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Women on the Docks Changing the Face of West Coast Ports

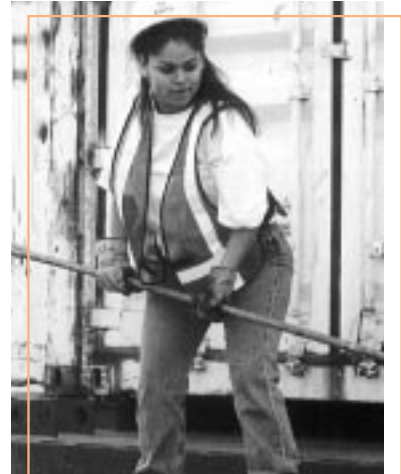
Images of a young Marlon Brando come to mind when those outside the shipping industry imagine life "On the Waterfront". Indeed, when the film was made, the waterfront work force was made up of men like the ones portrayed in this movie classic. That's not the case today. Now, more than 1,000 women comprise a rapidly growing segment of the work force on the West Coast ports.

This transition has come about because of good, high-paying jobs and as a result of federal diversity guidelines. Over the years, women have found the steady work, high wages and solid benefits packages afforded by the maritime industry

attractive reasons to join.

This became obvious last year, when the Pacific Maritime Association (PMA) and the International Longshore and Warehouse Union (ILWU) worked collaboratively to recruit casuals in Southern California. The result was the adoption of new criteria for processing and training applicants for Identified Casual status in Los Angeles/Long Beach.

The Coast Labor Relations Committee (CLRC) oversaw the adoption of this process, which resulted in the addition of more than 3,000 new ID casuals— 578 of which were women.



More than 1,000 women work on the West Coast docks today.

Some of the women trained in the new program have since become registered workers. Bob Dodge, director of training and operations for PMA, and his team train approximately 6,000 longshore workers a year. Women make up 12 percent of his joint training staff. Though this number may not seem large, compared to five years ago it is impressive.

"We are seeing more women enter the workforce and our staff reflects this," said Dodge. "We are pleased to see increasing diversity on the docks."

Diversity-mandated changes also took place at the Port of Tacoma where the Tacoma Labor Relations Committee revised dispatch procedures to insure there were no gender-based job assignments. The committee also mandated that selection for equipment training not be influenced by gender. All ID casuals— male or female—were to be trained on straddle carriers and semi-tractors. →

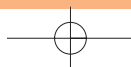
SPOTLIGHT: PORT OF LOS ANGELES

The Port of Los Angeles is one of the largest and busiest seaports in the United States. Located in San Pedro Bay, the 7,500-acre shipping gateway features 28 major cargo terminals along 35 miles of waterfront. In fiscal year 1998 alone, these facilities combined to handle nearly 78 million metric revenue tons of import and export goods valued at more than \$70 billion. The Port's cargo terminals include six world-class container complexes, which together moved more than three million TEUs in fiscal year 1998.

Anticipating a long-term upswing in cargo volumes through the early 21st century, the Port in 1994 launched its \$650 million Pier 300/400 Implementation Program. Unprecedented in scope and magnitude, the Program already has produced the most extensive dredging and landfilling project in the Port's 91-year history, the largest container terminal in North America, the most advanced dry bulk export facility on the West Coast and a highly efficient cargo infrastructure system. This system soon will include the Alameda Corridor, a \$2.4 billion, 20-mile-long cargo expressway that will link the Port with transcontinental rail yards near downtown Los Angeles for fast overland cargo relays and deliveries.

The Port of Los Angeles directly employs more than 600 people and accounts for one million jobs nationwide, including one out of every 24 jobs in Southern California. Port-generated wages in Southern California exceed \$8.5 billion. The Port of Los Angeles is more than a gateway for cargo vessels; it is a powerhouse of economic success. For more information on the Port, visit its website at www.portla.com.

PMA Today is a publication dedicated to highlighting West Coast port activities and developments as they relate to economic and international trade issues in the 21st century. We hope you enjoy PMA Today and find it to be a valuable informational resource. For more information about PMA, please visit our web site at www.pmanet.org.



THE PORTS

Did you know ...

... that the Port of Los Angeles broke its own monthly container-handling record in August? More than 313,000 containers were moved - an increase of 20.5 percent over last year's figure for August.

Port of Los Angeles

Quite a few women who start off in entry-level positions successfully work their way into higher-paying marine clerk foreman and crane operator jobs. In fact, the Ports of Los Angeles and Seattle currently have

Since then, she has been trained to become a clerk, a position that requires increased skills and compensates her at an even higher rate. Many other women have experienced similar success stories.



Port of Los Angeles

foremen and crane operators of both sexes.

In March, *The New York Times* published "The Royal Blue Collars" which profiled Lynn Hummel—a woman who has worked at the Port of Los Angeles since the late 1980s. According to the article, Hummel operated "the oversized forklifts that stack the big steel containers and [instructed] casuals to maneuver trailer trucks through the maze of dockside obstacles." The article also states that Hummel made \$81,000 last year in that position, already well-above the market rate for comparable positions in other industries.

The PMA and the ILWU are pleased to have more women in the workforce, but also acknowledge that the transition has not always been smooth as women join the workforce "On the Waterfront". Still, the organizations remain committed to ensuring that all employees have opportunities to be trained, receive new skills and work their way up to the waterfront's highest paying jobs. Both entities will be there to provide all employees with the tools they need to reach the level to which they aspire. ●

Member Profile: Sea-Land



Sea-Land Terminal in the Port of Long Beach

"Global shippers today are facing tougher competition and a higher degree of complexity in their businesses," Clancey said. "The intermodal industry must find

Sea-Land Service Inc. is the largest U.S.-based ocean container carrier, and a leader in the global shipping industry. The company provides efficient containerized distribution service around the world using an integrated system of ships, railroads, barge lines and trucking operations.

Sea-Land operates one of the world's largest fleets of container vessels - 99 containerships and 220,000 containers. It serves more than 120 ports in 80 countries, including the West Coast ports of Tacoma, Portland, Long Beach and Oakland, with Tacoma being one of Sea-Land's key global hubs.

The company boasts a long history of innovation. But in the keynote address at this year's Intermodal Expo, President and CEO John Clancey noted that shippers must look to the future in today's climate of increasing global competition.

ways to help our customers become more efficient and productive."

Over the years, Sea-Land has done just that. The company introduced containerized ocean shipping in 1956, and was the first to launch trans-Atlantic and trans-Pacific service in the 1960s. Sea-Land carried the first ocean-going refrigerated containers and developed containers for livestock, motor vehicles and oversize cargo.

Based in Charlotte, N.C., Sea-Land controls a global shipping network including one of the world's most technologically advanced shipping terminals in Rotterdam, the Netherlands; the world's largest cargo distribution center and container freight station in Hong Kong; and the Trans-Siberian Express Service, a rail landbridge spanning Asia and Europe. ●

PMA Today (1998 Pacific Maritime Association) is published semi-monthly for the membership of the Pacific Maritime Association. Comments, suggestions, additions to the mailing list and address changes should be sent to PMA, c/o Joey Parr, PO Box 7861, San Francisco, CA 94120-7861. Produced by PMA Staff.