b>	<b>72.8</b>	<b>24.0</b>	<b>3.2</b>	<b>92.3</b>	<b>7.7</b>	<b>88.3</b>	<b>11.7</b>	<b>91.4</b>	<b>8.6</b>	<b>73.6</b>	<b>23.2</b>	<b>3.2</b>	<b>64.5</b>	<b>32.3</b>	<b>3.2</b>	<b>9.7</b>
29	1.8	67.8	28.6	3.7	98.9	1.1	99.5	0.5	100.0	-	67.6	28.7	3.7	83.5	16.5	-	-
46	2.7	78.5	18.6	2.8	100.0	-	100.0	-	100.0	-	78.5	18.6	2.8	-	-	-	-
94	2.8	56.4	40.6	2.9	100.0	-	100.0	-	100.0	-	56.4	40.6	2.9	68.2	31.8	-	-
91	2.5	61.4	34.0	4.6	100.0	-	100.0	-	100.0	-	61.4	34.0	4.6	-	100.0	-	-
92	1.9	72.4	25.5	2.1	100.0	-	100.0	-	100.0	-	72.4	25.5	2.1	-	-	-	-
98	1.8	62.1	29.8	8.0	100.0	-	100.0	-	100.0	-	62.1	29.8	8.0	64.7	35.3	-	-
	<b>2.5</b>	<b>59.6</b>	<b>36.5</b>	<b>3.9</b>	<b>100.0</b>	<b>-</b>	<b>100.0</b>	<b>-</b>	<b>100.0</b>	<b>-</b>	<b>59.6</b>	<b>36.6</b>	<b>3.9</b>	<b>70.4</b>	<b>29.6</b>	<b>-</b>	<b>-</b>

## ILWU-PMA Pension Plan

**"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, 1997, the rate of pension benefit accrual for longshoremen active on or after July 1, 1997, was \$71 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of \$2,485 for a participant with 35 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 55-62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

A \$400 monthly "bridge" supplement is paid, until Social Security Retirement age, for those who retire at age 62 with at least 25 years of service. For those taking an early retirement between the ages of 55-62, this "bridge" supplement is reduced by an amount determined by the retiree's exact age (in years and months) at retirement.

Disability pensions have no minimum age but do require a minimum of 13 years of service. The monthly benefit is the same

The ILWU-PMA coastwise agreements provide a comprehensive benefits program for jointly registered members of the work force. This program includes pension, health care, 13 paid holidays, up to 6 weeks of paid vacation, a 401(k) savings plan, and provisions for income supplement. Other provisions include an industry travel system, a CFS Program Fund, and payment of a portion of the expenses of the jointly operated dispatch halls. An overview of the various benefits, including analyses of benefits costs and utilization, follows. For further information or clarification about the pension and welfare plans, contact the ILWU-PMA Benefits Plan Office. For all plans, refer to the various benefit agreements, contract documents, and other related materials.

### Retirees, Pensioners and Surviving Spouses

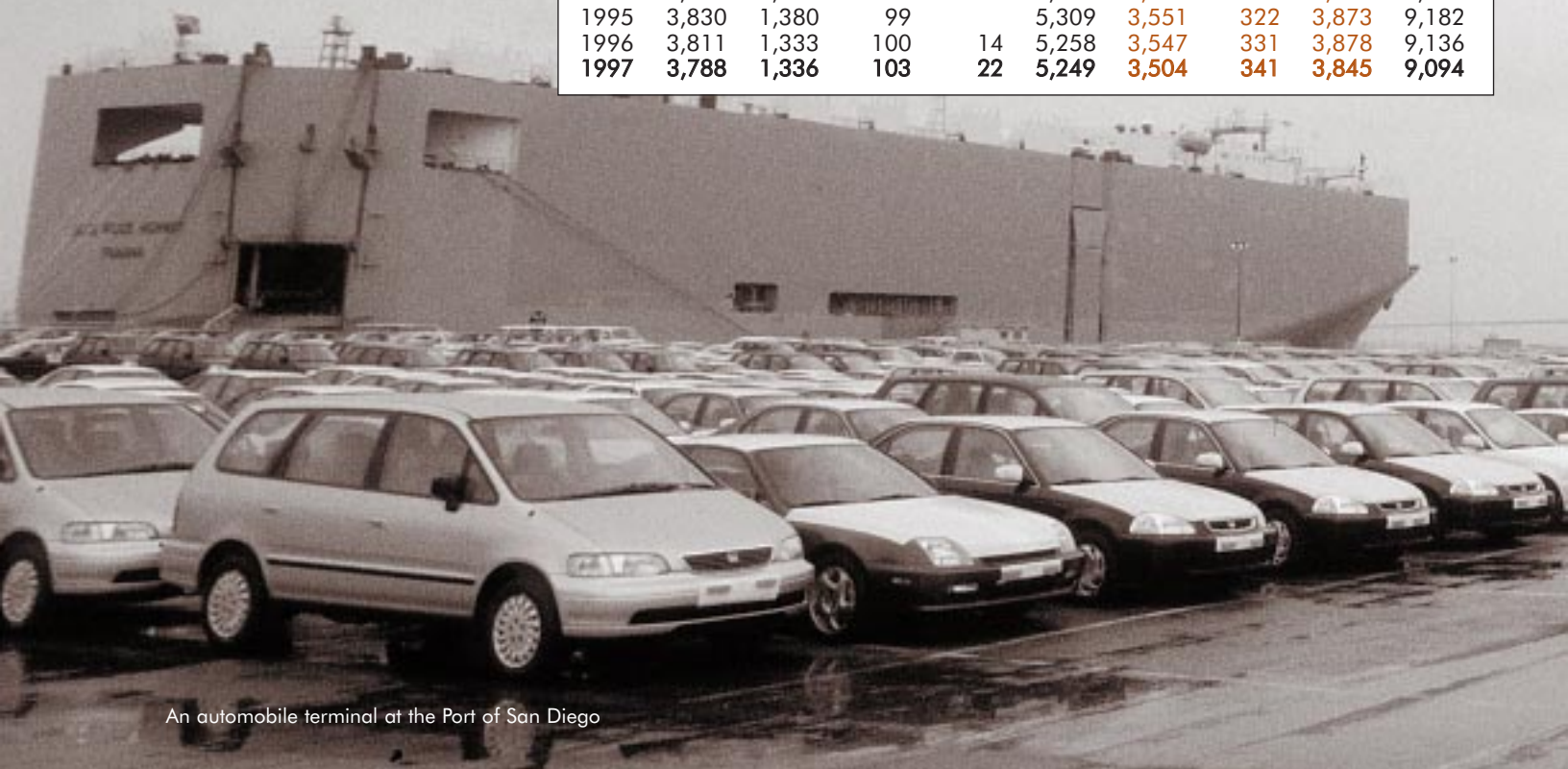
The table below shows the number of pension benefit recipients by calendar year.

Effective April 1, 1990, the Plan is required by federal law to commence payment of vested pension benefits to actively employed participants who have attained age 70½ on or after July 1, 1988. These monthly payments, which are referred to as **In-Service Distributions**, are equal to the amount of the monthly pension to which the participant would be entitled if he retired, and the payments commence on April 1 of the year following his attainment of age 70½.

Effective with plan year 1996, those persons receiving pensions under a "Qualified Domestic Relations Order" (QDRO), issued by a court as a result of divorce proceedings, are shown separately. At the end of 1996 the Plan was paying \$8,252,591 per month to 9,136 benefit recipients.

#### Number of Benefit Recipients by Calendar Year

Year	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/ Early	Dis- ability	In- Service	QDRO	Sub- total	Post- Retire	Pre- Retire	Sub- total	
1987	4,102	1,499			5,601	3,470	198	3,668	9,269
1988	4,041	1,461			5,502	3,529	224	3,753	9,255
1989	3,979	1,425			5,404	3,527	240	3,767	9,171
1990	3,894	1,386	22		5,302	3,562	250	3,812	9,114
1991	3,821	1,475	37		5,333	3,566	263	3,829	9,162
1992	3,792	1,435	63		5,240	3,582	273	3,855	9,095
1993	3,792	1,387	72		5,251	3,561	295	3,856	9,107
1994	3,887	1,400	80		5,367	3,561	313	3,874	9,241
1995	3,830	1,380	99		5,309	3,551	322	3,873	9,182
1996	3,811	1,333	100	14	5,258	3,547	331	3,878	9,136
1997	3,788	1,336	103	22	5,249	3,504	341	3,845	9,094



An automobile terminal at the Port of San Diego



amount as the Normal Retirement Benefit (with no reduction for its early commencement) except that no supplement is payable.


Qualified surviving spouses receive 50% of the Pensioner's basic pension benefit (excluding any supplement).

Effective with the 1994 payroll year, a year of service for benefit accrual is established when a registered longshoreman is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vaca-

tion hours, as well as equated hours for PGP, paid holidays, and unemployment insurance payments.

A participant who is credited with fewer than 1,300 hours but at least 800 hours in any payroll year will earn a fraction of a year of service for benefit accrual determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to any 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 10 qualifying years of service or, if earlier, at normal retirement date. 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. 

The table *Pension Benefits for Normal Retirement* 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.

The table *Retirees by Year* shows the number of longshore, clerk, and foreman retirees by calendar year. *Normal* includes those retiring at or after normal retirement age 65; *Early*, those retiring at ages 55-64; and *Disability*, those under age 62 retiring on a disability pension.

The table *Fractional Benefit Accrual* shows examples of the amount accrued for years beginning with payroll year 1994 in which less than a year of service is credited (i.e. between 800 and 1,300 hours for retirements on or after July 1, 1996).

### Retirees by Year

Year	Normal	Early	Dis- ability	Total
1988	70	150	50	270
1989	65	130	52	247
1990	87	128	61	276
1991	81	123	163*	367
1992	80	98	59	237
1993	150	175	47	372
1994	154	195	101	450
1995	74	132	59	265
1996	62	183	49	294
1997	69	170	68	307

\*Includes Special Program Benefit retirees.

### Pension Benefits for Normal Retirement

(the following benefits were effective July 1997)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25 yrs	\$41	\$1,025
7/81-6/84	30 yrs	38	1,140
7/84-6/87	33 yrs	37	1,221
7/87-6/90	35 yrs	38	1,330
7/90-6/93	35 yrs	41	1,435
7/93-6/96	35 yrs	69	2,415
7/96-6/98	35 yrs	71	2,485

### Fractional Benefit Accrual

Credited Annual Hours	Monthly Benefit Accrued
1,300	\$71.00
1,250	68.27
1,200	65.54
1,150	62.81
1,100	60.08
1,050	57.35
1,000	54.62
950	51.88
900	49.15
850	46.42
800	43.69



## ILWU-PMA Pension Plan

### Changes in Net Assets Available for Benefits

The data in the table below are obtained from the audited annual financial statements of the ILWU-PMA Pension Plan. The records for the Plan are maintained on the accrual basis of accounting, and each Plan Year ends June 30.

For Plan Year Ended June 30:	1997	1996	1995	1994
<b>Benefits Paid and Expenses</b>				
Pensions paid	\$ 101,498,035	\$ 94,963,310	\$ 92,437,267	\$ 85,292,607
Administrative expenses	1,993,104	1,986,647	1,799,305	1,779,475
Total Deductions	\$ 103,491,139	\$ 96,949,957	\$ 94,236,572	\$ 87,072,082
<b>Investment Income and Employer Contributions</b>				
Net appreciation of fair value of invest.	\$ 250,625,233	\$ 101,044,259	\$ 129,227,459	\$ (20,225,110)
Net gain (loss) on sale/redemption of sec.	*	35,900,505	13,889,280	(4,582,018)
Interest	34,569,765	25,927,249	26,229,167	23,783,304
Dividends from investments	20,440,372	23,395,064	14,200,968	10,755,376
Less investment expense	(3,748,992)	(3,267,020)	(2,667,995)	(2,335,648)
Total Income Gain	\$ 301,886,378	\$ 183,000,057	\$ 180,878,879	\$ 7,395,904
Contributions from Employers	104,087,238	99,696,224	99,022,687	87,316,292
Total Additions	\$ 405,973,616	\$ 282,696,281	\$ 279,901,566	\$ 94,712,196
Net Increase	\$ 302,482,477	\$ 185,746,324	\$ 185,664,994	\$ 7,640,114
Net Assets Avail for Benefits: Beginning of Year	1,329,081,500	1,143,335,176	957,670,182	950,030,068
End of Year	\$1,631,563,977	\$1,329,081,500	\$1,143,335,176	\$957,670,182

\* Due to a system conversion by the Plan's custodian, information regarding net realized gains (losses) is unavailable for the year ended June 30, 1997.

### 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.

The Pension Plan assessment rate takes into account the amount necessary to meet the current cost of the Plan and an amount necessary to eventually pay off the unfunded actuarial liability. The table below shows Plan assets and actuarial liability.

Actuarial Accrued Liability July 1:	1997	1996	1995	1994
Actuarial Value of Assets	\$1,430,817,465	\$1,196,786,850	\$1,016,418,300	\$ 923,894,584
Actuarial Liability:				
Pensioners/Survivors	897,675,786	820,513,788	\$ 805,435,100	\$ 724,809,800
Inactive Vested	3,339,033	3,499,791	3,335,900	2,855,800
Active Employees	1,024,169,087	1,039,483,866	972,209,700	940,796,900
Total Actuarial Liability	\$1,925,183,906	\$1,863,497,445	\$1,780,980,700	\$1,668,462,500
Unfunded Actuarial Accrued Liability	\$ 494,366,441	\$ 666,710,595	\$ 764,562,400	\$ 744,567,916

### 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 the 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 his 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 com-

putation 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 as of June 30, 1997, 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, 1997.

Vested Liabilities as of Plan Year Ended June 30:	1997	1996	1995	1994
Retired Participants & Beneficiaries	\$ 879,777,731	\$ 801,092,819	\$ 770,810,600	\$ 724,809,800
Inactive Vested	3,254,033	3,350,058	3,055,900	2,855,800
Active Vested Employees	808,700,931	812,693,247	731,682,200	735,183,000
Total Present Value Vested Liabilities	\$1,691,732,695	\$1,617,136,124	\$1,505,548,700	\$1,462,848,600
Actuarial Value of Assets	1,430,817,465	1,196,786,850	1,016,418,300	923,894,584
Unfunded Vested Benefits Liability	\$ 260,915,230	\$ 420,349,274	\$ 489,130,400	\$ 538,954,016



## Holiday Plan

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

Registered employees 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 1-week vacation. To receive a paid holiday benefit, eligible employees 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 2-week basic vacation, the availability requirement is waived for paid holidays

which are normal work days — i.e., Martin Luther King's Birthday, Washington's Birthday, Cesar Chavez' 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 employees who work on a "paid holiday" or on a recognized holiday are paid for hours worked at the overtime rate.

Holidays recognized by the Agreements for 1998 and for the first six months of 1999 are shown below.

### Holiday Payments by Contract Year: Contract Year Ended June 30

1993	\$21,793,739
1994	22,735,908*
1995	20,505,202
1996	21,503,195
1997	23,611,718

\* Payments for contract year 1994 include both Columbus Day, 1993, and Cesar Chavez' Birthday, 1994, a total of 15 paid holidays.

## 1998

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

## 1999

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

Holidays shown in color are non-paid holidays.

<sup>1</sup>No work will be performed except for passenger vessels, essential military cargo and emergencies from 1500 December 31 until 0700 January 2, from 0800 Bloody Thursday, Labor Day, and Thanksgiving Day until 0700 the following day, and from 1500 December 24 until 0700 December 26. However, an extended shift may be worked from 1500 to 1700 on December 24 and on December 31 to complete a vessel.

**NOTE:** When a holiday falls on a Sunday, the holiday is observed on the following Monday.



• A container is loaded onto a truck at the Eagle Marine terminal in Seattle.

## ILWU-PMA Welfare Plan

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

The Plan is administered by the Board of Trustees, which is comprised of an equal number of union- and employer-appointed Trustees. Administrative services for the Plan are provided by the ILWU-PMA Benefit Plans office and are paid by the Plan.

### Plan Funding

The Plan is funded by contributions from employers, registered employees, and the ILWU. PMA, through assessments on tonnage and man-hours, contributes necessary amounts, which in addition to employee and ILWU contributions, will adequately fund the Plan.

Registered employees make contributions to the Plan as a defined percentage of

wages. Each registered employee contributed 0.8% of wages for the period from February 1, 1996, through January 31, 1997, 0.61% of wages from the period February 1, 1997, through January 23, 1998, and 0.56% of wages for the period beginning January 24, 1998. If an employee is required to contribute to the California State Disability Insurance Program, the employee's contribution to the Plan is reduced by the amount of the employee's payment to that program.

The Trustees set the employee contribution rate. In setting the rate, the parties adhere to the annual recommendation of the Plan Consultant. This is presently being calculated based on the sufficiency of the current rate of employee contributions in relation to the "Weekly Indemnity" and the "Non-Industrial Disability Supplement" benefits.

During fiscal 1996/97 employee contributions to the Plan amounted to 3.9% of the total cost of benefits. The ILWU contributes the Union's share of the cost of the Widows' Independent Living Subsidy Program.

### Tenure of the Agreement

The Plan runs concurrently with the Pacific Coast Longshore and Clerk's Agreement dated 1996-1999. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan and continues the Plan 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

### Costs Of Benefits Paid

For Plan Year Ended June 30:	1997	1996	1995	1994
<b>Hospital, Medical &amp; Surgical</b>				
HMO Plans, inc. vision & presc.drugs	\$ 34,946,663	\$ 34,305,637	\$ 33,664,482	\$35,226,416
Self funded	28,301,622	32,175,960	34,046,358	30,665,439
<b>Subtotal-Hospital, Medical &amp; Surgical</b>	<b>\$ 60,900,975</b>	<b>\$ 66,322,456</b>	<b>\$ 67,710,840</b>	<b>\$65,891,855</b>
Dental services - Adult Program	10,790,511	10,265,117	9,318,493	9,420,521
Dental services - Children's Program	2,562,649	2,604,931	2,202,570	2,116,341
Life insurance, AD&D	3,577,497	3,464,776	3,415,451	3,468,371
Prescription Drug Program	9,672,173	7,476,190	7,789,330	6,599,947
Medicare premiums reimbursements	5,149,728	5,320,900	5,342,297	4,757,013
Vision care	996,185	1,109,246	1,006,658	1,006,384
Vision supplement (frames, contact lenses)	3,219	3,122	2,438	2,782
Non-industrial disability supplement	1,472,075	1,339,647	1,011,777	1,590,663
Weekly indemnity	1,558,042	1,240,627	1,253,280	1,734,940
Alcoholism Recovery Program	921,563	909,200	508,682	421,866
Social Security supplement	1,860,898	655,416	1,529,163	1,718,503
Hearing aids	395,744	448,543	401,267	394,784
Chiropractic	761,875	867,084	646,207	627,370
Diabetic durable equipment	1,633	2,937	2,116	3,798
Kidney dialysis	*	*	49,475	2,730
California disability insurance supplement	-	-	-	2,426
WILSP	84,400	98,000	109,400	122,500
<b>TOTAL BENEFITS</b>	<b>\$103,059,884</b>	<b>\$102,287,333</b>	<b>\$102,299,444</b>	<b>\$99,882,794</b>

\* Effective year ended June 30, 1996, kidney dialysis benefit payment are incorporated in the expenses of hospital, medical and surgical self-funded.

Marine Terminals Corporation expedites truck turn times at the 7th Street Public Terminal, Port of Oakland.





## Changes In Net Assets Available For Benefits

For Plan Year Ended June 30:	1997	1996	1995	1994
Investment Income	\$ 1,038,470	\$ 1,765,232	\$ 1,728,879	\$ 767,055
Contributions:				
Employers	\$ 94,889,777	\$ 77,864,683	\$ 104,192,565	\$ 123,133,019
Employees	4,057,794	4,160,756	5,631,734	5,071,375
WILSP/Union	177,272	123,420	140,982	147,414
Total contributions	\$ 99,124,843	\$ 82,148,859	\$ 109,965,281	\$ 128,351,808
Total Additions	100,163,313	83,914,091	111,694,160	129,118,863
Benefits paid	103,059,884	102,287,333	102,299,444	99,882,794
Administrative expenses	2,488,127	2,395,300	2,123,245	1,900,413
Total Deductions	\$ 103,197,294	\$ 104,523,492	\$ 104,422,689	\$ 101,783,207
Net Increase(Decrease)	(5,384,698)	(20,768,542)	7,271,471	27,335,656
Net assets available for benefits:				
Beginning of year	24,455,130	45,223,672	37,952,201	10,616,545
Watchmen asset transfer	449,308			
End of year	\$ 19,519,740	\$ 24,455,130	\$ 45,223,672	\$ 37,952,201

used for payment of benefits until the assets were exhausted.

### Plan Eligibility

**Jointly-registered employees:** Commencing on July 1 of each year, registered employees who have worked or been credited with a minimum of 800 hours during the preceding payroll year, or 400 hours in the last half of the preceding payroll year, are eligible for benefits until the next June 30. The Plan provides that registered employees not then eligible may become eligible on each January 1 until the next June 30 if a minimum of 400 hours are worked or have been credited to the employee during the first half of the preceding payroll year.

**Retired employees and their eligible family members:** The employee must have retired with a disability pension or retired with a normal pension while registered, unless separated after July 1, 1988, with fewer than 5 pension year credits or be a deferred pensioner with separation date before age 55. Formally enrolled spouses of covered retirees are eligible, as are unmarried dependent children of covered retirees below the age of 19. The age limit is 23 for full-time students and is non-existent for the incapacitated.

**Survivors:** Adult Survivor Pensioners and their eligible children receive coverage. Eligibility ends upon remarriage or death of the Adult Survivor Pensioner. An Adult Survivor Pensioner is the surviving spouse of a pen-

sioner or an active participant eligible for a pension on the date of death. The surviving spouse (and children) of a deceased active employee who is not an Adult Survivor Pensioner is entitled to four years of coverage.


### Widows' Independent Living Subsidy Program (WILSP)

Effective July 1, 1978, the Widows' Independent Living Subsidy Program was implemented as part of the Plan. This program provides limited cash subsidy benefits and Medicare supplement benefits. Benefits are available to certain widows of pensioners under the ILWU-PMA Pension Plan who died prior to July 1, 1964, and effective 1982, certain widows of active employees who died prior to July 1, 1975, and satisfied other requirements.

### Watchmen Welfare Plan

The ILWU-PMA Watchmen Welfare Plan merged with the Plan effective June 30, 1997. The net assets and benefit obligations of the Watchmen Plan were transferred on that date. The Watchmen Welfare Plan provisions were also merged into the Plan without significant changes to benefits provided, as the benefits provisions of the Watchmen Welfare Plan were not significantly different than those of the Plan.

### Payment for Benefit Coverage

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



# Vacations Earned in Payroll Year 1996 and Paid in March 1997

Total Payments includes only the monies actually paid directly to the employees; other costs to the Vacation Plan such as the various employment taxes are not included. Payments made in August and December 1997 to employees who retired during the payroll year are not included in the data shown.

The table below shows summary information for vacations paid in March 1997 based on qualifying hours paid in payroll year 1996.

Vacation data are summarized by ILWU local and by occupation groups within designated combination locals.

NUMBER OF VACATIONS PAID TO shows the number of active and inactive employees who received vacation payments. Inactives are employees who are inactive at the end of 1997.

These three subgroups of data describe payments to actives based on the number of qualifying hours paid for work to the employee in payroll year 1996: those with FEWER THAN 1,300 HOURS, those with 1,300-1,599 HOURS, and those with 1,600 HOURS OR MORE. Within each subgroup of actives, the table shows the number of vacations paid to the group, No. Paid, the percent they represent of those receiving vacations, % of Total, the average vacation payment made to the subgroup, Avg. Pymt., and the number of the group who were over 60 years of age at the beginning of 1996, No. > 60.

		NUMBER OF VACATIONS PAID TO			FEWER THAN 1,300 HOURS				1,300-1,599 HOURS				1,600 HOURS OR MORE			
Local	Total Payments	Total	Inactives	Actives	No. Paid	% of Total	Avg. Pymt.	No. > 60	No. Paid	% of Total	Avg. Pymt.	No. > 60	No. Paid	% of Total	Avg. Pymt.	No. > 60
Longshore																
Southern California																
13 LA/LB	\$10,111,193	2,848	71	2,777	333	11.7%	\$1,889	23	293	10.3%	\$3,298	18	2,151	75.5%	\$3,803	236
29 San Diego	216,900	41	5	36	11	26.8	4,052	5	7	17.1	6,708	3	18	43.9	5,287	3
46 Port Hueneme	312,430	84	-	84	11	13.1	3,422	1	6	7.1	3,676	1	67	79.8	3,772	10
	\$10,640,523	2,973	76	2,897	355	11.9%	\$2,004	29	306	10.3%	\$3,384	22	2,236	75.2%	\$3,814	249
Northern California																
10 SF Bay Area	\$3,552,988	800	70	730	181	22.6%	\$2,428	27	111	13.9%	\$4,075	18	438	54.8%	\$5,097	91
14 Eureka	178,971	33	3	30	23	69.7	5,364	3	3	9.1	4,936	-	4	12.1	6,604	1
18 Sacramento	112,082	28	2	26	11	39.3	1,831	1	6	21.4	3,728	2	9	32.1	6,532	1
54 Stockton	260,737	49	9	40	5	10.2	2,372	1	7	14.3	5,338	1	28	57.1	5,492	8
	\$4,104,778	910	84	826	220	24.2%	\$2,704	32	127	14.0%	\$4,148	21	479	52.6%	\$5,160	101
Oregon																
4 Vancouver, WA	\$ 698,395	148	6	142	11	7.4%	\$3,030	1	18	12.2%	\$3,674	2	113	76.4%	\$4,909	7
8 Portland	1,897,340	449	22	427	54	12.0	3,130	2	71	15.8	4,013	5	302	67.3	4,369	24
12 North Bend	451,653	97	12	85	14	14.4	3,422	3	19	19.6	5,113	-	52	53.6	4,633	3
21 Longview, WA	920,718	203	14	189	11	5.4	2,797	-	29	14.3	4,714	1	149	73.4	4,471	3
50 Astoria	215,088	44	5	39	34	77.3	4,879	3	2	4.5	5,657	1	3	6.8	5,957	-
53 Newport	20,508	8	-	8	6	75.0	2,340	0	2	25.0	3,234	-	-	-	-	-
	\$4,203,702	949	59	890	130	13.7%	\$3,546	9	141	14.9%	\$4,274	9	619	65.2%	\$4,522	37
Washington																
7 Bellingham	\$ 157,922	32	-	32	5	15.6%	\$3,922	2	12	37.5%	\$5,429	4	15	46.9%	\$4,878	2
19 Seattle	2,320,384	555	11	544	91	16.4	2,954	9	76	13.7	4,193	6	377	67.9	4,453	35
23 Tacoma	1,905,164	442	17	425	46	10.4	2,620	-	56	12.7	4,078	2	323	73.1	4,492	14
24 Aberdeen	454,114	84	11	73	33	39.3	5,234	2	13	15.5	5,267	-	27	32.1	5,538	-
25 Anacortes	61,833	13	-	13	9	69.2	4,833	2	1	7.7	4,312	-	3	23.1	4,675	-
27 Port Angeles	268,578	55	1	54	32	58.2	4,869	4	8	14.5	4,491	1	14	25.5	5,347	3
32 Everett	389,682	66	1	65	30	45.5	5,727	7	8	12.1	6,687	1	27	40.9	5,869	3
47 Olympia	112,044	22	-	22	18	81.8	5,246	-	1	4.5	4,312	-	3	13.6	4,433	-
51 Port Gamble	63,283	13	-	13	10	76.9	5,035	2	-	-	-	-	3	23.1	4,312	-
	\$ 5,733,004	1,282	41	1,241	274	21.4%	\$4,006	28	175	13.7%	\$4,450	14	792	61.8%	\$4,578	57
	\$24,682,007	6,114	260	5,854	979	16.0%	\$2,926	98	749	12.3%	\$3,930	66	4,126	67.5%	\$4,223	444
Clerk																
29 San Diego	\$ 34,801	5	1	4	2	40.0%	\$6,024	1	-	-	-	-	2	40.0%	\$7,839	1
46 Port Hueneme	80,516	12	-	12	1	8.3	2,962	-	-	-	-	-	11	91.7	7,050	2
63 LA/LB	4,374,361	765	22	743	29	3.8	3,482	3	36	4.7	5,131	6	678	88.6	5,827	89
14 Eureka	22,666	3	-	3	3	100.0	7,555	2	-	-	-	-	-	0.0	-	-
34 SF Bay Area	1,770,489	267	24	243	7	2.6	4,453	1	13	4.9	5,896	2	223	83.5	6,754	43
40 Portland	676,131	106	8	98	2	1.9	4,493	-	2	1.9	4,289	-	94	88.7	6,446	12
23 Tacoma	407,355	58	3	55	1	1.7	4,493	-	1	1.7	6,739	1	53	91.4	7,096	11
52 Seattle	1,122,359	165	11	154	5	3.0	4,026	1	5	3.0	5,577	-	144	87.3	6,945	23
	\$8,488,678	1,381	69	1,312	50	3.6%	\$4,068	8	57	4.1%	\$5,343	9	1,205	87.3%	\$6,251	181
Foreman																
29 San Diego	\$ 16,698	2	-	2	-	-	-	-	-	-	-	-	2	100.0%	\$8,349	2
46 Port Hueneme	50,292	6	-	6	-	-	-	-	-	-	-	-	6	100.0	8,382	2
94 LA/LB	2,486,906	308	11	297	5	1.6%	\$7,128	3	8	2.6%	\$7,838	2	284	92.2	8,095	99
91 SF Bay Area	637,098	76	7	69	7	9.2	7,543	3	4	5.3	7,986	2	58	76.3	8,536	25
92 Portland	448,272	55	11	44	3	5.5	5,280	1	2	3.6	7,986	2	39	70.9	8,492	15
98 Seattle	784,080	96	6	90	3	3.1	7,920	3	2	2.1	7,986	-	85	88.5	8,200	11
	\$4,423,346	543	35	508	18	3.3%	\$7,113	10	16	2.9%	\$7,912	6	474	87.3%	\$8,205	154



NUMBER OF ACTIVES PAID: shows the number of active employees paid a vacation in each local. The value shown in each column labeled 1 Wk., 2 Wks., 3 Wks., etc., is the number in the local who received a vacation payment for the corresponding number of weeks.

Avg. Wks. shows the average number of vacation weeks paid to active employees in each local.

Avg. Add'l. Hrs. shows the average number of additional hours of vacation paid to active employees in each local.

	NUMBER OF ACTIVES PAID:							Avg. Wks.	Avg. Add'l. Hrs.
	Total	1 Wk.	2 Wks.	3 Wks.	4 Wks.	5 Wks.	6 Wks.		
13	2,777	206	821	1,037	180	38	495	3.2	0.1
29	36	2	3	4	9	1	17	4.5	1.4
46	84	3	10	46	12	2	11	3.4	0.2
	<b>2,897</b>	<b>211</b>	<b>834</b>	<b>1,087</b>	<b>201</b>	<b>41</b>	<b>523</b>	<b>3.2</b>	<b>0.1</b>
10	730	88	175	83	70	29	285	3.9	0.1
14	30	1		2	7		20	5.2	-
18	26	9	3	2	1		11	3.5	-
54	40	3	3	7	3		24	4.7	-
	<b>826</b>	<b>101</b>	<b>181</b>	<b>94</b>	<b>81</b>	<b>29</b>	<b>340</b>	<b>3.9</b>	<b>0.1</b>
4	142	4	46	6	19	2	65	4.2	0.3
8	427	10	105	79	119	15	99	3.8	0.2
12	85	3	9	30	6	10	27	4.1	0.1
21	189	5	38	51	26		69	4.0	0.3
50	39		1	2	14	4	18	4.9	-
53	8	2		6				2.5	-
	<b>890</b>	<b>24</b>	<b>199</b>	<b>174</b>	<b>184</b>	<b>31</b>	<b>278</b>	<b>3.9</b>	<b>0.2</b>
7	32	1	4	1	13		13	4.4	-
19	544	26	146	93	114	5	160	3.7	0.2
23	425	16	18	172	128	11	80	3.8	0.6
24	73		2	5	26	6	34	4.9	-
25	13			1	10		2	4.2	-
27	54		1	1	31	6	15	4.6	-
32	65		1	5	8	3	48	5.4	-
47	22			2	12		8	4.6	-
51	13		1		5	1	6	4.8	-
	<b>1,241</b>	<b>43</b>	<b>173</b>	<b>280</b>	<b>347</b>	<b>32</b>	<b>366</b>	<b>4.0</b>	<b>0.3</b>
	<b>5,854</b>	<b>379</b>	<b>1,387</b>	<b>1,635</b>	<b>813</b>	<b>133</b>	<b>1,507</b>	<b>3.6</b>	<b>0.2</b>
29	4				1		3	5.5	4.5
46	12			1	2		9	5.4	10.0
63	743	10	13	319	78	12	311	4.3	12.1
14	3						3	6.0	-
34	243		6	40	13	3	181	5.3	11.2
40	98		1	20	15	3	59	5.0	10.9
23	55			1	9	1	44	5.6	13.3
52	154	1	1	17	29	2	104	5.2	13.4
	<b>1,312</b>	<b>11</b>	<b>21</b>	<b>398</b>	<b>147</b>	<b>21</b>	<b>714</b>	<b>4.7</b>	<b>12.0</b>
29	2						2	6.0	13.0
46	6						6	6.0	14.0
94	297			24	10	10	253	5.7	18.6
91	69				1		68	6.0	15.8
92	44				4		40	5.8	17.3
98	90				10	2	78	5.8	17.8
	<b>508</b>	<b>-</b>	<b>-</b>	<b>24</b>	<b>25</b>	<b>12</b>	<b>447</b>	<b>5.7</b>	<b>17.9</b>

## Vacation Plan

A basic 1-week or 2-week vacation is paid according to the qualifying hours credited an eligible employee in the previous payroll year. An employee who is registered and qualified on December 31 of the calendar year in which he earns his vacation receives a vacation with pay.

One-week or two-week vacation benefit eligibility requirements are determined by the age of the employee and by the average hours of the port in which the individual is registered. The average port hours are calculated separately for longshoremen, clerks, and foremen and are the average hours paid to registered employees in the port of registration during the payroll year, excluding those with fewer than 100 hours.

The table on the right illustrates the annual hours requirement for vacation eligibility under varying conditions.

In general, a two-week basic vacation and eight years of qualifying service add another week. Additional vacation is also earned with a minimum of a one-week basic vacation for 17 years of qualifying service, another week for 23 years of qualifying service, and another week for 25 years of service.

As a general rule, a longshore or a clerk registrant's vacation pay is 40 times the basic or skilled straight time rate of pay. Clerks may also accrue 2 additional hours for each 50 hours in excess of 1,975 to a maximum of 16 hours. Foremen receive vacation pay at 40 times the straight time rate and may accrue 2 additional hours for each 100 hours in excess of 1,400 to a maximum of 20 hours.

Vacations are scheduled by the Joint Labor Relations Committee in each port.

### 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

### Vacation Benefits, Taxes & Expenses: Payroll year in which vacation earned

1994 (Paid April 1995) . . . .	35,695,242
1995 (Paid April 1996) . . . .	36,385,771
1996 (Paid March 1997) . . . .	41,954,936
1997 (Paid March 1998) . . . .	<b>43,072,640*</b>

\* Estimated

Vacation benefits are paid in the first full payroll week in April (March beginning 1997) for vacations earned in the prior payroll year. For example, the benefits shown for 1996 were paid in March 1997 for vacations earned in payroll year 1996.

The containership *California Luna* at the Yusen Terminal in Los Angeles.



## Pay Guarantee Plan

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

A Class "A" longshore or clerk registrant who qualifies is guaranteed an income equivalent to a 38-hour week at the longshore basic straight time hourly wage (\$25.68 per hour, effective June 28, 1997, or \$975.84 per week). Class "B" employees with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" employees with fewer than 5 vacation qualifying years are guaranteed income equivalent to a 28-hour week (\$719.04).

In general, to be eligible, a registered

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

The actual amount guaranteed to an individual for a week is the difference between the guarantee amount (\$975.84 or \$719.04) and his earnings and other compensation averaged over the most recent four weeks.

The contingent PGP liability for 1997/98 is \$20,020,000. This amount is divided into quarterly amounts. One-thirteenth of each

quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

The foremen's plan guarantees weekly pay equivalent to a 38-hour week at the foreman straight time rate, but PGP is suspended if the employee's quarterly earnings exceed a negotiated limit.

### Distribution of Longshore PGP by Local

The table below shows the distribution of longshore PGP by local for Class "A" and "B" longshore registrants who were paid 1 or more hours and were registered for the full year. The payments shown represent PGP earned during the payroll year.

<p>% of Coast shows the total PGP paid to the local as a percent of the total paid to the Coast.</p> <p>Total PGP shows the total PGP payments made to the local.</p>			<p>RECEIVING ANY PGP includes longshoremen who received PGP payments.</p>			<p>MORE THAN 1 WEEK includes longshoremen with PGP payments greater than a calculated weekly average of \$956.84.</p>			<p>MORE THAN 6 WEEKS includes longshoremen receiving payments greater than \$5,741.04.</p>		
Local (Number Working)	Total PGP	% of Coast	No.	% of Local	Average Payment	No.	% of Local	Average Payment	No.	% of Local	Average Payment
<b>Southern California</b>											
13 LA/LB (2,753)	\$ 3,192	0.1%	36	1.3%	\$ 89	0	-	-	0	-	-
29 San Diego (37)	19,026	0.3	11	29.7	1,730	6	16.2	\$ 3,002	1	2.7	\$ 9,941
46 Port Hueneme (80)	12,154	0.2	23	28.8	528	5	6.3	1,446	0	-	-
<b>Total (2,870)</b>	<b>\$ 34,373</b>	<b>0.6%</b>	<b>70</b>	<b>2.4%</b>	<b>\$ 491</b>	<b>11</b>	<b>0.4%</b>	<b>\$ 2,294</b>	<b>1</b>	<b>0.0%</b>	<b>\$ 9,941</b>
<b>Northern California</b>											
10 SF Bay Area (791)	\$ 71,178	1.2%	124	15.7%	\$ 574	21	2.7%	\$ 2,038	1	0.1%	\$ 7,622
14 Eureka (31)	556,675	9.1	31	100.0	17,957	31	100.0	17,957	29	93.5	18,883
18 Sacramento (25)	217,432	3.5	21	84.0	10,354	21	84.0	10,354	19	76.0	11,201
54 Stockton (43)	143,287	2.3	30	69.8	4,776	26	60.5	5,458	13	30.2	7,520
<b>Total (890)</b>	<b>\$ 988,572</b>	<b>16.1%</b>	<b>206</b>	<b>23.1%</b>	<b>\$ 4,799</b>	<b>99</b>	<b>11.1%</b>	<b>\$ 9,685</b>	<b>62</b>	<b>7.0%</b>	<b>\$13,965</b>
<b>Oregon</b>											
4 Vancouver, WA (141)	\$61,831	1.0%	64	45.4%	\$ 966	23	16.3%	\$ 2,052	0	-	-
8 Portland (432)	286,587	4.7	181	41.9	1,583	89	20.6	2,794	7	1.6	\$ 7,778
12 North Bend (87)	318,875	5.2	75	86.2	4,252	63	72.4	4,977	22	25.3	8,726
21 Longview, WA (187)	164,443	2.7	93	49.7	1,768	57	30.5	2,629	3	1.6	7,493
50 Astoria (54)	1,226,146	20.0	52	96.3	23,580	51	94.4	24,027	49	90.7	24,903
53 Newport (8)	171,539	2.8	8	100.0	21,442	8	100.0	21,442	8	100.0	21,442
<b>Total (909)</b>	<b>\$2,229,421</b>	<b>36.3%</b>	<b>473</b>	<b>52.0%</b>	<b>\$ 4,713</b>	<b>291</b>	<b>32.0%</b>	<b>\$ 7,410</b>	<b>89</b>	<b>9.8%</b>	<b>\$18,659</b>
<b>Washington</b>											
7 Bellingham (33)	\$192,854	3.1%	28	84.8%	\$ 6,888	28	84.8%	\$ 6,888	19	57.6%	\$ 8,151
19 Seattle (533)	9,757	0.2	25	4.7	390	2	0.4	2,502	0	-	-
23 Tacoma (417)	2,574	0.0	2	0.5	1,287	1	0.2	1,638	0	-	-
24 Aberdeen (73)	431,415	7.0	57	78.1	7,569	52	71.2	8,265	33	45.2	10,916
25 Anacortes (13)	100,508	1.6	12	92.3	8,376	12	92.3	8,376	8	61.5	10,687
27 Port Angeles (56)	1,134,535	18.5	54	96.4	21,010	53	94.6	21,400	49	87.5	22,818
32 Everett (56)	384,574	6.3	50	89.3	7,691	46	82.1	8,326	33	58.9	10,158
47 Olympia (23)	201,618	3.3	22	95.7	9,164	20	87.0	10,026	15	65.2	12,339
51 Port Gamble (13)	423,070	6.9	12	92.3	35,256	12	92.3	35,256	12	92.3	35,256
<b>Total (1,217)</b>	<b>\$2,880,905</b>	<b>47.0%</b>	<b>262</b>	<b>21.5%</b>	<b>\$10,996</b>	<b>226</b>	<b>18.6%</b>	<b>\$12,702</b>	<b>169</b>	<b>13.9%</b>	<b>\$15,752</b>
<b>COAST TOTAL (5,886)</b>	<b>\$6,133,271</b>	<b>100.0%</b>	<b>1011</b>	<b>17.2%</b>	<b>\$ 6,067</b>	<b>627</b>	<b>10.7%</b>	<b>\$ 9,587</b>	<b>321</b>	<b>5.5%</b>	<b>\$16,195</b>



## ILWU-PMA 401(k) Plan

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

**Registered longshore, clerk, and foreman** employees may elect to defer up to \$5 per hour paid each payroll week, in increments of \$1 per hour.

**Registered Walking Bosses/Foremen** are eligible to receive deferred compensation into their 401(k) accounts. The 1996-99

agreement increased the 50¢ per hour deferred compensation to \$2.00 per hour for hours paid by PMA member companies for work at walking boss/foremen occupation codes. Also, an hours cap was added.

To qualify for the deferred compensation contribution, a walking boss/foreman must have been paid sufficient hours in the previous payroll year to establish a pension qualifying year for that payroll year.

For eligible recipients, the amount of deferred compensation is equal to \$2.00 per hour paid up to a maximum of 2,800 qualifying hours per plan year.

### ILWU-PMA 401(k) Plan

<b>IRS Maximum</b>	1998	\$10,000
	1997	\$ 9,500
<b>July 1997 Foreman match</b>		\$ 2,780,086
<b>No of Foremen receiving match</b>		582
<b>Total Participants (as of 12/31/97)</b>		4,534
<b>Plan Assets (as of 12/31/97)</b>		\$143,067,055

The payment is made into the accounts as soon as practicable after June 30 each year. This contribution terminates on July 1, 1999.



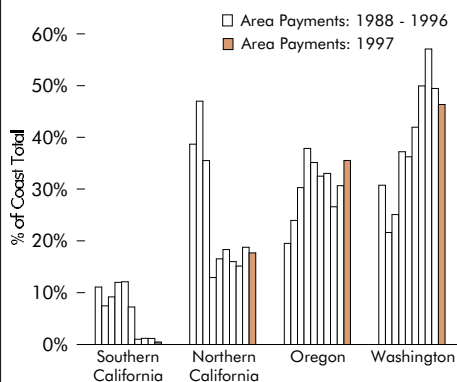
Longshore & Clerk PGP Payments by Area						PGP Payments by Registration Category: Coast Summaries						
Year	Southern California	Northern California	Oregon	Washington	Total	LONGSHORE PGP			CLERK PGP			WB/FM PGP
						Class "A"	Class "B"	Total	Class "A"	Class "B"	Total	
1988	\$859,484	\$3,004,406	\$1,516,453	\$2,387,567	\$7,767,910	\$7,615,096	\$101,149	\$7,716,245	\$51,646	\$19	\$51,665	\$251,366
1989	638,293	4,025,897	2,050,218	1,853,141	8,567,549	8,428,237	101,968	8,530,205	35,761	1,583	37,344	231,873
1990	798,242	3,090,079	2,637,457	2,184,299	8,710,077	8,566,157	111,755	8,677,912	25,491	6,674	32,165	147,708
1991	804,610	867,612	2,543,207	2,500,059	6,715,488	6,591,180	94,534	6,685,714	27,897	1,877	29,774	187,701
1992	906,613	1,235,491	2,630,331	2,714,673	7,487,108	7,289,852	153,092	7,442,944	37,277	6,937	44,164	234,664
1993	666,814	1,690,754	2,997,296	3,872,360	9,227,224	8,858,148	297,007	9,155,155	56,704	15,365	72,069	232,265
1994	57,724	924,696	1,906,893	2,886,795	5,776,108	5,668,304	36,822	5,705,126	65,021	5,961	70,982	179,382
1995	54,196	692,102	1,214,373	2,607,855	4,568,525	4,514,617	4,828	4,519,445	49,003	77	49,080	215,587
1996	63,162	1,042,696	1,703,305	2,750,301	5,559,466	5,275,090	216,776	5,491,866	63,209	4,391	67,600	250,624
1997	26,567	1,115,936	2,240,522	2,923,182	6,306,207	5,956,936	221,522	6,178,458	127,749	0	127,749	159,761

### Pay Guarantee Plan Benefits and Expenses: Contract Year Ended June 30

Year	Longshore and Clerks	Walking Bosses and Foremen
1993	\$7,752,114	\$253,133
1994	7,978,088	188,516
1995	4,988,422	202,098
1996	5,199,868	237,230
1997	5,756,611	197,763

### Longshore and Clerk PGP: 1988 - 1997

Annual Area Payments as a Percent of Coast Totals (Each Bar Represents One Year)



Cranes are lowered to begin discharging containers from the Cho Yang Elite at T-6 in the Port of Portland.

## Industry Travel System

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 in Tacoma and San Diego receive the same benefit when they travel.

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.


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 non-taxable rate allowed by IRS standards.

Travelers employed on successive days are paid travel time and transportation allowances for the first day and the last day and the lesser of travel time and transportation or subsistence and lodging for all other days. The lodging rate is \$60.00 per night and the per meal rate is \$11.00.

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.

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

### Industry Travel Payments:

Contract Year Ended June 30

1991 .....	2,693,753
1992 .....	2,606,827
1993 .....	3,671,210
1994 .....	4,888,425
1995 .....	6,647,400
1996 .....	5,583,177
1997 .....	<b>6,432,519</b>



A container is moved by a top handler in the Port of Seattle.

## CFS Program Fund

The purpose of the 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 generated on containerized cargo are used to reimburse PMA member employers operating container stuffing and stripping facilities for certain payments they have made for man-hour assessments for benefit plans.


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

CFS hours are hours worked by certain longshoremen, clerks, and walking bosses or foremen working in CFS facilities.

The A-Credit is an amount equal to 90% of the hourly benefit assessment rate excluding that portion of the vacation assessment returned to employers to cover insurance and taxes.

The I-Credits are an amount (for an entire PMA administrative area) that are equal to 11.1% of the sum of A-Credits paid in the corresponding area. Therefore, the sum of the A-Credits and the I-Credits equals the total hourly assessments (less the vacation rate adjustment) paid during a given period in an area.

Payments for A-Credits are made on a regular basis; however, I-Credit payments are made only after the close of the payroll year.

The total I-Credits for each area are based upon the total A-Credits paid. Each employer's share of I-Credits is to be the same proportion of the total I-Credits for the area 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. 

### CFS Program Fund

Total "Assessment" and  
"Incentive" Credits Paid by Year

	A-Credit	I-Credit*	TOTAL
1983	\$7,612,358	\$568,685	\$8,181,043
1984	4,973,757	856,597	5,830,354
1985	3,897,470	541,856	4,439,326
1986	4,286,413	431,862	4,718,275
1987	4,717,124	472,674	5,189,798
1988	5,834,406	533,754	6,368,160
1989	5,562,116	648,780	6,210,896
1990	4,480,587	618,013	5,098,600
1991	4,593,380	511,565	5,104,945
1992	4,068,409	476,504	4,544,913
1993	4,680,670	450,299	5,130,969
1994	4,637,395	516,794	5,154,189
1995	4,827,779	511,346	5,339,125
1996	3,100,883	344,539	3,445,422
1997	<b>3,571,644</b>	<b>396,849</b>	<b>3,968,493</b>

\* The I-Credit figures are shown in the year in which paid. The I-Credit payments are calculated based on work performed in the previous year.



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

Any longshore worker who is not a member of the Union is permitted to use the dispatching hall only if he pays his 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 to PMA, for the support of the hall, the equivalent of the dues and assessments paid by PMA members.

Workers not on the registered list may not be dispatched from the dispatching hall or employed by any employer while there are individuals on the registered list who are qualified, ready, and willing to do the work.

The personnel for each dispatching hall, with the exception of the Dispatchers, are determined and appointed by the Joint Labor Relations Committee of each port.

Dispatchers are selected by the Union through elections in which all candidates must be qualified according to standards prescribed and measured by the Joint Port Labor Relations Committee.

All dispatch hall personnel are governed

by rules and regulations set down by the Joint Port Labor Relations Committee.

PMA may, at its option, maintain a representative in the dispatching hall, and any authorized representative of the PMA or the Union may inspect dispatching hall records.

The dispatching of clerks is similar to longshore employees except that there are four central dispatching halls, one in each respective port area with such branch halls as may be mutually agreed.

Walking bosses' and foremen's dispatching procedures are contained in local supplemental agreements.

The parties agreed many years ago to study mechanizing the dispatching halls and, when a feasible plan was developed, to institute it in a major port on a trial basis. So far only one dispatch hall board, the UTR board in Los Angeles/Long Beach has been partially automated.

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

## Dispatch Hall Costs

PMA Cost vs. Total Cost

Year	PMA Cost	Total Cost
1993	\$8,094,765	\$ 9,645,638
1994	7,135,734	10,470,966
1995	6,110,979	10,610,755
1996	5,256,681	10,211,542
1997	7,374,680	11,548,380*

\*Based on unaudited financial reports  
(Unaudited Tacoma amounts are not included in 1992 or 1993 figures. After 1993, Tacoma JPLRC figures are audited and included.)

applicable each of the contract years.

From July 1, 1981, to October, 1, 1993, PMA was obligated to pay 85% of joint expenses.

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

It was agreed during the 1996 contract negotiations that the Union would trade one paid holiday (Bloody Thursday) in return for which PMA would be obligated to pay 65% of all 1996 base year joint Dispatch Hall expenses. All jointly agreed to expenses above the base year expenses would continue to be paid on a 50/50 basis.

Coal is loaded onto a bulk ship in Los Angeles.



## Training

The first coastwise training programs began in 1966. Today, as in 1966, training programs are initiated to meet the needs of member employers handling cargo in the various ports.

These programs are designed to familiarize and train the employee in the operation of a specific piece of equipment or how to work properly on a particularly difficult operation. The courses range from the 4-hour Entry Safety training program to intensive 10-day training classes, such as Crane, Clerk, or Foreman's Training.

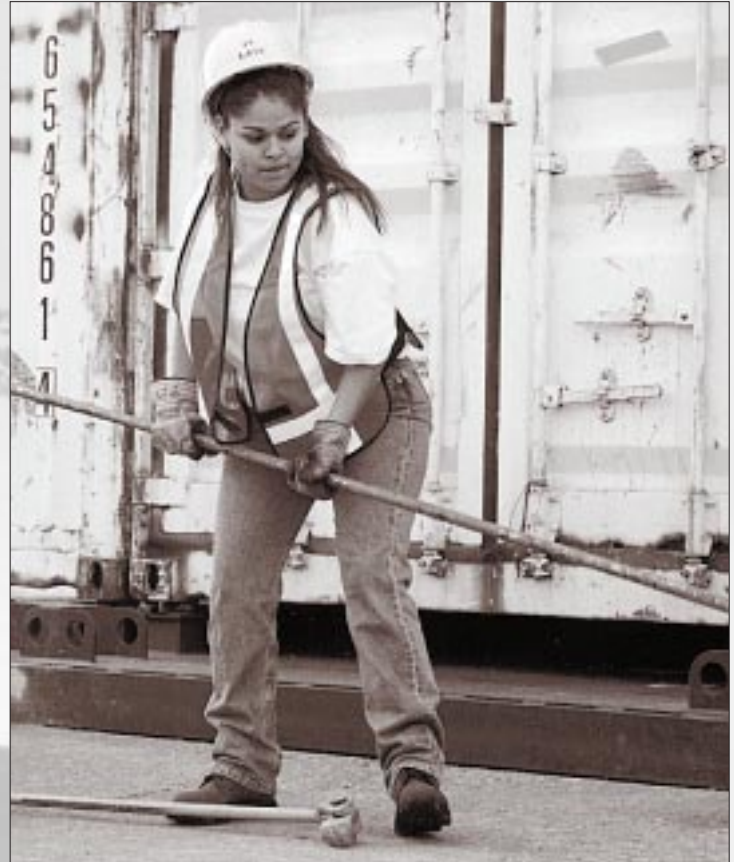
During 1997, a total of 8,389 waterfront employees completed PMA training courses in California, Oregon, and Washington, a 5% increase over the previous year.

The annual costs for the training programs conducted over the past five years are as follows.

1993 .....	\$2,590,458
1994 .....	1,621,508
1995 .....	7,055,469
1996 .....	4,770,842
1997 .....	8,625,764

The development of a highly skilled, motivated, and safety conscious work force is a top priority for PMA. The Industry's human resources are its most important component. Through skills training and safety awareness training, PMA's goal is to provide the tools necessary for the work force to work smarter while increasing productivity.

Lashing Training: Southern California Casual Processing



## Implementation of the Eight-Step ID Casual Processing Program

The Training Department implemented a new comprehensive eight-step program for processing Identified Casuals. The program was developed in the Los Angeles and Long Beach area where 9,500 individuals applied for Identified Casual status following the announcement that the Industry was accepting applications for casual positions.

Planning for the program began soon after the completion of the 1996 coastwise labor negotiations when the PMA and the ILWU reached agreement on an approach to improving the quality of the work force. Actual development of the program began in early 1997 and culminated with the implementation of the eight-step ID Casual processing program. Paralleling the development of the eight-step program was a significant increase in demand for casual labor in the San Pedro Bay area ports. The increased labor demands added to the urgency of bring-

ing the program on-line and on time and for processing larger numbers of applicants than originally planned.

The program was implemented in September 1997 and moved applicants through eight sequential steps. The successful completion of one step assured the applicant of moving to the next. With the exception of the physical examination and drug & alcohol test, an applicant who fails to successfully complete any of the first six steps can reschedule for a second test. The last two steps are training courses for applicants who had successfully completed the previous steps. The program steps are as follows.

- 1) TABE (Test of Adult Basic Education at the 7th grade level)
- 2) Strength and Agility test (Industry validated)
- 3) Clerk Cognitive test (Industry validated)
- 4) Physical examination and a drug & alcohol test

- 5) Container Lashing test (Industry validated)
- 6) Semi-Tractor Training and test
- 7) Diversity and sensitivity training
- 8) General Safety Training course

Four of the steps were specifically developed for this program.

**Test of Adult Basic Education (TABE):** This test was developed in cooperation with Long Beach City College, which conducted and administered the test. TABE measures basic reading, vocabulary, comprehension, basic mathematics computation, and language skills. Applicants are required to pass all sections of the test at a seventh grade level. A total of 9,463 applicants were given the two-hour test during a three-month period.

**Container Lashing Test:** This test requires that the applicant demonstrate the ability to lash and unlash containers in an environment similar to that found aboard ship. Lashing



## Training Program

The GST program, implemented on November 1991, is the largest and most comprehensive of the safety training programs. It consolidates the safety training traditionally provided by PMA with the safety training requirements of federal and state agencies. Longshore, clerk, and walking boss employees are required to attend GST once every three years. The GST training program includes a review of the Pacific Coast Marine Safety Code, instructions on safe work practices, the proper use of personal protective equipment, vehi-

cle occupant protection, and HAZCOM/HAZMAT awareness. The impact of drug and alcohol abuse in the workplace is also discussed.

The third cycle of the GST program was inaugurated April 1997 and includes the first on-dock rail training program for longshore employees. Segments covering train movements, rail control devices, employer responsibility for maintaining a safe work place, and safe rail working procedures have also been included.

The table below shows the number of students that were trained in each of PMA's training programs for the past five years.

Basic Longshore Lashing training has become mandatory for Identified (ID) Casuals and newly registered "B" longshore employee. The Union questioned the pass/fail criterion that was originally designed into the exercises. Comments from the work force and employers prompted a re-examination and subsequent revalidation of the program. The lashing program as it is currently structured has elicited favorable review from the work force and PMA members.

The predominance of the whirley crane has resulted in the whirley crane training program's replacing the winch training program. Eight students completed the whirley crane program in Southern California this year, and additional training will be conducted in the San Francisco Bay Area in 1998.

The Supervisor's (Walking Boss) Seminar program includes a variety of topics related to improving supervision skills, a course on standard first aid and cardiopulmonary resuscitation (CPR), and supervisors general safety training.

"Skills for a Changing Workplace" is an important new addition to the curriculum. This new program was developed as a result of a court ordered settlement agreement in a case in Tacoma. The program addresses sexual harassment and diversity in the work place. The program is designed to cover all levels of the work force, from the unskilled worker to the Chief Operating Officer.

Program	1997	1996	1995	1994	1993
• General Safety Training (GST) . . . . .	2,993	4,789	6,867	1,040	4,512
• Longshore Lashing . . . . .	1,219	660	2,266	105	-
ForkLift Driver* . . . . .	119	17	44	59	160
Semi-Tractor Operator . . . . .	1,840	139	404	42	23
• Whirley Crane/Winch Driver . . . . .	8	32	40	-	-
Container Yard Equipment . . . . .	139	122	241	67	11
Crane Operator . . . . .	105	210	318	40	104
Crane Refresher/Familiarization . . . . .	71	-	-	-	-
Excavator . . . . .	16	8	14	-	-
Safety Boatman . . . . .	7	7	13	15	-
Basic Marine Clerk . . . . .	158	260	304	234	45
Clerk Computer . . . . .	153	-	-	-	-
Walking Boss Entry Program . . . . .	20	75	22	30	2
• Supervisor's Seminar* . . . . .	257	265	521	265	147
Standard First Aid/CPR . . . . .	225	618	571	249	136
Casual Safety Indoctrination . . . . .	108	326	113	54	168
Semi-Tractor & Forklift Safety . . . . .	369	251	577	315	107
Watchmen . . . . .	73	-	51	68	6
• Skills for a Changing Workplace . . . . .	350	-	-	-	-
Superintendent Mgmt Training . . . . .	159	148	183	-	-
Total . . . . .	8,389	7,927	12,549	2,583	5,421

\*Includes participants in similar programs not active since 1994.

Background photo: Strength and agility testing, Southern California

rods vary in length from 8 to 16 feet and weigh as much as 50 lbs. The applicants are required to successfully complete three cycles of lifting, hanging, and lowering 2 long rods (16 feet long) and 4 short rods (8 to 10 feet long) on a stack of nine containers (3 high x 3 wide) within 13 minutes. If the applicant is successful, he or she continues extensive lashing training for the remainder of the day. The capacity to train and test 160 applicants per week was developed. In less than ten weeks, 1,024 applicants were tested.

**Semi-Tractor Training and Testing Program:** The two-day Semi-Tractor Training and Testing Program was by far the largest and most expensive of all the steps. A 14-acre site was located and set up with 34 semi-tractors, 100 containers, 100 chassis, a portable classroom, and portable toilets. Eighteen instructors and two mechanics provided the work force required to train 32

applicants every two days. The program was operated six days per week because of the demand for additional ID Casuals trained to drive tractors. Since the program has been operating, 801 applicants have been trained and tested.

**"Skills for a Changing Workplace:"** The fourth step unique to this program grew out of a diversity and sensitivity training program developed for use in Tacoma as a result of a court case settlement. The step is called "Skills for a Changing Workplace." This one-day program was introduced into the eight-step program, but it was later suspended temporarily to expedite the processing procedure.

The Training Team began the eight-step testing and training program on September 23, 1997. By the end of the year 25,469 separate testing and training functions were performed. Tens of thousands of letters had to be

written, and large and complicated databases were developed and maintained to track the progress of applicants. By January 1, 1998, there were 796 new ID Casuals available to supplement the regular workforce. Applicants continue to be processed but at a somewhat lower rate to ensure that there will continue to be adequate numbers of ID Casual employees available.

The development and implementation of the new eight-step program marked a major milestone in the selection and training of ID Casuals. Prior to this program, an applicant needed only to pass the Strength and Agility test along with a physical exam and a drug and alcohol test to be eligible to work as an Identified Casual.

The new eight-step program has greatly increased the quality of the ID Casual workforce and the pool from which future registrants will be selected.

## Accident Prevention

The Pacific Maritime Association processes injury and illness reports submitted by member companies to analyze industry injury/illness trends and to evaluate the safety programs of individual companies.

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

The Injury and Illness Incidence Rate is based on Occupational Safety and Health Act (OSHA) recordkeeping criteria and is a national standard used by the government and most industries to provide an overall indication of injury/illness trends.

The formula for the 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

### OPERATION IN WHICH INJURY OCCURRED

(Stated as a Percent of Total)

Container Operations	50.0%
Maintenance/Repair	13.3
Break Bulk	10.1
Logs	6.2
Auto RO/RO	4.3
Bulk	3.4
RO/RO General	2.8
Steel	2.6
CFS Operations	1.6
Lumber/Paper	1.3
Other	4.5
Total	100.0%

### INJURIES BY OCCUPATION

(Stated as a Percent of Total)

Lasher	15.0%
Holdman	13.0
Mech/Misc skills	11.4
Semi Tractor	11.0
Clerk	6.3
Frontman	5.8
Foreman	5.3
Mechanic	5.0
Dockman	4.1
Forklift/Jitney	3.2
Other	19.9
Total	100.0%

## Shoreside Occupational Injury and Illness Incidence Rates

Year	Coast	Southern California	Northern California	Oregon	Washington
1988	11.3	11.3	7.6	14.8	14.0
1989	12.7	12.1	12.2	16.4	15.4
1990	12.5	12.1	13.6	14.1	11.9
1991	13.6	12.7	13.0	16.0	14.8
1992	14.0	14.6	12.3	14.1	14.1
1993	13.0	12.1	13.4	16.5	13.0
1994	11.2	10.0	14.6	11.9	11.2
1995	10.9	8.9	15.6	11.5	12.8
1996	10.4	9.3	14.3	12.7	9.9
1997	9.4	8.2	11.6	11.2	11.2

a work force of 100, each working 2,000 hours per year. (Number of injuries and illness X 200,000 ÷ total hours worked = Incidence Rate)

### Injury and Illness Trends

The table above shows a ten-year analysis of injury and illness incidence rates for the West Coast.

The most significant trend is the downward movement of the coastwide Injury and Illness Incidence Rate. At the end of 1997, the incidence rate was 9.4 coastwide. This represents the lowest rate ever for the West Coast and demonstrates 5 years of continuous improvement.

The Southern California Area, with more container volume than the rest of the coast combined, has kept its incident rate at 10.0 or below since 1994.

The latest figures from the Bureau of Labor Statistics show that the incidence rate for all private sector employment in the U.S. in 1996 was 7.4 occupational injuries and illnesses per 100 full-time workers. For water transportation, the rate was 9.8.

Not surprisingly, almost half of all coastwise injuries occur in container operations. Containerized cargo accounts for 62% of all cargo reported for the coast.

Injuries from sprains and strains decreased slightly in 1997, while multiple injuries and lacerations increased.

The three most commonly reported

injuries were multiple body parts (411), back (338), and knees (232).

The total number of injuries and illnesses reported in 1996 was 2,506. Of that number, 1,479 were for No Lost Time Injuries and 1,027 were for Lost Time Injuries.

### Injuries by Body Part

Part of Body Affected	No. of Injuries	As a % of Total
Head (except ears, eyes)	178	7.2%
Eyes	132	5.3
Ears	47	1.8
Neck	46	1.8
Subtotal	403	16.1
Shoulder	100	4.0
Arms (except elbow, wrist)	93	3.8
Elbow	56	2.2
Wrist	48	1.9
Hand	76	3.0
Finger	183	7.3
Subtotal	556	22.2
Trunk (except back)	165	6.6
Back	338	13.5
Subtotal	503	20.1
Legs (except knees, ankles)	154	6.2
knees	232	9.3
Ankles	109	4.3
Foot	90	3.5
Toes	33	1.3
Subtotal	618	24.6
Body systems	15	0.5
Multiple body parts	411	16.5
Subtotal	426	17.0
Total	2,506	100.0%

### CAUSE OF INJURY/ILLNESS

(Stated as a Percent of Total)

	1997	1996	Pct Chg
Bodily Reaction	21.1%	23.8%	-2.7%
Fall or Stumble on Same Level	18.5	19.6	-1.1
Struck By (Excluding Vehicle)	16.8	16.3	+0.5
Injury Involving MHE or Vehicle	10.2	10.3	-0.1
Rubbed, Abraded, Punctured by	8.3	7.4	+0.9
Struck Against	8.0	6.1	+1.9
Caught In, Under, Between	5.0	5.6	-0.6
Fall From Elevation	6.0	5.5	+0.5
Other	6.0	5.4	+0.6
Total	100.0%	100.0%	

### NATURE OF INJURY

(Stated as a Percent of Total)

	1997	1996	Pct Chg
Sprains, Strains	36.1	37.4%	-1.3%
Bruises, Contusions	26.5	27.7	-1.2
Multiple Injuries	11.3	10.3	+1.0
Laceration	8.8	7.9	+0.9
Foreign Object in Eye	4.3	4.1	+0.2
Hearing Impairment	1.0	2.3	-1.3
Fracture	1.7	1.6	+0.1
Other	10.3	8.7	+1.6
Total	100.0%	100.0%	

### SOURCE OF INJURY

(Stated as a Percent of Total)

	1997	1996	Pct Chg
MHE, Vehicle, Crane or Rail car	24.7%	23.0%	+1.7%
Working Surface	15.0	15.8	-0.8
Cargo Securing Material	15.3	14.5	+0.8
Cargo/Cargo Packaging	8.9	11.6	-2.7
Means of Access	6.3	5.2	+1.1
Stevedore Gear/Equipment	5.2	4.4	+0.8
Hand Tools	3.8	3.3	+0.5
Ship's Gear/Equipment	0.9	1.5	-0.6
Miscellaneous	20.0	20.7	-0.7
Total	100.0%	100.0%	



## Coast Safety Awards

As part of a coastwise industry accident prevention program, the Pacific Maritime Association sponsors an annual Accident Prevention Awards Program.

To qualify for an award, a member company must actively participate in the PMA Safety Program and report all occupational injuries and illnesses and all applicable man-

hours for the previous calendar year.

Member companies are divided into four categories according to the type of operation in which they are predominantly involved.

Within each category, companies are further grouped according to the number of man-hours paid during the year.

Awards are presented to those qualifying

member companies having the lowest injury/illness incidence rate within their respective category and group. In addition, awards are presented to ILWU longshore, clerk and foreman locals based on similar criteria.

The list below shows the recipients of the PMA Coast Accident Prevention Awards for 1996.

### Member Company Awards

		FIRST PLACE	SECOND PLACE
<b>Stevedoring Companies</b> (Companies engaged in one or more types of cargo handling operations)	Group A (400,000 or more man-hours)	<b>Marine Terminals Corporation</b> Southern California Area	<b>Stevedoring Services of America</b> Southern California Area
	Group B (100,000 to 399,999 man-hours)	<b>Jones Stevedoring Company</b> Oregon and Columbia River Area	<b>Jones Stevedoring Company</b> Washington & Puget Sound Area
	Group C (10,000 to 99,999 man-hours)	<b>Anacortes Log &amp; Bulk Stevedore Co.</b> Washington & Puget Sound Area	<b>Bellingham Stevedoring Co.</b> Washington & Puget Sound Area
<b>Container Operators</b> (Companies that predominantly handle intermodal containers to and from ships)	Group A (400,000 or more man-hours)	<b>Long Beach Container Terminal</b> Southern California Area	<b>Container Stevedoring Company</b> Southern California Area
	Group B (100,000 to 399,999 man-hours)	<b>Maersk Pacific</b> Northern California Area	<b>Husky Terminal &amp; Stevedoring</b> Washington & Puget Sound Area
<b>Terminal Operators</b> (Companies engaged primarily in terminal and/or container freight operations with total manhours exceeding 5,000)		<b>California United Terminals</b> Southern California Area	
<b>Bulk Operators</b> (Companies engaged primarily in bulk cargo operations with total manhours exceeding 9,000)		<b>Continental Grain Company</b> Washington & Puget Sound Area	<b>Rogers Terminal &amp; Shipping Corp.</b> Washington & Puget Sound Area

### ILWU Work Force Awards

#### Longshore Locals

Group A (Over 400 Registered Members)  
Local 13 - LA/LB (Southern California)

Group B (100 to 400 Registered Members)  
Local 12 - North Bend (Oregon)

Group C (Less than 100 Registered Members)  
Local 25 - Anacortes (Washington)

#### Clerk Locals

Local 40 - Portland (Oregon)

#### Foreman Locals

Local 94 - LA/LB (Southern California)

A Class "B" longshore registrant participates in Tractor Training at APL Middle Harbor Road Terminal in Oakland.



## Funding of Benefits

The method for funding the costs of the collectively bargained fringe benefits programs and the procedures for collecting the monies to fund them have become increasingly complex as the costs and number of benefits have increased.

Various methods have been used to raise the monies needed to fund benefits. These methods have, to varying degrees, shifted the responsibility for paying for benefits between the direct employers of longshore labor (assessing payroll hours) and the vessel and barge operators (assessing tonnage).

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

### How Benefit Costs are Allocated between Hours and Tonnage

The table below illustrates how, using a benefits cost of \$300,000,000, the percent of benefits costs paid by the *payroll hours* sector changes from 100% to 0% as the number of projected hours is reduced to zero. Because the benefits cost remains unchanged throughout the illustration, the payroll hour assessment rate does not change. The payroll hour rate is calculated by dividing 24,800,546 into the total benefits cost, which in this example is \$300,000,000. This example illustrates how the amount of money that will be collected from the *payroll hours* sector is reduced as the number of hours paid is reduced until, theoretically, the entire benefits cost is paid by the *tonnage* sector.

Projected Hours	Payroll Hour Rate	Dollars and Percent of Benefit Cost Paid by Sector			
		Payroll Hours Sector		Tonnage Sector	
26,000,000	\$12.10	\$300,000,000	100.0%	\$ 0	0.0%
16,000,000	12.10	193,600,000	64.5%	106,400,000	35.5%
14,000,000	12.10	169,400,000	56.4%	130,600,000	43.6%
12,000,000	12.10	145,200,000	48.4%	154,800,000	51.6%
10,000,000	12.10	121,000,000	40.0%	179,000,000	60.0%
8,000,000	12.10	96,800,000	32.3%	203,200,000	67.7%
0	12.10	0	0.0%	300,000,000	100.0%

## Funding Benefits with Payroll Hour and Tonnage Contributions

The current assessment system went into effect on December 24, 1983.

Although the agreement has been amended several times over the last 14 years, the underlying premise upon which the system is based has remained essentially unchanged.

The assessment system is based on the premise that, if hours are fewer than 24,800,546, the hours sector is not obligated to fund the entire cost of collectively bargained fringe benefits, and a portion of the funding requirements is transferred to the tonnage sector.

This was accomplished with the development of a formula that shifts a portion of the costs of benefits funding from the hours sector to the tonnage sector when the total annual hours are below the designated level.

The establishment of the number 24,800,546 as the hours threshold at which the tonnage sector would begin contributing

to the funding of the benefits plans costs proved formidable.

During the fall of 1983 Pres Lancaster, now retired, and a group of Industry executives worked intensely for many weeks to develop an assessment method and to establish the elusive threshold number.

After agreeing upon a solution, the group presented their final assessment proposal to the PMA Board of Directors. On November 9, 1983, the Board adopted a resolution recommending the proposed assessment system for approval by the PMA membership.

The PMA membership adopted the proposal on December 14, 1983. As was required by law, the agreement was filed with the Federal Maritime Commission, which approved the agreement (LM-84) on December 22, 1983.

The new payroll hour assessment rates were put into effect on December 24, 1983,

and the new tonnage assessment rates became effective January 1, 1984.

The final threshold constant number included in the agreement, 24,800,546, was the result of a compromise just before the agreement was finalized. The constant first proposed in September 1983 was 26,021,071. This had been the total number of payroll hours reported for calendar year 1962. The number was "brokered" down by some of the PMA members who felt that the higher number shifted too much of the benefit costs to tonnage.

In the final agreement, if the number of hours projected to be paid were 24,800,546 or greater, the hours sector would pay 100% of benefits costs as shown in the table above. If the number of hours dropped below 24,800,546, the tonnage sector would assume an appropriate share of the total costs of funding benefits.



## Calculation of Assessment Rates

Assessment rate calculations require that projections of tonnage, hours, and benefits costs be formulated for the period for which the rate calculations are applicable.

The first step in the calculation of the benefit assessment rates is to estimate the net projected costs of each collectively bargained fringe benefit plan. The net projected cost is the sum of the projected plans costs including any required and prudent reserves, less estimated interest income and estimated prior fiscal year-end fund balances.

The payroll hour rate is calculated by dividing the sum of the net projected benefits costs by 24,800,546.

The resulting payroll hour rate is then multiplied by the estimated total number of assessable hours expected to be paid during the period for which the rate will be applicable. The result of this calculation is subtracted from the net projected cost figure. The amount that remains is the amount that will be collected from the tonnage sector.

The revenue unit rate and tonnage rates are calculated in accordance with formulas

described on pages 32 and 33 of the 1989 *PMA Annual Report*.

The benefit obligations are allocated between hours and tonnage as follows. After the total amount to be raised by the hours sector is established, the amount required to fund each benefit is subtracted in the following order until the amount to be raised by hours is exhausted. The remaining benefit costs or fraction thereof are then funded by tonnage. The sequence in which the benefits are funded by the hours sector is as follows, beginning with pension and continuing in this order: vacation, holiday, welfare, PGP, and last, industry travel.

### *Rate Components*

As the total costs of benefits increase, the payroll hour rate will increase because it is the result of dividing the total cost by a constant divisor, 24,800,546.

The number of hours projected to be paid has no effect on the payroll hour rate. Only the total of the projected benefits costs affects the rate. The higher the benefits costs, the higher the payroll hour rate.

Changes in tonnage rates are not as easily explained. Tonnage rates are dependent on estimates of both hours and tonnage. (See the table *How Benefit Costs are Allocated between Hours and Tonnage* on page 52.) Given a constant benefits cost, the total dollar obligation of the tonnage sector increases as the estimated number of hours paid decreases, but if the estimated tonnage handled increases sufficiently, the tonnage assessment rates may actually decrease—even though increased benefits costs cause the payroll hour rate and the total tonnage sector obligation to increase.

The PMA Coast Executive Committee approves the calculated assessment rates required to fund collectively bargained fringe benefit plans.

The Board of Directors approves the PMA Cargo Dues tonnage and payroll hour rates to fund the operations of PMA. PMA operations include the industry portion of the Joint Port Labor Relations Committees' (dispatch hall) costs, industry training program costs, legal settlement costs, and other industry expenses.

A loaded double stack train bound for inland destinations.



## Tonnage Reporting

**T**onnage is reported to PMA as the basis for collecting benefits assessments and other obligations. Tonnage reports also establish membership voting strength. The assessments collected on tonnage provide that portion of monies not paid by the payroll hour assessments that are necessary to pay for collectively bargained fringe benefits and Association expenses.

For complete tonnage definitions and reporting requirements, refer to the current revision of the *PMA Tonnage Reporting and Assessment Procedures Manual*.

Tonnage reported to PMA includes waterborne cargo tonnage loaded and discharged in California, Oregon, and Washington ports. The tonnage includes waterborne cargo moved in foreign trade, moved to and from Alaska and Hawaii, and moved domestically, both coastwise and intercoastal.

For statistical purposes, PMA combines the data into a single set of tonnage data. Because these data include both international and domestic cargo, PMA's data may differ from data published by government agencies and other reporting entities.

The tonnage reporting system is an important source of information which is used to compile statistics necessary for the collective bargaining process and for determining the voting strength of the PMA member companies.

### Reporting Responsibilities

Members and nonmembers of PMA who have entered into collective bargaining



agreements which include participation in benefits plans administered by PMA are responsible for reporting each month all tonnage loaded and discharged in California, Oregon, and Washington ports and for paying assessments on all tonnage which is assessable.

Any Member (Vessel Operator, Contracting Stevedore, or Member Agent) who is responsible for reporting but fails to report all cargo tonnage to PMA may become liable for paying delinquent assessments and interest.

Vessel Operators, Contracting Stevedores, and Agents are each required to report

all non-containerized tonnage and the number of container revenue units loaded and discharged. This reporting requirement may be waived if the party with the reporting responsibility has assigned this responsibility to another party through the *Registry of Responsible Parties*.

This registry is maintained in the PMA headquarters offices. The purpose of the Registry is to permit the parties to any vessel sharing agreement to coordinate the reporting of loading and discharging of cargo handled by members of the bargaining units. Through the registry, the parties may advise PMA in advance who is their designated responsible party for the reporting of tonnage and paying of tonnage assessments.

### Types of Cargo and Reporting Categories

For reporting purposes, assessable cargo tonnage is categorized on the basis of the *geographic region* in which it moves and on its *content or packaging method*.

The geographic movement of cargo by ships and barges may be either

- **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), or
- **Coastwise** (cargo loaded at one California, Oregon, or Washington port for discharge at another California, Oregon, or Washington port).

The content or packaging method further divides assessable cargo into two types:



A skycrane helicopter is hoisted at Terminal 115 in Seattle operated by Jones Stevedoring Company.





The Alligator Victory at the Port of Los Angeles

- **Containers** bearing cargo tonnage, reported in Revenue Units (TEUs), and
- **Cargo tonnage not in containers**, reported in short tons and categorized in one of the following commodity classes: Automobiles & Trucks, Lumber & Logs, General Cargo, and Bulk Cargo.

NOTE: Lumber & Logs and General Cargo, which are not in containers and are "Inbound from British Columbia," are reported separately.

## Containers

Containers are reported as *revenue units*: one revenue unit is reported for each 20 feet of outside container length. A revenue unit (RU) is measured in a manner similar to a twenty foot equivalent unit (TEU). The outside length of a RU is determined to the nearest half foot.

A revenue generating container, reported in RUs, is assessed *one time* under the PMA system as it moves between its point of origin and its final destination. A container, by definition, has reached its final destination at any point at which its contents are changed. The removal or addition of any cargo causes a new assessment cycle to begin.

Empty containers which are either discharged or loaded *are reported* but are *not* assessed. The number of empty containers (RUs) is used for statistical purposes.

It should be noted that autos and trucks containerized at the convenience of the carrier may be reported in the Automobiles & Trucks category subject to the rules for that category.

## Non-Containerized Cargo

Tonnage not in containers is reported

based upon the "weight" of the manifested cargo upon which ocean revenue is computed.

*When ocean revenue is based on measurement, 40 cubic feet is considered one revenue ton.* If ocean revenue measurement has been stated in metric units, board feet, or some other unit of measure, it must be converted to tons by dividing the volume of the cargo in cubic feet by 40.

*When ocean revenue is based on weight, 2,000 pounds is considered one revenue ton.* If ocean revenue weight has been stated in metric units, long tons, or some other unit of weight, it must be converted to short tons by dividing the weight in pounds by 2,000.

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

**Automobiles & Trucks**, regardless of how manifested, are reported based on the cubic measurement of the vehicle using 40 cubic feet to the ton.

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

Logs are converted to board feet using the Brereton Log Scale. The Brereton Log Scale is used to calculate the *volume* of a log directly into board feet by approximating its shape as a truncated cone.

The Scribner Log Scale, a method used to calculate the usable board feet in a log, is the most commonly used method of scaling logs. Logs scaled using Scribner must be convert-

ed into Brereton before being reported to PMA. 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 convert to Brereton board feet before converting to measurement revenue tonnage.

**General Cargo** is generally reported as it was manifested. General cargo includes all other non-bulk cargo not in containers such as truck trailers, live animals, livestock, yachts, bagged and baled commodities, locomotives, newsprint, and thousands of other types of cargo.

Examples of unusual cargo types are "livestock in pens" on which tonnage is calculated on a measurement basis using the outside dimensions of the pens or stalls and "yachts" on which tonnage is also calculated on a measurement basis by multiplying the length by the width by the height of the yacht, including the cradle on which it is transported.

**Bulk Cargo** is reported on the basis of weight. Bulk Cargo is any commodity which 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, pumping, or by mechanical conveyers. Bulk cargoes include both dry and liquid cargoes.



Hanjin's DSR America's first call to Terminal 6, Port of Portland.

## Assessment Rate History

The first employee benefit, a paid vacation, was funded through a 7.3¢ assessment on hours effective January 1, 1946. A payroll hour assessment of 3¢ for welfare benefits was added beginning August 1, 1949. This was followed by an assessment of 15¢ per hour for pensions, effective July 1, 1951.

The first benefit tonnage assessment, effective August 10, 1959, was collected to fund the Walking Bosses/Foremen's Mechanization Fund. Additional "Mechanization & Modernization" (M&M) agreement tonnage assessments for the Longshoremen's and Clerks' Mechanization Fund went into effect on 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. Beginning in 1980, pension, welfare, and other benefits were for the first time funded by tonnage assessments.

During the last six months of 1983, all benefits were funded by assessments on hours; there were no tonnage benefits assessments. The present assessment system, as described beginning on page 52, was implemented at the beginning of the 1984 calendar and payroll years.

### Summary of Assessment Rate Changes

The following table shows the container TEU rates and the payroll hour rates beginning with the implementation of the PMA Benefits Funding Agreement of December 14, 1983.

Containers (per RU)			Payroll Hours		
Effective Date	Rate	CFS Rate	Effective Date	Rate	
1984 Jan 1	\$19.260	\$2.080	Dec 24, '83	\$ 7.42	
Jun 1	18.710	1.301	Jun 30	7.68	
1985 Apr 1	14.549	1.301	Mar 23	6.74	
1986 Jul 1	14.549	1.301	Jun 28	6.74	
1987 Apr 1	14.549	1.301	Apr 1	6.74	
Oct 1	13.775	.785	Oct 3	7.52	
1988 Jul 1	13.775	.785	Jul 2	7.52	
1989 Jul 1	13.762	.798	Jul 1	7.52	
Nov 1	13.762	.798	Nov 1	7.52	
1990 Jul 1	13.306	1.458	Jul 1	7.52	
1991 Jul 1	12.674	1.014	Jul 6	7.52	
Oct 1	12.674	1.014	Sep 28	7.52	
1992 Jan 1	12.674	1.014	Dec 21, '91	7.52	
Jul 1	13.221	.490	Jul 4	8.81	
1993 Jul 1	14.79	.35	Jul 3	10.01	
1994 Jul 1	16.70	.88	Jul 2	11.70	
1995 Jul 1	9.79	.66	Jul 1	9.30	
1996 Jul 1	11.39	.52	Jun 29	10.87	
1997 Jul 1	9.98	.70	Jun 28	11.53	

## Longshore and Clerk Payroll Hour Assessment Rates

	Pension	Supplemental Welfare <sup>3</sup>	Welfare	Vacation <sup>1</sup>	Holiday	Pay Guarantee	Industry Travel	TOTAL
1946 .....	\$	\$	\$	\$ .073	\$	\$	\$	\$ .073
1950 .....			.03	.113				.143
1955 .....	.15		.10	.158				.408
1960 .....	.15		.14	.225				.515
1965 .....	.367		.211	.305				.883
1970 .....	.532		.211	.493				1.236
1975 .....	1.634		1.036	1.018	.19			3.878
1980 .....	.668		1.024	1.815	.601			4.108
1981 .....	2.283		1.638	2.015	.348	.567	.027	6.878
1982 .....	2.35		2.11	2.241	.77	.77	.13	8.371
1983 .....	3.41		3.76	2.78	.99	1.04	.29	12.27
1984 <sup>2</sup> .....	3.48		1.45	2.75	-	-	-	7.68
1985 .....	3.22		.117	2.528	.875	-	-	6.74
1986 .....	2.96	.26	.117	2.528	.875	-	-	6.74
1987 .....	4.04	.065	-	2.652	.763	-	-	7.52
1988 .....	3.62	.107	-	2.773	1.02	-	-	7.52
1989 .....	3.16	.51	.345	2.405	1.10	-	-	7.52
1990 .....	3.32		.55	2.43	1.22	-	-	7.52
1991 .....	4.19		-	3.33	-	-	-	7.52
1992 .....	5.72		-	3.09	-	-	-	8.81
1993 .....	5.65		-	3.52	.84	-	-	10.01
1994 .....	8.39		-	3.30	.01	-	-	11.70
1995 .....	4.64		.64	3.07	.95	-	-	9.30
1996 .....	7.31		-	3.08	.48	-	-	10.87
1997 June 28	4.59		2.26	3.31	1.37	-	-	11.53

<sup>1</sup>The vacation rate shown is the average of the rates in effect in each PMA area. Effective September 28, 1991, a single coastwise vacation rate was established.

<sup>2</sup>The assessment system formula was changed effective 12/24/83 to allow rates to vary for certain benefit plans by PMA area while maintaining a single coastwise rate. Initially, only the Welfare and Vac-

ation Plans were included. Effective 2/23/85 the Holiday Plan was also included. The rates shown are the average assessment rates for the affected Plans. Coastwise rates for all affected plans were established on September 28, 1991.

<sup>3</sup>Plan terminated effective September 1, 1990. Benefit obligations assumed by Pension Plan.

The table above shows the assessment on each longshore or clerk hour that was allocated to each benefit plan. (Walking bosses/foremen rates have differed for certain plans in the past but have been the same as the longshore and clerk rates since December 24, 1983, except for an additional assessment for contributions to Foremen's 401(k) accounts.) Effective June 29, 1991, the payroll hour assessments are applicable only to hours paid to jointly recognized registered employees. Assessment rates are shown at five-year intervals before 1980.

The table below shows the rate per revenue ton for each of the tonnage categories. Beginning in 1984 container assessments are shown in Revenue Units. PMA Cargo Dues on hours and tonnage are not shown. Assessment rates are shown at five-year intervals before 1980.

## Offshore & Intercoastal Tonnage Assessment Rates

	Containers		Autos & Trucks	Lumber & Logs	General Cargo	Bulk	CFS Program	
	Ton	R.U.					Ton	R.U.
1961 .....	\$	\$	\$	\$ .275	\$ .275	\$ .055	\$	\$
1965 .....			.154	.154	.031			
1970 .....	.161		.046	.23	.23	.0329		
1975 .....	.19		.054	.271	.271	.039		
1980 .....	.5794		.0705	1.0142	1.4951	.0294		
1981 .....	.5729		.134	.4297	.4297	.0299		
1982 .....	.621		.144	.467	.467	.033	.202	
1983 <sup>1</sup> .....	-	-	-	-	-	-	.247	
1984 .....	-	18.71	.089	1.101	1.101	.022	-	1.284
1985 .....	-	14.549	.069	.856	.856	.017	-	1.301
1987 .....	-	13.775	.066	.81	.81	.016	-	.785
1989 .....	-	13.762	.063	.783	.783	.016	-	.798
1990 .....	-	13.306	.063	.783	.783	.016	-	1.458
1991 .....	-	12.674	.060	.746	.746	.015	-	1.014
1992 .....	-	13.221	.063	.778	.778	.015	-	.490
1993 .....	-	14.79	.070	.870	.870	.017	-	.35
1994 .....	-	16.70	.080	.982	.982	.019	-	.88
1995 .....	-	9.79	.047	.576	.576	.011	-	.66
1996 .....	-	11.39	.054	.670	.670	.013	-	.52
1997 July 1	-	9.98	.048	.587	.587	.012	-	.10

<sup>1</sup>Tonnage assessments discontinued from 7/1/83 to 12/31/83 except for PMA Cargo Dues and CFS Program Fund.



## 1997/98 Payroll Hour and Tonnage Assessment Rates

The payroll hour assessment rates went into effect with the payroll week beginning 0800 June 28, 1997.

NOTE: The payroll hour rates apply to all operations and do not vary with the type or geographic movement of cargo.

The container Revenue Unit (RU) rate and the tonnage assessment rates went into effect for all vessel loading and discharging operations that commenced on or after 0800 July 1, 1997.

Offshore and Intercoastal cargo is defined as cargoes 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 is assessed only on discharge, but is reported both upon loading and upon discharge. Coastwise cargo is defined as cargoes loaded at one California, Oregon, or Washington port for discharge at another California, Oregon, or Washington port.

### Offshore & Intercoastal

	Payroll Hour Rate	Container (per R.U.)	Autos & Trucks	Lumber & Logs	General Cargo	Bulk Cargo
Pension	\$4.59	—	—	—	—	—
Welfare	2.26	\$8.75	\$ .042	\$ .515	\$ .515	\$ .010
Vacation	3.31	—	—	—	—	—
Holiday	1.37	—	—	—	—	—
L/S & Clk PGP	—	.75	.004	.044	.044	.001
Foreman PGP	—	.05	—	.003	.003	—
Industry Travel	—	.43	.002	.025	.025	.001
CFS Program Fund <sup>1</sup>	—	.10	—	—	—	—
<b>Total</b>	<b>\$11.53<sup>3</sup></b>	<b>\$10.08</b>	<b>\$ .048</b>	<b>\$ .587</b>	<b>\$ .587</b>	<b>\$ .012</b>

### Coastwise<sup>2</sup>

Pension	\$4.59	—	—	—	—	—
Welfare	2.26	\$6.17	\$ .017	\$ .213	\$ .213	\$ .005
Vacation	3.31	—	—	—	—	—
Holiday	1.37	—	—	—	—	—
L/S & Clk PGP	—	.53	.002	.018	.018	—
Foreman PGP	—	.04	—	.001	.001	—
Industry Travel	—	.30	.001	.010	.010	—
CFS Program Fund <sup>1</sup>	—	.07	—	—	—	—
<b>Total</b>	<b>\$11.53<sup>3</sup></b>	<b>\$7.11</b>	<b>\$ .020</b>	<b>\$ .242</b>	<b>\$ .242</b>	<b>\$ .005</b>

<sup>1</sup> Program funded by the Container Sector.

<sup>2</sup> Coastwise assessment rates also apply to Lumber & Logs and General Cargo inbound from British Columbia.

<sup>3</sup> An additional assessment of \$2.00 per payroll hour is collected on walking boss/foreman hours for the Foreman's 401(k) matching contribution.



Two new container cranes being delivered to SSAs terminal, Port of Seattle.

# Tonnage Loaded and Discharged by Port

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

% of 1996 shows 1997 tonnage as a percent of 1996 tonnage.

Total tonnage or RUs (Containers column) reported for the port.

Total % of Coast % of 1996 % Discharged: % Loaded

% Discharged: % Loaded shows the ratio of the percentage of total tons or Revenue Units discharged in the port to the corresponding percentage of tons or Revenue Units loaded. 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.

## TOTAL TONNAGE

Total % of Coast % of 1996 % Discharged: % Loaded

### Southern California

San Diego	2,562,353	1.1%	171.4%	70.2:	29.8
Long Beach	61,874,042	27.6	112.2	57.5:	42.5
Los Angeles	47,407,980	21.1	100.0	60.7:	39.3
Port Hueneme	2,090,080	0.9	116.3	89.4:	10.6

AREA TOTAL 113,934,455 50.8% 107.6% 59.7: 40.3

### Northern California

San Francisco	371,406	0.2%	180.3%	78.2:	21.8
Redwood City	29,836	<0.1		100.0:	0.0
Alameda	8,377	<0.1	34.7	100.0:	0.0
Oakland	18,755,960	8.4	99.1	34.4:	65.6
Richmond	353,331	0.2	74.9	83.0:	17.0
Crockett	729,239	0.3	96.3	100.0:	0.0
Pittsburg	293,068	0.1	50.5	4.9:	95.1
Antioch	22,508	<0.1	195.0	100.0:	0.0
Stockton	1,388,065	0.6	151.0	32.4:	67.6
Sacramento	888,907	0.4	88.8	26.5:	73.5
Benicia	692,597	0.3	59.3	18.0:	82.0
Eureka	585,118	0.3	110.1	0.5:	99.5

AREA TOTAL 24,118,412 10.8% 98.1% 35.9: 64.1

### Oregon

Coos Bay, North Bend	3,801,824	1.7%	102.7%	30.7:	69.3
Newport	5,503	<0.1	50.5	0.0:	100.0
Astoria	35,131	<0.1	205.9	100.0:	0.0
Portland	18,227,328	8.1	100.7	21.0:	79.0
Vancouver, WA	5,801,301	2.6	115.2	13.3:	86.7
Kalama, WA	7,616,943	3.4	94.3	0.4:	99.6
Longview, WA	3,156,096	1.4	105.2	11.5:	88.5

AREA TOTAL 38,644,126 17.2% 101.9% 16.0: 84.0

### Washington

Aberdeen	514,971	0.2%	81.7%	0.0:	100.0
Port Angeles	261,906	0.1	65.3	5.8:	94.2
Olympia	158,082	0.1	144.6	8.8:	91.2
Tacoma	22,567,206	10.1	102.6	37.0:	63.0
Seattle	22,135,481	9.9	100.8	40.2:	59.8
Everett	510,432	0.2	85.6	71.1:	28.9
Anacortes	336,968	0.2	125.9	0.0:	100.0
Bellingham	1,133,503	0.5	96.9	84.0:	16.0

AREA TOTAL 47,618,549 21.2% 101.0% 39.0: 61.0

COAST TOTAL 224,315,542 100.0% 104.1% 45.2: 54.8

## CONTAINERS

Total (RUs) % of Coast % of 1996 % Discharged: % Loaded

7,204	0.1%	95.1	51.2:	48.8
2,818,194	34.5	114.1	63.3:	36.7
2,287,137	28.0	106.1	63.2:	36.8
5,413	0.1	915.9	64.5:	35.5

5,117,948 62.6% 110.4% 63.2: 36.8

13,642	0.2%	249.9%	71.1:	28.9
-	-	-	-	-
-	-	-	-	-
1,051,036	12.8	98.6	34.1:	65.9
7,064	0.1	130.2	51.1:	48.9

-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-

1,071,742 13.1% 99.5% 34.7: 65.3

-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
213,337	2.6%	97.0%	14.9:	85.1
29	<0.1	32.2	96.6:	3.4
-	-	-	-	-
-	-	-	-	-

213,366 2.6% 96.9% 14.9: 85.1

-	-	-	-	-
-	-	-	-	-
5,499	0.1%		12.3:	87.7
771,392	9.4	106.6%	42.8:	57.2
1,000,192	12.2	99.9	46.7:	53.3
52	<0.1	200.0	0.0:	100.0
-	-	-	-	-
-	-	-	-	-

1,777,135 21.7% 103.0% 44.9: 55.1

8,180,191 100.0% 106.8% 54.3: 45.7

## AUTOMOBILES & TRUCKS

Total % of Coast % of 1996 % Discharged: % Loaded

1,476,061	10.0%	367.9%	100.0:	0.0
2,805,099	19.0	111.0	88.3:	11.7
2,308,277	15.6	90.2	73.5:	26.5
1,334,861	9.0	122.5	94.2:	5.8

7,924,298 53.7% 120.5% 87.2: 12.8

72,796	0.5%	157.1%	100.0:	0.0
-	-	-	-	-
-	-	-	-	-
638,777	4.3	109.0	23.4:	76.6
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
502,537	3.4	55.9	24.8:	75.2
-	-	-	-	-

1,214,110 8.2% 70.8% 28.6: 71.4

-	-	-	-	-
-	-	-	-	-
-	-	-	-	-
2,795,810	18.9%	125.2%	87.5:	12.5
408,724	2.8	242.9	99.9:	0.1
-	-	-	-	-
-	-	-	-	-

3,204,534 21.7% 133.5% 89.1: 10.9

-	-	-	-	-
-	-	-	-	-
60	<0.1%		0.0:	100.0
1,626,043	11.0	121.9%	73.4:	26.6
792,748	5.4	135.8	95.5:	4.5
-	-	-	-	-
-	-	-	-	-
-	-	-	-	-

2,418,851 16.4% 126.1% 80.6: 19.4

14,761,793 100.0% 117.1% 81.7: 18.3



The data on these two pages represent the revenue tonnage reported to PMA in 1997 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.

LUMBER & LOGS					GENERAL CARGO					BULK CARGO					
Total	% of Coast	% of 1996	% Discharged: % Loaded		Total (RUs)	% of Coast	% of 1996	% Discharged: % Loaded		Total	% of Coast	% of 1996	% Discharged: % Loaded		
67,506	2.7%	91.9%	100.0:	0.0	86,478	1.1%	87.9%	95.4:	4.6	809,840	1.4%	102.1%	13.7:	86.3	So. California San Diego Long Beach Los Angeles Port Hueneme
100,748	4.0	107.5	100.0:	0.0	1,671,561	20.8	101.9	92.5:	7.5	9,387,336	15.7	105.2	12.1:	87.9	
25,079	1.0	83.3	100.0:	0.0	2,617,137	32.6	103.5	90.4:	9.6	3,576,158	6.0	63.4	3.3:	96.7	
71	<0.1	142.0	0.0:	100.0	663,127	8.3	95.1	83.1:	16.9	-					
193,404	7.7%	98.0%	100.0:	0.0	5,038,303	62.7%	101.5%	90.2:	9.8	13,773,334	23.0%	89.7%	9.9:	90.1	
-					63,472	0.8%	95.0%	77.8:	22.2	3,224	<0.1%		100.0:	0.0	No. California San Francisco Redwood City Alameda Oakland Richmond
-					-					29,836	<0.1		100.0:	0.0	
-					8,377	0.1	42.0	100.0:	0.0	-					
48	<0.1%		0.0:	100.0	244,672	3.0	112.6	87.4:	12.6	4,851	<0.1		0.0:	100.0	
1,263	0.1	60.7%	90.8:	9.2	231,980	2.9	120.3	99.5:	0.5	-					
-					-					729,239	1.2	97.2%	100.0:	0.0	Crockett Pittsburg Antioch Stockton Sacramento
-					-					293,068	0.5	50.5	4.9:	95.1	
-					-					22,508	<0.1	195.0	100.0:	0.0	
-					125,632	1.6	129.8	13.6:	86.4	1,262,433	2.1	153.5	34.3:	65.7	
4,677	0.2	27.6	0.0:	100.0	168,484	2.1	94.5	2.5:	97.5	715,746	1.2	88.8	32.3:	67.7	
-					-					190,060	0.3	70.5	0.0:	100.0	Benicia Eureka AREA TOTAL
21,589	0.9	64.0	12.2:	87.8	203,063	2.5	94.7	0.0:	100.0	360,466	0.6	127.3	0.0:	100.0	
27,577	1.1%	52.2%	13.7:	86.3	1,045,680	13.0%	105.3%	50.1:	49.9	3,611,431	6.0%	102.4%	40.5:	59.5	
185,966	7.4%	51.0%	17.4:	82.6	83,375	1.0%	93.1%	13.6:	86.4	3,532,483	5.9%	108.7%	31.8:	68.2	Oregon North Bend/Coos Bay Newport/Garibaldi Astoria/Warrenton Portland Vancouver, WA Kalama Longview, WA
5,503	0.2	50.5	0.0:	100.0	-					-					
35,131	1.4	205.9	100.0:	0.0	-					-					
106,120	4.2	112.9	53.6:	46.4	261,402	3.3	111.3	86.8:	13.2	11,437,267	19.1	97.0	4.9:	95.1	
58,490	2.3	61.5	23.6:	76.4	301,451	3.8	94.9	82.0:	18.0	5,032,143	8.4	113.0	2.1:	97.9	
-					28,802	0.4		100.0:	0.0	7,588,141	12.7	94.0	0.0:	100.0	AREA TOTAL
728,864	28.9	83.2	0.0:	100.0	438,009	5.5	103.7	1.3:	98.7	1,989,223	3.3	117.0	18.0:	82.0	
1,120,074	44.4%	76.8%	12.3:	87.7	1,113,039	13.9%	104.6%	46.7:	53.3	29,579,257	49.4%	101.0%	7.2:	92.8	
457,761	18.1%	82.1%	0.0:	100.0	57,210	0.7%	78.7%	0.0:	100.0	-					Washington Aberdeen Port Angeles Olympia Tacoma Seattle Everett Anacortes Bellingham/Blaine
86,156	3.4	70.1	17.5:	82.5	-					175,750	0.3%	63.2%	0.0:	100.0	
57,885	2.3	53.2	0.0:	100.0	6,654	0.1	1478.7	36.2:	63.8	-					
435,604	17.3	76.7	0.0:	100.0	278,550	3.5	123.6	61.9:	38.1	7,113,345	11.9	94.0	19.4:	80.6	
13,028	0.5	93.8	9.2:	90.8	284,106	3.5	79.6	69.3:	30.7	4,042,335	6.7	101.4	0.0:	100.0	
131,083	5.2	65.2	6.0:	94.0	23,260	0.3	134.7	0.2:	99.8	355,205	0.6	94.2	100.0:	0.0	AREA TOTAL
1,085	<0.1	5.0	0.0:	100.0	-					335,883	0.6	136.6	0.0:	100.0	
-					185,734	2.3	103.1	2.6:	97.4	947,769	1.6	96.0	100.0:	0.0	
1,182,602	46.9%	74.1%	2.0:	98.0	835,514	10.4%	97.7%	45.0:	55.0	12,970,287	21.6%	96.5%	20.7:	79.3	
2,523,657	100.0%	76.4%	14.2:	85.8	8,032,536	100.0%	101.9%	74.3:	25.7	59,934,309	100.0%	97.3%	12.8:	87.2	COAST TOTAL

## Pacific Coast Tonnage

The PMA Revenue Tonnage data describe cargo tonnage in the foreign trade, cargo tonnage moved to and from Alaska and Hawaii, and ship or barge carrier movement of coastwise and inter-coastal tonnage.

The tonnage reports submitted to PMA are subject to audit. These audits are conducted by an independent organization. Such periodic reviews sometimes require changes to previously published tonnage data.

It is important to note that PMA data include all "dry" cargo handled in ports in California, Oregon, and Washington. Tonnage data published by the U.S. Department of Commerce, Bureau of the Census, Foreign Trade Division do not include tonnage moved to and from Alaska and Hawaii, nor do they contain coastwise and U.S. intercoastal tonnage.

The Bureau of the Census, Foreign Trade Division data are summarized by Customs District, whereas PMA data are summarized by Port or Port Area. The Bureau of the Census data provide considerable detail regarding the commodity type, cargo origin, carrier type (liner vessel or tramp vessel), value, and country from which imported or to which exported, in addition to other detail.

Additional information on cargo tonnage moving to and from Alaska and Hawaii is published by the U.S. Department of Transportation, Maritime Administration, Office of Domestic Shipping.

The table below shows, by reporting category, the total coast tonnage by year from

Year	Containers	Lumber & Logs	Automobiles & Trucks	General Cargo	Bulk Cargo	Total Tonnage
1970	8,782,425	5,742,211	4,524,600	15,316,358	25,660,018	60,025,612
1971	8,237,217	4,390,446	4,805,033	11,282,218	19,762,760	48,477,674
1972	12,427,891	6,103,609	5,233,750	12,432,221	23,435,590	59,633,061
1973	17,286,133	6,771,119	5,302,086	10,542,056	31,053,499	70,954,893
1974	19,645,497	6,045,637	6,502,908	11,022,499	32,320,845	75,537,386
1975	17,826,596	5,901,839	5,561,014	8,033,396	29,645,689	66,968,534
1976	23,221,682	6,877,271	7,828,243	8,134,498	30,228,242	76,289,936
1977	26,414,368	6,805,138	9,457,329	8,563,580	27,330,016	78,570,431
1978	28,819,244	7,116,000	10,571,245	9,844,671	35,622,335	91,973,495
1979	31,004,124	7,512,088	11,243,783	9,402,025	43,973,689	103,135,709
1980	34,961,122	5,778,206	12,889,020	9,485,736	50,568,292	113,682,374
1981	35,285,833	4,663,983	11,361,442	9,101,434	52,547,465	112,960,157
1982	38,698,403	5,428,609	10,298,415	8,297,299	41,483,760	104,206,486
1983	45,429,483	5,981,043	11,317,759	9,047,558	44,204,444	115,980,287
1984	54,865,052	5,636,415	14,731,180	9,756,682	48,293,596	133,282,925
1985	57,766,646	6,438,557	18,849,314	9,674,183	42,106,859	134,835,559
1986	66,718,404	6,178,052	20,642,032	9,094,687	40,777,087	143,410,262
1987	75,658,551	7,153,443	19,209,803	9,185,331	46,483,967	157,691,095
1988	82,177,507	8,568,982	17,657,367	9,348,783	57,635,530	175,388,169
1989	87,685,303	8,370,546	17,591,459	8,783,588	59,506,199	181,937,095
1990	90,273,077	7,328,202	17,981,501	8,725,931	57,355,691	181,664,402
1991	96,273,125	6,225,273	16,692,545	8,384,586	53,881,933	181,457,462
1992	101,978,206	5,489,640	15,063,006	7,591,757	53,699,428	183,822,037
1993	106,219,196	4,167,694	13,915,249	6,914,617	52,384,381	183,601,137
1994	121,870,484	3,609,270	14,770,607	8,216,857	50,305,273	198,772,491
1995	128,775,816	3,251,827	13,530,428	7,510,216	67,172,576	220,240,863
1996	130,153,921	3,304,565	12,611,072	7,879,062	61,600,326	215,548,946
1997	139,063,247	2,523,657	14,761,793	8,032,536	59,934,309	224,315,542

1970 through 1997.

### CHANGES IN REPORTING CATEGORIES

The categories in which tonnage has been reported have changed over the years. *Automobiles* were reported as General Cargo until 1962 after which they were required to be 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 is reported separately.

Beginning in 1984, cargo in containers is reported as Revenue Units and converted into tonnage at the rate of 17 tons for each Revenue Unit. A Revenue Unit is defined as 20 linear feet of outside container length and is equivalent to a TEU.

## Coastwise Tonnage

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

Coastwise cargo is assessed only on discharge and is included in all other tonnage tables. Coastwise cargo which is loaded is reported for statistical purposes only and is not included.

Cargo inbound from British Columbia represents a subset of total revenue tonnage and is included below. All cargo inbound from British Columbia in 1997 was reported as general cargo tonnage and was discharged in the following ports.

Inbound from British Columbia	
San Diego . . . . .	32,035
Long Beach . . . . .	129,961
San Francisco . . . . .	27,003
Total . . . . .	188,999

### Coastwise Cargo (Loaded)

	Containers (RUs)	Automobiles & Trucks	Lumber & Logs	General Cargo	Bulk Cargo
Long Beach					14,881
Los Angeles	30,561	835		337	
Redwood City					257,578
Oakland	1,004	905			
Sacramento					24,327
Coos Bay, North Bend			17,016		
Astoria			3,143		
Portland			45,328		
Kalama, WA			24,834		
Longview, WA			35,094		
Aberdeen			49,271		239,515
Port Angeles			68,625		
Seattle	14,519	2,019			
Everett			21,981		
Bellingham			2,666		
<b>Total</b>	<b>46,084</b>	<b>3,759</b>	<b>267,958</b>	<b>337</b>	<b>536,301</b>



## Coast Market Share

The six major ports listed below handled 85.1% of the total coast tonnage in 1997.

For each of the six major ports and for All Other Ports, the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 1993. The **Port Total** tonnage includes container tonnage. Container TEUs are converted to tonnage by multiplying the number of TEUs by 17 tons.

Pct 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."

	1997		1996		1995		1994		1993	
	TEUs/Tons	Pct of Coast	TEUs/Tons	Pct of Coast	TEUs/Tons	Pct of Coast	TEUs/Tons	Pct of Coast	TEUs/Tons	Pct of Coast
<b>Long Beach</b>										
Container TEUs	2,818,194	34.5%	2,469,112	32.3%	2,269,107	30.0%	1,978,656	27.6%	1,583,670	25.3%
Autos & Trucks	2,805,099	19.0%	2,526,342	20.0%	2,632,572	19.5%	2,140,835	14.5%	2,243,411	16.1%
Lumber & Logs	100,748	4.0%	93,676	2.8%	84,762	2.6%	105,694	2.9%	114,159	2.7%
General Cargo	1,671,561	20.8%	1,640,141	20.8%	1,627,856	21.7%	1,888,537	23.0%	1,583,829	22.8%
Bulk Cargo	9,387,336	15.7%	8,924,333	14.5%	8,813,789	13.1%	9,170,701	18.2%	8,987,771	17.2%
<b>Port Total</b>	<b>61,874,042</b>	<b>27.6%</b>	<b>55,159,396</b>	<b>25.6%</b>	<b>51,733,798</b>	<b>23.5%</b>	<b>46,942,919</b>	<b>23.6%</b>	<b>39,851,560</b>	<b>21.7%</b>
<b>Los Angeles</b>										
Container TEUs	2,287,137	28.0%	2,156,471	28.2%	2,067,041	27.3%	2,063,783	28.8%	1,867,993	29.9%
Autos & Trucks	2,308,277	15.6%	2,559,618	20.3%	2,762,685	20.4%	2,829,614	19.2%	2,498,894	18.0%
Lumber & Logs	25,079	1.0%	30,111	0.9%	42,820	1.3%	226,899	6.3%	176,982	4.2%
General Cargo	2,617,137	32.6%	2,529,805	32.1%	2,302,547	30.7%	2,354,730	28.7%	2,062,190	29.7%
Bulk Cargo	3,576,158	6.0%	5,638,385	9.2%	4,516,553	6.7%	3,423,557	6.8%	4,261,937	8.1%
<b>Port Total</b>	<b>47,407,980</b>	<b>21.1%</b>	<b>47,417,926</b>	<b>22.0%</b>	<b>44,764,302</b>	<b>20.3%</b>	<b>43,919,111</b>	<b>22.1%</b>	<b>40,755,884</b>	<b>22.2%</b>
<b>Oakland</b>										
Container TEUs	1,051,036	12.8%	1,066,014	13.9%	1,135,893	15.0%	1,081,042	15.1%	954,039	15.3%
Autos & Trucks	638,777	4.3%	586,005	4.6%	568,724	4.2%	665,433	4.5%	765,819	5.5%
Lumber & Logs	48	<0.1%	-	-	3,081	0.1%	19,249	0.5%	1,298	0.0%
General Cargo	244,672	3.0%	217,212	2.8%	293,790	3.9%	282,618	3.4%	243,609	3.5%
Bulk Cargo	4,851	<0.1%	-	-	-	-	-	-	-	-
<b>Port Total</b>	<b>18,755,960</b>	<b>8.4%</b>	<b>18,925,455</b>	<b>8.8%</b>	<b>20,175,776</b>	<b>9.2%</b>	<b>19,345,014</b>	<b>9.7%</b>	<b>17,229,389</b>	<b>9.4%</b>
<b>Portland</b>										
Container TEUs	213,337	2.6%	220,012	2.9%	247,362	3.3%	241,238	3.4%	181,214	2.9%
Autos & Trucks	2,795,810	18.9%	2,232,621	17.7%	2,364,901	17.5%	2,956,870	20.0%	2,423,223	17.4%
Lumber & Logs	106,120	4.2%	94,008	2.8%	105,976	3.3%	170,121	4.7%	259,767	6.2%
General Cargo	261,402	3.3%	234,873	3.0%	271,508	3.6%	435,862	5.3%	465,642	6.7%
Bulk Cargo	11,437,267	19.1%	11,793,997	19.1%	12,605,790	18.8%	11,953,631	23.8%	11,152,869	21.3%
<b>Port Total</b>	<b>18,227,328</b>	<b>8.1%</b>	<b>18,095,703</b>	<b>8.4%</b>	<b>19,553,329</b>	<b>8.9%</b>	<b>19,617,530</b>	<b>9.9%</b>	<b>17,382,139</b>	<b>9.5%</b>
<b>Tacoma</b>										
Container TEUs	771,392	9.4%	723,834	9.5%	759,783	10.0%	710,308	9.9%	725,912	11.6%
Autos & Trucks	1,626,043	11.0%	1,334,036	10.6%	1,440,656	10.6%	1,479,893	10.0%	1,692,538	12.2%
Lumber & Logs	435,604	17.3%	567,992	17.2%	571,821	17.6%	577,723	16.0%	684,061	16.4%
General Cargo	278,550	3.5%	225,296	2.9%	187,177	2.5%	164,602	2.0%	141,077	2.0%
Bulk Cargo	7,113,345	11.9%	7,568,703	12.3%	7,175,578	10.7%	4,144,639	8.2%	4,962,628	9.5%
<b>Port Total</b>	<b>22,567,206</b>	<b>10.1%</b>	<b>22,001,205</b>	<b>10.2%</b>	<b>22,291,543</b>	<b>10.1%</b>	<b>18,442,093</b>	<b>9.3%</b>	<b>19,820,808</b>	<b>10.8%</b>
<b>Seattle</b>										
Container TEUs	1,000,192	12.2%	1,001,488	13.1%	1,055,827	13.9%	1,026,318	14.3%	839,042	13.4%
Autos & Trucks	792,748	5.4%	583,565	4.6%	549,426	4.1%	595,871	4.0%	494,196	3.6%
Lumber & Logs	13,028	0.5%	13,884	0.4%	13,987	0.4%	15,527	0.4%	6,819	0.2%
General Cargo	284,106	3.5%	356,747	4.5%	368,785	4.9%	396,375	4.8%	447,962	6.4%
Bulk Cargo	4,042,335	6.7%	3,987,024	6.5%	5,875,532	8.7%	2,026,751	4.0%	2,153,664	4.1%
<b>Port Total</b>	<b>22,135,481</b>	<b>9.9%</b>	<b>21,966,516</b>	<b>10.2%</b>	<b>24,756,789</b>	<b>11.2%</b>	<b>20,481,930</b>	<b>10.3%</b>	<b>17,366,355</b>	<b>9.5%</b>
<b>All Other Ports</b>										
Container TEUs	38,903	0.5%	19,182	0.3%	40,035	0.5%	67,507	0.9%	96,318	1.5%
Autos & Trucks	3,795,039	25.7%	2,788,885	22.1%	3,211,464	23.7%	4,102,091	27.8%	3,797,168	27.3%
Lumber & Logs	1,843,030	73.0%	2,504,894	75.8%	2,429,380	74.7%	2,494,057	69.1%	2,924,608	70.2%
General Cargo	2,675,108	33.3%	2,674,988	34.0%	2,458,553	32.7%	2,694,133	32.8%	2,010,314	28.9%
Bulk Cargo	24,373,017	40.7%	23,687,884	38.5%	28,185,334	42.0%	19,585,994	38.9%	20,825,506	39.8%
<b>Port Total</b>	<b>33,347,545</b>	<b>14.9%</b>	<b>31,982,745</b>	<b>14.8%</b>	<b>36,965,326</b>	<b>16.8%</b>	<b>30,023,894</b>	<b>15.1%</b>	<b>31,195,002</b>	<b>17.0%</b>
<b>COAST TOTALS</b>	<b>224,315,542</b>		<b>215,548,946</b>		<b>220,240,863</b>		<b>198,772,491</b>		<b>183,601,137</b>	

# Port Hours and Tonnage

## Explanation of Port Hours and Tonnage

The tables on the following pages show the man-hours paid and the tonnage reported in California, Oregon, and Washington ports for each of the last six years. Hours are shown by "payroll" year, and tonnage is shown by calendar year.

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

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

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

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

The pair of columns *Change from Previous Year in:* shows, for each year, the change from the figure for the previous year in total *Hours* and total *Tonnage* for the port area, expressed as a percent of the previous year.

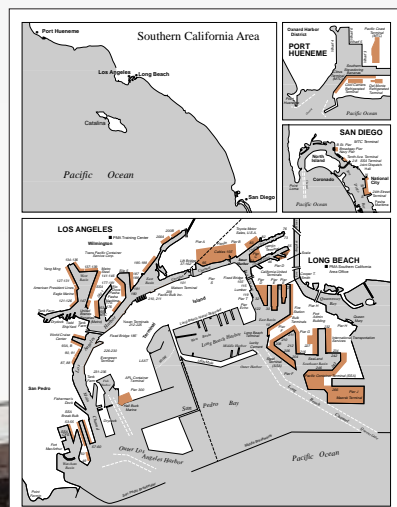
Year	Hours					Tonnage						Change from Previous Year in:		Tons per Hour Paid	"Weighted Tons" per Hour Paid
	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Contain-erized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Hours	Tonnage	

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

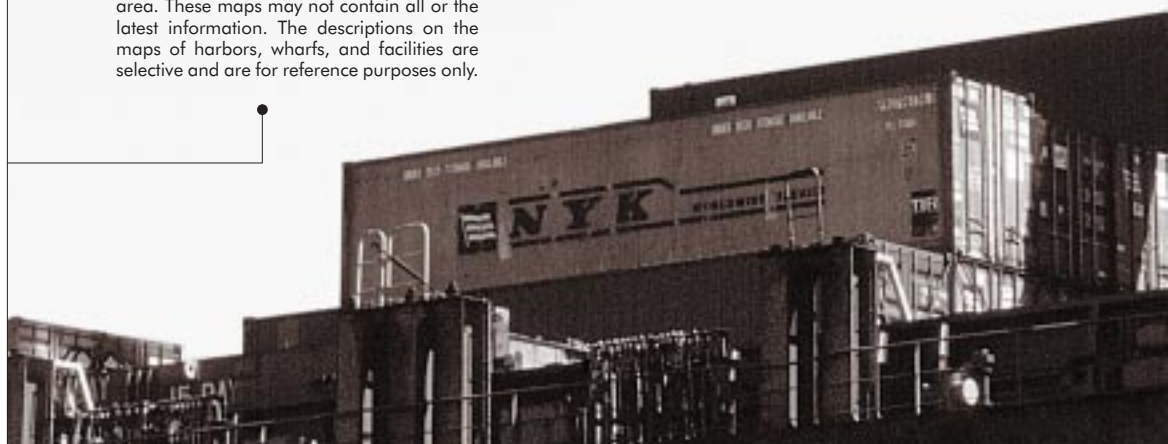
The *Total Tonnage* figure is the sum of all revenue tonnage reported as Lumber & Logs, Automobiles & Trucks, General Cargo, Bulk Cargo, and a constructed container tonnage figure calculated by multiplying the number of Revenue Units by 17 tons per revenue unit.

This value is the result of dividing Total Tonnage by Total Hours.

This value is the result of dividing "Weighted Tonnage" by Total Hours. See "Weighted Tonnage" on page 63.)



Separating the port tables are maps showing selected ports in each PMA administrative area. These maps may not contain all or the latest information. The descriptions on the maps of harbors, wharfs, and facilities are selective and are for reference purposes only.



A container operation viewed from waterside, San Pedro Bay.



## Calculation of Total Tonnage and "Weighted" Tonnage

Cargo is reported to PMA in revenue producing units. General Cargo is reported by weight or measure, as manifested; Bulk Cargo is reported by weight; Lumber & Logs, by 1,000 board feet to the ton; Automobiles & Trucks, by 40 cubic feet to the ton; and Containerized Cargo, as Revenue Units which are equivalent to TEUs. By membership agreement, each Revenue Unit is deemed to be equivalent to 17 short tons.

From this collection of data, PMA constructs total tonnage figures, and these tonnage statistics 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.

### Total Constructed Tonnage

The most commonly used tonnage statistic is Total Constructed Tonnage, which is the sum of 17 times TEUs, Automobiles & Trucks tonnage, Lumber & Logs tonnage, General Cargo tonnage, and Bulk Cargo tonnage. This is the statistic shown in the following tables.

### "Weighted" Tonnage: Bulk Cargo

For the purpose of comparing amounts of tonnage handled in a port or group of ports to the amount of labor paid, PMA has used a "weighted" tonnage statistic that reduces the amount of Bulk Cargo tonnage to 1/50 of the value reported. The reason for using a greatly reduced amount of the Bulk Cargo was that Bulk Cargo should be expected, by its nature

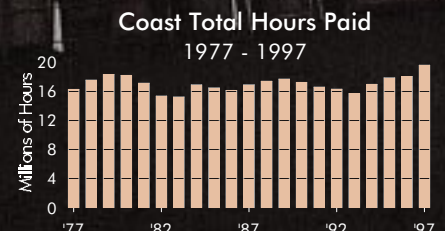
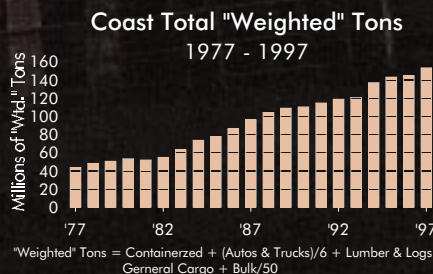
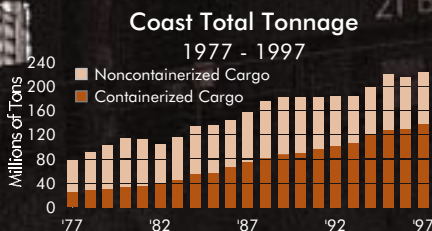
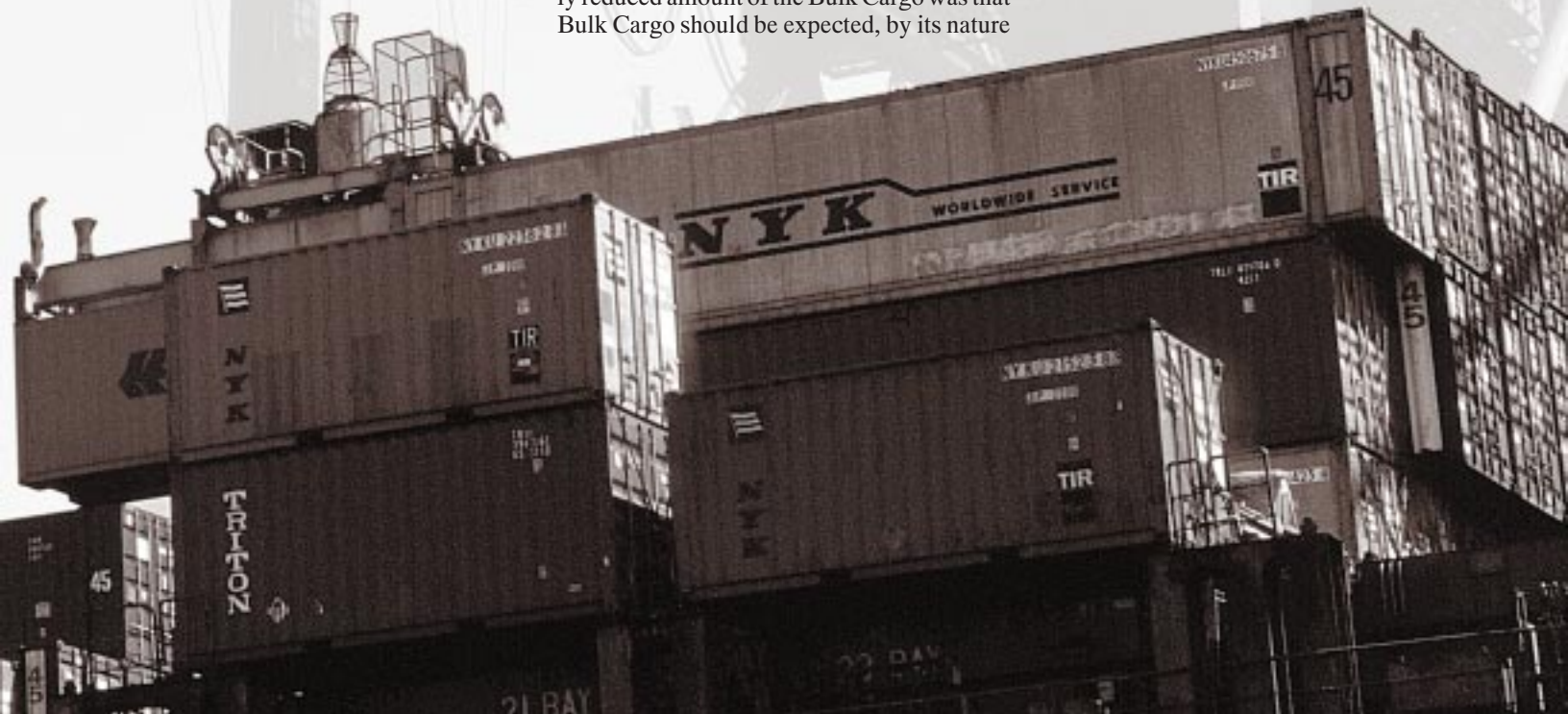
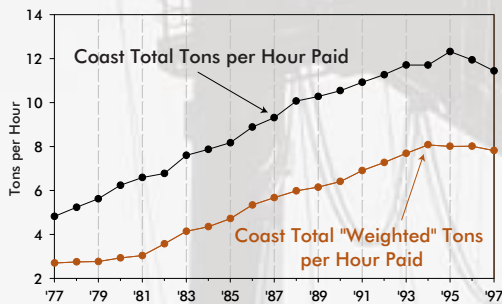
and by the methods of handling, to be loaded and discharged with many fewer payroll hours per ton than the other sectors of cargo.

### Automobiles & Trucks Cargo Weighted

Automobiles & Trucks are reported to PMA by measure: each 40 cubic feet of automobile or truck outside volume is reported as one ton. The average automobile today is reported as 8 to 12 tons, although modern vehicles average 1 to 2 tons in weight. The factor chosen for use in these tables is 1/6.

### 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 RUs x 17, 1/6 of Automobiles & Trucks tonnage, Lumber & Logs tonnage, General Cargo tonnage, and 1/50 of Bulk Cargo tonnage.



● Port Hueneme

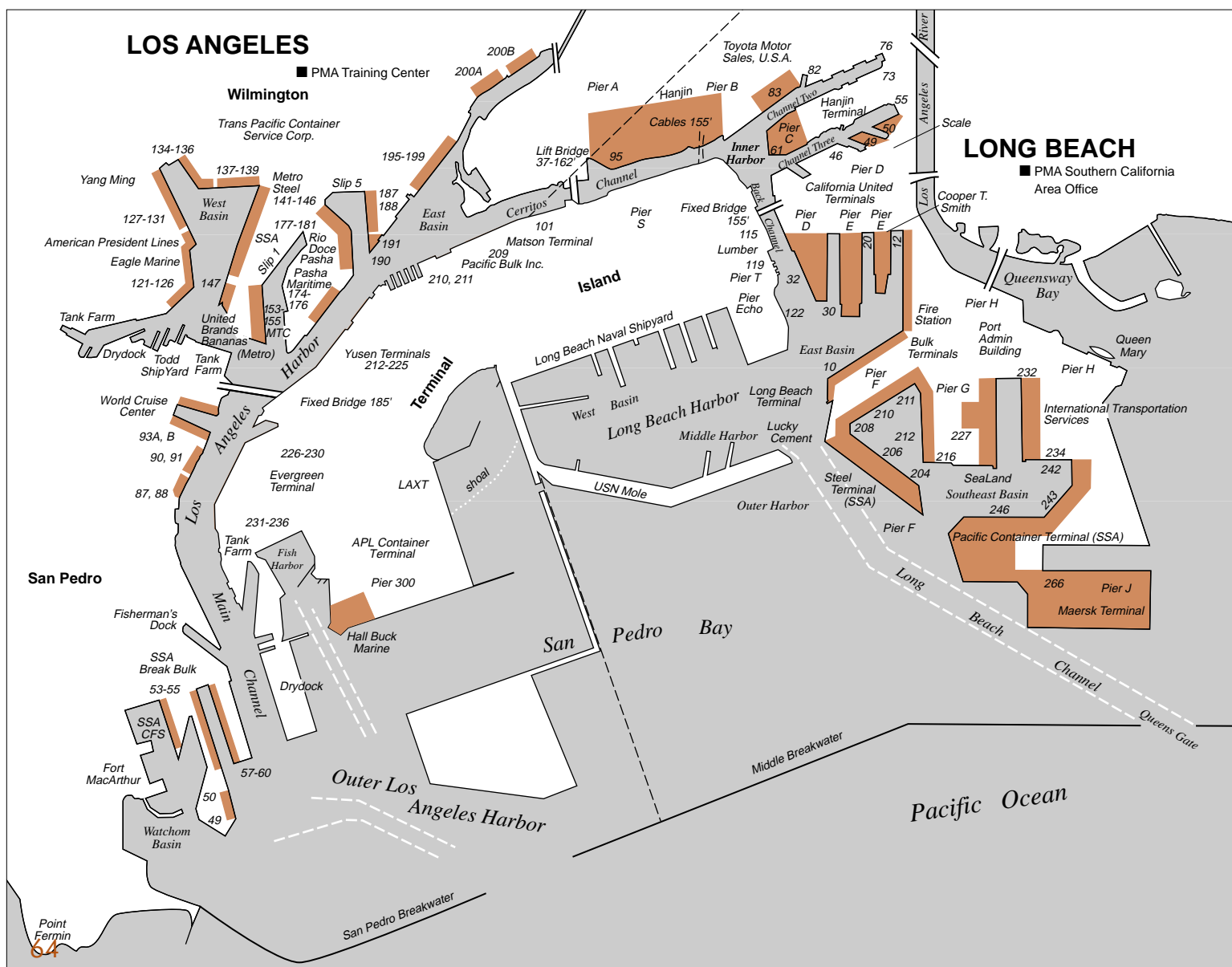
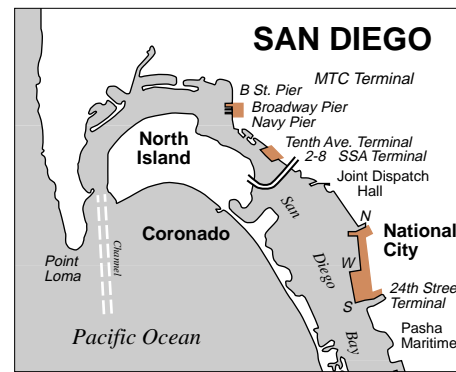
# Southern California Area

Los Angeles ● Long Beach

Catalina

*Pacific Ocean*

● San Diego

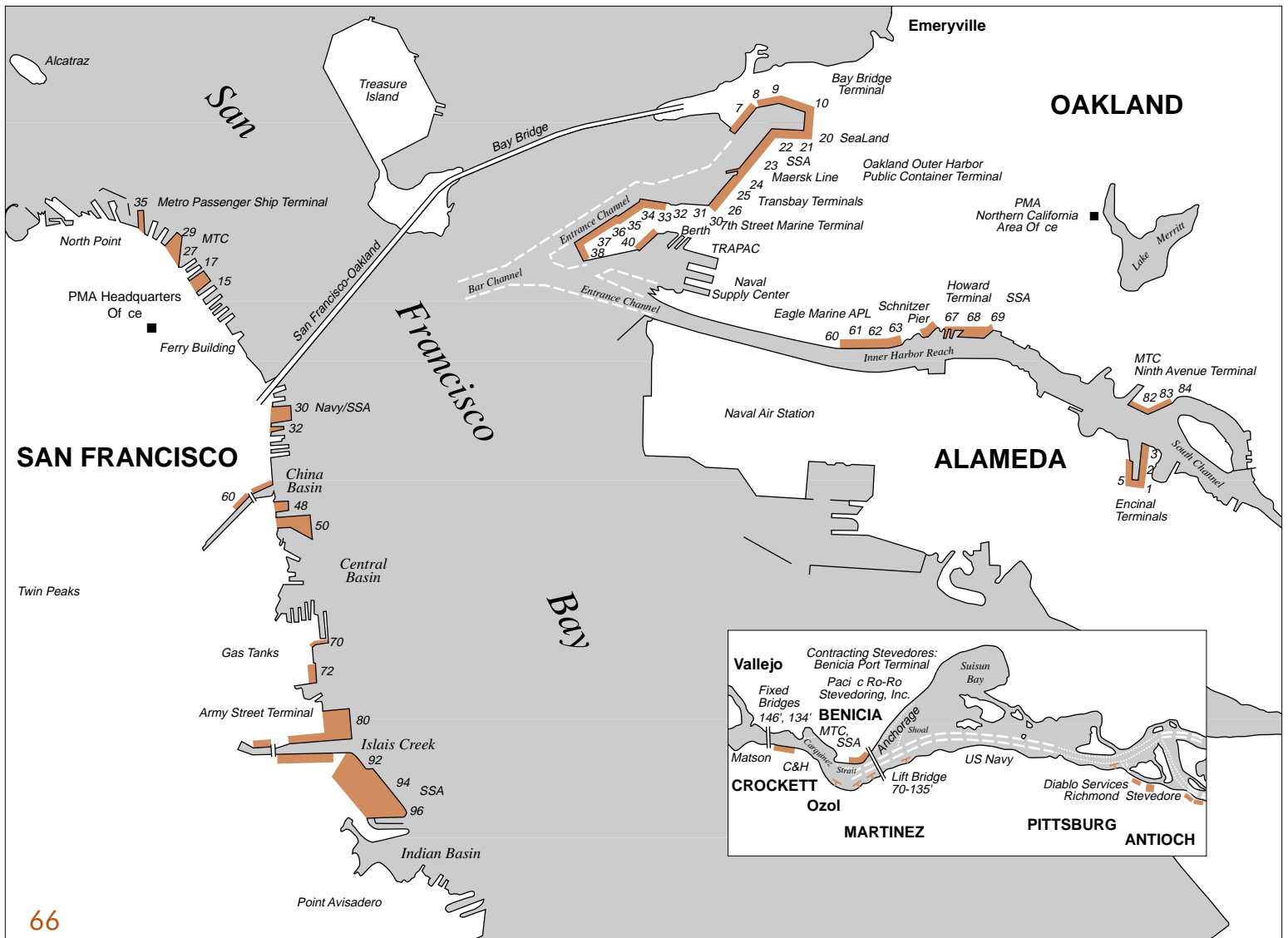
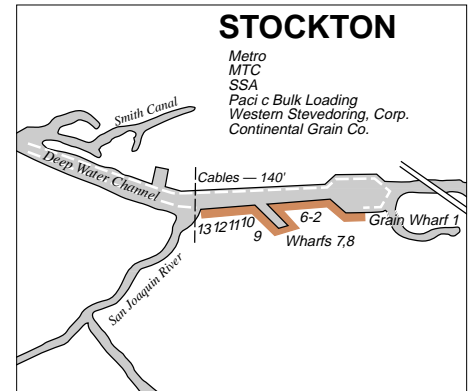
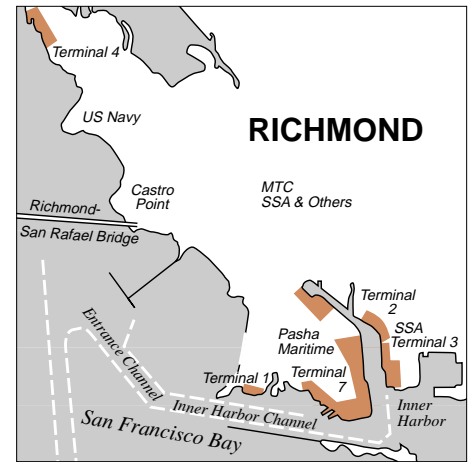
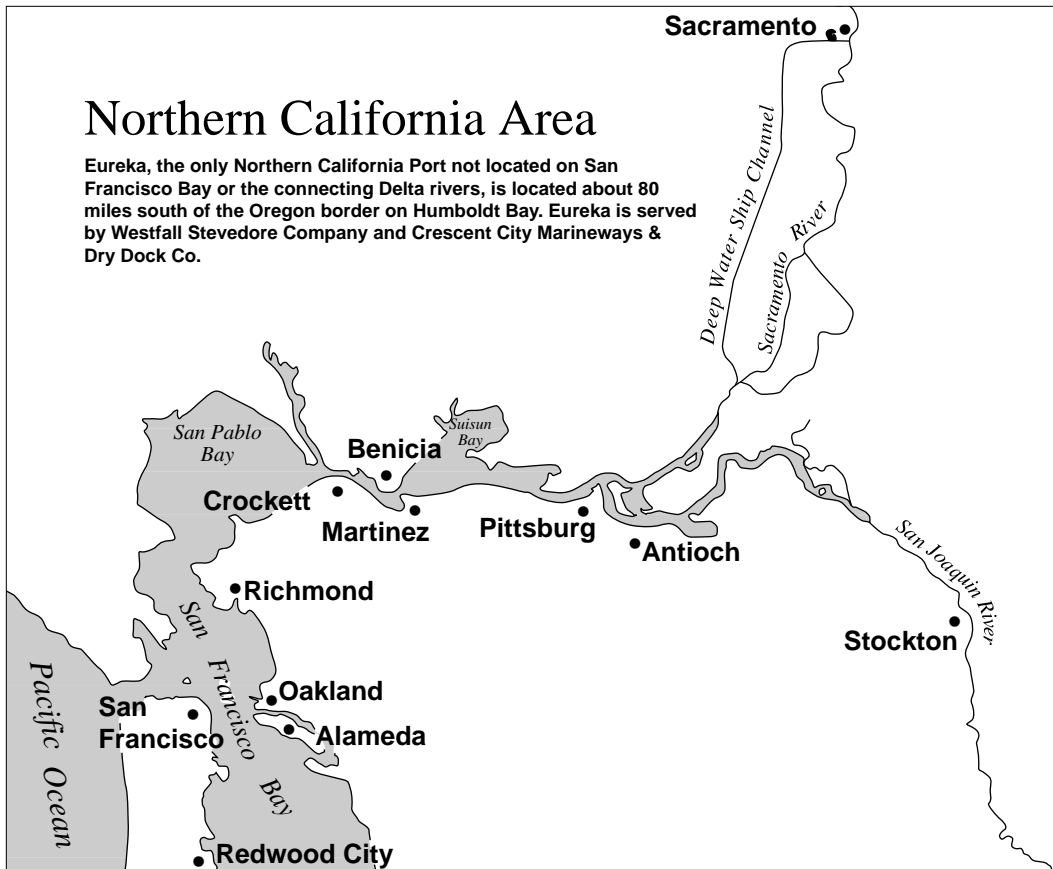




Year	Hours					Tonnage							Change from Previous Year in: Hours Tonnage		Tons per Hour Paid	"Weighted Tons" per Hour Paid
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Tonnage	Percent of Coast Total	Contain- erized	Percent of Port Total			Bulk Cargo				
			L/S Jobs	Clk Jobs	Fmn Jobs				Lumber & Logs	Autos & Trucks	Other General					
Southern California																
San Diego																
1992	90,208	0.6%	80.5%	10.0%	9.5%	714,121	0.4%	14.8%	14.2%	47.1%	6.0%	17.9%	-16.3%	-18.2%	7.92	3.42
1993	82,697	0.5	78.1	11.1	10.8	850,610	0.5	10.4	7.3	44.4	6.1	31.7	-8.3	19.1	10.29	3.28
1994	121,852	0.7	74.8	12.0	13.3	1,267,368	0.6	8.1	4.2	24.5	7.6	55.5	47.3	49.0	10.40	2.61
1995	111,798	0.6	73.7	12.4	13.9	1,136,757	0.5	10.9	4.6	22.6	7.3	54.5	-8.3	-10.3	10.17	2.82
1996	108,458	0.6	75.1	11.5	13.4	1,495,349	0.7	8.6	4.9	26.8	6.6	53.1	-3.0	31.5	13.79	3.54
1997	144,566	0.7	77.0	10.5	12.5	2,562,353	1.1	4.8	2.6	57.6	3.4	31.6	33.3	71.4	17.72	3.73
Los Angeles/Long Beach																
1992	7,350,194	45.1%	65.5%	24.4%	10.1%	78,169,617	42.5%	71.2%	0.4%	6.9%	4.9%	16.6%	2.0%	3.9%	10.64	8.29
1993	7,453,227	47.5	65.2	24.9	9.9	80,607,444	43.9	72.8	0.4	5.9	4.5	16.4	1.4	3.1	10.82	8.54
1994	8,373,995	49.3	65.0	25.3	9.8	90,862,030	45.7	75.6	0.4	5.5	4.7	13.9	12.4	12.7	10.85	8.88
1995	9,082,504	50.8	65.7	24.9	9.4	96,498,100	43.8	76.4	0.1	5.6	4.1	13.8	8.5	6.2	10.62	8.69
1996	9,575,227	53.1	66.1	24.7	9.1	102,577,322	47.6	76.7	0.1	5.0	4.1	14.2	5.4	6.3	10.71	8.78
1997	11,277,516	57.5	66.5	23.6	9.9	109,282,022	48.7	79.4	0.1	4.7	3.9	11.9	17.8	6.5	9.69	8.19
Port Hueneme																
1992	204,699	1.3%	78.9%	14.2%	6.9%	1,463,426	0.8%	2.0%	-	69.8%	28.1%	-	-1.7%	-5.9%	7.15	2.99
1993	182,706	1.2	77.6	15.6	6.9	1,437,425	0.8	2.1	0.1%	65.2	32.6	-	-10.7	-1.8	7.87	3.59
1994	300,597	1.8	80.0	13.6	6.4	1,902,102	1.0	2.2	-	62.7	35.1	-	64.5	32.3	6.33	3.02
1995	293,016	1.6	79.3	14.1	6.6	1,964,677	0.9	1.2	-	61.2	37.5	-	-2.5	3.3	6.71	3.28
1996	250,476	1.4	79.5	14.4	6.1	1,797,452	0.8	0.6	-	60.6	38.8	-	-14.5	-8.5	7.18	3.55
1997	232,992	1.2	79.0	14.8	6.2	2,090,080	0.9	4.4	-	63.9	31.7	-	-7.0	16.3	8.97	4.20
Northern California																
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia																
1992	2,674,966	16.4%	64.0%	28.4%	7.6%	22,829,855	12.4%	78.5%	<0.1%	14.3%	2.9%	4.3%	-3.7%	3.1%	8.53	7.16
1993	2,431,172	15.5	63.6	28.6	7.8	22,246,355	12.1	79.7	<0.1	13.7	2.5	4.1	-9.1	-2.6	9.15	7.74
1994	2,426,205	14.3	63.8	28.3	7.8	23,799,992	12.0	81.3	0.1	12.8	2.3	3.5	-0.2	7.0	9.81	8.43
1995	2,371,240	13.3	64.4	27.8	7.8	23,447,437	10.6	84.6	<0.1	9.3	2.5	3.5	-2.3	-1.5	9.89	8.78
1996	2,217,973	12.3	63.9	28.3	7.9	21,552,855	10.0	84.9	<0.1	8.0	2.3	4.8	-6.5	-8.1	9.72	8.62
1997	2,206,899	11.3	65.3	26.7	8.0	20,940,746	9.3	87.0	<0.1	5.8	2.6	4.6	-0.5	-2.8	9.49	8.61
Stockton/Pittsburg/Antioch																
1992	186,483	1.1%	82.0%	11.5%	6.5%	1,776,226	1.0%	-	-	-	0.7%	99.3%	-17.2%	-10.2%	9.52	0.25
1993	135,978	0.9	84.6	9.6	5.8	1,587,410	0.9	-	-	-	0.5	99.5	-27.1	-10.6	11.67	0.29
1994	186,474	1.1	83.3	10.4	6.3	1,953,752	1.0	-	-	-	14.2	85.8	37.1	23.1	10.48	1.67
1995	165,445	0.9	84.1	9.9	6.0	1,941,079	0.9	<0.1%	<0.1%	-	3.6	96.3	-11.3	-0.6	11.73	0.66
1996	142,864	0.8	83.8	10.3	5.9	1,510,565	0.7	-	-	-	6.4	93.6	-13.6	-22.2	10.57	0.88
1997	136,092	0.7	83.0	9.1	7.8	1,703,641	0.8	-	-	-	7.4	92.6	-4.7	12.8	12.52	1.16
Sacramento																
1992	64,412	0.4%	68.7%	24.1%	7.1%	1,004,542	0.5%	-	1.9%	-	3.3%	94.8%	-37.7%	0.7%	15.60	1.10
1993	76,931	0.5	75.5	18.0	6.5	967,473	0.5	-	2.6	-	8.3	89.1	19.4	-3.7	12.58	1.60
1994	141,360	0.8	76.9	17.5	5.5	1,199,037	0.6	-	2.1	-	28.4	69.6	83.7	23.9	8.48	2.70
1995	55,505	0.3	68.7	23.3	8.0	962,144	0.4	-	0.9	-	7.0	92.1	-60.7	-19.8	17.33	1.70
1996	88,260	0.5	72.3	21.0	6.7	1,000,980	0.5	-	1.7	-	17.8	80.5	59.0	4.0	11.34	2.40
1997	71,483	0.4	70.2	22.8	6.9	888,907	0.4	-	0.5	-	19.0	80.5	-19.0	-11.2	12.44	2.62
Eureka/Crescent City																
1992	44,700	0.3%	76.1%	14.0%	9.9%	933,430	0.5%	-	16.0%	-	40.0%	44.0%	-26.9%	-26.0%	20.88	11.88
1993	30,249	0.2	79.4	11.0	9.6	668,825	0.4	-	13.0	-	22.0	65.0	-32.3	-28.3	22.11	8.03
1994	23,815	0.1	77.4	12.0	10.6	661,501	0.3	-	4.5	-	24.3	71.2	-21.3	-1.1	27.78	8.40
1995	26,786	0.1	77.4	12.7	9.9	609,174	0.3	-	10.8	-	31.9	57.4	12.5	-7.9	22.74	9.96
1996	27,919	0.2	78.2	12.1	9.7	531,331	0.2	-	6.4	-	40.3	53.3	4.2	-12.8	19.03	9.09
1997	21,575	0.1	76.7	12.7	10.7	585,118	0.3	-	3.7	-	34.7	61.6	-22.7	10.1	27.12	10.75

# Northern California Area

Eureka, the only Northern California Port not located on San Francisco Bay or the connecting Delta rivers, is located about 80 miles south of the Oregon border on Humboldt Bay. Eureka is served by Westfall Stevedore Company and Crescent City Marineways & Dry Dock Co.





Year	Hours					Tonnage							Change from Previous Year in:		Tons per Hour Paid	"Weighted Tons" per Hour Paid
	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Contain- erized	Percent of Port Total Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Hours	Tonnage		

## Oregon and Columbia River

### North Bend/Coos Bay/Reedsport/Gardiner/Bandon

1992	212,632	1.3%	83.3%	8.4%	8.3%	3,523,095	1.9%	-	11.8%	-	4.3%	83.9%	-25.8%	-9.4%	16.57	2.94
1993	223,809	1.4	83.5	8.1	8.3	3,287,040	1.8	<0.1%	13.2	-	2.8	84.1	5.3	-6.7	14.69	2.59
1994	193,082	1.1	81.4	9.5	9.0	3,113,510	1.6	<0.1	11.3	-	2.0	86.7	-13.7	-5.3	16.13	2.43
1995	212,293	1.2	82.3	9.0	8.8	3,738,368	1.7	-	9.5	-	1.5	89.0	9.9	20.1	17.61	2.26
1996	210,864	1.2	84.6	7.7	7.7	3,702,738	1.7	-	9.8	-	2.4	87.8	-0.7	-1.0	17.56	2.46
1997	154,137	0.8	84.7	7.6	7.7	3,801,824	1.7	-	4.9	-	2.2	92.9	-26.9	2.7	24.67	2.21

### Newport/Toledo

1992	17,559	0.1%	88.7%	5.7%	5.6%	75,309	<0.1%	-	100.0%	-	-	-	-26.5%	-44.0%	4.29	4.29
1993	10,685	<0.1	90.0	5.7	4.2	29,664	<0.1	-	90.6	-	-	9.4%	-39.1	-60.6	2.78	2.52
1994	7,219	<0.1	81.2	10.1	8.7	9,469	<0.1	-	100.0	-	-	-	-32.4	-68.1	1.31	1.31
1995	2,990	<0.1	88.7	6.7	4.6	7,411	<0.1	-	100.0	-	-	-	-58.6	-21.7	2.48	2.48
1996	3,141	<0.1	89.0	7.0	3.9	10,889	<0.1	-	100.0	-	-	-	5.1	46.9	3.47	3.47
1997	2,032	<0.1	88.9	6.2	4.9	5,503	<0.1	-	100.0	-	-	-	-35.3	-49.5	2.71	2.71

### Astoria/Warrenton

1992	51,981	0.3%	87.5%	6.6%	5.9%	143,194	<0.1%	-	78.8%	-	21.2%	-	-36.8%	-31.6%	2.75	2.75
1993	35,999	0.2	87.0	6.9	6.1	116,913	<0.1	-	65.4	-	34.6	-	-30.7	-18.4	3.25	3.25
1994	30,030	0.2	89.8	5.0	5.2	71,994	<0.1	-	94.0	-	6.0	-	-16.6	-38.4	2.40	2.40
1995	19,625	0.1	90.4	4.7	4.9	46,296	<0.1	-	100.0	-	-	-	-34.6	-35.7	2.36	2.36
1996	11,603	<0.1	92.7	3.4	3.9	17,065	<0.1	-	100.0	-	-	-	-40.9	-63.1	1.47	1.47
1997	4,335	<0.1	100.0	0.0	0.0	35,131	<0.1	-	100.0	-	-	-	-62.6	105.9	8.10	8.10

### Portland/Columbia City/St. Helens

1992	1,201,195	7.4%	77.6%	15.6%	6.8%	17,846,992	9.7%	15.0%	1.5%	15.2%	3.4%	64.8%	2.1%	4.6%	14.86	3.53
1993	1,130,270	7.2	77.4	15.7	6.9	17,382,139	9.5	17.7	1.5	13.9	2.7	64.2	-5.9	-2.6	15.38	3.92
1994	1,234,730	7.3	76.9	15.9	7.2	19,617,530	9.9	20.9	0.9	15.1	2.2	60.9	9.2	12.9	15.89	4.40
1995	1,216,249	6.8	77.9	15.2	6.9	19,553,329	8.9	21.5	0.5	12.1	1.4	64.5	-1.5	-0.3	16.08	4.30
1996	1,108,988	6.1	78.7	14.3	7.0	18,095,703	8.4	20.7	0.5	12.3	1.3	65.2	-8.8	-7.5	16.32	4.22
1997	1,081,797	5.5	78.4	14.4	7.3	18,227,328	8.1	19.9	0.6	15.3	1.4	62.8	-2.5	0.7	16.85	4.33

### Vancouver, WA

1992	289,353	1.8%	79.9%	14.1%	6.0%	4,822,648	2.6%	0.2%	2.6%	-	2.0%	95.2%	24.5%	10.0%	16.67	1.12
1993	284,820	1.8	81.3	12.9	5.9	5,102,173	2.8	0.3	0.8	4.1%	2.0	93.0	-1.6	5.8	17.91	0.99
1994	287,088	1.7	79.4	14.8	5.8	4,664,739	2.3	0.8	0.2	4.6	4.5	89.9	0.8	-8.6	16.25	1.31
1995	373,227	2.1	78.3	15.7	6.0	5,340,092	2.4	0.2	1.9	2.6	5.9	89.4	30.0	14.5	14.31	1.47
1996	379,530	2.1	79.0	14.5	6.5	5,036,171	2.3	<0.1	1.9	3.3	6.3	88.4	1.7	-5.7	13.27	1.40
1997	351,038	1.8	79.3	14.4	6.3	5,801,301	2.6	<0.1	1.0	7.1	5.2	86.7	-7.5	15.2	16.53	1.51

### Longview, WA/Kalama, WA/Rainier

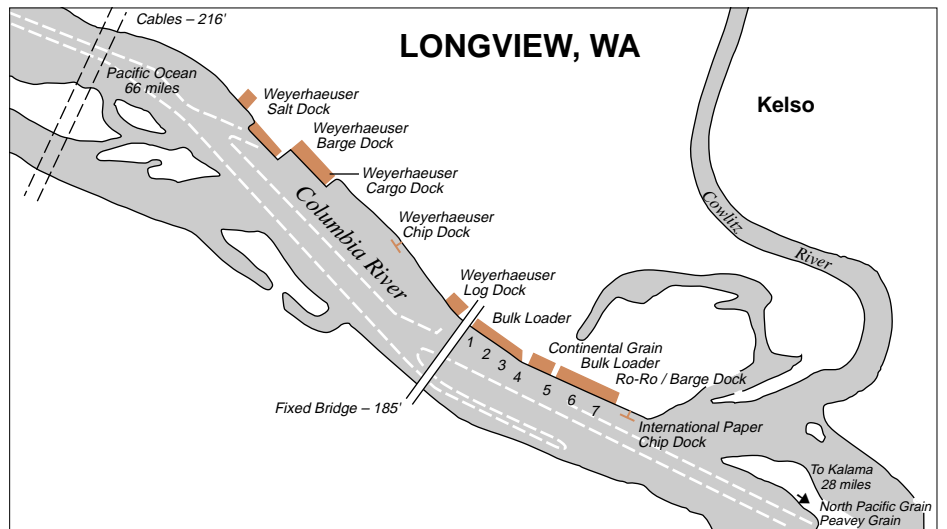
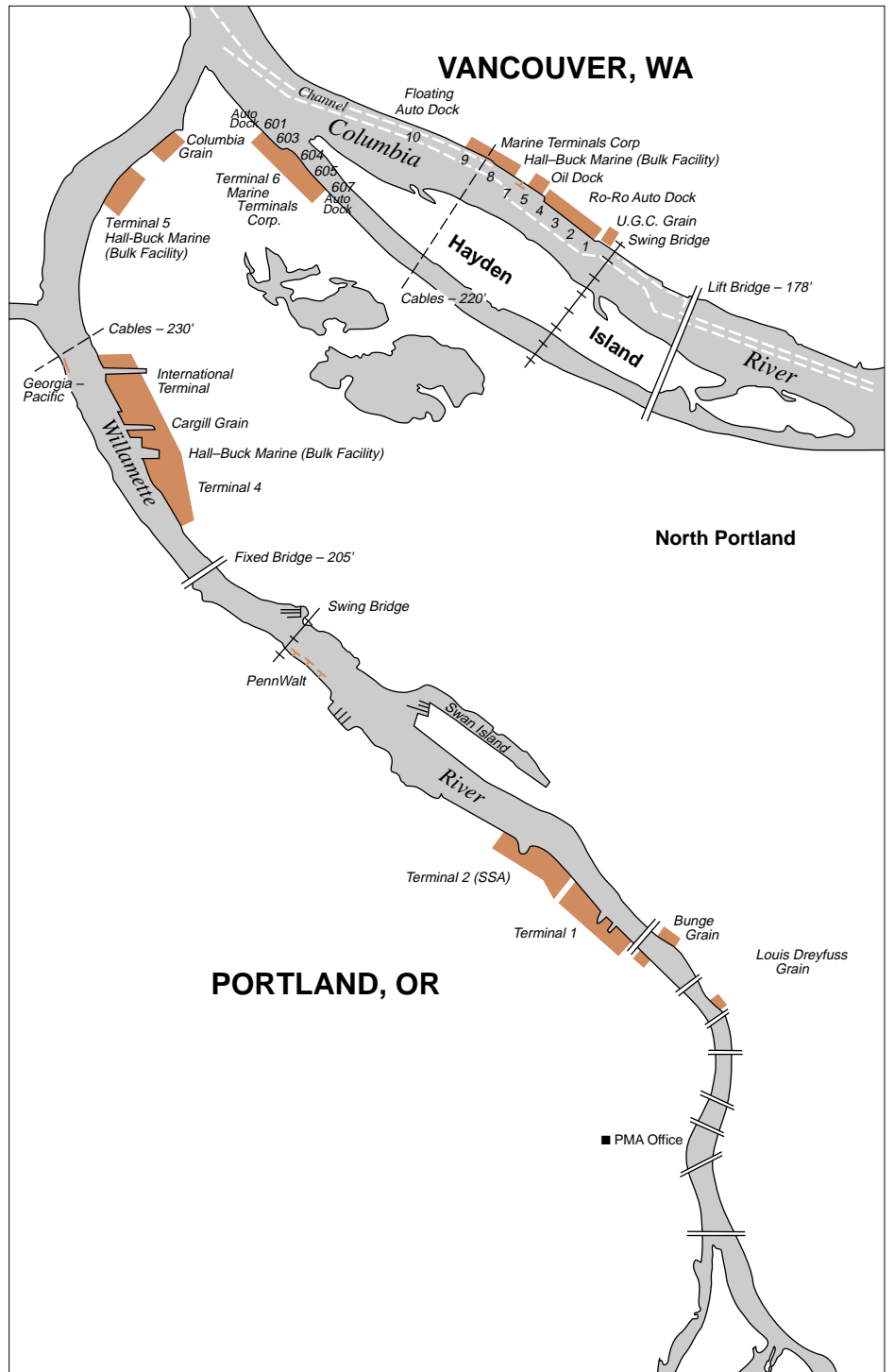
1992	518,321	3.2%	84.0%	8.4%	7.6%	9,437,456	5.1%	<0.1%	11.6%	-	4.4%	83.9%	-12.5%	-0.7%	18.21	3.23
1993	508,734	3.2	84.3	8.0	7.7	9,032,793	4.9	-	10.3	-	4.2	85.5	-1.8	-4.3	17.76	2.88
1994	460,829	2.7	83.7	8.3	8.0	8,240,592	4.1	-	11.2	-	4.3	84.5	-9.4	-8.8	17.88	3.07
1995	507,568	2.8	83.4	8.1	8.5	14,923,048	6.8	<0.1	5.6	-	2.6	91.8	10.1	81.1	29.40	2.95
1996	467,027	2.6	83.9	7.8	8.3	11,075,734	5.1	-	7.9	-	3.8	88.3	-8.0	-25.8	23.72	3.20
1997	422,964	2.2	83.2	8.2	8.7	10,773,039	4.8	-	6.8	-	4.3	88.9	-9.4	-2.7	25.47	3.28

## Washington Coast and Puget Sound

### Aberdeen/Rainier

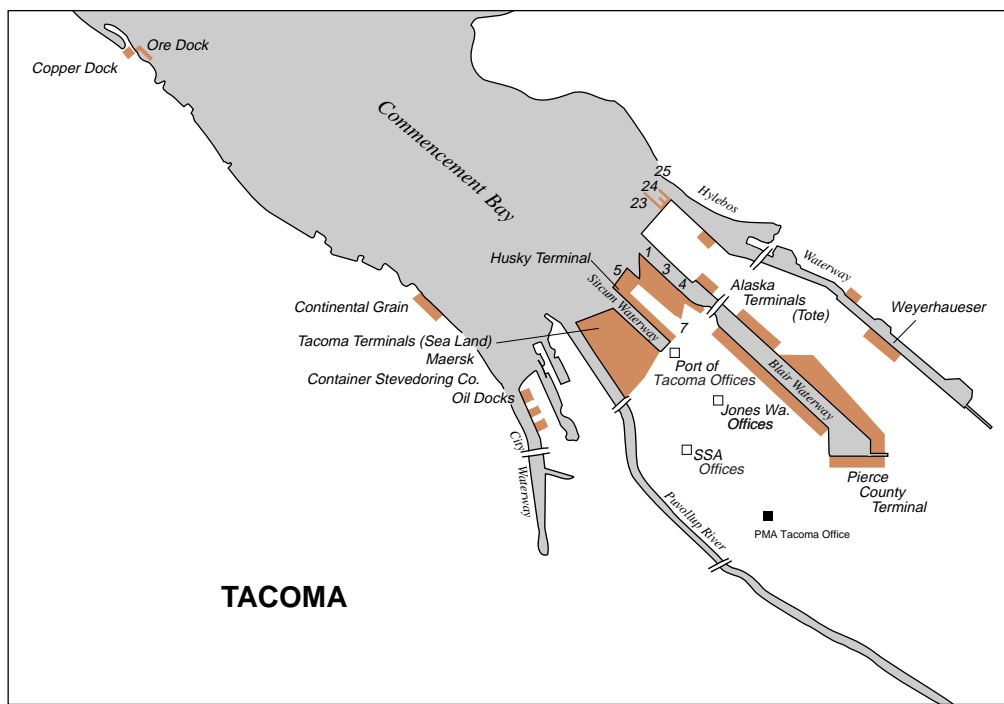
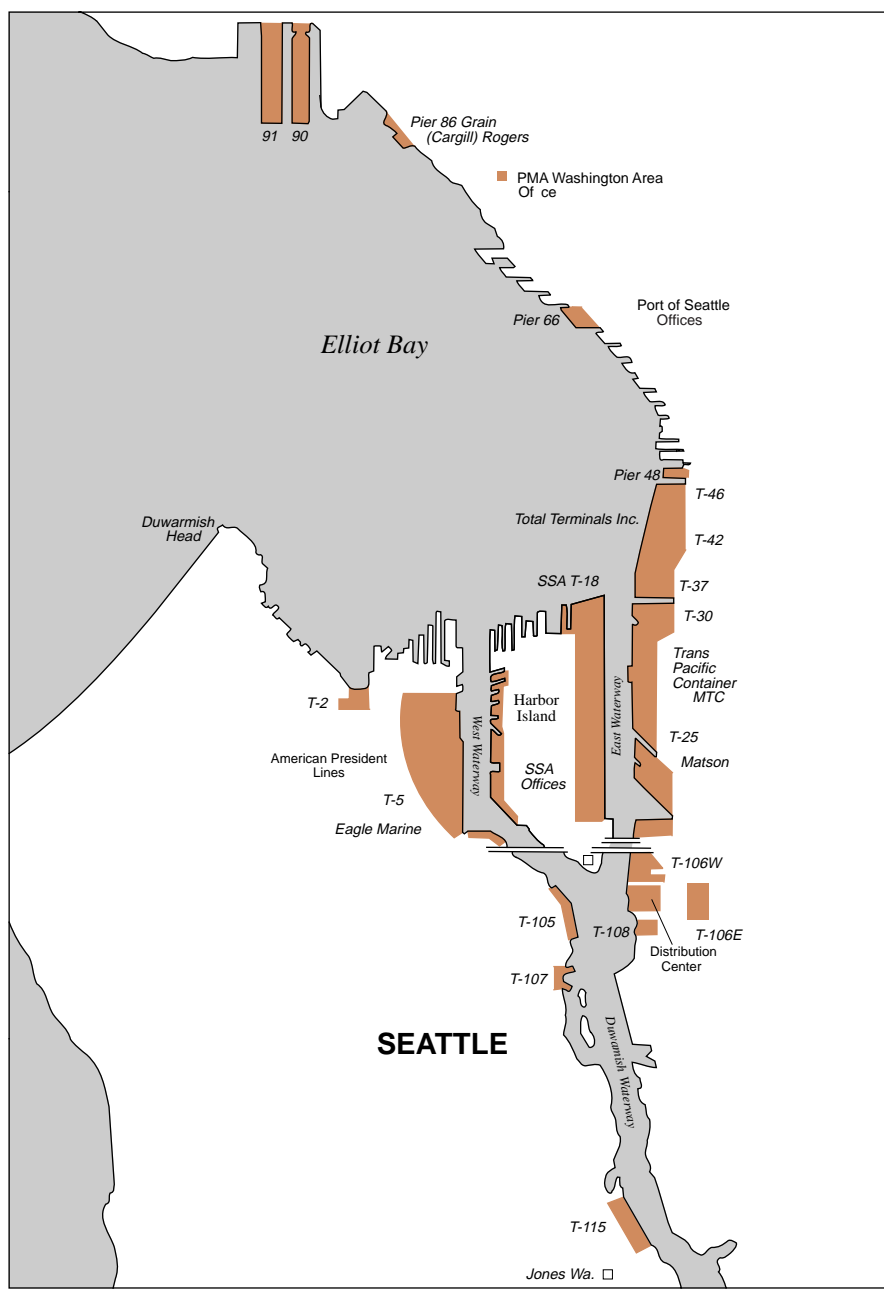
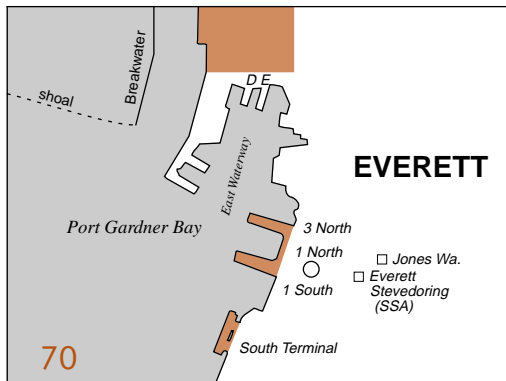
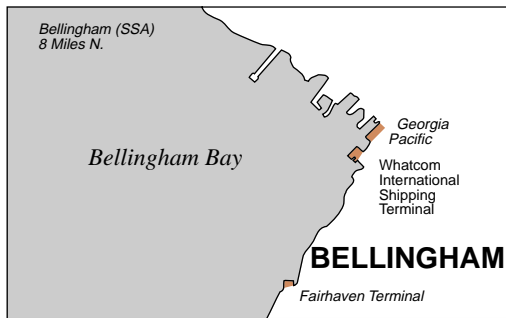
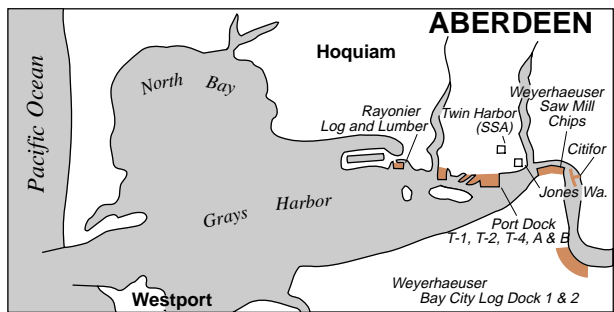
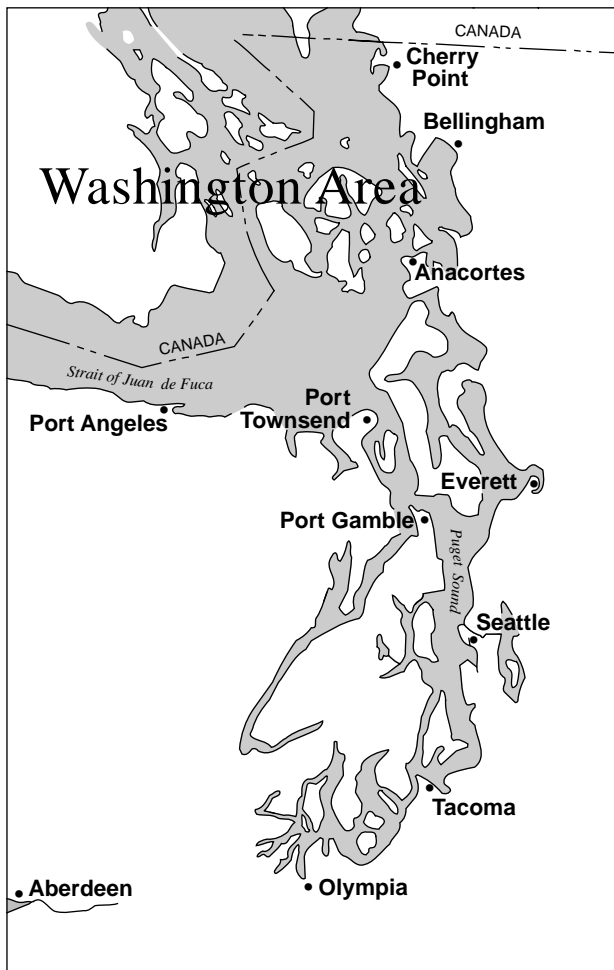
1992	224,486	1.4%	87.3%	4.7%	8.0%	1,016,186	0.6%	<0.1%	85.3%	-	14.7%	-	-8.5%	-12.1%	4.53	4.53
1993	154,788	1.0	87.3	4.6	8.1	722,822	0.4	0.1	83.0	<0.1%	16.9	-	-31.0	-28.9	4.67	4.67
1994	143,817	0.8	87.1	4.8	8.2	607,365	0.3	-	93.3	-	6.7	-	-7.1	-16.0	4.22	4.22
1995	135,988	0.8	86.3	4.9	8.8	571,029	0.3	<0.1	95.3	-	4.6	-	-5.4	-6.0	4.20	4.20
1996	137,002	0.8	87.3	4.4	8.3	630,306	0.3	-	88.5	-	11.5	-	0.7	10.4	4.60	4.60
1997	123,205	0.6	87.6	4.8	7.7	514,971	0.2	-	88.9	-	11.1	-	-10.1	-18.3	4.18	4.18

A map of the Oregon and Columbia River Area. The map shows the Pacific Ocean coastline of Oregon on the left. Major cities and towns are marked with dots and labeled: Astoria, Warrenton, Garibaldi, Newport, Toledo, Mapleton, Florence, Reedsport, North Bend, Coos Bay, Bandon, Port Orford, and Gold Beach. The Columbia River is shown flowing from the north, with Wauna and Longview marked on its banks. The Willamette River is shown flowing into the Columbia River near Vancouver and Portland. The title "Oregon and Columbia River Area" is prominently displayed in the upper left quadrant.





Year	Hours					Tonnage							Change from Previous Year in:		Tons per Hour Paid	"Weighted Tons" per Hour Paid
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Tonnage	Percent of Coast Total	Contain- erized	Percent of Port Total			Bulk Cargo	Hours	Tonnage		
			L/S Jobs	Clk Jobs	Fmn Jobs				Lumber & Logs	Autos & Trucks	Other General					
<b>Washington (Continued)</b>																
<b>Port Angeles/Port Townsend*</b>																
1992	87,968	0.5%	85.7%	6.7%	7.6%	590,093	0.3%	-	44.3%	-	0.5%	55.2%	-1.0%	0.9%	6.71	3.08
1993	56,348	0.4	85.1	7.2	7.8	406,859	0.2	-	35.4	-	1.3	63.4	-35.9	-31.1	7.22	2.74
1994	39,563	0.2	85.5	7.4	7.1	243,973	0.1	-	45.4	-	-	54.6	-29.8	-40.0	6.17	2.87
1995	35,084	0.2	84.7	7.9	7.4	270,717	0.1	-	37.8	-	-	62.2	-11.3	11.0	7.72	3.02
1996	38,305	0.2	83.9	8.5	7.6	400,862	0.2	-	30.7	-	-	69.3	9.2	48.1	10.47	3.36
1997	26,817	0.1	86.6	6.6	6.8	261,906	0.1	-	32.9	-	-	67.1	-30.0	-34.7	9.77	3.34
<b>Port Gamble*</b>																
1992	4,997	<0.1%	95.0%	2.3%	2.8%	54,170	<0.1%	-	85.1%	-	14.9%	-	23.5%	0.3%	10.84	10.84
1993	3,287	<0.1	96.3	1.8	1.9	14,144	<0.1	-	64.3	-	35.7	-	-34.2	-73.9	4.30	4.30
1994	3,704	<0.1	95.2	2.2	2.6	8,473	<0.1	-	-	-	100.0	-	12.7	-40.1	2.29	2.29
1995	2,241	<0.1	97.0	1.5	1.5	4,139	<0.1	-	-	-	100.0	-	-39.5	-51.2	1.85	1.85
1996	1,534	<0.1	94.7	2.0	3.3	2,706	<0.1	-	-	-	100.0	-	-31.5	-34.6	1.76	1.76
1997	942	<0.1	93.0	4.7	2.3	0	<0.1	-	-	-	-	-	-38.6	-100.0	-	-
<b>Olympia</b>																
1992	54,001	0.3%	82.5%	4.6%	12.9%	166,904	<0.1%	-	95.2%	-	4.8%	-	-20.0%	-26.2%	3.09	3.09
1993	40,573	0.3	82.1	4.5	13.4	110,137	<0.1	0.2%	91.8	-	6.9	1.1%	-24.9	-34.0	2.71	2.69
1994	25,456	0.1	79.4	3.8	16.8	64,651	<0.1	-	100.0	-	-	-	-37.3	-41.3	2.54	2.54
1995	20,114	0.1	79.6	3.4	17.0	50,153	<0.1	-	73.6	-	26.4	-	-21.0	-22.4	2.49	2.49
1996	26,669	0.1	81.5	4.2	14.3	109,329	<0.1	-	99.6	-	0.4	-	32.6	118.0	4.10	4.10
1997	54,411	0.3	73.6	12.0	14.4	158,082	<0.1	59.1	36.6	<0.1	4.2	-	104.0	44.6	2.91	2.90
<b>Tacoma</b>																
1992	1,374,264	8.4%	68.9%	22.0%	9.1%	20,462,442	11.1%	58.4%	4.2%	8.6%	0.8%	28.0%	-0.6%	-0.2%	14.89	9.73
1993	1,261,052	8.0	68.5	22.4	9.1	19,820,808	10.8	62.3	3.5	8.5	0.7	25.0	-8.2	-3.1	15.72	10.74
1994	1,195,487	7.0	67.6	23.1	9.3	18,442,093	9.3	65.5	3.1	8.0	0.9	22.5	-5.2	-7.0	15.43	11.00
1995	1,285,187	7.2	69.5	21.7	8.8	22,291,543	10.1	57.9	2.6	6.5	0.8	32.2	7.5	20.9	17.34	10.94
1996	1,364,059	7.6	70.3	20.9	8.9	22,001,205	10.2	55.9	2.6	6.1	1.0	34.4	6.1	-1.3	16.13	9.88
1997	1,363,611	7.0	70.5	20.7	8.7	22,567,206	10.1	58.1	1.9	7.2	1.2	31.5	0.0	2.6	16.55	10.44
<b>Seattle</b>																
1992	1,391,072	8.5%	62.1%	29.4%	8.5%	16,576,584	9.0%	82.4%	0.1%	3.4%	2.4%	11.8%	-4.7%	-4.9%	11.92	10.21
1993	1,370,553	8.7	62.6	29.0	8.4	17,366,355	9.5	82.1	<0.1	2.9	2.6	12.4	-1.5	4.8	12.67	10.83
1994	1,579,806	9.3	62.8	28.8	8.4	20,481,930	10.3	85.2	<0.1	2.9	1.9	9.9	15.3	17.9	12.96	11.39
1995	1,736,143	9.7	65.2	26.9	7.9	24,756,789	11.2	72.5	<0.1	2.2	1.5	23.7	9.9	20.9	14.26	10.68
1996	1,690,569	9.4	65.0	27.0	8.0	21,966,516	10.2	77.5	<0.1	2.7	1.6	18.2	-2.6	-11.3	12.99	10.39
1997	1,767,965	9.0	65.3	26.9	7.8	22,135,481	9.9	76.8	<0.1	3.6	1.3	18.3	4.6	0.8	12.52	9.91
<b>Everett</b>																
1992	178,187	1.1%	86.9%	6.2%	6.9%	848,713	0.5%	<0.1%	53.2%	-	1.8%	44.9%	-0.7%	4.3%	4.76	2.67
1993	139,340	0.9	87.0	6.3	6.7	637,949	0.3	<0.1	54.2	-	1.9	44.0	-21.8	-24.8	4.58	2.60
1994	141,395	0.8	82.6	9.3	8.1	532,248	0.3	<0.1	47.1	<0.1%	8.1	44.7	1.5	-16.6	3.76	2.11
1995	135,041	0.8	83.4	8.8	7.9	592,648	0.3	<0.1	41.4	<0.1	6.0	52.6	-4.5	11.3	4.39	2.13
1996	104,868	0.6	85.0	6.9	8.1	596,023	0.3	<0.1	33.7	-	2.9	63.3	-22.3	0.6	5.68	2.16
1997	90,263	0.5	83.4	7.9	8.6	510,432	0.2	0.2	25.7	-	4.6	69.6	-13.9	-14.4	5.65	1.80
<b>Anacortes</b>																
1992	31,173	0.2%	81.4%	10.4%	8.2%	429,139	0.2%	-	14.2%	-	-	85.8%	-31.5%	-8.5%	13.77	2.19
1993	16,821	0.1	79.8	10.5	9.6	371,024	0.2	-	4.3	-	-	95.8	-46.0	-13.5	22.06	1.36
1994	18,329	0.1	81.1	9.4	9.5	355,901	0.2	-	6.5	-	-	93.6	9.0	-4.1	19.42	1.62
1995	16,894	<0.1	80.2	10.1	9.8	373,166	0.2	-	4.7	-	-	95.3	-7.8	4.9	22.09	1.46
1996	16,400	<0.1	80.5	10.1	9.4	267,691	0.1	-	8.2	-	-	91.9	-2.9	-28.3	16.32	1.63
1997	13,946	<0.1	68.4	10.0	21.6	336,968	0.2	-	0.3	-	-	99.7	-15.0	25.9	24.16	0.56





Year	Hours					Tonnage							Change from		Tons per Hour Paid	"Weighted Tons" per Hour Paid
	Total Hours	Percent of Coast Total	Percent of Port Total			Total Tonnage	Percent of Coast Total	Contain- erized	Percent of Port Total			Bulk Cargo	Hours	Tonnage		
			L/S Jobs	Clk Jobs	Fmn Jobs				Lumber & Logs	Autos & Trucks	Other General					
Bellingham																
1992	53,634	0.3%	83.3%	7.3%	9.4%	937,895	0.5%	-	19.9%	7.8%	-	72.2%	-0.5%	-4.7%	17.49	5.11
1993	50,212	0.3	83.3	7.4	9.3	834,775	0.5	-	20.6	2.6	-	76.8	-6.4	-11.0	16.63	4.12
1994	42,174	0.2	83.0	7.3	9.7	672,241	0.3	-	0.4	1.2	24.0%	74.5	-16.0	-19.5	15.94	4.15
1995	65,906	0.4	82.6	7.4	10.0	1,162,767	0.5	-	<0.1	-	13.9	86.1	56.3	73.0	17.64	2.77
1996	72,634	0.4	83.4	6.9	9.7	1,170,154	0.5	<0.1%	0.2	-	15.4	84.4	10.2	0.6	16.11	2.79
1997	59,086	0.3	82.0	8.2	9.8	1,133,503	0.5	-	-	-	16.4	83.6	-18.7	-3.1	19.18	3.46

## Area Summaries

### SOUTHERN CALIFORNIA AREA SUMMARY

1992	7,645,101	46.9%	66.0%	24.0%	10.0%	80,347,164	43.7%	69.4%	0.5%	8.4%	5.3%	16.3%	1.6%	3.4%	10.51	8.09
1993	7,718,630	49.2	65.7	24.5	9.8	82,895,479	45.1	70.9	0.4	7.3	5.0	16.3	1.0	3.2	10.74	8.37
1994	8,796,444	51.8	65.6	24.7	9.7	94,031,500	47.3	73.3	0.4	6.9	5.3	14.1	14.0	13.4	10.69	8.59
1995	9,487,318	53.1	66.2	24.4	9.4	99,599,534	45.2	74.2	0.2	6.9	4.8	14.0	7.9	5.9	10.50	8.46
1996	9,934,161	55.1	66.6	24.3	9.1	105,870,123	49.1	74.4	0.2	6.2	4.7	14.5	4.7	6.3	10.66	8.59
1997	11,655,074	59.4	66.9	23.2	9.9	113,934,455	50.8	76.4	0.2	7.0	4.4	12.1	17.3	7.6	9.78	8.05

### NORTHERN CALIFORNIA AREA SUMMARY

1992	2,970,561	18.2%	65.4%	27.0%	7.6%	26,544,053	14.4%	67.5%	0.7%	12.3%	4.0%	15.5%	-6.2%	0.6%	8.94	6.66
1993	2,674,330	17.1	65.2	27.1	7.7	25,470,063	13.9	69.6	0.5	11.9	3.1	14.9	-10.0	-4.0	9.52	7.19
1994	2,777,854	16.4	65.9	26.5	7.6	27,614,282	13.9	70.1	0.3	11.0	4.8	13.8	3.9	8.4	9.94	7.68
1995	2,618,976	14.7	65.9	26.4	7.7	26,959,834	12.2	73.6	0.3	8.1	3.4	14.6	-5.7	-2.4	10.29	8.13
1996	2,477,016	13.7	65.5	26.8	7.7	24,595,731	11.4	74.4	0.2	7.0	4.0	14.3	-5.4	-8.8	9.93	7.96
1997	2,436,049	12.4	66.5	25.5	8.0	24,118,412	10.8	75.5	0.1	5.0	4.3	15.0	-1.7	-1.9	9.90	8.03

### OREGON & COLUMBIA RIVER AREA SUMMARY

1992	2,291,041	14.0%	80.2%	12.8%	7.0%	35,848,694	19.5%	7.5%	5.8%	7.6%	3.7%	75.4%	-4.3%	1.9%	15.65	3.09
1993	2,194,317	14.0	80.3	12.6	7.1	34,950,722	19.0	8.9	5.0	7.5	3.1	75.5	-4.2	-2.5	15.93	3.15
1994	2,212,978	13.0	79.2	13.4	7.3	35,717,834	18.0	11.6	4.3	8.9	3.0	72.3	0.9	2.2	16.14	3.51
1995	2,331,952	13.0	79.7	13.0	7.3	43,608,544	19.8	9.7	3.3	5.7	2.4	78.9	5.4	22.1	18.70	3.35
1996	2,181,153	12.1	80.5	12.3	7.3	37,938,300	17.6	9.9	3.8	6.3	2.8	77.2	-6.5	-13.0	17.39	3.32
1997	2,016,303	10.3	80.1	12.5	7.4	38,644,126	17.2	9.4	2.9	8.3	2.9	76.5	-7.6	1.9	19.17	3.46

### WASHINGTON AREA SUMMARY

1992	3,399,782	20.8%	69.3%	22.0%	8.7%	41,082,126	22.3%	62.3%	6.8%	5.7%	2.3%	23.0%	-3.6%	-2.7%	12.08	8.80
1993	3,092,974	19.7	68.5	22.9	8.7	40,284,873	21.9	66.0	4.8	5.4	2.3	21.5	-9.0	-1.9	13.02	9.69
1994	3,189,731	18.8	67.4	23.8	8.8	41,408,875	20.8	71.3	3.9	5.0	2.0	17.8	3.1	2.8	12.98	10.17
1995	3,432,598	19.2	69.0	22.6	8.4	50,072,951	22.7	61.6	3.1	4.0	1.6	29.7	7.6	20.9	14.59	9.85
1996	3,452,040	19.1	69.4	22.2	8.5	47,144,792	21.9	62.2	3.4	4.1	1.8	28.5	0.6	-5.8	13.66	9.38
1997	3,500,246	17.9	69.2	22.5	8.3	47,618,549	21.2	63.4	2.5	5.1	1.8	27.2	1.4	1.0	13.60	9.40

## Coast Summary

1992	16,306,485	100.0%	68.6%	22.5%	8.9%	183,822,037	100.0%	55.5%	3.0%	8.2%	4.1%	29.2%	-1.8%	1.3%	11.27	7.28
1993	15,680,251	100.0	68.2	23.0	8.8	183,601,137	100.0	57.9	2.3	7.6	3.8	28.5	-3.8	-0.1	11.71	7.70
1994	16,977,007	100.0	67.8	23.3	8.9	198,772,491	100.0	61.3	1.8	7.4	4.1	25.3	8.3	8.3	11.71	8.08
1995	17,870,844	100.0	68.5	22.9	8.7	220,240,863	100.0	58.5	1.5	6.1	3.4	30.5	5.3	10.8	12.32	8.01
1996	18,044,370	100.0	68.6	22.8	8.6	215,548,946	100.0	60.4	1.5	5.9	3.7	28.6	1.0	-2.1	11.95	8.02
1997	19,607,672	100.0	68.6	22.3	9.1	224,315,542	100.0	62.0	1.1	6.6	3.6	26.7	8.7	4.1	11.44	7.82

# The People of PMA

## PMA Staff



**JOSEPH N. MINIACE**  
President and CEO



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*Senior Vice President,*  
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**PHILIP R. RESCH**  
*Senior Vice President,*  
Operations



**THOMAS M. McMAHON**  
*Senior Vice President,*  
Finance and Administration



**CHARLES J. WALLACE**  
*Vice President,*  
Southern California



**ROBERT D. DOCKENDORFF**  
*Vice President,*  
Communications & Research



**CAROLYN S. CLEMENTS**  
*Manager*  
Southern California



**JACK E. SUITE**  
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**TIMOTHY I. MacLEAN**  
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*Manager*  
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Southern California

**THOMAS EDWARDS**  
Northern California

**SCOTT MUNGER**  
Oregon

**JOSEPH T. WEBER**  
Washington

Assistant Area Managers





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Senior Vice President,  
General Counsel and Secretary



**JAMES BRITTON**  
Treasurer and Controller



**JOHN PAVELKO**  
Vice President,  
Training & Accident Prevention



**PAUL HOLMES**  
Vice President,  
Technology

The people of PMA embody a diverse group—a group that includes representatives from vessel operating companies throughout the world and representatives from stevedore, transportation, and marine terminal companies that are primarily U.S. based. These Industry representatives spend countless hours serving on the several boards and committees that form the backbone of PMA.

Many of the people of PMA are recognized on the following pages. Included are the PMA Staff, members of the Board of Directors and their alternates, the Coast Steering Committee, the Area Sub-Steering Committees, and the Finance Committee. There are many other Industry people whose service on various *ad hoc* and standing committees is not recognized here, but to whom the Industry is indebted for their tireless contribution to the operation of PMA.

## Senior Staff

Jose Martinez	Director Information Services
Earl Westfall	Director Research & Database Services
Mark Langner	Director Payroll Services
Kim Arrivee	Director Training
Vince Lamaestra	Director Operations
Marc MacDonald	Director Accident Prevention
Robert Dodge	Director Training and Operations, Southern California
Darwin Dayan	Manager Media Resources
Josephine Parr	Manager Operations & Development

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Charles Young

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Valarie Jessie

Cynthia Jonah  
Channon Milien  
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Perla Pasol  
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Barbara J. Tymer

Nancy Van Der Boom  
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Christine A. Peer  
Antonio G. Peredo  
Robert N. Roedel  
Dennis M. Steiner  
Byron A. Stout  
Carol D. Torset  
Joseph T. Weber

# Coast Steering Committee



**Capt. Franklin K. Riley, Chairman**  
Vice President, Industrial Relations  
American President Lines, Ltd.



**Alan Hodges**  
Director, Special Services  
General Steamship Corp.



**Raymond P. Holbrook**  
Regional Vice President  
Stevedoring Services of America



**Ulrich (Rick) Janssen**  
Vice President  
"K" Line America, Inc.



**Capt. John McNeill**  
Vice President of Operations  
Marine Terminals Corporation

## Area Sub-Steering Committees

### Southern California Area



**Charles P. Savre**  
Chairman  
American President Lines, Ltd.



**John DiBernardo**  
Vice Chairman  
Stevedoring Services of America



**Bal Dreyfus**  
Matson Navigation Company, Inc.



**Glenn Eddy**  
Maersk Inc.

### Northern California Area



**Jacques Lira**  
Chairman  
Stevedoring Services of America



**Gerald Bridges**  
Marine Terminals Corporation



**Paul Clouse**  
Eagle Marine Services, Ltd.



**Ronald Forest**  
Matson Navigation Company, Inc.

### Oregon and Columbia River Area



**Bruce Whisnant**  
Chairman  
Brady-Hamilton Stevedore Co.\*



**Capt. Brian J. Turrell**  
Vice Chairman  
Jones Stevedoring Company



**Gene Dieterle**  
General Steamship Corporation



**Malcolm Erickson**  
Matson Navigation Company, Inc.

### Washington and Puget Sound Area



**Michael P. Lingerfelt**  
Co-Chairman  
Eagle Marine Services, Ltd.



**Thomas E. Mooney**  
Co-Chairman  
Container Stevedoring Co., Inc.



**Peter D. Bennett**  
"K" Line



**Gregg A. Blanchfield**  
Maersk Inc.





**Glenn A. Miller**  
Manager  
Container Stevedoring Co., Inc.



**J. D. Nielsen**  
Vice President  
Maersk Pacific, Ltd.



**Timothy J. Parker**  
Vice President, General Manager  
Metropolitan Stevedore Co.



**Ronald H. Rothman**  
Vice President, Industrial Relations  
Matson Navigation Co., Inc.

*"The Coast Steering Committee shall be responsible for the day-to-day administration and enforcement of...collective bargaining agreements including the negotiation of such agreements, the amending of such agreements and the conduct of negotiations with the unions.*

*"The Coast Steering Committee membership and the number thereof, method of selection, duties and responsibilities shall be determined by the Coast Executive Committee."*

— PMA Bylaws



**John H. Ohle**  
Container Stevedoring Co., Inc.



**William F. Payne**  
NYK Line



**Robert B. Roach**  
Metropolitan Stevedore Company



**Randy C. Schwoeble**  
Marine Terminals Corporation



**Michael Sullivan**  
Inchcape Shipping Services

*"The Coast Steering Committee shall have four (4) Area Sub-Steering Committees under its general direction and control. Questions of membership, method of selection, internal procedures and organization of the Area Sub-Steering Committees shall be determined by the Coast Steering Committee, and the Area Sub-Steering Committee shall perform such duties and responsibilities as assigned or delegated by the Coast Steering Committee."*

— PMA Bylaws



**Elvis Ganda**  
Sea-Land Service, Inc.



**Capt. Nuru Neemuchwalla**  
Maersk Inc.



**Michael Ogiglo**  
Centennial Stevedoring Services



**Capt. Pankaj Saurastri**  
NYK Line



**Scott Winn**  
Mitsui O.S.K. Lines, Ltd.



**Peter Johnson**  
Marine Terminals Corporation



**Jeff Krug**  
NYK Line



**Ken Mishler**  
"K" Line



**Steve P. Hasslinger**  
Seattle Stevedore Company\*



**Larry L. Lindenberg**  
Matson Navigation Company, Inc.



**Kenneth H. Passe, Jr.**  
Marine Terminals Corp. - Puget Sound



**Douglas E. Stearns**  
Jones Stevedoring Company



**James A. Yandel**  
Trans Pacific Container Service Corp.

## Finance Committee

### Jeffrey H. Gould

Manager of Land Operations, Planning and Analyses  
American President Lines, Ltd.

### Larry Mazor

Chief Financial Officer  
Marine Terminals Corporation

### Joseph A. Palazzolo

Controller  
Matson Navigation Company, Inc.

### Michael F. Sabarese

Chief Financial Officer  
General Steamship Corporation, Ltd.

\* dba Stevedoring Services of America

# Board of Directors and Alternates

## American Flag Operator Group



**JOHN G. BURGESS**  
*Executive Vice President*  
American President Lines, Ltd.



**FRANKLIN K. RILEY, JR.**  
*Vice President, Industrial Relations*  
American President Lines, Ltd.

Alternate

**RONALD D. WIDDOWS**  
*Vice President, Terminal Operations*  
American President Lines, Ltd.

**JAMES M. ARDRON**  
*Vice President, Labor*  
American President Lines, Ltd.

## Foreign Flag Operator Group



**G. SCOTT JONES**  
*Chairman of the Board*  
General Steamship Corporation



**WILLIAM A. TROK**  
*President*  
Maersk Container Service Company

Alternate

**SCOTT M. JONES**  
*President and CEO*  
General Steamship Corporation

**J. D. NIELSEN**  
*Vice President*  
Maersk Pacific, Ltd.

## Stevedore and Terminal Group



**CLAYTON R. JONES III**  
*President*  
Jones Stevedoring Company



**DOUGLAS A. TILDEN**  
*President and CEO*  
Marine Terminals Corporation

Alternate

**FRANK J. AMATO**  
*Vice President*  
Jones Stevedoring Company

**JOHN McNEILL**  
*Vice President, Operations*  
Marine Terminals Corporation





**C. BRADLEY MULHOLLAND**  
*President, Chief Executive Officer*  
 Matson Navigation Company, Inc.



**RONALD H. ROTHMAN**  
*Vice President, Industrial Relations*  
 Matson Navigation Company, Inc.



**DAVID J. TOLAN**  
*Senior Vice President, Industrial Relations*  
 Sea-Land Service, Inc.



**BRIAN E. DUGAN**  
*Staff Vice President, Labor Relations*  
 Sea-Land Service, Inc.

**GARY J. NORTH**  
*Senior Vice President, Operations*  
 Matson Navigation Company, Inc.

**JON E. ROSSELLE**  
*Vice President, Operations*  
 Matson Terminals, Inc.

**CHRISTOPHER J. LYTLE**  
*Gen. Mgr., West Coast/North America Oper. Group*  
 Sea-Land Service, Inc.

**GLENN A. MILLER**  
*Manager*  
 Container Stevedoring Co., Inc.



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*Executive Vice President and COO*  
 Mitsui OSK Lines, Ltd.



**HENNING L. MEYN**  
*Vice President*  
 NYK Line



**ANDREW T. LUMLEY**  
*Vice President, North American Operations*  
 OOCL (USA) Inc.

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*Regional VP and General Manager*  
 Trans Pacific Container Service Corp.

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*General Manager, Western Region*  
 NYK Line

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*Senior Vice President, Operations*  
 OOCL (USA), Inc.



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*President, CEO and CFO*  
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*President*  
 Seattle Stevedore Company

**TIMOTHY J. PARKER**  
*Vice President, General Manager*  
 Metropolitan Stevedore Company

**RAYMOND P. HOLBROOK**  
*Regional Vice President*  
 Stevedoring Services of America

*“The Coast Executive Committee shall, among its duties, determine major questions of labor policy for the corporation....”*  
 — PMA Bylaws

The names of members of the Coast Executive Committee are shown in color.



A top handler loads a double stack train at the International Transportation Service container terminal in Long Beach.



# Membership

"Any firm, person, association or corporation engaged in the business of carrying passengers or 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 port or within the Port Area CFS zone of any such port, and any association or corporation composed of employers of such longshoremen or other shoreside employees shall be eligible for membership in this corporation...." — PMA Bylaws

American President Lines, Ltd.  
Anacortes Log & Bulk Stevedore Company  
Bellingham Stevedoring Company  
Benicia Port Terminal Company  
Blue Star (North America) Ltd.  
Brady-Hamilton Stevedore Co.\*  
Bridge Warehouse, Inc.  
California United Terminals  
Centennial Stevedoring Services  
Coast Maritime Services  
Consolidated Stevedoring Company LLC  
Container Stevedoring Co., Inc.  
Continental Grain Company  
Cooper/T. Smith Stevedoring Co., Inc.  
Crescent City Marine Ways & Drydock Co., Inc.  
Crescent Wharf & Warehouse Company\*  
Diablo Service Corporation  
Eagle Marine Services, Ltd.  
Encinal Terminals  
Everett Stevedoring Company\*  
Flota Mercante Grancolombiana, S.A.  
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Indies Terminal Company\*  
Innovative Terminal Services, Inc.  
International Transportation Service, Inc.  
Italian Line  
Jones Stevedoring Company  
"K" Line (Kawasaki Kisen Kaisha, Ltd.)  
Long Beach Container Terminal, Inc.  
Macoy Engineering and Maintenance Co., Inc.  
Maersk Inc.  
Main Lines Inc.  
Marine Terminals Corporation  
Marine Terminals Corporation - Columbia River  
Marine Terminals Corporation of Los Angeles  
Marine Terminals Corporation - Puget Sound  
Matson Navigation Company, Inc.  
Matson Terminals, Inc.  
Metropolitan Stevedore Company

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NOL (USA) Inc.  
NOSAC  
NYK Line  
National Lines Bureau, Inc.  
Norsk Pacific Steamship Co., Ltd.  
OOCL (USA) Inc.  
Olympia Stevedoring Company, Inc.\*  
Oregon Chip Terminal Inc.  
Oregon Terminal Company  
P&O Nedlloyd B.V.  
Pacific Coast Recycling  
Pacific Coast Stevedoring, Inc.  
Pacific Coast Terminals, Limited  
Pacific Crane Maintenance Co., Inc.  
Pacific Northwest Auto Terminals  
Pacific Ro-Ro Stevedoring, Inc.  
Pacific Traffic Marking & Coating Company  
Pasha Maritime Services, Inc.  
Pier Maintenance Incorporated  
Port of Vancouver  
Portland Lines Bureau  
Reliable Line Service  
Richmond Stevedoring Company, Inc.  
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Rogers Terminal & Shipping Corp.  
Sea-Land Service, Inc.  
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Seattle Stevedore Company\*  
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Terminal Maintenance Corporation  
Topline Services, Inc.  
Total Terminals, Inc.  
TransBay Container Terminal, Inc.  
Trans Pacific Container Service Corp.  
Transpac Terminal Services  
Twin Harbor Stevedoring Company\*  
Waterfront Repair, Inc.  
Western Stevedoring Corp.  
Westfall Stevedore Company  
Williams, Dimond & Company  
Yusen Terminals, Inc.  
Zim American Israeli Shipping Co.

\*dba Stevedoring Services of America



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**Photo this page:** Mount St. Helens lies in the background of Terminal 6 container yard in Portland.



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





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