



# PACIFIC MARITIME ASSOCIATION



2020  
ANNUAL REPORT





Cosco Andes at berth at LBCT at the Port of Long Beach.



Pacific Maritime Association



On the Cover  
The ONE Altair departs  
YTI Terminal at the Port of  
Los Angeles.

The principal business of the Pacific Maritime Association (PMA) is to negotiate and administer maritime labor agreements with the International Longshore and Warehouse Union (ILWU).

The membership of the PMA consists of domestic carriers, international carriers and stevedores that operate in California, Oregon and Washington.

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

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

**PMA Mission**  
To provide industry leadership to our member companies through innovative integrated labor relations, human resources and administrative services.

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

**Annual Report**  
This award-winning report is written for the industry, its workforce, journalists and policy makers; it is typically published in the spring each year. Archives are available online at [www.pmanet.org](http://www.pmanet.org).

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the West Coast waterfront.





OOCL Malaysia arrives at LBCT at the Port of Long Beach.



## 2020 spotlighted the resilience of West Coast ports and the value of cooperation.

In the span of just a few months, the West Coast maritime industry both adapted to the complex challenges of COVID-19, then managed a historic surge in cargo volumes when imports from Asia rebounded with a vengeance. This was an extraordinary year by any measure, but one that reaffirmed the strength and flexibility of PMA member companies and the value of ILWU/PMA cooperation to get the job done no matter how big the obstacle.

Through an uncertain and fast-changing climate, shippers and West Coast ports continued to fuel millions of jobs and businesses, along with the local, regional, and national economies they support. Ongoing infrastructure investment, enhanced safety measures and expedited training helped West Coast ports weather an unprecedented chapter in modern American history — and sustain its mantle as the nation's preeminent gateway for international trade.

In 2020, the world watched as the Grand Princess cruise ship circled off the San Francisco Bay, with dozens of confirmed COVID-19 cases onboard. The episode marked the nation's de facto introduction to the pandemic, putting an abrupt pause on the West Coast's booming cruise business, and bringing the challenges of COVID-19 to the front door of the ILWU, PMA, and its member companies.

We moved quickly to create workplace safety protocols, and to procure and distribute tens of thousands of units of personal protective equipment to ILWU members. We agreed with the ILWU to clean terminal equipment after each use. We also created portals both for self-reporting COVID-19 symptoms and to ensure ILWU members who fell ill and were quarantined still received pay from the industry. Importantly, the PMA and ILWU worked cooperatively with government officials to advocate that longshore workers receive vaccine priority as essential workers. Throughout the cargo surge, and despite an uptick in COVID-19 cases, the ILWU workforce handled record levels of cargo — a surge that extended into 2021.

If this past year has revealed anything about the West Coast maritime industry, it's the fortitude and adaptability of our member companies and ILWU workers. We must channel that same spirit to support the continued vitality of West Coast ports, now and in the years ahead.

Sincerely,

James C. McKenna  
President and CEO





# PMA MEMBERSHIP & BOARD OF DIRECTORS



Maersk Essen sails by the Angels Gate Lighthouse as it enters the Port of Los Angeles.



MEMBERSHIP

- American President Lines, Ltd.

APM Terminals Pacific LLC

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Benicia Port Terminal Company

Ceres Terminals Incorporated

CMA CGM (America) LLC

Coast Maritime Services

Consolidated Stevedoring Company LLC

Cosco Shipping Lines  
(North America) Inc.

Crescent City Marine Ways &  
Drydock Company, Inc.

Evergreen Marine Corp. (Taiwan) Ltd.

Everport Terminal Services, Inc.

Fenix Marine Services, Ltd.

Hamburg Sud North America, Inc.

Hapag Lloyd AG

Harbor Industrial Services Corporation

HMM Company Limited

Husky Terminal & Stevedoring, Inc.

Innovative Terminal Services Inc.

International Transportation Service, Inc.

Jones Stevedoring Company

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LBCT LLC
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Main Lines Inc.

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Marine Terminals Corporation –  
Columbia River

Marine Terminals Corporation  
of Los Angeles

Marine Terminals Corporation –  
Puget Sound

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Matson Navigation Company, Inc.

Mediterranean Shipping Company

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NYK Line

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(North America) Inc.

Ocean Terminal Services, Inc.

OOCL (USA) Inc.

Oregon Chip Terminal Inc.

Pacific Crane Maintenance  
Company, LLC

Pacific Northwest Auto Terminals, LLC

Pacific Ro-Ro Stevedoring, LLC

Pacific Terminal Service Company, LLC

Pasha Hawaii

- Pasha Stevedoring & Terminals L.P.

Portland Lines Bureau

Port Maintenance Group (PMG), Inc.

Port Service Group, LLC

Reliable Line Service

Sea Star Stevedore Company

Siem Car Carriers AS

SSA Marine, Inc.

SSA Terminals, LLC

Tacoma Line Handling Company

TESI, LLC

Total Terminals International, LLC

TransPacific Maintenance Company, LLC

Transpac Terminal Services, LLC

TraPac, LLC

Wallenius Wilhelmsen Logistics

Washington United Terminals

Watermark Terminal Solutions, LLC

West Coast Crane Services, LLC

West Coast Terminal and Stevedore, Inc.

Yangming Marine Transport Corporation

Yusen Terminals, LLC

Zim American Integrated Shipping  
Services Company, Inc.



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

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

Finance Committee

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Chief Financial Officer  
The Pasha Group

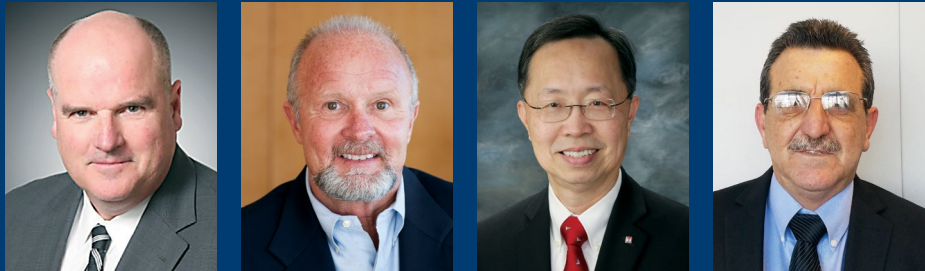
**Karen Bucknell Brett**  
Head of Finance  
APM Terminals  
North America, Inc.

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

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



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Pacific, LLC

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Senior Vice President, Operations  
Pasha Stevedoring &  
Terminals L.P.

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(America) Corp.

**Sal Ferrigno**  
Vice President  
SSA Terminals, LLC



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

**Bob Johnson**  
Chief Compliance Officer  
Total Terminals  
International, LLC

**Rich Kinney**  
Senior Vice President,  
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Matson Navigation  
Company, Inc.

**George Lang**  
President  
Everport Terminal  
Services, Inc.



**Sean Lindsay**  
Chief Operating Officer  
International  
Transportation  
Service, Inc.

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**Blair Smith**  
West Coast Director –  
Labor Relations  
Ports America

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TraPac, LLC

**John Beghin**  
LBCT LLC

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Company, LLC

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SSA Terminals, LLC

**Sean Maarron**  
Yusen Terminals, LLC

**Eric Naefke**  
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**Todd Stockham**  
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APM Terminals  
Pacific, LLC

**Robert VanLeeuwen**  
West Coast Terminal  
and Stevedore, Inc.

**David VanWardenburg**  
Pasha Stevedoring  
& Terminals L.P.

**Laurie Wurzer**  
Ports America

Northern California Area



Chairman:  
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SSA Terminals, LLC

**Michael Andrews**  
Everport Terminal  
Services, Inc.

**Shawn Bundy**  
Metropolitan  
Stevedore Company

**Jaime Villanueva**  
TraPac, LLC

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Chairman:  
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Jones Stevedoring  
Company

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"K" Line America, Inc.

**Mike Fudurich**  
Harbor Industrial  
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**Paul Huculak**  
SSA Marine, Inc.

**Noa Lidstone**  
Kinder Morgan  
Bulk Terminals LLC

**Ben Thamert**  
APS Stevedoring,  
LLC

Pacific Northwest:  
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Chairman:  
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Jones Stevedoring  
Company

**Alec Coleman**  
Washington United  
Terminals

**Graham Hunter**  
SSA-SSAT Seattle



**Lyle Kagey**  
Pacific Crane  
Maintenance  
Company LLC

**Brandon Olivas**  
Everport Terminal  
Services, Inc.



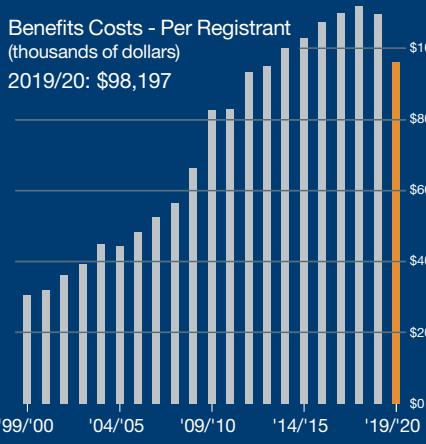
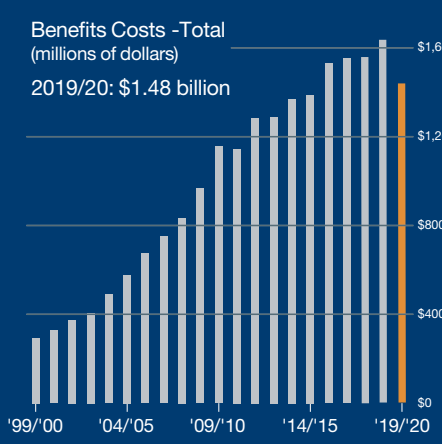
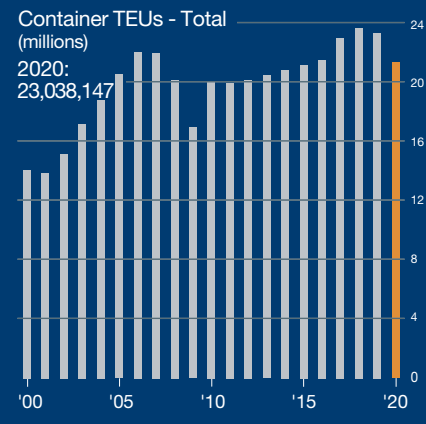
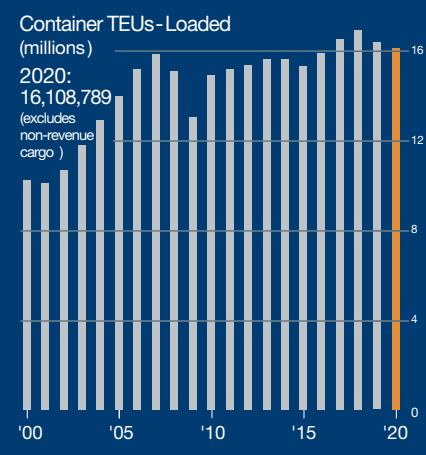
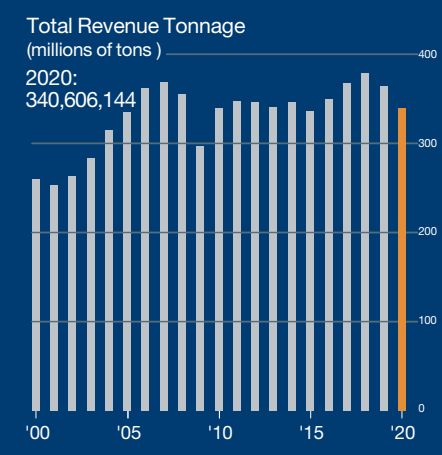


# 2020

## THE YEAR IN REVIEW

Evergreen vessels at berth at the Everport Terminal at the Port of Los Angeles.





THE COAST

West Coast ports remained a high-octane economic driver despite extraordinary challenges in 2020. In a year of whiplash that repeatedly thrust the maritime industry into the spotlight, PMA rose to the call, dealing with the supply chain congestion and expanding safety measures during the COVID-19 crisis.

As the pandemic first gripped the nation in the first quarter, the PMA and its members secured personal protective equipment for ILWU members and implemented equipment sanitation procedures. Steep volume declines in the second quarter gave way to a surge in the third and fourth quarters, fueled by a flood of Asian imports as the economy regained its momentum.

In the face of these challenges, PMA-ILWU training programs adapted to increase the available skilled workforce to respond to the demand onslaught. A fast-tracked training program focused on the training of crane operators, preparing them for important work in a pressing moment.

Away from the ports, PMA kept its members and other industry leaders in the loop. After launching in late 2019, the PMA Twitter account, @WestCoastPorts, continued to inform and connect with stakeholders. The account surpassed 2,800 followers, posting the latest developments that matter to PMA and its members.

Although volatile and unexpected challenges defined the year, West Coast ports banded together to respond to the demands of a pandemic that tested us all.

*Please read on.*



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



# COVID-19: ADDRESSING A ONCE-IN- A-CENTURY CHALLENGE

Nearly a year to the day of this publication, the eyes of the world were on the Bay Area as the Grand Princess cruise ship arrived at the Port of Oakland – transporting some of the nation’s earliest known COVID-19 patients.

At that time, longshore workers were deemed “essential” for good reason: the work of our ports is a national economic imperative, supporting millions of jobs, billions of dollars in economic activity, and delivering food and other products that are vital in meeting the needs of American businesses and households.

## Taking Action to Protect Workers

From the government’s stay-at-home orders that followed later in March of 2020, the PMA and ILWU worked together to implement proactive measures

designed to help keep West Coast dockworkers safe from the coronavirus while meeting the once-in-a-generation cargo surge that began in Q3 and sustained throughout the year and into 2021.

In February 2020, the PMA issued an initial safety bulletin outlining the symptoms of COVID-19 and recommended precautionary measures. This bulletin provided early-stage information about the coronavirus in China, as well as guidance for vessels and marine terminals to prevent COVID-19 infections.

By late March, the PMA and ILWU created protocols for handling suspected and known COVID-19 cases. These included processes to identify the individual but protect their privacy; determining where they worked and whom they may have come into contact with while infected; and requiring that infected workers adhere to federal and state guidelines for returning to work.

In the same month, PMA and ILWU launched a contactless dispatch system for members of various locals in Southern California.

In addition, PMA, its members, and the ports procured and distributed hundreds of thousands of units of personal protective equipment to ILWU members.

## Keeping Operations Smooth

To keep operations flowing smoothly, the PMA took action consistent with and beyond guidelines outlined by the Centers for Disease Control and Prevention.

These measures included: routine cleaning of all frequently touched surfaces; providing disposable disinfectant wipes on the terminals; sanitizing shuttle buses; and reducing the number of people inside the dispatch halls by opening a third hall.

In another act of cooperation, the ILWU and PMA agreed to clean terminal equipment after each use. West Coast ports also adjusted night shift hours to accommodate the daily cleaning of cargo-handling equipment, with terminal operators at the San Pedro Bay, Oakland, and Seattle port complexes pushing back night shift start times by one hour.

PMA also set up a pair of separate portals to help ILWU members impacted by COVID-19. One portal established a system through which members could self-report symptoms to protect their fellow workers. The other facilitated pay for workers who fell ill, had to take time off to quarantine, or care for family members. Both platforms helped West Coast ports adapt amid extraordinary circumstances.

## Pushing for Vaccine Priority

In December, PMA President and CEO Jim McKenna and ILWU International President William Adams co-authored letters to the governors of California, Oregon, and Washington urging them to protect dockworkers from COVID-19. Noting that ILWU members worked continuously through the pandemic, the leaders asked the governors to give longshore workers “an appropriate level of priority for receiving the vaccine.”

We also worked together to activate members of Congress, the mayors of Los Angeles and Long Beach, city councilmembers, and state officials to urge for vaccine priority – an issue that grew in importance as COVID cases among the ILWU ranks increased. The Los Angeles City Council unanimously passed a resolution supporting state legislation to prioritize vaccines for essential port workers. According to the resolution, “the health and safety of waterfront workers is crucial for the continued recovery from the economic devastation wrought by the global pandemic.”



A longshore worker signals to a driver where to position the container for lifting at YTI Terminal at the Port of Los Angeles.

## Demonstrating Flexibility

In the initial months following Grand Princess’ arrival in the Bay Area, imports dropped precipitously due to closed down factories in Asia. The PMA worked with the ILWU to allocate work opportunities.

The cargo situation shifted dramatically with a huge cargo surge in Q3 that ultimately was sustained throughout the rest of 2020, and into 2021. At the Ports of Los Angeles and Long Beach, for example, third- and fourth-quarter cargo volumes jumped 50% over the first half of 2020, which caused enormous pressure on terminals and the entire supply chain. The longshore workers did incredible work, moving record amounts of cargo as COVID-19 cases grew among the membership.

## In Closing

In 2020, we demonstrated that West Coast ports can achieve great feats. We not only have tremendous infrastructure advantages, supply chain connectivity, and close proximity to the world’s leading exporters, but we have resilience and the ability to work as a team in the face of great challenge. These characteristics proved vital to the nation and to the customers who have come to rely on West Coast ports to deliver.

**PMA HONORS THE MEMORY OF WEST COAST MARITIME WORKERS WHO LOST THEIR LIVES TO COVID-19 IN 2020.**



CMA CGM donates 200,000 face masks to the Port of Los Angeles.



# INDUSTRY BENEFITS HIGHLIGHTS



Pasha Hawaii's *Jean Anne* departs the Port of San Diego.



# WORLD-CLASS BENEFITS FOR ILWU MEMBERS

The ILWU benefits package includes:

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

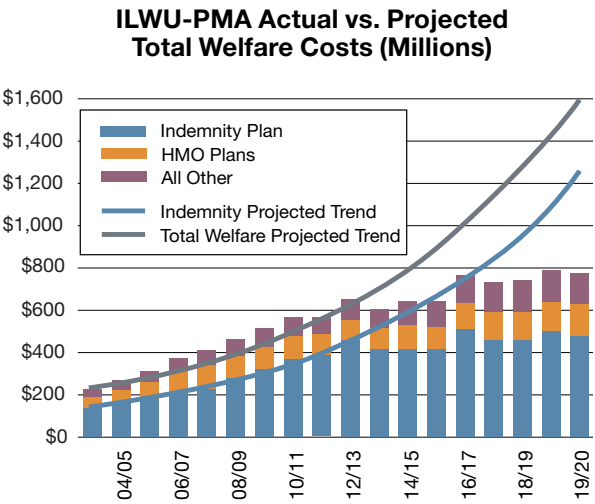
## Stabilizing Overall Benefit Costs

Over the past decade, benefit costs increased from approximately \$82,500 per active registrant to approximately \$98,200. Over the last five years, the total benefit costs increased by 6.5%, primarily due to an increase in Welfare Plan costs that was partially offset by a reduction in Pension Plan costs. For 2020, overall benefit costs dropped \$139 million with a \$137 million fall in pension contributions as actuarial costs expired.

## Fully Funded Pension Plan

The industry pension plan – the ILWU-PMA Pension Plan – is world-class, and has seen major upgrades since the seminal technology agreement of 2002. Since 2014 asset growth outpaced liabilities and funding percentage improved from 70% to over 100%, even with nearly 20% increase in benefit levels. Currently, the 2020 maximum yearly retirement benefit is \$93,240 and will increase to \$95,460 on July 1, 2021. At the end of calendar year 2020, the Plan paid \$35.8 million per month to 9,204 benefit recipients. As of 2019, the Pension Plan became fully funded. The Plan is non-

contributory for the participants and is completely funded by employer contributions. Refer to pg. 41 for more information.



## Healthcare Benefits

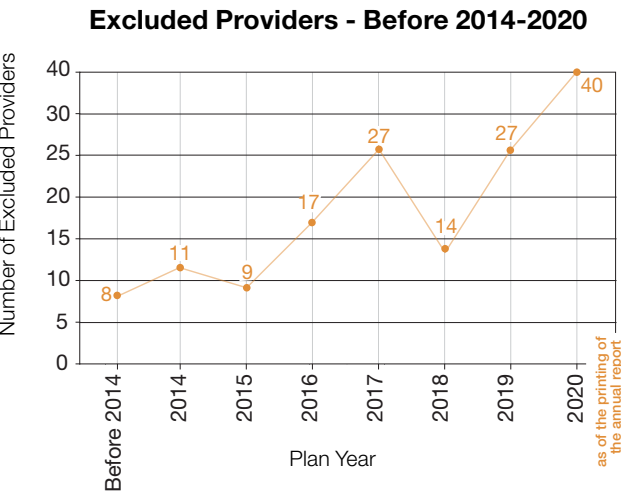
The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America, with no employee premiums and low out-of-pocket costs for out-of-network services. In the 2020 fiscal year the healthcare cost per ILWU registrant was \$51,550.

## Tackling Healthcare Fraud, Waste, and Abuse

Since 2013 the employers have continued intensified focus on addressing fraud, waste, and abuse of the healthcare plan. The third-party claims administrators have also continued their rigorous review of medical bills and identification of fraud and abuse. Through strong management and a clear strategy for mitigating fraud and abuse, the plan costs have stabilized despite a projected trend that showed welfare costs increasing to over \$1.5 billion in the 2020 fiscal year.

Since 2014, due to suspected fraud and/or abuse, the number of providers that have been excluded from billing the plan has continued to increase. In calendar year 2020, 40 providers were excluded, compared to 27 during calendar year 2019. Only 7 providers were excluded before 2014. A total of 153 providers have been excluded from billing the plan and medical care costs are more than 50 percent below what they would have been had they grown at the rate of healthcare inflation.

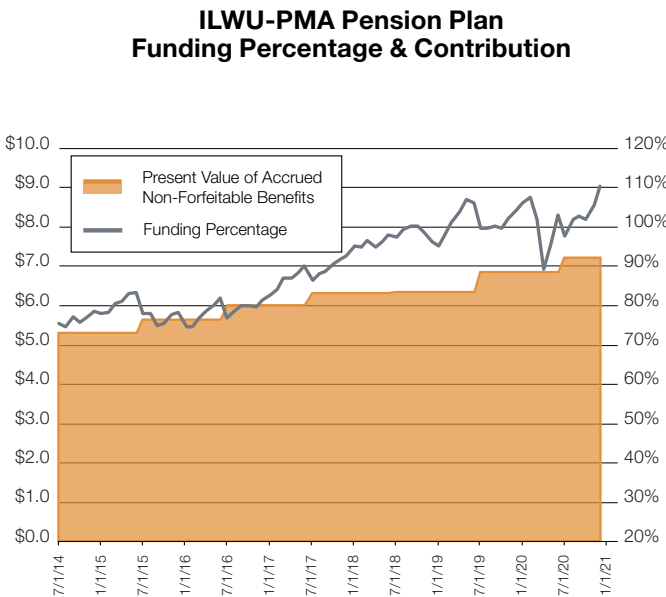
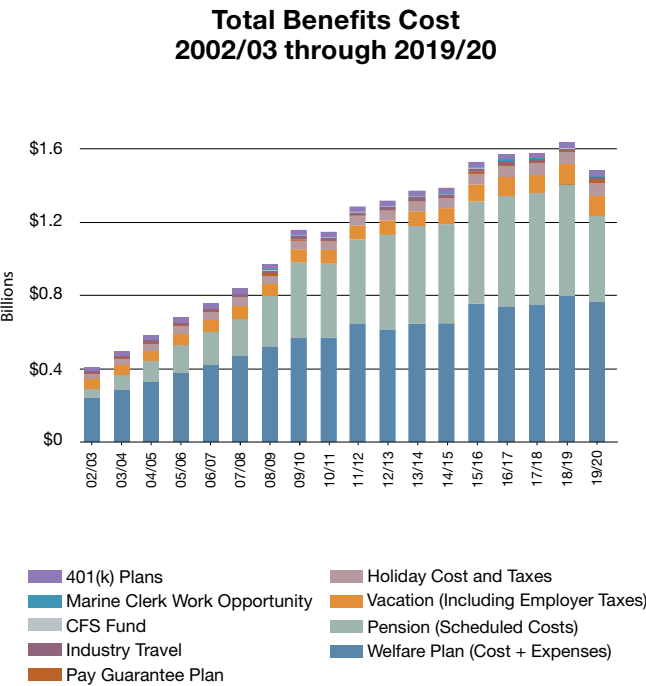
Employers are committed to continuing to provide comprehensive healthcare benefits and ensuring that providers are accurately billing the plan for only covered services that have been provided in accordance with Plan terms. Going forward, we will continue to exclude providers, press investigations, and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



## Other Healthcare Benefits

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

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







# SAFETY & TRAINING

MSC's *Anna* passes beneath the Golden Gate Bridge en route to the Port of Oakland.



# SAFETY AND TRAINING ON THE WATERFRONT

Enhanced safety measures and training continued in 2020 despite the challenges of COVID-19. The PMA, its members, and the ILWU collaborated and adapted to protect workers and keep ports thriving.

## Lost Time Injury Rate Compared to Man-Hours

In 2020, the Coastwide Lost Time Injury Rate (LTIR) again fell to a new low, a recurring theme in recent years. On a coastwide basis, that rate fell to 3.28 in 2020.

Looking at LTIR for registered longshore workers, clerks, and foremen: Southern California, Oregon, and Washington all experienced LTIR reductions, while Northern California experienced an uptick.

However, COVID-19 dominated the safety and training arena in 2020. To keep operations flowing as smoothly as possible, the PMA and ILWU initiated the following protocols and measures:

- Physical distancing
- Enhanced cleaning protocols
- Facial coverings
- Safety signage and posters
- ILWU-PMA safety tip flyers

For details on these efforts, please refer to pages 14-15.

A port pilot works at the Port of Los Angeles.



## Training Pause and Return

The PMA put a hold on standard training operations for several months in the first half of the year amid COVID-19. Upon resuming the training programs, the PMA took extraordinary measures to get workers back into the classroom to gain the skills necessary to safely thrive in the workplace and to keep ports fully operational.

Several precautions were taken to ensure the safety of the training participants and instructors. These efforts included taking temperatures to screen for symptomatic illness, setting up rooms to allow for appropriate social distancing, adding additional air filtration tools, and creating physical barriers throughout training rooms.

## Online Training Pilot

To create more training opportunities after pausing classes due to the pandemic, the PMA and the ILWU moved to create a pilot for an online training alternative to the core General Safety Training

(GST) program. To build that program, PMA applied content from the classroom curriculum and translated it into an online format.

## Boosting Equipment Training

The pandemic-induced second-quarter cargo drop was followed by an unprecedented and sustained cargo surge beginning in the third quarter. Nowhere was the spike in cargo volume greater than at the Ports of Los Angeles and Long Beach.

To meet the record-breaking volume and related demand for labor, PMA and the ILWU came to an agreement to ramp up equipment training in Southern California to a huge degree, with increases in Northern California as well. We took an all-hands approach on the waterfront to get the job done. Employers made equipment available, and PMA provided the staff resources to move this monumental training effort forward. The training proved critical in helping to move record cargo volumes in the latter half of the year.

## Foremen Fall Protection Training

The PMA activated a new fall protection training course for foremen following a lengthy pursuit of a vendor to teach the curriculum that was specifically designed for the longshore industry. The effort includes an 8-hour course for new foremen and a four-hour course for the retraining of veteran foremen.

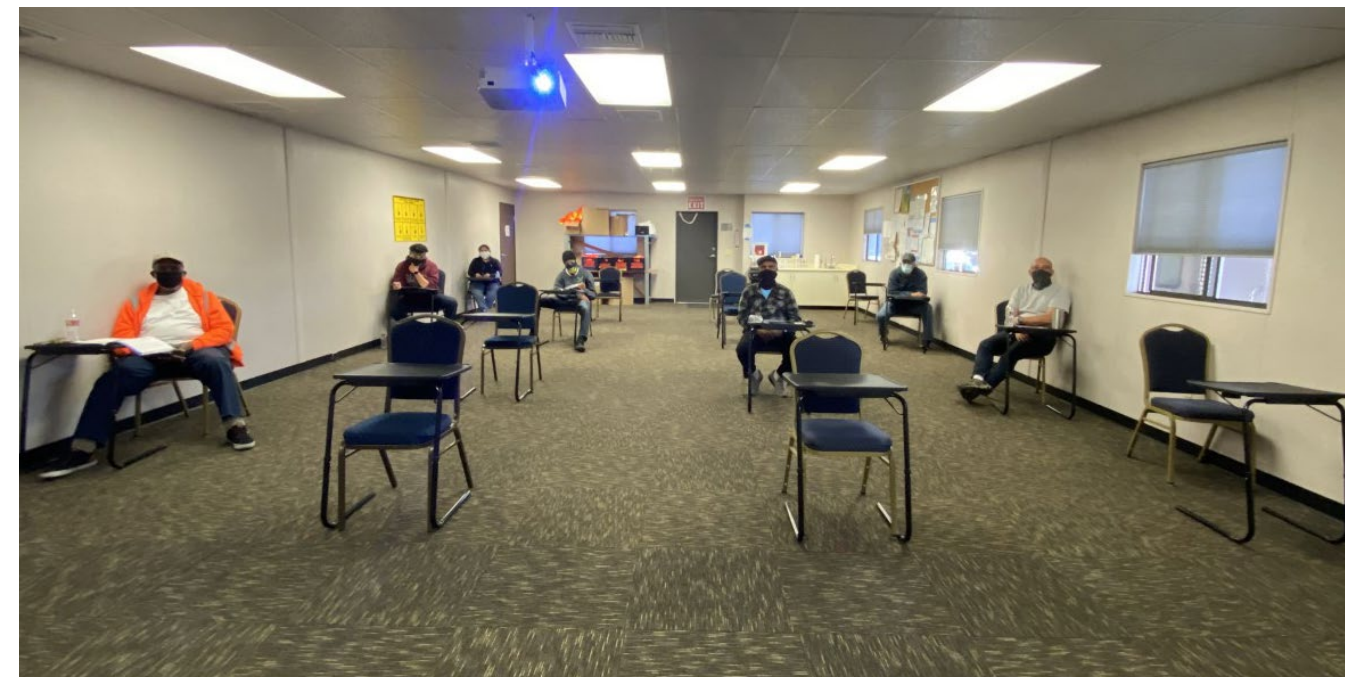


A longshore worker waits to install a locking cone at YTI Terminal at the Port of Los Angeles.

## A Pause on Safety Banquets

Due to social-distancing requirements, PMA canceled three of its four in-person safety awards banquets in 2020 (although winners were still named). These events recognize member companies' and the ILWU's achievements in keeping employees safe. Despite being unable to join together to honor this important work for much of 2020, we look forward to resuming in-person ceremonies as soon as it is deemed safe to do so.

Socially distanced training class at the Oakland PMA training center.







# REGIONAL REPORTS

CSCL South China Sea working at SSA's T-30 in Seattle.



# SOUTHERN CALIFORNIA

Adaptability was the theme of 2020. To promote safety and efficiency in the face of COVID-19 challenges, the PMA worked with member companies, the ILWU, government leaders, and other stakeholders to manage dramatic swings in cargo volume and to address the avalanche of cargo in the second half of the year.

## PMA Procures Tens of Thousands of PPE Items Despite Shortages

As essential employees throughout the country navigated a severe, well-documented shortage of protective equipment, the PMA and its member companies procured large amounts of PPE for longshore workers. The PMA obtained and distributed over 100,000 cloth face coverings, KN95 masks, nitrile gloves, significant quantities of disinfectants, and hand sanitizer, among other protective equipment. Those items were distributed to member companies, dispatch halls, and rank and file workers. These efforts, which continue through 2021, helped maintain a safe work environment and ensure the continued movement of cargo.

A longshore worker installs a locking cone on a container at YTI Terminal at the Port of Los Angeles.

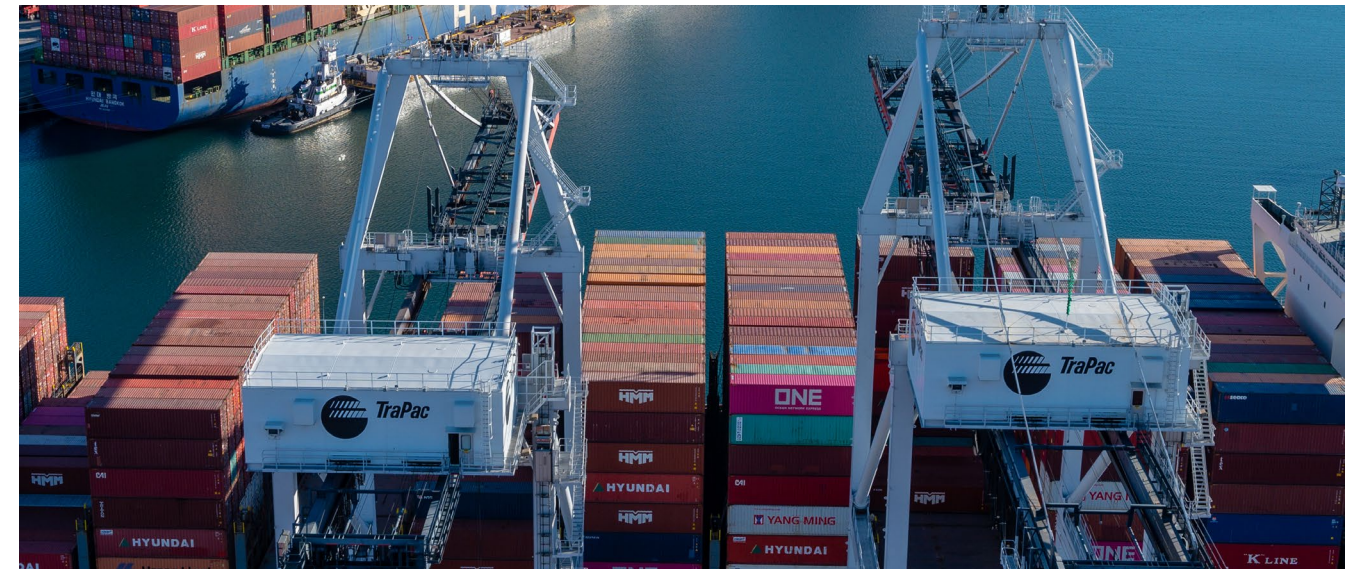


## Managing Huge Swings in Cargo Volumes

The PMA and ILWU worked in close partnership to adapt to the substantial and unprecedented challenges confronting the global shipping industry amid COVID-19. Hundreds of workers were sidelined each shift at the Ports of Los Angeles and Long Beach when the world's economy screeched to a halt in the first quarter. As a result, the Pay Guarantee Plan and Clerk Work Opportunity Program supplemented eligible workers' income – paying out a record-setting \$3.3 million in March during the depths of the cargo downturn. Several months later, when the economy came roaring back and container flow expanded to record levels, the PMA and ILWU longshore workers responded, safely keeping dispatch halls open and handling a once-in-a-generation cargo surge.

## Transition to Remote Dispatch Keeps Workers Safe, Cargo Moving

With the importance of social distancing in mind, the PMA and ILWU moved quickly and early to implement a series of cooperative measures to ensure the smooth and safe dispatch of thousands of workers at the Ports of Los Angeles and Long Beach. This included the launch of a contactless dispatch for various locals. The PMA also worked closely with ILWU Local 13's officers to open a third dispatch hall, maintain social distancing, and keep the dispatch halls sanitized daily. The result of the cooperation was the successful dispatch of thousands of longshore workers each day at three dispatch halls for Class A and B workers, and Casuals.



TraPac Terminal at the Port of Los Angeles.

## Registrations and Training Continue Despite Pandemic Challenges

In Southern California, like the rest of the West Coast, PMA training programs were put on hold as the pandemic took hold. Months later, with safety protocols in place, PMA resumed training efforts to help address the sustained tidal wave of cargo flowing through Southern California. The resumption of training presented unique challenges. To help address terminal congestion and an elevated demand for transtainer operators, the PMA and ILWU Local 13 agreed to an Expedited Crane Training Program that trained 125 new operators in less than 90 days.

## New Bridge at Port of Long Beach Allows for Larger Cargo Ships, Boosts Competitiveness

The Port of Long Beach unveiled a new cable-stayed bridge that can service the largest cargo ships in the world, boosting competitiveness for the nation's third largest port. The 205-foot-tall structure replaces the five-decade-old Gerald Desmond Bridge, which was 50 feet shorter and unable to accommodate the world's largest ships. With six traffic lanes in each direction, the new bridge is also wider than its

predecessor, which only had four lanes. After nearly 20 years of planning, the \$1.47 billion project took seven years to complete.



The new Gerald Desmond Bridge at the Port of Long Beach makes its debut.

## New Clean Air Equipment Introduced at Long Beach

As part of ongoing efforts to expand environmental initiatives, the ITS terminal at the Port of Long Beach introduced seven BYD battery-electric yard tractors for one year. Diesel-powered yard tractors, which are traditionally used, are less environmentally friendly. The equipment comes, in part, courtesy of a \$9.7 million grant by the California Energy Commission.



# NORTHERN CALIFORNIA

Resilience, training, good planning, and cooperation with the ILWU helped position PMA's team in Northern California to handle the Grand Princess COVID-19 crisis and address the 2020 cargo surge.

## PMA and ILWU Manage Grand Princess Cruise Crisis

The Grand Princess cruise ship drew international attention when it arrived in the San Francisco Bay last March with 21 confirmed cases on board. The vessel circled off the coast for days as it awaited clearance to disembark its passengers, eventually docking at the Port of Oakland, which rarely – if ever – services cruise ships.

The PMA and ILWU met with Alameda County and California state officials to determine how to safely offload the vessel. Longshore workers employed by Metro Cruise Services were able to service the ship safely without any major problems and demonstrated their role as “essential workers” that are vital to the daily workings of the U.S. economy.

ILWU members service the Grand Princess cruise ship at the San Francisco Cruise Ship Terminal.



## COVID-19 Pauses Northern California's Cruise Business Boom

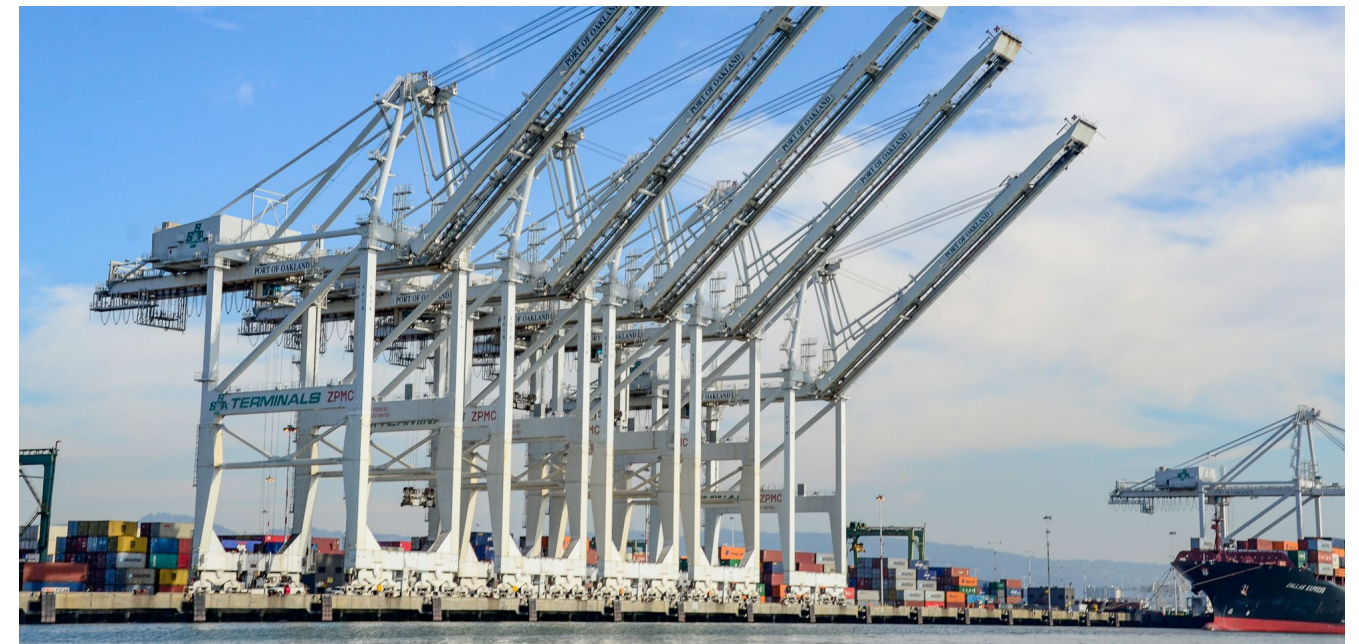
Following a successful 2019 for the cruise business at the Port of San Francisco – with projections of as much as 30 percent growth in 2020 – COVID-19 halted that progress. The cruise business was effectively sidelined after COVID-19 restrictions were implemented, resulting in the cancellation of 106 calls in 2020. San Francisco caters to longer cruises than the current seven-day limit imposed by the federal government.

## Port of Oakland Announces Its Tallest Ever Cranes

Last July, the Port of Oakland announced it would welcome three cranes tall enough to accommodate the world's largest container ships. SSA Terminals made a \$30 million investment in the 300-foot cranes, which are slated for Oakland International Container Terminal. The cranes are the tallest at the port and can lift containers 174 feet above dock and reach across 24 container rows.

## MSC's Anna Megaship Calls at Port of Oakland

The Port of Oakland welcomed the largest ship ever to visit the complex – the MSC Anna. The 1,312-foot-long container vessel, with capacity for 19,200 TEUs, is one of the largest ever to visit North America. The vessel, on a special assignment to collect empties in Southern California and return them to Asia,



SSA Terminals cranes at the Port of Oakland, its tallest ever.

offloaded cargo in Oakland and took on export cargo as well. Port of Oakland Executive Director Danny Wan highlighted the prior investments the port had made to be able to handle a vessel of this size. In referring to the MSC Anna, he said: “We'll welcome her back any time.”



MSC's Anna Megaship at the Port of Oakland.

at the end of 2020. Jim admirably served PMA and its members for 23 years, including 17 years running the training department in Northern California.

## New Maritime Director Named at Port of Oakland

A year after announcing the appointment of Danny Wan as new executive director, the Port of Oakland welcomed a new Maritime Director, as well. The Port tapped Bryan Brandes, a 25-year maritime industry veteran. According to the Port, Brandes' previous roles include senior leadership positions at FlexiVan Leasing, an intermodal chassis leasing company, and PMA member company CMA-CGM. He also previously served on the board of the Pacific Merchant Shipping Association, according to the Port.



Bryan Brandes



Jim Potter

## Training Department Veteran Retires after 23 years with PMA

The PMA congratulates Jim Potter, head of Northern California's Training Department, on his retirement



# PACIFIC NORTHWEST

Infrastructure investments and adaptability amid COVID-19 continue NWSA's standing as vital player in health of west coast ports.

## Tacoma Welcomes Largest Vessel After Terminal Investment

After several years of significant infrastructure investment, the Husky Terminal at the Port of Tacoma welcomed its largest vessel. The *YM Triumph*, which made its maiden voyage to a North American port at Tacoma in August, spans 1,090 feet long and 158 feet wide. Its call in Tacoma follows a \$266 million project that now allows multiple mega-vessels to dock simultaneously at the Husky Terminal.

## Increased Rail Service

In 2020, BNSF Railway announced a new direct rail service to Ohio from the Pacific Northwest. The new rail line expands the potential for international container shipment growth in the region, with access along the route to strategically important Midwestern cities, according to the Northwest Seaport Alliance. The service launched in June 2020.

Yang Ming's new 11,000-TEU vessel, *YM Triumph*, on its maiden call to Husky Terminal at the Port of Tacoma.

## West Seattle Bridge Repairs Expected to Wrap Up By 2022

Seattle officials announced repairs on the damaged West Seattle Bridge, with the fixes projected to wrap up by the middle of 2022. The city closed the structure in March 2020 after finding a series of growing cracks in the bridge's upper level. The project, which officials pursued in lieu of replacement, is expected to cost about \$47 million. The repairs could extend the bridge's lifespan up to 40 years, officials estimate. The bridge plays a critical role in the Northwest Seaport Alliance's terminal operations.



A new reach stacker operating at the East Blair One Terminal at the Port of Tacoma.



Construction underway at the West Seattle Bridge.

## Cruise Business Decline Reassigns Workers to Non-Cruise Related Jobs

A year after being named *Cruise Critic's* Best North American Seaport, the Port of Seattle managed the decline in cruise ships calling at the port. Workers are handling non-cruise related jobs in the interim.

## Terminal 5 Modernization Project Wins \$10.7 million Federal Grant

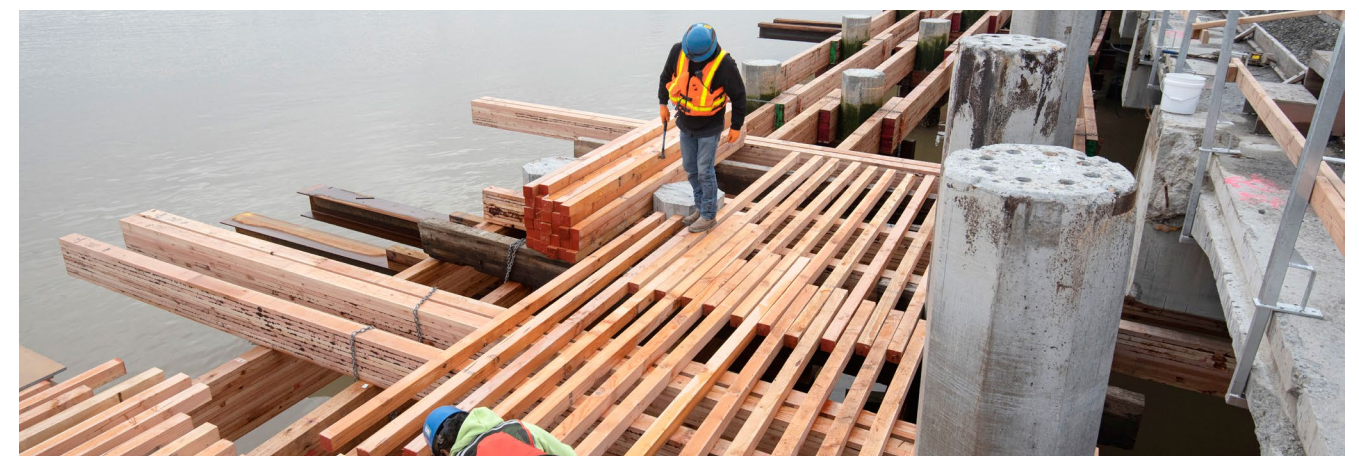
Efforts to modernize one of the West Coast's largest marine terminals gained steam in 2020, as the Northwest Seaport Alliance received a \$10.7 million federal grant to support upgrades at the Port of Seattle's Terminal 5, operated by SSA Terminals. Despite its size, the terminal has become largely inactive in recent years because of its inability to serve larger container vessels. The upgrades will allow Terminal 5 to handle some of the world's largest

shipping vessels, creating jobs, reducing shipping costs, and supporting the health of the Puget Sound gateway. The \$500 million project broke ground in 2019.

## Port of Portland Welcomes New Container Service

A new container terminal, managed by PMA member company Harbor Industrial Services, was launched at the Port of Portland – a rebound for the port following the departure of its three container lines several years ago. A river gateway, the Port of Portland largely handles breakbulk and bulk cargo despite its previously strong container trade. The SM Line vessel planned to handle about 150 inbound containers each week, as well as to move exports, according to the Port. Containers moving through the Portland region have moved by truck and rail to and from Seattle-Tacoma in recent years.

Construction underway on the Terminal 5 modernization project at the Port of Seattle.







# INDUSTRY OVERVIEW

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

## Economic Significance of West Coast Ports

Containerized cargo movement through West Coast ports has risen dramatically in recent decades—to a total of more than 16 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from medical supplies and personal computers to heavy equipment and produce, these containers carry many of the staples of our economy.

As the primary gateway for international trade between the United States and Asia, the economic impact of the West Coast ports is staggering. When non-containerized goods such as bulk cargo and autos are included, West Coast ports support an estimated 9.2 million U.S. jobs, from transportation and logistics to manufacturing, retail and commercial endeavors, according to a recent economic report. The domestic business impact of this trade is more than \$2 trillion annually, or 12.5 percent of U.S. GDP.

## The National (and Global) Transportation Network

Once on land, imports moving through the West Coast ports are carried by rail and truck to destinations across the United States. Exports, too, come from around the nation. The ports, then, are one piece in a much larger transportation infrastructure: highways, rail lines, distribution centers, warehouses and final destinations such as factories, stores and homes.

The significance of West Coast cargo movement is not limited to any one region of the country, or to any one industry. The West Coast ports truly supply the nation, and in the coming years, further investment in infrastructure and technology—including emissions reducing cargo-handling technology—will be essential to enabling these national assets to continue playing this vital role.

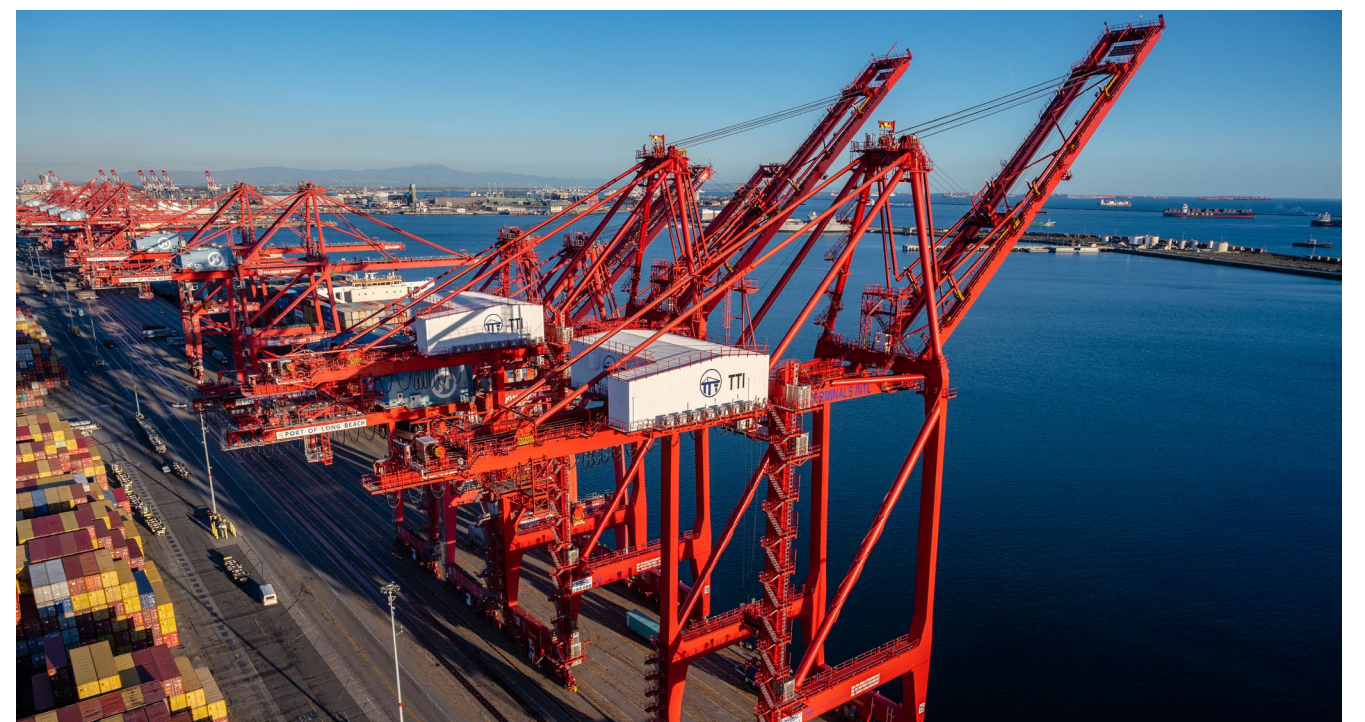
## Waterfront Work: Nearly 15,000 Registered Workers

As of December 2020, PMA members employed nearly 15,000 registered longshore, clerk and foreman workers at 29 West Coast ports, and thousands more “casual” workers, who typically work part-time.

These workers are engaged in all kinds of cargo-handling operations—from lashing containers to driving yard equipment to operating the huge gantry cranes that line most major port terminals. Some are also involved in clerical tasks to keep track of the nearly 1 million tons of cargo that move through West Coast ports daily.

Since the 2002 labor agreement that brought widespread use of technology to West Coast ports, which was later complemented by the 2008 agreement that brought automation to the waterfront, the registered workforce has grown by 42 percent.

Gantry Cranes at Total Terminals International at the Port of Long Beach.





SUPPLEMENTARY  
AREA AGREEMENTS

Local	Effective
<b>Southern California</b>	
13 – Sweepers' Agreement	7/1/14
13 – Lines Handling Agreement	7/1/14
13 – Gearmen's Port Supplement	7/1/14
13 – Mechanics' Port Supplement	7/1/08
13 – Bulk Loading Supplement	2/15/05
13, 29 & 46 – Industry Travel Agreement	5/17/88
26 – Watchmen's Agreement	7/1/14
29 – Lines Handling Agreement	1/25/88
29 – Gearmen's Port Supplement	1/28/88
29 – Mechanics' Port Supplement	1/25/88
46 – Gearman's Port Supplement	4/28/17
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen's Port Supplement	4/8/91
63 – Clerks' Port Supplement	11/10/53
63 – Vessel Planner Supplement	2/12/98
94 – Foremen's Port Supplement	2/26/15
94 – Bulk Loading Supplement	4/14/05
<b>Northern California</b>	
10 – Crockett Gantry Maintenance Agreement	7/1/99
10 – Miscellaneous Dock Workers	3/3/10
10 – Mechanics Port Supplement	7/1/08
10 – Rotary Dispatch Rules	9/16/95
14 – Working and Dispatching Rules	7/1/81
18 – Millwright Supplement	6/20/14
18 – Working and Dispatching Rules	10/6/87
34 – Clerks' Port Supplement	12/22/52
54 – Working and Dispatching Rules	11/23/87
75 – Watchmen's Agreement	7/1/14
75 – Watchmen's Supplement	7/1/14
91 – Walking Boss Port Supplement	11/1/99
92 – Walking Boss Supplement (Eureka)	7/1/81
<b>Pacific Northwest: Oregon</b>	
4 – Mechanics' Port Supplement	4/9/01
4 – Gear and Locker Agreement	7/2/88
4 – Dispatching Rules (LRC Agreement)	5/12/82
4 – Baggage Handling Agreement	5/30/86
4 & 8 – Lines Agreement	1/10/09
4, 8 & 21 – Shipboard Bulk Grain Operators' Agreement	3/8/10
4, 8, 12, 21, 50 & 53 – Area Travel Agreement	12/1/84
4, 8, 21, 50 & 53 – Columbia River and Newport Working and Dispatching Rules	10/4/86
8 – Baggage Handling Agreement	11/27/90
8 – Gearmen's, Mechanics' and Millwrights' Agreement	6/27/09
12 – Gear and Locker Agreement	6/18/88
12 – Working and Dispatching Rules	10/31/87
21 – Gear and Locker Agreement	6/18/88
21 – Dispatching Rules	3/1/79
21 – Port of Kalama Lines Handling Agreement	7/1/90
21 & 50 – Boat Rental Agreement	12/31/07
40 – Clerks' Port Supplement	3/31/58
50 – Lines Agreement	11/5/96
92 – Walking Boss Supplement	7/1/78
<b>Pacific Northwest: Washington</b>	
7 – Working and Dispatching Rules	6/1/60
19 – Working and Dispatching Rules	6/17/60
19 – Lines Handling Agreement	11/19/15
19 – Gear and Locker Agreement	12/3/09
19 – Seattle Mechanics' Supplement	12/12/03
19 & 23 – Shipboard Bulk Grain Operators' Agreement	3/8/10
23 – Working and Dispatching Rules	6/17/88
23 – Lines Handling Agreement	10/15/08
23 – Gear and Locker Agreement	10/21/10
23 – Tacoma Mechanics' Supplement	10/3/08
24 – Working and Dispatching Rules	5/9/60
25 – Working and Dispatching Rules	2/10/73
27 – Working and Dispatching Rules	1/1/69
32 – Working and Dispatching Rules	5/26/89
47 – Working and Dispatching Rules	1/19/89
47 – Olympia Mechanics' Agreement	5/1/97
51 – Working and Dispatching Rules	1/13/73
52 – Working and Dispatching Rules	10/18/11
98 – Foremen's Port Supplement	12/9/98

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2022.

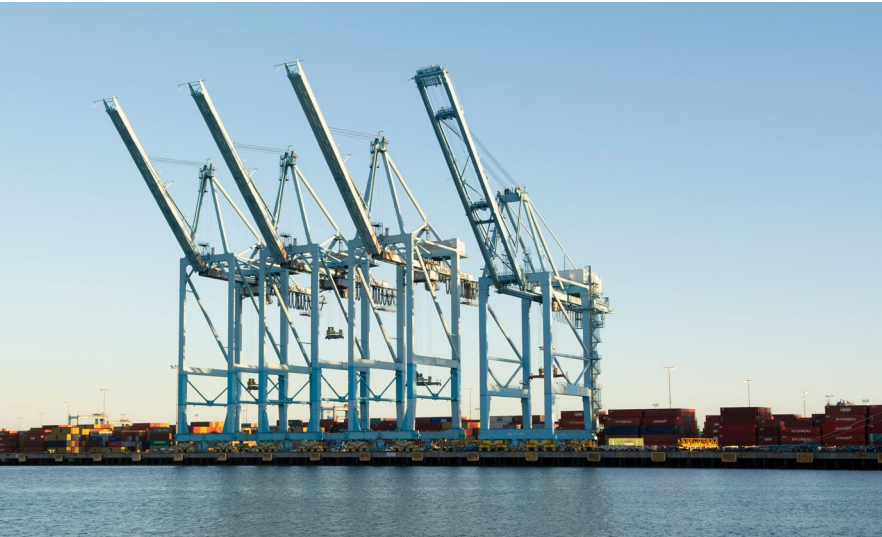
Coast Agreements	EFFECTIVE
Longshore and Clerks' Agreement	7/1/14 *
Walking Bosses and Foremen's Agreement	7/1/14 *
* Extension signed on 5/7/2018	

Labor Dispatch

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

Daily employment allows the individual longshore employee, within certain limitations, the choice both of making himself or herself available for a work assignment on any given day and of taking a particular job for which he or she is qualified. Registration, dispatch and benefits eligibility rules specify minimum availability and work requirements that are expected of longshore registrants.

APM Terminals at the Port of Los Angeles.



At an increasing pace during the past several decades, more regular or steady employees have been added to company payrolls, but the majority of the work is still performed by registered members of the ILWU who are dispatched on a daily basis.

Within the West Coast longshore industry the term *casual* identifies recognized workers dispatched to jobs who are not jointly registered longshore employees, clerks, or foremen. Casuals are dispatched only after all available Class “A” and Class “B” registrants have been dispatched.

Working Times  
and Wage Rates

The standard first and second work shifts are eight hours in length. The *first shift* normally begins at 0800, and the *second shift* begins at 1800. The standard *third shift* begins at 0230 or 0300 at the option of the employer and is generally five hours in duration.

Meal time is one hour beginning at 1100, 1130, or 1200 on the first shift and beginning at 2200 or 2300 on the second shift. Employees are entitled to a 15-minute relief period around the midpoint of each work period.

The straight time rate is to be paid for the first eight hours worked between 0800 and 1800 Monday through Friday. The second shift rate, which is 1.333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

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

The third shift rate, which is 1.6 times the straight time rate, is to be paid for the first five hours worked on the third shift Monday through Friday. The third shift overtime rate of 1.8 times the straight time rate is to be paid for all other hours worked on the third shift on weekdays and for all hours worked on the third shift on weekends and Agreement holidays.

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

Longshore & Clerk Skills	SKILL RATE
Longshore Skill I & Clerk Supervisor	\$2.40
Longshore Skill II & Kitchen/ Tower/Computer Clerk	\$4.67
Longshore Skill III & Chief Supervisor & Supercargo	\$5.80

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

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

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

For the handling of certain specified cargos, cargo conditions, or working conditions, cargo penalty rates are paid. These penalty rates, which range from 15¢ to \$1.20 per hour (the explosives penalty is equivalent to the base straight time rate), are also added to the straight time rate. All second shift work under penalty conditions is paid at the appropriate shift or overtime rate plus 1.333 times the cargo penalty rate, and all overtime and third shift work under penalty conditions is paid at the appropriate overtime or shift rate plus 1.5 times the basic cargo penalty rate.

Registered employees who are ordered to a job and “turned to” are guaranteed eight hours pay on the first and second shifts and five hours pay on the third shift; other employees are guaranteed four hours pay. Employees working as 30% Walking Bosses/ Foremen, when ordered to a job and turned to, are also paid their extended time in addition to the appropriate eight-hour or four-hour guarantee.

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

HISTORY OF LONGSHORE  
STRAIGHT TIME WAGE RATES

Effective Date	Hourly Rate		
	Increase	Rate	
July 1 1934*	\$0.10	11.8%	\$0.95
February 20 1941	0.05	5.3	1.00
February 4 1942	0.10	10.0	1.10
October 1 1944	0.05	4.5	1.15
October 1 1945	0.22	19.1	1.37
November 17 1946	0.15	10.9	1.52
January 1 1947	0.05	3.3	1.57
December 15 1947	0.08	5.1	1.65
February 10 1948	0.02	1.2	1.67
December 6 1948	0.15	9.0	1.82
September 30 1950	0.10	5.5	1.92
June 18 1951	0.05	2.6	1.97
June 16 1952	0.13	6.6	2.10
June 15 1953	0.06	2.9	2.16
December 20 1954	0.05	2.3	2.21
June 13 1955	0.06	2.7	2.27
June 18 1956	0.02	0.9	2.29
October 1 1956	0.16	7.0	2.45
June 17 1957	0.08	3.3	2.53
June 16 1958	0.10	4.0	2.63
June 15 1959	0.11	4.2	2.74
June 13 1960	0.08	2.9	2.82
June 12 1961	0.06	2.1	2.88
July 30 1962	0.18	6.3	3.06
July 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 1973	0.15	2.8	5.50
June 1 1974	0.30	5.5	5.80
June 29 1974	0.30	5.2	6.10
January 4 1975	0.12	2.0	6.22
June 28 1975	0.70	11.3	6.92
July 3 1976	0.60	8.7	7.52
July 2 1977	0.85	11.3	8.37
July 1 1978	0.85	10.2	9.22
June 30 1979	0.85	9.2	10.07
June 28 1980	0.85	8.4	10.92
July 4 1981	1.30	11.9	12.22
July 3 1982	1.30	10.6	13.52
July 2 1983	1.25	9.2	14.77
June 30 1984	0.80	5.4	15.57
June 29 1985	0.85	5.5	16.42
June 28 1986	0.85	5.2	17.27
July 4 1987	2.16	**	19.43
July 2 1988	0.40	2.1	19.83
July 1 1989	0.50	2.5	20.33
June 30 1990	0.67	3.3	21.00
June 29 1991	0.78	3.7	21.78
July 4 1992	0.70	3.2	22.48
July 3 1993	0.20	0.9	22.68
June 29 1996	2.00	8.8	24.68
June 28 1997	1.00	4.1	25.68
July 3 1999	1.00	3.9	26.68
July 1 2000	0.50	1.9	27.18
June 30 2001	0.50	1.8	27.68
June 28 2003	0.50	1.8	28.18
July 3 2004	0.50	1.8	28.68
July 2 2005	1.00	3.5	29.68
July 1 2006	0.50	1.7	30.18
June 30 2007	0.50	1.7	30.68
June 28 2008	0.50	1.6	31.18
July 4 2009	0.50	1.6	31.68
July 3 2010	1.00	3.2	32.68
July 2 2011	1.00	3.1	33.68
June 30 2012	1.00	3.0	34.68
June 29 2013	1.00	2.9	35.68
June 28 2014	1.00	2.8	36.68
July 4 2015	1.50	4.1	38.18
July 2 2016	1.25	3.3	39.43
July 1 2017	1.50	3.8	40.93
June 30 2018	1.25	3.1	42.18
June 29 2019	1.31	3.1	43.49
July 4 2020	1.35	3.1	44.84

\* 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 \$25.95 are equivalent to 8 hours at \$19.43. Other cost increases inherent in the conversion were partially offset by other contract provisions.



The International Longshore and Warehouse Union

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

History

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

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

William E. Adams was elected President in 2018 and continues to hold that position. Other titled officers include Vice President (Mainland) Robert “Bobby” Olvera, Jr., and Secretary-Treasurer Edwin “Ed” Ferris.

The Longshore Division

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

Governing Body

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

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

The Clerks process the cargo information for delivery and shipment.

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

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



IN MEMORY OF  
Wesley Furtado  
ILWU Hawaii International  
Vice-President

The Vincent Thomas Bridge frames West Basin Container Terminal managed by Ports America at the Port of Los Angeles.



Coast Accident Prevention Award-Winners

CONTAINER OPERATORS

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

- Group A (1 million or more man-hours)**  
FIRST PLACE: Everport Terminal Services  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: West Coast Terminal and Stevedore  
Los Angeles – Long Beach – Southern California Area
- Group B (500,000 to 999,999 man-hours)**  
FIRST PLACE: Long Beach Container Terminal  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: TraPac  
Los Angeles – Long Beach – Southern California Area
- Group C (100,000 to 499,999 man-hours)**  
FIRST PLACE: Everport Terminal Services  
Tacoma – Washington Area  
SECOND PLACE: Washington United Terminals  
Tacoma – Washington Area

STEVEDORING COMPANIES

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

- Group A (400,000 or more man-hours)**  
FIRST PLACE: SSA Containers  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: Ports America  
Los Angeles – Long Beach – Southern California Area
- Group B (100,000 to 399,999 man-hours)**  
FIRST PLACE: Pacific Ro-Ro Stevedoring  
Port Hueneme – Southern California Area  
SECOND PLACE: Sea Star Stevedore Company  
Tacoma - Washington Area
- Group C (25,000 to 99,999 man-hours)**  
FIRST PLACE: Ceres Terminals  
Port Hueneme – Southern California Area  
SECOND PLACE: Pacific Terminal Service Company  
Los Angeles – Long Beach – Southern California Area

BULK OPERATORS

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

- FIRST PLACE: Metropolitan Stevedore Company  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: Kinder Morgan Bulk Terminals  
Vancouver, WA – Oregon Area

ILWU WORKFORCE AWARDS

- LONGSHORE LOCALS**  
**Group A** (More than 400 Registered Members)  
Local 13: Los Angeles – Long Beach – Southern California Area  
**Group B** (100 to 399 Registered Members)  
Local 4: Vancouver, WA – Oregon Area  
**Group C** (25 to 99 Registered Members)  
Local 54: Stockton – Northern California Area
- FOREMAN – WALKING BOSS GROUP**  
Local 98: Seattle – Washington Area
- CLERK GROUP**  
Local 23: Tacoma – Washington Area

MECHANIC COMPANIES

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

- Group A (200,000 or more man-hours)**  
FIRST PLACE: Long Beach Container Terminal  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: Pacific Crane Maintenance Company  
Los Angeles – Long Beach – Southern California Area
- Group B (100,00 – 199,999 man-hours)**  
FIRST PLACE: Total Terminals International  
Los Angeles – Long Beach – Southern California Area  
SECOND PLACE: SSA Terminals  
Oakland – Northern California Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD

(companies that achieved a zero lost-time incident rate in 2020) (50,000 minimum hours)

- Metropolitan Stevedore Company  
Los Angeles – Long Beach – Southern California Area
- Ceres Terminals  
Port Hueneme – Southern California Area
- Coast Maritime Services  
Los Angeles – Long Beach – Southern California Area

COAST THREE-YEAR REDUCTION AWARD

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

- (50,000 minimum hours)
- Everport Terminal Services  
Los Angeles – Long Beach – Southern California Area
- Long Beach Container Terminal  
Los Angeles – Long Beach – Southern California Area
- Long Beach Container Terminal – Mechanic Operations  
Los Angeles – Long Beach – Southern California Area
- Pacific Crane Maintenance Company – Mechanic Operations  
Los Angeles – Long Beach – Southern California Area
- Pacific Ro-Ro Stevedoring  
Port Hueneme – Southern California Area
- Washington United Terminals- Mechanic Operations  
Seattle – Washington Area
- Yusen Terminals  
Los Angeles – Long Beach – Southern California Area

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

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

THE COAST  
ACCIDENT  
PREVENTION  
AWARDS





# INDUSTRY BENEFITS

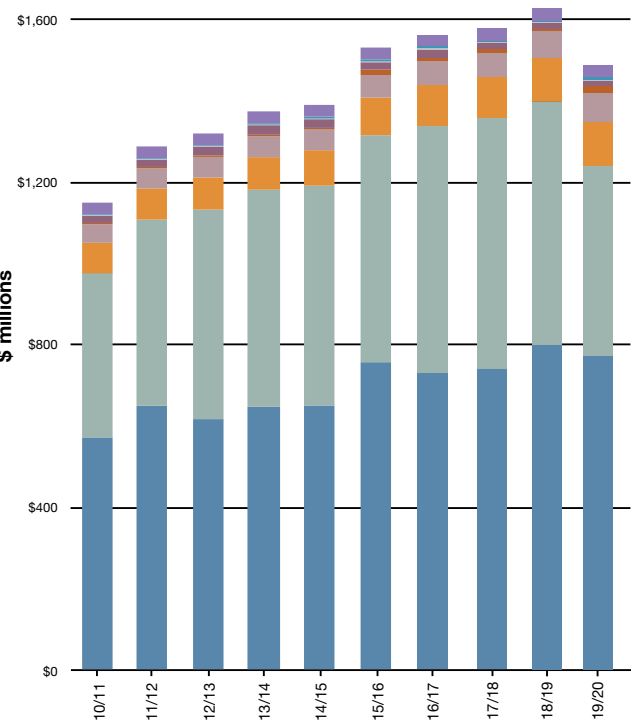
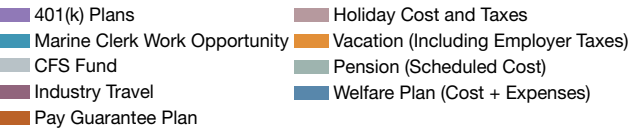
OOCL Malaysia at berth at LBCT  
at the Port of Long Beach.

## ILWU Benefits Package

The ILWU benefits package includes comprehensive healthcare coverage, a pension plan, a 401(k) savings plan, and vacation and holiday pay. Following is a detailed overview of the ILWU-PMA benefits program; more information may be found at the PMA website ([www.pmanet.org](http://www.pmanet.org)) or through the ILWU-PMA Benefit Plans Office ([www.benefitplans.org](http://www.benefitplans.org)), funded by the PMA.

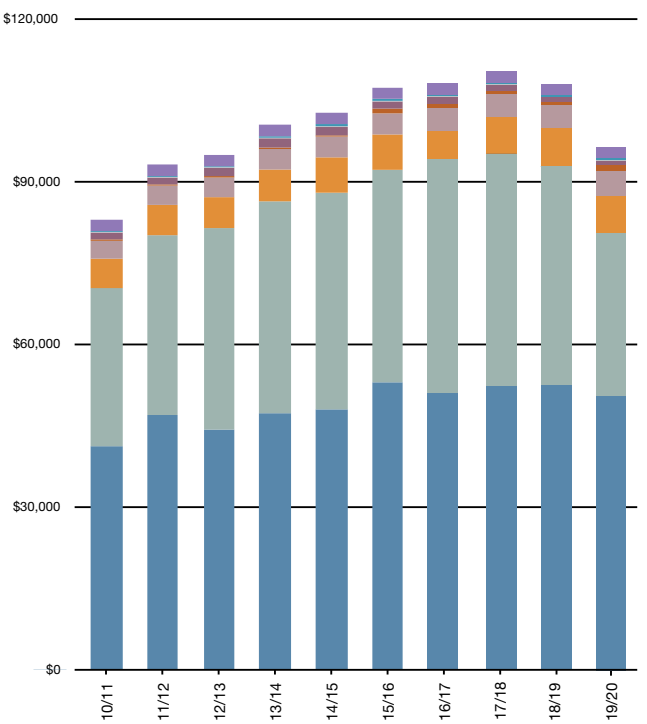
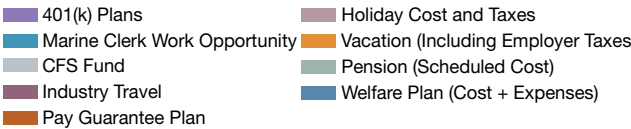
### TOTAL BENEFITS COSTS

2010/2011 through 2019/2020



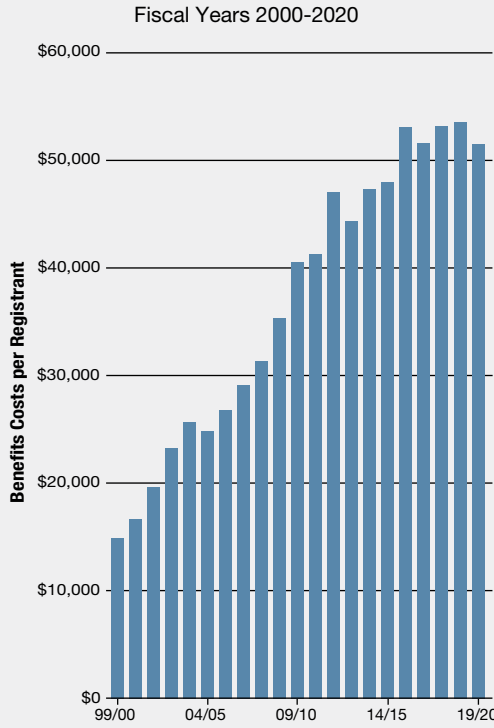
### BENEFITS COSTS PER ACTIVE REGISTRANT

2010/2011 through 2019/2020





ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT



Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (mid-point of the fiscal year). For example, costs for 2019/2020 are divided by the count of active registrants at the end of 2019.

RETIREEES BY YEAR

Year	Normal	Early	Disability	Total
2011	132	52	42	226
2012	139	154	38	331
2013	138	122	49	309
2014	172	76	42	290
2015	172	79	55	306
2016	181	93	63	337
2017	201	103	60	364
2018	198	110	46	354
2019	199	178	51	428
2020	262	146	37	445

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

ILWU-PMA Welfare Plan

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

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

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

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

Plan Funding

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

Tenure of the Agreement

The Plan runs concurrently with the 2014-2022 Pacific Coast Longshore and Clerk’s Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerk’s Agreement extends the Plan, and the Plan remains in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

Eligibility for ILWU-PMA Welfare Plan Benefits

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

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

NUMBER OF PENSION BENEFIT RECIPIENTS BY YEAR									
	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	
2011	3,974	970	45	314	5,303	2,629	571	3,200	8,503
2012	4,076	964	36	331	5,407	2,581	584	3,165	8,572
2013	4,105	959	27	351	5,442	2,561	604	3,165	8,607
2014	4,113	950	26	365	5,454	2,517	613	3,130	8,584
2015	4,149	945	22	384	5,500	2,566	623	3,189	8,689
2016	4,192	968	17	402	5,579	2,526	630	3,156	8,735
2017	4,271	971	13	420	5,675	2,476	634	3,110	8,785
2018	4,327	976	12	431	5,746	2,485	652	3,137	8,883
2019	4,477	966	9	452	5,904	2,456	665	3,121	9,025
2020	4,637	960	4	482	6,083	2,457	664	3,121	9,204

ILWU-PMA Pension Plan

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is \$93,240 as of July 1, 2020, and \$95,460 on July 1, 2021.

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

Effective July 1, 2020, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2014, was \$210 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of \$7,770 (or \$93,240 annually) for a participant with 37 or more years of qualifying service retiring at age 62 or later. For those with at least 13 years of qualifying service taking early retirement between ages 55 and 62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

A \$500 monthly “bridge” supplement is paid, until Social Security retirement age, for those who retire at age 62 with at least 25 years of service.

For retirees on or after July 1, 2008, maximum pension benefits are based on 37 years of service at retirement. Surviving spouses or dependent child survivors of plan participants receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the participant were they still alive.

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

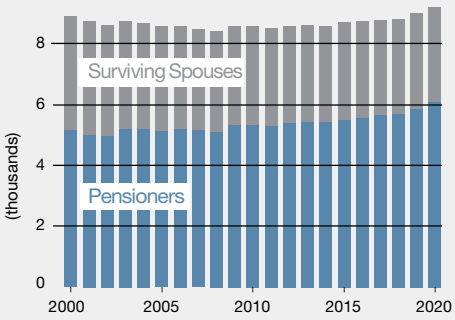
A year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, and paid holidays.

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

A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility. A participant is vested after five qualifying years of service or, if earlier, at Normal Retirement Date.

Benefits are 100% vested after five qualifying years of service. If a participant leaves the plan prior to the vesting date, no partial benefits are received. Once vested, a participant’s earned qualifying years of service remain credited for life. The Plan is non-contributory for the participants and is completely funded by employer contributions.

NUMBER OF PENSION BENEFIT RECIPIENTS



PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2020)

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

This table shows maximum pension benefits by retirement date. Also shown are the maximum years of service which may be credited toward benefit accrual and the benefit rate per month per year of credited service by retirement date.

FRACTIONAL BENEFIT ACCRUAL

Credited Annual Hours	Monthly Benefit Accrued
1,300	\$210.00
1,250	\$201.92
1,200	\$193.85
1,150	\$185.77
1,100	\$177.69
1,050	\$169.62
1,000	\$161.54
950	\$153.46
900	\$145.38
850	\$137.31
800	\$129.23

This table shows examples of monthly benefit accruals for the credited annual hours between 800 and 1,300. The example is based on the monthly normal retirement rate effective on or after July 1, 2020. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility.



VACATION BENEFITS,  
TAXES & EXPENSES

Payroll Year in which earned:

2016	\$90,580,654
2017	\$94,554,073
2018	\$ 102,001,566
2019	\$ 107,011,388
2020*	\$ 107,060,669

Includes payments for benefits, taxes, and administrative expenses  
Vacation benefits are mostly paid in the first full payroll week in February for  
vacations earned in the prior year.  
Source: Audited Financial Statements except for 2020  
\*Estimated benefits.

ANNUAL HOURS REQUIREMENTS  
FOR VACATION ELIGIBILITY

Average Port Hours	Under Age 60		Age 60 and over	
	1 wk	2 wks	1 wk	2 wks
1,300 or more	800	1,300	700	1,200
1,200 - 1,299	700	1,200	600	1,100
1,100 - 1,199	676	1,100	600	1,100
1,000 - 1,099	615	1,000	600	1,000
900 - 999	552	900	552	900
less than 900	552	800	552	800

At the end of calendar year 2020, the Plan was paying \$35.8 million per month to 9,204 benefit recipients.

ILWU-PMA Savings  
401(k) Plan

Longshore, clerk and foreman registrants may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, into their 401(k) accounts. Participants age 50 and older may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, an additional amount, called a Catch-up Contribution. Deferrals and Catch-up Contributions are subject to annual statutory limits. Participants may elect to defer any percentage, up to 90%, of their vacation paychecks into the 401(k) Plan.

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

Each year, the Employers contribute an amount sufficient to provide to the 401(k) account of each registrant, who has established a pension qualifying

year in the previous payroll year, a contribution for qualifying hours paid by PMA member companies. The employer contributions are made to each account as soon as practicable following the end of each contract year. Registered walking bosses/foremen receive \$5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants receive \$1 per qualifying hour up to a maximum of 2,000 hours. Beginning with the 2008 plan year, a “third-shift” conversion factor was applied to qualifying hours worked during the third shift.

Vacation Plan

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

ADDITIONAL VACATION WEEKS

Registrants who qualify for a basic one-week vacation may qualify for three additional vacation weeks based on total vacation qualifying years:

One additional week if registrant has 17 total qualifying years

– or –

Two additional weeks if registrant has 23 total qualifying years

– or –

Three additional weeks if registrant has 25 total qualifying years

Registrants who qualify for a basic two-week vacation may qualify for four additional vacation weeks based on total vacation qualifying years:

One additional week if registrant has 8 total qualifying years

– or –

One additional week if registrant has 5 total qualifying years in the last 10, and was registered before July 1, 1990 in ports other than Seattle, Portland, San Francisco and Los Angeles, and has been available for employment 10 or more years

– or –

Two additional weeks if registrant has 17 total qualifying years

– or –

Three additional weeks if registrant has 23 total qualifying years

– or –

Four additional weeks if registrant has 25 total qualifying years

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.

Extra Benefits for Clerks  
and Foremen

Clerks and walking bosses/foremen receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year. Clerks receive two additional hours for each 50 hours paid in excess of 1,975 in the previous payroll year, up to a maximum of 16 additional hours. Walking bosses and foremen receive two additional hours for each 100 hours paid in excess of 1,400 hours, up to a maximum of 20 additional hours.

Additional Weeks of Vacation

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

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

Eligible registrants may also receive extra weeks of vacation independent of having received a third week of vacation. For these extra weeks of vacation, the registrant must have earned one week of basic vacation and have 17 or more years of service. After 17, 23, and 25 years of service with one week of vacation, one, two, or three extra weeks of vacation are earned, respectively. Therefore, an individual with sufficient years of service may earn extra weeks of vacation without qualifying for a two-week basic vacation. The Joint Port Labor Relations Committee in each port schedules vacations.

The Joint Port Labor Relations Committee in each port schedules vacations.



CMA-CGM's Amerigo Vespucci at Fenix Marine Terminal.



HOLIDAY PLAN

2021		
January	1	New Year's Day <sup>1</sup>
	18	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	15	Washington's Birthday
March	31	Cesar Chavez's Birthday
	May 31	Memorial Day
	July 4	Independence Day <sup>2</sup>
	5	Bloody Thursday <sup>1</sup>
	28	Harry Bridges' Birthday
September	6	Labor Day <sup>1</sup>
November	11	Veterans Day
	25	Thanksgiving Day <sup>1</sup>
December	24	Christmas Eve Day <sup>1</sup>
	25	Christmas Day <sup>1,2</sup>
	31	New Year's Eve Day <sup>1</sup>

2022		
January	1	New Year's Day <sup>1,2</sup>
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	21	Washington's Birthday
March	31	Cesar Chavez's Birthday
	May 30	Memorial Day

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

<sup>1</sup> No work will be performed from 1500 December 24 to 0700 December 26, 1500 December 31 to 0700 January 2, 0800 July 5 to 0700 July 6, 0800 September 6 to 0700 September 7, 0800 November 25 to 0700 November 26. The provision for no work shall not apply to passenger ships, essential military cargo, and emergencies. An extended shift may be worked from 1500 until 1700 on December 24 and from 1500 until 1700 December 31 for the purpose of finishing a ship.

<sup>2</sup> When a holiday falls on a Saturday or Sunday, the work schedule applies to Saturday or Sunday. However, the holiday is observed the following Monday, and payment for the holiday applies to Monday. An employee who performs work on the Monday obser-vation date shall receive the holiday rate of pay for time worked.

Holiday Plan

The longshore, clerks’ and foremen’s agreements recognize 15 holidays, of which 13 are paid holidays. There are five no-work holidays– Christmas Day, New Year’s Day, Bloody Thursday, Labor Day and Thanksgiving Day. All no-work holidays are “paid holidays,” except for Bloody Thursday, and Christmas Eve Day and New Year’s Eve Day are early release days. The seven 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’s Birthday, Memorial Day, Independence Day, Harry Bridges’ Birthday and Veterans Day.

SSA Terminals at the Port of Long Beach.



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 2021 and for the first six months of 2022 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR	
Contract Year Ended June 30	
2016	\$55,617,854
2017	\$59,177,911
2018	\$61,042,442
2019	\$65,374,122
<b>2020</b>	<b>\$68,007,356</b>
Includes payments for benefits, taxes, and administrative expenses. Source: Audited Financial Statements	

Pay Guarantee Plan

The Pay Guarantee Plan (PGP) provides a weekly income supplement to industry registrants who meet certain eligibility criteria and are unable to obtain a week’s work.

A Class “A” registrant who qualifies is guaranteed an income equivalent to a 40-hour week at the basic straight time hourly wage (\$44.84 per hour for Class “A” longshore, effective July 4, 2020, or \$1,793.60 per week). Class “B” registrants with 5 or more vacation qualifying years receive the same guarantee. Those Class “B” registrants with fewer than five vacation qualifying years are guaranteed income equivalent to a 32-hour week (\$1,434.88).

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

The contingent PGP liability for registrants for 2020/2021 is \$30,000,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter’s amount is available at the end of each payroll week to meet that week’s obligation.

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

The foremen’s plan guarantees weekly pay equivalent to a 40-hour week at the foreman straight time rate.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES		
Contract Year Ended June 30		
	Longshore and Clerks	Walking Bosses and Foremen
2016	\$12,499,929	\$339,243
2017	\$9,811,767	\$223,621
2018	\$8,150,320	\$231,919
2019	\$6,441,846	\$232,032
<b>2020</b>	<b>\$17,907,001</b>	<b>\$432,153</b>
Includes payments for benefits, taxes, and administrative expenses. Data obtained from Audited Financial Statements.		

ILWU-PMA Marine Clerk Work Opportunity

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

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

Industry Travel System

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

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

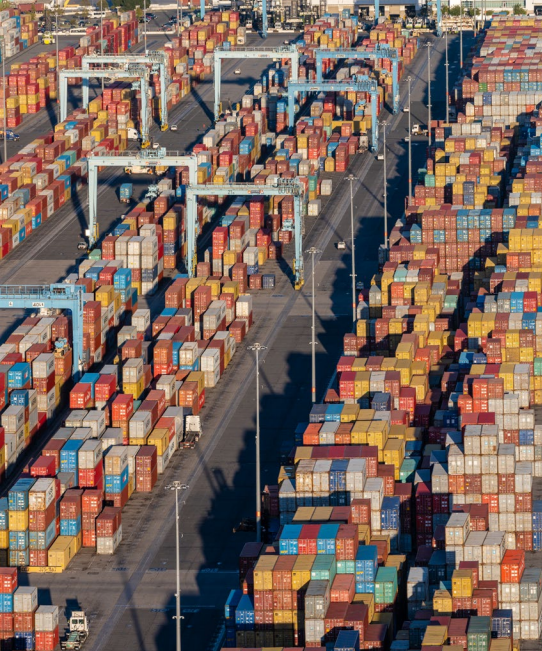
Individual longshore registrants who travel voluntarily or individual longshore registrants and/or gangs who are ordered to travel by an employer within a defined area are paid for travel, when assigned to a job, under the provisions of the Industry Travel System. Clerks registered in the multi-chartered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

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

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30	
2016	\$18,425,371
2017	\$17,492,802
2018	\$15,863,600
2019	\$14,609,685
<b>2020</b>	<b>\$12,437,715</b>

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





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

CFS Program Fund

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

In order to accomplish the program objective, assessments collected on containerized cargo are used to

CFS PROGRAM FUND			
Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2016	\$1,777,822	\$197,516	\$1,975,338
2017	\$1,660,250	\$184,736	\$1,844,986
2018	\$1,599,264	\$177,690	\$1,776,954
2019	\$1,493,150	\$165,889	\$1,659,039
2020	\$1,501,140	\$166,777	\$1,667,917

reimburse PMA member employers operating designated CFS facilities for payments they have made for payroll hour assessments. CFS hours are hours that are paid to certain longshore, clerk and foreman registrants for job assignments in designated CFS facilities.

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

paid and CFS tonnage defined as an “I-Credit,” for “Incentive Credit.”

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

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

Dispatch Halls

All longshore workers in a port are dispatched through a hall maintained



Mt. Rainer shining brightly as cargo is unloaded from Union Pacific’s Argo railyard in Seattle.

Operations at the Port of Long Beach.



and operated jointly by the ILWU and the PMA under the auspices of a Joint Port Labor Relations Committee.

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

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

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

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

DISPATCH HALL COSTS			
Payroll Year	ILWU Portion	PMA Portion	Total
2016	\$4,934,477	\$30,907,003	\$35,841,480
2017	\$5,240,562	\$31,975,905	\$37,216,467
2018	\$5,285,972	\$32,615,810	\$37,901,782
2019	\$5,419,192	\$33,515,329	\$38,934,521
2020	\$6,339,140	\$40,194,195	\$46,533,335
2020 is based on unaudited financial report.			



# INDUSTRY ASSESSMENTS



Matson's *Matsonia* sailing underneath the Gerald Desmond Bridge in Long Beach.

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

## Funding of Benefits

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

### Funding Benefits with Hours and Tonnage Contributions

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

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

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

costs exceed the amount raised by the hours sector then the difference will be raised by the tonnage sector.

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

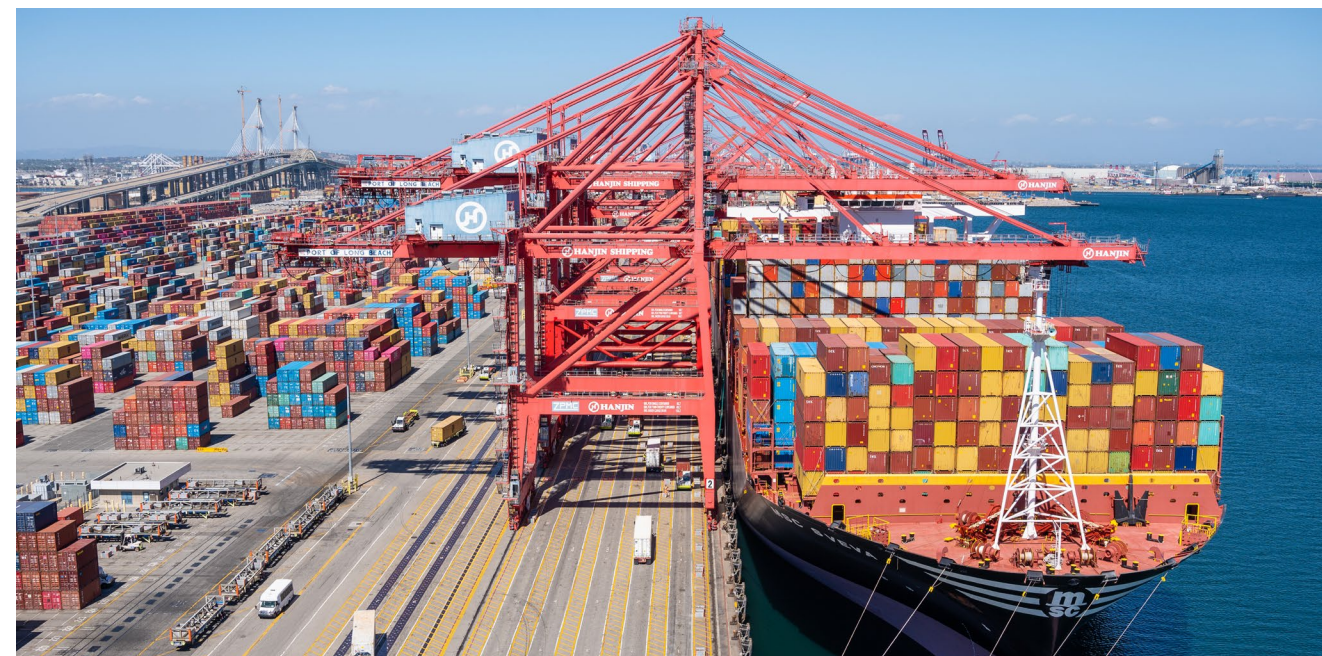
After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board, however, demanded a further refinement of the divisor, and after further deliberations, a compromise was reached and the number 24,800,546 was agreed upon.

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

This number was the total number of payroll hours reported for calendar year 1962. The number was "brokered" down because some PMA members felt that the higher number shifted too much of the benefits costs to the tonnage sector.

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

MSC's *SVEVA* at Total Terminals International at the Port of Long Beach.





A longshore worker signals to a waiting driver as a container is hoisted at YTI Terminal at the Port of Los Angeles.



Evergreen’s 14,000-TEU vessel, *Thalassa Avra*, carefully navigates the Blair Waterway after calling Tacoma’s Pierce County Terminal.



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

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

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

Several months after the August 2002 divisor change, a new six-year longshore agreement was reached that resulted in greater than expected increases in benefits costs. The benefits increases, coupled with a projected increase in assessable hours again raised the percentage of the benefits costs paid by the hours sector higher than the ratio of hours to tonnage reflected in the original appendix to the Membership agreement dated December 14, 1983. In order to bring the hours and tonnage cost distribution within the target range established in 1983, the Board, after careful study, recommended to the Membership that the divisor be increased to 34,189,733, using the

previous incremental increase. The Membership approved the change on June 3, 2003 to be effective for benefits assessments rates calculated for the 2003/04 fiscal year.

Subsequently, the Board has recommended, and the membership has approved, the following divisors:

FISCAL YEAR	DIVISOR
2010/2011	39,823,244
2011/2012	41,701,081
2012/2013	41,701,081
2013/2014	41,701,081
2014/2015	41,701,081
2016/2017	41,701,081
2017/2018	43,578,918
2018/2019	47,334,592
2019/2020	47,334,592
2020/2021	41,701,081

Calculation of Assessment Rates

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

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

The payroll hourly assessment rate is calculated by dividing the sum of the plan’s net to funding requirements by the divisor, 41,701,081. The result is the hourly assessment rate. The hourly assessment rate is then multiplied by the estimated number of assessable hours that will be paid in the fiscal year for which the rates will be applicable. If the result equals the total “net funding requirement” there will be no tonnage assessments. If the hourly assessment rate generates insufficient funds, the remainder of the needed money is collected from the tonnage sector. The tonnage rates are calculated in accordance with formulas described in detail on pages 32 and 33 of the 1989 PMA Annual Report.

Rate Components

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

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

The PMA Board of Directors approves the assessment rates required to fund collectively bargained fringe benefit plans. The Board also approves PMA

Cargo Dues assessment rates that fund the operations of PMA. The PMA portion also pays for operation of the Joint Port Labor Relations Committees’ expenses (dispatch halls), industry training programs, legal settlements, and other industry expenses.

Assessment Rate History

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

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

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

ASSESSMENT RATE HISTORY												
Hourly Assessment					Offshore and Intercoastal Assessment Rates – Benefits Plans							
	Benefits Plans	L/S and Clerk 401(k)	Walking Boss 401(k)	Steady Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU	MCWO RU/TEU*	LA/LB Crane RU/TEU**
1989	\$7.52	—	—	—	\$13.762	\$0.783	\$0.783	\$0.063	\$0.016	\$0.798	—	—
1990	7.52	—	—	—	13.306	0.783	0.783	0.063	0.016	1.458	—	—
1991	7.52	—	—	—	12.674	0.746	0.746	0.060	0.015	1.014	—	—
1992	8.81	—	—	—	13.221	0.778	0.778	0.063	0.015	0.490	—	—
1993	10.01	—	—	—	14.790	0.870	0.870	0.070	0.017	0.350	—	—
1994	11.70	—	\$0.50	—	16.700	0.982	0.982	0.080	0.019	0.880	—	—
1995	9.30	—	0.50	—	9.790	0.576	0.576	0.047	0.011	0.660	—	—
1996	10.87	—	0.50	—	11.390	0.670	0.670	0.054	0.013	0.520	—	—
1997	11.53	—	2.00	—	9.980	0.587	0.587	0.048	0.012	0.100	—	—
1998	10.34	—	1.84	—	7.350	0.433	0.433	0.035	0.009	0.310	—	—
1999	10.34	\$1.00	3.84	—	7.350	0.433	0.433	0.035	0.009	0.310	—	—
2001	11.04	0.83	3.49	—	6.280	0.370	0.370	0.030	0.007	0.190	—	—
2002	13.11	0.84	3.49	—	12.120	0.713	0.713	0.058	0.014	—	—	—
2003	14.08	0.81	3.77	—	13.470	0.792	0.792	0.064	0.016	0.100	\$0.280	—
2004	15.62	0.82	3.82	—	13.650	0.803	0.803	0.065	0.016	0.120	—	—
2005	15.71	0.87	1.35	—	14.790	0.870	0.870	0.700	0.017	0.090	—	—
2006	15.96	0.88	3.65	—	14.180	0.834	0.834	0.068	0.017	0.050	—	—
2007	17.72	0.88	3.04	—	16.460	0.968	0.968	0.078	0.019	0.040	—	—
2008	19.99	0.90	3.67	—	18.440	1.085	1.085	0.088	0.021	0.120	0.160	—
2009	27.01	1.14	4.95	—	24.400	1.435	1.435	0.116	0.028	0.080	1.440	—
2010	27.94	0.77	3.55	—	24.910	1.465	1.465	0.119	0.029	0.080	—	—
2011	28.54	0.74	2.45	—	24.570	1.445	1.445	0.117	0.029	0.120	—	—
2012	28.85	1.00	3.87	—	25.680	1.510	1.510	0.122	0.030	0.040	—	—
2013	33.98	0.92	3.38	—	29.380	1.728	1.728	0.140	0.034	0.050	0.120	—
2014	33.98	0.92	3.38	—	29.380	1.728	1.728	0.140	0.034	0.050	0.120	—
2015	34.16	0.78	2.93	\$6.06	29.260	1.721	1.721	0.139	0.034	0.100	0.240	\$0.050
2016	34.03	0.88	3.04	6.06	28.150	1.656	1.656	0.134	0.033	0.300	0.630	0.020
2017	34.06	0.87	2.76	5.86	28.700	1.688	1.688	0.137	0.033	0.120	0.380	0.130
2018	34.17	0.78	3.17	6.18	29.100	1.712	1.712	0.139	0.034	0.080	0.140	0.070
2019	33.86	0.92	2.48	5.98	28.110	1.653	1.653	0.134	0.033	0.090	0.130	0.020
2020	\$35.79	\$1.13	\$3.84	\$6.38	\$30.030	\$1.767	\$1.767	\$0.143	\$0.035	\$0.110	\$0.710	\$0.110

The chart above shows a partial history of assessment rates beginning after the significant 1983 revisions. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. Coastwise rates for all affected plans were established on 9/28/91. \* Marine Clerk Work Opportunity \*\* LA/LB Crane Board Make Whole



Revenue Tonnage Reporting

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

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

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

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

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

Reporting Responsibilities

PMA Members and other companies that have entered into collective bargaining

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

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

Cargo Movement

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

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

Reporting Categories

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

Containers

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

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

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

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

Non-Containerized Cargo

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

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

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

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

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

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

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

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

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

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

West Coast Tonnage Statistics

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



Maersk containers at SSA's Terminal 18 at the Port of Seattle.

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

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

Coastwise Tonnage

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

Coastwise cargo is assessed only on discharge, however, coastwise loaded cargo is reported for statistical and auditing purposes. Cargoes inbound from British Columbia represent another subset of total revenue tonnage, when such cargoes are present.



# STATISTICAL INFORMATION

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

Hapag-Lloyd

In addition to serving as the labor relations arm of the West Coast maritime industry, and processing payroll and benefits for thousands of longshore workers each week, the Pacific Maritime Association has come to be known as a leading resource for reliable information on the waterfront. The pages that follow contain some of the most requested data sets, which detail cargo movement, the labor force and a host of other maritime matters.

PMA strives to provide timely, reliable information to many stakeholders, including its members, customers and workforce, as well as public officials, news media and other interested third-parties. Much of the data that follows is supplied by PMA's Strategic Business Analysis department, which analyzes trends and works to forecast industry needs and capabilities.

**For even more up-to-date information on the movement of cargo at West Coast ports, see the PMA website, [www.pmanet.org](http://www.pmanet.org) and follow PMA on Twitter @WestCoastPorts.**



ILWU member working at SSA's Terminal 30 at the Port of Seattle.

Operations at the Everport Terminal at the Port of Los Angeles.





Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2020 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.

2020	TOTAL REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	% Chng from 2019	% Loaded: % Discharged	Total (TEUs)	% of Coast	% Chng from 2019	% Loaded: % Discharged	Total	% of Coast	% Chng from 2019	% Loaded: % Discharged

SOUTHERN CALIFORNIA

San Diego	3,943,333	1.2	(24.7)	19.0 : 81.0	77,370	0.5	1.7	4.4 : 95.6	129,210	3.2	(21.4)	32.3 : 67.7
Long Beach	104,495,403	30.7	2.4	30.4 : 69.6	5,460,558	33.9	4.4	26.9 : 73.1	556,948	13.9	(13.6)	14.9 : 85.1
Los Angeles	109,147,414	32.0	(5.4)	24.3 : 75.7	6,202,956	38.6	(4.9)	24.0 : 76.0	1,340,758	33.3	(27.7)	0.2 : 99.8
Port Hueneme	5,821,385	1.7	(8.7)	8.1 : 91.9	103,255	0.6	29.4	13.2 : 86.8	215,436	5.4	(53.0)	12.2 : 87.8
AREA TOTAL	223,407,535	65.6	(2.5)	26.6 : 73.4	11,844,139	73.6	(0.6)	25.1 : 74.9	2,242,352	55.8	(28.2)	6.9 : 93.1

NORTHERN CALIFORNIA

San Francisco	1,663,538	0.5	(19.3)	2.1 : 97.9	—	—	—	— : —	—	—	—	— : —
Redwood City	1,530,381	0.4	(22.9)	2.9 : 97.1	—	—	—	— : —	—	—	—	— : —
Oakland	32,515,797	9.4	0.2	48.3 : 51.7	1,906,260	11.8	0.5	48.3 : 51.7	15,147	0.4	(32.3)	60.7 : 39.3
Richmond	1,586,646	0.5	(5.1)	— : 100.0	—	—	—	— : —	—	—	—	— : —
Crockett	597,653	0.2	(8.9)	— : 100.0	—	—	—	— : —	—	—	(100.0)	— : —
Benicia	2,397,030	0.7	(6.9)	— : 100.0	—	—	—	— : —	54	<0.1%	3.8	— : 100.0
Port Chicago	33,320	<0.1%	13.3	23.9 : 76.1	1,960	<0.1%	13.3	23.9 : 76.1	—	—	—	— : —
Stockton	2,610,056	0.8	(24.6)	39.8 : 60.2	—	—	—	— : —	213,645	5.3	(42.7)	53.5 : 46.5
West Sacramento	891,627	0.3	23.0	28.9 : 71.1	—	—	—	— : —	249,249	6.2	2.8	89.4 : 10.6
Eureka	209,017	0.1	(24.6)	100.0 : —	—	—	—	— : —	—	—	—	— : —
AREA TOTAL	44,035,065	12.9	(4.0)	39.3 : 60.7	1,908,220	11.8	0.5	48.3 : 51.7	478,095	11.9	(25.2)	72.5 : 27.5

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

North Bend / Coos Bay	1,395,725	0.4	(19.9)	94.7 : 5.3	—	—	—	— : —	—	—	(100.0)	— : —
Portland	11,111,876	3.3	(12.2)	41.4 : 58.6	34,146	0.2	113,720.0	57.5 : 42.5	—	—	(100.0)	— : —
Vancouver	2,645,309	0.8	(11.6)	25.3 : 74.7	151	<0.1%	100.0	— : 100.0	635,696	15.8	(33.5)	0.8 : 99.2
Kalama	9,660,251	2.8	(18.3)	97.2 : 2.8	—	—	—	— : —	267,274	6.7	(7.5)	— : 100.0
Rainier	46,192	<0.1%	(70.5)	93.0 : 7.0	1,335	<0.1%	(72.5)	88.6 : 11.4	14,478	0.4	(65.6)	95.6 : 4.4
Longview	2,428,282	0.7	(8.5)	84.2 : 15.8	161	<0.1%	100.0	— : 100.0	47,601	1.2	13.7	9.6 : 90.4
AREA TOTAL	27,287,635	8.0	(14.8)	66.2 : 33.8	35,793	0.2	632.4	58.1 : 41.9	965,049	24.1	(28.0)	2.4 : 97.6

PACIFIC NORTHWEST: WASHINGTON

Aberdeen/Grays Harbor	3,103,600	0.9	(13.1)	94.1 : 5.9	228	<0.1%	812.0	100.0 : —	16,009	0.4	(60.9)	100.0 : —
Olympia	193,281	0.1	0.5	93.8 : 6.2	—	—	—	— : —	5,538	0.1	583.7	81.6 : 18.4
Tacoma	25,074,951	7.3	(20.4)	44.0 : 56.0	1,324,893	8.3	(11.7)	47.2 : 52.8	199,264	5.0	(73.9)	25.2 : 74.8
Seattle	16,942,369	5.0	(5.4)	40.3 : 59.7	990,200	6.1	(5.3)	40.4 : 59.6	21,132	0.5	69.9	17.1 : 82.9
Everett	276,799	0.1	(9.5)	16.1 : 83.9	5,316	<0.1%	(23.8)	5.7 : 94.3	88,889	2.2	87.9	44.3 : 55.7
Port Angeles	53,060	<0.1%	(22.2)	100.0 : —	—	—	—	— : —	—	—	—	— : —
Anacortes	231,849	0.1	(37.0)	100.0 : —	—	—	—	— : —	—	—	(100.0)	— : —
AREA TOTAL	45,875,909	13.5	(15.0)	46.4 : 53.6	2,320,637	14.4	(9.1)	44.2 : 55.8	330,832	8.2	(61.8)	34.4 : 65.6
COAST TOTAL	340,606,144	100.0	(5.6)	34.1 : 65.9	16,108,789	100.0	(1.6)	30.7 : 69.3	4,016,328	100.0	(32.7)	15.9 : 84.1

Revenue Tonnage Loaded and Discharged by Port

— CONTINUED

2020	LUMBER & LOGS				AUTOMOBILES AND TRUCKS				BULK CARGO				2020
	Total	% of Coast	% Chng from 2019	% Loaded: % Discharged	Total	% of Coast	% Chng from 2019	% Loaded: % Discharged	Total	% of Coast	% Chng from 2019	% Loaded: % Discharged	

Total tonnage reported for the port.

Chng from 2019 shows the percent 2020 tonnage changed from 2019 tonnage.

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

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

SOUTHERN CALIFORNIA

San Diego	—	—	—	— : —	2,376,664	10.8	(35.3)	24.9 : 75.1	122,169	0.3	(39.1)	— : 100.0	San Diego
Long Beach	142,333	13.7	(8.5)	— : 100.0	2,848,738	13.0	(20.0)	4.9 : 95.1	8,117,898	20.4	(10.6)	78.4 : 21.6	Long Beach
Los Angeles	—	—	—	— : —	1,353,116	6.2	(23.2)	1.7 : 98.3	1,003,288	2.5	(7.2)	100.0 : —	Los Angeles
Port Hueneme	—	—	—	— : —	3,698,402	16.8	(15.4)	5.5 : 94.5	152,212	0.4	(20.4)	6.1 : 93.9	Port Hueneme
AREA TOTAL	142,333	13.7	(8.5)	— : 100.0	10,276,920	46.8	(23.1)	9.3 : 90.7	9,395,567	23.6	(11.0)	78.5 : 21.5	AREA TOTAL

NORTHERN CALIFORNIA

San Francisco	—	—	—	— : —	1,269,417	5.8	(27.2)	— : 100.0	394,121	1.0	8.5	— : 100.0	San Francisco
Redwood City	—	—	—	— : —	—	—	—	— : —	1,530,381	3.9	(22.9)	2.9 : 97.1	Redwood City
Oakland	—	—	—	— : —	94,230	0.4	(42.0)	53.7 : 46.3	—	—	—	— : —	Oakland
Richmond	—	—	—	— : —	836,671	3.8	(19.5)	— : 100.0	749,975	1.9	18.6	— : 100.0	Richmond
Crockett	—	—	—	— : —	—	—	—	— : —	597,653	1.5	(8.7)	— : 100.0	Crockett
Benicia	—	—	—	— : —	2,396,976	10.9	(6.9)	— : 100.0	—	—	—	— : —	Benicia
Port Chicago	—	—	—	— : —	—	—	—	— : —	—	—	—	— : —	Port Chicago
Stockton	—	—	—	— : —	—	—	—	— : —	2,396,411	6.0	(22.4)	38.6 : 61.4	Stockton
West Sacramento	—	—	—	— : —	—	—	—	— : —	642,378	1.6	33.1	5.4 : 94.6	West Sacramento
Eureka	—	—	—	— : —	—	—	—	— : —	209,017	0.5	(24.6)	100.0 : —	Eureka
AREA TOTAL	—	—	—	— : —	4,597,294	20.9	(16.7)	1.1 : 98.9	6,519,936	16.4	(12.9)	18.6 : 81.4	AREA TOTAL

PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER

North Bend / Coos Bay	66,913	6.4	(37.5)	100.0 : —	—	—	—	— : —	1,328,812	3.3	(18.7)	94.4 : 5.6	North Bend / Coos Bay
Portland	—	—	—	— : —	3,500,863	16.0	(19.7)	18.7 : 81.3	7,030,531	17.7	(15.2)	51.4 : 48.6	Portland
Vancouver	—	—	—	— : —	1,108,555	5.0	4.7	— : 100.0	898,491	2.3	(8.2)	73.9 : 26.1	Vancouver
Kalama	—	—	(100.0)	— : —	—	—	—	— : —	9,392,977	23.7	(18.4)	100.0 : —	Kalama
Rainier	9,019	0.9	(71.7)	100.0 : —	—	—	—	— : —	—	—	—	— : —	Rainier
Longview	578,870	55.5	6.5	98.1 : 1.9	—	—	—	— : —	1,799,074	4.5	(13.1)	81.8 : 18.2	Longview
AREA TOTAL	654,802	62.8	(8.2)	98.3 : 1.7	4,609,418	21.0	(14.9)	14.2 : 85.8	20,449,885	51.5	(16.5)	80.2 : 19.8	AREA TOTAL

PACIFIC NORTHWEST: WASHINGTON

Aberdeen / Grays Harbor	3,895	0.4	(70.6)	100.0 : —	60,764	0.3	(92.7)	66.1 : 33.9	3,019,056	7.6	12.6	94.6 : 5.4	Aberdeen / Grays Harbor
Olympia	187,406	18.0	(2.1)	94.1 : 5.9	—	—	—	— : —	337	<0.1%	61.2	100.0 : —	Olympia
Tacoma	—	—	—	— : —	2,352,506	10.7	(19.9)	15.0 : 85.0	—	—	(100.0)	— : —	Tacoma
Seattle	—	—	—	— : —	69,926	0.3	(36.8)	29.8 : 70.2	17,911	<0.1%	8.1	— : 100.0	Seattle
Everett	—	—	—	— : —	—	—	—	— : —	97,538	0.2	(30.3)	— : 100.0	Everett
Port Angeles	53,060	5.1	(22.2)	100.0 : —	—	—	—	— : —	—	—	—	— : —	Port Angeles
Anacortes	—	—	—	— : —	—	—	—	— : —	231,849	0.6	(37.0)	100.0 : —	Anacortes
AREA TOTAL	244,361	23.5	(10.4)	95.5 : 4.5	2,483,196	11.3	(36.1)	16.7 : 83.3	3,366,691	8.5	(39.0)	91.8 : 8.2	AREA TOTAL
COAST TOTAL	1,041,496	100.0	(8.8)	84.2 : 15.8	21,966,828	100.0	(22.1)	9.5 : 90.5	39,732,079	100.0	(17.3)	70.7 : 29.3	COAST TOTAL



Container Box Counts

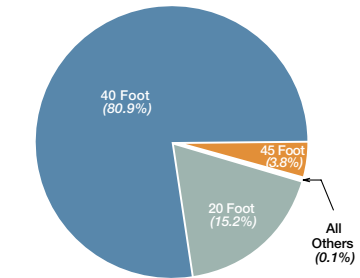
Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48, and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing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

2020

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

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				TEUs
	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	% of Port	
Long Beach														
Cargo Bearing	339,595	119,858	459,453	1,753,158	637,110	2,390,268	80,717	43,911	124,628	2,176,441	800,904	2,977,345	68.3%	5,528,673
Empty	2,905	192,611	195,516	39,477	1,078,596	1,118,073	14,872	50,753	65,625	59,165	1,322,575	1,381,740	31.7%	2,585,638
TOTAL	342,500	312,469	654,969	1,792,635	1,715,706	3,508,341	95,589	94,664	190,253	2,235,606	2,123,479	4,359,085	100.0%	8,114,311
Los Angeles														
Cargo Bearing	357,786	135,192	492,978	2,081,990	658,840	2,740,830	85,578	18,282	103,860	2,527,614	812,317	3,339,931	69.3%	6,214,697
Empty	916	179,364	180,280	14,922	1,216,314	1,231,236	5,675	61,219	66,894	25,018	1,456,897	1,481,915	30.7%	2,802,645
TOTAL	358,702	314,556	673,258	2,096,912	1,875,154	3,972,066	91,253	79,501	170,754	2,552,632	2,269,214	4,821,846	100.0%	9,017,342
Oakland														
Cargo Bearing	142,122	99,909	242,031	412,539	407,081	819,620	12,548	6,610	19,158	567,209	513,607	1,080,816	78.8%	1,924,613
Empty	8,760	49,458	58,218	83,400	133,501	216,901	3,716	12,476	16,192	95,884	195,435	291,319	21.2%	528,572
TOTAL	150,882	149,367	300,249	495,939	540,582	1,036,521	16,264	19,086	35,350	663,093	709,042	1,372,135	100.0%	2,453,185
Portland														
Cargo Bearing	1,894	107	2,001	6,223	9,758	15,981	80	0	80	8,197	9,865	18,062	72.7%	34,146
Empty	0	1,353	1,353	4,761	595	5,356	3	87	90	4,764	2,035	6,799	27.3%	12,270
TOTAL	1,894	1,460	3,354	10,984	10,353	21,337	83	87	170	12,961	11,900	24,861	100.0%	46,416
Tacoma														
Cargo Bearing	57,322	25,509	82,831	317,901	287,918	605,819	15,084	15,502	30,586	390,307	328,929	719,236	78.6%	1,363,433
Empty	887	24,200	25,087	60,929	90,401	151,330	9,433	9,452	18,885	71,249	124,053	195,302	21.4%	370,329
TOTAL	58,209	49,709	107,918	378,830	378,319	757,149	24,517	24,954	49,471	461,556	452,982	914,538	100.0%	1,733,762
Seattle														
Cargo Bearing	73,496	46,969	120,465	251,030	176,709	427,739	8,118	1,550	9,668	332,644	225,228	557,872	75.8%	997,792
Empty	4,298	21,311	25,609	28,988	113,867	142,855	545	9,376	9,921	33,832	144,704	178,536	24.2%	334,078
TOTAL	77,794	68,280	146,074	280,018	290,576	570,594	8,663	10,926	19,589	366,476	369,932	736,408	100.0%	1,331,870
All Others														
Cargo Bearing	4,380	1,186	5,566	83,952	9,496	93,448	124	15	139	88,469	10,778	99,247	57.1%	192,895
Empty	414	171	585	735	73,110	73,845	2	4	6	1,215	73,285	74,500	42.9%	148,366
TOTAL	4,794	1,357	6,151	84,687	82,606	167,293	126	19	145	89,684	84,063	173,747	100.0%	341,261
COAST TOTALS														
Cargo Bearing	976,595	428,730	1,405,325	4,906,793	2,186,912	7,093,705	202,249	85,870	288,119	6,090,881	2,701,628	8,792,509	70.9%	16,256,249
Empty	18,180	468,468	486,648	233,212	2,706,384	2,939,596	34,246	143,367	177,613	291,127	3,318,984	3,610,111	29.1%	6,781,898
TOTAL	994,775	897,198	1,891,973	5,140,005	4,893,296	10,033,301	236,495	229,237	465,732	6,382,008	6,020,612	12,402,620	100.0%	23,038,147
% of Total	8.0%	7.2%	15.2%	41.4%	39.5%	80.9%	1.9%	1.8%	3.8%	51.5%	48.5%	100.0%	-	-

2020 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

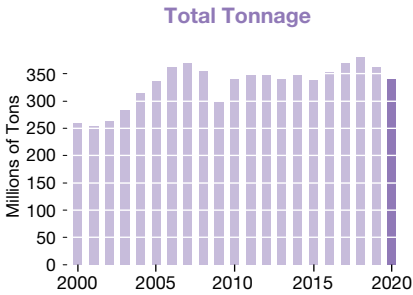
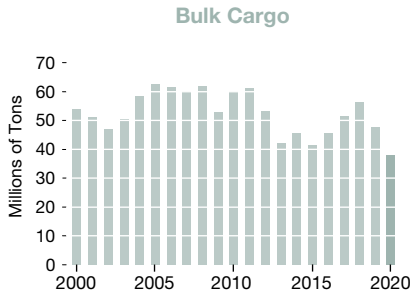
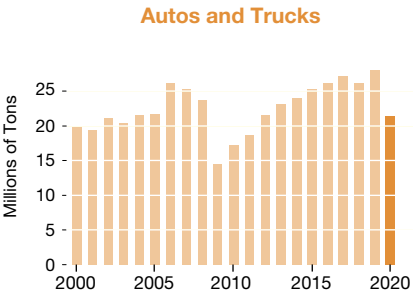
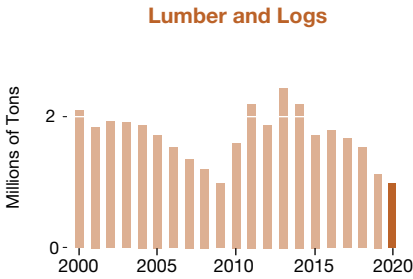
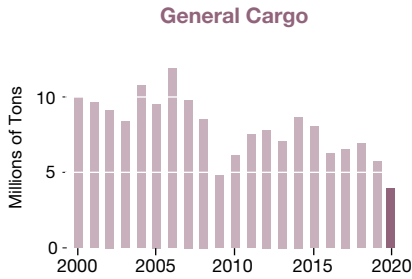
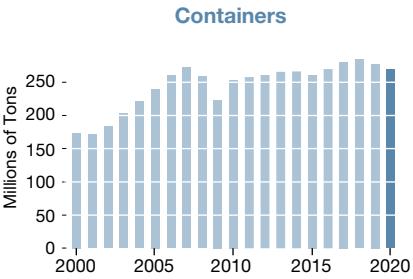
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell-to-cell and cell-dock-cell lifts. A cell-to-cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs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

2020	CELL-TO-CELL	CELL-DOCK-CELL
Oakland	0	802
Northern California Total	-	802
Long Beach	1	14,778
Los Angeles	10	9,836
Southern California Total	11	24,614
Seattle	0	192
Tacoma	6	4,626
Washington Total	6	4,818
COAST TOTAL	17	30,234

West Coast Waterborne Revenue Tonnage

Waterborne revenue tonnage moving through California, Oregon, and Washington Ports since 2000. During this time, containerized cargo has been reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. The percent that each tonnage sector represents of the total for each year is shown in the column to the right of the revenue tonnage.

Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
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	183,998,174	69.9%	9,136,510	3.5%	1,941,066	0.7%	21,095,617	8.0%	46,955,460	17.8%	263,126,827
2003	202,664,480	71.4%	8,360,920	2.9%	1,931,998	0.7%	20,416,812	7.2%	50,324,853	17.7%	283,699,063
2004	221,541,059	70.5%	10,720,217	3.4%	1,893,393	0.6%	21,562,960	6.9%	58,318,907	18.6%	314,036,536
2005	239,807,780	71.5%	9,520,729	2.8%	1,731,207	0.5%	21,674,877	6.5%	62,475,184	18.6%	335,209,777
2006	260,040,551	72.0%	11,847,310	3.3%	1,545,957	0.4%	26,112,896	7.2%	61,590,529	17.1%	361,137,243
2007	272,101,014	73.8%	9,792,476	2.7%	1,372,263	0.4%	25,216,373	6.8%	60,173,244	16.3%	368,655,370
2008	259,071,381	73.1%	8,532,935	2.4%	1,218,443	0.3%	23,617,421	6.7%	61,988,787	17.5%	354,428,967
2009	223,338,146	75.3%	4,794,494	1.6%	977,126	0.3%	14,404,430	4.9%	52,899,429	17.8%	296,413,625
2010	253,907,002	75.0%	6,127,071	1.8%	1,614,848	0.5%	17,209,194	5.1%	59,901,433	17.7%	338,759,548
2011	257,830,857	74.3%	7,481,472	2.2%	2,201,076	0.6%	18,624,177	5.4%	60,900,976	17.5%	347,038,558
2012	261,278,474	75.5%	7,811,593	2.3%	1,880,366	0.5%	21,537,026	6.2%	53,393,461	15.4%	345,900,920
2013	265,762,513	78.1%	7,089,846	2.1%	2,457,682	0.7%	23,111,593	6.8%	41,979,907	12.3%	340,401,541
2014	266,244,922	76.8%	8,644,263	2.5%	2,215,248	0.6%	23,912,894	6.9%	45,784,337	13.2%	346,801,664
2015	260,444,505	77.3%	8,029,054	2.4%	1,729,530	0.5%	25,293,258	7.5%	41,556,263	12.3%	337,052,610
2016	270,647,293	77.2%	6,423,796	1.8%	1,808,034	0.5%	26,147,015	7.5%	45,493,708	13.0%	350,519,846
2017	281,076,742	76.4%	6,529,383	1.8%	1,693,995	0.5%	27,206,016	7.4%	51,109,495	13.9%	367,615,631
2018	288,656,685	76.0%	6,854,770	1.8%	1,509,876	0.4%	26,480,207	7.0%	56,298,737	14.8%	379,800,275
2019	278,238,677	76.9%	5,967,360	1.7%	1,141,590	0.3%	28,188,036	7.8%	48,047,898	13.3%	361,583,561
2020	273,849,413	80.4%	4,016,328	1.2%	1,041,496	0.3%	21,966,828	6.4%	39,732,079	11.7%	340,606,144





Coast Revenue Tonnage Market Share

In the table below, the column labeled “Percent of Coast” represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is commonly referred to as “market share”. The six major ports listed below handled 87.9% of the total coast tonnage in 2020 and 98.8% of the containerized cargo.

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

LONG BEACH

	2020		2019		2018		2017		2016	
	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
Automobiles and Trucks	2,848,738	13.0%	3,559,111	12.6%	3,552,704	13.4%	3,634,769	13.3%	3,489,912	13.4%
Bulk Cargo	8,117,898	20.4%	9,084,096	18.9%	9,518,648	16.9%	8,612,015	16.9%	7,037,847	15.5%
Containerized Cargo	5,460,558	33.9%	5,230,352	32.0%	5,612,597	33.1%	5,332,811	32.2%	4,969,817	31.2%
General Cargo	556,948	13.9%	644,890	10.8%	872,952	12.7%	806,844	12.3%	567,368	8.8%
Logs and Lumber	142,333	13.7%	155,573	13.6%	137,501	9.1%	149,649	8.8%	160,230	8.9%
Port Total:	104,781,463	30.7%	102,359,654	28.3%	109,495,954	28.8%	103,861,064	28.3%	95,742,246	27.3%

LOS ANGELES

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	1,353,116	6.2%	1,761,017	6.2%	2,079,145	7.9%	3,164,764	11.6%	2,571,894	9.8%
Bulk Cargo	1,003,288	2.5%	1,081,241	2.3%	1,206,626	2.1%	1,096,611	2.2%	892,049	2.0%
Containerized Cargo	6,202,956	38.5%	6,523,600	39.8%	6,692,489	39.4%	6,613,784	40.0%	6,352,573	39.9%
General Cargo	1,340,758	33.4%	1,854,248	31.1%	2,397,721	35.0%	2,424,447	37.1%	2,485,052	38.7%
Port Total:	109,317,397	32.0%	115,597,706	32.0%	119,455,805	31.5%	119,120,150	32.4%	113,942,736	32.5%

OAKLAND

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	94,230	0.4%	162,572	0.6%	149,828	0.6%	169,778	0.6%	191,270	0.7%
Containerized Cargo	1,906,260	11.8%	1,897,377	11.6%	1,856,570	10.9%	1,835,496	11.1%	1,817,377	11.4%
General Cargo	15,147	0.4%	22,368	0.4%	41,352	0.6%	15,225	0.2%	13,691	0.2%
Port Total:	32,515,797	9.5%	32,440,349	9.0%	31,752,870	8.4%	31,388,435	8.5%	31,100,370	8.9%

PORTLAND

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	3,500,863	15.9%	4,357,801	15.5%	4,162,491	15.7%	4,091,938	15.0%	3,639,485	13.9%
Bulk Cargo	7,030,531	17.7%	8,292,619	17.3%	9,248,554	16.4%	8,092,539	15.8%	6,059,105	13.3%
Containerized Cargo	34,146	0.2%	30	0.0%	224	0.0%	0	0.0%	1,687	0.0%
General Cargo	0	0.0%	10,180	0.2%	3,371	0.1%	0	0.0%	15,974	0.3%
Port Total:	11,111,876	3.3%	12,661,110	3.5%	13,418,224	3.5%	12,184,477	3.3%	9,743,243	2.8%

TACOMA

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	2,352,506	10.7%	2,936,258	10.4%	2,327,047	8.8%	2,314,488	8.5%	2,507,904	9.6%
Bulk Cargo	0	0.0%	2,311,287	4.8%	5,173,547	9.2%	5,327,069	10.4%	5,298,282	11.7%
Containerized Cargo	1,324,893	8.2%	1,500,365	9.2%	1,501,785	8.8%	1,552,022	9.4%	1,750,502	11.0%
General Cargo	199,264	5.0%	764,141	12.8%	793,369	11.6%	625,293	9.5%	539,283	8.4%
Logs and Lumber	0	0.0%	0	0.0%	0	0.0%	49,080	2.9%	48,780	2.7%
Port Total:	25,074,951	7.4%	31,517,891	8.7%	33,824,308	8.9%	34,700,304	9.4%	38,152,783	10.9%

SEATTLE

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	69,926	0.3%	110,723	0.4%	130,494	0.5%	121,359	0.5%	130,236	0.5%
Bulk Cargo	17,911	0.1%	16,567	0.0%	30,355	0.1%	19,892	0.0%	21,541	0.1%
Containerized Cargo	990,200	6.2%	1,045,830	6.4%	1,151,105	6.8%	1,040,843	6.3%	879,198	5.5%
General Cargo	21,132	0.5%	12,439	0.2%	56,031	0.8%	10,143	0.2%	36,141	0.6%
Port Total:	16,942,369	5.0%	17,918,839	5.0%	19,785,665	5.2%	17,845,725	4.9%	15,134,284	4.3%

ALL OTHER PORTS

	2020	Percent of Coast	2019	Percent of Coast	2018	Percent of Coast	2017	Percent of Coast	2016	Percent of Coast
Automobiles and Trucks	11,747,449	53.5%	15,300,554	54.3%	14,078,498	53.2%	13,708,920	50.4%	13,616,314	52.1%
Bulk Cargo	23,562,451	59.3%	27,262,088	56.7%	31,121,007	55.3%	27,961,369	54.7%	26,184,884	57.6%
Containerized Cargo	189,776	1.2%	169,427	1.0%	165,035	1.0%	158,970	1.0%	149,275	0.9%
General Cargo	1,883,079	46.8%	2,659,094	44.5%	2,689,974	39.2%	2,647,431	40.6%	2,766,287	43.1%
Logs and Lumber	899,163	86.3%	986,017	86.4%	1,372,375	90.9%	1,495,266	88.3%	1,599,024	88.4%
Port Total:	41,424,274	12.1%	49,088,012	13.6%	52,067,449	13.7%	48,515,476	13.2%	46,704,184	13.3%

COAST TOTALS

	2020	2019	2018	2017	2016
Automobiles and Trucks	21,966,828	28,188,036	26,480,207	27,206,016	26,147,015
Bulk Cargo	39,732,079	48,047,898	56,298,737	51,109,495	45,493,708
Containerized Cargo	16,108,789	16,366,981	16,979,805	16,533,926	15,920,429
General Cargo	4,016,328	5,967,360	6,854,770	6,529,383	6,423,796
Logs and Lumber	1,041,496	1,141,590	1,509,876	1,693,995	1,808,034
Coast Total:	340,606,144	361,583,561	379,800,275	367,615,631	350,519,846

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.

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.

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

CLASS “A” LONGSHORE REGISTRANTS

2011	9,652	1,924	96,272	66.5	117,183	46.1	129,392	26.4	145,937	13.4	3,170	162,878
2012	10,198	1,919	98,806	66.7	119,723	44.8	132,946	25.9	150,067	13.0	3,173	167,649
2013	9,985	1,906	101,262	66.1	123,835	44.7	137,253	25.6	155,495	12.9	3,197	174,712
2014	9,747	2,048	112,554	70.9	134,451	52.9	146,517	33.2	162,555	18.1	3,242	180,845
2015*	9,515	2,034	114,973	70.2	138,286	52.6	150,551	33.2	166,867	17.6	3,241	185,510
2016	9,347	1,999	117,029	68.3	142,589	50.6	155,591	31.9	172,986	17.2	3,235	191,589
2017	9,409	2,062	125,143	70.5	150,114	52.9	163,481	34.6	180,495	19.4	3,266	199,236
2018	9,099	2,095	132,145	71.4	157,761	54.9	171,110	36.2	189,050	20.9	3,276	209,150
2019	8,694	2,048	133,779	69.4	162,755	52.9	177,195	36.2	193,976	20.2	3,229	215,005
2020*	9,220	1,948	\$131,708	63.8%	\$168,045	49.0%	\$182,789	32.5%	\$201,804	18.4%	3,246	\$223,803

CLASS “A” CLERKS

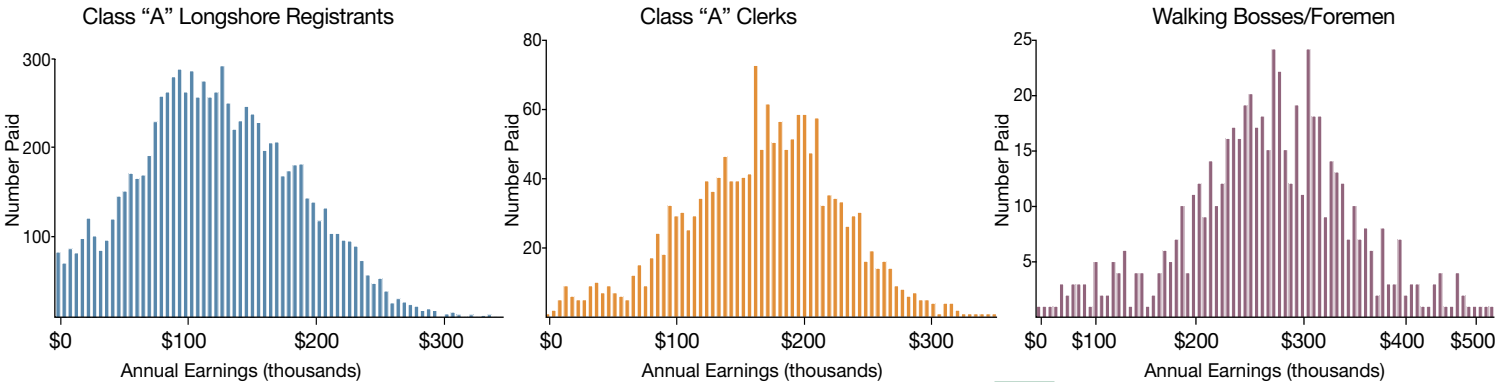
2011	1,669	2,413	127,724	85.3	139,446	73.5	146,162	55.0	156,081	31.1	3,255	172,112
2012	1,637	2,415	131,222	85.7	142,815	73.2	149,800	54.4	160,446	30.9	3,245	175,481
2013	1,653	2,472	137,519	88.2	147,548	75.9	154,842	57.3	165,073	33.9	3,242	180,110
2014	1,574	2,539	146,160	86.8	158,554	76.7	165,202	60.5	175,259	40.9	3,293	188,376
2015*	1,638	2,532	149,842	84.9	165,015	75.6	171,682	59.5	182,615	41.2	3,333	196,189
2016	1,639	2,564	156,054	87.5	169,055	78.9	175,385	61.4	186,864	42.0	3,315	201,055
2017	1,535	2,639	166,449	88.2	178,943	78.9	186,461	64.9	195,889	46.6	3,342	209,555
2018	1,619	2,642	171,619	87.6	185,233	77.9	193,511	63.1	205,139	44.8	3,411	220,450
2019	1,746	2,597	172,632	87.4	186,834	77.0	195,329	60.7	208,449	42.1	3,396	225,233
2020*	1,645	2,539	\$174,864	83.5%	\$193,957	73.0%	\$203,533	60.3%	\$214,202	41.3%	3,380	\$230,702

WALKING BOSSES/FOREMEN

2011	637	2,843	185,680	93.1	193,447	86.8	198,260	76.8	204,888	55.4	3,380	217,786
2012	613	2,842	193,892	94.1	200,483	86.1	206,675	73.6	215,095	55.3	3,383	226,064
2013	598	2,883	201,633	93.5	209,293	88.8	213,120	76.3	221,722	57.4	3,404	233,727
2014	574	2,978	215,834	92.9	225,294	88.0	230,003	77.4	238,412	63.1	3,485	248,662
2015*	569	2,850	225,846	91.2	238,726	87.2	243,319	77.0	252,289	59.8	3,365	265,585
2016	551	2,787	237,686	92.2	249,602	85.3	257,557	74.4	268,155	50.3	3,376	289,193
2017	584	2,864	245,840	92.6	257,367	86.8	264,509	76.4	276,143	56.3	3,415	292,744
2018	568	2,946	263,785	94.0	273,816	87.9	281,555	78.9	290,872	61.3	3,434	304,869
2019	616	2,959	267,216	94.3	277,280	90.6	281,873	80.8	291,991	60.4	3,452	310,364
2020*	599	2,765	\$262,404	92.0%	\$275,685	88.0%	\$280,352	75.6%	\$291,756	49.2%	3,316	\$311,821

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

NUMBER OF REGISTRANTS PAID BY 2020 ANNUAL EARNINGS (grouped in \$5,000 increments)





Hours and Wage Breakdown

The following data show a breakdown of waterfront hours and wages, in order to better illustrate the manner in which ILWU workers are paid. The tables below show the impact of skill bonuses, shift differentials and overtime pay, which together account for nearly 90 percent of all hours being paid at greater than the \$44.84 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS <sup>†</sup>		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate <sup>‡</sup>
1st Shift	12,205,475	6,534,559	\$1,080,740,590	<b>\$57.67</b>
2nd Shift	7,592,702	3,971,327	\$776,267,623	<b>\$67.13</b>
3rd Shift	230,335	144,896	\$31,763,511	<b>\$84.65</b>
<b>TOTAL</b>	<b>20,028,512</b>	<b>10,650,782</b>	<b>\$1,888,771,724</b>	<b>\$61.57</b>

HOURS AND WAGES BY CATEGORY

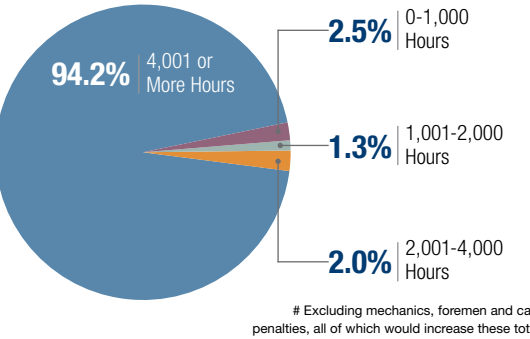
	HOURS <sup>†</sup>		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate <sup>‡</sup>
<b>Longshore</b>				
Basic Wage	3,748,730	1,462,375	\$276,220,162	<b>\$53.01</b>
Skill Wage I	4,045,503	1,688,243	\$324,740,021	<b>\$56.64</b>
Skill Wage II	518,909	224,991	\$44,773,531	<b>\$60.19</b>
Skill Wage III	3,657,051	1,972,175	\$360,205,836	<b>\$63.99</b>
Mechanics*	2,624,701	1,427,187	\$272,809,104	<b>\$67.33</b>
Other	1,145,311	852,375	\$116,590,524	<b>\$58.36</b>
<b>Total- Longshore</b>	<b>15,740,205</b>	<b>7,627,346</b>	<b>\$1,395,339,178</b>	<b>\$59.71</b>
<b>Clerk</b>				
Basic Clerk	134,078	55,175	\$10,282,650	<b>\$54.33</b>
Clerk Supervisor	94,378	49,501	\$8,276,675	<b>\$57.53</b>
Kitchen/Tower/Computer	2,171,275	1,337,555	\$216,660,567	<b>\$61.75</b>
Chief Supervisor & Supercargo	755,223	680,065	\$93,868,544	<b>\$65.40</b>
Other	24,629	36,482	\$3,982,014	<b>\$65.16</b>
<b>TOTAL- Clerk</b>	<b>3,179,583</b>	<b>2,158,778</b>	<b>\$333,070,450</b>	<b>\$62.39</b>
<b>Foreman</b>				
Foremen 30%	1,094,477	847,634	\$157,862,971	<b>\$81.28</b>
Other	14,248	17,023	\$2,499,125	<b>\$79.92</b>
<b>TOTAL- Foreman</b>	<b>1,108,725</b>	<b>864,657</b>	<b>\$160,362,096</b>	<b>\$81.26</b>
<b>TOTAL- ALL CATEGORIES</b>	<b>20,028,513</b>	<b>10,650,781</b>	<b>\$1,888,771,724</b>	<b>\$61.57</b>

\*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.  
†Hours paid exclude industry travel pay. ‡The longshore basic rate is \$44.84 per hour.

HOURS PAID BY EXPERIENCE LEVEL

Workers may quickly ascend to the highest experience level; after working a lifetime total of 4,000 hours, workers are then eligible for the highest experience rates on the wage table.

LIFETIME HOURS PAID	TOTAL 2020 HOURS	HOURLY# RATE RANGE
0-1,000	762,804	<b>\$32.31 - \$68.60</b>
1,001-2,000	413,391	<b>\$33.31 - \$70.40</b>
2,001-4,000	616,064	<b>\$35.31 - \$74.00</b>
4,001 and higher	28,887,035	<b>\$44.84 - \$91.15</b>
<b>TOTAL</b>	<b>30,679,294</b>	



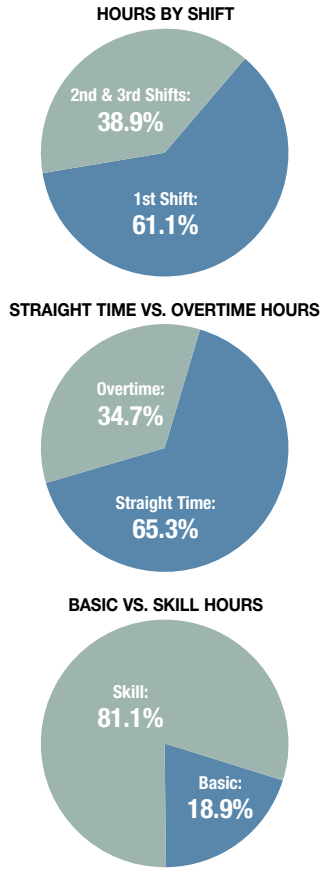
How does \$44.84 an hour add up to \$195,000 a year?

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$44.84 per hour. In fact, nearly 90 percent of all hours paid to registered workers in 2020 were subject to differentials or multipliers that enhance earnings significantly.

For example, 80 percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour. Evening and nighttime work – which totals 39 percent of all hours paid – is paid at rates of \$60 to \$81 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$67 to \$91 per hour and accounts for 35 percent of all hours paid. As a result, as shown in the chart above, the effective average rate for all hours paid is more than \$61 per hour.

TYPES OF HOURS PAID

As shown in the pie charts, the vast majority of hours are paid at premium rates (overtime, shift differentials, and or/ skill rates). In fact, approximately 10 percent of all hours are paid at the basic rate of \$44.84.



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

Job Category	These are the hours paid in payroll year 2020.	These are the hours paid in payroll year 2019.	Percent Change from 2019 shows the percent increase or decrease from the previous year.		
	2020	2019	Percent Change from 2019	Percent of Category	Percent Paid to Casuals
<b>LONGSHORE CATEGORIES</b>					
Basic Rate - General	1,682,407	2,005,593	-16.1%	7.2%	17.5%
- Lasher	1,338,207	1,415,375	-5.5%	5.7%	11.5%
- Holdman	1,848,175	1,963,013	-5.9%	7.9%	13.5%
- Auto Driver	342,316	435,726	-21.4%	1.5%	41.5%
Skilled Wage I	371,059	418,134	-11.3%	1.6%	5.5%
- Hatch Tender	157,679	152,284	3.5%	0.7%	4.3%
- Lift Truck Operator	149,300	165,432	-9.8%	0.6%	4.8%
- Skilled Holdman	143,491	222,743	-35.6%	0.6%	7.3%
- Tractor Driver	4,912,217	5,186,837	-5.3%	21.0%	18.3%
Skilled Wage II	233,328	271,214	-14.0%	1.0%	2.4%
- Crane Operator	149,796	181,962	-17.7%	0.6%	0.1%
- Heavy Lift/Payloader	360,776	448,107	-19.5%	1.5%	1.3%
Skilled Wage III	1,537,439	1,422,185	8.1%	6.6%	0%
- Crane Gantry/Hammerhead	1,093,320	1,151,774	-5.1%	4.7%	<0.1%
- Top Handler/UTR	2,152,218	2,242,390	-4.0%	9.2%	<0.1%
- Transtainer	715,378	762,515	-6.2%	3.1%	0%
- Straddle Carrier	130,871	174,512	-25%	0.6%	0%
CFS Agreement Rate	0	0	0%	0%	0%
Miscellaneous Dock - General	37,307	90,624	-58.8%	0.2%	5.4%
- Mechanics	4,051,888	4,076,935	-0.6%	17.3%	1.8%
- Gear	500,051	530,782	-5.8%	2.1%	0.4%
- Lines	294,245	324,921	-9.4%	1.3%	0.3%
- Sweepers	201,933	202,293	-0.2%	0.9%	1.2%
Joint Dispatch	285,321	237,266	20.3%	1.2%	0%
Member Company Agmts.	30,148	31,248	-3.5%	0.1%	1.7%
Grain/Whse/NonMember Agmts.	648,681	569,901	13.8%	2.8%	15.0%
<b>Sub Total</b>	<b>23,367,551</b>	<b>24,683,766</b>	<b>-5.3%</b>	<b>99.9%</b>	<b>8.4%</b>
Travel Time	22,553	23,569	-4.3%	0.1%	
<b>TOTAL FOR LONGSHORE</b>	<b>23,390,104</b>	<b>24,707,335</b>	<b>-5.3%</b>	<b>100%</b>	
<b>CLERK CATEGORIES</b>					
Basic Clerk	189,253	228,795	-17.3%	3.5%	12.3%
15% Skilled Wage	143,879	177,282	-18.8%	2.7%	2.7%
25% Skilled Wage	3,508,830	3,642,594	-3.7%	65.6%	4.3%
30% - Chief Supervisor	484,492	505,529	-4.2%	9.0%	<0.1%
- Supercargo	345,424	347,984	-0.7%	6.5%	0.1%
- Vessel Planner	224,511	233,379	-3.85%	4.2%	0%
- Rail/Yard Planner	380,861	402,574	-5.4%	7.1%	0.1%
CFS Agreement Clerk	751	677	10.9%	0%	1.3%
Joint Dispatcher	60,360	53,447	12.9%	1.1%	0%
<b>Sub Total</b>	<b>5,338,361</b>	<b>5,592,261</b>	<b>-4.5%</b>	<b>99.7%</b>	<b>3.3%</b>
Travel Time	15,397	25,518	-39.7%	0.3%	
<b>TOTAL FOR CLERK</b>	<b>5,353,758</b>	<b>5,617,779</b>	<b>-4.7%</b>	<b>100%</b>	
<b>FOREMAN CATEGORIES</b>					
Foreman - 30%	1,942,111	2,058,742	-5.7%	98.1%	0.1%
CFS Agreement Foreman	3,435	5,553	-38.1%	0.2%	0%
Joint Dispatcher	27,836	27,245	2.2%	1.4%	0%
<b>Sub Total</b>	<b>1,973,382</b>	<b>2,091,540</b>	<b>-5.6%</b>	<b>99.7%</b>	<b>0.1%</b>
Travel Time	6,490	10,010	-35.2%	0.3%	
<b>TOTAL FOR WALKING BOSS</b>	<b>1,979,872</b>	<b>2,101,550</b>	<b>-5.8%</b>	<b>100%</b>	
<b>ALL CATEGORIES</b>					
<b>Sub Total</b>	<b>30,679,294</b>	<b>32,367,567</b>	<b>-5.2%</b>	<b>99.9%</b>	<b>7%</b>
Travel Time	44,440	59,097	-24.8%	0.1%	
<b>TOTAL FOR ALL CATEGORIES</b>	<b>30,723,734</b>	<b>32,426,664</b>	<b>-5.3%</b>	<b>100%</b>	

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

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

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

<b>LONGSHORE JOB CATEGORIES</b>			
<b>Basic Rate</b>			
0001 Auto Driver	0006 Frontman/Slingman		
0002 Boardman	0007 Holdman		
0005 Dockman	0009 Lasher		
<b>Skill Wage I</b>			
0023 Button Pusher	0037 Utility Lift Driver		
0025 Combo Lift/Jitney	0038 Winch Driver		
0026 Crane Chaser	0044 Mechanical Hopper Opener		
0028 Hatch Tender	0045 Monthly UTR Work – Tractor		
0029 Lift Truck Operator	0047 UTR Ro/Ro Ship		
0030 Payloader Operator	0070 Bulldozer/Caterpillar		
0033 Skilled Holdman			
0036 Tractor – Semi-Dock			
<b>Skill Wage II</b>			
0053 Payloader Over 15 Tons	0087 Crane Shipboard		
0055 Lift Truck – Heavy	0088 Crane Whirley		
0080 Bulkloader Operator	0092 Log Loader/Snapper		
0085 Crane Mobile	0094 Switch Engine Operator		
<b>Skill Wage III</b>			
0061 Top Handler	0084 Crane Container Gantry		
0062 Side Pick	0093 Straddle Carrier Operator		
0063 Reach Stacker	0095 Port Packer		
0068 LA/LB Steady Transtainer	0096 LA/LB Steady Hammerhead		
0066 LA/LB Whirley/Winch			
0067 Hall Crane Rated Equipment – Yard			
0083 Transtainer Operator			

<b>CLERK JOB CATEGORIES</b>			
<b>Basic Clerk</b>			
0100 Basic Clerk – Ship	0109 Basic Clerk – Dock Registered		
0101 Basic Clerk – Dock			
0108 Basic Clerk – Ship Registered			
<b>Clerk Supervisor</b>			
0102 Supervisor – Ship	0103 Supervisor – Dock		
<b>Kitchen/Tower/Computer Clerk</b>			
0115 Computer Kitchen/ Tower Supervisor	0117 Vessel Clerk Supervisor (Computer)		
0116 Yard Directing Supervisor (Computer)	0118 Rail Clerk Supervisor (Computer)		
<b>Chief Supervisor &amp; Supercargo</b>			
0104 Supercargo – Bulk/Ship	0120 Vessel Planner		
0105 Supercargo – Other/Ship	0122 Rail Planner		
0106 Chief Supervisor	0123 Yard Planner		



Registered Work Force by Local – 2020

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

Local	No. Registered is the active registration count at the end of the payroll year.		Number Working shows the total number of registrants paid for one or more hours.		Average Hours Paid is the average of all hours paid at any occupation code.		Average Days Of shows the average days of vacation, paid holidays, and PGP (1 day = 1/5 of one week).		Average Total Income shows pay for hours paid; vacation pay; holiday pay; PGP; and taxable and non taxable travel-related meals, fares, lodging, and mileage for all Class "A" and Class "B" registrants combined.		Average Age represents the age of members at the end of the year.		Percent of Working Registrants by Hours Paid shows the percentage of those working registrants whose total paid hours fall into each of the hours categories shown.			
	AVERAGE DAYS OF:		AVERAGE DAYS OF:		AVERAGE DAYS OF:		AVERAGE DAYS OF:		AVERAGE DAYS OF:		AVERAGE DAYS OF:		PERCENT OF WORKING REGISTRANTS BY HOURS PAID			
	Number Registered	Number Working	Average Hours Paid	Vacation Paid	Paid Holidays	PGP Paid	Average Total Income	Average Age	800 or More	1600 or More	2000 or More	2800 or More				
	#	#	Hours	Days	Days	Days	\$	Years	%	%	%	%				

LONGSHORE REGISTRANTS

Southern California

13	LA/LB	7,611	7,302	2,020	15.2	13.5	1.7	\$ 136,857	49.9	91.2%	67.9%	51.0%	20.2%
29	San Diego	163	149	1,543	13.9	12.4	9.4	104,687	50.6	87.2	40.3	20.8	4.7
46	Port Hueneme	152	142	1,924	14.7	13.0	2.0	124,472	53.5	90.8	64.8	48.6	15.5
Total		7,926	7,593	2,009	15.2	13.5	1.9	\$ 135,995	50.0	91.1%	67.3%	50.4%	19.8%

Northern California

10	SF Bay Area	1,510	1,422	1,713	12.7	12.0	3.5	\$ 114,006	52.7	83.9%	52.3%	38.0%	13.9%
14	Eureka	12	12	485	8.8	10.5	149.5	86,372	55.3	16.7	0.0	0.0	0.0
18	Sacramento	36	30	1,819	12.3	13.6	40.8	131,529	50.9	100.0	63.3	36.7	3.3
54	Stockton	103	101	1,264	14.2	13.6	54.0	101,236	50.7	82.2	22.8	10.9	1.0
Total		1,661	1,565	1,677	12.8	12.1	8.6	\$ 113,306	52.6	83.6%	50.2%	35.9%	12.8%

Pacific Northwest: Oregon and Columbia River

4	Vancouver, WA	192	179	1,866	15.9	13.9	4.7	\$ 124,151	47.7	95.0%	59.8%	41.3%	9.5%
8	Portland	339	307	1,714	15.0	13.6	8.9	112,619	51.0	89.3	57.3	37.5	6.8
12	North Bend	22	20	1,547	19.0	14.3	36.9	113,545	59.1	90.0	50.0	20.0	0.0
21	Longview, WA	287	253	1,925	14.0	13.8	6.7	120,569	44.9	92.5	71.9	47.4	10.3
50	Astoria	21	21	472	11.9	14.0	114.0	76,034	56.2	9.5	9.5	0.0	0.0
53	Newport	10	10	360	10.5	11.3	113.1	70,371	50.9	0.0	0.0	0.0	0.0
Total		871	790	1,762	14.8	13.7	12.1	\$ 116,294	48.6	88.4%	60.4%	39.6%	8.1%

Pacific Northwest: Washington

7	Bellingham	10	9	665	18.0	13.3	94.0	\$ 76,541	53.2	33.3%	0.0%	0.0%	0.0%
19	Seattle	876	823	1,418	14.8	12.7	17.5	98,754	49.5	77.3	38.4	22.4	6.0
23	Tacoma	908	883	1,886	14.7	13.3	0.8	125,938	48.8	90.1	59.8	44.3	16.5
24	Aberdeen	42	39	2,663	17.0	14.0	2.7	193,230	52.5	100.0	89.7	79.5	46.2
25	Anacortes	10	10	1,153	13.5	13.5	67.5	96,603	39.9	80.0	10.0	10.0	0.0
27	Port Angeles	13	12	1,059	16.7	15.0	93.6	101,253	56.7	50.0	16.7	8.3	8.3
32	Everett	47	47	1,320	12.9	14.0	48.9	100,705	42.1	78.7	27.7	14.9	2.1
47	Olympia	25	25	1,217	15.2	13.7	78.7	103,985	52.4	92.0	8.0	4.0	4.0
51	Port Gamble	10	8	510	14.4	13.3	93.0	69,443	43.8	12.5	12.5	0.0	0.0
Total		1,941	1,856	1,650	14.8	13.1	12.3	\$ 113,562	49.1	83.4%	48.4%	33.1%	11.6%
Longshore Total		12,399	11,804	1,892	14.8	13.2	5.0	\$ 128,141	50.1	88.7%	61.6%	45.0%	16.8%

CLERKS REGISTRANTS

29	San Diego	28	28	2,072	20.9	13.4	0.0	\$137,119	55.8	85.7%	64.3%	50.0%	25.0%
46	Port Hueneme	21	21	2,760	26.1	14.2	0.0	180,436	59.0	100.0	90.5	81.0	52.4
63	LA/LB	1,092	1,074	2,648	24.8	14.1	0.0	184,559	56.0	95.4	84.8	76.2	47.5
14	Eureka	1	1	*	17.0	15.0	0.0	*	70.0	100.0	100.0	100.0	0.0
34	SF Bay Area	231	225	2,347	22.8	14.3	0.0	158,803	55.4	95.1	79.6	64.4	29.8
40	Portland	60	57	2,801	27.7	14.8	0.2	190,630	56.7	100.0	96.5	84.2	49.1
23	Tacoma	132	126	2,515	26.6	14.1	0.0	170,691	54.0	96.8	82.5	70.6	41.3
52	Seattle	118	114	2,498	24.7	14.1	0.0	175,890	56.0	93.9	84.2	78.1	37.7
Clerks Total		1,683	1,646	2,583	24.7	14.1	0.0	\$ 178,707	55.8	95.4%	84.0%	74.2%	43.6%

FOREMEN REGISTRANTS

94	LA/LB	394	391	2,888	26.9	14.8	0.5	\$ 277,733	55.2	99.0%	93.9%	90.8%	57.3%
91	SF Bay Area	76	73	2,608	25.8	14.3	3.2	251,700	56.4	98.6	87.7	83.6	41.1
92	Portland	41	41	2,769	29.7	14.8	9.1	253,038	55.2	95.1	90.2	87.8	46.3
98	Seattle	94	94	2,682	28.8	14.8	3.1	253,238	55.9	97.9	88.3	83.0	50.0
Foremen Total		605	599	2,813	27.3	14.7	1.8	\$ 269,026	55.5	98.5%	92.0%	88.5%	53.4%

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

2020 Vacations Paid and Distribution of Longshore PGP by Local

Local	VACATIONS PAID				PAY GUARANTEE PAID				
	No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	No. Receiving Any PGP	Total PGP	% Change From 2019	% of Coast	Average Payment

LONGSHORE REGISTRANTS

Southern California

13	LA/LB	7,297	3.2	\$ 6,489	\$ 44,084,730	1,867	\$ 3,742,406	1,646.6%	20.3	\$ 2,005
29	San Diego	149	2.9	6,445	852,727	88	455,487	4,457.1	2.5	5,176
46	Port Hueneme	149	3.1	6,740	890,062	81	95,601	616.3	0.5	1,180
Total		7,595	3.1	\$ 6,493	\$ 45,827,519	2,036	\$ 4,293,494	1,706.9%	23.3	\$ 2,109

Northern California

10	SF Bay Area	1,327	2.8	\$ 6,609	\$ 7,108,613	349	\$ 1,281,946	189.8%	6.9	\$ 3,673
14	Eureka	8	2.6	0	38,174	12	588,706	-3.0	3.2	49,059
18	Sacramento	32	2.7	6,209	158,234	27	391,783	-45.4	2.1	14,511
54	Stockton	100	3.0	8,125	570,753	95	1,740,369	56.0	9.4	18,320
Total		1,467	2.8	\$ 6,671	\$ 7,875,775	483	\$ 4,002,804	38.9%	21.7	\$ 8,287

Pacific Northwest: Oregon and Columbia River

4	Vancouver, WA	185	3.3	\$ 6,982	\$ 1,133,102	122	\$ 282,453	-39.6%	1.5	\$ 2,315
8	Portland	316	3.2	6,849	1,880,436	229	893,434	-48.2	4.8	3,902
12	North Bend	24	3.9	9,795	157,913	20	229,871	58.7	1.2	11,494
21	Longview, WA	254	2.9	5,648	1,384,506	148	556,073	92.0	3.0	3,757
50	Astoria	22	2.4	4,596	89,518	21	790,129	144.9	4.3	37,625
53	Newport	7	3.0	4,349	37,576	9	187,742	50.0	1.9	20,860
Total		808	3.1	\$ 6,425	\$ 4,683,052	550	\$ 3,126,787	0.1%	16.9	\$ 5,685

Pacific Northwest: Washington

7	Bellingham	10	4.2	\$ 10,465	\$ 70,155	9	\$ 246,926	2.7%	1.3	\$ 27,436
19	Seattle	823	3.1	6,753	4,834,081	596	4,200,143	534.4	22.8	7,047
23	Tacoma	895	3.1	6,695	5,368,604	120	244,753	12,727.7	1.3	2,040
24	Aberdeen	41	3.4	8,063	315,922	26	32,228	-18.0	0.2	1,240
25	Anacortes	10	3.0	5,741	52,426	9	201,234	90.6	1.1	22,359
27	Port Angeles	13	3.2	6,642	79,011	11	345,600	70.5	1.9	31,418
32	Everett	46	2.7	5,330	230,273	45	748,221	173.5	4.1	16,627
47	Olympia	25	3.0	6,170	148,168	24	660,201	0.1	3.6	27,508
51	Port Gamble	10	3.0	5,741	53,659	10	353,551	12.5	1.9	35,355
Total		1,873	3.1	\$ 6,719	\$ 11,152,298	850	\$ 7,032,857	181.4%	38.1	8,274
Longshore Total		11,743	3.1	\$ 6,539	\$ 69,538,644	3,919	\$ 18,455,942	111.1%	100.0	\$ 4,709

CLERKS REGISTRANTS

29	San Diego	27	4.1	\$ 9,091	\$ 231,090				
46	Port Hueneme	21	5.2	10,945	212,134				
63	LA/LB	1,161	4.8	10,044	11,053,375				
14	Eureka	1	3.0	*	*				
34	SF Bay Area	232	4.4	8,982	2,059,665				
40	Portland	64	5.2	10,890	622,313				
23	Tacoma	132	5.1	10,154	1,338,287				
52	Seattle	125	4.8	9,998	1,146,086				
Clerk Total		1,763	4.7	\$ 9,932	\$ 16,669,191				

FOREMEN REGISTRANTS

94	LA/LB	395	5.0	\$ 13,585	\$ 5,190,986				
91	SF Bay Area	81	4.8	13,198	1,022,825				
92	Portland	48	5.5	14,620	658,189				
98	Seattle	106	5.4	14,371	1,424,477				
Foremen Total		630	5.1	\$ 13,744	\$ 8,296,477				
COAST TOTAL		14,136	3.4	\$ 7,438	\$ 94,504,312				

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

LONGSHORE PGP PAYMENTS BY AREA

Year	AREA			
	Southern California	Northern California	Oregon	Washington
2016	\$ 174,131	\$ 2,318,822	\$ 4,428,081	\$ 5,047,167
2017	\$ 86,362	\$ 1,969,130	\$ 3,133,510	\$ 3,489,232
2018	\$ 63,756	\$ 2,009,152	\$ 1,920,628	\$ 2,535,056
2019	\$ 254,985	\$ 3,103,393	\$ 3,381,315	\$ 2,924,057
2020	\$ 4,293,494	\$ 4,002,804	\$ 3,126,787	\$ 7,032,857



Total Shoreside Payrolls Processed by PMA

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

Year	Southern California	Northern California	Oregon	Washington	Total
2010	\$ 905,911,143	\$ 155,696,009	\$ 107,617,287	\$ 226,382,869	\$ 1,395,607,308
2011	930,569,725	171,171,986	120,375,276	232,379,272	1,454,496,260
2012	986,744,832	177,298,570	113,674,225	259,861,241	1,537,578,868
2013	1,022,540,577	188,749,798	104,223,553	253,529,273	1,569,043,202
2014	1,192,187,058	195,667,442	111,167,960	268,705,584	1,767,728,044
2015	1,301,088,979	213,019,912	112,807,107	294,158,684	1,921,074,681
2016	1,278,431,800	213,866,138	109,398,277	290,220,941	1,891,917,156
2017	1,403,871,115	224,314,644	116,080,546	296,431,598	2,040,697,904
2018	1,482,684,001	237,293,257	120,919,588	320,706,674	2,161,603,520
2019	1,463,334,950	250,105,560	118,368,846	331,514,229	2,163,323,585
2020	\$ 1,478,588,464	\$ 248,328,781	\$ 123,571,959	\$ 289,211,614	\$ 2,139,700,818

PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (FICA) accounts and State Unemployment Insurance (SUI) accounts on these payrolls. In 2020, employer FICA taxes paid were \$131,108,582 and SUI taxes paid were \$49,688,811.

Assessment Rates 2020/2021

Other Assessments							
	Benefits Plans	CFS Program	401(k)	Marine Clerk Work Opportunity	LA/LB Crane Board Make Whole	PMA Cargo Dues	Total
Payroll Hour Rate							
L/S and Clerk	\$35.79		\$1.13			\$0.95	\$37.87
Walking Boss	\$35.79		\$3.84			\$0.95	\$40.58
Steady Walking Boss & Foremen	\$41.55		\$4.46			\$1.10	\$47.11
Offshore and Intercoastal Tonnage Rates							
Containers - LA/LB RUs (TEUs)	\$30.03	\$0.11		\$0.71	\$0.11	\$5.49	\$36.45
Containers - Other Ports RUs (TEUs)	\$30.03	\$0.11		\$0.71		\$5.49	\$36.34
General Cargo	\$1.767					\$0.323	\$2.090
Lumber and Logs	\$1.767					\$0.323	\$2.090
Autos and Trucks	\$0.143					\$0.323	\$0.466
Bulk Cargo	\$0.035					\$0.006	\$0.041
Coastwise and Inbound from British Columbia*							
Containers - LA/LB RUs (TEUs)	\$21.20	\$0.08		\$0.50	\$0.07	\$5.49	\$27.34
Containers - Other Ports RUs (TEUs)	\$21.20	\$0.08		\$0.50		\$5.49	\$27.27
General Cargo	\$0.729					\$0.323	\$1.052
Lumber and Logs	\$0.729					\$0.323	\$1.052
Autos and Trucks	\$0.059					\$0.323	\$0.382
Bulk Cargo	\$0.014					\$0.006	\$0.020

\*Inbound from B.C. applicable to General Cargo and Lumber and Logs loaded in B.C.

ILWU-PMA 401(k) Plan

For Plan Year Ended June 30:	2020	2019	2018	2017	2016	2015
Contributions						
Employee	\$ 105,564,806	\$ 108,960,961	\$ 99,178,979	\$ 92,904,748	\$ 84,086,079	\$ 78,239,550
Employer	30,093,813	30,925,613	29,854,579	29,046,528	28,930,605	28,373,052
Total Contributions	\$ 135,658,619	\$ 139,886,574	\$ 129,033,558	\$ 121,951,276	\$ 113,016,684	\$ 106,612,602
Investment Income						
Net realized/unrealized appreciation	\$ 70,203,662	\$ 68,171,441	\$ 87,393,093	\$ 166,964,218	\$ (74,257,226)	\$ (7,947,829)
Interest and Dividends	35,059,693	43,511,422	90,070,282	55,380,670	64,944,209	72,131,636
Less: Investment Expense	—	—	—	(44,141)	—	(86,422)
Total Additions	\$ 240,921,974	\$ 251,569,437	\$ 306,496,933	\$ 344,252,023	\$ 103,703,667	\$ 170,709,987
Distributions						
Distributions to participants	(223,406,450)	(119,605,065)	(98,131,823)	(92,755,798)	(82,550,668)	(84,594,289)
Net Change	\$ 17,515,524	\$ 131,964,372	\$ 208,365,110	\$ 251,496,225	\$ 21,152,999	\$ 86,115,698
Net Assets available for Benefits						
Beginning of year	2,174,168,880	2,042,204,508	1,833,839,398	1,582,343,173	1,561,190,174	1,475,074,476
End of year	\$2,191,684,404	\$2,174,168,880	\$2,042,204,508	\$ 1,833,839,398	\$ 1,582,343,173	\$ 1,561,190,174

Pension Benefits

CHANGES IN NET ASSETS AVAILABLE FOR PENSION BENEFITS

The data in the table below are obtained from annual audited financial statements of the ILWU-PMA Pension Plan which are prepared on the accrual basis of accounting. The Plan year ends June 30.

For Plan Year Ended June 30:	2020	2019	2018	2017	2016	2015
Benefits Paid and Expenses						
Pensions paid	\$ 404,189,134	\$ 382,770,256	\$ 370,266,198	\$ 359,523,524	\$ 345,141,002	\$ 332,272,776
Administrative expenses	8,392,772	7,296,972	8,275,948	7,097,014	7,204,501	6,130,759
Total Deductions	\$ 412,581,906	\$ 390,067,228	\$ 378,542,146	\$ 366,620,538	\$ 352,345,503	\$ 338,403,535
Investment Income and Employer Contributions						
Net appreciation of fair value of investments	\$ 110,624,672	\$ 266,330,056	\$ 338,038,855	\$ 509,393,834	\$ (85,740,261)	\$ 72,162,853
Interest	26,690,074	26,922,354	21,826,028	17,954,371	16,370,129	15,834,497
Dividends from investments	92,323,875	87,657,308	74,604,281	76,394,246	58,768,496	55,539,098
Less investment expense	(7,887,064)	(8,048,763)	(7,982,824)	(8,174,356)	(8,345,354)	(5,477,489)
Total Income Gain (Loss)	\$ 221,751,557	\$ 372,860,955	\$ 426,486,340	\$ 595,568,095	\$ (18,946,990)	\$ 138,058,959
Contributions from Employers	423,726,011	607,723,180	609,745,037	611,279,468	557,846,818	539,999,599
Other Income	1,247,882	1,555,717	1,013,049	1,034,696	746,865	970,216
Total Additions	\$ 646,725,450	\$ 982,139,852	\$ 1,037,244,426	\$ 1,207,882,259	\$ 539,646,693	\$ 679,028,774
Net Increase	234,143,544	592,072,624	658,702,280	841,261,721	187,301,190	340,625,239
Net Assets Available for Benefits: Beg. of Year	\$ 6,853,205,757	\$ 6,261,133,133	\$ 5,602,430,852	\$ 4,761,169,131	\$ 4,573,867,941	\$ 4,233,242,702
End of Year	\$ 7,087,349,301	\$ 6,853,205,757	\$ 6,261,133,133	\$ 5,602,430,853	\$ 4,761,169,131	\$ 4,573,867,941

EMPLOYER WITHDRAWAL LIABILITY

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

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

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

b) sells or transfers all or a substantial portion of its business or assets to a non-contributing employer.

An employer that simply goes out of business will generally have no withdrawal liability.

To satisfy the withdrawal requirement, the Plan uses the presumptive method for the computation of withdrawal liability. The presumptive method bases such liability on certain components of the Plan's unfunded vested benefits liability.

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

Vested Liabilities as of Plan Year Ended June 30:	2020	2019	2018	2017	2016	2015
Retired Participants & Beneficiaries	\$ 3,398,249,543	\$ 3,206,250,359	\$ 3,215,832,788	\$ 3,138,630,504	\$ 3,014,662,573	\$ 2,910,945,065
Inactive Vested	24,185,600	23,455,536	21,280,775	18,988,335	16,846,484	16,170,144
Active Vested Employees	2,906,382,164	2,661,478,024	2,567,039,982	2,375,650,390	2,167,004,834	2,070,275,394
Total Present Value Vested Liabilities	\$ 6,328,817,307	\$ 5,891,183,919	\$ 5,804,153,545	\$ 5,533,269,229	\$ 5,198,513,891	\$ 4,997,390,603
Actuarial Value of Assets	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199	\$ 5,651,600,468	\$ 5,046,274,566	\$ 4,510,609,528
Unfunded Vested Benefits Liability	\$ —	\$ —	\$ —	\$ —	\$ 152,239,325	\$ 486,781,075

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:	2020	2019	2018	2017	2016	2015
Actuarial Value of Assets	\$ 7,354,148,554	\$ 6,865,442,165	\$ 6,228,785,199	\$ 5,651,600,468	\$ 5,046,274,566	\$ 4,510,609,528
Actuarial Liability:						
Pensioners/Survivors	3,456,264,879	3,265,039,741	3,101,462,542	3,160,024,559	3,058,742,453	2,951,554,705
Inactive Vested	24,487,330	23,754,874	20,959,549	19,071,017	16,952,975	16,261,332
Active Employees	3,966,080,636	3,822,807,194	3,526,982,208	3,379,133,694	3,203,495,763	2,899,272,219
Total Actuarial Liability	\$ 7,446,832,845	\$ 7,111,601,809	\$ 6,649,404,299	\$ 6,558,229,270	\$ 6,279,191,191	\$ 5,867,088,256
Unfunded Actuarial Accrued Liability	\$ 92,684,291	\$ 246,159,644	\$ 420,619,100	\$ 906,628,802	\$ 1,232,916,625	\$ 1,356,478,728



Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2020	2019	2018	2017	2016	2015
Investment Income	\$ 165,279	\$ 143,366	\$ 60,437	\$ 61,235	\$ 51,437	\$ 44,478
Contributions:						
Employers	761,387,433	790,691,376	715,778,035	675,403,215	731,709,936	\$ 657,558,826
Employees	10,043,712	12,598,166	13,076,067	13,024,859	14,066,840	13,180,484
COBRA/self-pay contribution	7,375	43,349	54,104	121,455	55,708	91,973
Total contributions	\$ 771,438,520	\$ 803,332,891	\$ 728,908,206	\$ 688,549,529	\$ 745,832,484	\$ 670,831,283
Other Income	6,209,422	6,608,483	9,607,863	49,840,791	9,259,530	5,396,513
Total additions	\$ 777,813,221	\$ 810,084,740	\$ 738,576,506	\$ 738,451,555	\$ 755,143,451	\$ 676,272,274
Deductions:						
Benefits paid	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112	\$ 685,137,053	\$ 713,084,002	\$ 605,554,197
Administrative expenses	55,121,861	49,289,801	52,359,627	47,702,098	41,741,689	42,858,542
Total deductions	\$ 775,521,790	\$ 792,561,881	\$ 743,018,739	\$ 732,839,151	\$ 754,825,691	\$ 648,412,739
Net increase (decrease)	\$ 2,291,431	\$ 17,522,859	\$ (4,442,233)	\$ 5,612,404	\$ 317,760	\$ 27,859,535
Net assets available for benefits:						
Beginning of year	\$ 196,055,042	\$ 178,532,183	\$ 182,974,416	\$ 177,362,012	\$ 177,044,252	\$ 149,184,717
End of year	\$ 198,346,473	\$ 196,055,042	\$ 178,532,183	\$ 182,974,416	\$ 177,362,012	\$ 177,044,252

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2020	2019	2018	2017	2016	2015
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	\$ 136,562,607	\$ 130,734,009	\$ 117,915,071	\$ 123,695,514	\$ 110,693,406	\$ 100,037,623
PPO and Indemnity Plan						
Hospital, medical, surgical	\$ 330,626,300	\$ 343,690,630	\$ 331,910,684	\$ 301,254,744	\$ 291,610,614	\$ 286,536,469
Prescription drug program	142,200,793	158,231,099	138,008,660	160,583,322	212,612,674	125,335,301
Vision service plan	7,841,506	7,521,342	7,402,889	7,317,858	6,775,156	6,408,181
Subtotal	\$ 480,668,599	\$ 509,443,071	\$ 477,322,233	\$ 469,155,924	\$ 510,998,444	\$ 418,279,951
Medicare Part B Reimbursements						
Medicare premiums reimbursements	\$ 16,728,161	\$ 15,933,804	\$ 14,771,772	\$ 12,995,647	\$ 12,440,335	\$ 12,302,262
Dental Programs: HMO and PPO Participants						
Dental services - adults	\$ 40,652,119	\$ 43,504,657	\$ 40,766,514	\$ 39,619,096	\$ 40,445,969	\$ 36,674,976
Dental services - children	9,993,822	10,913,848	10,425,968	9,564,668	11,080,053	10,026,853
Subtotal	\$ 50,645,941	\$ 54,418,505	\$ 51,192,482	\$ 49,183,764	\$ 51,526,022	\$ 46,701,829
Other Programs for Eligible Participants						
Life insurance, AD&D	\$ 3,861,196	\$ 5,005,109	\$ 4,704,263	\$ 4,644,910	\$ 3,819,313	\$ 5,407,570
Chiropractic	9,030,817	9,095,243	7,632,640	7,739,521	5,499,171	5,008,673
Social security supplement	162,975	469,665	574,363	432,734	378,946	577,810
Alcoholism/Drug Recovery Program	3,886,081	4,884,744	5,105,665	5,119,373	6,261,474	6,034,620
Hearing aids	2,075,884	2,875,828	2,432,626	2,175,871	2,281,219	2,069,378
Subsequent prosthetic device	64,062	111,224	57,142	385,963	321,490	100,897
Subtotal	\$ 19,081,015	\$ 22,441,813	\$ 20,506,699	\$ 20,498,372	\$ 18,561,613	\$ 19,198,948
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	\$ 5,411,828	\$ 3,396,499	\$ 3,361,308	\$ 3,656,682	\$ 3,460,390	\$ 3,724,079
Weekly Indemnity & NIDS (OR & WA)	11,301,778	6,904,379	5,589,547	5,862,544	5,226,321	5,118,657
Subtotal	\$ 16,713,606	\$ 10,300,878	\$ 8,950,855	\$ 9,519,226	\$ 8,686,711	\$ 8,842,736
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	—	—	—	\$ 88,606	\$ 177,471	\$ 190,848
TOTAL BENEFITS	\$ 720,399,929	\$ 743,272,080	\$ 690,659,112	\$ 685,137,053	\$ 713,084,002	\$ 605,554,197
Reconciliation to Form 5500 (accrual)	(8,656,574)	(6,949,158)	(14,897,311)	23,221,032	(12,919,156)	11,972,456
TOTAL BENEFITS AFTER RECONCILIATION	\$ 711,743,355	\$ 736,322,922	\$ 675,761,801	\$ 708,358,085	\$ 700,164,846	\$ 617,526,653

Accident Prevention Data

OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES

The Pacific Maritime Association processes injury and illness reports submitted by companies to analyze industry injury and illness trends.

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 2020.

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

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

Year	Coast	Southern California	Northern California	Pacific Northwest	
				Oregon	Washington
2000	7.20	5.68	9.81	10.70	10.70
2001	8.40	6.60	13.30	9.64	12.60
2002	8.50	6.49	14.10	11.20	13.30
2003	7.50	6.00	10.50	10.00	11.90
2004	6.77	5.71	9.04	9.95	9.11
2005	7.12	6.15	9.37	9.19	9.06
2006	6.41	5.13	10.69	6.79	9.32
2007	5.92	4.67	10.90	6.34	8.06
2008	5.92	5.00	9.49	7.38	6.81
2009	7.57	6.73	10.63	8.09	8.59
2010	5.81	4.96	8.32	7.56	6.78
2011	5.43	4.57	7.52	8.11	6.02
2012	5.46	4.53	8.22	9.37	5.48
2013	5.01	3.84	6.33	8.42	7.64
2014	4.81	3.72	6.32	8.17	7.76
2015	4.13	2.68	7.19	10.92	7.33
2016	4.14	2.98	6.67	8.48	6.89
2017	3.93	3.00	5.50	7.22	6.85
2018	3.48	2.80	4.96	5.47	5.33
2019	3.37	2.41	4.51	10.54	5.25
2020	3.28	2.33	6.47	6.67	4.79

GENERAL SAFETY TRAINING:

A 30-YEAR HISTORY ON THE WATERFRONT  
THROUGH 12/31/2020

YEAR	GRADUATES	CUMULATIVE
GST I – Safety First		
1991	552	552
1992	5,246	5,798
1993	4,512	10,310

GST II – Your Right, Your Life		
1994	1,068	1,068
1995	6,867	7,935
1996	4,798	12,733

GST III – What Counts		
1997	2,993	2,993
1998	7,788	10,781
1999	4,059	14,840

GST IV – Going Home Safe		
2000	4,007	4,007
2001	6,675	10,682
2002	5,464	16,146

GST V – Aware Today, Everyday		
2003	3,443	3,443
2004	9,733	13,176
2005	12,332	25,508
2006	6,966	32,474

GST VI – Every Choice Counts		
2007	10,704	10,704
2008	8,523	19,227
2009	5,388	24,615

GST		
2010	8,593	8,593
2011	7,572	16,165
2012	10,746	26,911

GST VIII – Safety Doesn't Just Happen		
2013	7,693	7,693
2014	6,775	14,468
2015	6,111	20,579
2016	6,338	26,917
2017	6,843	33,760
2018	7,002	40,762
2019	8,850	49,612
2020	4,357	53,969

LOST TIME 'TOP TENS' FOR 2020

Most Injured Longshore Occupations		Cause of Most Injuries		Most Injured Body Part		Coast Incidence Rate by Longshore Occupation		Coast Incidence Rate by Category	
Semi-Tractor	78	Strained	109	Multiple Body Parts	153	Auto Driver	11.62	Longshore	3.65
Lasher	72	Slip	62	Knee	42	Crane, Cont Gantry	1.12	Clerk	1.57
Mechanic, ILWU	53	Trip	38	Back	42	Dockman	3.29	Foreman/Walking Boss	3.72
Holdman	46	Struck By	34	Shoulder	32	Frontman/Hookman	6.44		
Dockman	23	Struck by Other Vehicle	25	Fingers	29	Gearman	3.10		
Auto Driver	20	Struck by 2 Vehicles	18	Ankle	21	Holdman	4.71		
Top Handler/Side Pick	11	Pinched	16	Leg	15	Lasher	10.91		
Gearmen	7	Twisted	15	Arm	14	Linesman	2.52		
Lift Truck Basic/Heavy	6	Struck Against	15	Head	11	Mechanic, ILWU	2.70		
Crane, Cont Gantry	6	Bounced in Vehicle	15	Wrist	10	Semi-Tractor	3.16		



PMA Training Graduates

	2020	2019	2018	2017	2016
<b>Crane / Crane Simulator</b>					
Container Gantry Crane (Sim)	47	181	131	81	91
RTG Crane – Transtainer	151	112	98	89	85
Ship Gantry Crane (Sim)	2	1	1	4	–
Ship Gantry Crane (Fam)	–	–	–	–	6
Ship Pedestal Crane (Sim) (Winch)	3	17	20	19	25
Mobile Crane (Mobile Cr Light)	1	49	10	36	11
Ship Unloader, Bulk Crane	–	–	1	–	2
Dock Whirley Crane	–	–	–	–	–
Subtotal	204	360	261	229	220
Percent of Total	1.7%	0.9%	1%	1%	1%
<b>Skill Equipment / PIT</b>					
Forklift	325	1,462	1,218	855	1,108
Semi-Tractor	747	2,443	1,436	907	321
Container Handling Equipment (CHE) (Log Loader)	326	870	747	505	416
Straddle Carrier	8	39	28	49	37
Excavator	1	7	11	3	–
Bulk Loader (Bucket)	–	–	–	–	–
Bulldozer (Front Loader) (Loc)	29	18	59	2	10
Subtotal	1,436	4,839	3,499	2,321	1,892
Percent of Total	11.7%	12.6%	13%	15%	12%
<b>Job Specific / Promotions</b>					
Basic Marine Clerk	56	222	134	22	134
Clerk Computer Gate (Yard)	146	189	94	6	133
Supercargo	–	3	6	–	–
Vessel Planner	3	3	7	3	3
Walking Boss Orientation	21	77	19	86	62
Powered Gangway	–	32	11	–	–
Walking Boss Seminar	450	480	102	462	273
Watchman (Security Awareness)	31	212	38	505	40
Holdman	–	12	–	–	–
Cutting & Grinding	–	–	–	5	10
Watchman Reefer	–	79	1	76	50
Watchman Screener	–	–	–	66	27
Mechanic (General) (Crane) (Medium Voltage)	106	230	115	295	–
Gearman	–	–	–	–	–
Subtotal	813	1,539	527	1,526	732
Percent of Total	6.6%	4%	2%	9%	5%
<b>Safety / Technical / Employee Development</b>					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	4,398	9,068	7,360	6,843	6,338
Diversity, Employee & Supervisor	67	2,377	1,404	160	1,884
Standard First Aid / CPR	89	1,225	310	218	746
Lashing	23	609	127	26	23
Ammo Handling Safety	605	940	669	839	532
Vessel Rigging	–	18	17	14	6
Basic Casual Safety (LS Entry)	41	746	310	–	–
Instructor (Train-the-Trainer)	–	–	–	–	–
Subtotal	5,223	14,983	10,197	8,100	9,529
Percent of Total	42.5%	39.2%	36%	50%	62%
<b>Testing</b>					
Strength & Agility (Schd Practice)	182	557	570	86	564
Clerk Cognitive	653	2,233	1,593	760	467
Clerk Keyboard	771	2,934	2,224	748	122
Physical Exam (Pre-employment)	1,239	4,456	3,848	802	863
Drug & Alcohol Screen (Pre-employment)	923	4,644	3,792	772	1,030
Lashing Test	854	1,716	1,543	776	60
Subtotal	4,622	16,540	13,570	3,944	3,106
Percent of Total	37.6%	43.2%	48%	25%	20%
<b>TOTAL</b>	<b>12,298</b>	<b>38,261</b>	<b>28,054</b>	<b>16,120</b>	<b>15,479</b>
<b>EXPENDITURE*</b>	<b>\$14,669,667</b>	<b>\$43,004,852</b>	<b>\$31,411,738</b>	<b>\$21,467,494</b>	<b>\$22,561,339</b>

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

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

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

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

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

The number of General Safety Training graduates includes Casual applicants.

\*Certain costs of training are not included. Training was shutdown for approximately four months due to COVID-19.

Coast Hours and Tonnage

Calculation of Total Tonnage and “Weighted Tonnage”

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

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

Total Tonnage

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

“Weighted” Tonnage

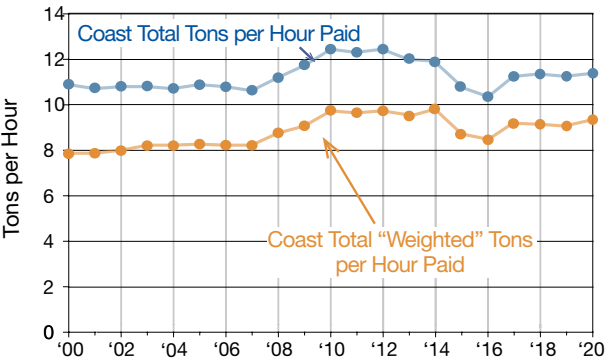
For the purpose of comparing the volume of tonnage handled in a port or group of ports to the corresponding number of hours paid, a “weighted tonnage” statistic is used. Only two of the cargo sectors are altered to “weight” the total tonnage: Autos and Bulk.

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

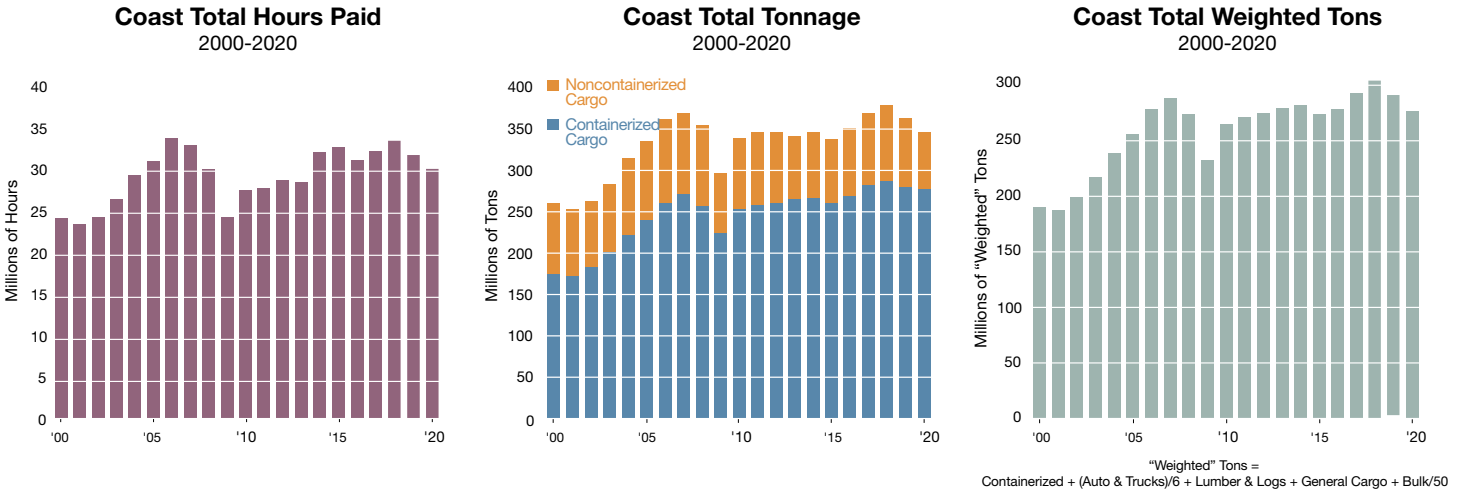
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on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

Total “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.



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

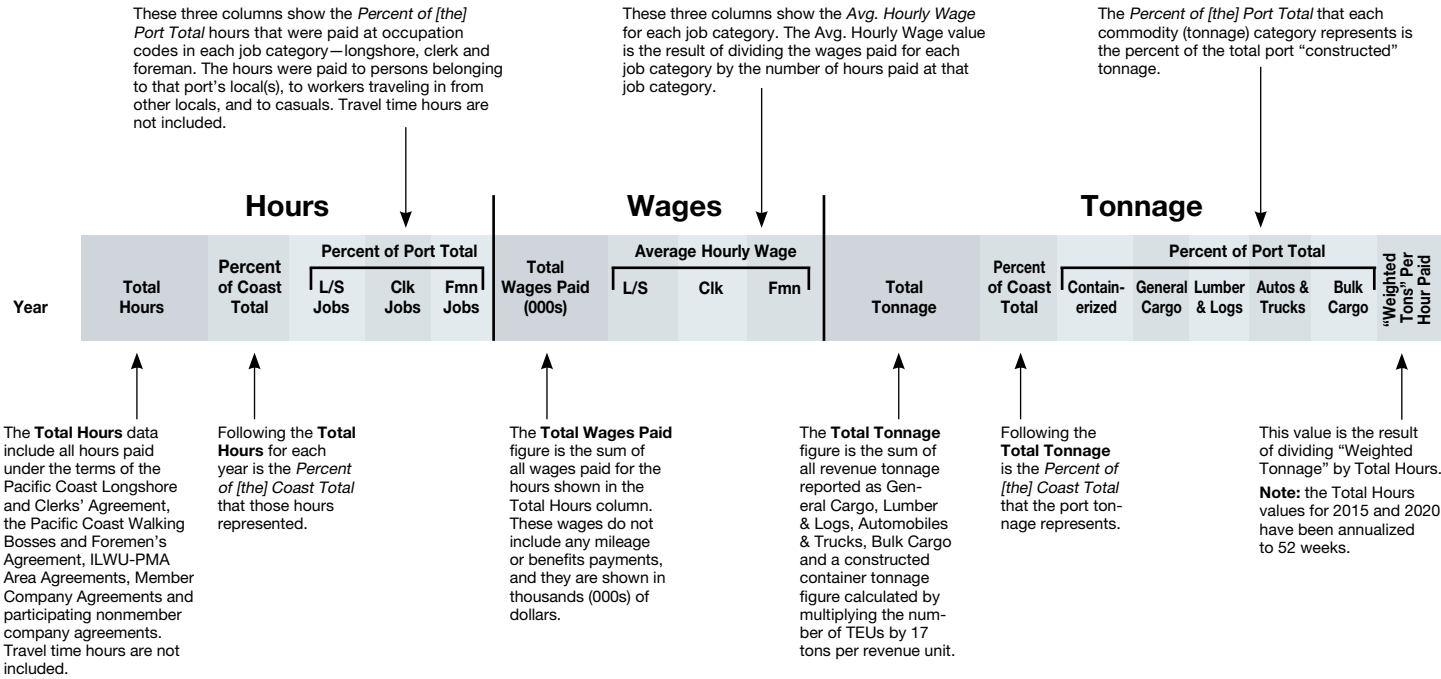


“Weighted” Tons = Containerized + (Auto & Trucks/6 + Lumber & Logs + General Cargo + Bulk/50)



Explanation of Port Hours, Wages and Tonnage Data

The order in which the ports are listed on the following pages is a function of their location. The southernmost U.S. West Coast port, San Diego, California, is shown first, followed by each succeeding northerly port to Bellingham, Washington, near the Canadian border. Following the port data are summaries for each PMA Area and for the Coast.



Terminal operations at the Port of Los Angeles.



Port Hours, Wages and Tonnage Data

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

Southern California

San Diego

2015	420,482	1.3%	73.8%	16.8%	9.4%	\$20,767	\$47.29	\$48.29	\$67.82	5,590,623	1.7%	18.9%	2.6%	—	76.3%	2.2%	4.65
2016	425,046	1.4%	73.2%	17.3%	9.5%	\$21,738	\$48.82	\$50.60	\$70.07	5,999,166	1.7%	20.3%	1.8%	—	76.0%	1.9%	4.91
2017	422,327	1.3%	73.4%	16.8%	9.8%	\$22,260	\$50.22	\$51.75	\$72.86	5,193,483	1.4%	22.1%	2.1%	—	74.0%	1.8%	4.50
2018	451,534	1.3%	73.3%	17.0%	9.7%	\$24,730	\$52.38	\$53.38	\$75.87	5,385,919	1.4%	22.5%	2.8%	—	72.4%	2.3%	4.47
2019	477,282	1.5%	73.5%	16.9%	9.6%	\$26,796	\$53.52	\$55.03	\$78.29	5,333,253	1.5%	24.2%	3.1%	—	68.9%	3.8%	4.35
2020	370,211	1.2%	72.4%	18.2%	9.4%	\$21,466	\$55.65	\$56.56	\$78.62	3,943,333	1.2%	33.3%	3.3%	—	60.3%	3.1%	4.98

Los Angeles/Long Beach

2015	21,534,657	65.5%	75.0%	19.2%	5.8%	\$1,127,096	\$50.62	\$53.99	\$69.12	204,834,484	60.7%	91.2%	1.8%	0.1%	2.9%	4.0%	9.08
2016	20,337,641	65.3%	75.7%	18.5%	5.8%	\$1,110,956	\$52.97	\$56.07	\$71.78	209,571,504	59.9%	91.7%	1.5%	0.1%	2.9%	3.8%	9.67
2017	21,605,771	66.3%	75.8%	18.3%	5.9%	\$1,222,545	\$54.84	\$58.09	\$74.38	222,979,854	60.6%	91.1%	1.4%	0.1%	3.0%	4.4%	9.62
2018	22,138,666	65.9%	76.1%	18.0%	5.9%	\$1,296,913	\$56.83	\$59.92	\$77.14	228,952,303	60.2%	91.3%	1.4%	0.1%	2.5%	4.7%	9.65
2019	20,855,875	64.4%	76.2%	18.0%	5.8%	\$1,263,940	\$58.98	\$61.47	\$79.21	217,957,819	60.3%	91.7%	1.1%	0.1%	2.4%	4.7%	9.76
2020	20,402,690	66.5%	76.3%	17.9%	5.8%	\$1,272,289	\$60.69	\$63.25	\$81.58	213,642,817	62.7%	92.7%	0.9%	0.1%	2.0%	4.3%	9.86

Port Hueneme

2015	563,529	1.7%	76.9%	17.6%	5.5%	\$26,872	\$45.81	\$49.52	\$67.86	5,774,378	1.7%	18.0%	10.0%	—	68.7%	3.3%	4.13
2016	475,865	1.5%	72.6%	17.9%	9.5%	\$23,861	\$47.41	\$51.15	\$68.98	5,380,996	1.5%	19.2%	9.0%	—	68.0%	3.8%	4.48
2017	518,517	1.6%	73.5%	17.1%	9.4%	\$26,877	\$49.15	\$52.48	\$71.61	5,910,638	1.6%	21.0%	8.5%	—	67.1%	3.4%	4.65
2018	526,375	1.6%	73.2%	17.5%	9.3%	\$28,294	\$51.09	\$54.36	\$73.60	5,948,086	1.6%	21.8%	8.4%	—	67.0%	2.8%	4.68
2019	535,720	1.7%	73.8%	17.1%	9.1%	\$29,633	\$52.72	\$55.68	\$75.58	6,369,662	1.8%	21.2%	7.2%	—	68.6%	3.0%	4.74
2020	493,364	1.6%	73.3%	18.0%	8.7%	\$28,068	\$54.38	\$57.26	\$77.28	5,821,385	1.7%	30.2%	3.7%	—	63.5%	2.6%	5.25

Northern California

San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia/Port Chicago

2015	3,146,911	9.6%	75.3%	17.7%	7.0%	\$161,906	\$49.90	\$51.29	\$68.56	35,013,516	10.4%	82.5%	0.1%	—	8.8%	8.6%	9.56
2016	3,018,756	9.7%	75.0%	18.4%	6.6%	\$162,443	\$52.37	\$53.47	\$71.09	37,494,871	10.7%	82.5%	—	—	10.2%	7.3%	10.48
2017	3,071,605	9.4%	75.8%	17.6%	6.6%	\$172,568	\$54.68	\$55.78	\$74.51	38,469,387	10.5%	81.3%	—	—	10.8%	7.9%	10.43
2018	3,199,338	9.5%	76.2%	17.1%	6.7%	\$184,774	\$56.11	\$57.62	\$76.89	39,973,829	10.5%	79.2%	0.2%	—	11.3%	9.3%	10.18
2019	3,327,061	10.3%	76.3%	16.7%	7.0%	\$194,882	\$56.65	\$58.90	\$78.66	41,461,356	11.5%	77.8%	0.1%	—	13.3%	8.8%	10.01
2020	3,150,961	10.3%	75.9%	17.2%	6.9%	\$192,364	\$59.24	\$61.01	\$81.11	40,324,365	11.7%	80.5%	—	—	11.4%	8.1%	10.56

Stockton/Pittsburg

2015	277,785	0.8%	73.2%	17.2%	9.6%	\$13,578	\$46.43	\$48.68	\$67.83	2,941,527	0.9%	—	17.6%	—	—	82.4%	2.08
2016	274,305	0.9%	72.8%	17.6%	9.6%	\$14,097	\$48.83	\$51.56	\$70.47	2,853,822	0.8%	—	19.9%	—	—	80.1%	2.23
2017	259,239	0.8%	73.0%	17.2%	9.8%	\$13,884	\$50.81	\$54.05	\$73.20	3,617,280	1.0%	0.6%	10.8%	—	—	88.6%	1.84
2018	234,301	0.7%	72.7%	17.5%	9.8%	\$12,914	\$52.36	\$55.44	\$74.99	3,657,338	1.0%	0.1%	9.3%	—	—	90.6%	1.75
2019	227,443	0.7%	72.6%	17.5%	9.9%	\$12,915	\$53.86	\$57.52	\$76.87	3,458,744	1.0%	—	10.8%	—	—	89.2%	1.91
2020	178,675	0.6%	69.3%	20.6%	10.1%	\$10,677	\$56.61	\$59.9	\$81.07	2,610,056	0.8%	—	8.2%	—	—	91.8%	1.46

West Sacramento

2015	89,022	0.3%	72.3%	18.2%	9.5%	\$4,404	\$47.09	\$49.71	\$67.06	522,173	0.2%	—	45.0%	—	—	55.0%	2.76
2016	91,161	0.3%	75.5%	16.4%	8.1%	\$4,477	\$46.66	\$51.00	\$68.29	604,012	0.2%	—	37.9%	—	—	62.1%	2.60
2017	86,892	0.3%	74.1%	17.5%	8.4%	\$4,609	\$50.76	\$53.06	\$73.04	672,152	0.2%	—	38.5%	—	—	61.5%	3.07
2018	63,634	0.2%	74.7%	16.4%	8.9%	\$4,626	\$52.80	\$55.70	\$75.60	716,010	0.2%	—	30.8%	—	—	69.2%	2.75
2019	87,450	0.3%	74.7%	16.8%	8.5%	\$4,911	\$53.54	\$57.06	\$77.37	724,985	0.2%	—	33.5%	—	—	66.5%	2.88
2020	95,317	0.3%	73.2%	16.6%	10.2%	\$5,677	\$56.2	\$60.85	\$81.74	891,627	0.3%	—	28.0%	—	—	72.0%	2.75

Eureka

2015	3,867	<0.1%	65.5%	24.6%	9.9%	\$189	\$46.69	\$47.21	\$68.54	77,553	<0.1%	—	—	6.6%	—	93.4%	1.73
2016	8,398	<0.1%	58.5%	33.0%	8.5%	\$395	\$43.96	\$47.75	\$65.52	126,384	<0.1%	—	—	4.2%	—	95.8%	0.92
2017	7,301	<0.1%	51.0%	38.2%	10.8%	\$373	\$48.00	\$49.79	\$70.43	236,006	<0.1%	—	—	—	—	100.0%	0.65
2018	13,888	<0.1%	69.3%	21.2%	9.5%	\$717	\$48.33	\$52.56	\$73.76	238,892	0.1%	—	—	—	—	100.0%	0.39
2019	6,445	<0.1%	48.7%	41.8%	9.5%	\$348	\$51.58	\$52.12	\$74.42	277,097	0.1%	—	—	—	—	100.0%	0.86
2020	5,989	<0.1%	44.0%	47.9%	8.1%	\$334	\$54.39	\$53.39	\$76.49	209,017	0.1%	—	—	—	—	100.0%	0.70



Port Hours, Wages and Tonnage Data

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

Pacific Northwest: Oregon and Columbia River

North Bend/Coos Bay

2015	41,865	0.1%	86.1%	6.2%	7.7%	\$1,999	\$45.40	\$55.43	\$67.62	1,563,312	0.5%	—	0.4%	2.8%	—	96.8%	1.96
2016	58,185	0.2%	87.1%	5.5%	7.4%	\$2,760	\$45.06	\$56.33	\$68.73	1,709,548	0.5%	—	0.4%	6.7%	—	92.9%	2.63
2017	50,705	0.2%	85.9%	6.1%	8.0%	\$2,555	\$47.81	\$58.74	\$71.60	1,819,420	0.5%	—	0.7%	4.9%	—	94.4%	2.68
2018	58,726	0.2%	85.9%	5.8%	8.3%	\$3,082	\$49.87	\$60.28	\$74.06	1,913,013	0.5%	—	0.8%	6.4%	—	92.3%	2.97
2019	51,207	0.2%	85.4%	6.2%	8.4%	\$2,808	\$51.92	\$63.68	\$77.97	1,743,372	0.5%	—	0.1%	6.1%	—	93.8%	2.77
2020	42,785	0.1%	83.7%	7.9%	8.4%	\$2,429	\$53.92	\$63.16	\$79.37	1,395,725	0.4%	—	—	4.8%	—	95.2%	2.19

Newport

2015	648	<0.1%	100.0%	—	—	\$29	\$45.47	—	—	—	—	—	—	—	—	—	—
2016	576	<0.1%	100.0%	—	—	\$28	\$48.88	—	—	—	—	—	—	—	—	—	—
2017	562	<0.1%	100.0%	—	—	\$28	\$50.46	—	—	—	—	—	—	—	—	—	—
2018	551	<0.1%	100.0%	—	—	\$29	\$52.56	—	—	—	—	—	—	—	—	—	—
2019	582	<0.1%	100.0%	—	—	\$32	\$54.37	—	—	—	—	—	—	—	—	—	—
2020	548	<0.1%	100.0%	—	—	\$31	\$57.32	—	—	—	—	—	—	—	—	—	—

Astoria

2015	42,747	0.1%	87.2%	5.7%	7.1%	\$1,795	\$39.96	\$48.38	\$61.93	121,807	<0.1%	—	—	100.0%	—	—	2.90
2016	28,194	0.1%	88.4%	5.2%	6.4%	\$1,255	\$42.89	\$49.62	\$62.96	84,870	<0.1%	—	—	100.0%	—	—	3.01
2017	33,742	0.1%	85.4%	4.9%	9.7%	\$1,582	\$44.27	\$52.08	\$67.32	96,297	<0.1%	—	—	100.0%	—	—	2.85
2018	29,681	0.1%	84.7%	4.8%	10.5%	\$1,477	\$46.90	\$55.08	\$70.58	79,338	<0.1%	—	—	100.0%	—	—	2.67
2019	12,539	<0.1%	90.1%	2.8%	7.1%	\$641	\$49.53	\$53.69	\$70.34	19,268	<0.1%	—	—	100.0%	—	—	1.54
2020	4,281	<0.1%	96.8%	1.6%	1.6%	\$236	\$54.9	\$58.09	\$72.61	—	—	—	—	—	—	—	—

Portland/St. Helens

2015	713,664	2.2%	79.1%	13.5%	7.4%	\$35,631	\$47.77	\$52.46	\$68.31	9,798,209	2.9%	2.9%	0.8%	—	33.1%	63.2%	1.46
2016	619,406	2.0%	78.9%	13.7%	7.4%	\$31,686	\$48.86	\$54.09	\$70.12	9,743,243	2.8%	0.3%	0.2%	—	37.4%	62.1%	1.25
2017	710,038	2.2%	81.2%	11.4%	7.4%	\$37,562	\$50.47	\$56.70	\$73.66	12,184,477	3.3%	—	—	—	33.6%	66.4%	1.19
2018	753,108	2.2%	79.3%	12.6%	8.1%	\$41,220	\$52.21	\$57.35	\$75.27	13,418,224	3.5%	—	—	—	31.0%	69.0%	1.18
2019	645,931	2.0%	76.1%	15.4%	8.5%	\$36,620	\$54.03	\$58.66	\$76.87	12,661,110	3.5%	—	0.1%	—	34.4%	65.5%	1.40
2020	703,031	2.3%	76.2%	15.9%	7.9%	\$41,273	\$56.14	\$60.38	\$80.09	11,111,876	3.3%	5.2%	—	—	31.5%	63.3%	1.86

Vancouver

2015	485,080	1.5%	79.4%	13.3%	7.3%	\$24,118	\$48.15	\$48.90	\$68.26	3,013,905	0.9%	0.7%	34.3%	—	35.4%	29.6%	2.62
2016	448,568	1.4%	80.2%	12.5%	7.3%	\$22,998	\$49.64	\$50.47	\$70.51	2,747,561	0.8%	0.8%	29.0%	—	38.0%	32.2%	2.25
2017	436,503	1.3%	80.7%	12.1%	7.2%	\$22,899	\$50.77	\$51.73	\$72.52	2,866,445	0.8%	—	30.1%	—	37.0%	32.9%	2.43
2018	429,414	1.3%	80.8%	11.7%	7.5%	\$23,218	\$52.19	\$53.58	\$75.16	3,085,683	0.8%	—	31.2%	—	35.3%	33.5%	2.72
2019	481,786	1.5%	80.6%	11.0%	8.4%	\$27,005	\$53.80	\$56.22	\$77.44	2,959,865	0.8%	—	32.3%	—	35.8%	31.9%	2.39
2020	486,079	1.6%	80.3%	10.8%	8.9%	\$28,138	\$55.43	\$57.99	\$79.78	2,645,309	0.8%	0.1%	24.0%	—	41.9%	34.0%	1.73

Longview/Kalama

2015	634,220	1.9%	85.5%	5.9%	8.6%	\$30,895	\$46.39	\$52.81	\$68.90	15,050,626	4.5%	0.5%	4.7%	6.4%	—	88.4%	3.24
2016	634,003	2.0%	86.0%	5.3%	8.7%	\$31,828	\$47.76	\$54.66	\$71.59	16,930,685	4.8%	0.6%	3.1%	5.5%	—	90.8%	2.96
2017	650,781	2.0%	86.2%	5.2%	8.6%	\$33,823	\$49.41	\$57.08	\$74.43	17,083,152	4.6%	0.6%	2.5%	5.0%	—	91.9%	2.60
2018	657,764	2.0%	86.6%	4.8%	8.6%	\$35,169	\$50.86	\$58.78	\$76.76	18,459,594	4.9%	0.6%	2.2%	4.2%	—	93.0%	2.47
2019	600,723	1.9%	87.0%	4.7%	8.3%	\$33,169	\$52.67	\$60.38	\$78.92	14,629,218	4.0%	0.6%	2.5%	4.0%	—	92.9%	2.19
2020	615,475	2.0%	87.3%	4.2%	8.5%	\$34,895	\$54.01	\$61.96	\$81.69	12,134,725	3.6%	0.2%	2.7%	4.8%	—	92.3%	1.90

Pacific Northwest: Washington

Aberdeen/Grays Harbor

2015	156,267	0.5%	85.7%	8.4%	5.9%	\$8,353	\$52.29	\$53.84	\$69.82	2,582,811	0.8%	—	0.8%	0.7%	36.9%	61.6%	1.50
2016	147,064	0.5%	87.2%	7.5%	5.3%	\$8,150	\$54.29	\$56.03	\$73.19	2,759,709	0.8%	—	0.3%	1.6%	26.0%	72.1%	1.44
2017	145,387	0.4%	86.1%	8.2%	5.7%	\$8,131	\$54.58	\$57.07	\$74.65	3,073,100	0.8%	—	1.1%	1.9%	30.0%	67.0%	1.97
2018	156,953	0.5%	86.5%	8.1%	5.4%	\$9,176	\$57.15	\$59.50	\$77.83	3,287,406	0.9%	—	1.2%	1.0%	22.8%	75.0%	1.57
2019	156,711	0.5%	75.5%	8.3%	16.2%	\$9,557	\$56.79	\$60.43	\$80.86	3,572,987	1.0%	—	1.1%	0.4%	23.4%	75.1%	1.58
2020	141,035	0.5%	71.2%	5.9%	22.9%	\$9,294	\$59.91	\$65.95	\$84.49	3,103,600	0.9%	0.1%	0.5%	0.1%	2.0%	97.3%	0.67

Port Hours, Wages and Tonnage Data

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

Pacific Northwest: Washington (continued)

Port Angeles

2015	34,530	0.1%	87.6%	4.5%	7.9%	\$1,652	\$45.64	\$55.38	\$67.77	121,482	<0.1%	0.1%	0.6%	97.3%	—	—	3.59
2016	35,335	0.1%	89.6%	3.5%	6.9%	\$1,692	\$46.07	\$54.91	\$68.02	140,970	<0.1%	2.1%	—	97.9%	—	—	3.99
2017	41,551	0.1%	89.0%	3.7%	7.3%	\$2,044	\$47.20	\$56.33	\$69.97	162,228	<0.1%	—	—	100.0%	—	—	3.90
2018	42,225	0.1%	87.6%	4.1%	8.3%	\$2,141	\$48.27	\$58.87	\$72.48	188,331	<0.1%	—	—	76.9%	—	23.1%	3.45
2019	23,376	0.1%	89.2%	3.4%	7.4%	\$1,210	\$49.70	\$59.43	\$73.15	68,208	<0.1%	—	—	100.0%	—	—	2.92
2020	19,114	0.1%	89.6%	3.8%	6.6%	\$1,037	\$52.29	\$61.65	\$76.57	53,060	<0.1%	—	—	100.0%	—	—	2.78

Port Gamble

2015	848	<0.1%	100.0%	—	—	\$41	\$48.84	—	—	—	—	—	—	—	—	—	—
2016	1,164	<0.1%	100.0%	—	—	\$52	\$44.99	—	—	—	—	—	—	—	—	—	—
2017	832	<0.1%	100.0%	—	—	\$44	\$52.44	—	—	—	—	—	—	—	—	—	—
2018	832	<0.1%	100.0%	—	—	\$45	\$54.25	—	—	—	—	—	—	—	—	—	—
2019	913	<0.1%	100.0%	—	—	\$50	\$55.23	—	—	—	—	—	—	—	—	—	—
2020	864	<0.1%	100.0%	—	—	\$50	\$57.66	—	—	—	—	—	—	—	—	—	—

Olympia

2015	48,423	0.1%	86.2%	3.8%	10.0%	\$2,143	\$41.74	\$50.51	\$63.58	219,208	0.1%	—	5.7%	94.3%	—	—	4.61
2016	53,244	0.2%	83.1%	5.2%	11.7%	\$2,487	\$43.80	\$51.31	\$65.34	283,358	0.1%	—	2.9%	84.1%	—	13.0%	4.64
2017	49,185	0.2%	82.1%	5.8%	12.1%	\$2,366	\$44.94	\$52.37	\$67.53	222,618	0.1%	—	0.5%	88.8%	—	10.7%	4.05
2018	42,798	0.1%	85.7%	3.6%	10.7%	\$2,168	\$47.75	\$57.64	\$71.49	194,074	0.1%	—	0.4%	99.5%	—	0.1%	4.53
2019	39,730	0.1%	85.3%	4.2%	10.5%	\$2,082	\$49.39	\$60.11	\$73.74	192,409	0.1%	—	0.4%	99.5%	—	0.1%	4.84
2020	45,922	0.1%	85.6%	4.0%	10.4%	\$2,454	\$50.50	\$60.34	\$75.10	193,281	0.1%	—	2.9%	96.9%	—	0.2%	4.20

Tacoma

2015	2,890,607	8.8%	73.6%	19.6%	6.8%	\$
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Port Hours, Wages and Tonnage Data

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

Pacific Northwest: Washington (continued)

Bellingham

2015	2,432	<0.1%	98.3%	0.9%	0.8%	\$115	\$47.17	\$49.24	\$59.80	—	—	—	—	—	—	—	—
2016	2,284	<0.1%	99.2%	0.4%	0.4%	\$112	\$49.13	\$48.40	\$59.80	708	<0.1%	—	—	—	—	—	0.31
2017	3,133	<0.1%	91.0%	4.5%	4.5%	\$164	\$50.89	\$58.11	\$74.92	4,093	<0.1%	—	—	—	—	100.0%	0.03
2018	6,263	<0.1%	87.8%	7.6%	4.6%	\$315	\$49.76	\$43.71	\$70.01	8,747	<0.1%	—	100.0%	—	—	—	1.40
2019	5,315	<0.1%	87.2%	12.8%	—	\$271	\$52.29	\$42.42	—	—	—	—	—	—	—	—	—
2020	4,212	<0.1%	88.1%	11.9%	—	\$232	\$56.49	\$44.63	—	—	—	—	—	—	—	—	—

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

2015	22,518,668	68.5%	75.0%	19.1%	5.9%	\$1,174,733	\$50.43	\$53.79	\$69.05	216,199,485	64.1%	87.4%	2.1%	0.1%	6.5%	3.9%	8.88
2016	21,238,552	68.3%	75.6%	18.5%	5.9%	\$1,156,555	\$52.77	\$55.86	\$71.62	220,951,666	63.1%	88.1%	1.6%	0.1%	6.5%	3.7%	9.46
2017	22,546,615	69.2%	75.7%	18.3%	6.0%	\$1,271,679	\$54.63	\$57.86	\$74.23	234,083,975	63.6%	87.8%	1.6%	0.1%	6.2%	4.3%	9.41
2018	23,116,575	68.8%	76.0%	18.0%	6.0%	\$1,349,926	\$56.62	\$59.68	\$76.98	240,286,308	63.3%	88.1%	1.6%	0.1%	5.6%	4.6%	9.44
2019	21,868,877	67.6%	76.1%	17.9%	6.0%	\$1,320,372	\$58.72	\$61.20	\$79.04	229,660,734	63.5%	88.1%	1.4%	0.1%	5.8%	4.6%	9.52
2020	21,266,265	69.3%	76.2%	17.9%	5.9%	\$1,321,823	\$60.46	\$62.99	\$81.35	223,407,535	65.6%	90.1%	1.0%	0.1%	4.6%	4.2%	9.67

NORTHERN CALIFORNIA SUMMARY

2015	3,517,585	10.7%	75.0%	17.7%	7.3%	\$180,077	\$49.56	\$51.04	\$68.44	38,554,769	11.4%	75.0%	2.0%	<0.1%	8.0%	15.0%	8.79
2016	3,392,620	10.9%	74.8%	18.3%	6.9%	\$181,412	\$51.92	\$53.24	\$70.91	41,079,089	11.7%	75.3%	2.0%	—	9.3%	13.4%	9.57
2017	3,425,037	10.5%	75.5%	17.6%	6.9%	\$191,435	\$54.29	\$55.56	\$74.31	42,994,825	11.7%	72.7%	1.6%	—	9.7%	16.0%	9.57
2018	3,531,161	10.5%	75.9%	17.1%	7.0%	\$203,032	\$55.77	\$57.40	\$76.66	44,616,069	11.8%	71.0%	1.4%	—	10.1%	17.5%	9.40
2019	3,648,399	11.3%	75.9%	16.8%	7.3%	\$213,055	\$56.40	\$58.74	\$78.46	45,922,182	12.7%	70.3%	1.4%	—	12.0%	16.3%	9.32
2020	3,430,942	11.2%	75.4%	17.4%	7.2%	\$209,052	\$59.02	\$60.90	\$81.12	44,035,065	12.9%	73.7%	1.1%	—	10.4%	14.8%	9.86

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

2015	1,918,224	5.8%	81.6%	10.6%	7.8%	\$94,468	\$47.15	\$51.38	\$68.37	29,547,859	8.8%	1.3%	6.2%	3.8%	14.6%	74.1%	2.39
2016	1,788,932	5.7%	82.2%	10.0%	7.8%	\$90,556	\$48.41	\$53.07	\$70.66	31,215,907	8.9%	0.5%	4.3%	3.6%	15.0%	76.6%	2.18
2017	1,882,331	5.8%	82.9%	9.2%	7.9%	\$98,450	\$49.97	\$55.24	\$73.51	34,049,791	9.3%	0.3%	3.8%	3.0%	15.1%	77.8%	2.03
2018	1,929,244	5.7%	82.4%	9.4%	8.2%	\$104,196	\$51.56	\$56.59	\$75.65	36,955,852	9.6%	0.3%	3.7%	2.6%	14.2%	79.2%	2.04
2019	1,792,768	5.5%	81.3%	10.3%	8.4%	\$100,274	\$53.38	\$58.30	\$77.69	32,012,833	8.9%	0.3%	4.2%	2.2%	16.9%	76.4%	1.97
2020	1,852,199	6.0%	81.2%	10.4%	8.4%	\$107,002	\$55.14	\$59.99	\$80.52	27,287,635	8.0%	2.2%	3.5%	2.4%	16.9%	75.0%	1.84

PACIFIC NORTHWEST: WASHINGTON SUMMARY

2015	4,936,746	15.0%	74.1%	18.7%	7.2%	\$258,343	\$50.66	\$52.54	\$69.00	52,772,880	15.7%	80.0%	1.8%	0.9%	7.1%	10.2%	9.16
2016	4,706,192	15.1%	75.2%	18.1%	6.7%	\$254,526	\$52.45	\$54.32	\$71.86	57,067,983	16.3%	78.3%	1.1%	0.9%	5.9%	13.8%	9.89
2017	4,742,519	14.5%	75.3%	18.0%	6.7%	\$263,054	\$53.72	\$55.77	\$74.18	56,566,091	15.4%	78.1%	1.3%	0.9%	6.0%	13.7%	9.73
2018	5,031,749	15.0%	75.7%	17.4%	6.9%	\$288,476	\$55.44	\$57.72	\$77.13	57,940,229	15.3%	77.9%	1.6%	0.7%	5.6%	14.2%	9.38
2019	5,057,523	15.6%	75.4%	17.3%	7.3%	\$296,708	\$56.51	\$59.37	\$79.19	53,944,058	14.9%	80.5%	1.6%	0.5%	7.2%	10.2%	8.96
2020	4,129,890	13.5%	74.6%	17.9%	7.5%	\$250,894	\$58.58	\$61.13	\$81.38	45,875,909	13.5%	86.1%	0.7%	0.5%	5.4%	7.3%	9.81

COAST SUMMARY

2015	32,891,223	100.0%	75.3%	18.4%	6.3%	\$1,707,621	\$50.16	\$53.24	\$68.92	337,074,993	100.0%	77.3%	2.4%	0.5%	7.5%	12.3%	8.53
2016	31,126,296	100.0%	75.8%	17.9%	6.3%	\$1,683,049	\$52.36	\$55.24	\$71.51	350,314,645	100.0%	77.2%	1.8%	0.5%	7.5%	13.0%	9.12
2017	32,596,502	100.0%	76.1%	17.6%	6.3%	\$1,824,618	\$54.17	\$57.23	\$74.18	367,694,682	100.0%	76.4%	1.8%	0.5%	7.4%	13.9%	9.04
2018	33,608,729	100.0%	76.3%	17.3%	6.4%	\$1,945,640	\$56.04	\$59.05	\$76.87	379,798,458	100.0%	76.0%	1.8%	0.4%	7.0%	14.8%	9.00
2019	32,367,567	100.0%	76.2%	17.3%	6.5%	\$1,930,409	\$57.80	\$60.55	\$78.90	361,539,807	100.0%	76.9%	1.7%	0.3%	7.8%	13.3%	8.99
2020	30,679,294	100.0%	76.2%	17.4%	6.4%	\$1,888,771	\$59.71	\$62.39	\$81.26	340,606,144	100.0%	80.4%	1.2%	0.3%	6.4%	11.7%	9.24

Management



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President & CEO



Craig E. Epperson  
Senior Vice President  
General Counsel and Secretary



Stephen Hennessey  
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and Chief Operating Officer



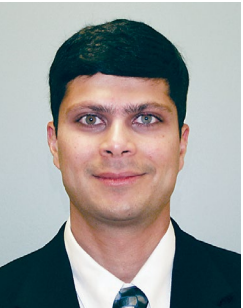
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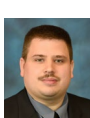





Aileen Pick  
Area Managing Director  
Pacific Northwest













Lee Swietlikowski  
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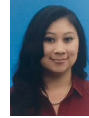




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Maritech

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Gantry cranes at Fenix Marine Terminal unload the CMA-CGM Amerigo Vespucci.

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pg. 72

**Port of Long Beach**  
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- Report written and edited by Sugerman Communications Group.
- Research conducted by PMA staff.
- Graphic design by Creative Core.
- Printed by Harman Press.

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



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

Gantry Cranes at West Basin Container Terminal load boxes on an MSC vessel.





The CMA-CGM *Amerigo Vespucci* sits anchored offshore in Southern California with a smaller sister ship waiting to berth at the Port of Los Angeles.



2020 Annual Report

## Pacific Maritime Association

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