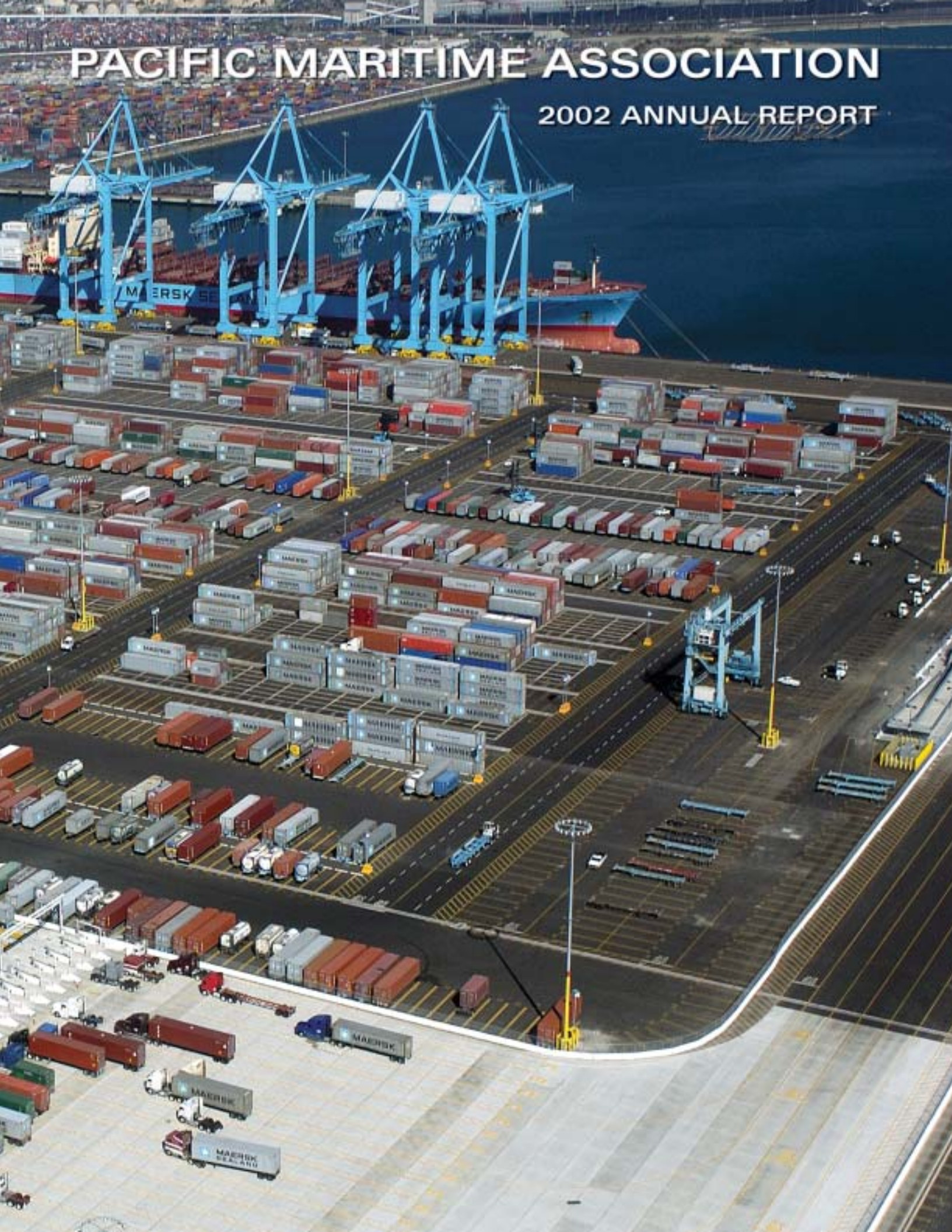
PACIFIC MARITIME ASSOCIATION

2002 ANNUAL REPORT



This annual report is dedicated to our friend and colleague, TOM MCMAHON.

WE MISS YOU.

IN MEMORIAM (PAGE 34)

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 domestic carriers, international carriers and stevedores that operate in California, Oregon, and Washington.

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

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

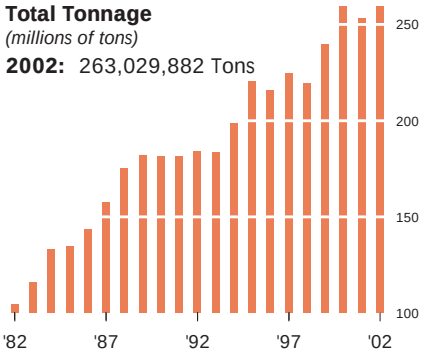
PMA MISSION: To provide industry leadership to our member companies through innovative integrated Labor Relations, Human Resources, and Administrative Services.

The Regular Meeting of the membership will be held at Pacific Maritime Association Headquarters, San Francisco, California on Wednesday, March 19, 2003 at 2:00 p.m. in Conference Room 1.

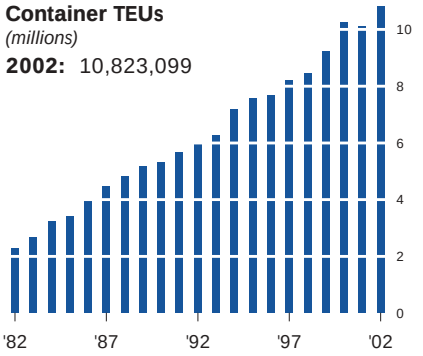
A Hanjin containership calls at the Hanjin terminal, Port of Long Beach.

HIGHLIGHTS

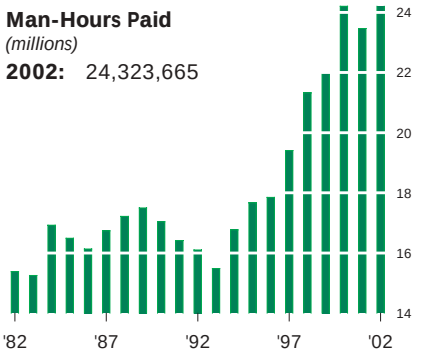
Total Tonnage
(millions of tons)
2002: 263,029,882 Tons



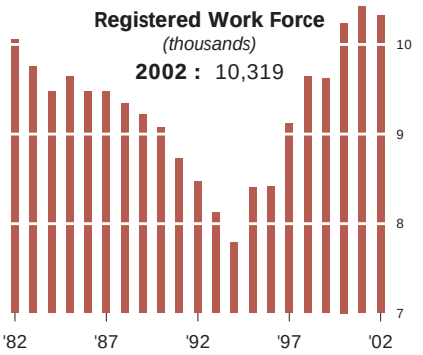
Container TEUs
(millions)
2002: 10,823,099



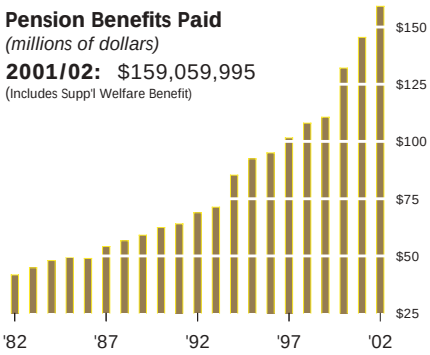
Man-Hours Paid
(millions)
2002: 24,323,665



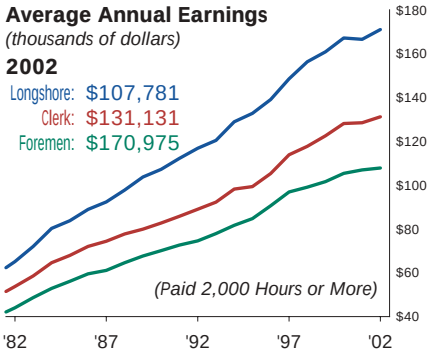
Registered Work Force
(thousands)
2002 : 10,319



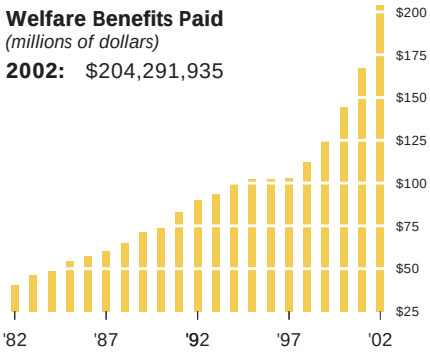
Pension Benefits Paid
(millions of dollars)
2001/02: $159,059,995
(Includes Supp'l Welfare Benefit)



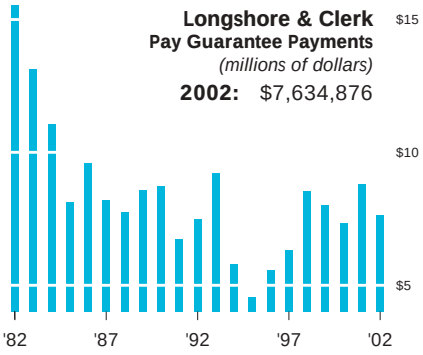
Average Annual Earnings
(thousands of dollars)
2002
Longshore: $107,781
Clerk: $131,131
Foremen: $170,975



Welfare Benefits Paid
(millions of dollars)
2002: $204,291,935



Longshore & Clerk
Pay Guarantee Payments
(millions of dollars)
2002: $7,634,876



CONTENTS

TO OUR MEMBERS

JOSEPH N. MINIACE
PRESIDENT AND CEO

As you are well aware, the prime focus of the past year was the contract talks that began in May and concluded just before Thanksgiving. I extend my heartfelt thanks to each of the stakeholders who contributed to these successful negotiations. An in-depth description of the particulars of the landmark six-year Memorandum of Understanding is included in this Annual Report.

At the outset, I would like to take a moment to reflect on the significance of the agreement that we reached with the ILWU.

This contract—the most significant of the last forty years—provides critical tools for bringing our ports into the 21st century and enhancing the West Coast's competitive position, not just on the continent but throughout the world. The technology coming to the ports will be good for the economy and can play a critical role in America's national security efforts.

The PMA is working diligently to make this an agreement in which both parties participate to make the ports a more productive and safer place to work. The implementation of technology is a critical first step. But, technology alone will not enable us to achieve these goals. The people who use it are the most important part of the process. We must all commit to make these efforts successful.

PMA President and CEO Joseph Miniace signs the Memorandum of Understanding as Craig Epperson and Craig Johnson look on.

ILWU President Jim Spinosa signs the MOU.

Joe Miniace and Jim Spinosa.

As we usher in this new era of modernization, we recognize it is also time to usher in a new era of mutual respect and trust between the PMA and ILWU. By working together to further modernize the terminals, we can continue to generate high quality jobs for future generations and to secure our region's dominance in Pacific Rim trade. I am confident that ongoing efforts to build trust and cooperation will be met with success.

In 2002, the eyes of the nation and of the world were fixed upon the West Coast ports like no other time in modern history. People throughout America learned for the first time that the West Coast ports can significantly impact their daily lives.

We appreciate and take seriously our important and far-reaching role and are committed to our steadfast support of the nation's economic and security interests. We will shoulder this responsibility in the years ahead, working as productive partners with the ILWU, the ports, the shipping community, governmental leaders, our customers and the countless other stakeholders we serve.

Joseph N. Miniace

Joseph Miniace greets PMA Board Member George Hayashi.

Federal Mediators Joel Schaffer, Peter Hurtgen, and Richard Barnes.

Joe Miniace, Richard Trumka, Jim Spinosa, and Peter Hurtgen.

MEMBERSHIP

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

— PMA Bylaws

American President Lines, Ltd.
Benicia Port Terminal Company
Bridge Warehouse, Inc.
California United Terminals
Centennial Stevedoring Services
Coast Maritime Services
Coastal Great Southern
Consolidated Stevedoring Company, LLC
Cooper/T. Smith Stevedoring Company, Inc.
COSCO North America, Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Deep Pacific, L.L.C.
Eagle Marine Services, Ltd.
Evergreen Marine Corp. (Taiwan) Ltd.
Foss Alaska Line, Inc.
Hanjin Shipping Company, Ltd.
Hapag-Lloyd AG
Harbor Industrial Northwest Corporation
Harbor Industrial Service Corporation
Horizon Lines, LLC
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America), Inc.
International Transportation Service, Inc.
Italia Line
Jones Stevedoring Company
"K" Line (Kawasaki Kisen Kaisha, Ltd.)
Kinder Morgan Bulk Terminals, Inc.
Long Beach Container Terminal, Inc.
Maersk Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation - Columbia River
Marine Terminals Corporation - Puget Sound
Matson Navigation Company, Inc.
Metropolitan Stevedore Company
MOL (America) Inc.
National Lines Bureau, Inc.
Norsk Pacific Steamship Company, Ltd.
NYK Line
OOCL (USA) Inc.
Oregon Chip Terminal Inc.
P&O Nedlloyd B.V.
Pacific Coast Stevedoring, Inc.
Pacific Coast Terminals, Ltd.
Pacific Crane Maintenance Company, Inc.
Pacific Northwest Auto Terminals
Pacific Ro-Ro Stevedoring, LLC
Pasha Maritime Services, Inc.
Pasha Stevedoring & Terminals, L.P.
Pier Maintenance Incorporated
Portland Lines Bureau
Reliable Line Service
Rogers Terminal & Shipping Corporation
Sea Star Stevedore Company
SSA Terminals, LLC
Stevedoring Services of America
Tacoma Line Handling Company
Terminal Maintenance Company, LLC
Terminal Maintenance Corporation
Tesoro Refining and Marketing Company
Trans Pacific Container Service Corporation
TransBay Container Terminal, Inc.
Transpac Terminal Services
Wallenius Wilhelmsen Lines AS
Washington United Terminals
Western Stevedoring Corporation
Westfall Stevedore Company
Williams, Dimond & Company
Yangming Marine Transport Corporation
Yusen Terminals, Inc.
Zim American Israeli Shipping Company

BOARD OF DIRECTORS

WILLIAM A. HAMLIN
President (Americas)
American President Lines, Ltd.
INTERNATIONAL CARRIER CLASS

JOJI "GEORGE" HAYASHI
Chairman - President and CEO
MOL (America) Inc.
INTERNATIONAL CARRIER CLASS

JON HEMINGWAY
President and CEO
Stevedoring Services of America
STEVEDORE/NON-CARRIER CLASS

PETER I. KELLER
Executive Vice President
NYK Line
INTERNATIONAL CARRIER CLASS

GARY J. NORTH
Sr.Vice President - Operations
Matson Navigation Company, Inc.
DOMESTIC CARRIER CLASS

CHARLES G. RAYMOND
President and CEO
Horizon Lines, LLC
DOMESTIC CARRIER CLASS

ANTHONY SCIOSCIA
President
APM Terminals North America, Inc.
INTERNATIONAL CARRIER CLASS

OLE A. SWEEDLUND
Deputy Managing Director - Vice President
Hanjin Shipping Company, Ltd.
INTERNATIONAL CARRIER CLASS

DOUGLAS A. TILDEN
President and CEO
Marine Terminals Corporation
STEVEDORE/NON-CARRIER CLASS

JOSEPH N. MINIACE
President and CEO
Pacific Maritime Association
EX OFFICIO MEMBER

FINANCE COMMITTEE

STEVE HAYES
Vice President, Controller - Liner (Americas)
American President Lines, Ltd.

JOHN LOEPPRICH
Sr.Vice President & CFO
APM Terminals North America, Inc.

GAIL A. PARRIS
Chief Financial Officer
Marine Terminals Corporation & MTC Holdings

CHARLIE SADOSKI
Chief Financial Officer
Stevedoring Services of America

COAST STEERING COMMITTEE

Ray P. Holbrook, *Chairman*
Stevedoring Services of America

Dave Adam
Chief Operating Officer
Marine Terminals Corporation

Peter D. Bennett
Vice President - Pacific Region/Operations
"K" Line (Kawasaki Kisen Kaisha, Ltd.)

Glenn Eddy
Sr.Vice President -
West Coast Labor Relations
APM Terminals North America, Inc.

AREA SUB-STEERING STEERING COMMITTEES

SOUTHERN CALIFORNIA AREA

John DiBernardo
Chairman
Stevedoring Services of America

Wesley Brunson
Evergreen Marine Corp. (Taiwan) Ltd.

Robert Clark
Eagle Marine Services, Ltd

Joe DiMassa
NYK Line

Michael Fogarty
International Transportation Services, Inc.

Albert Garnier
Metropolitan Stevedore Company

Frank Knafelz
Horizon Lines, LLC

NORTHERN CALIFORNIA AREA

Jacques Lira
Chairman
Stevedoring Services of America

Bill Alverson
Horizon Lines, LLC

Bob Bergmann
TransBay Container Terminal, Inc.

James A. Colby
Matson Navigation Company, Inc.

Mike Cuffe
Centennial Stevedoring Services

PACIFIC NORTHWEST: Oregon and Columbia River Area

Ken Mishler
Chairman
"K" Line (Kawasaki Kisen Kaisha, Ltd.)

Doug Beeber
Jones Stevedoring Company

Art Hayes
Rogers Terminal & Shipping Corporation

Paul Huculak
Stevedoring Services of America

Steve Johnson
Hanjin Shipping Company, Ltd.

PACIFIC NORTHWEST: Washington and Puget Sound Area

Kenneth H. Passe Jr.
Chairman
Marine Terminals Corporation

Kevin Dietsch
Horizon Lines, LLC

Clayton R. Jones, III
Jones Stevedoring Company

Richard Kinney
Matson Navigation Company, Inc.

Mike Lingerfelt
Washington United Terminals

James C. McKenna
Vice President -
Operations and Labor Relations
Horizon Lines, LLC

David Mehus
Vice President - Operations
Yusen Terminals, Inc.

Jon Rosselle
Vice President
SSA Terminals, LLC

Robert L. Stephens
Director - Labor Relations
American President Lines, Ltd.

Eileen Kuljis
Matson Navigation Company, Inc.

George Lang
California United Terminals

Chad Lindsay
APM Terminals North America, Inc.

photo not available

Art Merrick
Long Beach Container Terminal

Frank Pisano
Trans Pacific Container Service Corporation

Walter Romanowski
Marine Terminals Corporation

Tim Tess
Pasha Stevedoring & Terminals, L.P.

Peter Ford
APM Terminals North America, Inc.

Leif Gistrand
Metropolitan Stevedore Company

Sean Lindsay
Marine Terminals Corporation

Mike Ogieglo
Eagle Marine Services, Ltd.

Mike Porte
Trans Pacific Container Service Corporation

Dean Wilson
Total Terminals International, LLC

Kevin Jones
Kinder Morgan Bulk Terminals, Inc.

Mike Morgan
Marine Terminals Corporation

Lee MacGregor
SSA Terminals, LLC

Edward McCarthy
APM Terminals North America, Inc.

George F. Osborn
Husky Terminal & Stevedoring, Inc.

David A. Pickles
Eagle Marine Services, Ltd.

WEST COAST PORTS ARE NATIONAL ASSETS.

They support millions of jobs in the U.S. and around the world. They generate a business revenue impact equivalent to 7% of the nation's gross domestic product. This past year many Americans realized for the first time that what happens at West Coast ports can affect their daily lives. Thus, as we move forward to institute the new labor agreements, we must instill in the public—and especially the shippers—confidence that West Coast ports provide reliable and predictable service and that their customers will find their goods on store shelves and the products Americans produce will move efficiently into the international marketplace.

Fruit is discharged at Port Hueneme.

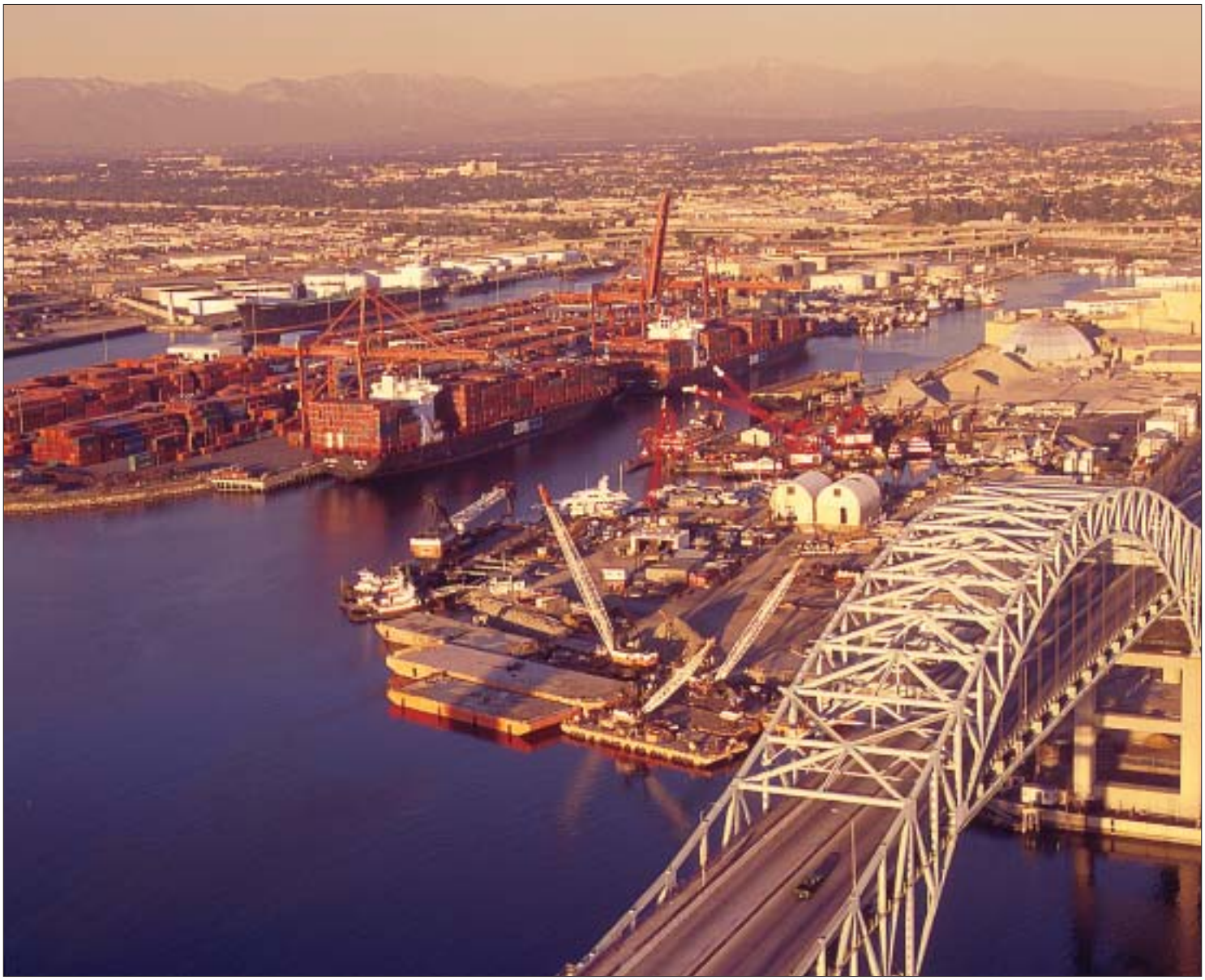

Sause Bros. makes first call at Port of Longview, WA.


New imported automobiles are driven off a car-carrier at Toyota Motor Co.'s Terminal 4 at the Port of Portland.

Facing Page: A containership calls at Pacific Container Terminal in Long Beach.

WEST COAST PORTS ARE RUNNING OUT OF LAND on which to expand, but container volume is expected to more than double over the next two decades. This means that existing terminals must become more efficient by increasing throughput per acre.

Aerial view of Port of Long Beach.



A Local 34 clerk receives containers at APL's Middle Harbor Road Terminal front gate from the control booth, Port of Oakland.

THE NEW ILWU-PMA LABOR AGREEMENT ENABLES the introduction of technologies for cargo identification, tracking, and handling as well as other improvements in cargo and information flow. These technologies, coupled with work-process improvement, will ensure shippers that West Coast ports will be able to accommodate continued growth in trade and that their goods will move more efficiently.


NO TUG

A Local 13 Crane Training Instructor coaches a trainee to float a container before landing on a chassis.

IN THE COMING MONTHS WE WILL FOCUS

on the implementation of the new labor agreement, ensuring that all the parties fully meet their respective obligations under the contracts. Longshore job training programs will be enhanced. We will utilize the "Technology Framework" to bring new technologies and improved work processes to West Coast cargo terminals.

Facing Page: Bagged rice is loaded onto the *MV Liberty Grace*, Port of Stockton.

WORKING SEAPORTS HAVE TRADITIONALLY BEEN PART of the urban environment of coastal cities, and we must make sure that the local communities want them to remain so. Ports want to be good neighbors.

A surfer enjoys the waves off Huntington Beach, California with the containership *Maersk Toledo* in the background.

WORKING TOGETHER, WE, THE ILWU AND THE PMA, can make our ports secure places to work, models of reliability and dependability, and we can speak with a single voice to urge legislators to release highway funds to improve access between the ports and the national highway system, reducing both highway congestion and air pollution.

WE STAND POISED AT THE DAWN OF A NEW ERA— one that fosters partnership, cooperation, and collaboration with the ILWU. Working together, we can and we will ensure that West Coast ports play their essential role in securing the nation's economic well-being by improving safety and productivity in cargo terminal operations. We can stimulate economic growth, continue to provide high quality jobs, and facilitate further expansion of international trade. Now, we must seize the opportunity to work in a renewed partnership to bring the West Coast waterfront cargo terminals to world-class standards to meet the challenges of the 21st century.

The *Hanjin Vienna* calls at Total Terminals, Berth 55-56, Port of Oakland.

Modernizing the Waterfront

The year 2002 marked a milestone in the evolution of the West Coast waterfront. After six months of intensive negotiations on a new coastwise contract, the Pacific Maritime Association and the International Longshore and Warehouse Union agreed to a historic six-year agreement enabling the implementation of new technology and workplace practices to modernize the West Coast ports, expand their capacity to accommodate higher volumes of cargo, and improve the ports' competitive standing in the world.

With this contract in place and activated on February 1, 2003, the PMA now has important new tools to boost productivity, reliability, predictability and efficiencies in the terminals. This pact also solidifies the West Coast's competitive positioning as the North American hub for international maritime trade activity.

Two container cranes being delivered to the Hanjin Terminal in Long Beach.

PROTECTING WAGES AND BENEFITS

This historic 2002-2008 ILWU/PMA Pacific Coast Longshore and Clerks' Agreement (PCL&CA), reached on November 23, 2002 (six months and ten days after the first joint bargaining session on May 13), secures the livelihoods of longshore and clerk registrants and provides a framework for implementing the technologies needed to manage the expected growth in import and export cargo in decades to come.

The PCL&CA, the first six-year contract in West Coast longshore industry history, enhances the base pay for longshore workers, ensuring they will remain among the top blue-collar wage earners in the U.S. More than 97 percent of health care plan costs continue to be paid by the Employers, and upon retirement, all eligible workers will receive improved pension benefits. As with many past Agreements, retirees and their families receive increases in their pension benefits and continuation of welfare benefits.

INTRODUCING A TECHNOLOGY FRAMEWORK

To maintain the competitiveness of the West Coast maritime industry, the Agreement establishes a process for improving the flow of cargo and associated data. The new "Technology Framework" promotes the implementation of time-saving applications into marine clerks' work while preserving remaining or new tasks within clerks' jurisdiction. The technology that will be implemented at the ports – bar code and optical scanners, GPS systems, Internet solutions, remote hand-held devices, information sharing tools – will help stimulate the economy, and likely will play a critical role in America's national security efforts.

The Framework guarantees work opportunities for all registered clerks until retirement. For those eligible longshore, clerk and foreman registrants who choose to leave the industry at age 59½, two six-month periods, or retirement windows, have been specified when applicants may retire with pension benefits equivalent to those they would have received at normal retirement age.

The Agreement also includes a technology dispute resolution process that guarantees both parties a fair hearing on issues related to technology implementation. Disputes will be examined first at the local level, and if necessary will be settled by the new Coast Wide Arbitrator, John Kagel. Mr. Kagel, a professional arbitrator, was jointly appointed by the PMA and the ILWU during contract negotiations. He takes the reins from his father, Sam Kagel, who retired after five decades of distinguished service.

ENTERING A NEW ERA

While the 2002 negotiations were extremely challenging, they provided the catalyst for change. PMA envisioned a new dynamic on the waterfront – one based on information technology that would enable the free flow of information throughout the terminal process. We also sought a new outcome-driven dispute resolution system based on certainty and independence. We were able to achieve these results for several reasons:

The PMA board was united in its mandate for modernization. With the contract now in place, the PMA is committed to working diligently to make this an agreement in which *both* sides participate in making the ports more productive. We firmly believe that cooperation will help achieve progress, and that honest efforts to build trust with the ILWU will be met with success.

The PMA is ushering in a new era of modernization and a new era of mutual respect and trust between the PMA and the ILWU. By working together to further modernize the terminals, we will continue to provide high quality jobs for future generations and cement our region's dominance in Pacific Rim trade.

Trucks prepare to enter the gates at SSAT's new Berth 57-59 Terminal, Oakland.

A New Agreement

Features of the new Longshore and Clerk Memorandum of Understanding include a framework for application of technologies and preservation of marine clerk jurisdiction; an amended process for selecting a Coast Arbitrator; significant improvements in pension benefits for both actives and retirees; maintenance of health benefits; wage and skill increases; and other contract enhancements. Following is a summary of some of these changes and improvements to Pacific Coast Longshore and Clerks' Agreement.

FRAMEWORK FOR NEW TECHNOLOGY

Rather than give detailed provisions, both parties agreed on a contractual framework that would provide for the introduction and application of present and future technologies into the waterfront while preserving Union jurisdiction and job security for registered marine clerks.

With this framework, the Employers are given the right to implement technologies—technologies that will mostly affect marine clerks. The framework includes a procedure for the introduction and implementation of new technologies.

Since work assignments may be discontinued as they become unnecessary due to technology, registered marine clerks will be provided full work opportunity to work as a marine clerk, that is, all registered marine clerk checked into the hall shall be assigned clerk work, in five of seven days in any payroll week, at the prevailing supervisory skill rate.

COAST ARBITRATOR

A new selection process for the Coast Arbitrator was agreed upon. A highly qualified neutral arbitrator with maritime experience, located on the West Coast, shall be selected by the Joint Coast Labor Relations Committee (JCLRC) to serve as the Coast Arbitrator for the duration of the Agreement. The Coast Arbitrator may be reappointed for the term of the next Agreement by mutual consensus. If the Committee fails to agree on the selection of the Coast Arbitrator, a six-person panel (three chosen by the Employers and three chosen by the Union) of prominent industry representatives shall select the individual.

If, after thirty days, the Panel is unable to select a Coast Arbitrator, the Panel shall submit to the Federal Mediation and Conciliation Service (FMCS) a request for a list of seven highly qualified neutral arbitrators with maritime experience, located on the West Coast. If the Union and the Employer representatives agree that the list is unacceptable, they may jointly request that the FMCS provide a second list. In the event the Parties cannot mutually select a Coast Arbitrator from the FMCS lists, the selection shall be determined by a striking process. The first strike shall be determined by a coin flip. The Party that correctly calls the coin flip shall have the choice of striking first or last.

PENSION BENEFITS IMPROVEMENTS

By the end of the six-year agreement, the full pension benefit accrual rate for longshore, clerk, and walking boss/foreman registrants retiring on or after July 1, 2002, will be $150 per month per year of qualifying service. The maximum monthly pension benefit will then be $5,250 per month, or $63,000 per year. This is an increase of $1,925 per month over the rate in effect prior to bargaining, or almost 58%.

Two Early Retirement Incentive Windows (from 8/1/2003 to 1/31/2004 and from 8/1/2006 to 1/31/2007) have been established for qualified longshore and clerk registrants to retire early with unreduced pension benefits—that is, their benefits will be paid without the actuarial reduction that would otherwise be applied to early retirement benefits under the ILWU-PMA Pension Plan.

A bullet train is loaded onto a ship at the Port of Long Beach.

Benefits to current retirees under the ILWU-PMA Pension Plan have also been improved. By the end of the new agreement, the retirement rate for retirees who retired prior to July 1, 1999 will increase from $65 per month to $80 per month per year of qualifying service. The retirement rate for registrants who retired during the previous contract period (from July 1, 1999 to to July 1, 2002) will increase to $100 per month per year of qualifying service by July 1, 2007, up to a maximum of $3,500 per month, or $42,000 per year.

The benefit for all eligible surviving spouses and eligible dependent child survivors of a retired

MONTHLY PENSION RATE HISTORY FOR NORMAL RETIREMENT

Plan Year Start Date	DATE OF RETIREMENT Before 7/71	7/71 - 6/75	7/75 - 6/78	7/78 - 6/81	7/81 - 6/84	7/84 - 6/87	7/87 - 6/90	7/90 - 6/93	7/93 - 6/96	7/96 - 6/99	7/99 - 6/02	7/02 - 6/08	Contract Increase	Maximum Yearly Benefit	Percent Increase Annual	Percent Increase Contract
July 1971	$12	$14												$4,200		
July 1972	12	14												4,200	0.0%	
July 1973	12	14												4,200	0.0	
July 1974	12	14											$2	4,200	0.0	0.0%
July 1975	12	15	$16											4,800	14.3	
July 1976	13	15	17											5,100	6.3	
July 1977	14	16	18										4	5,400	5.9	28.6
July 1978	16	18	20	$20										6,000	11.1	
July 1979	16	18	20	21										6,300	5.0	
July 1980	16	18	20	22									4	6,600	4.8	22.2
July 1981	17	19	21	23	$26									9,360	41.8	
July 1982	18	20	22	24	26									9,360	0.0	
July 1983	19	21	23	25	26								4	9,360	0.0	41.8
July 1984	20	22	24	25	27	$27								10,692	14.2	
July 1985	21	23	25	27	28	28								11,088	3.7	
July 1986	22	24	26	28	29	29							3	11,484	3.6	22.7
July 1987	23	25	27	29	30	30	$30							12,600	9.7	
July 1988	24	26	28	30	31	31	31							13,020	3.3	
July 1989	25	27	29	31	32	32	33						4	13,860	6.5	20.7
July 1990	26	28	30	32	33	33	34	$36						15,120	9.1	
July 1991	27	29	31	33	34	34	35	37						15,540	2.8	
July 1992	28	30	32	34	35	35	36	39					6	16,380	5.4	18.2
July 1993	36	36	36	36	36	36	37	40	$69					28,980	76.9	
July 1994	36	36	36	36	36	36	37	40	69					28,980	0.0	
July 1995	36	36	36	36	36	36	37	40	69				30	28,980	0.0	76.9
July 1996	38	38	38	38	37	37	38	41	69	$70				29,400	1.4	
July 1997	41	41	41	41	38	37	38	41	69	71				29,820	1.4	
July 1998	44	44	44	44	39	38	38	41	69	72			3	30,240	1.4	4.3
July 1999	50	50	50	50	50	50	50	50	69	72	$80			33,600	11.1	
July 2000	55	55	55	55	55	55	55	55	69	72	90			37,800	12.5	
July 2001	65	65	65	65	65	65	65	65	69	72	95		23	39,900	5.6	31.9
July 2002	65	65	65	65	65	65	65	65	69	72	95	$100		42,000	5.3	
July 2003	68	68	68	68	68	68	68	68	71	73	96	105		44,100	5.0	
July 2004	71	71	71	71	71	71	71	71	73	75	97	110		46,200	4.8	
July 2005	74	74	74	74	74	74	74	74	75	77	98	120		50,400	9.1	
July 2006	77	77	77	77	77	77	77	77	77	79	99	135		56,700	12.5	
July 2007	80	80	80	80	80	80	80	80	80	80	100	150	55	63,000	11.1	57.9

longshore or clerk pensioner who retired prior to July 1, 2002 will be $55 per month per qualifying year of service by the end of the Agreement. Thus, the maximum monthly benefit will be $1,925 on July 1, 2007.

WELFARE PLAN CHANGES AND ADDITIONS

Covered benefits under the ILWU-PMA Welfare Plan were maintained through the tenure of the new Agreement.

Prescription contraceptives were added to the Coastwise Indemnity Plan. Coverage for chiropractic visits will be limited to 40 visits per year. Durable medical equipment was added as a benefit for those in the HMO plans.

After July 1, 2002, new registrants in ports with HMO coverage shall only have coverage in that port's HMO for the first eighteen months of registration.

The Parties agreed to issue a Request for Proposals for a new PPO network in California PPO Ports.

WAGES

The longshore and clerk basic straight-time hourly wage rate will be increased as follows:

	From	Increase	To
Effective 8:00 A.M., June 28, 2003	$27.68	$0.50	$28.18
Effective 8:00 A.M., July 3, 2004	$28.18	$0.50	$28.68
Effective 8:00 A.M., July 5, 2005	$28.68	$1.00	$29.68
Effective 8:00 A.M., July 1, 2006	$29.68	$0.50	$30.18
Effective 8:00 A.M., June 30, 2007	$30.18	$0.50	$30.68

Longshore skill rates were also increased. Skill I adds $2.40 to the basic rate. Skill II adds $4.67 to the basic rate, and a new Skill III adds $5.80 to the longshore basic rate. These increases in skill rates are paid retroactive to November 23, 2002.

OTHER CONTRACT PROVISIONS

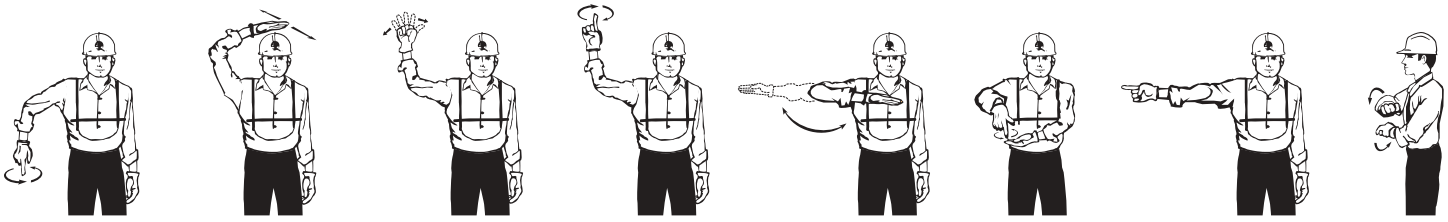
Longshore crane drivers, tophandler drivers, sidepick operators, straddle carriers, portpacker and reach stacker drivers are guaranteed 10 hours' pay at the prevailing rate.

Steady skilled operators' monthly (four-week) guarantee will be 180 hours (45 hours per week) at the proper shift straight-time rate. A tenth hour shall be paid to all drivers, steady and hall, when operating 9.43 equipment.

Subsistence rates, when payable, will be increased to $80 per night for lodging and $20 for each meal.

Aerial view of the APM Terminals, Los Angeles taken before it opened for business.

NEW CONTAINER GANTRY CRANE HAND SIGNALS



MARINE SAFETY CODE REVISIONS

Safety negotiations ran concurrently with the "Big Table" negotiations. A tentative safety agreement was reported to the "Big Table" negotiators on November 22, 2002. Members of the Safety committee on the employers' side consisted of Capt. John McNeill, Marine Terminals Corporation, chairman; Rob Dieda, Stevedoring Services of America; Pat Burgoyne, APM Terminals; Sam Jebananthan, APL/Eagle Marine Services; Don Osimo, Trans Pacific Container Service Corporation; and Marc MacDonald, Vince Lamaestra, and Mike Hall, PMA Staff. Highlights of rule revisions follow.

Safety step 'nosings' will be painted to make them more visible and mounting and dismounting safety procedures will be posted.

Loads will be floated prior to lifting and before landing to reduce 'jostled and container landed hard' injuries. The interior flanges of bombcarts will be painted to make them easier for the crane operator to see, and it will be recommended to chassis pool owners and lessors that they paint front bolsters and rear pins on chassis a contrasting color.

Railings will be required on the exposed edge of pedestal lashing platforms.

Additional container gantry crane hand signals were agreed to. Employers will specify actions to be taken in the event of high wind situations with regard to crane shutdown and safety of persons aloft. Control power on-off switches will be installed at the crane operator's seat that allow the operator to deactivate all controls while entering and exiting the seat. Cranes will be equipped with electronic communications devices for use in the event of power failure.

Mechanics will be provided with radios when working away from their shop. The actions of crane operators and mechanics will be coordinated when a mechanic is working on an operating crane. Chassis and trailers that are not provided with bumper blocks will be required to be chocked when a crushing danger exists.

All emergency equipment and defined emergency information must be placed on the terminal traffic diagrams and made available to employees. Coast Guard and appropriate railway officials will ensure that a train can be moved or split in a timely fashion if emergency access is required to a particular terminal.

Seatbelts are to be inspected and worn while operating any piece of equipment so equipped.

Radial stripes are to be painted on tires of an expanded list of equipment in an effort to make equipment movement more noticeable.

A hard hat and ANSI Class II vest is to be provided to each employee during General Safety Training.

Beyond Negotiations: The Year in Review

Steel coils are discharged from the *MV Cape Nelson* at San Pedro Berth 87, operated by Pasha Maritime Services, Port of Los Angeles.

During negotiations PMA continued to be represented at the Department of Transportation's Marine Transportation System National Advisory Council (MTSNAC). PMA President and CEO, Joe Miniace is one of 30 executives from around the nation that advises the Secretary of Transportation on matters relating to the Marine Transportation System.

SOUTHERN CALIFORNIA AREA

In the San Pedro Bay ports, containerized cargo continued to grow, but the number of vessel calls declined 5%. In response to labor shortages during the peak season and to enable terminal operators and steamship companies to better manage their operations, the Southern California Sub-Steering Committee formed a subcommittee to assess gang and skilled equipment operators' orders versus the availability of longshore employees. By the end of the 1st quarter of 2003 an additional 600 Class "B" registrants had either completed processing or were being processed to come into the work force.

NORTHERN CALIFORNIA AREA

Cargo volume in Oakland did not pick up until the forth quarter. Hours worked by Class "B" registrants in the port were reduced to less than one-half of the 28-hour PGP guarantee for a continuous 6-week period; thus, the port was designated a "low work opportunity port" for Class "B" registrants. Many Class "B" longshore registrants as well as identified casuals, failed to make themselves available for work five days a week. This changed when work picked-up in mid-October along with an increase in cargo volume, resulting in a greater demand for labor.

Cargo terminal security issues were discussed on an on-going basis among stakeholders.

PACIFIC NORTHWEST AREA

In September, the Tacoma joint ILWU-PMA dispatch hall moved to a newly constructed facility with easy access to the waterfront industrial area.

Industry travel paid to Pacific Northwest Area longshore registrants demonstrated a significant gain. Total travel hours paid increased 12% over 2001. Travel between Washington and Oregon increased 31%.

LEGAL ISSUES AND DEVELOPMENTS

PMA and its members continue to litigate numerous claims and respond to developing legal obligations. As in the past, the parties will continue to defend their long-standing collectively agreed practices, while complying with applicable and evolving law.

In Southern California, PMA and the ILWU successfully defended a challenge to their joint implementation of a decades-old federal consent decree regarding the number of women in the work force. Also in Southern California, a collateral attack brought against PMA, the ILWU, and the Equal Employment Opportunity Commission by other Southern California longshore workers against the implementation of the TABE consent decree was successfully defeated.

PMA resolved an unfair labor practice charge brought by the ILWU in connection with the Union's request for certain information relating to coastwise contract bargaining. PMA successfully defended against the bulk of the charge and reached a satisfactory resolution with the Union and the National Labor Relations Board on the remainder.

PMA continues to aggressively seek legal relief when facing unlawful work stoppages in violation of arbitration decisions issued under the contractual grievance machinery. In Southern California, PMA brought an action for an injunction enforcing an arbitration award directed at concerted union refusal to obey established work reporting practices. The matter was successfully resolved when Local 13 agreed to a federal court order confirming the arbitration award.

The jointly-agreed special policies under which the parties respond to requests for accommodation of disabilities and certain discrimination and harassment complaints continue to be applied and incorporated in training programs. The Section 13 ILWU-PMA Discrimination and Harassment Policies & Procedures and the ILWU-PMA Disability Accommodation Policy were expanded to include the Foremen under the PCWB&FA.

COMMUNICATIONS AND RESEARCH

Costing the impact of contract changes is always challenging and was more so this time because negotiations lasted for eight months.

Special attention was focused on benefits costs, utilization, and administration, particularly with respect to the impact of technology and compensation levels.

The assessment system, used to collect monies to fund negotiated benefits and to pay for activities related to the operation of the association, continues to be reviewed as the economics of the Industry changes. A series of studies were developed midyear as to the current applicability of the divisor used to determine assessment rates for negotiated benefits. As explained elsewhere in this report, the Membership voted to increase the divisor. This resulted in bringing the tonnage portion of the benefits funding more closely to the proportion that was in place when the original assessments were calculated in 1984.

The PMA website underwent significant modifications, many of which may not have been readily apparent. The website experienced extremely heavy traffic during negotiations. At the beginning of the lockout on September 27, the site's server was so overwhelmed that most users were unable to access the site from noon until 5pm on Friday and again Monday beginning at 8am until the site was taken off-line by mid-afternoon. During the ensuing hour, a number of configuration changes and other modifications were implemented. After the servers were brought back on-line the site performed flawlessly. The site was receiving thousands of hits every hour from around the world during the height of negotiations.

An online productivity database was established for recording the productivity of each vessel by date and shift. A number of new features and modifications are planned for the site in 2003, including enhanced security provisions.

SHORESIDE OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES

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

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 2002.

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

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

Year	Coast	Southern California	Northern California	Pacific Northwest	
				Oregon	Washington
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
1998	9.2	6.8	15.1	13.9	12.4
1999	8.5	6.8	13.5	10.8	10.6
2000	7.2	5.7	9.8	10.7	10.7
2001	8.4	6.6	13.3	9.6	12.6
2002	8.5	6.4	14.1	11.2	13.3

Top Handler Training at the PMA Southern California Training Facility, part of the OSHA Powered Industrial Truck training requirements.

PAYROLL DEPARTMENT, INFORMATION SERVICES, AND MARITECH

Oracle® Payroll 11i, a Web based application, was successfully installed and was used to process payrolls beginning with the 2003 payroll year. Oracle® 11i, has the reputation of being a particularly difficult conversion. It replaces an earlier version of the software that dates back to 1998. To make the transition transparent to the 14,000 employees paid each week, it was important to complete the transition between payroll calendar years.

The IT staff in San Francisco, the Payroll Customer Service staff in Portland, and the Maritech payroll staff in Reno worked to ensure that the conversion was fully tested and was completed on schedule. The improved performance and new features are expected to reduce costs over the life cycle of the upgrade.

INDUSTRY TRAINING

The goal of PMA Training is to provide the industry with a professional, safety-conscious, productive and efficient work force. Human resources are the Industry's most valuable assets. Through skill and safety awareness training, PMA strives to provide the instruction necessary for labor to work smarter and safer.

PMA Training Programs familiarize and train waterfront employees in the safe operation of equipment, safe work practices for terminal operations, and effective methods for dealing with circumstances that arise in the workplace.

Diversity Training. "A Matter of Respect," is a one-day workshop that explores the issues of diversity, sexual harassment, change management, employee relations and valuing differences in our workplace.

GENERAL SAFETY TRAINING: A TWELVE-YEAR HISTORY:

Year	Pass	Cumulative
GST I – Safety First		
1991	552	552
1992	5,246	5,798
1993	4,512	10,310
GST II- Your Right, Your Life		
1994	1,068	1,068
1995	6,867	7,935
1996	4,789	12,724
GST III- What Counts		
1997	2,993	2,993
1998	7,788	10,781
1999	4,059	14,840
GST IV- Going Home Safe		
2000	4,007	4,007
2001	6,675	10,682
2002	5,464	16,146

General Safety Training (GST). The General Safety Training Program entered its 12th season in 2002, which also marked the wrap-up of GST's fourth cycle, the award winning "Going Home Safe" program. Since its inception in 1991, the number of students newly trained or retrained in General Safety Training (GST) has topped 50,000. The target audience covers approximately 15,000 waterfront workers including registered longshore workers, clerks, walking bosses, and casuals trained during each three-year period. The purposes and objectives of GST are:

- To instill an awareness of hazards on the job and establish safe work practices;
- To develop employee ownership for safety, not only for themselves but also for their co-workers; and
- To develop a positive attitude as it relates to personnel safety on the job.

GST V will cover new regulations and other areas of concern that were identified during contract negotiations.

The Walking Boss Seminar is a one-day course designed to update and refresh supervisory knowledge and skills. Course topics include Hazardous Materials Communications, Drug and Alcohol Awareness, First Aid/CPR, safety, leadership and conflict resolution training.

The Casual Processing Program includes strength & agility, clerk cognitive, drug & alcohol, physical, lashing, semi-tractor and general safety tests and training. The success and further expansion of the identified casual processing program will ensure a better-qualified work force to meet the needs of a growing industry.

Terminal Equipment Training includes the initial training and certification phases to comply with OSHA mandated Powered Industrial Truck Operator Regulations, Side Pick, Top Handler, and Reach stacker Container Handling Equipment (CHE) training, Basic Forklift training, Heavy Forklift training, Semi-Tractor training, and the Semi-Tractor Familiarization program.

The Port of San Diego conducted Semi-Tractor and Reach stacker training programs. In Oakland, member companies continued to assist PMA with Container Handling Equipment training programs by providing necessary equipment and space. The Port of Oakland continued to lease PMA a temporary training site. The Pacific Northwest Training Center prepared and initiated terminal equipment training at a site adjacent to its new training center.

Crane Operator Training is the paramount equipment-training program taught by PMA and ILWU instructors. All areas had active programs this year, whose graduates are some of the safest and most-skilled operators in the world. Crane Simulators in PMA's California and Pacific Northwest Training Centers are capable of accurately reproducing the operating characteristics of four crane modules: container gantry crane, ship gantry crane, ship pedestal crane and rubber tired gantry crane.

The Northern California Crane Simulator underwent a complete upgrade that included new hardware and software that improved the training quality and made the program more uniform and more effective. The crane simulator, through simulated exercises of increasing difficulty, helps

ACCIDENT PREVENTION "TOP TENS" FOR 2002

MOST INJURED OCCUPATIONS

Semi-Tractor	458
Lasher	456
Mechanic (ILWU)	223
Holdmen	200
Mechanic (IAM)	156
Foremen/Walking Boss	138
Dockmen	125
Auto Driver	110
Clerk Supervisor	85
Swing Person	75

CAUSE OF MOST INJURIES

Slip/Trip/Fall (less than 4 feet)	430
Stuck by	317
Overextension	274
Struck Against	218
Strained	190
Slip	117
Bounced in Vehicle	96
Object in Eye	90
Crane dropped Vehicle	61
Struck by Other Vehicle	61

MOST COMMON INJURIES

Sprain/Strain/Spasm	1345
Contusion	572
Cut, Laceration	179
Foreign Object in Eye	93
Unclassified/Undetermined	79
Hearing Impairment	72
Fracture	60
Toxic Respiratory	53
Scratch/Abrasion	48
Crushing	35

MOST INJURED BODY PART

Back	628
Knee	357
Shoulder	262
Finger	215
Neck	203
Ankle	174
Hand	150
Eye	149
Head	147
Elbow	110

THE COAST ACCIDENT PREVENTION AWARDS

Pacific Maritime Association sponsors an annual Accident Prevention Awards Program, a valuable feature of the coastwise industry accident prevention 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 the ILWU longshore, clerk, and foreman locals based on similar criteria.

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

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

First Place: Marine Terminals Corporation
LA/LB (Southern California)

Second Place: Stevedoring Services of America
LA/LB (Southern California)

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

First Place: Jones Stevedoring Company
Pacific Northwest: Washington

Second Place: Stevedoring Services of America
Pacific Northwest: Oregon

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

First Place: Marine Terminals Corporation
Sacramento (Northern California)

Second Place: Crescent City Marine Ways & Drydock Company, Inc.
Pacific Northwest: Oregon

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

Group A (300,000 or more man-hours)

First Place: California United Terminals
LA/LB (Southern California)

Second Place: Long Beach Container Terminal, Inc.
LA/LB (Southern California)

Group B (50,000 to 299,999 man-hours)

First Place: Husky Terminal and Stevedoring, Inc.
Pacific Northwest: Washington

Second Place: Washington United Terminals
Pacific Northwest: Washington

(Continued on Page 29)

operator trainees learn more quickly and more economically by providing immediate and objective (measured) feedback. An important benefit to the industry, Crane Simulator training has proven to produce safer and more productive operators, ready to meet the challenges of the fast-paced waterfront environment.

New Training Programs were instituted for Gearman and Holdman occupations. Gearman Training, that cover electrical, hydraulic, fastener, fuel system and welding topics, was added in Portland and in Coos Bay. A two-day holdman training program course for Class "B" registered longshore workers was developed for Oregon and Northern California. The first day is split between classroom and "hands-on" training. The second day is "on-the-job" training where students are involved in actual production in the hold with guidance from PMA staff and ILWU instructors.

OVERVIEW OF SECURITY LEGISLATION

Several security initiatives were implemented recently that will have a profound effect on the operation of terminals.

The Marine Transportation Security Act (MTSA) was signed into law (PL 107-295) on November 25, 2002 by President Bush. The MTSA requires interim final security rules for vessels, ports and port facilities as soon as possible but not later than one year after passage.

The Intergovernmental Maritime Organization (IMO) in London adopted comprehensive security measures during the Conference of Contracting Governments to the International Convention for the Safety of Life At Sea (SOLAS) held December 9-13, 2002. These requirements go into effect internationally July 1, 2004.

The Coast Guard issued a Notice on December 30, 2002 regarding rulemaking to implement MTSA and SOLAS security measures. Hearings were held in Seattle and in Los Angeles. Regulations will require vessels, ports,

and port facilities to have security plans in place based on vulnerability assessment. Interim final rules are slated for June 2003, with final rules by November 2003. The Coast Guard has issued several Navigation and Vessel Inspection Circulars (NVIC) to provide guidance on vessel, port, and port facility security implementation.

The Transportation Workers Identification Card (TWIC) is under study by the Transportation Security Agency (TSA). In the interim, the Coast Guard has published guidance on multiple acceptable forms of identification. The Coast Guard Notice outlines that TSA is going to implement prototype testing at major East and West coast ports.

Customs has initiated various programs and rulemakings to formalize and enhance security with regard to the documentation and shipping process. These regulations include Customs Trade Partnership Against Terrorism (C-TPAT), Operation Safe Commerce (OSC), Container Security Initiatives (CSI), 24-hour manifest rules, VACIS™ screening and radiation gateways. Customs will undoubtedly promulgate additional security rules and initiatives regarding electronic seals and "smart" containers.

PMA continues to actively monitor developments in the area of security regulations. Accident Prevention Department representatives participated in the Coast Guard Security Workshop in Washington, DC and presented the facility work group presentation, Docket USCG-2002-14069. APD representatives also developed and presented testimony in Washington, DC regarding security and credentialing before two committees: a committee of House of Representatives on Transportation and Infrastructure and a subcommittee on the Coast Guard and Maritime Transportation. The Accident Prevention Department continues to be active in the development and implementation of security regulations and in the implementation of the Transportation Workers I.D. card.

THE COAST ACCIDENT PREVENTION AWARDS

TERMINAL OPERATORS *(companies engaged primarily in terminal and/or container freight operations with total man-hours exceeding 5,000)*

First Place: Pacific Northwest Auto Terminals
Pacific Northwest: Oregon

Second Place: Trans Pacific Container Service Corporation
Oakland (Northern California)

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

First Place: Rogers Terminals & Shipping Corporation
Pacific Northwest: Oregon

Second Place: Rogers Terminals & Shipping Corporation
Pacific Northwest: Washington

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 54 - Stockton (Northern California)

Group C (Less than 100 Registered Members)
Local 18 - Sacramento (Northern California)

CLERK LOCALS

Local 52 - Seattle (Pacific Northwest: Washington)

FOREMAN LOCALS

Local 92 - Portland (Pacific Northwest: Oregon)

COAST THREE YEAR ZERO INCIDENT RATE AWARD

(Companies who have achieved a zero lost time incident rate 3 consecutive times over a 4 year period)

Pasha Maritime Services

Pacific Northwest Auto Terminal

SSA used a special bond to lift six helicopters from the *Millenium Falcon* for the Japanese Defense Forces.

Straddle carriers move containers from railcars in the Port of Tacoma.

NEWS FROM PORTS AND TERMINALS

At the Port of Los Angeles, APM Terminals opened their new container terminal at Pier 400, with the first vessel calling on August 17, 2002. Currently configured in 343 acres, this complex will be the largest proprietary container terminal in the world when the second phase of construction is completed in 2004, bringing its total size to 484 acres. Annual container throughput is expected to be 2.4 million TEUs.

The Port of Long Beach has completed a number of changes and terminal reconfigurations. Hanjin Shipping moved from its terminal at Pier A to a new facility constructed on the former site of the Navy Shipyard. The new site is designated as Pier T. The terminal covers 375 acres and boasts 12 of the largest and fastest gantry cranes in the world, a mile of modern deep-draft berths, a state-of-the-art truck gate complex, and one of the largest on-dock rail yards in the nation.

SSA Terminals moved into a newly-configured terminal at Pier A, featuring 170-acres, six ship-to-shore gantry cranes, a 3,600 foot-long berth, a 20-lane truck gate, and an on-dock rail yard capable of working two 8,000 foot-long stack trains. The 4,800-TEU *Zim Shanghai* docked at Pier A on Sunday, January 19, 2003, marking the first call for Zim Israel Navigation Co. at that facility.

Pacific Container Terminal has taken over the terminals formerly occupied by APM Terminals on Pier J. The newly reconfigured terminal has increased usable acreage by nearly 80%, bringing it to 245 acres. Three gantry

cranes have been added to bring the total to 13. Dockage grew from 3,000 feet to 5,000 feet; truck gates, from 14 to 24; on-dock-rail, from 27 to 73 car capacity; and TEU throughput capacity, from 500,000 to 900,000 annually.

Matson Navigation Company will move its operations from Los Angeles to SSA Terminals at Pier C in Long Beach in 2003.

The Port of San Diego celebrated the opening of the new Dole container terminal with the arrival of the first Dole vessel on October 27. The terminal is 20.5 acres in size and has a throughput capacity of about 43,500 containers per year. Of the 781 container slots at the terminal, 556 are wheeled spots. The port purchased a $2.3 million, 100-ton capacity Gottwald Model HMK300E mobile crane weighing 458 tons. The crane is scheduled for use as a backup for the Dole vessels, which normally use self-unloading ship's gear.

A new terminal operated by SSAT at Berth 57-58 in the Port of Oakland has opened. The facility has four new cranes and consolidates the operations of Matson Terminals, Yusen Terminals, and Howard Terminals.

Traffic at the recently-opened Port of Oakland Joint Intermodal Terminal grew by 3.9% over the 2001 level.

Terminal 18 (SSAT) in the Port of Seattle has been expanded to 200 acres. It now includes five berths and on-dock rail capabilities.

The Port of Tacoma continues expansion of Pierce County Terminals to accommodate another container terminal.

Longshore workers complete the loading of "K" Line's Rhein Bridge containership at Terminal 6 in Portland.

STAFF CHANGES

Michael H. Wechsler succeeded Thomas McMahon as Senior Vice President and Chief Financial Officer. He is the Plan Administrator for the ILWU-PMA Savings 401(k) Plan, a Trustee of the ILWU-PMA Welfare Plan, and financial and benefits advisor to the ILWU-PMA Pension Plan.

Prior to joining PMA, he served as General Counsel to a benefits subsidiary of Merrill Lynch. He was previously a partner at the law firm of Lillick & Charles, where a majority of his practice concentrated on providing advice for PMA and the ILWU-PMA benefit plans. He began his career in San Francisco as a CPA at the accounting firm, Deloitte, Haskins & Sells. Michael attended the University of Florida where he obtained a Bachelor of Science degree in Accounting and a Jurist Doctorate degree. He is a member of the Financial Executives Institute (FEI) and Employee Benefits Research Institute (EBRI).

Jonathan Cosby was named Vice President, Treasurer and Controller. Jon is responsible for the accounting and cash management functions of PMA. A Bay Area native, Jon holds a Bachelor of Arts degree from the University of California, Berkeley and an MBA from Stanford Business School. Jon is a certified public accountant and was a partner and head of the audit practice for Frank, Rimerman & Co. He also served as President & CEO for South Hills LLC, acting as consultant to leasing and finance industries.

In the Northern California Area Office, Art Chu assumed the position of Director of Labor Relations and Jim Potter was promoted to Assistant Director of Training and Accident Prevention.

TRANSITIONS

Jack Suite retired as Director of Contract Administration in 2002, after a career at PMA spanning thirty years. Jack worked in the areas of labor relations, contract benefits, training, safety, and regulatory affairs. Beginning in January 2001, Jack was named to the Contract Administration post, as part of the Labor Relations team responsible for the administration of the ILWU-PMA master agreements.

For twelve years, he served as Area Manager for the Northern California Area Office. From 1979 to 1988, he was Coast Director, Training and Accident Prevention. In that capacity, Jack was responsible for the establishment of permanent, purpose-built training centers in major West Coast ports, the creation of standardized training criteria, and the development of the container crane simulator and computerized simulation of clerk's gate transactions. He also negotiated three successive safety codes, helping to pioneer safety standards for container terminals and container ships.

Earl Westfall, Director of Research and Database Services, retired on February 28, 2002, after almost nineteen years at PMA. He has remained available to his former colleagues in the past year, assisting in contract costing for the 2002 labor negotiations and database report development.

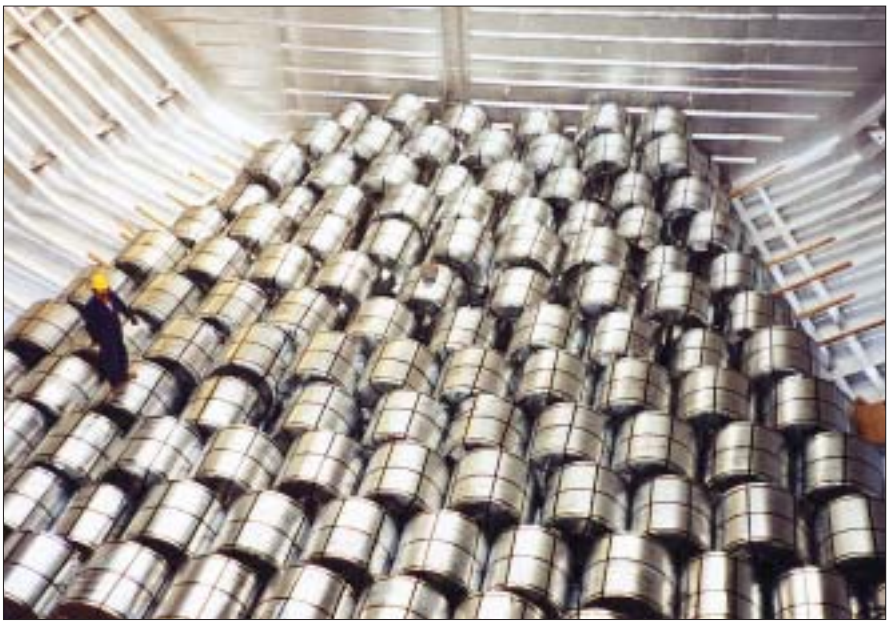
Earl's career at PMA began almost concurrently with the introduction of database technology at PMA for information storage and retrieval in 1983. Quickly becoming one of its major proponents, primary user, and eventually, responsible for all reporting from the FOCUS®-based systems, Earl provided a myriad of database reports and applications for staff, member company personnel, Union staff, and governmental agencies. His wide-based knowledge, research and analysis skills, and writing abilities added enormously to the services that the Research Department provides. He leaves a distinguished legacy to the Association.

Uta Wagner, Assessments Auditor, retired December 31st. She began her 39-year career with PMA in 1963 in the accounting department.

Uta developed expertise in a variety of tasks including staff payroll and human resources, benefits, and collecting and auditing of tonnage-based assessments.

In 1999, Uta assumed a pivotal role in transforming the manual paper-intensive tonnage reporting system into a state-of-the-art on-line interactive database. Development of the system was only the first hurdle: it had to be deployed to companies located across the nation and to some that did not yet have Internet access. Uta patiently taught company personnel how to use a web browser and to master the new on-line reporting system. The successful implementation of this project is attributable to Uta's great relationship with company tonnage-reporting personnel. She made periodic visits to companies to explain to new users how the reporting system worked and spoke at Industry meetings about its development and utilization.

Steel coils inside the *Green Sasebo*, Port of Stockton.



IN MEMORIAM

Thomas M. McMahon, Senior Vice President of Finance and Administration, passed away in early May at the age of 55 from pancreatic cancer. He began his career at PMA in 1982 and was responsible for the financial, accounting, treasury, and information technology functions. He served as a financial advisor and plan administrator for the ILWU-PMA Pension and Welfare Trusts. His responsibilities also included administration of the weekly payroll for the longshore work force, monthly pension payments, and collection of assessments and cargo dues.

Tom laid the groundwork and developed the first centrally-administered, tax-qualified multi-employer 401(k) plan in the nation. For this unique accomplishment, Tom McMahon received the 1994 Bankers Trust Award.

As a nationally recognized leader in employee benefits and retirement planning, Tom served on the Secretary of Labor's Advisory Council on Pension and Welfare Benefit Plans. He served on the Board of Directors and the Executive Committee of the Employee Benefit Research Institute, a Washington, DC-based think tank. Tom was a national leader of Financial Executive International and the American Institute of Certified Public Accountants, where he provided special expertise on retirement and health issues, and advocated the extension of economic security programs to all working and retired Americans.

Tom graduated from the University of Texas at Arlington (UTA) with a Bachelor of Business Administration and later earned a Masters of Business Administration. Along with his wife, fellow UTA graduate Jeannette Coburn, Tom established an endowed chair in ethics at the UTA College of Business Administration. The couple also sponsored a successful campus colloquium in media ethics and funded a scholarship program at the University of Washington business school.

Long Beach Container Terminal at sunset.

Tom was a longtime supporter of the Big Brothers/Big Sisters organization. It was through his work with the Big Brothers/Big Sisters organization that he met Steve Anderson, who became like a son to him.

Tom had a true zest for living; he loved running and ran in many of the great marathon races in the Bay Area and around the country. He also loved the opera and the symphony, enjoyed travelling, and was a connoisseur of wines and an avid golfer. He left many friends and will not be forgotten.

Industry Overview

LABOR AGREEMENTS

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2008. Many of the Area agreements will remain in effect subject to reopening at the request of either party.

COAST AGREEMENTS	Effective
Longshore and Clerks' Agreement	7/1/02*
Walking Bosses and Foremen's Agreement	7/1/02**

* MOU was signed 11/23/2002

** MOU was signed 12/18/2002

LABOR ALLOCATIONS AND DISPATCHING

Work on the waterfront, both loading and unloading of ships and barges and in marine terminals, has historically been performed by a work force employed on a "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 several decades, more regular or steady employees have been added to company payrolls, but the majority of the work is still performed by registered members of the ILWU who are dispatched on a "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 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.

AREA AGREEMENTS

Local	Effective
Southern California	
13 - Supplementary Agreement for Steady Gearmen	7/1/96
13 - Sweepers' Agreement	7/1/96
13 - Lines Handling Agreement	7/1/93
13 - Mechanics' Port Supplement	7/1/93
13, 29 & 46 - Industry Travel Agreement	5/17/88
26 - Watchmen's Agreement	7/1/99
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	
10 - APL Mechanics Agreement	7/1/99
10 - Crockett Gantry Maintenance Agreement	7/1/99
10 - Miscellaneous Dock Workers	11/1/99
10 - Mechanics Port Supplement	7/1/93
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	7/1/99
75 - Watchmen's Supplement	1/19/00
91 - Walking Boss Port Supplement	11/1/99
92 - Walking Boss Supplement (Eureka)	7/1/81
Pacific Northwest: Oregon	
4 - Mechanics Port Supplement	4/9/01 *
4 - Gear and Locker Agreement	7/2/88 *
4 - Dispatching Rules (LRC Agreement)	5/12/82 *
4 - Baggage Handling Agreement	5/30/86
4 & 8 - Lines Agreement	1/19/01 *
4, 8, 12, 21, 50 & 53 - Area Travel Agreement	12/1/84 *
4, 8, 21, 50 & 53 - Columbia River and Newport Working and Dispatching Rules	10/4/86 *
8 - Baggage Handling Agreement	11/27/90
8 - Gearmen, Mechanics' and Millwrights' Agreement	11/4/00 *
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	8/24/93 *
40 - Clerks' Port Supplement	3/31/58 *
50 - Lines Agreement	11/5/96
92 - Walking Boss Supplement	7/1/78 *
Pacific Northwest: Washington	
7 - Working and Dispatching Rules	6/1/60 *
19 - Working and Dispatching Rules	6/20/60 *
19 - Lines Handling Agreement	3/24/00 *
19 - Gear and Locker Agreement	11/8/01 *
19 - Seattle Mechanics Agreement	5/24/00 *
23 - Working and Dispatching Rules	6/17/88 *
23 - Lines Handling Agreement	3/21/00 *
23 - Gear and Locker Agreement	3/21/00 *
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	12/9/98 *

* All agreements expire on 7/1/2008 except those marked with an asterisk which remain in effect subject to reopening at the request of either party.

HISTORY OF LONGSHORE STRAIGHT TIME WAGE RATES

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

* 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.

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.

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

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

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

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

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

For the handling of certain specified cargos, cargo conditions, or working conditions, cargo penalty rates are paid. These penalty rates, which range from 15¢ to $1.20 per hour (the explosives penalty is equivalent to the base straight time rate), are also added to the straight time rate. All second shift work under penalty condi-

At the Port of Tacoma, straddle carriers move containers alongside the Evergreen containership, *Ever Unique*.

tions 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.

PAYROLL PERIODS AND OCCUPATION CODES

Pacific 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 2002 payroll year began on December 22, 2001, and ended December 20, 2002. (Some payroll quarters and years require 1-week adjustments to maintain consistency with the tax year. For example, the 1998 payroll year contained 53 weeks.)

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.

For the purpose of calculating payrolls and for statistical reporting purposes, PMA uses 4-digit occupation codes to identify the job categories for which an employee is paid.

These 4-digit codes are divided into several general categories based on the type of work being defined:

0001-0099	Longshore Work
0100-0121	Clerk Work
0125-0140	Foreman/Walking Boss Work
0150-0190	CFS Supplement Work
0200-0299	Miscellaneous Dock Work
0300-0399	Local Labor Relations Committee
0400-0499	Other Member Agreements

THE INTERNATIONAL LONGSHORE AND WAREHOUSE UNION

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

HISTORY

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

James "Jimmy" R. Herman succeeded Harry Bridges in 1977 and served as the second President of the ILWU until 1991 when he retired. David Arian was elected to the ILWU's highest office in 1991 followed by Brian McWilliams in 1994. In 2000 James Spinosa was elected President. The other Titled Officers are Robert McEllrath, Vice President (Mainland); Wesley Furtado, Vice President (Hawaii); and Joe Ibarra, Secretary-Treasurer.

THE LONGSHORE DIVISION

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

Longshore workers rig gear in order to discharge transformer from heavylift ship *Tracer* at SSA Terminals, Port of Seattle.

GOVERNING BODY

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President James Spinosa, Vice President Robert McEllrath, and Committeemen Ray Ortiz, Jr., and Joseph Wenzl.

The Longshore Division holds periodic Caucuses to which each local sends representatives, where policy is established, collective bargaining demands formulated, and other union business is conducted.

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

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

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

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

Industry Benefits

The PMA coastwise agreements with the ILWU provide for comprehensive benefits programs for jointly registered members of the work force. These programs include generous pension and health care benefits that are administered through the ILWU-PMA Benefits Plans Office.

The operation of the ILWU-PMA Benefits Plans Office is funded by PMA. The Benefits Plans Office Executive Director, Hollis Greenwood, reports to the Trustees of the ILWU-PMA Pension, Welfare, Watchmen Welfare and Pension, and Supplemental Welfare Benefit Plans. The trustees consist of four employer trustees and four Union trustees.

Other benefits programs are administered by PMA and include the paid holiday benefits program (13 paid holidays), the vacation benefits program (up to 6 weeks of paid vacation), a Savings 401(k) employee savings plan to which the employers contribute, and a Pay Guarantee Plan (PGP) which provides for an income supplement. Other PMA administered programs covered under the Longshore and Clerk's Agreement include an industry travel system, a CFS Program Fund, and payments for up to 85% of the expenses of the jointly operated dispatch halls.

An overview of the various benefits, including analysis of benefits costs and utilization, follows. For further information on all plans, refer to the PMA website (www.pmanet.org) for various benefit agreements, contract documents, and other related materials or contact the ILWU-PMA Benefits Plans Office for specific questions concerning pensions or health care.

ILWU-PMA PENSION PLAN

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

Effective July 1, 2002, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2002, was $100 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $3,500 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 and 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

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

Retirees by Year

Year	Normal	Early	Disability	Total
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
1998	33	99	49	181
1999	71	190	54	315
2000	84	134	59	277
2001	36	53	41	130
2002	78	103	40	221

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.

Pension Benefits for Normal Retirement

(the following benefits were effective July 1, 2002)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25	$65	$1,625
7/81-6/84	30	65	1,950
7/84-6/87	33	65	2,145
7/87-6/93	35	65	2,275
7/93-6/96	35	69	2,415
7/96-6/99	35	72	2,520
7/99-6/02	35	95	3,325
7/02-6/03	35	100	3,500

The table *Fractional Benefit Accrual* shows examples of monthly benefit accruals for the credited annual hours between 800 and 1,300. The example is based on the monthly normal retirement rate effective on or after July 1, 2002. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility

Fractional Benefit Accrual

Credited Annual Hours	Monthly Benefit Accrued
1,300	$100.00
1,250	$96.15
1,200	$92.31
1,150	$88.46
1,100	$84.62
1,050	$80.77
1,000	$76.92
950	$73.08
900	$69.23
850	$65.38
800	$61.54

Containers stowed aboard *Wan Hai 262* at the Ben E. Nutter Terminal, Berth 37, Oakland, operated by Marine Terminals Corporation.

an early retirement between the ages of 55 and 62, this "bridge" supplement is reduced by an amount determined by the retiree's exact age (in years and months) at retirement.

An early retirement incentive window will be available to any registered longshore and marine clerk participant who submits an application for retirement with all required documentation completed between August 1, 2003 and January 31, 2004. The applicant for an early unreduced pension benefit without the actuarial reduction that otherwise applies must, as of the date of application, be at least 59 ½ years old and have accrued at least 13 qualifying years of service under the Plan.

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

Effective January 1, 2003, all surviving spouses of actives who retired prior to July 1, 2002 will receive $52.35 per month per qualifying year of service. Survivors of actives who retire after June 30, 2002 will received 55% of the pensioner's basic pension benefit (excluding any supplement).

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

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

A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility. A participant is vested after five qualifying years of service or, if earlier, at normal retirement date. The Plan Trustees have adopted the Cliff Vesting option. Benefits are 100% vested after five qualifying years of service. If a participant leaves the plan prior to the vesting date, no partial benefits are received. Once vested, a participant's earned qualifying years of service remain credited for life.

The Plan is non-contributory for the participants and is completely funded by employer contributions.

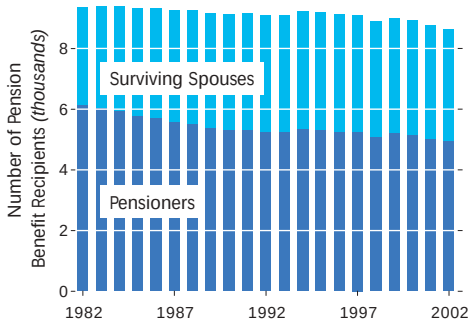
RETIREES, PENSIONERS AND SURVIVING SPOUSES

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

Effective April 1, 1990, the Plan commenced payment of vested pension benefits to actively employed participants who 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 having attained age 70½. The in-service distribution rules under the Plan were eliminated for participants reaching age 70½ at the end of the 2002 calendar year.

Effective with plan year 1996, 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 2002, the Plan was paying $13,386,428.11 per month to 8,630 benefit recipients. These monthly benefits include payments from the Supplemental Welfare Benefit Plan established pursuant to the Longshore and Clerk Memorandum of Understanding of July 1, 1999.



NUMBER OF BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			
Year	Normal/ Early	Dis-ability	In-Service	QDRO	*Sub-total*	Post-Retire	Pre-Retire	*Sub-total*	Total
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
1998	3,669	1,294	107	28	*5,098*	3,457	349	*3,806*	8,904
1999	3,705	1,260	119	119	*5,203*	3,424	365	*3,789*	8,992
2000	3,656	1,240	134	126	*5,156*	3,395	375	*3,770*	8,926
2001	3,510	1,212	149	143	*5,014*	3,337	400	*3,737*	8,751
2002	3,463	1,180	161	159	*4,963*	3,237	430	*3,667*	8,630

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

Effective July 1, 1999 for registrants who retired before July 1, 1993, the monthly benefit payable from the ILWU-PMA Pension Plan was increased to $48 per year of qualifying service. An additional income supplement is paid from the ILWU-PMA Supplemental Welfare Benefit Plan to these retirees. The additional Supplemental Welfare Benefit, payable effective July 1, 2001, of $17 per month per year of service increased the retirement income to $65 per month per year of service for these retirees.

ILWU-PMA WELFARE PLAN

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

PLAN FUNDING

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

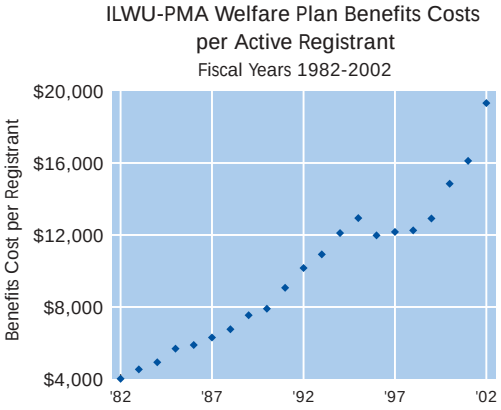
The Trustees set the employee contribution rate. In setting the rate, the parties customarily adhere to the annual recommendation of the Plan Consultant. This is based on the sufficiency of the current rate of employee contributions in relation to the "Weekly Indemnity" and the "Non-Industrial Disability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

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 2002-2008 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan, and the Plan remains in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

Ferrying Alaskan autos, Port of Tacoma.



Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (midpoint of the fiscal year). For example, costs for 2001/2002 are divided by the count of active registrants at the end of 2001.

WHO IS ELIGIBLE FOR ILWU-PMA WELFARE PLAN BENEFITS

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

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

In major ports, a registrant will be eligible effective July 1 for 12 months of welfare coverage if a minimum of 800 hours were credited in the preceding payroll year, or if a minimum of 400 hours were credited in the last half of the preceding payroll year. The same requirements apply to minor ports except that the hours requirement is 480 hours in the preceding payroll year or 240 hours in the last half of the preceding payroll year.

A mid-year review is also conducted by the Trustees prior to January 1 to determine eligibility for those active registrants who do not hold 12-month eligibility from the previous July 1. An active registrant may receive eligibility for January through June if sufficient hours of covered employment have been credited for the registrant in the first half of the preceding payroll year. In major ports, at least 400 hours must have been worked or credited in the first half of the preceding payroll year. In minor ports, at least 240 hours must have been worked or credited in the first half of the preceding payroll year. No port has qualified for Minor Port status for Welfare Plan eligibility purposes since the disestablishment of Local 49 in Crescent City.

New Registrants: Longshore and clerk registrants who were registered after July 1, 2002 in ports with HMO coverage will be covered by the HMO programs for the first eighteen months of registration, with no requirement for 400 hours of work for initial eligibility coverage. Additionally, new registrants after July 1, 2002 in ports with *no* HMO coverage will be covered by the Coastwise Indemnity Plan for the first eighteen months of eligibility. Thereafter, the Welfare Plan's normal eligibility requirements for continuation of coverage will apply.

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

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

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

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

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

The four-year limitation is eliminated if the deceased eligible active registrant has five or more pension qualifying years. In such case, the dependent spouse has Welfare Plan eligibility until the spouse remarries, and the dependent child has Welfare Plan eligibility to age 19 (age 23 if a student).

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

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

A Hanjin containership calls at Total Terminals, Oakland.

WIDOWS' INDEPENDENT LIVING SUBSIDY PROGRAM (WILSP)

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

PAYMENT FOR BENEFIT COVERAGE

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

VACATION PLAN

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

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

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

One-week or two-week vacation benefit eligibility requirements depend on the age of the registrant and by the average hours of the port in which the individual is registered.

The "average port hours" are calculated separately for longshore registrants, clerks and foremen and are the average hours paid to registrants in the "port of registration" during the payroll year, excluding those with fewer than 100 hours.

Vacation Benefits, Taxes & Expenses:
Payroll Year in which earned:

2002*	$50,251,041
2001	48,766,271
2000	48,556,598
1999	46,937,106
1998	44,898,744

*Estimated benefits

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

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

Extra Weeks of Vacation

(Independent of the registrant's receiving a second or third week)

Requires 1 week of basic vacation in the previous payroll year

-plus-

17 years of service with 1-week vacation for 1 extra week

or

23 years of service with 1-week vacation for 2 extra weeks

or

25 years of service with 1-week vacation for 3 extra weeks

3rd Vacation Week

Requires 2 weeks of basic vacation in the previous payroll year

-plus-

Registered in Seattle, Portland, SF Bay Area and LA/LB: 8 years of service with 1-week basic vacation

Registered in other ports: 5 years of the previous 10 payroll years with 1-week *and* available for employment for 10 years or more

DESCRIPTION OF YEAR OF SERVICE FOR VACATION

A Year of Service for vacation eligibility is a payroll year in which the registrant is credited with at least 800 combined hours paid and equivalenced hours of Pay Guarantee Plan payments.

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

After registration, service in the Armed Forces of the United States or as a civilian in longshore operations during World War II, the Korean or Vietnam War is considered qualifying time.

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

EXTRA BENEFITS FOR CLERKS AND FOREMAN

Clerks and walking bosses/foremen receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year.

Two additional hours of vacation are accrued for each 50 paid hours a clerk accumulates per year in excess of 1,975, up to a maximum of 16 hours additional vacation pay.

Walking bosses and foremen accrue 2 additional hours of vacation pay for every 100 hours of pay accumulated over 1,400 hours, up to a maximum of 20 additional hours of vacation pay.

ADDITIONAL WEEKS OF VACATION

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

To receive a third week of vacation, a registrant must have earned a two-week basic vacation and, depending on the port of registration, must satisfy the criteria for that port.

In the major ports of Seattle, Portland, San Francisco Bay Area, and Los Angeles/Long Beach, the individual must also have had eight years of service with a one-

Aerial view of the Hanjin Terminal, Long Beach.

Trucks prepare to enter the gates at Terminal 6, Port of Portland.

week basic vacation. Registrants in minor ports must have accrued five years with a one-week basic vacation out of the previous ten payroll years and have been available for employment for ten years or more. "Available for employment," in this instance, means any year that the individual has been paid 100 longshore hours or more, regardless of registration status.

Eligible registrants may also receive extra weeks of vacation independent of having received a third week of vacation. For these extra weeks of vacation, the registrant must have earned one week of basic vacation and have 17 or more years of service with one week of vacation. After 17, 23 and 25 years of service with one week of vacation, one, two, or three extra weeks of vacation are earned, respectively.

Therefore, an individual with sufficient years of service may earn extra weeks of vacation without qualifying for a two-week basic vacation.

The Joint Labor Relations Committee in each port schedules vacations.

HOLIDAY PLAN

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

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

If the registrant was paid sufficient hours in the previous payroll year to qualify for a two-week basic vacation, the availability requirement is waived for paid holidays which are normal work days—*i.e.*, Martin Luther King's 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 eight hours at the basic straight time rate whether or not they work on the holiday. All registrants who are paid for work hours on a "paid holiday" or on a recognized holiday receive wages for the hours paid at the overtime rate.

Holidays recognized by the Agreements for 2003 and for the first six months of 2004 are shown to the left.

2003

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

2004

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

Holidays shown in red are non-paid holidays.

[1]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.

Holiday Payments by Contract Year:
Contract Year Ended June 30

2002	$30,381,249
2001	28,848,182
2000	27,027,030
1999	25,468,321
1998	23,950,707

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

	Longshore and Clerks	Walking Bosses and Foremen
2002	$9,050,662	$227,387
2001	7,734,511	201287
2000	8,256,649	193,769
1999	7,880,783	224,300
1998	7,599,881	288,033

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 ($27.68 per hour, effective July 1, 2002, or $1,051.84 per week). Class "B" registrants with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" registrants with fewer than five vacation qualifying years are guaranteed income equivalent to a 28-hour week ($775.04).

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

The actual amount guaranteed to an individual for a week is the difference between the guarantee amount ($1,051.84 or $775.04) and the weekly average of earnings and other compensation received over the most recent four weeks.

A 45' container is discharged at APM Terminals in Los Angeles.

The contingent PGP liability for 2002/2003 is $24,960,000. 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 registrant's quarterly earnings exceed a negotiated limit.

ILWU-PMA SAVINGS 401(k) PLAN

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

Longshore, clerk, and foreman registrants may elect to defer, in increments of $1, up to $8 per hour paid each payroll week into their 401(k) accounts.

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

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

INDUSTRY TRAVEL SYSTEM

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

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

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

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

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

Travelers employed on successive days are paid travel time and transportation allowances for the first day and the last day. For any intervening days, travelers are paid the lesser of travel time plus transportation and subsistence. Subsistence rates are $80.00 per night for lodging and $20.00 per meal.

Industry Travel Payments:
Contract Year Ended June 30

2002	$7,573,827
2001	6,423,758
2000	6,495,549
1999	5,637,171
1998	5,961,471

CFS PROGRAM FUND

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

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

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

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

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

CFS Program Fund:

Payroll Year	A-Credit (Assessment Credit)	I-Credit* (Incentive Credit)	Total
2002	1,289,830	143,314	1,433,144
2001	2,196,415	264,112	2,460,527
2000	2,630,118	284,459	2,914,577
1999	2,575,304	329,980	2,905,284
1998	3,194,190	354,910	3,549,100

*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.

DISPATCH HALLS

Dispatch Hall Costs:

Payroll Year	ILWU Portion	PMA Portion	Total
2002	$2,160,373	$15,214,066	$17,374,439
2001	2,150,519	14,426,940	16,577,459
2000	1,978,090	12,287,232	14,265,322
1999	3,741,651	8,440,638	12,182,289
1998	4,542,745	8,105,565	12,648,310

* Based on unaudited financial reports

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

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

The personnel for each dispatching hall, with the exception of the Dispatchers, are appointed by the Joint Labor Relations Committee of each port. Dispatchers are selected by the Union through elections in which all candidates must be qualified according to standards prescribed and measured by the Joint Port Labor Relations Committee. All dispatch hall personnel are governed by rules and regulations set down by the Joint Port Labor Relations Committee. PMA may, at its option, maintain a representative in the dispatching hall, and any authorized representative of the PMA or the Union may inspect dispatching hall records.

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

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

Containers of Dole bananas are discharged at the Dole Terminal in San Diego.

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.

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

ASSESSMENTS

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

FUNDING OF BENEFITS

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

FUNDING BENEFITS WITH HOURS AND TONNAGE CONTRIBUTIONS

The genesis of the current benefits funding assessment system was an agreement among the PMA membership dated December 14, 1983. Although the agreement has been amended a number of times over the last 19 years, the basic structure remains.

The 1983 assessment agreement was based on the premise that all benefits will be funded by an assessment on hours paid unless the total hours paid falls below a defined number, which is referred to as the *divisor.* When paid hours fall below the divisor, a portion of the benefits funding obligation shifts to the tonnage sector.

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

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

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

The divisor that was first proposed in September 1983 was 26,021,071. This number was the total number of payroll hours reported for calendar year 1962. The number was "brokered" down because some PMA members felt that the higher number shifted too much of the benefits costs to the tonnage sector.

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

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

Pasha Stevedoring & Terminals discharges steel from the *MV Pacific Queen* at Berth 180 in Wilmington, Port of Los Angeles.

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

In October 2000, the PMA membership approved amended and restated bylaws and the following month a new Board of Directors was elected. By the Spring of 2002 the Board was ready for another review of the assessment system. A subcommittee was appointed. The first task was to review the work performed by the previous subcommittee on the proposal for a three-step phase-in of a new divisor. The first step was in place and the question was whether to do a delayed second step or move to the third step. After deliberation, the subcommittee recommended to the Board that the divisor be increased to 32,311,896 - the third step. The membership approved the new divisor on August 23, 2002.

CALCULATION OF ASSESSMENT RATES

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

The *APL Canada* prepares to berth at APL's Middle Harbor Terminal, Oakland.

The first step is to determine the projected benefits costs for each plan. After adjusting each of these numbers to reflect prior year experience, anticipated interest earnings, and a prudent level of reserves, a "net funding requirement" is determined.

The payroll hourly assessment rate is calculated by dividing the sum of the plan's net funding requirements by the divisor, 32,311,896. The result is the hourly assessment rate. The hourly assessment rate is then multiplied by the estimated number of assessable hours that will be paid in the fiscal year for which the rates will be applicable. If the result equals the total "net funding requirement" there will be no tonnage assessments. If the hourly assessment rate generates insufficient funds, the remainder of the needed money is collected from the tonnage sector. The tonnage rates are calculated in accordance with formulas described in detail on pages 32 and 33 of the 1989 PMA Annual Report.

RATE COMPONENTS

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

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

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

ASSESSMENT RATE HISTORY

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

The first tonnage assessment for a benefit was collected to fund the Walking Bosses/Foremen's Mechanization Fund effective August 10, 1959. Additional "Mechanization & Modernization" (M&M) tonnage assessments were collected for the Longshoremen's and Clerks' Mechanization Fund effective January 16, 1961.

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

	Hourly Assessment			Offshore and Intercoastal Assessment Rates					
	401(k)			Benefits Plans					
	Benefit Plans	L/S and Clerk	Walking Boss	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU
1980	$ 4.108			$ 0.579	$1.495	$1.014	$0.071	$0.029	
1981	6.878			0.573	0.430	0.430	0.134	0.030	
1982	8.371			0.621	0.467	0.467	0.144	0.033	$0.202
1983	12.270			-	-	-	-	-	0.247
1984	7.680			18.710	1.101	1.101	0.089	0.022	1.284
1985	6.740			14.549	0.856	0.856	0.069	0.017	1.301
1987	7.520			13.775	0.810	0.810	0.066	0.016	0.785
1989	7.520			13.762	0.783	0.783	0.063	0.016	0.798
1990	7.520			13.306	0.783	0.783	0.063	0.016	1.458
1991	7.520			12.674	0.746	0.746	0.060	0.015	1.014
1992	8.810			13.221	0.778	0.778	0.063	0.015	0.49
1993	10.010			14.79	0.870	0.870	0.070	0.017	0.35
1994	11.700		$0.50	16.70	0.982	0.982	0.080	0.019	0.88
1995	9.300		0.50	9.79	0.576	0.576	0.047	0.011	0.66
1996	10.870		0.50	11.39	0.670	0.670	0.054	0.013	0.52
1997	11.530		2.00	9.98	0.587	0.587	0.048	0.012	0.10
1998	10.340		1.84	7.35	0.433	0.433	0.035	0.009	0.31
1999	10.340	$1.00	3.84	7.35	0.433	0.433	0.035	0.009	0.31
2001	11.040	0.83	3.49	6.28	0.370	0.370	0.030	0.007	0.19
2002	13.110	0.84	3.49	12.12	0.713	0.713	0.058	0.014	0.19

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

REVENUE TONNAGE REPORTING

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

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

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

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

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

Coal is discharged at Berth 7 in the Port of Longview, WA.

REPORTING RESPONSIBILITIES

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

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

CARGO MOVEMENT

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

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

REPORTING CATEGORIES

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

A bombcart handles a Hyundai container at the Washington United Terminal in Tacoma.

CONTAINERS

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

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

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

NON-CONTAINERIZED CARGO

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

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

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

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

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

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

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

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

Bulk Cargo is reported on the basis of weight. Bulk Cargo is any commodity that by the nature of its unsegregated mass is loaded or unloaded and carried without wrapper or container and received and delivered by carriers without trans-

portation mark or count. Bulk cargoes are usually handled by pouring, by pumping, or by mechanical conveyers. Bulk cargo also includes any liquid cargo for which members of the bargaining unit were paid for activity in its loading or discharging.

PACIFIC COAST TONNAGE STATISTICS

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

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

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

CHANGES IN REPORTING CATEGORIES

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

Automobiles in containers were reported in the Container category through 1983; beginning in 1983, autos and trucks containerized for the convenience of the carrier could be reported in the Automobile category at the option of the carrier.

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

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

COASTWISE TONNAGE

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

Coastwise cargo is assessed only on discharge, however, coastwise loaded cargo is reported for statistical and auditing purposes. Cargos inbound from British Columbia represent another subset of total revenue tonnage. General Cargo and Lumber & Logs were reported inbound from British Columbia in 2002 and were discharged in Eureka, Long Beach, North Bend/Coos Bay, Oakland, Olympia, San Diego, San Francisco, and Tacoma.

Statistical Information

The container ship *Columbine Maersk* approaches APM Terminals in Los Angeles.

A Local 13 Forklift Instructor teaches a trainee how to safely move pipe at the Southern California Training Facility.

A Japanese Defense Forces tank exits the *Millennium Falcon* on the way to training exercises in eastern Washington.

REVENUE TONNAGE LOADED AND DISCHARGED BY PORT

The data on these two pages represent the revenue tonnage reported to PMA in 2002 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.

	TOTAL REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 2001	% Loaded: % Discharged	Total (TEUs)	% of Coast	Chg from 2001	% Loaded: % Discharged	Total	% of Coast	Chg from 2001	% Loaded: % Discharged
SOUTHERN CALIFORNIA												
San Diego	4,093,178	1.6%	-8.8%	3.6: 96.4	9,681	0.1%	*	21.0: 79.0	158,838	1.7%	-23.9%	16.1: 83.9
Long Beach	67,783,780	25.8	-0.8	28.4: 71.6	3,265,213	30.2	-2.2%	25.1: 74.9	1,434,307	15.7	-24.8	1.6: 98.4
Los Angeles	84,415,847	32.1	14.0	27.7: 72.3	4,239,227	39.2	16.4	24.9: 75.1	3,443,311	37.7	13.0	1.5: 98.5
Port Hueneme	3,571,107	1.4	8.0	5.4: 94.6	12,606	0.1	4.3	20.4: 79.6	711,796	7.8	-0.2	16.5: 83.5
AREA TOTAL	159,863,912	60.8%	6.5%	26.9: 73.1	7,526,727	69.5%	7.6%	24.9: 75.1	5,748,252	63.0%	-2.2%	3.8: 96.2
NORTHERN CALIFORNIA												
San Francisco	1,166,037	0.4%	166.9%	18.8: 81.2	19,095	0.2%	-17.2%	33.8: 66.2	64,820	0.7%	913.9%	1.3: 98.7
Redwood City	349,216	0.1	-14.1	0.0: 100.0	-				-			
Oakland	20,432,958	7.8	-0.2	57.9: 42.1	1,152,771	10.7	2.4	57.5: 42.5	97,242	1.1	-80.6	30.7: 69.3
Richmond	51,041	<0.1	-72.7	0.0: 100.0	74	<0.1	957.1	0.0: 100.0	48,707	0.5	-73.8	0.0: 100.0
Crockett	766,322	0.3	13.5	0.0: 100.0	-				-			
Pittsburg	360,497	0.1	126.0	95.6: 4.4	1,501	<0.1	-	38.0: 62.0	-			
Stockton	1,925,896	0.7	-2.9	36.1: 63.9	29	<0.1	222.2	0.0: 100.0	380,636	4.2	138.6	67.0: 33.0
Sacramento	608,458	0.2	-11.6	55.3: 44.7	42	<0.1	100.0	0.0: 100.0	196,993	2.2	-14.9	65.7: 34.3
Benicia	831,115	0.3	-5.9	15.4: 84.6	-				-			
Eureka	372,286	0.1	-18.0	66.1: 33.9	-				184,777	2.0	5.7	100.0: 0.0
AREA TOTAL	26,863,826	10.2%	1.9%	51.4: 48.6	1,173,512	10.8%	2.2%	57.1: 42.9	973,175	10.7%	-23.5%	61.6: 38.4
PACIFIC NORTHWEST: Oregon												
Coos Bay/N Bend	1,890,554	0.7%	11.5%	97.6: 2.4	-				18,113	0.2%	9.8%	95.4: 4.6
Newport	1,360	<0.1	--	0.0: 100.0	-				-			
Astoria	5,580	<0.1	-56.7	0.0: 100.0	-				-			
Portland	17,459,379	6.6	-3.8	65.2: 34.8	188,027	1.7%	-10.8%	75.0: 25.0	777,088	8.5	-0.3	3.2: 96.8
Vancouver, WA	4,861,091	1.8	-6.9	80.4: 19.6	171	<0.1	-64.4	53.8: 46.2	316,032	3.5	-22.3	15.1: 84.9
Kalama, WA	6,161,604	2.3	-6.6	93.2: 6.8	-				416,039	4.6	4.9	0.0: 100.0
Longview, WA	2,453,960	0.9	4.3	91.8: 8.2	1	<0.1	--	100.0: 0.0	411,283	4.5	4.4	63.8: 36.2
AREA TOTAL	32,833,528	12.5%	-3.5%	76.5: 23.5	188,199	1.7%	-10.9%	75.0: 25.0	1,938,555	21.2%	-2.7%	18.1: 81.9
PACIFIC NORTHWEST: Washington												
Aberdeen	388,889	0.1%	17.9%	48.5: 51.5	27	<0.1%	68.8%	100.0: 0.0	89,433	1.0%	39.1%	10.2: 89.8
Port Angeles	35,960	<0.1	-78.2	0.0: 100.0	-				-			
Olympia	59,123	<0.1	36.2	55.3: 44.7	-				8,222	0.1	--	5.3: 94.7
Tacoma	24,260,799	9.2	5.2	54.7: 45.3	984,689	9.1	13.3	49.5: 50.5	213,988	2.3	8.4	40.1: 59.9
Seattle	18,237,520	6.9	-1.6	48.4: 51.6	949,792	8.8	8.2	42.8: 57.2	145,538	1.6	-17.0	10.4: 89.6
Everett	71,818	<0.1	-18.3	48.5: 51.5	180	<0.1	-83.0	100.0: 0.0	2,344	<0.1	-59.2	60.8: 39.2
Anacortes	369,410	0.1	-11.4	94.8: 5.2	-				4,887	0.1	*	0.0: 100.0
Bellingham	45,097	<0.1	-77.8	0.0: 100.0	-				-			
AREA TOTAL	43,468,616	16.5%	1.4%	51.8: 47.2	1,934,688	17.9%	10.7%	46.2: 53.8	464,412	5.1%	1.7%	24.1: 75.9
COAST TOTAL	263,029,882	100.0%	3.8%	39.7: 60.2	10,823,126	100.0%	7.1%	33.1: 66.9	9,124,394	100.0%	-4.9%	14.0: 86.0

Total tonnage reported for the port.

Chg from 2001 shows the percent 2002 tonnage changed from 2001 tonnage.
* denotes change greater than 1,000%

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

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

	LUMBER & LOGS				AUTOMOBILES AND TRUCKS				BULK CARGO				
	Total	% of Coast	Chg from 2001	% Loaded: % Discharged	Total	% of Coast	Chg from 2001	% Loaded: % Discharged	Total	% of Coast	Chg from 2001	% Loaded: % Discharged	
SOUTHERN CALIFORNIA													
San Diego	88,999	4.6%	19.1%	0.0: 100.0	2,645,872	12.6%	6.2%	0.3: 99.7	1,034,892	2.2%	-39.6%	7.6: 92.4	
Long Beach	198,647	10.2	5.8	0.0: 100.0	3,391,666	16.1	8.0	5.8: 94.2	7,250,539	15.5	14.2	70.8: 29.2	
Los Angeles	-				3,281,326	15.6	26.9	14.5: 85.5	5,624,351	12.0	-12.9	87.5: 12.5	
Port Hueneme	117	<0.1	--	24.8: 75.2	2,569,343	12.2	9.7	1.2: 98.8	75,549	0.2	61.9	0.0: 100.0	
AREA TOTAL	287,763	14.8%	9.7%	0.0: 100.0	11,888,207	56.4%	12.6%	6.0: 94.0	13,985,331	29.8%	-4.0%	72.4: 27.6	
NORTHERN CALIFORNIA													
San Francisco	4,583	0.2%	--	0.0: 100.0	114	<0.1%	--	100.0: 0.0	771,905	1.6%	*	14.1: 85.9	
Redwood City	-				-				349,216	0.7	-14.1%	0.0: 100.0	
Oakland	-				738,609	3.5	-5.1%	73.3: 26.7	-				
Richmond	1,076	0.1	4.3%	0.0: 100.0	-				-				
Crockett	-				-				766,322	1.6	13.5	0.0: 100.0	
Pittsburg	-				-				334,980	0.7	110.0	100.0: 0.0	
Stockton	141	<0.1	--	0.0: 100.0	-				1,544,626	3.3	-15.3	28.5: 71.5	
Sacramento	58,956	3.0	41.8	0.0: 100.0	-				351,795	0.8	-15.2	58.9: 41.1	
Benicia	-				713,185	3.4	22.4	1.4: 98.6	117,930	0.3	-58.9	100.0: 0.0	
Eureka	124,913	6.4	-2.8	0.7: 99.3	-				62,596	-	-58.4	96.4: 3.6	
AREA TOTAL	189,669	9.8%	10.0%	0.5: 99.5	1,451,908	6.9%	6.6%	38.0: 62.0	4,299,370	9.2%	6.9%	29.5: 70.5	
PACIFIC NORTHWEST: Oregon													
North Bend/Coos Bay	118,863	6.1%	-8.9%	62.0: 38.0	-				1,753,578	3.7%	13.3%	100.0: 0.0	
Newport/Garibaldi	1,360	0.1	--	0.0: 100.0	-				-				
Astoria/Warrenton	5,580	0.3	-56.7	0.0: 100.0	-				-				
Portland	74,127	3.8	36.6	12.3: 87.7	4,418,520	21.0%	15.2%	2.1: 97.9	8,993,185	19.2	-9.1	98.5: 1.5	
Vancouver, WA	17,098	0.9	80.3	5.5: 94.5	611,047	2.9	-14.4	1.9: 98.1	3,914,007	8.3	-4.1	98.3: 1.7	
Kalama	-				-				5,745,565	12.3	-7.3	100.0: 0.0	
Longview, WA	596,092	30.7	0.3	99.6: 0.4	-				1,446,568	3.1	6.1	96.5: 3.5	
AREA TOTAL	813,120	41.9%	1.5%	83.3: 16.7	5,029,567	23.9%	10.6%	2.0: 98.0	21,852,903	46.6%	-5.3%	98.8: 1.2	
PACIFIC NORTHWEST: Washington													
Aberdeen	298,997	15.4%	12.7%	59.9: 40.1	-				-				
Port Angeles	9,847	0.5	85.9	0.0: 100.0	-				26,113	0.1%	-83.7%	0.0: 100.0	
Olympia	50,901	2.6	17.3	63.4: 36.6	-				-				
Tacoma	240,780	12.4	-7.2	74.5: 25.5	2,596,336	12.3%	10.2%	17.9: 82.1	4,469,982	9.5	-18.3	95.0: 5.0	
Seattle	2,754	0.1	-37.2	100.0: 0.0	94,546	0.4	-79.5	55.3: 44.7	1,848,218	3.9	-38.0	100.0: 0.0	
Everett	31,672	1.6	57.9	95.7: 4.3	-				34,742	0.1	-21.2	0.0: 100.0	
Anacortes	15,560	0.8	-11.8	100.0: 0.0	-				348,963	0.7	-12.5	95.9: 4.1	
Bellingham	-				-				45,097	0.1	-76.2	0.0: 100.0	
AREA TOTAL	650,511	33.5%	5.7%	67.5: 32.5	2,690,882	12.8%	-4.5%	19.2: 80.8	6,773,115	14.4%	-26.7%	94.9: 5.1	
COAST TOTAL	1,941,063	100.0%	4.8%	57.6: 42.4	21,060,564	100.0%	9.2%	8.9: 91.1	46,910,719	100.0%	-7.9%	84.0: 16.0	

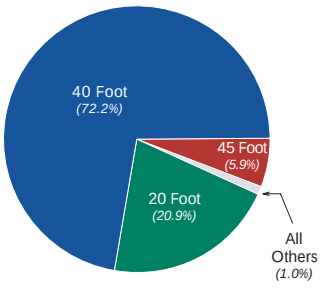
CONTAINER BOX COUNTS

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

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

2002

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				
	Discharge	Load	Total	Discharge	Load	Total	Discharge	Load	Total	Discharge	Load	Total	*Pct. of Port*	TEUs
LONG BEACH														
Cargo Bearing	277,079	133,664	410,743	1,001,309	331,929	1,333,238	77,402	25,237	102,639	1,355,790	490,830	1,846,620	73.7%	3,308,157
Empty	4,107	110,001	114,108	17,811	485,005	502,816	1,989	39,492	41,481	23,909	634,498	658,407	26.3	1,213,078
TOTAL	281,186	243,665	524,851	1,019,120	816,934	1,836,054	79,391	64,729	144,120	1,379,699	1,125,328	2,505,027	100.0%	4,521,234
LOS ANGELES														
Cargo Bearing	382,148	143,506	525,654	1,288,535	441,245	1,729,780	105,066	26,677	131,743	1,782,507	621,029	2,403,536	71.3%	4,305,531
Empty	6,474	168,543	175,017	51,353	654,257	705,610	6,629	68,256	74,885	73,761	895,443	969,204	28.7	1,780,089
TOTAL	388,622	312,049	700,671	1,339,888	1,095,502	2,435,390	111,695	94,933	206,628	1,856,268	1,516,472	3,372,740	100.0%	6,085,620
OAKLAND														
Cargo Bearing	90,576	78,683	169,259	202,286	286,857	489,143	9,138	14,136	23,274	304,118	388,926	693,044	75.3%	1,213,620
Empty	12,718	31,577	44,295	84,472	78,326	162,798	2,490	11,297	13,787	106,609	121,261	227,870	24.7	409,355
TOTAL	103,294	110,260	213,554	286,758	365,183	651,941	11,628	25,433	37,061	410,727	510,187	920,914	100.0%	1,622,975
PORTLAND														
Cargo Bearing	6,862	13,685	20,547	19,355	61,960	81,315	643	1,505	2,148	26,860	77,150	104,010	73.2%	188,010
Empty	1,653	6,853	8,506	3,535	22,359	25,894	134	3,620	3,754	5,322	32,832	38,154	26.8	68,741
TOTAL	8,515	20,538	29,053	22,890	84,319	107,209	777	5,125	5,902	32,182	109,982	142,164	100.0%	256,751
TACOMA														
Cargo Bearing	62,410	37,511	99,921	201,889	209,593	411,482	20,161	17,891	38,052	284,460	264,995	549,455	75.5%	1,008,502
Empty	669	25,285	25,954	48,998	80,976	129,974	8,090	14,092	22,182	57,757	120,353	178,110	24.5	335,812
TOTAL	63,079	62,796	125,875	250,887	290,569	541,456	28,251	31,983	60,234	342,217	385,348	727,565	100.0%	1,344,314
SEATTLE														
Cargo Bearing	75,496	57,087	132,583	208,276	163,974	372,250	21,749	4,556	26,305	310,096	239,740	549,836	76.0%	962,442
Empty	2,022	24,032	26,054	37,888	80,449	118,337	488	14,513	15,001	52,992	120,515	173,507	24.0	315,222
TOTAL	77,518	81,119	158,637	246,164	244,423	490,587	22,237	19,069	41,306	363,088	360,255	723,343	100.0%	1,277,664
ALL OTHERS														
Cargo Bearing	4,434	4,178	8,612	14,193	4,488	18,681	99	83	182	18,726	8,759	27,485	71.5%	46,410
Empty	282	1,435	1,717	618	8,598	9,216	-	-	-	900	10,033	10,933	28.5	20,149
TOTAL	4,716	5,613	10,329	14,811	13,086	27,897	99	83	182	19,626	18,792	38,418	100.0%	66,559
COAST TOTALS														
Cargo Bearing	899,005	468,314	1,367,319	2,935,843	1,500,046	4,435,889	234,258	90,085	324,343	4,082,557	2,091,429	6,173,986	73.2%	11,032,672
Empty	27,925	367,726	395,651	244,675	1,409,970	1,654,645	19,820	151,270	171,090	321,250	1,934,935	2,256,185	26.8	4,142,445
TOTAL	926,930	836,040	1,762,970	3,180,518	2,910,016	6,090,534	254,078	241,355	495,433	4,403,807	4,026,364	8,430,171	100.0%	15,175,117
% of Total	11.0%	9.9%	20.9%	37.7%	34.5%	72.2%	3.0%	2.9%	5.9%	52.2%	47.8%	100.0%		



2002 CONTAINER COUNTS
BY LENGTH OF BOX

OVERSTOWS AND REHANDLES

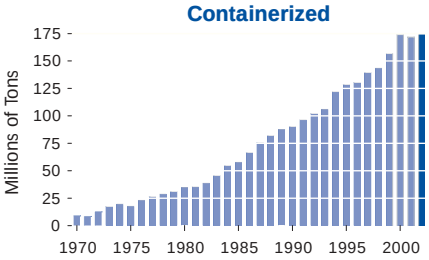
2002	Cell to Cell	Cell-Dock -Cell
Long Beach	233	13,322
Los Angeles	304	30,870
Port Hueneme	2	-
San Francisco	3	864
Oakland	559	22,646
Pittsburg	-	292
West Sacramento	10	8
Portland	53	1,860
Tacoma	85	12,464
Seattle	42	8,528
Coast Total	**1,291**	**90,854**

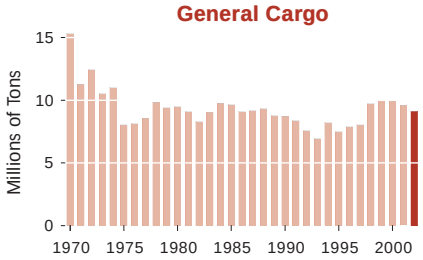
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell to cell and cell-dock-cell lifts. A cell to cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs when a container is moved off a vessel, placed on the dock so that other cargo may be moved, and then the container is restowed onto the vessel. A cell to cell move counts as one lift, and a cell-dock-cell move as two lifts. About 1 overstow/rehandle lift has been reported for every 100 containers reported.

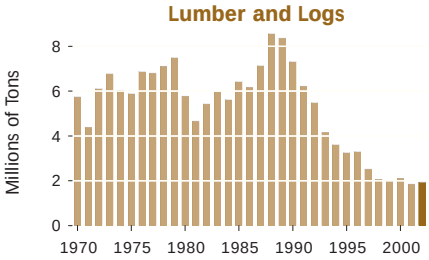
WEST COAST WATERBORNE REVENUE TONNAGE

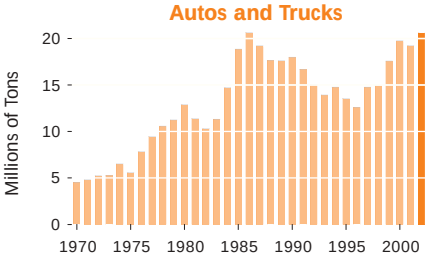
Waterborne revenue tonnage moving through California, Oregon and Washington Ports since 1970 is shown below. Beginning in 1984 containerized cargo was no longer reported as revenue tonnage, but was reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. The percent that each tonnage sector represents of the total for each year is shown in the column to the right of the revenue tonnage.

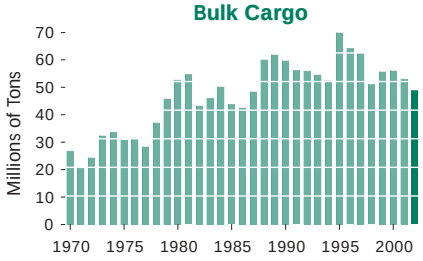
Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
1970	8,782,425	14.6%	15,316,358	25.5%	5,742,211	9.6%	4,524,600	7.5%	25,660,018	42.7%	60,025,612
1971	8,237,217	17.0	11,282,218	23.3	4,390,446	9.1	4,805,033	9.9	19,762,760	40.8	48,477,674
1972	12,427,891	20.8	12,432,221	20.8	6,103,609	10.2	5,233,750	8.8	23,435,590	39.3	59,633,061
1973	17,286,133	24.4	10,542,056	14.9	6,771,119	9.5	5,302,086	7.5	31,053,499	43.8	70,954,893
1974	19,645,497	26.0	11,022,499	14.6	6,045,637	8.0	6,502,908	8.6	32,320,845	42.8	75,537,386
1975	17,826,596	26.6	8,033,396	12.0	5,901,839	8.8	5,561,014	8.3	29,645,689	44.3	66,968,534
1976	23,221,682	30.4	8,134,498	10.7	6,877,271	9.0	7,828,243	10.3	30,228,242	39.6	76,289,936
1977	26,414,368	33.6	8,563,580	10.9	6,805,138	8.7	9,457,329	12.0	27,330,016	34.8	78,570,431
1978	28,819,244	31.3	9,844,671	10.7	7,116,000	7.7	10,571,245	11.5	35,622,335	38.7	91,973,495
1979	31,004,124	30.1	9,402,025	9.1	7,512,088	7.3	11,243,783	10.9	43,973,689	42.6	103,135,709
1980	34,961,122	30.8	9,485,736	8.3	5,778,206	5.1	12,889,020	11.3	50,568,290	44.5	113,682,374
1981	35,285,833	31.2	9,101,434	8.1	4,663,983	4.1	11,361,442	10.1	52,547,465	46.5	112,960,157
1982	38,698,403	37.1	8,297,299	8.0	5,428,609	5.2	10,298,415	9.9	41,483,760	39.8	104,206,486
1983	45,429,483	39.2	9,047,558	7.8	5,981,043	5.2	11,317,759	9.8	44,204,444	38.1	115,980,287
1984	54,865,052	41.2	9,756,682	7.3	5,636,415	4.2	14,731,180	11.1	48,293,596	36.2	133,282,925
1985	57,766,646	42.8	9,674,183	7.2	6,438,557	4.8	18,849,314	14.0	42,106,859	31.2	134,835,559
1986	66,718,404	46.5	9,094,687	6.3	6,178,052	4.3	20,642,032	14.4	40,777,087	28.4	143,410,262
1987	75,658,551	48.0	9,185,331	5.8	7,153,443	4.5	19,209,803	12.2	46,483,967	29.5	157,691,095
1988	82,177,507	46.9	9,348,783	5.3	8,568,982	4.9	17,657,367	10.1	57,635,530	32.9	175,388,169
1989	87,685,303	48.2	8,783,588	4.8	8,370,546	4.6	17,591,459	9.7	59,506,199	32.7	181,937,095
1990	90,273,077	49.7	8,725,931	4.8	7,328,202	4.0	17,981,501	9.9	57,355,691	31.6	181,664,402
1991	96,273,125	53.1	8,384,586	4.6	6,225,273	3.4	16,692,545	9.2	53,881,933	29.7	181,457,462
1992	101,978,206	55.5	7,591,757	4.1	5,489,640	3.0	15,063,006	8.2	53,699,428	29.2	183,822,037
1993	106,219,196	57.9	6,954,623	3.8	4,167,694	2.3	13,915,249	7.6	52,344,375	28.5	183,601,137
1994	121,870,484	61.3	8,216,857	4.1	3,609,270	1.8	14,770,607	7.4	50,305,273	25.3	198,772,491
1995	128,775,816	58.5	7,510,216	3.4	3,251,827	1.5	13,530,428	6.1	67,172,576	30.5	220,240,863
1996	130,286,300	60.4	7,879,062	3.7	3,304,565	1.5	12,611,072	5.8	61,600,326	28.6	215,681,325
1997	139,362,736	62.0	8,032,536	3.6	2,523,657	1.1	14,761,793	6.6	59,934,309	26.7	224,615,031
1998	143,548,068	65.4	9,719,501	4.4	2,071,769	0.9	14,944,308	6.8	49,101,074	22.4	219,384,720
1999	156,545,401	65.3	10,010,412	4.2	2,005,755	0.8	17,570,694	7.3	53,456,900	22.3	239,589,162
2000	174,037,823	67.0	9,953,279	3.8	2,116,780	0.8	19,720,596	7.6	53,874,796	20.7	259,703,274
2001	171,727,013	67.8	9,596,293	3.8	1,851,419	0.7	19,288,262	7.6	50,914,801	20.1	253,377,788
2002	183,993,142	70.0	9,124,394	3.5	1,941,063	0.7	21,060,564	8.0	46,910,719	17.8	263,029,882

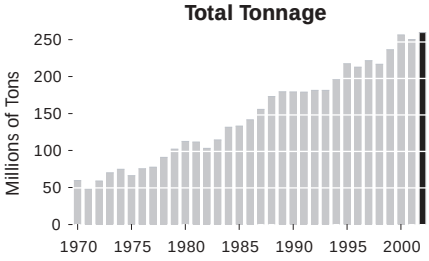












COAST REVENUE TONNAGE MARKET SHARE

In the table below, the column labeled "Percent of Coast"represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is commonly referred to as "market share." The six major ports listed below handled 88.4% of the total coast tonnage in 2002 and 99.6% of the containerized cargo.

For each of the six major ports and for All Other Ports, the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 1997.

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

	2002		2001		2000		1999		1998	
	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*
LONG BEACH										
Container TEUs	3,265,213	*30.2%*	3,338,632	*33.1%*	3,438,433	*33.6%*	3,224,722	*35.0%*	2,958,782	*35.0%*
General Cargo	1,434,307	*15.7%*	1,906,338	*19.9%*	1,741,811	*17.5%*	1,702,461	*17.0%*	1,740,983	*17.9%*
Lumber & Logs	198,647	*10.2%*	187,719	*10.1%*	170,222	*8.0%*	129,633	*6.5%*	133,648	*6.5%*
Autos & Trucks	3,391,666	*16.1%*	3,140,650	*16.3%*	3,219,578	*16.3%*	2,984,514	*17.0%*	2,990,375	*20.0%*
Bulk Cargo	7,250,539	*15.5%*	6,347,283	*12.5%*	6,803,155	*12.6%*	6,209,675	*11.6%*	8,228,636	*16.8%*
Port Total	67,783,780	*25.8%*	68,338,734	*27.0%*	70,388,127	*27.1%*	65,846,557	*27.5%*	63,392,936	*28.9%*
LOS ANGELES										
Container TEUs	4,239,227	*39.2%*	3,643,162	*36.1%*	3,395,078	*33.2%*	2,694,626	*29.3%*	2,424,296	*28.7%*
General Cargo	3,443,311	*37.7%*	3,046,750	*31.7%*	3,616,824	*36.3%*	3,545,426	*35.4%*	3,464,596	*35.6%*
Lumber & Logs	-	-	-	-	-	-	4,140	*0.2%*	35,020	*1.7%*
Autos & Trucks	3,281,326	*15.6%*	2,585,306	*13.4%*	2,889,854	*14.7%*	3,111,451	*17.7%*	2,281,740	*15.3%*
Bulk Cargo	5,624,351	*12.0%*	6,454,034	*12.7%*	6,748,296	*12.5%*	6,640,284	*12.4%*	4,945,696	*10.1%*
Port Total	84,415,847	*32.1%*	74,019,844	*29.2%*	70,971,300	*27.3%*	59,109,943	*24.7%*	51,940,084	*23.7%*
OAKLAND										
Container TEUs	1,152,771	*10.7%*	1,125,471	*11.1%*	1,188,134	*11.6%*	1,130,862	*12.3%*	1,058,022	*12.5%*
General Cargo	97,242	*1.1%*	500,548	*5.2%*	294,589	*3.0%*	310,604	*3.1%*	417,108	*4.3%*
Lumber & Logs	-	-	1,283	*0.1%*	15	-	-	-	-	-
Autos & Trucks	738,609	*3.5%*	778,691	*4.0%*	952,443	*4.8%*	768,711	*4.4%*	688,741	*4.6%*
Bulk Cargo	-	-	66,306	*0.1%*	-	-	65,644	*0.1%*	36,792	*0.1%*
Port Total	20,432,958	*7.8%*	20,479,835	*8.1%*	21,445,325	*8.3%*	20,369,613	*8.5%*	19,129,015	*8.7%*
PORTLAND										
Container TEUs	188,027	*1.7%*	210,707	*2.1%*	216,213	*2.1%*	219,294	*2.4%*	189,965	*2.2%*
General Cargo	777,088	*8.5%*	779,342	*8.1%*	633,694	*6.4%*	796,744	*8.0%*	631,717	*6.5%*
Lumber & Logs	65,706	*3.4%*	52,099	*2.8%*	31,146	*1.5%*	33,126	*1.7%*	72,049	*3.5%*
Autos & Trucks	4,418,520	*21.0%*	3,834,877	*19.9%*	3,658,980	*18.6%*	3,316,992	*18.9%*	2,643,646	*17.7%*
Bulk Cargo	8,993,185	*19.2%*	9,890,487	*19.4%*	11,311,424	*21.0%*	11,099,680	*20.8%*	11,499,458	*23.4%*
Port Total	17,450,958	*6.6%*	18,138,824	*7.2%*	19,310,865	*7.4%*	18,974,540	*7.9%*	18,076,275	*8.2%*
TACOMA										
Container TEUs	984,689	*9.1%*	869,347	*8.6%*	902,410	*8.8%*	841,114	*9.1%*	723,678	*8.6%*
General Cargo	213,988	*2.3%*	197,341	*2.1%*	181,001	*1.8%*	249,248	*2.5%*	315,908	*3.3%*
Lumber & Logs	240,780	*12.4%*	259,388	*14.0%*	355,116	*16.8%*	332,314	*16.6%*	376,842	*18.2%*
Autos & Trucks	2,596,336	*12.3%*	2,355,211	*12.2%*	2,097,418	*10.6%*	1,829,786	*10.4%*	1,605,080	*10.7%*
Bulk Cargo	4,469,982	*9.5%*	5,470,830	*10.7%*	6,211,192	*11.5%*	6,627,203	*12.4%*	4,578,840	*9.3%*
Port Total	24,260,799	*9.2%*	23,061,669	*9.1%*	24,185,697	*9.3%*	23,337,489	*9.7%*	19,179,196	*8.7%*
SEATTLE										
Container TEUs	949,792	*8.8%*	877,441	*8.7%*	1,043,481	*10.2%*	1,055,283	*11.5%*	1,057,881	*12.5%*
General Cargo	145,538	*1.6%*	175,323	*1.8%*	244,479	*2.5%*	255,367	*2.6%*	304,963	*3.1%*
Lumber & Logs	2,754	*0.1%*	4,384	*0.2%*	4,711	*0.2%*	20,518	*1.0%*	6,835	*0.3%*
Autos & Trucks	94,546	*0.4%*	461,399	*2.4%*	711,373	*3.6%*	709,830	*4.0%*	531,988	*3.6%*
Bulk Cargo	1,848,218	*3.9%*	2,982,183	*5.9%*	2,251,807	*4.2%*	2,099,443	*3.9%*	1,462,698	*3.0%*
Port Total	18,237,520	*6.9%*	18,539,786	*7.3%*	20,951,547	*8.1%*	21,024,969	*8.8%*	20,290,461	*9.2%*
ALL OTHER PORTS										
Container TEUs	43,407	*0.4%*	36,829	*0.4%*	53,770	*0.5%*	42,652	*0.5%*	31,380	*0.4%*
General Cargo	3,012,920	*33.0%*	2,990,651	*31.2%*	3,240,881	*32.6%*	3,150,562	*31.5%*	2,844,226	*29.3%*
Lumber & Logs	1,433,176	*73.8%*	1,346,546	*72.7%*	1,555,570	*73.5%*	1,486,024	*74.1%*	1,447,375	*69.9%*
Autos & Trucks	6,539,561	*31.1%*	6,132,128	*31.8%*	6,190,950	*31.4%*	4,849,410	*27.6%*	4,202,738	*28.1%*
Bulk Cargo	18,724,444	*39.9%*	19,703,678	*38.7%*	20,548,922	*38.1%*	20,714,971	*38.8%*	18,348,954	*37.4%*
Port Total	30,448,020	*11.6%*	30,799,096	*12.2%*	32,450,413	*12.5%*	30,926,051	*12.9%*	27,376,753	*12.5%*
COAST TOTALS										
Container TEUs	10,823,126		10,101,589		10,237,519		9,208,553		8,444,004	
General Cargo	9,124,394		9,596,293		9,953,279		10,010,412		9,719,501	
Lumber & Logs	1,941,063		1,851,419		2,116,780		2,005,755		2,071,769	
Autos & Trucks	21,060,564		19,288,262		19,720,596		17,570,694		14,944,308	
Bulk Cargo	46,910,719		50,914,801		53,874,796		53,456,900		49,101,074	
Port Total	263,029,882		253,377,788		259,703,274		239,589,162		219,384,720	

AVERAGE ANNUAL EARNINGS

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

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

The % of Registrants column shows the percent of the total number of registrants who were paid hours equal to or greater than the number of hours under the hours heading.

Each succeeding hours group includes an increasingly smaller percentage of the respective work force as the minimum number of hours paid is incremented in 400 hour units.

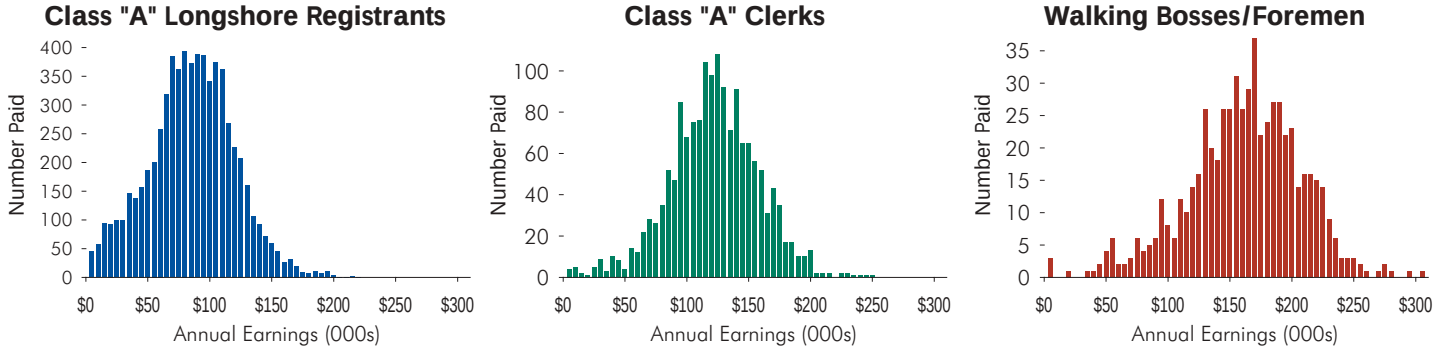
Four pairs of columns follow showing the percent of registrants and average earnings for those registrants paid 1,600 or more hours, 2,000 or more hours, 2,400 or more hours, and 2,800 or more hours.

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

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

	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
Year	Number Paid	Average Hours	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Hours	Average Earnings
CLASS "A" LONGSHORE REGISTRANTS												
1993	5,889	1,717	$56,004	58.7	$70,765	38.2	$77,877	15.0	$87,119	3.9	3,088	$101,946
1994	5,559	1,871	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	3,122	103,988
1995	5,248	1,923	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	3,141	106,910
1996	5,105	1,907	68,842	68.4	83,115	49.7	90,545	24.3	101,165	9.7	3,112	115,081
1997	5,280	1,988	75,880	71.4	89,812	53.7	96,865	30.1	107,130	11.6	3,158	123,042
1998	5,695	2,029	79,135	72.6	93,766	56.1	100,921	33.8	111,765	14.8	3,178	126,573
1999	5,977	2,013	79,767	72.2	94,256	55.1	101,554	32.5	111,958	13.3	3,158	127,192
2000	6,291	2,076	84,113	74.9	97,899	58.0	105,278	35.1	116,300	15.3	3,194	131,869
2001	6,463	2,006	82,895	71.7	98,585	53.8	106,883	31.8	118,613	13.8	3,208	135,379
2002	6,628	1,973	83,116	70.4	99,662	53.0	107,781	30.3	119,825	13.0	3,165	135,548
CLASS "A" CLERKS												
1993	1,249	2,367	$82,696	88.2	$88,224	75.0	$92,235	53.6	$97,912	26.3	3,115	$107,658
1994	1,223	2,513	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	3,196	112,665
1995	1,337	2,569	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	3,237	115,077
1996	1,373	2,558	96,430	90.3	102,030	82.0	105,196	63.3	111,685	37.9	3,226	122,447
1997	1,449	2,489	104,526	90.8	109,827	80.3	113,808	59.4	121,122	31.8	3,167	133,731
1998	1,537	2,590	111,139	91.2	116,598	83.5	119,879	66.4	126,000	38.6	3,223	138,330
1999	1,500	2,610	113,879	91.9	119,064	84.0	122,466	67.7	128,317	40.5	3,222	140,212
2000	1,558	2,685	118,982	92.1	124,390	84.4	128,058	69.2	134,495	45.4	3,300	145,960
2001	1,583	2,662	118,844	91.7	124,563	83.3	128,421	67.5	135,258	44.0	3,302	147,046
2002	1,568	2,633	119,404	90.1	126,593	80.9	131,131	65.9	138,209	44.0	3,308	149,351
WALKING BOSSES/FOREMEN												
1993	495	2,613	$112,317	92.5	$116,858	84.2	$120,351	69.9	$125,693	39.4	3,204	$135,553
1994	510	2,790	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	3,329	143,948
1995	518	2,787	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	3,337	148,374
1996	531	2,731	129,611	91.9	136,195	87.0	139,034	75.3	144,286	48.6	3,271	155,759
1997	562	3,006	139,703	93.4	145,834	89.1	148,477	79.5	153,191	62.3	3,532	161,426
1998	577	3,174	150,194	94.3	155,880	89.4	159,256	81.8	164,005	67.1	3,687	171,957
1999	554	3,125	150,286	91.9	158,438	88.6	160,832	82.7	164,283	70.0	3,603	170,881
2000	618	3,282	160,452	95.6	165,149	93.0	167,122	84.1	172,585	73.0	3,702	178,640
2001	616	3,130	157,352	93.8	163,609	89.6	166,508	80.4	171,928	66.1	3,638	179,754
2002	591	3,088	158,507	92.6	166,296	86.5	170,975	76.1	177,447	64.5	3,671	184,565

NUMBER OF REGISTRANTS PAID BY 2002 ANNUAL EARNINGS *(grouped in $5,000 increments)*



REGISTERED WORK FORCE BY LOCAL

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

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

No. Registered is the active registration count at the end of the payroll year.

Average Hours Paid is the average of all hours paid at any occupation code.

AVERAGE DAYS OF: shows the average days of vacation, paid holidays, and PGP (1 day = 1/5 of one week).

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 pay for hours paid; vacation pay; holiday pay; PGP; and taxable and non taxable travel-related meals, fares, lodging, and mileage for all Class "A" and Class "B" registrants combined.

			NUMBER WORKING			AVERAGE DAYS OF:			PERCENT OF EARNINGS FROM:				
Local		No. Registered	Total Local	Class "B" Only	Average Hours Paid	Vacation Paid	Paid Holidays	PGP Paid	Hours Paid	Vacation Pay	Paid Holidays	PGP Payments	Average Total Income
		#	#	#	Hours	Days	Days	Days	%	%	%	%	$
LONGSHORE REGISTRANTS													
Southern California													
13	LA/LB	4,491	4,343	432	2,107	13.2	12.0		93.2	3.7	3.0		$88,941
29	San Diego	73	57	7	2,030	18.2	12.4	0.4	88.6	5.4	3.2	0.1	84,928
46	Port Hueneme	74	67	-	2,187	17.8	12.3		91.1	5.0	3.0		90,728
	Total	4,638	4,467	439	2,108	13.3	12.0		93.1	3.7	3.0		$88,916
Northern California													
10	SF Bay Area	1,158	1,041	339	1,617	12.2	10.0	2.7	90.2	4.6	3.2	0.5	$65,098
14	Eureka	22	20	-	1,380	24.5	12.8	44.8	59.4	8.7	4.0	13.2	71,316
18	Sacramento	30	30	7	1,614	14.8	11.4	19.0	83.5	5.5	3.7	5.5	69,059
54	Stockton	58	57	15	1,995	14.5	11.9	0.6	90.1	4.3	3.2	0.2	82,369
	Total	1,268	1,148	361	1,632	12.6	10.2	3.8	89.4	4.7	3.3	0.9	$66,167
Pacific Northwest: Oregon													
04	Vancouver, WA	152	144	28	1,664	15.7	12.2	7.9	85.0	5.7	3.9	2.4	$67,774
08	Portland	431	415	44	1,671	16.9	12.1	2.6	87.7	6.0	3.9	0.8	68,936
12	North Bend	74	71	1	1,104	16.6	11.9	63.8	54.8	6.5	4.2	21.4	62,559
21	Longview, WA	171	170	26	1,777	16.0	12.5	6.5	85.4	5.4	3.8	1.7	71,379
50	Astoria	33	33	-	814	10.5	5.3	109.7	38.8	4.0	2.0	38.4	60,147
53	Newport	10	10	1	729	6.5	8.9	106.2	34.5	2.5	3.4	40.2	52,967
	Total	871	843	100	1,599	16.1	11.9	14.9	82.0	5.8	3.8	4.5	$68,160
Pacific Northwest: Washington													
07	Bellingham	27	27	-	779	20.2	7.9	83.0	41.8	8.5	3.2	31.8	$54,998
19	Seattle	556	529	60	1,737	16.8	12.1	0.9	89.9	5.6	3.6	0.3	74,696
23	Tacoma	535	527	138	1,957	16.8	12.2		91.2	5.1	3.3		81,856
24	Aberdeen	59	57	1	1,369	24.9	10.8	34.0	68.7	9.2	3.6	10.9	65,607
25	Anacortes	11	11	-	1,006	20.9	13.0	56.1	63.6	8.9	4.9	20.2	58,250
27	Port Angeles	44	43	-	724	28.4	4.6	141.0	31.3	9.5	1.5	44.5	66,591
32	Everett	39	39	-	750	27.1	6.0	71.1	51.9	12.8	2.7	30.7	48,731
47	Olympia	25	25	-	781	21.0	6.2	114.6	45.5	8.4	2.3	41.1	58,593
51	Port Gamble	10	10	-	339	24.5	3.5	174.9	17.8	9.9	1.4	66.3	55,511
	Total	1,306	1,268	199	1,690	18.1	11.4	14.8	85.1	5.9	3.4	4.1	$75,159
Longshore Total		8,083	7,726	1099	1,913	14.3	11.6	4.6	90.4	4.3	3.2	1.2	$81,013
CLERKS													
29	San Diego	4	4	-	*	31.4	12.8	*	85.7	7.8	2.6		*
46	Port Hueneme	13	13	-	2,726	30.2	13.0		89.9	6.8	2.5		$116,086
63	LA/LB	1,002	986	3	2,744	22.9	12.6		93.0	4.8	2.2		125,991
14	Eureka	1	1	-	*	30.0	13.0	*	61.8	8.9	3.2	6.3	*
34	SF Bay Area	253	243	1	2,375	26.3	12.7		90.2	6.6	2.7		104,256
40	Portland	90	89	1	2,268	23.2	12.4	1.2	88.7	6.1	2.8	0.2	99,252
23	Tacoma	87	86	-	2,712	29.0	12.8		91.4	6.2	2.3		121,171
52	Seattle	153	151	-	2,484	27.7	12.6		89.8	6.3	2.4		114,795
Clerk Total		1,603	1,573	5	2,632	24.3	12.6	0.1	92.0	5.3	2.3		$119,630
FOREMEN													
29	San Diego	5	5	-	2,421	30.4	13.0		90.0	7.0	3.0		$126,808
46	Port Hueneme	5	5	-	3,306	32.5	13.0		91.6	6.0	2.4		158,590
94	LA/LB	383	378	-	3,393	28.4	12.8		93.0	4.8	2.2		172,617
91	SF Bay Area	66	67	-	2,681	30.5	13.0	0.4	90.4	6.4	2.7	0.1	138,792
92	Portland	45	45	-	2,272	30.8	12.8	8.5	87.3	7.4	3.1	1.9	121,767
98	Seattle	93	92	-	2,552	29.3	12.8	4.3	89.0	6.2	2.7	0.9	138,608
Foreman Total		597	592	-	3,088	29.0	12.8	1.4	91.9	5.3	2.4	0.2	$159,133

* 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.

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

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

PERCENT OF WORKING REGISTRANTS BY HOURS PAID shows the percentage of those working registrants whose total paid hours fall into each of the hours categories shown. Each succeeding hours group includes an increasingly smaller percentage of the respective work force as the minimum number of hours paid is incremented in 400-hour units.

		PERCENT OF WORKING REGISTRANTS BY AGE GROUP										PERCENT OF WORKING REGISTRANTS BY HOURS PAID							
Local	Average Age	Under 30	30-34	35-39	40-44	45-49	50-54	55-61	62-64	65-70½	Over 70½	400 or More	800 or More	1200 or More	1600 or More	2000 or More	2400 or More	2800 or More	3200 or More
	Years	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	44.6	8.5	11.1	16.1	16.9	15.5	12.1	12.3	2.9	3.3	1.4	97.3	94.2	87.6	77.1	60.0	35.5	16.3	5.7
29	54.1		5.3	10.5	14.0	5.3	7.0	28.1	8.8	17.5	3.5	100.0	98.2	94.7	84.2	49.1	21.1	10.5	3.5
46	48.7	1.5	1.5	14.9	23.9	14.9	19.4	11.9	4.5	4.5	3.0	98.5	95.5	86.6	79.1	62.7	41.8	26.9	7.5
	44.8	8.2	10.9	16.0	16.9	15.4	12.1	12.5	3.0	3.5	1.4	97.4	94.3	87.7	77.2	59.9	35.4	16.4	5.5
10	45.5	7.7	12.1	16.1	17.3	11.1	8.2	16.1	5.1	4.4	1.8	92.3	84.4	69.1	50.4	34.2	18.0	5.1	1.5
14	55.4	5.0		5.0	10.0			55.0	15.0	10.0		95.0	85.0	40.0	25.0	20.0	10.0	5.0	5.0
18	50.5		6.7	6.7	23.3	16.7	16.7	10.0	6.7	6.7	6.7	96.7	93.3	70.0	46.7	23.3	10.0	3.3	
54	48.7	1.8	5.3	15.8	19.3	12.3	19.3	12.3	8.8	3.5	1.8	94.7	89.5	86.0	71.9	56.1	33.3	17.5	5.3
	46.0	7.1	11.4	15.7	17.4	11.1	8.8	16.5	5.5	4.5	1.9	92.6	84.9	69.4	51.0	34.8	18.4	5.7	1.7
4	44.6	9.7	13.9	14.6	13.9	7.6	13.2	25.7	1.4			98.6	92.4	79.9	54.2	29.2	11.8	2.8	0.7
8	48.0	2.7	4.6	10.6	18.6	19.8	17.1	20.2	4.8	1.7		95.9	89.2	77.6	57.8	33.5	11.3	2.2	0.2
12	51.2			7.0	12.7	18.3	23.9	33.8	4.2			94.4	67.6	35.2	15.5	8.5	4.2	1.4	
21	46.6	3.5	11.2	9.4	12.4	24.1	18.8	17.1	1.8	0.6	1.2	97.6	94.1	85.3	68.8	35.9	10.6	3.5	
50	57.2					6.1	21.2	51.5	18.2		3.0	81.8	27.3	21.2	15.2	12.1			
53	48.0		10.0		30.0	10.0	20.0	30.0				90.0	30.0	10.0					
	47.8	3.7	7.0	10.2	15.4	17.8	17.6	23.0	4.0	0.9	0.4	96.0	85.8	73.0	53.5	29.9	10.1	2.4	0.2
7	50.9	3.7	3.7		18.5	18.5	14.8	29.6	3.7	7.4		74.1	48.1	22.2					
19	48.8	2.5	6.4	8.3	21.4	15.7	12.3	22.9	5.5	4.2	0.9	96.2	90.0	80.9	59.9	37.6	14.6	4.3	0.4
23	44.7	5.9	9.9	16.1	22.4	15.0	12.1	12.1	3.8	1.7	0.9	98.5	95.6	86.5	69.4	51.8	26.0	9.5	2.1
24	52.1	1.8	3.5		5.3	21.1	24.6	42.1	1.8			91.2	70.2	57.9	38.6	26.3	7.0	3.5	
25	56.2					27.3	9.1	36.4	18.2		9.1	100.0	72.7	18.2	9.1				
27	53.3				4.7	18.6	32.6	37.2	4.7	2.3		51.2	25.6	23.3	16.3	14.0	4.7		
32	58.3		2.6	2.6	2.6	2.6	7.7	51.3	15.4	10.3	5.1	71.8	30.8	15.4	12.8	10.3	5.1	2.6	
47	48.7			12.0	28.0	20.0	12.0	24.0	4.0			76.0	36.0	20.0	8.0	8.0	4.0		
51	51.3		10.0		30.0		10.0	30.0	20.0			10.0	10.0	10.0	10.0	10.0	10.0		
	47.9	3.6	7.2	10.5	19.9	15.5	13.3	21.0	5.0	3.0	1.0	93.1	84.7	74.7	56.9	39.4	17.7	6.0	1.0
	45.8	6.8	9.9	14.4	17.3	15.0	12.4	15.6	3.8	3.3	1.3	95.8	90.4	81.2	67.4	49.5	27.2	11.5	3.8
29	60.5					25.0		25.0	25.0	25.0		100.0	100.0	100.0	100.0	50.0	50.0		
46	56.8				15.4		7.7	53.8	15.4		7.7	100.0	92.3	92.3	92.3	92.3	76.9	38.5	15.4
63	52.7	0.4	1.7	5.9	11.7	16.4	19.3	28.3	7.5	7.5	1.3	99.4	98.1	95.4	89.9	82.2	70.2	53.9	30.8
14	64.0								100.0			100.0	100.0	100.0	100.0				
34	55.3	2.1	1.2	6.6	7.8	6.2	9.9	44.9	7.8	7.4	6.2	98.8	98.8	97.1	91.4	76.5	54.3	21.4	3.7
40	51.9	2.2		6.7	11.2	16.9	16.9	34.8	6.7	4.5		96.6	94.4	92.1	86.5	76.4	48.3	13.5	4.5
23	54.8			1.2	4.7	19.8	18.6	46.5	2.3	5.8	1.2	100.0	97.7	97.7	91.9	88.4	69.8	43.0	25.6
52	56.1	1.3	1.3	2.6	4.6	9.3	11.9	47.0	14.6	4.6	2.6	97.4	96.0	94.7	88.7	77.5	63.6	35.8	14.6
	53.5	0.8	1.4	5.4	10.0	14.2	16.8	34.2	8.1	6.9	2.2	99.0	97.7	95.5	90.0	80.8	65.8	43.9	23.1
29	64.4							40.0		40.0	20.0	100.0	100.0	100.0	100.0	100.0	60.0		
46	58.0							80.0	20.0			100.0	100.0	100.0	100.0	100.0	100.0	80.0	60.0
94	56.4			2.1	10.8	10.3	16.9	29.6	11.4	13.2	5.6	99.2	98.7	96.8	94.7	91.0	83.9	77.2	64.8
91	60.2			3.0	4.5	6.0		49.3	9.0	17.9	10.4	100.0	100.0	100.0	91.0	83.6	64.2	47.8	19.4
92	59.6					2.2	11.1	62.2	13.3	8.9	2.2	100.0	95.6	88.9	82.2	66.7	55.6	31.1	6.7
98	54.9			1.1	12.0	19.6	8.7	41.3	8.7	6.5	2.2	98.9	96.7	94.6	89.1	78.3	63.0	44.6	17.4
	56.9			1.9	9.3	10.5	13.0	36.7	10.8	12.5	5.4	99.3	98.3	96.3	92.6	86.5	76.2	64.7	47.3

The omission of a value indicates <0.05%.

HOURS BY JOB CATEGORIES

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

These are the hours paid in payroll years 2002 and 2001.

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

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

"Pct. Chg. from 2001" shows the percent change of the 2002 hours paid from the 2001 hours.

Job Category	2002	2001	Pct. Chg. from 2001	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	1,350,583	1,295,168	4.3%	8.2%	18.1%
- Lasher	1,074,781	998,855	7.6	6.6	22.5
- Holdman	1,557,002	1,467,157	6.1	9.5	18.1
- Auto Driver	302,046	279,249	8.2	1.8	43.1
Skill I Rate - General	389,738	409,488	-4.8	2.4	11.6
- Hatch Tender	107,217	107,022	0.2	0.7	1.2
- Lift Truck Operator	144,099	138,998	3.7	0.9	6.6
- Skilled Holdman	182,304	181,745	0.3	1.1	12.4
- Tractor Driver	3,810,659	3,503,112	8.8	23.2	35.8
Skill II Rate - General	103,556	99,427	4.2	0.6	0.4
- Crane Operator	167,598	187,911	-10.8	1.0	1.0
- Top Handler/Heavy Lift	399,645	452,392	-11.7	2.4	3.5
Skill III Rate	1,078,010	1,046,501	3.0	6.6	-
- Crane Gantry/Hammerhead	978,406	865,750	13.0	6.0	-
- Top Handler/Heavy Lift	1,082,315	1,028,043	5.3	6.6	0.3
- Transtainer	227,301	232,778	-2.4	1.4	-
- Straddle Carrier	153,874	148,031	3.9	0.9	2.8
CFS Agreement Rate	14,024	27,914	-49.8	0.1	8.8
Miscellaneous Dock - General	77,671	62,046	25.2	0.5	11.5
- Mechanics	1,724,465	1,703,255	1.2	10.5	6.6
- Gear	374,188	398,617	-6.1	2.3	0.8
- Lines	355,751	368,734	-3.5	2.2	0.2
- Sweepers	136,670	131,533	3.9	0.8	4.2
Joint Dispatch	201,619	196,256	2.7	1.2	0.1
Member Company Agmts.	34,613	34,194	1.2	0.2	3.1
Grain/Whse/NonMember Agmts.	361,294	433,141	-16.6	2.2	7.1
Subtotal	16,389,429	15,797,317	3.7%	99.9%	15.4%
Travel	17,736	18,483	-4.0%	0.1%	
TOTAL LONGSHORE HOURS	16,407,165	15,815,800	3.7%	100.0%	
CLERK CATEGORIES					
Basic Clerk	478,559	457,685	4.6%	8.2%	63.6%
- 15% Skilled Wage	569,034	551,408	3.2	9.7	37.4
- 25% Skilled Wage	3,340,644	3,187,461	4.8	57.1	12.1
Chief Supervisor	717,761	689,796	4.1	12.3	-
Supercargo	399,012	388,552	2.7	6.8	0.1
Vessel Planner	271,833	274,726	-1.1	4.6	-
CFS Agreement Clerk	7,275	15,231	-52.2	0.1	1.3
Joint Dispatcher	43,098	42,967	0.3	0.7	-
Subtotal	5,827,216	5,607,826	3.9%	99.7%	15.8%
Travel Time	20,353	20,323	0.1%	0.3%	
TOTAL CLERK HOURS	5,847,569	5,628,149	3.9%	100.0%	
FOREMAN CATEGORIES					
Foreman - 20%	13,033	14,406	-9.5%	0.6%	0.5%
Foreman - 30%	2,060,527	2,008,311	2.6	97.5	-
CFS Agreement Foreman	14,278	18,682	-23.6	0.7	-
Joint Dispatcher	19,182	17,725	8.2	0.9	-
Subtotal	2,107,020	2,059,124	2.3%	99.7%	-
Travel Time	6,429	5,961	7.9%	0.3%	
TOTAL FOREMAN HOURS	2,113,449	2,065,085	2.3%	100.0%	
ALL CATEGORIES					
Subtotal - All Job Categories	24,323,665	23,464,267	3.7%	99.8%	14.2%
Travel Time	44,518	44,767	-0.6%	0.2%	
TOTAL HOURS	24,368,183	23,509,034	3.7%	100.0%	

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

BASIC RATE
General

001 Auto Driver
002 Boardman
005 Dockman
006 Frontman/Slingman
007 Holdman
009 Lasher
150 CFS Utility Man

SKILL I RATE

021 Boom Man/Raft Man
023 Button Pusher
025 Combo Lift/Jitney
026 Crane Chaser
027 Dock Gang Leader
028 Hatch Tender
029 Lift Truck Operator
030 Payloader Operator
032 Side Runner
033 Skilled Holdman
036 Tractor - Semi-Dock
037 Utility Lift Driver
038 Winch Driver
044 Mechanical Hopper Opener
045 Monthly UTR Work - Tractor
051 Bucket Loader/Ship
052 Gang Boss
054 Hatch Boss Tender
070 Bulldozer/Caterpillar

SKILL II RATE

053 Payloader Over 15 Tons
055 Lift Truck - Heavy
078 Rail Car Pusher - Container
080 Bulkloader Operator
081 Crane Barge Operator
085 Crane Mobile
087 Crane Shipboard
088 Crane Whirley
092 Log Loader - Snapper
094 Switch Engine Operator

SKILL III RATE

067 Hall Crane Rated Equipment - Yard
072 Top Handler/Side Pick
079 Monthly UTR Work - Top/Side Pick
083 Transtainer Operator
084 Crane Container Gantry
093 Straddle Carrier Operator
095 Port Packer
098 SF Steady Skill

CLERK JOB CATEGORIES

BASIC CLERK

100 Basic Clerk - Ship
101 Basic Clerk - Dock
108 Basic Clerk - Ship Registered
109 Basic Clerk - Dock Registered
160 CFS Clerk

CLERK SUPERVISOR

102 Supervisor - Ship
103 Supervisor - Dock
170 CFS Supervisor Clerk

KITCHEN/TOWER/COMPUTER CLERK

115 Computer Kitchen/ Tower Supervisor
116 Yard Directing Supervisor (Computer)
117 Vessel Clerk Supervisor (Computer)
118 Rail Clerk Supervisor Computer

CHIEF SUPERVISOR & SUPERCARGO

104 Supercargo/Bulk/Ship
105 Supercargo/Other/Ship
106 Chief Supervisor
120 Vessel Planner
121 Vessel Planner Training

TOTAL SHORESIDE PAYROLLS PROCESSED BY PMA

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

Year	Southern California	Northern California	Oregon	Washington	Total
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
1998*	$655,503,360		47,963,817	156,640,904	860,108,081
1999	556,636,573	119,657,029	81,956,977	142,152,862	900,403,441
2000	639,216,711	132,258,890	81,081,187	151,386,303	1,003,943,091
2001	654,975,466	128,077,721	79,182,058	141,929,443	1,004,164,688
2002	699,489,593	122,984,993	71,910,749	146,805,092	1,041,190,427

* In 1998, Shoreside Payrolls were reported by State and not by PMA Administrative Area.

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 2002, employer FICA taxes paid were $64,120,356 and SUI taxes paid were $22,471,364.

ASSESSMENT RATES

2002/2003 ASSESSMENT RATES

	Benefits Plans	Other Assessments		PMA Cargo Dues*	Total
		CFS Prog.	401(k)		
Payroll Hour Rate					
L/S & Clk	$13.11		$0.84	$0.76	$14.71
Walking Boss	13.11		3.49	0.76	17.36
Offshore and Intercoastal Tonnage Rates					
Containers (per R.U.)	$ 12.12	$0.19		$4.33	$16.64
General Cargo	0.713			0.255	0.968
Lumber & Logs	0.713			0.255	0.968
Autos & Trucks	0.058			0.252	0.310
Bulk Cargo	0.014			0.005	0.019
Coastwise and Inbound from British Columbia					
Containers (per R.U.)	$ 8.55	$0.13		$4.33	$13.01
General Cargo	0.294			0.255	0.549
Lumber & Logs	0.294			0.255	0.549
Autos & Trucks	0.024			0.252	0.276
Bulk Cargo	0.006			0.005	0.011

* Includes a one-time Credit Agreement assessment.

ILWU-PMA 401(k) PLAN

For Plan Year Ended June 30:	2002	2001	2000	1999	1998	1997
Contributions						
Employee	$ 51,365,289	$ 51,434,326	$ 45,375,991	$ 34,917,117	$ 30,858,774	$ 25,069,169
Employer	23,212,183	23,224,484	21,772,978	3,027,842	2,905,413	2,780,086
Total Contributions	$ 74,577,472	$ 74,658,810	$ 67,148,969	$ 37,944,959	$ 33,764,187	$ 27,849,255
Investment Income						
Net realized/unrealized appreciation	(46,177,189)	(63,907,440)	50,443,128	44,755,482	31,770,851	18,983,504
Interest	8,371,591	6,364,103	4,615,891	3,360,633	2,405,993	1,908,758
Dividends	2,753,326	1,941,927	992,593	600,566	484,287	401,928
Less: Investment expense	(548,369)	(337,169)	(354,885)	(237,800)	(324,461)	(199,466)
	$ (35,600,641)	$ (55,938,579)	$ 55,696,727	$ 48,478,881	$ 34,336,670	$ 21,094,724
Total Additions	$ 38,976,831	$ 18,720,231	$122,845,696	$ 86,423,840	$ 68,100,857	$ 48,943,979
Distributions						
Distributions to participants	(16,693,578)	(18,407,013)	(19,061,355)	(5,053,966)	(3,775,593)	(3,563,877)
Net Change	$ 22,283,253	$ 313,218	$103,784,341	$ 81,369,874	$ 64,325,264	$ 45,380,102
Net Assets available for Benefits						
Beginning of year	373,167,866	372,854,648	269,070,307	187,700,433	123,375,169	77,995,067
End of year	$395,451,119	$373,167,866	$372,854,648	$269,070,307	$187,700,433	$123,375,169

PENSION BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR PENSION 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; each Plan Year ends June 30.

For Plan Year Ended June 30:	2002	2001	2000	1999	1998	1997
Benefits Paid and Expenses						
Pensions paid	$ 134,001,085	$ 132,944,103	$ 126,396,608	$ 110,559,864	$ 107,984,312	$ 101,498,035
Admin. expenses	3,352,482	2,824,335	2,628,159	2,227,295	2,067,657	1,993,104
Total Deductions	$ 137,353,567	$ 135,768,438	$ 129,024,767	$ 112,787,159	$ 110,051,969	$ 103,491,139
Investment Income and Employer Contributions						
Net appreciation of fair value of invest.	$ (119,953,321)	$ (281,126,613)	$ (42,530,552)	$ 78,179,002	$ (17,319,232)	$ 250,625,233
Net gain (loss) on sale/redemption of sec.	(121,625,469)	86,954,171	305,846,746	183,174,034	306,283,240	-
Interest	67,678,012	113,771,260	79,056,057	60,935,133	52,104,429	34,569,765
Dividends from investments	8,998,088	5,912,417	6,166,643	13,067,021	14,625,519	20,440,372
Less investment expense	(4,458,572)	(4,312,251)	(4,358,152)	(3,389,704)	(4,513,767)	(3,748,992)
Total Income Gain (Loss)	$ (169,361,262)	$ (78,801,016)	$ 344,180,742	$ 331,965,486	$ 351,180,189	$ 301,886,378
Contributions from Employers	23,949,998	26,944,908	32,486,144	28,796,000	35,040,507	104,087,238
Total Additions (Subtractions)	$ (145,411,264)	$ (51,856,108)	$ 376,666,886	$ 360,761,486	$ 386,220,696	$ 405,973,616
Net Increase (Decrease)	(282,764,831)	(187,624,546)	247,642,119	247,974,327	276,168,727	302,482,477
Net Assets Avail for Benefits: Beg. of Year	$2,215,724,604	$2,403,349,150	$2,155,707,031	$1,907,732,704	$1,631,563,977	$1,329,081,500
End of Year	$1,932,959,773	$2,215,724,604	$2,403,349,150	$2,155,707,031	$1,907,732,704	$1,631,563,977

EMPLOYER WITHDRAWAL LIABILITY

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

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

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

b) sells or transfers all or a substantial portion of 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 computation of withdrawal liability. The presumptive method bases such liability on certain components of the Plan's unfunded vested benefits liability.

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

Vested Liabilities as of Plan Year Ended June 30:	2002	2001	2000	1999	1998	1997
Retired Participants & Beneficiaries	$1,055,302,845	$1,058,353,547	$1,019,710,333	$ 865,191,983	$ 884,271,911	$ 879,777,731
Inactive Vested	3,298,116	3,742,209	3,558,643	3,637,770	3,751,233	3,254,033
Active Vested Employees	784,705,118	929,737,426	808,569,339	762,590,010	771,985,796	808,700,931
Total Present Value Vested Liabilities	$1,843,306,079	$1,991,833,182	$1,831,838,315	$1,631,419,763	$1,660,008,940	$1,691,732,695
Actuarial Value of Assets	$2,262,121,466	$2,265,007,122	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465
Unfunded Vested Benefits Liability	-	-	-	-	-	$ 260,915,230

ACTUARIAL ACCRUED LIABILITY

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

Actuarial Accrued Liability July 1:	2002	2001	2000	1999	1998	1997
Actuarial Value of Assets	$2,262,121,466	$2,265,007,122	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465
Actuarial Liability:						
Pensioners/Survivors	1,185,052,148	1,070,787,479	1,041,933,471	940,024,193	872,253,965	897,675,786
Inactive Vested	3,413,671	3,912,595	3,753,100	4,059,736	3,607,645	3,339,033
Active Employees	1,149,258,226	1,260,166,108	1,171,885,186	1,085,318,929	922,413,451	1,024,169,087
Total Actuarial Liability	$2,337,724,045	$2,334,866,182	$2,217,571,757	$2,029,402,858	$1,798,275,061	$1,925,183,906
Unfunded Actuarial Accrued Liability	$ 75,602,579	$ 69,859,060	$ 111,182,955	$ 138,227,854	$ 70,150,660	$ 494,366,441

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30:	2002	2001	2000
Contributions by employer	$25,202,778	$12,642,303	$5,720,936
Benefits paid	$25,058,910	$12,500,640	$5,632,689
Administrative expenses	143,868	141,663	88,247
Total deductions	$25,202,778	$12,642,303	$5,720,936

WELFARE BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2002	2001	2000	1999	1998	1997
Investment Income	$ 194,555	$ 723,921	$ 497,272	$ 628,847	$ 1,658,425	$ 1,038,470
Contributions:						
Employers	$191,467,575	198,696,752	139,675,684	125,435,837	113,477,370	94,889,777
Employees	4,304,387	3,939,445	3,132,661	3,121,751	3,424,816	3,921,616
WILSP/Union	187,959	199,253	174,591	156,599	187,643	177,272
COBRA/self-pay contrib.	146,635	168,126	168,094	139,306	106,918	136,178
Total contributions	$196,106,556	$203,003,576	$143,151,030	$128,853,493	$117,196,747	$ 99,124,843
Total additions	$196,301,111	$203,727,497	$143,648,302	$129,482,340	$118,855,172	$100,163,313
Deductions:						
Benefits paid	$200,546,643	$165,913,818	$139,329,193	$124,640,060	$116,301,083	$100,709,167
Administrative expenses	4,573,239	4,309,264	3,696,554	2,803,639	2,571,617	2,488,127
Total deductions	$205,119,882	$170,223,082	$143,025,747	$127,443,699	$118,872,700	$103,197,294
Net increase(decrease)	$ (8,818,771)	$ 33,504,415	$ 622,555	$ 2,038,641	$ (17,528)	$ (3,033,981)
Net assets available for benefits:						
Beginning of year	$ 66,366,198	$ 32,861,783	$ 32,239,228	$ 30,200,587	$ 30,218,115	$ 32,802,788
Watchmen asset transfer	-	-	-	-	-	449,308
End of year	$ 57,547,427	$ 66,366,198	$ 32,861,783	$ 32,239,228	$ 30,200,587	$ 30,218,115

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2002	2001	2000	1999	1998	1997
Health Maintenance Organizations						
Hospital, medical, surgery, vision, and prescription drugs	$ 37,109,464	$ 34,415,405	$ 30,313,962	$ 29,822,161	$ 28,275,976	$ 28,301,622
Chiropractic - HMO Supplement	2,017,310	1,716,737	1,471,866	1,245,363	1,046,022	761,875
Subtotal	$ 39,126,774	$ 36,132,142	$ 31,785,828	$ 31,067,524	$ 29,321,998	$ 29,063,497
PPO and Indemnity Plan						
Hospital, medical, surgical, chiropractic	$ 98,594,333	$ 72,690,391	$ 58,084,936	$ 49,023,220	$ 47,094,462	$ 32,599,353
Prescription drugs	25,109,446	19,238,147	16,363,843	13,270,881	10,836,628	9,672,173
Vision service plan	1,566,451	1,667,218	1,542,410	1,260,008	1,200,127	996,185
Vision supplement (frames, contacts)	2,149	2,011	2,664	2,679	4,400	3,219
Diabetic durable equipment	1,298	1,186	774	1,133	1,774	1,633
Subtotal	$125,273,677	$ 93,598,953	$ 75,994,627	$ 63,557,921	$ 59,137,391	$ 43,272,563
Medicare Part B Reimbursements						
Medicare premiums reimbursements	$ 5,828,498	$ 5,476,063	$ 5,240,115	$ 5,209,411	$ 5,160,021	$ 5,149,728
Dental Programs: HMO and PPO Participants						
Dental services - adults	$ 14,860,557	$ 15,248,089	$ 13,729,466	$ 12,818,400	$ 11,616,915	$ 10,790,511
Dental services - children	4,921,700	5,049,409	3,873,627	4,015,074	2,544,559	2,562,649
Subtotal	$ 19,782,257	$ 20,297,498	$ 17,603,093	$ 16,833,474	$ 14,161,474	$ 13,353,160
Other Programs for Eligible Participants						
Life insurance, AD&D	$ 3,083,341	$ 3,094,598	$ 2,747,312	$ 3,324,027	$ 3,330,967	$ 3,577,497
Payment for reduced social security/PGP	617,558	1,209,986	1,658,079	794,531	1,065,134	1,860,898
Alcoholism/Drug Recovery Program	1,030,473	1,304,170	874,238	916,370	1,043,815	921,563
Hearing aids	364,831	438,302	388,505	406,772	417,205	395,744
Subtotal	$ 5,096,203	$ 6,047,056	$ 5,668,134	$ 5,441,700	$ 5,857,121	$ 6,755,702
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	$ 2,063,397	$ 1,920,680	$ 1,401,906	$ 1,256,873	$ 1,289,117	$ 1,472,075
Weekly Indemnity & NIDS (OR & WA)	3,169,337	2,206,030	1,377,507	1,211,870	1,299,561	1,558,042
Subtotal	$ 5,232,734	$ 4,126,710	$ 2,779,413	$ 2,468,743	$ 2,588,678	$ 3,030,117
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	$ 206,500	$ 235,396	$ 257,983	$ 61,287	$ 74,400	$ 84,400
TOTAL BENEFITS	$200,546,643	$165,913,818	$139,329,193	$124,640,060	$116,301,083	$100,709,167
Reconciliation to Form 5500 (accrual)	3,745,292	1,360,897	5,286,441	646,357	(3,777,592)	2,350,717
TOTAL BENEFITS after reconciliation	$204,291,935	$167,274,715	$144,615,634	$125,286,417	$112,523,491	$103,059,884

VACATIONS PAID

EARNED IN PAYROLL YEAR 2001 AND PAID IN 2002

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

NUMBER OF VACATIONS PAID TO shows the number of inactives, actives, and employees over 60 who received vacation payments. Inactives are employees who are inactive at the end of 2002.

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.

No. Pd. shows the number of vacations paid to active employees based on the number of qualifying hours paid for work in payroll year 2002: those with FEWER THAN 1,300 HOURS, those with 1,300-1,599 HOURS, and those with 1,600 HOURS OR MORE. Pct of Actives shows the percent of active employees with 1,600 qualifying hours or more. Average Payment shows the average vacation payment made to active employees with at least 1,600 qualifying hours. Payments made to nine dispatchers were discarded from the average payment calculation.

Total Payments includes only the monies actually paid directly to active employees; other costs to the Vacation Plan such as the various employment taxes are *not* included. Payments made in August and December 2002 to employees who retired during the payroll year are not included in the data shown.

Local	NUMBER OF VACATIONS PAID TO: Total	Inactives	Actives	>60	NUMBER OF ACTIVES PAID: 1 Wk.	2 Wks.	3 Wks.	4 Wks.	5 Wks.	6 Wks.	Avg. Wks.	Avg. Add'l Hours	FEWER THAN 1,300 HOURS No. Pd.	1,300 TO 1,599 HOURS No. Pd.	1,600 HOURS OR MORE No. Pd.	Pct of Actives	Average Payment	Vacation Payments
LONGSHORE																		
Southern California																		
13 LA/LB	4,294	53	4,241	403	228	2,350	852	374	54	383	2.7	0.1	401	391	3,449	81.3%	$3,548	$14,286,212
29 San Diego	62	-	62	21	7	23	9	3	2	18	3.4	1.6	11	5	46	74.2	4,618	268,358
46 Port Hueneme	69	1	68	10	2	9	19	30	3	5	3.6	1.3	4	5	59	86.8	4,739	309,929
Total	4,425	54	4,371	434	237	2,382	880	407	59	406	2.7	0.2	416	401	3,554	81.3%	$3,582	$14,864,499
Northern California																		
10 SF Bay Area	992	48	944	137	213	372	164	25	4	166	2.7	0.2	283	158	503	53.3%	$4,347	$3,136,712
14 Eureka	23	2	21	7	1	2	1	3		14	5.0	0.0	13	2	6	28.6	5,880	131,799
18 Sacramento	28	-	28	7	6	3	11	2		6	3.2	0.0	7	4	17	60.7	4,591	113,492
54 Stockton	62	5	57	9	9	17	20	2		9	2.9	0.6	12	6	39	68.4	4,134	206,376
Total	1,105	55	1,050	160	229	394	196	32	4	195	2.8	0.3	315	170	565	53.8%	$4,356	$3,588,379
Pacific Northwest: Oregon																		
04 Vancouver, WA	147	4	143	9	18	54	24	9	5	33	3.2	0.3	26	26	91	63.6%	$4,592	$558,935
08 Portland	420	12	408	40	25	91	108	94	22	68	3.5	0.2	83	65	260	63.7	4,567	1,754,718
12 North Bend	66	1	65	5	8	5	19	17		16	3.7	0.0	35	17	13	20.0	4,866	289,812
21 Longview, WA	183	13	170	10	10	62	37	31	4	26	3.2	0.1	19	27	124	72.9	4,334	663,708
50 Astoria	13	-	13	2				4	1	8	5.3	0.0	6	-	7	53.8	6,595	78,634
53 Newport	7	-	7	-	3	2	2				1.9	0.0	6	-	1	14.3	3,322	13,446
Total	836	30	806	66	64	214	190	155	32	151	3.4	0.2	175	135	496	61.5%	$4,547	$3,359,253
Pacific Northwest: Washington																		
07 Bellingham	26	1	25	4		4	3	6	4	8	4.4	0.9	24	1	-	-	-	$125,622
19 Seattle	527	12	515	67	30	131	151	74	13	116	3.5	0.2	96	96	323	62.7%	$4,658	2,225,699
23 Tacoma	532	13	519	39	22	135	158	94	28	82	3.4	0.3	71	75	373	71.9	4,519	2,192,492
24 Aberdeen	59	4	55	4	1	1	2	6	14	31	5.3	0.4	28	10	17	30.9	6,632	350,434
25 Anacortes	12	1	11	3				9	2		4.2	0.0	6	3	2	18.2	5,155	56,924
27 Port Angeles	46	4	42	5			2		2	38	5.8	0.0	36	1	5	11.9	6,664	272,031
32 Everett	39	2	37	13			4	1		32	5.6	1.3	33	-	4	10.8	7,370	242,513
47 Olympia	26	1	25	1		2	6	6	7	4	4.2	0.0	22	-	3	12.0	5,896	122,349
51 Port Gamble	10	-	10	2			1	4		5	4.9	0.0	9	-	1	10.0	4,872	54,696
Total	1,277	38	1,239	138	53	273	327	200	70	316	3.7	0.3	325	186	728	58.8%	$4,663	$5,642,760
Longshore Total	7,643	177	7,466	798	583	3,263	1,593	794	165	1,068	3.0	0.2	1,231	892	5,343	71.6%	$3,900	$27,454,891
CLERK																		
14 Eureka	2	1	1	1						1	6.0	0.0	-	1	-	-	-	$8,035
23 Tacoma	91	5	86	13			4	13	8	61	5.5	13.1	1	1	84	97.7%	7,465	644,732
29 San Diego	4	-	4	3						4	6.0	11.0	-	-	4	100.0	8,403	33,614
34 SF Bay Area	264	17	247	72	1	9	52	20	7	158	5.0	11.6	4	13	230	93.1	6,931	1,701,065
40 Portland	97	12	85	11	1	5	10	32	5	32	4.5	13.1	2	2	81	95.3	6,412	535,530
46 Port Hueneme	15	2	13	4			1		1	11	5.7	14.0	-	-	13	100.0	7,915	102,897
52 Seattle	152	3	149	45	1	1	7	30	12	98	5.3	11.8	5	6	138	92.6	7,468	1,097,209
63 LA/LB	998	11	987	194	3	33	255	361	40	295	4.3	12.3	34	42	911	92.3	6,116	5,957,927
Clerk Total	1,623	51	1,572	343	6	48	329	456	73	660	4.6	12.3	46	65	1,461	92.9%	$6,488	$10,081,009
FOREMAN																		
29 San Diego	5	-	5	3				1		4	5.6	18.8	-	-	5	100.0%	$8,862	$44,311
46 Port Hueneme	6	1	5	1						5	6.0	20.0	-	-	5	100.0	9,490	47,450
91 SF Bay Area	75	9	66	33			5	3		58	5.7	17.8	3	2	61	92.4	8,959	590,278
92 Portland	49	4	45	17		1		1	4	39	5.8	15.0	4	4	37	82.2	9,257	404,274
94 LA/LB	383	5	378	130		1	18	106	20	233	5.2	19.1	6	6	366	96.8	8,358	3,151,483
98 Seattle	99	8	91	25			3	14	9	65	5.5	17.1	2	4	85	93.4	8,635	786,867
Foreman Total	617	27	590	209		2	26	125	33	404	5.4	18.3	15	16	559	94.7%	$8,540	$5,024,663
COAST TOTAL	9,883	255	9,628	1,350	589	3,313	1,948	1,375	271	2,132	3.4	3.3	1,292	973	7,363	76.5%	$4,766	$42,560,563

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.

MORE THAN 1 WEEK includes longshore registrants with PGP payments greater than a calculated weekly average of $1,051.84.

% Chg from '01 shows the percent change of 2002 PGP paid from 2001.

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

RECEIVING ANY PGP includes longshore registrants who received PGP payments.

MORE THAN 6 WEEKS includes longshoremen receiving payments greater than $6,311.04.

Total PGP shows the total PGP payments made to the local.

Local (Number Working)	Total	% Chg from '01	% of Coast	RECEIVING ANY PGP No.	RECEIVING ANY PGP % of Local	RECEIVING ANY PGP Average Payment	MORE THAN 1 WEEK No.	MORE THAN 1 WEEK % of Local	MORE THAN 1 WEEK Average Payment	MORE THAN 6 WEEKS No.	MORE THAN 6 WEEKS % of Local	MORE THAN 6 WEEKS Average Payment
SOUTHERN CALIFORNIA												
13 LA/LB (4,343)	$ 14,790	-42.8%	0.2%	90	2.1%	$ 164	1	<0.1%	$1,732	0	-	-
29 San Diego (57)	4,819	224.2	0.1	5	8.8	964	1	1.8	2,935	0	-	-
46 Port Hueneme (67)	598	38.6	<0.1	4	6.0	149	0	-	-	0	-	-
Total (4,467)	$ 20,207	-27.3%	0.3%	99	2.2%	$204	2	<0.1%	$2,334	0	-	-
NORTHERN CALIFORNIA												
10 SF Bay Area (1,041)	$ 348,983	56.9%	4.8%	246	23.6%	$ 1,419	121	11.6%	$ 2,443	1	0.1%	$ 7,930
14 Eureka (20)	188,257	-27.9	2.6	19	95.0	9,908	17	85.0	11,026	13	65.0	13,380
18 Sacramento (30)	114,009	-14.4	1.6	27	90.0	4,223	22	73.3	5,096	7	23.3	9,723
54 Stockton (57)	9,486	-88.5	0.1	9	15.8	1,054	5	8.8	1,559	0	-	-
Total (1,148)	$ 660,735	-5.5%	9.2%	301	26.2%	$ 2,195	165	14.4%	$ 3,654	21	1.8%	$11,901
OREGON												
4 Vancouver, WA (144)	$ 233,277	70.6%	3.2%	84	58.3%	$ 2,777	62	43.1%	$ 3,601	7	4.9%	$ 8,207
8 Portland (415)	226,251	-10.1	3.1	184	44.3	1,230	78	18.8	2,385	4	1.0	9,220
12 North Bend (71)	951,012	-14.0	13.2	69	97.2	13,783	69	97.2	13,783	59	83.1	15,476
21 Longview, WA (170)	208,397	17.7	2.9	99	58.2	2,105	64	37.6	2,998	3	1.8	6,897
50 Astoria (33)	761,635	-15.5	10.6	32	97.0	23,801	30	90.9	25,340	27	81.8	27,690
53 Newport (10)	213,061	-13.4	3.0	10	100.0	21,306	10	100.0	21,306	9	90.0	23,018
Total (843)	$2,593,633	-8.0%	35.9%	478	56.7%	$ 5,426	313	37.1%	$ 8,069	109	12.9%	$18,192
WASHINGTON												
7 Bellingham (27)	$ 471,556	-20.2%	6.5%	27	100.0%	$17,465	27	100.0%	$17,465	24	88.9%	$19,160
19 Seattle (529)	103,125	-44.2	1.4	143	27.0	721	30	5.7	2,089	0	-	-
23 Tacoma (527)	504	-70.7	<0.1	1	0.2	504	0	-	-	0	-	-
24 Aberdeen (57)	406,772	-36.2	5.6	45	78.9	9,039	39	68.4	10,334	22	38.6	15,660
25 Anacortes (11)	129,739	22.0	1.8	11	100.0	11,794	10	90.9	12,961	10	90.9	12,961
27 Port Angeles (43)	1,275,271	-17.5	17.7	42	97.7	30,364	41	95.3	31,082	38	88.4	33,188
32 Everett (39)	583,742	-19.8	8.1	32	82.1	18,242	32	82.1	18,242	29	74.4	19,815
47 Olympia (25)	602,660	-13.8	8.4	23	92.0	26,203	23	92.0	26,203	22	88.0	27,143
51 Port Gamble (10)	367,937	-4.3	5.1	9	90.0	40,882	9	90.0	40,882	9	90.0	40,882
Total (1,268)	$3,941,306	-19.2%	54.6%	333	26.3%	$11,836	211	16.6%	$18,462	154	12.1%	$24,252
COAST TOTAL (7,726)	$7,215,880	-14.3%	100.0%	1211	15.7%	$ 5,959	691	8.9%	$10,172	284	3.7%	$21,013

PGP PAYMENTS

BY REGISTRATION CATEGORY: Coast Summaries

Payroll Year	2002	2001	2000	1999	1998	1997
Longshore PGP						
Class "A"	$6,832,570	$7,981,504	$7,073,068	$7,636,548	$8,144,125	$5,956,936
Class "B"	543,953	533,750	214,292	322,088	299,034	221,522
Total	$7,376,522	$8,515,254	$7,287,360	$7,958,636	$8,443,159	$6,178,458
Clerk PGP						
Class "A"	$ 25,857	$ 36,171	$ 42,663	$ 68,195	$ 87,567	$ 127,749
Class "B"	-	-	-	-	-	-
Total	$ 25,857	$ 36,171	$ 42,663	$ 68,195	$ 87,567	$ 127,749
Walking Boss/Foreman PGP	$ 232,497	$ 232,413	$ 169,911	$ 195,033	$ 236,633	$ 159,761

BY AREA (Longshore and Clerk Payments)

Southern California	$ 21,098	$ 27,658	$ 41,000	$ 21,505	$ 17,580	$ 26,567
Northern California	648,379	770,643	426,063	720,832	1,177,534	1,115,936
Oregon	2,677,170	2,837,098	2,597,985	3,015,683	3,030,454	2,240,522
Washington	4,055,732	4,916,025	4,264,975	4,268,811	4,305,158	2,923,182
Total	$7,402,379	$8,551,425	$7,330,023	$8,026,832	$8,530,726	$6,306,207

TRAINING PROGRAMS

	2002		2001		2000		1999		1998	
Terminal Equipment										
CHE, Reach stacker	20	0.1%	114	0.5%	38	0.3%	73	0.6%	-	-
CHE, Sidepick	301	2.1	935	4.0	178	1.3	363	2.9	381	1.6%
CHE, Top Handler	373	2.6	999	4.3	277	2.1	354	2.9	434	1.8
Forklift, Basic	295	2.0	2,385	10.3	249	1.9	557	4.5	723	3.0
Forklift, Heavy	302	2.1	2,501	10.8	148	1.1	625	5.1	757	3.1
Locomotive	7	<0.1	165	0.7	-	-	-	-	-	-
Log Loader	26	0.2	123	0.5	-	-	10	0.1	-	-
Semi-Tractor/Ro-Ro Semi-Tractor	845	5.8	3,074	13.3	1,133	8.4	610	4.9	3,229	13.2
Straddle Carrier	4	<0.1	44	0.2	12	0.1	30	0.2	65	0.3
Subtotals	2,173	15.0%	10,340	44.7%	2,035	15.2%	2,622	21.2%	5,589	22.9%
Crane										
Container Gantry Crane	62	0.4%	79	0.3%	104	0.8%	157	1.3%	189	0.8%
Container Gantry Crane Simulator	29	0.2	95	0.4	52	0.4	30	0.2	-	-
Dock Whirley Crane	-	-	16	0.1	22	0.2	13	0.1	7	<0.1
Mobile Crane	2	<0.1	-	-	48	0.4	2	<0.1	1	<0.1
Rubber Tire Gantry (RTG) Crane (Transtainer)	83	0.6	83	0.4	110	0.8	141	1.1	185	0.8
Ship Gantry Crane	28	0.2	39	0.2	42	0.3	-	-	-	-
Ship Gantry Crane Simulator	18	0.1	23	0.1	21	0.2	-	-	-	-
Ship Pedestal Crane	11	0.1	40	0.2	30	0.2	43	0.3	149	0.6
Ship Pedestal Crane Simulator	9	0.1	46	0.2	8	0.1	11	0.1	-	-
Subtotals	242	1.7%	421	1.8%	437	3.3%	397	3.2%	531	2.2%
Other Ship & Dock Equipment										
Commercial Driver's License	-	-	15	0.1%	113	0.8%	-	-	-	-
Excavator	-	-	2	<0.1	7	0.1	3	<0.1%	-	-
Front Loader/Bulldozer	9	0.1%	10	<0.1	32	0.2	14	0.1	23	0.1%
Gearman	23	0.2	-	-	-	-	-	-	-	-
Holdman	13	0.1	-	-	-	-	-	-	-	-
Powered Gangway	-	-	-	-	34	0.3	-	-	-	-
Ship Unloader, Bulk	-	-	13	0.1	22	0.2	4	<0.1	5	<0.1
Vessel Rigging	-	-	34	0.1	12	0.1	25	0.2	-	-
Yard & Stay Cargo Gear (Winch)	2	<0.1	1	<0.1	-	-	44	0.4	14	0.1
Subtotals	47	0.3%	75	0.3%	220	1.6%	90	0.7%	42	0.2%
Clerk, Walking Boss & Supervisor										
Basic Marine Clerk	72	0.5%	49	0.2%	120	0.9%	45	0.4%	78	0.3%
Clerk Cognitive Test	201	1.4	185	0.8	490	3.6	1,267	10.2	2,998	12.3
Clerk Computer Gate	71	0.5	76	0.3	125	0.9	5	<0.1	118	0.5
Clerk Keyboard Test	79	0.5	16	0.1	139	1.0	28	0.2	205	0.8
Clerk Supervisor	4	<0.1	10	<0.1	4	<0.1	-	-	-	-
Diversity-Supervisor Training	3	<0.1	48	0.2	526	3.9	17	0.1	181	0.7
Mobile Clerk Computer	-	-	-	-	41	0.3	-	-	-	-
Supercargo	-	-	33	0.1	4	<0.1	-	-	-	-
Vessel Planner	4	<0.1	8	<0.1	11	0.1	24	0.2	14	0.1
Walking Boss Orientation	-	-	-	-	78	0.6	24	0.2	56	0.2
Walking Boss Seminar	266	1.8	179	0.8	226	1.7	289	2.3	184	0.8
Subtotals	700	4.8%	604	2.6%	1,764	13.1%	1,699	13.7%	3,834	15.7%
Safety and Other										
Alcohol-Drug Free Workplace	-	-	-	-	65	0.5%	244	2.0%	131	0.5%
Ammo Handling Safety	52	0.4%	106	0.5%	213	1.6	71	0.6	-	-
Basic Casual Safety	104	0.7	64	0.3	105	0.8	164	1.3	48	0.2
Diversity-Employee Training	4,126	28.5	1,814	7.8	740	5.5	926	7.5	454	1.9
General Safety Training	5,464	37.7	6,675	28.8	4,007	29.8	4,059	32.8	7,788	31.9
Instructor Training	13	0.1	23	0.1	15	0.1	-	-	-	-
Lashing Training/Test	794	5.5	1,694	7.3	1,261	9.4	1,082	8.7	2,897	11.9
Respirator Evaluation	6	<0.1	96	0.4	190	1.4	191	1.5	-	-
Safety Boatman	-	-	-	-	-	-	13	0.1	15	0.1
Standard First Aid (SFA)/CPR	273	1.9	685	3.0	502	3.7	279	2.3	638	2.6
Strength & Agility	400	2.8	527	2.3	1,839	13.7	422	3.4	2,462	10.1
Watchman	94	0.6	15	0.1	36	0.3	107	0.9	-	-
Subtotals	11,326	78.2%	11,699	50.6%	8,973	66.8%	7,558	61.1%	14,433	59.1%
TOTALS	14,488	100.0%	23,139	100.0%	13,429	100.0%	12,366	100.0%	24,429	100.0%
EXPENDITURES	$12,997,266		$17,102,535		$14,035,747		$9,078,602		$14,346,740	

PORT HOURS, WAGES, AND TONNAGE DATA

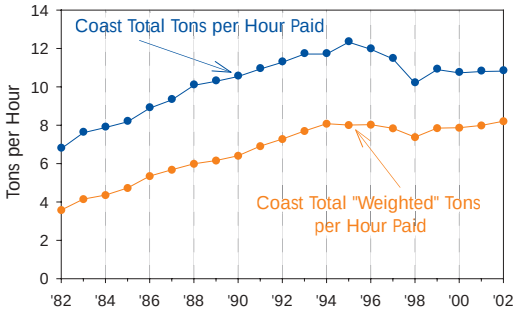
CALCULATION OF TOTAL TONNAGE AND "WEIGHTED TONNAGE"

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

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

Total Tonnage

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



"Weighted" Tonnage

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

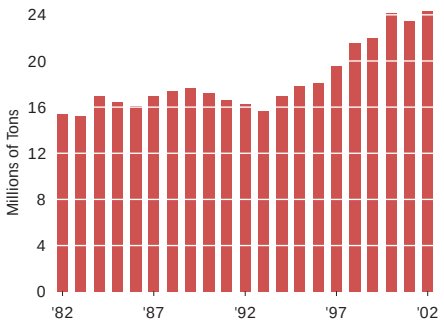
Applying a "weighting" factor to bulk tonnage has been a common approach to measuring productivity for decades. Bulk tonnage is currently weighted at 50 to 1. The reason for greatly reducing the amount of the Bulk tonnage used in studies about productivity is that Bulk Cargo, because of the methods of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

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

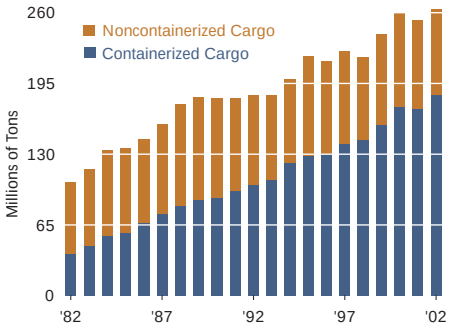
Total "Weighted" Tonnage

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

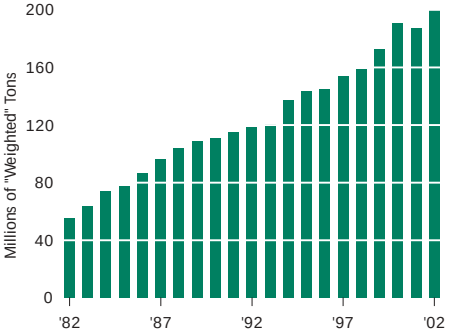
Coast Total Hours Paid
1982 - 2002



Coast Total Tonnage
1982- 2002



Coast Total "Weighted" Tons
1982 - 2002



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

EXPLANATION OF PORT HOURS, WAGES, AND TONNAGE DATA

The order in which the ports are listed on the following pages is a function of their location. The southernmost US West Coast port, San Diego, California, is shown first, followed by each succeeding northerly port to Bellingham, Washington, near the Canadian border.

Following the port data are summaries for each PMA Area and for the Coast.

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

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

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

	HOURS					WAGES				TONNAGE							
			Percent of Port Total				Avg. Hourly Wage				Percent of Port Total						
Year	Total Hours	*Percent of Coast Total*	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	L/S	Clk	Fmn	Total Tonnage	*Percent of Coast Total*	Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid

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

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

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

This value is the result of dividing "Weighted Tonnage" by Total Hours. *The Total Hours value in 1998 has been annualized to 52 weeks to allow comparison with the other payroll years shown.*

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 General Cargo, Lumber & Logs, Automobiles & Trucks, Bulk Cargo, and a constructed container tonnage figure calculated by multiplying the number of TEUs by 17 tons per revenue unit.

The containership *APL President Polk* calls at APL's Global Gateway South, Los Angeles.

Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
HOURS						**WAGES**				**TONNAGE**							
SOUTHERN CALIFORNIA																	
San Diego																	
1997	144,566	0.7%	77.0%	10.5%	12.5%	$4,701	$30.76	$33.99	$42.06	2,562,353	1.1%	4.8%	3.4%	2.6%	57.6%	31.6%	3.73
1998	168,446	0.8	78.4	9.4	12.3	5,450	30.56	34.85	41.90	2,994,757	1.4	1.7	4.0	2.4	63.2	28.7	3.48
1999	208,425	0.9	77.7	9.7	12.6	7,012	31.78	36.45	42.99	4,283,309	1.8	-	4.9	2.0	52.0	41.2	3.36
2000	229,821	0.9	78.1	9.2	12.6	7,673	31.52	35.64	43.31	4,889,979	1.9	<0.1	3.9	1.7	58.2	36.2	3.42
2001	217,694	0.9	78.2	9.4	12.4	7,520	32.72	36.73	44.41	4,890,999	1.9	<0.1	4.7	1.7	55.5	38.2	3.37
2002	229,839	0.9	79.0	9.6	11.4	8,083	33.50	36.80	45.33	4,490,239	1.8	4.0	3.9	2.2	64.6	25.3	3.80
Los Angeles/Long Beach																	
1997	11,277,516	57.5%	66.5%	23.6%	9.9%	$403,018	$34.00	$37.58	$43.02	109,244,367	48.6%	79.4%	3.9%	0.1%	4.7%	11.9%	8.18
1998	13,138,586	61.0	66.3	24.0	9.7	480,519	34.73	38.73	43.89	115,333,020	52.6	79.4	4.5	0.2	4.6	11.4	7.60
1999	13,310,915	60.5	66.0	24.5	9.4	496,338	35.64	38.96	44.42	124,956,500	52.2	80.5	4.2	0.1	4.9	10.3	8.06
2000	15,122,266	62.5	65.6	25.0	9.4	572,038	36.27	38.94	45.74	141,359,427	54.4	82.2	3.8	0.1	4.3	9.6	8.13
2001	14,993,304	63.9	65.5	25.3	9.2	581,034	37.29	39.74	46.50	142,358,578	56.2	83.4	3.5	0.1	4.0	9.0	8.34
2002	16,004,796	65.8	65.8	25.3	8.9	624,609	37.50	40.06	47.34	152,199,627	57.9	83.8	3.2	0.1	4.4	8.5	8.37
Port Hueneme																	
1997	232,992	1.2%	79.0%	14.8%	6.2%	$7,149	$29.36	$33.46	$40.85	2,090,080	0.9%	4.4%	31.7%	-	63.9%	-	4.20
1998	310,619	1.4	78.6	14.8	6.6	9,647	29.63	33.83	41.89	2,484,428	1.1	4.9	28.2	-	65.3	1.6%	3.59
1999	316,889	1.4	77.6	16.0	6.5	9,934	29.92	34.01	41.95	2,860,025	1.2	6.8	23.4	-	68.3	1.5	3.76
2000	355,684	1.5	76.3	17.1	6.6	11,481	30.75	34.99	42.83	3,403,486	1.3	6.8	19.4	-	71.6	2.2	3.65
2001	370,398	1.6	75.8	16.8	7.3	12,184	31.39	35.16	43.25	3,308,110	1.3	6.2	21.6	-	70.8	1.4	3.54
2002	390,255	1.6	76.3	16.4	7.3	13,140	32.18	35.87	44.25	3,571,107	1.4	6.0	19.9	-	72.0	2.1	3.47
NORTHERN CALIFORNIA																	
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia																	
1997	2,206,899	11.3%	65.3%	26.7%	8.0%	$76,233	$32.99	$35.97	$42.46	20,940,746	9.3%	87.0%	2.6%	<0.1%	5.8%	4.6%	8.61
1998	2,523,349	11.7	65.4	26.7	7.9	87,371	32.82	36.46	43.33	21,071,317	9.6	86.6	3.7	<0.1	4.6	5.2	7.76
1999	2,577,386	11.7	65.2	26.5	8.2	91,299	33.60	37.21	44.12	22,493,872	9.4	87.7	3.0	<0.1	4.0	5.3	7.98
2000	2,783,306	11.5	65.5	26.1	8.4	100,437	34.21	37.78	45.40	24,047,751	9.3	86.6	2.8	<0.1	5.3	5.3	7.81
2001	2,579,338	11.0	65.2	26.5	8.3	94,920	35.11	38.17	45.75	23,068,137	9.1	84.6	3.1	<0.1	5.9	6.4	7.94
2002	2,392,108	9.8	65.3	26.3	8.4	90,380	36.18	38.84	46.96	23,596,689	9.0	84.4	0.9	<0.1	6.2	8.5	8.54
Stockton/Pittsburg/Antioch																	
1997	136,092	0.7%	83.0%	9.1%	7.8%	$4,439	$31.31	$36.41	$42.08	1,703,641	0.8%	-	7.4%	-	-	92.6%	1.16
1998	126,178	0.6	77.6	14.8	7.6	4,235	32.15	36.11	43.07	1,488,632	0.7	<0.1%	16.1	-	-	83.9	2.14
1999	113,916	0.5	72.6	19.9	7.5	3,982	33.08	38.49	43.83	1,594,555	0.7	-	5.4	-	-	94.6	1.02
2000	150,910	0.6	73.4	18.7	7.8	5,301	33.44	37.53	45.18	1,776,425	0.7	-	13.4	0.3%	-	86.3	1.82
2001	165,489	0.7	73.2	18.0	8.8	6,004	34.38	38.98	46.52	2,143,741	0.8	<0.1	7.4	-	-	92.6	1.20
2002	217,727	0.9	73.5	18.2	8.4	7,772	34.00	37.58	46.53	2,286,393	0.9	1.1	16.7	<0.1	-	82.2	2.04
Sacramento																	
1997	71,483	0.4%	70.2%	22.8%	6.9%	$2,353	$30.98	$35.90	$42.69	888,907	0.4%	-	19.0%	0.5%	-	80.5%	2.62
1998	60,666	0.3	68.2	24.5	7.2	2,038	31.66	36.21	42.99	779,997	0.4	-	14.4	0.7	-	84.9	2.20
1999	79,752	0.4	69.3	23.5	7.2	2,646	31.18	36.19	42.58	838,883	0.4	-	27.9	0.2	-	71.9	3.11
2000	81,894	0.3	70.0	22.3	7.7	2,905	33.76	37.45	45.45	963,224	0.4	-	22.2	0.9	-	77.0	2.89
2001	95,996	0.4	68.1	25.6	6.4	3,282	32.65	35.70	44.66	688,263	0.3	<0.1%	33.7	6.0	-	60.3	2.94
2002	92,180	0.4	65.9	27.4	6.7	3,203	33.22	35.84	45.19	608,458	0.2	0.1	32.4	9.7	-	57.8	2.86
Eureka/Crescent City																	
1997	21,575	0.1%	76.7%	12.7%	10.7%	$724	$30.93	$40.49	$44.18	585,118	0.3%	-	34.7%	3.7%	-	61.6%	10.75
1998	20,728	<0.1	77.6	11.5	10.9	717	32.10	40.95	45.66	480,394	0.2	-	32.5	7.5	-	60.1	9.72
1999	32,723	0.1	76.0	12.4	11.6	1,169	33.61	39.72	45.41	701,256	0.3	0.6%	31.9	16.4	-	51.2	10.68
2000	35,571	0.1	78.2	11.6	10.2	1,268	33.54	39.89	46.87	627,437	0.2	-	27.7	27.9	-	44.4	9.96
2001	27,868	0.1	78.1	11.6	10.3	1,023	34.76	39.89	47.72	453,769	0.2	-	38.5	28.3	-	33.1	11.00
2002	24,481	0.1	76.8	12.9	10.3	888	34.30	38.41	48.27	372,286	0.1	-	49.6	33.6	-	16.8	12.70

Year	HOURS: Total Hours	HOURS: Percent of Coast Total	HOURS: Percent of Port Total L/S Jobs	HOURS: Percent of Port Total Clk Jobs	HOURS: Percent of Port Total Fmn Jobs	WAGES: Total Wages Pd (000s)	WAGES: Avg. Hourly Wage L/S	WAGES: Avg. Hourly Wage Clk	WAGES: Avg. Hourly Wage Fmn	TONNAGE: Total Tonnage	TONNAGE: Percent of Coast Total	TONNAGE: Percent of Port Total Containerized	TONNAGE: Percent of Port Total General Cargo	TONNAGE: Percent of Port Total Lumber & Logs	TONNAGE: Percent of Port Total Autos & Trucks	TONNAGE: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
PACIFIC NORTHWEST: Oregon and Columbia River																	
North Bend/Coos Bay/Reedsport/Gardiner/Bandon																	
1997	154,137	0.8%	84.7%	7.6%	7.7%	$5,373	$33.30	$42.45	$44.54	3,801,824	1.7%	-	2.2%	4.9%	-	92.9%	2.21
1998	88,352	0.4	83.3	8.3	8.5	3,122	33.50	42.82	46.01	2,437,436	1.1	-	2.1	7.7	-	90.2	3.27
1999	55,672	0.3	82.4	8.6	9.0	2,022	34.52	43.40	45.95	2,252,699	0.9	-	0.5	6.1	-	93.4	3.43
2000	61,076	0.3	84.2	7.6	8.1	2,238	35.07	43.27	46.75	2,148,520	0.8	-	0.6	7.8	-	91.6	3.60
2001	58,128	0.2	85.4	7.0	7.5	2,141	35.36	43.51	47.26	1,696,256	0.7	<0.1%	1.0	7.7	-	91.3	3.08
2002	55,308	0.2	83.8	8.0	8.2	2,100	36.43	43.71	48.14	1,890,554	0.7	-	1.0	6.3	-	92.8	3.11
Newport/Toledo																	
1997	2,032	<0.1%	88.9%	6.2%	4.9%	$61	$29.16	$35.96	$41.01	5,503	<0.1%	-	-	100.0%	-	-	2.71
1998	1,149	<0.1	100.0	-	-	36	30.92	-	-	4,866	<0.1	-	-	100.0	-	-	4.32
1999	2,068	<0.1	93.6	5.2	1.1	64	31.23	25.69	39.17	8,673	<0.1	-	-	100.0	-	-	4.19
2000	987	<0.1	100.0	-	-	35	35.41	-	-	2,890	<0.1	-	-	100.0	-	-	2.93
2001	561	<0.1	100.0	-	-	20	35.54	-	-	0	<0.1	-	-	-	-	-	-
2002	700	<0.1	100.0	0.0	0.0	24	34.91	-	-	1,360	<0.1	-	-	100.0	-	-	1.94
Astoria/Warrenton																	
1997	4,335	<0.1%	100.0%	-	-	$143	$33.06	-	-	35,131	<0.1%	-	-	100.0%	-	-	8.10
1998	5,615	<0.1	99.6	0.2%	0.2%	181	32.09	$35.43	$63.36	44,114	<0.1	-	0.9%	99.1	-	-	8.01
1999	4,329	<0.1	99.8	-	0.2	151	34.80	-	52.95	20,306	<0.1	-	-	100.0	-	-	4.69
2000	4,034	<0.1	99.5	-	0.5	146	36.05	-	40.17	15,433	<0.1	-	-	100.0	-	-	3.83
2001	3,949	<0.1	99.8	-	0.2	142	35.95	-	35.90	12,891	<0.1	-	-	100.0	-	-	3.26
2002	3,877	<0.1	99.4	0.3	0.3	141	36.28	39.06	42.58	5,580	<0.1	-	-	100.0	-	-	1.44
Portland/Columbia City/St. Helens																	
1997	1,081,797	5.5%	78.4%	14.4%	7.3%	$35,722	$31.41	$37.01	$42.53	18,227,328	8.1%	19.9%	1.4%	0.6%	15.3%	62.8%	4.33
1998	1,124,786	5.2	78.3	14.5	7.2	38,678	33.01	37.19	43.74	18,076,275	8.2	17.9	3.5	0.4	14.6	63.6	4.17
1999	1,134,998	5.2	77.7	14.6	7.7	39,708	33.56	37.58	44.46	18,985,738	7.9	19.6	4.2	0.2	17.5	58.5	4.71
2000	1,101,666	4.6	76.5	15.9	7.6	38,989	33.90	37.82	45.26	19,245,826	7.4	19.1	3.3	0.2	19.0	58.4	4.70
2001	1,040,578	4.4	75.6	16.6	7.8	38,121	35.32	38.16	46.07	18,140,975	7.2	19.8	4.3	0.3	21.1	54.5	5.05
2002	974,997	4.0	75.7	16.2	8.2	35,952	35.55	38.31	46.26	17,459,379	6.6	18.3	4.5	0.4	25.3	51.5	5.09
Vancouver, WA																	
1997	351,038	1.8%	79.3%	14.4%	6.3%	$11,230	$30.80	$33.53	$43.45	5,801,301	2.6%	<0.1%	5.2%	1.0%	7.1%	86.7%	1.51
1998	331,491	1.5	78.7	14.8	6.6	10,995	31.98	34.69	43.99	5,030,859	2.3	-	7.7	0.1	8.3	83.9	1.68
1999	327,328	1.5	79.1	14.1	6.9	10,905	31.99	35.62	43.83	4,998,814	2.1	<0.1	7.8	-	10.6	81.5	1.72
2000	320,856	1.3	78.8	14.5	6.7	11,025	33.11	36.03	45.37	4,561,945	1.8	0.2	8.4	0.3	12.9	78.1	1.81
2001	330,816	1.4	79.4	14.0	6.6	11,799	34.66	36.42	46.08	5,219,799	2.1	0.2	7.8	0.2	13.7	78.2	1.89
2002	284,315	1.2	79.7	13.8	6.5	10,161	34.77	36.45	46.18	4,861,091	1.8	<0.1	6.5	0.4	12.6	80.5	1.82
Longview, WA/Kalama, WA/Rainier																	
1997	422,964	2.2%	83.2%	8.2%	8.7%	$13,739	$31.07	$36.03	$42.69	10,773,039	4.8%	-	4.3%	6.8%	-	88.9%	3.28
1998	403,127	1.9	83.7	8.1	8.2	13,452	32.07	36.61	43.43	7,427,146	3.4	-	7.6	8.3	-	84.1	3.31
1999	436,895	2.0	83.7	8.1	8.2	14,915	32.86	36.93	44.47	8,994,670	3.8	-	8.2	6.9	-	84.9	3.46
2000	444,656	1.8	83.0	8.6	8.4	15,371	33.20	37.22	45.47	9,539,425	3.7	<0.1%	9.3	7.2	-	83.5	3.90
2001	382,314	1.6	82.6	8.8	8.6	13,539	33.99	37.59	46.87	8,949,031	3.5	-	8.8	6.6	-	84.5	4.02
2002	338,258	1.4	82.2	8.4	9.4	12,218	34.61	38.96	46.86	8,615,564	3.3	-	9.6	6.9	-	83.5	4.63
PACIFIC NORTHWEST: Washington																	
Aberdeen/Raymond																	
1997	123,205	0.6%	87.6%	4.8%	7.7%	$3,948	$30.91	$37.55	$41.59	514,971	0.2%	-	11.1%	88.9%	-	-	4.18
1998	86,000	0.4	87.2	6.1	6.7	2,746	30.91	35.81	41.75	333,553	0.2	1.8%	18.1	80.1	-	-	3.95
1999	91,848	0.4	87.7	5.7	6.6	3,077	32.53	36.78	43.51	384,856	0.2	1.4	20.7	77.9	-	-	4.19
2000	67,876	0.3	89.7	4.8	5.6	2,320	33.41	37.30	43.83	305,511	0.1	1.8	10.4	87.8	-	-	4.50
2001	65,930	0.3	89.9	4.1	5.9	2,287	33.96	38.61	42.96	329,782	0.1	<0.1	19.5	80.4	-	-	5.00
2002	76,766	0.3	89.7	5.7	4.7	2,677	34.13	38.57	44.67	388,889	0.1	0.1	23.0	76.9	-	-	5.07

Year	HOURS: Total Hours	HOURS: Percent of Coast Total	HOURS: Percent of Port Total L/S Jobs	HOURS: Percent of Port Total Clk Jobs	HOURS: Percent of Port Total Fmn Jobs	WAGES: Total Wages Pd (000s)	WAGES: Avg. Hourly Wage L/S	WAGES: Avg. Hourly Wage Clk	WAGES: Avg. Hourly Wage Fmn	TONNAGE: Total Tonnage	TONNAGE: Percent of Coast Total	TONNAGE: Percent of Port Total Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
PACIFIC NORTHWEST: Washington (continued)																	
Port Angeles/Port Townsend																	
1997	26,817	0.1%	86.6%	6.6%	6.8%	$870	$31.17	$38.69	$42.55	261,906	0.1%	-	-	32.9%	-	67.1%	3.34
1998	18,692	<0.1	86.3	6.5	7.1	617	31.68	39.56	43.29	241,118	0.1	-	<0.1%	16.8	-	83.1	2.44
1999	14,236	<0.1	86.2	6.8	7.0	500	33.95	40.48	44.65	270,660	0.1	-	-	12.5	-	87.5	2.72
2000	11,048	<0.1	86.8	6.1	7.1	397	34.75	41.46	45.31	211,406	<0.1	-	-	9.8	-	90.2	2.22
2001	6,948	<0.1	90.1	4.9	5.0	257	36.15	42.96	46.46	165,138	<0.1	-	-	3.2	-	96.8	1.22
2002	6,384	<0.1	96.5	0.9	2.6	234	36.41	42.76	44.74	35,960	<0.1	-	-	27.4	-	72.6	1.62
Port Gamble																	
1997	942	<0.1%	93.0%	4.7%	2.3%	$25	$25.30	$35.63	$38.64	0	<0.1%	-	-	-	-	-	-
1998	918	<0.1	98.7	-	1.3	24	26.36	-	51.00	0	<0.1	-	-	-	-	-	-
1999	853	<0.1	99.9	-	-	24	27.85	-	-	0	<0.1	-	-	-	-	-	-
2000	899	<0.1	99.9	-	-	32	35.22	-	-	0	<0.1	-	-	-	-	-	-
2001	832	<0.1	100.0	-	-	30	35.82	-	-	0	<0.1	-	-	-	-	-	-
2002	908	<0.1	100.0	0.0	0.0	32	35.55	-	-	0	<0.1	-	-	-	-	-	-
Olympia																	
1997	54,411	0.3%	73.6%	12.0%	14.4%	$1,725	$29.76	$33.77	$39.88	158,082	<0.1%	59.1%	4.2%	36.6%	<0.1%	-	2.90
1998	38,654	0.2	69.9	14.2	15.9	1,304	31.79	35.30	40.82	117,184	<0.1	72.6	4.8	22.6	-	-	3.09
1999	13,655	<0.1	76.9	3.1	20.0	453	31.26	39.97	39.50	39,071	<0.1	-	9.1	54.4	-	36.5%	1.84
2000	11,166	<0.1	77.4	2.9	19.7	392	33.48	41.64	40.53	39,798	<0.1	0.6	0.7	64.2	-	34.6	2.36
2001	14,559	<0.1	80.4	3.1	16.5	493	32.04	39.95	41.65	43,412	<0.1	-	-	100.0	-	-	2.98
2002	15,846	<0.1	73.7	3.2	23.1	570	33.74	41.35	42.34	59,123	<0.1	-	13.9	86.1	-	-	3.73
Tacoma																	
1997	1,363,611	7.0%	70.5%	20.7%	8.7%	$47,038	$32.66	$36.83	$43.80	22,567,206	10.0%	58.1%	1.2%	1.9%	7.2%	31.5%	10.44
1998	1,250,950	5.8	68.7	22.2	9.1	44,269	33.64	36.94	44.77	19,179,196	8.7	64.2	1.7	2.0	8.4	23.9	10.88
1999	1,493,991	6.8	70.3	21.1	8.7	53,806	34.22	38.10	45.52	23,337,489	9.7	61.3	1.1	1.4	7.8	28.4	10.25
2000	1,713,168	7.1	70.2	21.8	8.0	62,646	34.77	38.66	46.62	24,185,697	9.3	63.4	0.8	1.5	8.7	25.7	9.54
2001	1,582,053	6.7	69.9	22.3	7.8	58,983	35.66	38.88	47.19	23,061,669	9.1	64.1	0.9	1.1	10.2	23.7	9.95
2002	1,636,725	6.7	68.8	23.0	8.3	62,839	36.77	39.76	48.15	24,260,799	9.2	69.0	0.9	1.0	10.7	18.4	10.82
Seattle																	
1997	1,767,965	9.0%	65.3%	26.9%	7.8%	$62,369	$33.15	$37.82	$44.33	22,472,625	10.0%	77.2%	1.3%	<0.1%	3.5%	18.0%	10.10
1998	1,721,994	8.0	65.8	26.4	7.8	62,330	34.22	38.54	44.92	20,290,461	9.2	88.6	1.5	<0.1	2.6	7.2	10.90
1999	1,645,819	7.5	66.4	25.8	7.9	60,540	34.97	38.75	45.66	21,024,969	8.8	85.3	1.2	0.1	3.4	10.0	11.17
2000	1,609,503	6.6	67.0	25.0	7.9	61,217	36.39	39.51	47.25	20,951,547	8.1	84.7	1.2	<0.1	3.4	10.8	11.28
2001	1,470,056	6.3	67.0	25.1	7.9	56,957	37.28	39.82	47.77	18,539,786	7.3	80.5	1.0	<0.1	2.5	16.1	10.36
2002	1,531,454	6.3	67.8	24.4	7.8	60,636	35.27	50.43	51.69	18,237,520	6.9	88.5	0.8	<0.1	0.5	10.1	10.67
Everett																	
1997	90,263	0.5%	83.4%	7.9%	8.6%	$2,891	$30.61	$36.83	$41.35	510,432	0.2%	0.2%	4.6%	25.7%	-	69.6%	1.80
1998	71,435	0.3	85.3	6.2	8.4	2,345	31.34	39.95	42.59	494,669	0.2	<0.1	1.4	25.2	-	73.4	1.98
1999	63,570	0.3	85.2	6.4	8.4	2,138	32.12	40.93	43.30	478,220	0.2	<0.1	3.4	21.8	1.2%	73.7	2.02
2000	53,280	0.2	82.7	8.2	9.1	1,857	33.34	40.19	43.73	418,148	0.2	9.2	0.9	13.7	-	76.2	1.98
2001	25,832	0.1	81.5	8.7	9.8	898	33.36	38.51	43.02	87,862	<0.1	20.4	6.5	22.8	-	50.2	1.73
2002	26,675	0.1	84.6	7.2	8.2	951	34.41	39.59	45.08	71,818	<0.1	4.3	3.3	44.1	-	48.4	1.42
Anacortes																	
1997	13,946	<0.1%	68.4%	10.0%	21.6%	$502	$33.36	$40.30	$42.52	336,968	0.2%	-	-	0.3%	-	99.7%	0.56
1998	14,263	<0.1	71.1	9.9	19.0	510	33.07	40.93	43.23	309,121	0.1	-	-	3.7	-	96.3	1.23
1999	14,078	<0.1	75.2	9.7	15.1	491	32.40	40.05	43.74	269,058	0.1	7.3%	-	8.2	-	84.5	3.28
2000	16,445	<0.1	74.0	10.4	15.6	602	34.08	41.14	45.63	298,802	0.1	-	-	7.8	-	92.2	1.75
2001	19,652	<0.1	70.0	11.2	18.8	753	35.48	42.37	46.54	416,787	0.2	<0.1	<0.1%	4.2	-	95.7	1.31
2002	16,141	<0.1	70.0	11.4	18.6	627	36.04	42.62	47.23	369,410	0.1	-	1.3	4.2	-	94.5	1.70

Year	HOURS: Total Hours	HOURS: Percent of Coast Total	HOURS: Percent of Port Total L/S Jobs	HOURS: Percent of Port Total Clk Jobs	HOURS: Percent of Port Total Fmn Jobs	WAGES: Total Wages Pd (000s)	WAGES: Avg. Hourly Wage L/S	WAGES: Avg. Hourly Wage Clk	WAGES: Avg. Hourly Wage Fmn	TONNAGE: Total Tonnage	TONNAGE: Percent of Coast Total	TONNAGE: Percent of Port Total Containerized	TONNAGE: Percent of Port Total General Cargo	TONNAGE: Percent of Port Total Lumber & Logs	TONNAGE: Percent of Port Total Autos & Trucks	TONNAGE: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
PACIFIC NORTHWEST: Washington (continued)																	
Bellingham																	
1997	59,086	0.3%	82.0%	8.2%	9.8%	$2,079	$33.20	$42.72	$45.38	1,133,503	0.5%	-	-	16.4%	-	83.6%	3.46
1998	32,275	0.1	79.6	9.7	10.7	1,183	34.43	43.71	46.94	766,177	0.3	-	11.3%	-	-	88.7	3.17
1999	45,340	0.2	80.3	8.3	11.4	1,667	34.66	43.88	46.49	795,539	0.3	-	15.3	0.1	1.0%	83.6	3.03
2000	28,623	0.1	80.1	9.0	10.9	1,090	35.84	45.27	48.57	644,538	0.2	-	9.3	-	-	90.7	2.51
2001	11,972	<0.1	86.0	4.7	9.3	432	34.63	45.76	44.87	203,563	<0.1	-	6.7	-	-	93.3	1.46
2002	3,927	<0.1	93.8	3.2	3.0	142	35.27	50.43	51.69	45,097	<0.1	-	-	-	-	100.0	0.23
AREA SUMMARIES																	
SOUTHERN CALIFORNIA AREA SUMMARY																	
1997	11,655,074	59.4%	66.9%	23.2%	9.9%	$414,867	$33.84	$37.51	$42.98	113,896,800	50.7%	76.4%	4.4%	0.2%	7.0%	12.1%	8.05
1998	13,617,651	63.2	66.7	23.6	9.7	495,616	34.53	38.64	43.82	120,812,205	55.1	75.9	5.0	0.2	7.3	11.7	7.46
1999	13,836,229	62.9	66.4	24.1	9.4	513,285	35.42	38.87	44.35	132,099,834	55.1	76.3	4.6	0.2	7.8	11.1	7.89
2000	15,707,771	64.9	66.1	24.6	9.4	591,191	36.05	38.86	45.64	149,653,912	57.6	77.8	4.2	0.2	7.6	10.3	7.96
2001	15,581,396	66.4	65.9	24.9	9.2	600,738	37.05	39.65	46.40	150,156,927	59.3	79.2	3.9	0.2	7.0	9.7	8.16
2002	16,624,890	68.3	66.2	24.9	8.9	645,832	37.50	40.06	47.34	159,863,912	60.8	80.0	3.6	0.2	7.4	8.8	8.20
NORTHERN CALIFORNIA AREA SUMMARY																	
1997	2,436,049	12.4%	66.5%	25.5%	8.0%	$83,749	$32.79	$36.00	$42.47	24,118,412	10.7%	75.5%	4.3%	0.1%	5.0%	15.0%	8.03
1998	2,730,921	12.7	66.1	26.0	7.9	94,361	32.75	36.46	43.34	23,820,340	10.9	76.6	5.4	0.2	4.0	13.8	7.39
1999	2,803,777	12.8	65.8	26.0	8.2	99,097	33.51	37.24	44.09	25,628,566	10.7	77.0	4.8	0.5	3.5	14.3	7.59
2000	3,051,681	12.6	66.1	25.5	8.4	109,911	34.15	37.77	45.41	27,414,837	10.6	76.0	4.8	0.7	4.6	14.0	7.41
2001	2,868,691	12.2	65.9	25.8	8.3	105,229	34.97	38.12	45.79	26,353,910	10.4	74.1	4.8	0.7	5.2	15.3	7.42
2002	2,726,496	11.2	66.1	25.6	8.3	102,243	35.87	38.66	46.89	26,863,826	10.2	74.3	3.6	0.7	5.4	16.0	7.86
OREGON & COLUMBIA RIVER AREA SUMMARY																	
1997	2,016,303	10.3%	80.1%	12.5%	7.4%	$66,269	$31.38	$36.43	$42.87	38,644,126	17.2%	9.4%	2.9%	2.9%	8.3%	76.5%	3.46
1998	1,954,520	9.1	79.8	12.9	7.3	66,462	32.65	36.79	43.83	33,020,696	15.1	9.8	5.0	2.8	9.3	73.2	3.54
1999	1,961,290	8.9	79.5	12.8	7.7	67,765	33.16	37.23	44.42	35,260,900	14.7	10.6	5.5	2.4	10.9	70.7	3.89
2000	1,933,275	8.0	78.7	13.7	7.6	67,803	33.65	37.51	45.38	35,579,078	13.7	10.4	5.4	2.6	11.9	69.7	4.00
2001	1,816,346	7.7	78.1	14.1	7.7	65,762	34.91	37.86	46.30	34,018,952	13.4	10.6	5.9	2.4	13.4	67.9	4.19
2002	1,657,455	6.8	78.0	13.9	8.1	60,596	35.25	38.18	46.46	32,833,528	12.5	9.7	5.9	2.5	15.3	66.6	4.36
WASHINGTON AREA SUMMARY																	
1997	3,500,246	17.9%	69.2%	22.5%	8.3%	$121,447	$32.70	$37.46	$43.82	47,955,693	21.4%	63.7%	1.7%	2.5%	5.0%	27.1%	9.49
1998	3,235,181	15.0	68.2	23.3	8.5	115,329	33.75	37.94	44.65	41,731,479	19.0	72.8	1.9	2.1	5.1	18.2	10.25
1999	3,383,390	15.4	69.4	22.3	8.3	122,696	34.44	38.51	45.44	46,599,862	19.4	69.2	1.6	1.8	5.5	21.9	10.18
2000	3,512,008	14.5	69.5	22.5	8.0	130,551	35.43	39.13	46.78	47,055,447	18.1	70.4	1.1	1.6	6.0	20.9	9.98
2001	3,197,834	13.6	69.2	22.8	7.9	121,090	36.29	39.37	47.27	42,847,999	16.9	69.4	1.1	1.4	6.6	21.6	9.83
2002	3,314,824	13.6	69.1	22.9	8.1	128,710	37.25	40.23	48.40	43,468,616	16.5	75.7	1.1	1.5	6.2	15.6	10.43
COAST SUMMARY																	
1997	19,607,672	100.0%	68.6%	22.3%	9.1%	$686,332	$33.21	$37.22	$43.05	224,615,031	100.0%	62.1%	3.6%	1.1%	6.6%	26.7%	7.83
1998	21,538,273	100.0	68.1	22.9	9.0	771,768	33.99	38.12	43.89	219,384,720	100.0	65.4	4.4	0.9	6.8	22.4	7.52
1999	21,984,686	100.0	68.0	23.1	8.9	802,843	34.80	38.50	44.48	239,589,162	100.0	65.3	4.2	0.8	7.3	22.3	7.85
2000	24,204,735	100.0	67.6	23.5	8.9	899,457	35.50	38.69	45.75	259,703,274	100.0	67.0	3.8	0.8	7.6	20.7	7.87
2001	23,464,267	100.0	67.3	23.9	8.8	892,819	36.50	39.33	46.43	253,377,788	100.0	67.8	3.8	0.7	7.6	20.1	7.99
2002	24,323,665	100.0	67.4	24.0	8.7	937,380	36.97	39.78	47.30	263,029,882	100.0	70.0	3.5	0.7	8.0	17.8	8.20

PMA STAFF

JOSEPH N. MINIACE
PRESIDENT AND CEO

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SENIOR VICE PRESIDENT
General Counsel and Secretary

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SENIOR VICE PRESIDENT
Chief Financial Officer

CHARLES J. WALLACE
VICE PRESIDENT
Labor Relations - Southern Region

CRAIG JOHNSON
VICE PRESIDENT
Labor Relations - Northwest Region

BETTYE PAGE-WILSON
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Human Resources/Employee Benefits

HEAD-QUARTERS San Francisco

Thisbe Ague-Esler

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Darwin Dayan

David Eng

Cory Feulner

Pat Gutierrez

Maria Han

Martha Harris

Jeffrey Hatch

Maureen Hernandez

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Ted Hung

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Jason Kappas

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VICE PRESIDENT
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Communications and Research

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Training

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Technology

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Southern California

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AREA MANAGER
Northern California

JOE WEBER
AREA MANAGER
Pacific Northwest

Vince
Lamaestra

Mark
Langner

Jose
Martinez

Ajay
Mehta

Channon
Milien

Rafael
Olivera-Mendez

Kathy
O'Sullivan

Julia
Perez

Christy
Reiners

Dan
Sekella

Kathy
Simien

Elena
Sosa-Hupke

Kim
Traynor

Gregory
Wellons

Laura
Williams

Gabriel
Zaldivar

SOUTHERN CALIFORNIA
Long Beach

Phil
Bailey

Marya
Banniza

Bill
Bartelson


Nellie Basham


Richard Clark


Javier Escalera


Jacquie Ferneau


Stephen G. Fresenius


Ingrid H. Guardipee


Norma G. Herrera


Gloria Lloyd


Lisa Lynch


Edward J. Madden


James I. Madrid


Ron R. Merical


John Michaelis


Erin Morgan


Marie Partida


Jean Person


Betty Pleas


Nancy Rodríguez


Thomas Semmer


Janice Severino


Linda Sitko


Ray Waters

SOUTHERN CALIFORNIA Wilmington


Rosemary Bravo


Mike Hall


Frank Hammond


Esther Paiz


Dennis Patterson


Alice Poe


Paul Russell

NORTHERN CALIFORNIA Oakland


Stephanie Anderson


Shyla Barrow


Millie Bluford


Art Chu


Victor Garcia


Don Jarrell


Valarie Jessie-McGee


Cynthia Jonah


Dan Kaney


Richard Marzano


Bill Niland


Jim Potter


Peggy Searcy


Liz Singleterry


R. Mark Smoot


Kathleen D. Stevens

PACIFIC NORTHWEST Portland


Cindy Blackburn


Debra Culmsee


Karen Fog


William Hayman


Tryna Hermanson


Larry Hudson


Kathleen Hults


Teresa L. Leeper


Judi Lynch


Rowan Muirden


Scott Munger


Marke Nielsen


Kristy Lynn Polynice


Pam Pratt


Janet Snyder


Sherri Souders

PACIFIC NORTHWEST Tacoma


Roberta Cuzzetto


Fred Gordon


Christine Hill


Tim Kuncl


Tim MacLean


Bob Roedel


Paul Vierela

PACIFIC NORTHWEST Seattle


Bob Forman


Mary M. Fujii


Mary Gehrke


Dorene Jachalke


Deborah LeCuyer


Vicky Morton


Pam Murdoch


Sandra Starkey


Dennis Steiner


Carol Torset

MARITECH


Gloria Bungcayao


Miguel Chena


Sean Jordan


Javier Narro


Lynn Nelson


Larry Oliver


Laura Quiñonez


Scott Rettig

Not Pictured:
Sandra Campa (Wilmington)
Mario Garcia (Maritech)
Joyce A. Hardy (Wilmington)
Hector Perez (Maritech)
Barbara Tymer (Portland)

PMA OFFICES

HEADQUARTERS

550 California Street
San Francisco, California 94104-1006
Voice: (415) 576-3200
Fax: (415) 989-1425

Mailing Address:
P.O. Box 7861
San Francisco, CA 94120-7861

SOUTHERN CALIFORNIA

100 West Broadway, Suite 3000
Long Beach, California 90802-4443
Voice: (562) 495-7600
Fax: (562) 436-8252

Mailing Address:
P.O. Box 21618
Long Beach, CA 90801-4618

NORTHERN CALIFORNIA

500 Twelfth Street, Suite 310
Oakland, California 94607-4010
Voice: (510) 452-1200
Fax: (510) 839-0285

Mailing Address:
500 Twelfth Street, Suite 310
Oakland, CA 94607-4010

PACIFIC NORTHWEST

SEATTLE OFFICE

301 West Republican Street
Seattle, Washington 98119-4008
Voice: (206) 298-3434
Fax: (206) 298-3469

Mailing Address:
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Seattle, WA 98109-9348

TACOMA OFFICE

1221 Alexander Avenue
Tacoma, Washington 98421-4103

Voice: (253) 274-0737
Fax: (253) 272-2638

PORTLAND OFFICE

101 Southwest Main Street, Suite 330
Portland, Oregon 97204-0330
Voice: (503) 827-4000
Fax: (503) 827-4049

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Portland, Oregon 97210-1302
Voice: (503) 827-4024
Fax: (503) 827-4028

Stacked containers at the Hanjin terminal in Portland.

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Front and Back Cover: Aerial view of APM Terminals, Los Angeles.

Inside Back Cover: A pile of automatic locking cones at Marine Terminal Corporation's Berth 37 Terminal in Oakland.

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