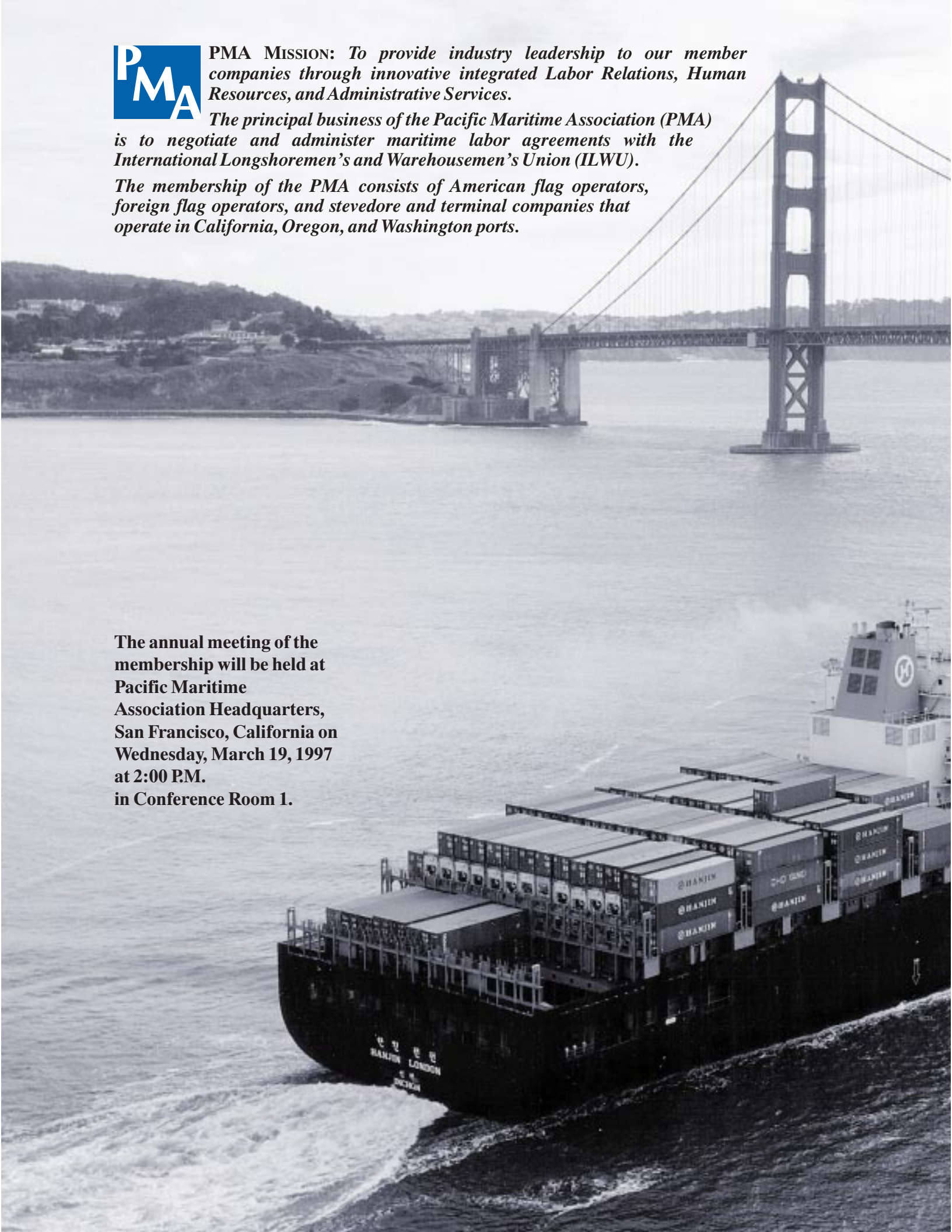
PMA MISSION: ***To provide industry leadership to our member companies through innovative integrated Labor Relations, Human Resources, and Administrative Services.***

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

The membership of the PMA consists of American flag operators, foreign flag operators, and stevedore and terminal companies that operate in California, Oregon, and Washington ports.



The annual meeting of the membership will be held at Pacific Maritime Association Headquarters, San Francisco, California on Wednesday, March 19, 1997 at 2:00 P.M. in Conference Room 1.

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

The Association processes weekly payrolls for shoreside workers and collects assessments on man-hours, revenue tonnage, and other units of cargo to fund employee benefits plans provided for by the ILWU-PMA labor agreements.

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The containership* Hanjin London *approaches the Golden Gate Bridge after its maiden call to the Port of Oakland.

Highlights

	1996	1995	*1990*
Man-Hours Paid	**18,043,382**	17,870,844	*17,237,504*
Registered Work Force (Longshoremen, Clerks and Foremen)	**8,410**	8,404	*9,072*
Total Constructed Revenue Tonnage	**215,548,946**	220,240,863	*181,664,402*
Container Revenue Units (RUs)	**7,656,113**	7,575,048	*5,310,181*
Average Annual Earnings *(Paid 1,600 or More Hours)*			
Class A Longshoremen	**$ 83,115**	$ 77,747	*$ 63,373*
Class A Clerks	**$102,030**	$ 96,103	*$ 79,248*
Walking Bosses/Foremen	**$136,195**	$128,904	*$104,530*
Welfare Plan Benefits Costs	**$102,287,333**	$102,299,444	*$73,862,148*
Pension Plan Benefits Paid (Plan Years ending June 30)	**$ 94,963,310**	$ 92,437,267	*$51,108,051*
Longshore & Clerk Pay Guarantee Payments	**$5,559,466**	$4,568,525	*$8,710,077*

The* NYK Surfwind *in Elliott Bay with the Seattle skyline in the background

To Our Members

JOSEPH N. MINIACE
President and CEO

Nineteen ninety-six has been a year of significant transitions — for PMA, for its member companies, and in the way labor agreements are negotiated and implemented. Transitions always entail change, and I intend to be the catalyst for change in the ways we do business — the way we do business within PMA, the way we do business as an association of member companies, and the way we do business with the Union.

My vision for PMA is to provide our membership with responsive, proactive, and strategic services. To accomplish this, I have reorganized and restructured many PMA functions. Our mission statement has been sharpened and focused, and we have developed comprehensive and consistent strategies to achieve the goals which we have set for the coming year. We intend to lead the requisite changes, guiding the Industry into the future, to build an environment where shippers view the West Coast ports as the ports of choice for all their cargo.

As an association of members, PMA will be united — united in compliance with the agreements which we negotiated in 1996; united in developing a qualified, motivated, and highly trained workforce; united in effecting reasonable improvements in productivity; and united in asserting our rights which are guaranteed in the Pacific Coast Longshore and Clerks' Agreement and the Walking Bosses & Foremen's Agreement. We will move forward toward the next millennium as a unified negotiating body conveying a consistent message.

We are changing the way we do business with the Union, and we must understand clearly the objectives of the Union as well as we understand our own. We will work with the ILWU, not only with the International but also with local representatives, to reach reasoned solutions to the multitude of problems we face, we expect to forge a relationship based on trust and respect. We recognize that it has taken years to bring about many of our worst practices and we won't reach solutions overnight. Now is the time to start.

Our Members, the ILWU, the shippers, the ports, and the millions of people who in some way are affected by foreign commerce are all stakeholders in our enterprise, and PMA will fulfill its obligations to them to make this gateway the most productive and cost effective for ocean cargo shipping.

Joseph N. Miniace

Retrospective • 1996

In response to Union demands, the Employers agreed to cease making bonus payments to certain employees and other "side deals" with individual longshoremen and clerks and to apply penalties for noncompliance with the payment provisions of the Contract. The new Longshore and Clerks' Agreement also included a $3 per hour base wage increase, restructured differentials paid for skilled longshore and clerk jobs into five categories ($2.27, $3.40, $4.54, $5.67, and $6.80 per hour), maintained welfare benefits, and made modest improvements in pension benefits.

A phrase that describes one result of the 1996 Negotiations is "be careful what you ask for—you might get it," and many variations of this old adage have been invoked over and over since the conclusion of negotiations.

"Extracontractual" Payments

The Union demanded that the Employers cease making bonus payments to steady employees in excess of contract provisions and that they comply with the principles set forth in a 1994 decision by the Southern California Area Arbitrator ruling that pay in excess of Contract provisions violated the Contract. In response to that demand, the Memorandum of Agreement signed on July 16 included a provision prohibiting bonus payments.

The Employers had been reluctant to eliminate such payment practices because the practices had developed and become deeply entrenched in the Industry over many years and because they produced an incentive for highly productive employees. However, during the course of the bargaining, the Employers became convinced that addressing this Union demand was essential to obtaining a Contract agreement.

The most commonly discussed payments were those being made to steady crane operators in Los Angeles and Long Beach. In the 1981 contract, limitations had been placed on the number of hours per month that could be paid to this group of highly skilled longshoremen. Over the succeeding fifteen years, the hourly rate used for paying these limited hours had increased far beyond the basic contractual wage increases; the hours were paid at wage rates appropriate for shifts different from the one on which the employee regularly worked.

For example, it became very common for Los Angeles/Long Beach crane operators to be paid at the third shift overtime rate, equivalent to 1.8 times the first shift straight time rate, for all of their allotted hours from their steady employer, no matter which shift or day of the week the employee regularly worked.

In addition, arrangements between individual steady crane operators and their employers provided that they receive pay for the maximum allowable 42½ hours each week although they were only required to work a minimal number of shifts per week, sometimes as few as one and one-half or two days per week.

The Contract provisions which resulted from bargaining are broad in scope: they stipulate that any arrangement between an employer and an employee specifying the payment of shift differentials, hours, or skill differentials in excess of the Contract provisions for the work performed is a violation of the Contract.

The* SS Chief Gadao *departs Oakland for Guam on its inaugural voyage as a Matson ship.

The Coast Steering Committee. From the left, seated: ***Alan Hodges, Ron Rothman, Capt. Frank Riley,*** Chairman, ***Ray Holbrook, Capt. John McNeill.*** Standing, from the left: ***Terry Lane, Rick Janssen, J.D. Nielsen, Doug Stearns, Tom Semmer.***

In response to the Union's demands, a penalty upon the employer was incorporated into the Memorandum of Understanding. This penalty is to be assessed against any employer who engages in a violation of these provisions, and it mandates the possible loss of labor for 24 hours for a first offense or 48 hours for a second offense.

While the PMA members were divided over the soundness of agreeing to the Union's demands on this issue, the committees continued to focus on it. The Employers' committee determined that this presented a unique opportunity to bring the pay practices in the Industry back into alignment with the specific terms of the Contract, and the Union committee was insistent that the issue be addressed.

The results of the 1996 bargaining on this issue are very explicit: the penalty provision is set forth in the Agreement; specific pay practices for Los Angeles/Long Beach crane operators are described; and language applying to marine clerks specifying the number of hours to be paid for each shift is included.

Skilled Wage Rates

In concert with eliminating the extracontractual payments to certain categories of skilled employees, the Union further demanded that the skill differentials for all skilled jobs be increased. In the 1993/96 Contract, the highest wage rate for longshoremen was a 6.75% differential for crane-rated equipment operators, and the highest wage rate for marine clerks was a 20% skill rate for chief supervisors and supercargoes.

The 1966/99 Agreement specifies that the skill rates for longshore jobs be changed to a constant 10% of the 1993/96 base wage rate ($2.27) for many of the forklift and semi-tractor and winch driver skills and to a constant 20% of the 1993/96 base wage rate ($4.54) for the various categories of heavy equipment and crane operators.

Analogously, for marine clerk jobs, the 10% category was increased to a skill rate of 15% ($3.40), the 20% category was increased to 30% ($6.80), and a new category of kitchen tower computer clerk at a 25% ($5.67) skill rate was introduced. As with the longshore skill rates, these wage rates are based on a constant 15%, 25%, and 30% of the 1993/96 base wage rate. In the months following the implementation of the new Contract, the number of jobs to receive the 25% skill differential has been a topic of continuing disputes.

Base Wage Increases and Benefits

In total, the economic package of the 1996-1999 ILWU-PMA Agreement has been characterized as very generous. A $2.00 per hour increase was made to the base wage rate in the first year of the Contract, bringing it to $24.68 per hour, and an additional $1.00 per hour in the second year. These increases in tandem with the increased skill rates provide substantial earnings growth to all categories of the work force.

Combined with the continuation of benefits under the ILWU-PMA Welfare Plan and improvements to the pension provisions for actives and retirees, the total negotiated labor package costs has been calculated to be 15.8% for the three years of the Agreement.

Jurisdiction

While the pay practices, welfare, and pension issues constituted the significant economic ingredients of the negotiated settlement, a number of other items were addressed in response to Union demands and Employer proposals in this bargaining.

The ILWU sought clarification and expansion of the jurisdiction language of the ILWU-PMA Contract in the areas of intraport drayage, on-dock and near-dock rail, vessel planning, and maintenance and repair.

New language was added to require the intraport drayage of cargo containers and chassis to be assigned to longshoremen whenever such drayage is between an on-dock container yard and a near-dock rail yard covered by the Contract document. It was further agreed that work to be performed at on-dock and near-dock rail yards is covered by the Contract document when the work is performed under the control of an employer covered by the Contract.

In connection with both of these provi-

Aerial view of the Port of Oakland.

sions, the Union offered specific proposals to make the use of longshoremen attractive for these purposes, such as flexibility in the utilization of employees assigned to this work, in shift starting times, and in other procedures for the efficient use of longshoremen. These provisions for improved efficiencies were included in the final language adopted by the Parties.

Regarding vessel planning, the Union demanded that this work be covered by the Clerks' Agreement. Prior to the 1996 bargaining, PMA's position had been that the work of vessel planning was management work to be performed by its individual members and not work covered by the Pacific Coast Longshore and Clerks' Agreement (PCL&CA).

The Union had been successful in organizing units of planners and was granted recognition by the National Labor Relations Board at several terminals in Los Angeles/Long Beach. Other employers had also recognized the Union, based on the Union's representation that it was recognized by the employees as the bargaining agent.

In view of these circumstances and some clear advantages of incorporating the vessel planners into the bargaining unit, specific language was adopted providing those units of vessel planners recognized as represented by ILWU marine clerk locals be included in the PCL&CA under the terms of a Supplemental Agreement to be negotiated by the Parties following ratification of the Agreement. At year's end, the negotiation of the Supplemental Agreement was a continuing, unresolved issue between the Parties.

The Union also made substantial demands regarding maintenance and repair jurisdiction. The result of this bargaining was an agreement to standardize the rate of pay for ILWU mechanics, which had previously varied among port areas on the Coast. It was also agreed that negotiation of future Maintenance and Repair Supplemental Agreements will be conducted in coast bargaining by a coastwise committee to formulate one supplemental agreement. There was also agreement to establish training committees and training programs to develop future ILWU mechanics, and a new trainee pay schedule was negotiated.

Other Bargaining Issues

The pay provisions, benefits, and jurisdiction were the principal items in the negotiations, but other issues were also addressed.

A significant provision of the 1993 negotiated settlement between the ILWU and PMA was the return to a 50/50 sharing of costs for the operation of dispatching halls at all ports on the coast. This shift from a 85% PMA and 15% ILWU share basis was a quid pro quo for the substantially increased pension benefits negotiated in 1993.

The return to 50/50 cost sharing had achieved the desired effect of reducing cost increases in the dispatching operations, but it also had placed a financial burden on many of the locals, particularly those in small ports with a declining registration list, due in large part to the loss of work opportunity. The Union demands included a return to the practice of PMA's paying a higher percentage of the shared costs. PMA, however, was adamant that cost sharing remain on a 50/50 basis.

The result of discussions on this topic was that the Union gave up the paid holiday status of Bloody Thursday, July 5,—reducing the costs of paid holidays each year by an amount roughly equal to 15% of 1996 shared dispatch hall costs—in exchange for the employers' agreeing to pay 65% of the current shared dispatch hall costs. All future cost increases in the dispatching hall operations above the audited 1996 base year costs will continue to be shared on a 50/50 cost basis, and any changes in the cost of an an average paid holiday from the cost in 1996 will be applied to the Union's share of the dispatch hall costs.

The Employers proposed a number of changes in the registration procedures. These were designed to establish educational standards and work requirements for new entrants into the industry and to make these requirements part of the criteria for future registration. The Memorandum of Understanding contains language committing the Parties to developing longshore industry entry and registration criteria during the Contract year ending July 1, 1997.

Other items in the Agreement include increases in the industry travel reimbursement schedule for travel pay, lodging, and meal allowance and a revision of the intraport travel phase-out fund which now provides that payments shall be reduced by 20% each six months until the program is phased out in its entirety on January 2, 1999.

The procedure for payment of vacation

Sulphur being poured into a vessel at the Pier G Bulk Terminal in Long Beach.

The **McKinney Maersk** *at the Maersk Terminal in the Port of Long Beach.*

wages was amended. Vacation checks will now be available in the first full payroll week of March of the calendar year in which vacations are paid instead of the first payroll week of April, the date on which they were formerly provided.

Ratification and Implementation

The payment of the new wage rates retroactive to the end of the 1993-96 Agreement was agreed to subject to ratification of the Contract. The Union's ratification process took longer than expected when the new Agreement failed to obtain a 60% majority on the first vote. In a second vote conducted in September, the Contract was ratified with a 62% majority, and PMA members ratified the Agreement in early October.

Implementation was delayed several times because of confusion about the new payment provisions and other Contract requirements. The Agreement was finally implemented on October 26, 1996, and in the months immediately following, there have been numerous problems related to the elimination of pay in excess of the Contract provisions.

Individual Union members, primarily those highly paid steady equipment operators and marine clerks who feared a loss in daily, weekly, and annual earnings because of the elimination of the bonus hours' payments have demonstrated their dissatisfaction with the Agreement by reducing their productivity.

Currently, both PMA and the ILWU were continuing to try to resolve these issues. The Union accuses the Employers of over-correcting the past pay practices, strictly enforcing the Contract, and the Employers struggle to comply with the specific provisions of the Agreement while retaining their steady employees and maintaining acceptable levels of productivity.

As the weeks have gone by, many of the Employer representatives have openly questioned the wisdom of having agreed to the penalty provision and to the restrictions on payments to steadies, and the steadies have become more actively involved in their local unions to protect their interests.

Walking Bosses/Foremen Negotiations

In the traditional pattern of bargaining, Walking Bosses/Foremen negotiations commenced soon after the longshore and clerk talks were completed. These talks were then protracted due to the uncertainty over ratification of the longshore and clerks' agreement. A Memorandum of Understanding with the Walking Bosses/Foremen's Bargaining Committee was achieved on November 1, 1996.

This Agreement includes language analogous to the longshore and clerks' agreement with respect to payments to walking bosses/foremen in excess of Contract provisions, and it includes increases in the walking bosses/foremen wage rate that were commensurate with the increase in longshore and clerks' wages. The new walking boss straight time hourly wage rate for a 30% skilled rate walking boss is $33.00 per hour, and it will be increased to $34.00 per hour in the second year of the Agreement.

A feature of this Agreement that is unlike other ILWU-PMA agreements is an employer contribution to the 401(k) accounts of walking bosses/foremen. For the 1996-1999 Agreement, this contribution was increased from 50¢ per hour paid to $2.00 per hour paid, up to a maximum of 2,800 hours per year per registered walking boss/foreman.

The 1966-99 Walking Bosses/Foremen's Agreement was ratified with a 70% majority favorable vote and implemented on November 23, 1996.

The **Siskin Arrow** *being loaded with wood pulp at the Louisiana-Pacific Dock in Eureka.*

Creation of an Operations Department, consolidating several of the very important existing functions and departments is pivotal to the restructuring of PMA. This focus of the Operations Department will be internal and external, introducing new concepts and strategies to help attract, maintain, and retain the very best individuals to make the West Coast Ports the most productive in the world.

To accomplish this, several paradigms must be broken and innovative ways of accomplishing results must be introduced. Sharpening the focus of PMA's mission and the development of long term goals and strategies will be central to the Operations Department. Rethinking the core competencies of PMA to maximize efficiency and developing strategies to focus on those activities will be key.

Training and Accident Prevention will be dominant enablers in developing a highly focused Industry Human Resources process. A key objective is the development of a quality work force, so selection and training of future entrants as well as current employees will take on a new level of importance. Preventing accidents and adaptation to new methodologies will become common place.

Program Management will assume an expanded role in the oversight of the ILWU-PMA Welfare and Pension Plans. The primary goal will be to provide the highest quality service to qualified Union members at a fair and reasonable cost both to them and to the Employers.

Program Management

WELFARE PLAN: Benefits paid from the ILWU-PMA Welfare Plan for the year ended June 30, 1996, were approximately the same as for the year ended June 30, 1995, even though total charges submitted for payment rose almost 11%. Total benefit costs increased about 9% over the tenure of the 1993/96 contract, from $93.8 million in 1992/93 to $102.3 million in 1995/96. More than two-thirds of this increase occurred in the first year of the contract: 1993/94 had a 6.45% increase in benefits paid over 1992/93.

Enrollment in the Plan's health maintenance organizations (HMOs) continued to decline steadily during the 1993-96 contract period, from 54% to 51%, even though the number of ports offering HMOs increased. The percentage of HMO enrollment varies widely among Areas—from 70% in Northern California to 30% in Washington, which has the most Non-Choice ports.

Four ports have been redesignated as Choice ports to date: Tacoma and Everett, effective 2/2/91; Stockton, effective 7/1/95; and Longview, effective 9/1/95. Astoria and Coos Bay/North Bend are in the process of being redesignated as Choice Ports, and the remaining Non-Choice Ports are Port Hueneme, Eureka, Newport, Aberdeen, Anacortes, Bellingham, Port Angeles, and Port Gamble.

The Non-Choice ports and areas have a total of about 5% of the registered work force and about 1,900 retirees and surviving spouses who thus are not eligible for HMO or PPO coverage.

These participants and those enrolled in HMOs (altogether over half of all participants) have essentially no out-of-pocket cost and no lifetime limit, but the number of such participants should decrease if more ports are redesignated and a PPO is then offered.

In the 1995/96 Plan year, Choice Ports accounted for 68% of the total billed charges to the Plan. Yet these costs have decreased 14.1% below the previous year, notwithstanding the increase in the number of participants in Choice Ports.

In contrast, the costs in Non-Choice Ports increased by 6.0% over 1994/95, despite the decrease in the number of Non-Choice Ports from the prior year.

The percentage of retirees in the Non-Choice Ports increased from 72.9% to 77.7%.

A containership operated by Mitsui O.S.K. Lines in Port of Oakland Outer Harbor turning basin.

One factor driving this increase is that participants are allowed to move from a Choice Port to a Non-Choice Port or area upon retirement, going from a program with cost controls to one with essentially no cost controls. Differences in utilization reflect both the impact of the higher percentage of retirees in the Non-Choice Ports and the effect of the utilization management program in the Choice Ports:

- Hospital utilization in Choice Ports decreased from its comparatively low level of 646 days per 1,000 covered lives to 521 days, but in the Non-choice Ports, it increased from its relatively high level of 1,331 days per 1,000 covered lives to 1,421 days.
- The average length of stay for all hospital admissions was 5.8 days for Choice Ports and 7.7 days for Non-Choice Ports. Only 42% of these admissions in the Choice Ports were in PPO facilities, up from 39% in the prior year.
- Claims were filed by 96% of Non-Choice Port enrollees, while 86% filed claims in Choice Ports. This difference may be due in part to the higher average age of participants in the Non-Choice Ports.

Overall savings realized through the PPO and Utilization Review programs in the Choice Ports amounted to $32.70 of savings for every $1 of program cost. Discounts provided by preferred providers saved the Plan 21.5% of net paid claims in the Choice Ports, a substantial improvement over the 17.7% savings in the prior year.

Since implementation of the subrogation program which is designed to recover money advanced for benefits in a claim controverted by the employer, the Plan has recovered about $10 for each $1 spent on legal fees.

Direct Member Reimbursement claims (paper claims) in the Prescription Drug Program continue to place additional costs on the Plan, particularly in Southern California. The Prescription Drug Program is intended to be a paperless system with the participant obtaining prescriptions at a substantial discount through network pharmacies or mail order pharmacies which bill the Plan directly.

Submission of a paper claim increases not only the administrative cost of paying the claim, but they are also more expensive because an out-of-network pharmacy is likely to charge and be paid more for prescriptions than would a network pharmacy.

PENSION PLAN: A good measure for the funded status of a defined benefit pension plan is the benefit security ratio. This ratio denotes the ability of the plan to pay the benefits promised if no future contributions are made

Clerks inventorying cargo on dock at Oakland Army Base.

and no future benefits are earned. It is calculated as the ratio of the plan's assets to the present value of the benefits earned to date.

On July 1, 1979, this ratio for the ILWU-PMA Pension Plan was only 22%, which means that the Plan could pay only 22% of the benefits promised at that time. Over the next 14 years, the funding of promised benefits increased steadily, to more than 74% at July 1, 1993. When large pension benefit increases were agreed to in bargaining in 1993, the benefit security ratio dropped to 60.8%. The ratio has again improved, up to 68.1% at July 1, 1996.

ADMINISTRATION: Hollis Greenwood, who served as Acting Executive Director of the ILWU-PMA Benefit Plans Office upon the retirement of the previous Executive Director, was formally appointed to the post effective May 1, 1996, after completion of an exhaustive national search for the best candidate to fill the position.

In the Washington Area, the benefit plans office was moved from the Local 19 dispatch hall to the Seattle International Trade Center. Nicholas Buckles, a longshoreman from Local 32 in Everett, was appointed by the Trustees as the Washington Area Director to replace John Waddell who retired after 16 years in that position. The Area Directors represent the Joint Trustees and are employees of the Benefit Plans Office.

Training

Coastwise, 7,927 employees were trained in 1996. Reduced activity in the second half of the year while ratification and implementation of the new agreement were under way resulted in this 36% decrease from the number trained in 1995. (See page 45.)

A new program of particular interest is the Mechanical Maintenance Technology Certificate and/or Associate of Science Degree established in conjunction with the Long Beach City College (LBCC). This program was developed by ILWU, PMA, and LBCC representatives to train ILWU mechanics and other individuals who are preparing to work in the area of mechanical maintenance. The curriculum emphasizes refrigeration, welding, electrical systems, and diesel engines.

Superintendent Management Training was implemented in 1995. This program was designed and tailored for member company superintendents to provide them with a greater understanding of the contractual agreements under which the industry operates.

Originally planned as a two day program, the primary emphasis of the course was placed on the complexities of the ILWU-PMA Pacific Coast Longshore and Clerks Agreement. It has since evolved into a series of one day seminars covering such topics as Section 17 grievances, minimizing work stoppages, dealing with on-the-job disputes, shifting of men and gangs, dispatching of manpower, and industry history.

The curriculum also presents member company representatives with an overview of safety issues on the waterfront including federal and state Hazmat and Hazcom regulations, personal protective equipment requirements, and an in-depth review of the superintendent's rights, duties, and responsibilities prescribed by the *Pacific Coast Marine Safety Code*.

Since its inception in August 1995, 148 superintendents and other company representatives have attended seven classes in Los Angeles/Long Beach, Oakland, and Seattle. The program has received excellent support from the industry, and further expansion of the program is planned.

Accident Prevention

The lowest Injury and Illness Incidence rate for the West Coast since records were first maintained in the 1960s was recorded this year The rate has declined for four consecutive years, making this event the the most significant item to report for Accident Prevention.

The Employers contributed to this impressive accomplishment by providing a safe work place and enforcing safety rules. Probably even more importantly, the ILWU membership contributed by "working smart" and observing safety rules. The members of the Joint Area Accident Prevention Committees, Area Accident Prevention Committees, Company, and Union safety committees should also be recognized for their efforts toward this record.

Another highlight of the year was the successful negotiation of the Pacific Coast Marine Safety Code (PCMSC) which includes a new section for rail operations. The recommendation to expand the rail safety rules came from the 1993 contract negotiations, and in addressing the issue, the Joint Safety Negotiating Committee recognized the rapid increase in on-dock rail facilities and the need to improve worker safety.

In 1995, the Southern California Area established a Joint Rail Safety Committee, which developed a comprehensive list of recommended rules and procedures for improving safety in rail yards. These were used by the PCMSC negotiating committees as a foundation for the new "Section 17, General and Marine Safety Rules."

The new section consists of 27 previously existing rules and 32 new rules. The new rules include the recommendations not only of the Southern California Rail Safety Committee but also from other federal, state, and railroad company safety regulations.

The new Section 17 is divided into seven "core elements," each of which deals with an important aspect of rail safety, and applicable safety rules are listed within each element.

Representatives of the industry also continue to participate in the activities of the National Maritime Safety Association (NMSA), the Maritime Advisory Committee for Occupational Safety and Health (MACOSH), and public hearings on proposed state and federal safety regulations.

As noted last year, an outside consultant was engaged to assess the members' level of satisfaction with PMA's "customer service." The results of this survey indicated that payroll processing and other information services activities were performed accurately and on a timely basis, but many support activities needed improvement.

This year, and in the future, improvement of customer service will be a primary goal. To that end, and in keeping with PMA's mission statement, "To provide industry leadership to our member companies through innovative integrated Labor Relations, Human Resources, and Administrative Services," this report will discuss the actions taken to improve services to the membership.

Contract Negotiations

Each three years, coast bargaining involves all departments in PMA. Before and throughout negotiations, Research and Accounting provide historical costs of various programs and analyses of current employment costs. During negotiations, efforts are focused on costing new proposals and helping to determine whether new proposals can be implemented effectively and efficiently. After an agreement is struck, the involvement of Research, Longshore Payroll Services, and Information Services increases considerably as new wage and benefits program changes are implemented.

The exception to the pattern this year was one of degree, namely, the amount of activity expended following agreement was far beyond any level required by past contracts. The payment of retroactive wages and the initiation of a contract compliance program provided challenges not faced previously. The payment of "retro" was complicated by the fact that the contract was not ratified by the ILWU until a second vote and by the designation of certain hours as ineligible for retro payments. Many system adjustments were required to calculate the appropriate payments, and some retro pay still remains to be finalized.

The compliance program that was initiated is truly unique. PMA, with the help of Price Waterhouse LLP and the concurrence of the member companies, instituted the program to enforce the "no individual deals" language of the Agreement.

The program utilizes PMA's payroll system to generate reports that labor relations staff and Price Waterhouse auditors analyze to determine possible contract violations, and it can prevent payment of some reported hours if they are determined to be inappropriate. The aim of the program is to provide a level playing field for longshoremen as well as for all the member companies.

Because of the complexity of the new program, an extreme learning curve had to be scaled, but it is effecting change and has provided the unexpected benefit of helping to communicate the new contract provisions throughout the member companies' organizations. The compliance program will continue to evolve into an even more effective and robust tool for the industry.

Industry I.S. Committee

A consistent theme of the customer service survey was that PMA did a credible job, but was often inflexible and slow to respond to the ever changing informational needs of the membership. In the ongoing effort to respond positively to these constructive criticisms, a new Information Services (IS) Committee was formed.

The purpose of this committee is to facilitate better communications between PMA and the Information Service departments of the member companies. The formation and first meetings of this committee have met with general approval, and the committee has already helped PMA to design new systems needed for the compliance program.

With assistance from the IS Committee, PMA has developed a new payroll data entry program that can reduce the data entry workload for the company personnel using it for providing payroll data to PMA. At the same time, output from the program provides the additional data which PMA needs to enforce compliance with contractual payment practices on a more timely basis. This program is also capable of producing payroll costs at the member company site and provides an easy interface to the PMA Bulletin Board System.

The member companies' representatives to this committee have been most supportive in helping PMA to develop information systems that provide value to the membership.

The overarching goal of all of the groups in the department can be paraphrased from the PMA mission statement, "to develop innovative and creative solutions to industry problems through integrated administrative services," and with the continuing support of member representatives, better services with greater value to the membership will result.

Research

The preparation of studies for negotiations, support of staff and the negotiating committees during negotiations, and providing reports, analyses, and other input during implementation occupied a major proportion of staff time throughout the year. The significant changes in the longshore and clerk skill rate structure and the requirements for comprehensive analysis of work force activity led to significant modifications in PMA databases. Nearly all the pieces are now in place to permit more detailed analyses of industry productivity and work force utilization.

Aerial view of the* Sun Princess *cruise ship at Bell Street Pier in Seattle.

The Evergreen ship **Ever Ultra** *at Terminal 6, operated by Marine Terminals Corporation, for the Port of Portland.*

The production of this Annual Report, the monthly *PMA Update*, and the development of the PMA website and its content continue to present formidable challenges.

Requests for work force registration studies continue to rank among the most frequent requests for information from the Area Offices and Headquarters.

www.pmanet.org Online

PMA moved onto the World Wide Web in August 1996. The web site is continually changing and growing. The site was initially hosted by AT&T, but it was moved in-house the first week in February 1997. In the spring and early summer of 1997, increasing amounts of information will be provided to member companies as new security features are brought on-line. Eventually after the security features are satisfactorily implemented, the functions of the payroll bulletin board system will be migrated onto this platform.

Selecting a name for the PMA site was not as simple as might be expected. Both pma.com and pma.org had already been registered by other associations. Various names such as "pacificmaritime," "pacmar," "pmawest," and "pmainfo" were considered, but "pmanet" was ultimately selected, primarily because it is short, easy to remember, and was available.

The PMA web site currently includes tonnage data, hours data, and copies of the *PMA Update* retrievable as Adobe Acrobat® files. This file format allows the web site visitor to view and to print copies of the documents exactly as they were originally published. The *1996 PMA Annual Report* and labor contract documents will also soon be available on-line.

The site also includes a listing of the PMA office addresses and telephone numbers and a listing of PMA members. A link is provided to the web sites of all members who currently have home pages.

Many PMA Research databases will be on-line within the next year. Member companies will have access to all of the historical databases which are put on-line, but not all of them will necessarily be available on the public view of the PMA website.

Update *Popularity Increases*

The *PMA Update* continues to increase in popularity. Stories appearing in the *PMA Update* which received national attention in 1996 included "Productivity Climb Stalls Out," "Container TEUs Decline from Previous 12-Month Period," "Container Distribution within the United States," "West Coast Injury & Illness Incidence rate for 1995 Hits Record Low," and "Contract Compliance Programs." The hardcopy distribution of the *Update* continues to grow, although since December, subscribers are advised that it is available through the PMA website.

PMA Assessment System

Assessments necessary to meet the obligations of funding negotiated fringe benefit plans and PMA operating costs are reviewed and, if necessary, changed on an annual basis. Projections of assessment rates for the years beyond the current year continue to be presented to the Coast Executive Committee on a quarterly basis.

New Projects Under way

The Marine Cargo Terminal database came closer to completion with the rollout of the Container Terminal database section. This database will allow staff to track the number of container cranes by type, manufacturer, capacity, and other characteristics by terminal, by port, and for the coast. Other information includes data on gate configurations, rail capability, the number, model, manufacturer, and capacity of all other pieces of cargo handing equipment.

Industry Representation

PMA maintains membership in Industry related organizations including the Intermodal Association of North America (IANA), the US National Committee of the International Cargo Handling Coordination Association (ICHCA), and the Containerization & Intermodal Institute (CII).

The level of legal activity increased in 1996 while the Employers and PMA implemented the new agreement using tactics such as applications for state and federal court Temporary Restraining Orders, arbitrations with some resulting in court confirmations of arbitrators' awards, and increased use of the grievance machinery. This all was due to the slowdowns, work stoppages and other tactics utilized by the ILWU.

The Southern California mechanics contempt action in *Golden* continues to be discussed in settlement talks. Part of the complexity is that resolution will probably require joint agreement by the bargaining parties to modify mechanics' registration in addition to the agreement by the plaintiffs and approval of the court.

In a new EEOC charge, a Southern California longshoreman is challenging the manner in which the parties have negotiated the operation of the so-called child of deceased "permissive rule" for survivors of those entitled to full pensions.

In Northern California, the PMA and ILWU, after many years of litigation, finally paid their equal costs of back wages and benefits to those who claimed they were wrongfully denied registration in Sacramento in 1989.

Aerial view of Terminal 5 in Seattle, operated by American President Lines.

In another case, PMA and the ILWU have just received a ruling from the EEOC affecting the way PGP is offset by Social Security entitlements. We are studying the ruling to determine if the issue should be submitted to a federal court.

Litigation generated by the competition for jobs occurred in the Washington Area. During the year there were five multiple plaintiff or class certified cases active in Washington federal courts. *Blanchfield* was settled following a fairness hearing and resulted in modified dispatch hall procedures at Local 23, with future registration subject to limited court review.

Two cases involving elevation to registration in Foremen's Local 98 by casual foremen remain unresolved, although a tentative settlement of one continues to be discussed.

In another Tacoma case the coast rules on using hours worked during a specific period immediately preceding registration as a measure of experience and skill are under attack as discriminatory.

A gender discrimination case involving multiple plaintiffs and multiple defendants was filed in Tacoma in 1996 and is expected to be tried before the end of this year. It alleges improper conduct at dispatch, by the local, and at the job site.

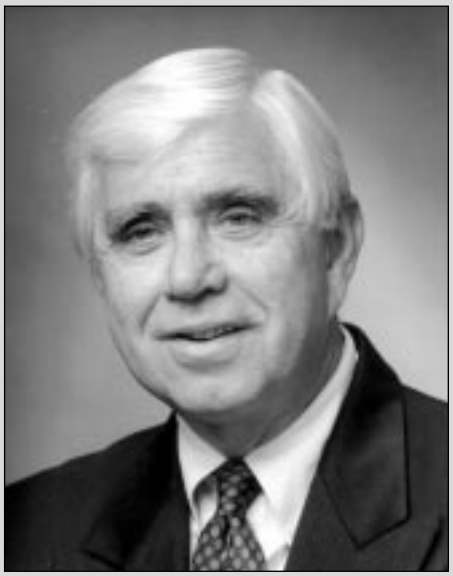
The Oregon Area has successfully defended and concluded several pending EEOC claims during the past year. Because of a more limited growth in work opportunity it has been spared the litigious activity shared by the other areas.

Discovery in the damage action filed by PMA against the ILWU for the illegal work stoppage of August 7, 1995 is nearing completion and should be in trial before the end of the year.

1997 will be a year of completing actions from previous years and for working proactively on the behalf of member companies in contract compliance, productivity issues, and legal communications.

Metropolitan Stevedore Co.'s new yard locomotives at the Pier G Bulk Terminal in Long Beach.

Bill Coday Retires



William E. Coday

William E. (Bill) Coday served PMA for nearly 16 years. As chief spokesman for PMA, he successfully negotiated five Pacific Coast Longshore and Clerks' Agreements with the ILWU.

Bill Coday was graduated from Washington University School of Law in St. Louis, Missouri, in 1956. He then joined the law firm of Moller & Talent in St. Louis, which specialized in representing management in labor relations.

In 1962, he assumed the position of Labor Counsel for Ralston Purina Company in St. Louis, progressing to the post of Corporate Vice President of Employee Relations.

In May 1981, he left Ralston Purina Company to join PMA as Executive Vice President to succeed Ed Flynn upon the completion of the 1981 negotiations. He assumed the position of President and CEO on September 1, 1981.

Many well-entrenched conventions and long-simmering problems of the West Coast longshore industry met their demise in contract provisions and administrative practices Bill negotiated: PGP abuses were reduced as a result of the 1984-87 contract, the concept of a six-hour work day was consigned to oblivion with the 1987-90 contract, and the pension benefits for both actives and retirees were improved significantly, most notably in the 1993-96 contract, while the funding status of the ILWU-PMA Pension Plan was also improved.

Effective May 6, 1996, Bill assumed the title of Chairman. He served as the chief negotiator in the 1996-99 Coast bargaining and completed a number of tasks until the end of January 1997 when he joined the ranks of PMA retirees.

Bill's colleagues will miss his dry wit and quiet, informed, contemplative manner as he carried out his responsibilities, always with grace, dignity, and compassion toward his fellow human beings.

Aerial view of the Port of Oakland.

Coast negotiations and the results of that bargaining preoccupied the deliberations of both the Employers and the Union throughout most of the year. The new contractual requirement that all payments be made at the proper skill and shift rates and that "side deals" be eliminated caused much controversy and disruption, particularly in the ports of Los Angeles and Long Beach. At this writing, certain provisions of the new Contract have yet to be accepted by the Union. PMA, however, is committed to the full and proper implementation of the agreement.

Steady growth in work opportunity and constant attrition from the registered work forces in Los Angeles and Long Beach dictates ongoing registration and training. Although more than 300 additions to the registered work force were recommended, only 158 new longshoremen were registered, and 105 individuals were transferred to marine clerk registration from longshore status. Thirty-four new foremen were selected and trained from an updated list of foremen candidates.

An ongoing registration program for longshoremen will receive high priority to assure that the manpower needs of the ports of Los Angeles and Long Beach are satisfied.

Improving the dispatch procedures for longshoremen and clerks to ensure the timely arrival of workers on the job continues to be a primary objective for labor relations. Progress with this intractable problem has been slow; however, the parties are jointly exploring a variety of possible solutions to this long-standing issue.

The combined ports of Los Angeles and Long Beach continue to enjoy sustained tonnage growth, and in 1996, 47.6% of the total coast tonnage and 60.5% of the coast total container TEUs were reported going through the port area. Over 53% of the total coast man-hours were paid in the two ports.

Harbor-wide picketing by independent truck drivers disrupted terminal operations during the summer months. The picketing was, in part, a protest against the long waits in line at terminal gates.

PMA, on behalf of its members, sought and attained a temporary restraining order (TRO) for the entire port area, limiting the number of pickets allowed at each terminal. While the TRO greatly reduced disruptions at the terminals, the truck driver demonstrations did highlight the need for more efficient gate operations at marine terminals.

A new PMA payroll service center was opened in March at the Wilmington training location. The service center provides the work force and PMA member companies with payroll documentation and assists in problem solving.

Labor relations activities remained on the fast track with 32 arbitration awards being issued. Labor Relations Committee meetings continued in significant numbers: 180 longshore meetings, 45 clerk meetings, 7 foremen meetings, and 22 casuals meetings.

Port of Long Beach

The Port of Long Beach will convert a portion of the former Long Beach Naval Station site for cargo handling facilities. The first facility will be a 130-acre container terminal for China Ocean Shipping Company. The terminal is planned for completion in the spring of 1998.

A new Hanjin Container Terminal located at Pier A, berths A88-A96, is scheduled to open in the spring of 1997. The 170-acre terminal will have six Mitsui Engineering gantry cranes, each with an outreach of 165 feet and a rated load under the spreader of 50 long tons.

Zim Container Service introduced the *Zim Asia,* on its maiden voyage, to Pacific Container Terminal. The ship is the first of Zim's new class of eight 3,400-TEU vessels. The vessels will replace six smaller vessels and join Zim's seven American class 3,000-TEU vessels. With this 15-ship fleet, Zim can now offer a fixed-day, weekly service to Long Beach.

The *Hyundai Freedom*, the third of Hyundai Merchant Marine's new fleet of ships, called at California United Terminals on her maiden voyage. The vessel is capable of carrying 5,550 twenty-foot containers. Hyundai introduced five ships of this class during the year.

The Port of Long Beach now has a total of 19 post-Panamax gantry cranes that can extend across at least 16 rows of containers. Other cranes at Long Beach terminals that serve "mega ships" have been or are being modified to service the larger container ships.

At California United Terminals during the summer, two cranes were raised 27 feet to a height of 105 feet, and their booms were extended 26 feet for an overall out-reach of 141 feet. By year's end, three cranes at Pacific Container Terminal were similarly modified.

Port of Los Angeles

As part of the Pier 300/400 Implementation Program, World Port LA will dedicate the country's biggest container terminal, the American President Lines (APL) terminal.

Scheduled to open in 1997, the APL terminal will cover approximately 230 acres, have 12 Noell GmbH shoreside gantry

Bananas being discharged from a ship at the Port of Los Angeles.

Southern California Sub-Steering Committee. From the left, seated: ***Dennis J. Brennan, Chuck P. Savre,*** Chairman, ***Glenn A. Miller.***
From the left, standing: ***Glenn Eddy, Robert B. Roach, David Adam, Bill Payne.*** Not pictured: ***John DiBernardo,*** Vice Chairman, ***Jon Rosselle.***

cranes, four berths with a 50-foot water depth, and on-dock rail facilities accommodating two full double-stack trains simultaneously. The Terminal Way street realignment project, including a grade-separated interchange, will maximize operating efficiency at the new facility.

A 120-acre dry bulk terminal, the Los Angeles Export Facility, is also under construction on Terminal Island at Pier 300.

Matson Navigation Company, in cooperation with the Port of Los Angeles, inaugurated its Pacific Coast Shuttle container service between Los Angeles and Vancouver, British Columbia.

San Diego

Bolstered by the new American Honda Motor Company vehicle account, growth in bulk commodity exports by North American Terminal, Inc., and more than one million cases of Chilean avocados, the Port of San Diego has posted a 31.5% increase in total tonnage.

In October, a significant breakthrough occurred when the *California Cruise Ship Industry Revitalization Bill* was signed into law allowing gambling aboard cruise ships which call at more than one California port. Increased cruise ship calls in San Diego are expected to return within the year.

Port Hueneme

Although the volume of cargo moving through Port Hueneme was down nearly 10% from the prior year, a major port expansion plan was solidified, and a new record for deep-draft vessel calls was set.

Increased automobile business resulted in local vehicle distribution and processing centers expanding their acreage. Agreements were finalized which will allow the Port to grow in size by nearly 50% through the acquisition of land formerly occupied by the U.S. Navy.

Training and Accident Prevention

The Training and Accident Prevention Department introduced a new ID card process for ILWU members and casuals. This card contains training history and other data. To date, over 2,621 new picture ID cards have been processed.

The computer training program for marine clerks was updated with new company computer gate transactions and with new student manuals.

Keyboard data entry, the casual and registered tracking system, and the lashing and GST contact system were also improved.

The Southern California Training and Accident Prevention Department trained 4,218 industry employees in 1996.

Personnel

Four replacements were made on the Southern California Area Sub-Steering Committee: Glenn Eddy replaced Mike Bourgault for Maersk, Bill Payne replaced Brian Kern for NYK, Jon Rosselle replaced Ron Forest for Matson, and David Adam replaced Al Giannetti for Marine Terminals Corporation.

Chuck Oliver, Relief Area Arbitrator, since October 1, 1991, passed away on October 1. Pat Sullivan was appointed as the new Relief Area Arbitrator in October.

Aerial shop of Pier G Bulk Terminal in Long Beach, operated by Metropolitan Stevedore Company.

Manpower shortages shared center stage this year with the overriding issue of contract negotiations and implementation.

Most local labor relations activity ceased during contract negotiations due to the reluctance of the local parties to enter into discussions on substantive issues until a new contract was finalized. This period of low activity was counterbalanced by an enormous work load increase following ratification and contract implementation in late October.

Aside from the traditional tasks associated with implementing a new agreement, namely, resolving the practical details of making the agreement work, negotiating supplementary agreements, etc., the 1996-99 Agreement posed additional challenges to the local parties.

In particular, the requirement that payments in excess of those prescribed by the contract be eliminated resulted in ongoing problems with clerks. These problems were reflected in reduced productivity at terminal gates, the failure of qualified clerks to take key jobs on peak days, threats of mass resignations from preferred employment, and other forms of protest. Where appropriate, the grievance machinery was used to address these issues.

Efforts were also made to improve communications with members on their rights and obligations under the new agreement and to exchange information on various tactics employed by the Union's attempting to whipsaw concessions on extracontractual payments. This improved communication provided the employers with an important reality check against the clerks' tactics.

The new year has seen some improvement in gate productivity, although not to pre-contract implementation levels, and the clerks continue to exert pressure against individual companies for concessions.

San Francisco Bay Area

Longshore Local 10 has experienced steady attrition over the past three years, the result of an aging work force and the greatly improved pension benefits negotiated in 1993. Over 250 Class "A" longshore registrants have retired during the period, and these retirements were largely from the skilled ranks.

This attrition was partially offset by the registration of 120 new "B" longshoremen in the past three years, including 50 in late 1996. However, because additions have not kept pace with attrition, the net result has been a 13.9% decline in the size of the work force.

The size of the work force must be carefully studied whenever additions are anticipated because the Contract contains a "no layoff provision" that requires the industry to maintain and to pay its work force in addition to covering the cost of benefits even when work opportunity is poor. Consequently, the cost of an under-utilized work force is expensive, and the long-term work opportunity prospects for a port area must be considered carefully prior to making additions.

Evergreen containers "under the hook" at the Seventh Street Container Terminal in Oakland.

In the Bay Area, the historic pattern has been a consistent decline in the number of manhours worked by the work force, even though containerized cargo, the "bread and butter" work of Oakland, its major port, showed steady growth until last year. Manhours in the Bay Area declined 6.5% for the year, but tonnage declined by 8.1%.

The first third of the year was marked by poor work opportunity for Bay Area longshoremen. Beginning with an improvement in work in late May, labor shortages began and increased in frequency through the summer months,continuing into the fall, and even some occurred in December.

These shortages resulted from an insufficient number of both skilled and unskilled longshoremen. The shortages in unskilled labor were particularly vexing because peak demand for unskilled labor had been met historically through the use of casual longshoremen. The port had not experienced shortages of unskilled labor since 1991 when 650 casuals were added.

The longshore local had agreed to another addition of casuals in mid-1995 but had subsequently reneged on this agreement in an effort to extract concessions from the Employers on the cost of operating the dispatch hall. This issue was referred to Coast Arbitrator Kagel in late 1995 who ruled this was a non-bona fide bargaining tactic on the Union's part. In February of 1996 the Area Arbitrator sustained the Employers motion that 400 casuals be added to the port. The Union refused to abide by either of these awards, and continued to attempt to link other issues to the addition of new casuals.

A ship carrying a new cargo container crane sails under the Bay Bridge on its way to the Port of Oakland.

Northern California Sub-Steering Committee. From the left, seated: ***Capt. Nuru Neemuchwalla, Capt. Pankaj Saurastri, Scott Winn.*** From the left, standing: ***Elvis Ganda, Joseph DiMassa, Jacques Lira,*** Chairman, ***Gerald Bridges.*** Not pictured: ***Ronald Forest, Paul Clouse.***

It was not until early November that the Union agreed to honor its agreement and the subsequent Arbitrator Awards by allowing the random draw of 400 names to be used as a pool for additions to the casual work force. The first 100 of those casuals were being processed at year's end. These new casuals are required to successfully complete both safety and lasher training prior to being allowed into the work force. The remaining 300 names drawn for processing will be added to the work force in the new year.

American President Lines ceased calling in Oakland in January 1996. This was followed in mid-year by Wallenius Lines which ceased calling in Benicia. APL's containers are now carried through the port by its partners in the Global Alliance. Wallenius is handling its cars through other ports on the Coast.

Dredging continues in the Port of Oakland. The final stages of dredging to 42 feet will be completed in May for the outer harbor and in September for the inner harbor. A new project is on track to extend this dredging to 50 feet in the next several years.

One hundred additional acres of land were transferred from the Navy to the Port in 1996, with 325 acres remaining to be transferred over the next 18 months. Additionally, two post-Panamax cranes are scheduled to be delivered to Yusen Terminals in April 1997. These infrastructure improvements represent a substantial financial commitment by the Port to ensure it can continue to attract and retain cargo and customers.

A three-year agreement with ILWU Local 75 Watchmen was successfully negotiated. Lines negotiations are under way and should be completed early in 1997.

Delta Ports

In Sacramento, an NLRB settlement agreement was finalized after seven years, with payment of back wages and benefits to the plaintiffs. They filed charges against the ILWU and the PMA in 1989 alleging that they had been improperly denied registration as a result of inappropriate dispatch practices.

Work held steady in the Delta during the year, a marked improvement over 1995. The history of both Stockton and Sacramento is that there are wide fluctuations in work from month to month and from year to year. It is expected that the improvement seen this year will continue into 1997 with increases in both bulk cargo and bagged rice.

Lashers tightening up lashings aboard the **Maersk Constellation** ***at the Oakland Army Base.***

Eureka

Tonnage through the Port of Eureka continued its downward spiral, having experienced a 57.9% drop since 1991. The number of hours paid in the port rose again this year by 4.2%. This port continues to have a work force in excess of the amount of work available and as a consequence the highest PGP draw in Northern California.

Training

The Training and Accident Prevention Department conducted crane, tractor, and lasher training for longshoremen during the year. General Safety Training was offered to all members of the work force, and the new Superintendent Management course was also conducted. Extensive preparations were made for the commencement of Heavy Lift Operator training and Straddle Carrier Operator training, both of which are scheduled to take place early in 1997.

Personnel

Paul Foster, Area Supervisor of the Training and Accident Prevention Department, announced his retirement late in the year, culminating a 15 year career with the Association.

"A new way of doing business" was the watchword for the latter part of 1996 as the local parties implemented provisions contained in the 1996-99 Agreement. Implementation generated numerous claims, complaints, and meetings aimed at resolutions and understandings related to compliance with contractual provisions which had been treated loosely by the parties for many years.

Union claims proliferated, numbering 184, as compared to the prior year's total of 57. Employer complaints totaled only 17, an increase of one. By year end, weekly Employer meetings were being held to communicate ideas, policy, and problems and to coordinate uniform approaches toward dealing with the industry's varied interests.

Tonnage in the Area declined nearly 9% with losses in the bulk, container, and automobile sectors. The general cargo category produced the only tonnage increase with a modest 3% gain.

Portland figures were down 7.5% with declines in all cargo categories. Longview tonnage was down 14% with the bulk product decline more than offsetting the port's gains in lumber and logs and break bulk products. There was a 6.7% drop in Vancouver with automobile tonnage showing the only positive gain. Coos Bay had a modest loss of 1% for 1996 with a 58% jump in general cargo and a 2.4% increase in lumber and logs. Astoria continued its dramatic plunge.

Handling lines at Terminal 6 in the Port of Portland.

Registration was a major issue for the local unions, but the registered work force in the Area decreased less than 4% during the year. Casual employee numbers remained stable at about 500 through use of the State Employment Division referrals.

Hours paid in the Area declined 6.5%. Leading that drop was Astoria where hours plummeted 41% while the port's PGP payments increased about 40% over those paid in 1995. Astoria's PGP draw was over $1 million for the year and accounted for 63% of the Area's total PGP draw.

Industry travel hours and costs within the Area were about 20% below those of 1995 though the 635 travelers were nearly identical in number to those traveling the previous year.

Total wages and nontaxable reimbursements for travel within the Area were just over $3.5 million. Oregon Area travel into the Washington Area increased by almost 100% while Washington Area registrants' travel into Oregon declined 20%. Out-of-Area work hours paid to travelers were nearly the same for each Area's work force and totaled nearly 40,000 hours.

Of the 1,239 employees trained in the industry's various training programs, 951 were given the General Safety Training (GST) course with the balance being trained in numerous skilled classifications, supervisory skills, first aid and CPR. The second cycle of GST for the entire work force was concluded, and course development and modification began for 1997's third cycle.

In February, winter storms caused massive flooding throughout the Area, and all vessel movement and cargo handling stopped completely in the upper Columbia River for four days. Operations resumed about a week later. Though the storms caused great damage, the spirit, cooperation, and efforts of the entire community minimized losses and aided impressively in the recovery.

Plans by the States of Oregon and Washington and the Columbia River ports have

Flooding on the Willamette River in the Spring of 1996 at Terminal 2 in Portland, operated by Stevedoring Services of America.

Oregon Sub-Steering Committee. From the left, seated: ***Capt. Brian Turrell,*** Vice Chairman, ***Bruce Whisnant,*** Chairman, ***Malcolm Erickson.***
From the left, standing: ***Jeff Krug, Ken Mishler, Gene Dieterle, Peter Johnson.***

continued to move forward with congressional support for dredging of the Columbia River. Deepening the channel by three feet, with completion slated for 2003, will enable the river ports to accommodate the industry's newest generation of vessels.

Portland and Vancouver

The $50 million Terminal 5 bulk export facility project was nearly completed. The facility will be operated by Hall-Buck Marine in a joint venture and will commence operations in early 1997. The facility will be capable of handling five million tons of dry bulk products annually.

Evergreen Marine Corp. and Hyundai Merchant Marine Co. completed agreements with the Port of Portland to extend and enhance container handling. Honda Motors also consolidated shipping to Portland that will boost automobile imports. Steel plate and iron briquette imports should increase dramatically as Oregon Steel Mill adds its new facility in 1997.

Looking toward the next century, activity continues on the $500 million development of marine facilities across from Terminal 6. Additional bulk handling at Terminal 4 is also a long term goal.

The Port of Vancouver signed a three-year contract with Saga Forest Carriers, which will provide two vessel calls per month. The Port also will complete a new 100,000 square foot warehouse for general cargo and pulp in early 1997. Improvements were made to the port's bulk handling facility.

Other Ports

In Longview, the Port plans to develop half of its newly acquired 120 acres into marine facilities. Development of an alternative loop rail corridor to accommodate unit trains for bulk operations is also in progress. Improvements were also made to its existing bulk handling operations.

The first of a new generation of ships dedicated to handling logs and lumber called in Longview in 1996. Kalama will be adding stevedoring jobs at the BHP Coated Steel Corp rolling mill, expected to be operational in early 1997.

Coos bay's operations remained stable during the year. Long awaited dredging began in 1996 and will assure continued vessel access for the port.

A nickel ore vessel arriving at Glenbrook Dock in Coos Bay.

Registration programs and associated grievances and litigation once again set much of the agenda for the Area but less so than in 1995.

Twelve individuals were added to the Class B registration list in Tacoma with few grievances filed. This sizable reduction in the use of the grievance procedure compared to 1995 can be attributed to the settling out of the selection process (four Supplement I-A registrations have now been processed since 1995), as well as the settlement of the *Blanchfield et al.* lawsuit which satisfactorily resolved many of the issues brought forth in earlier grievances.

In Seattle, 21 Class B longshoremen were registered and no grievances were filed. Additionally, on March 30, nine ILWU mechanics were registered in Seattle for the first time.

There were also additions to the registration list in Bellingham as well as to those of Tacoma and Seattle clerks and foremen.

At the insistence of the ILWU, the Memorandum of Understanding signed July 16 brought to an end the informal incentive system known as "the letter" in Seattle. Under this system, longshoremen were allowed to leave the job site as soon as they completed a predetermined number of container moves, and they were paid for the full shift as contractually required by the eight-hour guarantee. This produced some very high container moves per hour.

Since this practice had been in place for approximately 15 years, the transition back to an eight-hour day has, so far, been less than smooth, especially on the night side. However, the parties are optimistic that the culture will embrace the full eight-hour day, the production rates will once again return to pre-1996 levels, and even greater productivity than realized under "the letter" will result.

In April, the Tacoma Longshore Joint Port Labor Relations Committee implemented an automated telephone check-in system for casual labor. The system enables casuals from both the Tacoma area and throughout Washington to make themselves available over the telephone for potential work opportunity in the port of Tacoma. As work opportunity develops, individuals may call back to the system to ascertain if they have been referred to the joint dispatch hall for a possible job that night, the next day, or over the weekend.

The system is operated through the Washington State Employment Security Tacoma Job Service Center, and the services are provided jointly between the Tacoma Job Service Center and PMA in cooperation with the joint dispatchers at ILWU Local 23. The system is used almost daily to dispatch individuals on time and from a broad cross section of the community.

Highly automated in/out gates were implemented in Seattle by American President Lines, Ltd. and Tacoma by Sea-Land Services. These state-of-the-art systems will help usher in the increased volumes of container movement expected from growth in the port areas and alliances of shipping lines.

Area PGP payments of $2.75 million were essentially unchanged from 1995's $2.6 million, particularly in light of six months of increased wage rates under the new contract. The seven small locals collected well over 95% of all PGP in the Area although they comprise only 22% of the longshore registration.

Pay Guarantee Plan payments rose substantially in Port Gamble, a victim of nonexistent work at home and reduced levels of ordered gang travel. Payments were also up in Everett, Anacortes and Port Angeles. Reflecting the softening of tonnage growth

US Military tanks are placed on deck of the* SS Ewa *at the Matson Terminal in Seattle.

Washington Sub-Steering Committee. From the left, seated: ***Larry L. Lindenberg; Clayton R. Jones, Sr.,*** Chairman***; Kenneth H. Passe, Jr.; Steve P. Hasslinger.*** From the left, standing: ***James A. Yandel; Michael P. Lingerfelt; Peter D. Bennett; Flemming Dam; Thomas E. Mooney.***

patterns, Area travel, both ordered and voluntary, declined by almost 14%

The Washington Area's toll-free hot line, 1-800-ASK-ILWU, detailing work opportunity port by port, continued to log more than 500 calls per day, or nearly 16,000 calls per month.

The Training and Accident Prevention Department (T/APD) trained 1,943 foremen, clerks, registered longshore individuals, and casuals. Emphasis was placed on skilled training, and 96 semi-tractor operators, 15 crane operators, and 11 container yard equipment operators were trained. Outport ILWU locals were given the opportunity for semi-tractor operator training which was held in Seattle.

The lashing training program, early in the year, gained momentum slowly, but by midyear, 211 registered longshore individuals and casuals were trained in basic lashing safety. The second cycle of General Safety Training was attended by 1,211 clerks, longshoremen and casuals, and 158 supplemental and registered foremen attended the one-day safety class required by the contract.

Several of the T/APD staff had the opportunity to attend formal training seminars in HAZMAT response and wire rope inspection. T/APD conducted 47 JAPC and 4 Area APC meetings. There were also several safety meetings and conferences with the Washington State Department of Labor and Industry, Health and Safety Marine and Dock Division.

Area Labor Relations staff conducted 109 local and Area LRC meetings during the year, and ten arbitrations were held.

The Port of Olympia announced Sunmar Shipping Inc. will move its container vessel operations from Seattle to Olympia in April 1997. Two container cranes are en route from the Port of Los Angeles. This new work will provide a boost in work opportunity for a small Washington Area port suffering from the depletion of its traditional cargo of lumber and logs.

As we look ahead to the 21st century, the focus in the Washington Area will be to assure on time arrival of adequately skilled labor in ports with work opportunity.

All expectations in Seattle and Tacoma are for future growth; however, in the outports, the future is not as optimistic. A redistribution of the work force into work opportunity ports will be a challenge, and the employers continue to approach the solution to this problem through transfer and travel.

Longshoremen load boxed apples for export onto a ship at Terminal 91 in Seattle.

Industry Overview

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

Labor Agreements

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

Coastwise Agreements

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

Area Agreements

Southern California

Local	*Effective*
13 - Supplementary Agreement for Steady Gearmen	7/1/93
13 - Sweepers' Agreement	7/1/93
13 - Longshore Port Working Rules	4/17/63*
13 - Lines Handling Agreement	7/1/93
13 - Mechanics' Port Supplement	7/1/93
13, 63 & 94 - Transportation Allowance	9/1/78*
13, 29 & 46 - Industry Travel Agreement	5/17/88
26 - Watchmen's Agreement	7/1/96
29 - Lines Handling Agreement	1/25/88*
29 - Foremen's Port Supplement	11/1/73*
29 - Gearmen's Port Supplement	1/28/88
29 - Mechanics' Port Supplement	1/25/88
63 - Clerks' Port Supplement	11/10/53
94 - Foremen's Port Supplement	7/1/84

Northern California

Local	*Effective*
10 - Miscellaneous Dock Workers	12/16/94
10 - Mechanics Port Supplement	7/1/93
10 - Port Working Rules	12/6/48
14 - Working and Dispatching Rules	7/1/81
18 - Working and Dispatching Rules	10/6/87
34 - Clerks' Port Supplement	12/22/52*
54 - Working and Dispatching Rules	11/23/87*
75 - Watchmen's Agreement	7/1/96
75 - Watchmen's Supplement	3/7/94
91 - Walking Boss Port Supplement	9/25/87
92 - Walking Boss Supplement (Eureka)	7/1/81

Oregon

Local	*Effective*
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	1/13/92*
50 - Lines Agreement	11/5/96
4, 8, 12, 21, 50 & 53 - Area Travel Agreement	12/1/84*
4, 8, 21, 50 & 53 - Columbia River and Newport Working and Dispatching Rules	10/4/86*
8 - Baggage Handling Agreement	11/27/90
8 - Gear and Locker Agreement	7/2/88*
12 - Gear and Locker Agreement	6/18/88*
12 - Working and Dispatching Rules	10/31/87
21 - Gear and Locker Agreement	6/18/88*
21 - Dispatching Rules	3/1/79
21 - Port of Kalama Lines Handling Agreement	7/1/90*
21 & 50 - Boat Rental Agreement	9/28/93*
40 - Clerks' Port Supplement	3/31/58*
92 - Walking Boss Supplement	7/1/78*

Washington

Local	*Effective*
7 - Working and Dispatching Rules	6/1/60*
19 - Working and Dispatching Rules	6/20/60*
19 - Lines Handling Agreement	4/21/95
19 - Gear and Locker Agreement	11/27/93
19 - Seattle Mechanics Agreement	6/30/95
23 - Working and Dispatching Rules	6/17/88*
23 - Lines Handling Agreement	5/27/94
23 - Gear and Locker Agreement	12/16/93*
24 - Working and Dispatching Rules	5/9/60*
25 - Working and Dispatching Rules	2/10/73*
27 - Working and Dispatching Rules	9/30/58*
32 - Working and Dispatching Rules	5/26/89*
47 - Working and Dispatching Rules	1/19/89*
51 - Working and Dispatching Rules	1/13/73*
52 - Working and Dispatching Rules	12/15/88*
98 - Foremen's Port Supplement	8/20/93

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

The Longshore Division of the International Longshoremen's and Warehousemen's Union (ILWU) represents waterfront employees on the Pacific Coast.

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

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

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

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President Brian McWilliams, Vice President Richard Austin, and Committeemen Glen Ramiskey and Richard "Ole" Olson.

The Longshore Division conducts an annual Caucus to which each local sends representatives, where policy is established, collective bargaining demands formulated, officers elected, and other union business is conducted.

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

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

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

The Longshore Division makes up about one-fifth of the ILWU's total membership.

The bulk of the membership consists of: longshoremen in Alaska, Hawaii, and British Columbia, Canada; warehousemen; office workers; workers in Hawaiian sugar and pineapple plantations and processing plants; Hawaiian hotel employees; the Inland Boatman's Union, the Marine Division of the ILWU; and various other groups.

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

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

Labor Allocation and Dispatching

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

Casual employment allows the individual longshoreman, 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 longshoremen.

At an increasing pace during the past 20 years, more regular or steady employees have been added to company payrolls, but the majority of the work is still performed by registered members of the ILWU who are hired on a casual basis.

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

Two longshoremen affix stickers to autos at the Metropolitan Stevedore Co.'s DAS facitlity in Los Angeles.

Aluminum ingots being loaded for export at the Port of Vancouver, WA.

fies workers dispatched to jobs who are not jointly registered longshoremen, clerks, or foremen. Casuals are dispatched only after all available Class "A" and Class "B" registrants have been dispatched.

Longshoremen who work out of the dispatch hall are dispatched (receive job assignments) on a daily basis to ship, dock, marine terminal, Container Freight Station, and other related maritime jobs. (Steadily employed longshoremen are generally not dispatched through the dispatch hall on a daily basis.)

The dispatch process begins with the receipt of the daily manpower orders that each employer telephones or otherwise sends to the joint ILWU-PMA dispatcher. If the employer will be loading or unloading a ship or barge, he also notifies the PMA Allocator, reporting the name of the vessel and the actual time that the vessel arrived in port or the estimated time that the vessel is expected to arrive and the number of jobs that will need to be filled.

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

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

Working Times and Wage Rates

The standard first and second work shifts are 8 hours in length. The *first shift* begins no earlier than 8 a.m., and the *second shift* begins at 6 p.m. (7 p.m. in the San Francisco Bay Area). The standard *third shift* begins at 2:30 a.m. or 3 a.m. at the option of the employer and is generally 5 hours in duration.

Meal time is 1 hour beginning at 11 a.m., 11:30 a.m., or 12 noon on the first shift and beginning at 10 p.m. or 11 p.m. on the second shift (11 p.m. or 12 midnight in the San Francisco Bay Area). Employees are entitled to a 15-minute relief period around the midpoint of each work period.

The *straight time rate* is to be paid for the first 8 hours worked between 8 a.m. and 6 p.m. Monday through Friday. The *second shift rate,* which is 1.333333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

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

The *third shift rate,* which is 1.6 times the straight time rate, is to be paid for the first 5 hours worked on the third shift Monday through Friday. The *third shift overtime rate* of 1.8 times the straight time rate is to be paid for all other hours worked on the third shift on weekdays and for all hours worked on the third shift on weekends and Agreement holidays.

Employees working as Supercargoes and Chief Supervisory Clerks are paid a minimum of 1 hour *extended time* before and after each shift. Employees paid as 20% Foremen are paid 1 hour extended time on each shift, and 30% Foremen/Walking Bosses are paid 2 hours extended time on each shift.

Skill differentials are paid for several specific types of longshore and clerk work. These differentials were completely restructured during the 1996 negotiations.

Prior to the 1996 agreement, the skill rates were stated as a percentage of the basic straight time hourly rate. The percentages, which had been increased slightly over the years, ranged from 1.75% to 6.75% for longshoremen and were 10% and 20% for clerks.

The 1996 agreement establishes five skill categories based on fixed rates calculated from the base wage rate ($22.68) in the 1993/96 agreement. The rates, identified by

the percentage they represent of $22.68, are as follows: 10%, $2.27; 15%, $3.40; 20%, $4.54; 25%, $5.67; and 30%, $6.80. The "10%" and "20%" rates are applicable to longshore skills, and the "15%," "25%," and "30%" rates are applicable to clerk skills.

The appropriate skill amount is added to the straight time rate, and all shift and overtime rates are calculated from this adjusted base rate. The skill rate amounts remain constant for the duration of the agreement.

The Foremen and Walking Bosses rates are calculated in a similar manner. The 20% skill is $5.72 and the 30% skill is $8.32.

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

For the handling of certain specified cargos, cargo conditions, or working conditions, *cargo penalty rates* are paid. These penalty rates, which range from 15¢ to $1.20 per hour (the explosives penalty is greater), are also added to the straight time rate. All second shift work under penalty conditions is paid at the appropriate shift or overtime rate plus 1.333333 times the cargo penalty rate, and all overtime and third shift work under penalty conditions is paid at the appropriate overtime or shift rate plus 1.5 times the basic cargo penalty rate.

Oakland's Middle Harbor terminal area with the Charles Howard container terminal in the foreground.

Registered employees who are ordered to a job and "turned to" are guaranteed 8 hours' pay on the first and second shifts and 5 hours' pay on the third shift; other employees are guaranteed 4 hours' pay. Employees working as 20% Foremen or 30% Walking Bosses/ Foremen, when ordered to a job and turned to, are also paid their extended time in addition to the appropriate 8-hour or 4-hour guarantee.

Pacific Maritime Association processes longshore payrolls for the entire coast. Every week, data on each employee's work are received from the employers, and a single payroll check is issued to the employee for that week's work. The administrative procedures are promulgated by the PMA Longshore Payroll Services Department.

The *payroll week* begins at 8 a.m. Saturday morning, and payroll checks are issued on the Friday following the end of the payroll week. The *payroll year* consists of 52 payroll weeks, divided into 4 quarters of 13 payroll weeks each. The first payroll week of each quarter begins on the Saturday morning previous to the last Friday in the months of December (also the first of the payroll year), March, June and September.

Thus, the payroll year does not coincide exactly with a calendar year; the 1996 payroll year began on December 23, 1995, and ended December 21, 1996. (Some payroll quarters and years require 1-week adjustments to maintain consistency with the calendar. For example, the 1992 payroll year contained 53 weeks).

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

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

001-095	Longshore Work
100-120	Clerk Work
120-140	Foreman/Walking Boss Work
150-190	CFS Supplement Work
200-299	Miscellaneous Dock Work
300-399	Local Labor Relations Committee
400-499	Other Member Agreements

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

A truck carrying new forklifts parked at Metropolitan Stevedore Co.'s corporate office in Wilmington, CA.

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

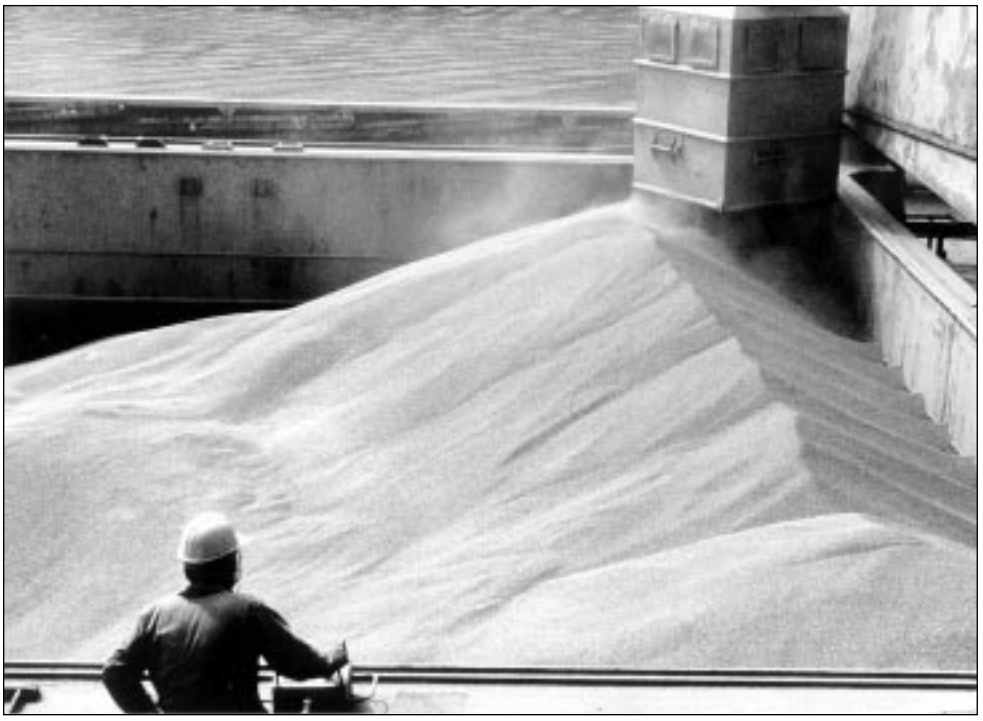
PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (F.I.C.A.) accounts and State Unemployment Insurance (S.U.I.) accounts on these payrolls. In 1996, employer FICA taxes paid were $41,939,215 and SUI taxes paid were $9,239,792.

Year	*Southern California*	*Northern California*	*Oregon*	*Washington*	*Total*
1987	$233,325,589	$ 94,670,654	$ 71,287,729	$107,622,554	$506,906,526
1988	233,166,780	95,802,424	77,849,953	109,547,725	516,366,882
1989	250,353,491	97,812,018	77,046,109	114,497,699	539,709,699
1990	259,377,105	102,294,503	77,001,742	113,822,477	552,495,827
1991	260,670,697	106,349,174	74,838,002	112,594,741	554,452,614
1992	273,371,753	105,351,339	74,726,110	112,632,145	566,081,347
1993	284,471,370	98,956,602	73,489,746	107,000,511	563,918,229
1994	319,709,467	101,737,074	73,677,433	109,470,265	604,594,239
1995	343,548,860	96,497,444	74,956,472	114,307,399	629,310,175
1996	**370,647,234**	**95,707,890**	**74,253,654**	**120,767,232**	**661,376,010**

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

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

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



Grain being loaded at Columbia Grain, Inc. in the Port of Portland.

Work Force, Hours & Costs

This section includes an analysis of longshore and clerk direct wage costs followed by historical average annual earnings of the registered work force and data on hours paid by job category and by Local and "Port Area." It concludes with data on various characteristics of the registered work force and a historical summary of longshore, clerk, and foreman registration by local.

Since implementation of the new Longshore and Clerks' Agreement, the average hourly direct wage cost has increased by 10.3% over the same period last year. This compares favorably with the 13.0% increase projected for these costs at the end of bargaining. (See table, below.) The data on this and the next page provide some insight into reasons that the projections calculated during negotiations could not measure this change in costs more closely.

The direct wage cost represented 65.8% of the total employment cost at 6/30/96, so the $3.944 per hour increase in direct wages was a 8.37% increase over the total employment cost base. The total projected employment cost increase in the first year of the agreement was 10.7%.

The three columns of the table labeled *Actual Costs Experienced* shows the direct wage cost for the period since implementation of the July 16 Agreement. These costs are compared with the corresponding 16-week period of the the previous year to minimize the effects of holidays and any seasonal cargo variations in the distribution of hours paid. This analysis shows an actual increase in the average hourly direct wage cost of $3.146 over the previous year.

The charts below and on the next page provide some information about the changes in the distribution of the hours paid during the past 16 weeks which effected this difference between the projected increase and that which actually occurred.

The projections made for bargaining purposes are calculated by applying negotiated changes in wage rates, skill rates, overtime differentials, etc., to the hours distribution of the base period. Predicting the effects of negotiated provisions on the future distribution of hours is, at best, speculative. Therefore, for the purposes of negotiations, the actual base period hours are used for package cost projections.

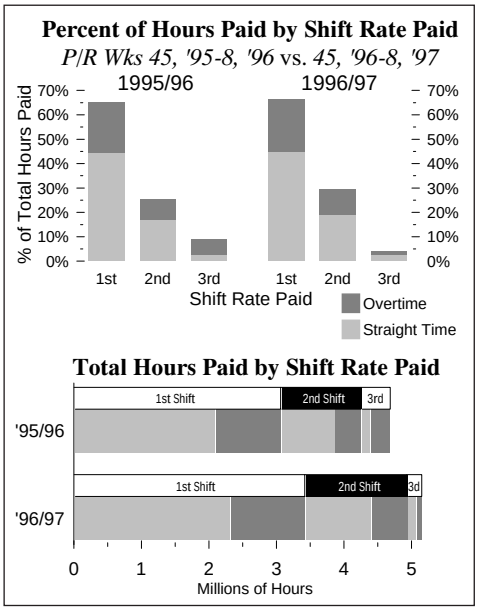
The three sets of data described on these pages show variations in the distribution of hours paid which result from features of the agreement and significantly affect the future direct wage costs.

The charts below, labeled *Percent of Hours Paid by Shift Rate Paid,* describe the changes in patterns of hours payments at the various shift and overtime rates. The vertical bar graphs show the percentage of hours in each of the two 16-week periods which were paid at first, second, and third shift rates. The portions of those hours paid at overtime rates are represented by the darker areas of each bar. The horizontal bars show the actual number of hours paid in each of the two periods partitioned among shift rates paid and between straight time and overtime.

The change in the proportion of hours paid at third shift rates, particularly overtime,

Average Hourly Combined Longshore & Clerk Direct Wage Cost

		Projected at 7/16/96		Actual Costs Experienced 16 Weeks Ending 2/16/96 vs. 2/18/97		
	Base Year	First Year	Change	Wks 45,'95 - 8,'96	Wks 45,'96 - 8,'97	Change
Base Wage Rate	$22.680	$24.680	$ 2.000	$22.680	$24.680	$ 2.000
Shift Differentials						
Second Shift	$ 1.268	$ 1.381	$ 0.113	$ 1.283	$ 1.560	$ 0.277
Third Shift	1.231	1.340	0.109	1.259	0.616	(0.643)
Overtime						
First Shift	$ 2.334	$ 2.540	$ 0.206	$ 2.367	$ 2.650	$ 0.283
Second Shift	0.992	1.080	0.088	0.955	1.296	0.341
Third Shift	0.278	0.303	0.025	0.293	0.079	(0.214)
Subtotal Shift & O/T	$ 6.103	$ 6.644	$ 0.541	$ 6.157	$ 6.201	$ 0.044
Skills						
L/S: PCLCD	$ 0.589	$ 1.596	$ 1.007	$ 0.591	$ 1.696	$ 1.105
Other Longshore	0.499	0.562	0.063	0.522	0.639	0.117
Clerk: PCCCD	$ 0.903	$ 1.274	$ 0.371	$ 0.900	$ 1.375	$ 0.475
Others Clerk	0.010	0.011	0.001	0.012	0.011	(0.001)
Subtotal Skills	$ 2.001	$ 3.443	$ 1.442	$ 2.025	$ 3.721	$ 1.696
Adj. (Exp. rates, etc)	$ (0.400)	$ (0.439)	$ (0.039)	$ (0.356)	$ (0.950)	$ (0.594)
Total Avg. Hourly Direct Wage Cost	**$30.384**	**$34.328**	**$ 3.944**	**$30.506**	**$33.652**	**$ 3.146**
		Change from Base Year:	*13.0%*	*Change from Previous Year:*		*10.3%*



is readily apparent. Interestingly, the proportion of hours paid at first shift rates has not changed appreciably, 65.4% to 66.4%, but the second shift payments have increased from 25.4% to 29.5%, and the third shift overtime hours have decreased from 6.5% to 1.6%. Although the parties recognized that the provisions of the Agreement would certainly affect the number of hours paid at third shift overtime, no data was available to provide a basis for projecting the amount of change.

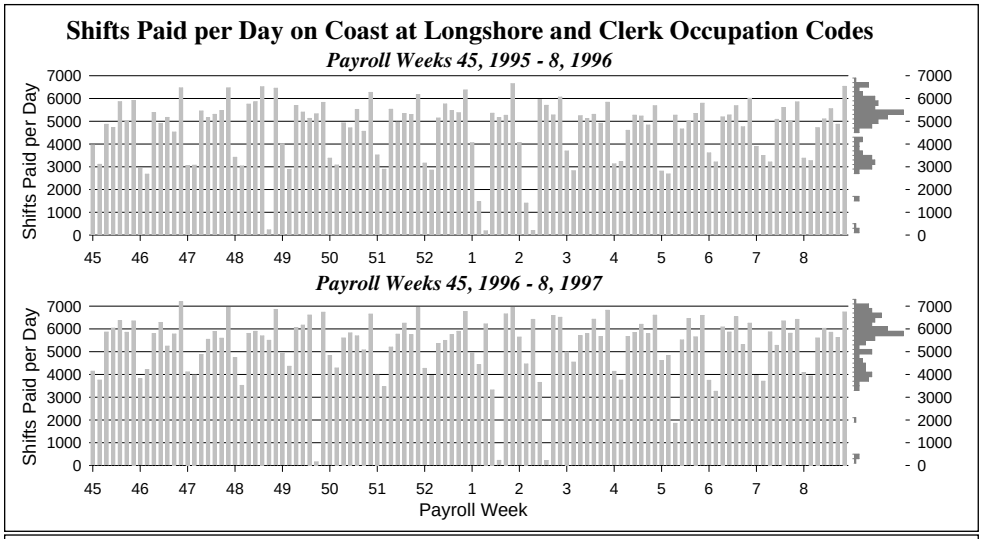
The charts shown below divides the hours paid at longshore and clerk occupation codes paid according to the terms of the Pacifc Coast Longshore Contract Document (PCLCD) and Pacific Coast Clerks' Contract Document (PCCCD) among the various skilled wage rates defined in those contract documents.

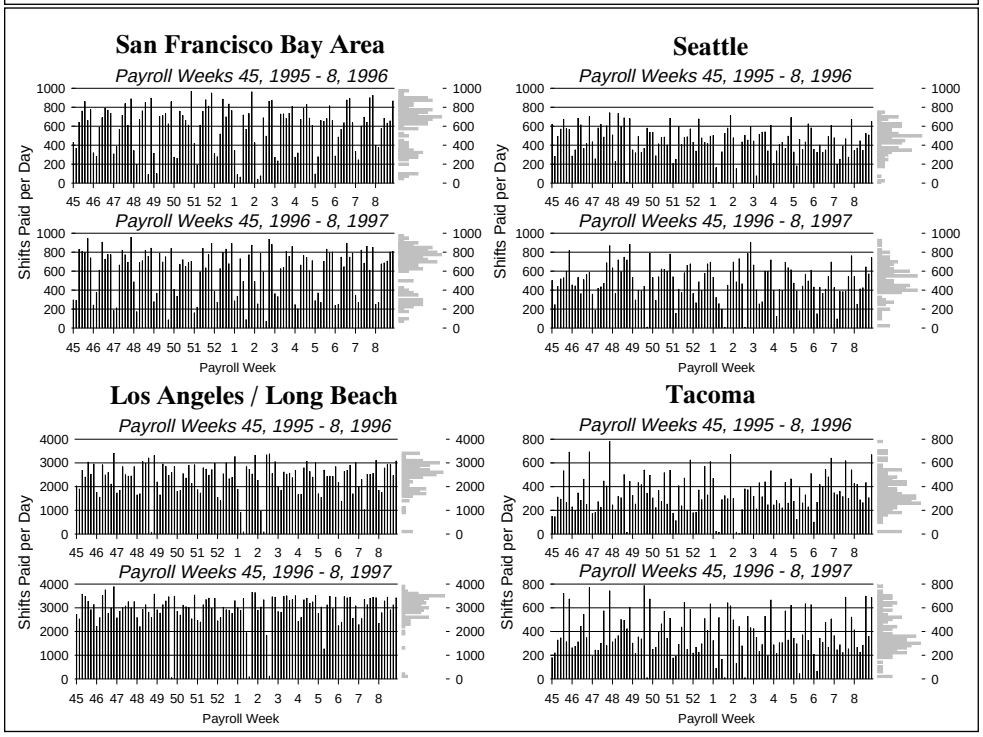
The restructuring of these skilled wage rates are described elsewhere in this Annual Report, but these charts show the amounts of hours paid at the rates paid under the 1993-96 Agreement and those paid under the new Agreement.

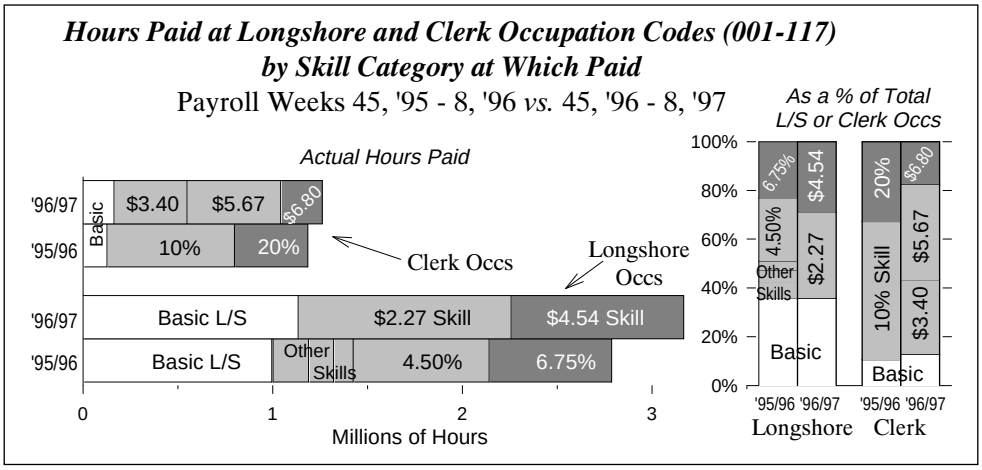
The horizontal bars partition the actual hours paid in each of the two periods at longshore and at clerk occupation codes among the various categories of skilled wage rates. The vertical bars show these same hours as percentages of the totals apportioned among the various skill rates.

The sets of graphs to the left show the total number of shifts paid at longshore and clerk occupation codes by day for the 16 week periods decribed above. Each pair of vertical bar graphs, one for the 16 week period in 1995-96 and the other for the 16 weeks in 1996-97, displays the number of shifts paid each day as a vertical bar. The horizontal bar charts at the right edge of each daily chart shows a count of the number of days during the period on which a given number of shifts (in groups of 200, or fewer) were paid.

For example, the pair of large charts at the top of the page represent the total number of longshore and clerk shifts paid on the Coast. The small, horizontal bar chart on the right of the upper chart shows that between 5,200 and 5,400 shifts were paid on the largest number of days during the period in 1995-96. The corresponding chart on the left of the second chart shows that between 5,800 and 6,000 shifts were paid on the largest number of days in 1996-97.







The shifts shown in the large charts have been further divided among the four large container port areas, showing the changes in the number of shifts paid between the two periods in each of these port areas.

The larger numbers of shifts paid in the 1996-97 period has increased the proportion of hours paid at experience rates, and the amount of adjustment shown in the direct wage cost analysis (page 27) increased proportionately over the projected adjustment.

The variations in hours distribution documented here provide clear examples of effects of an agreement that change the direct wage cost but for which no data exist for accurately predicting their magnitude.

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

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

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

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

The *% of Employees* and *Average Earnings* columns show the percent of the total number of employees who were paid hours equal to or greater than the number of hours under the hours heading and the corresponding earnings for those employees.

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

CLASS "A" LONGSHOREMEN

	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
Year	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1987*	6,423	$44,149	55.7%	$56,081	32.8%	$62,229	12.3%	$ 70,998	2.8%	$ 81,430
1988	6,291	46,476	57.9	58,496	35.9	64,531	13.1	73,345	3.1	85,062
1989	6,169	48,568	58.7	61,341	37.3	67,602	15.3	75,597	3.9	87,723
1990	6,298	50,364	58.6	63,373	37.0	70,014	14.8	78,547	4.0	91,508
1991	6,213	52,725	59.4	65,546	37.1	72,631	14.3	81,251	4.0	93,072
1992*	6,152	54,980	59.9	68,813	38.7	75,931	16.2	84,703	4.6	97,559
1993	5,889	56,004	58.7	70,765	38.2	77,877	15.0	87,119	3.9	101,946
1994	5,559	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	103,988
1995	5,248	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	106,910
1996	**5,105**	**68,842**	**68.4**	**83,115**	**49.7**	**90,545**	**24.3**	**101,165**	**9.7**	**115,081**

CLASS "A" CLERKS

	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
Year	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1987*	1,333	$66,548	84.3%	$ 72,154	68.7%	$ 75,776	41.2%	$ 82,233	15.9%	$ 92,578
1988	1,353	68,336	84.7	73,837	69.0	77,684	44.7	83,497	18.5	93,829
1989	1,349	70,621	85.2	76,264	70.6	79,856	47.1	85,847	19.6	96,024
1990	1,334	73,973	86.9	79,248	72.6	82,642	49.7	88,178	23.5	97,104
1991	1,306	76,981	85.9	82,779	74.7	85,748	52.1	90,793	21.8	100,939
1992*	1,288	81,106	86.1	87,510	75.9	90,661	56.3	95,493	26.6	105,190
1993	1,249	82,696	88.2	88,224	75.0	92,235	53.6	97,912	26.3	107,658
1994	1,223	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	112,665
1995	1,337	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	115,077
1996	**1,373**	**96,430**	**90.3**	**102,030**	**82.0**	**105,196**	**63.3**	**111,685**	**37.9**	**122,447**

20% AND 30% FOREMEN (WALKING BOSSES)

	1 or More Hours		1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours	
Year	Number Paid	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings
1987*	548	$ 85,547	89.2%	$ 90,570	78.1%	$ 94,053	58.8%	$ 99,505	27.9%	$108,119
1988	542	89,510	91.0	93,856	79.3	97,686	61.6	102,716	28.8	112,541
1989	527	96,032	90.7	100,722	82.5	103,691	67.4	108,091	36.4	116,807
1990	525	101,175	93.7	104,530	86.5	107,125	70.9	111,607	38.9	119,075
1991	507	107,017	95.7	109,503	88.6	112,159	73.0	116,965	38.5	125,978
1992*	511	111,039	92.4	115,823	84.9	119,037	73.2	122,714	43.8	131,358
1993	495	112,317	92.5	116,858	84.2	120,351	69.9	125,693	39.4	135,553
1994	510	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	143,948
1995	518	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	148,374
1996	**531**	**129,611**	**91.9**	**136,195**	**87.0**	**139,034**	**75.3**	**144,286**	**48.6**	**155,759**

*Data for these years include 53 payroll weeks. See discussion of "Payroll Year" on page 25.

The hours shown below are summarized from payroll information reported to PMA. The hours are shown by the job category (determined by occupation code number) in which they were reported for payroll and/or benefit assessment purposes.

The figures in the column headed *% of All Longshore* (or *Clerk* or *Foreman*) *Hours* show the percent that each job category comprises of the total hours for the category group. The column labeled *% Paid to Casuals*, shows the percent of hours paid in each job category that were paid to employees who were *not* jointly registered as longshoremen, clerks, or foremen. 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.

NOTE: The various skilled job categories in the Longshore and Clerk sections of the table were each paid for approximately one-half of the year. For details, see pages 24 and 25.

The hours listed under the various CFS categories do not represent total CFS activity because a CFS operator may employ persons being paid in other than CFS job categories.

Longshore Categories

Job Category	1996	1995	Change from 1995	% of All Longshore Hours	% Paid to Casuals	1996 LONGSHORE HOURS BY AREA: Southern California	Northern California	Oregon	Washington
Basic Rate	**3,328,070**	3,368,655	*-1.2%*	26.8%	13.3%	1,812,404	408,911	451,893	654,862
1.75% Skill Rate *(40¢)*	**10,663**	22,688	*-53.0*	0.1	0.0	-	-	10,663	-
2.75% Skill Rate *(62¢)*	**339,728**	704,444	*-51.8*	2.7	9.0	147,088	42,713	53,418	96,509
3.50% Skill Rate *(79¢)*	**200,956**	420,450	*-52.2*	1.6	1.0	46,817	23,927	74,337	55,875
4.25% Skill Rate *(96¢)*	**168,432**	341,430	*-50.7*	1.4	3.9	63,225	28,927	47,949	28,331
4.50% Skill Rate *($1.02)*	**1,156,864**	2,408,615	*-52.0*	9.3	7.3	793,897	122,122	37,164	203,681
6.75% Skill Rate *($1.53)*	**1,057,297**	2,113,685	*-50.0*	8.5	0.7	512,525	211,372	92,855	240,545
10% *($2.27)* Skilled Wage	**1,787,041**	-	-	14.4	19.6	972,008	203,560	200,846	410,627
20% *($4.54)* Skilled Wage	**1,457,066**	-	-	11.7	1.3	830,541	243,305	117,168	266,052
CFS Agreement Rate	**134,169**	193,486	*-30.7*	1.1	2.9	77,278	13,568	2,057	41,266
Misc. Dock/Other Misc.	**1,888,053**	1,757,581	*7.4*	15.2	3.4	1,317,591	148,557	328,683	93,222
Member Agreements	**247,189**	262,899	*-6.0*	2.0	2.8	-	147,465	19,520	80,204
Grain	**467,022**	502,408	*-7.0*	3.8	10.9	-	-	288,364	178,658
Joint Dispatcher	**141,387**	140,588	*0.6*	1.1	0.0	39,427	26,940	30,716	44,304
Subtotal	**12,383,937**	12,236,929	*1.2%*	99.8%	8.6%	6,612,801	1,621,367	1,755,633	2,394,136
Travel Time	**21,119**	22,483	*-6.1*	0.2		-	18,830	2,185	104
Total Longshore Hours	**12,405,056**	12,259,412	*1.2%*	100.0%		6,612,801	1,640,197	1,757,818	2,394,240
% of 1996 Coast Totals	100%					*53.3%*	*13.2%*	*14.2%*	*19.3%*

Clerk Categories

Job Category	1996	1995	Change from 1995	% of All Clerk Hours	% Paid to Casuals	1996 CLERK HOURS BY AREA: Southern California	Northern California	Oregon	Washington
Basic Clerk	**439,101**	461,990	*-5.0%*	10.6%	29.2%	203,072	58,664	49,442	127,923
Supervisor	**1,061,034**	2,193,880	*-51.6*	25.6	1.5	526,782	231,184	59,945	243,123
Chief Supervisor	**448,982**	867,079	*-48.2*	10.9	0.0	399,582	27,421	6,276	15,703
Supercargo	**191,526**	394,091	*-51.4*	4.6	0.1	81,242	25,504	39,578	45,202
15% *($3.40)* Skilled Wage	**1,033,473**	-	-	25.0	5.2	582,705	202,949	51,598	196,221
25% *($5.67)* Skilled Wage	**233,173**	-	-	5.6	1.4	125,285	41,777	10,269	55,842
30% *($6.80)* Skilled Wage	**577,053**	-	-	13.9	0.1	421,184	51,381	44,507	59,981
CFS Agreement Clerk	**12,417**	26,635	*-53.4*	0.3	19.6	6,295	1,817	346	3,959
CFS Agreement Supervisory	**73,946**	91,031	*-18.8*	1.8	0.5	45,885	13,612	1,596	12,853
Joint Dispatcher	**41,873**	49,824	*-16.0*	1.0	0.0	24,814	9,398	3,814	3,847
Subtotal	**4,112,578**	4,084,530	*0.7%*	99.4%	5.0%	2,416,846	663,707	267,371	764,654
Travel Time	**24,941**	25,588	*-2.5*	0.6		5,030	10,998	8,913	
Total Clerk Hours	**4,137,519**	4,110,118	*0.7%*	100.0%		2,416,846	668,737	278,369	773,567
% of 1996 Coast Totals	100%					*58.4%*	*16.2%*	*6.7%*	*18.7%*

Foreman Categories

Job Category	1996	1995	Change from 1995	% of All Foreman Hours	% Paid to Casuals	1996 FOREMAN HOURS BY AREA: Southern California	Northern California	Oregon	Washington
Foreman - 20%	**34,868**	38,521	*-9.5%*	2.2%	0.3%	34,868	-	-	-
Foreman - 30%	**1,466,811**	1,459,590	*0.5*	94.4	0.0	852,477	180,290	152,403	281,641
CFS Agreement Foreman	**31,084**	37,982	*-18.2*	2.0	0.0	12,960	7,422	3,090	7,612
Joint Dispatcher	**14,104**	13,292	*6.1*	0.9	0.0	4,209	4,012	2,656	3,227
Subtotal	**1,546,867**	1,549,385	*-0.2%*	99.5%	0.0%	904,514	191,724	158,149	292,480
Travel Time	**7,737**	9,382	*-17.5*	0.5		-	1,139	2,129	4,469
Total Foreman Hours	**1,554,604**	1,558,767	*-0.3%*	100.0%		904,514	192,863	160,278	296,949
% of 1996 Coast Totals	100%					*58.2%*	*12.4%*	*10.3%*	*19.1%*

All Categories

Job Category	1996	1995	Change from 1995	% of All Hours	% Paid to Casuals	1996 HOURS BY AREA: Southern California	Northern California	Oregon	Washington
Subtotal - All Categories	**18,043,382**	17,870,844	*1.0%*	99.7%	7.1%	9,934,161	2,476,798	2,181,153	3,451,270
Travel Time	**53,797**	57,453	*-6.4*	0.3		-	24,999	15,312	13,486
Total Hours	**18,097,179**	17,928,297	*0.9%*	100.0%		9,934,161	2,501,797	2,196,465	3,464,756

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

The first two columns *% Hours Paid In:* represent hours paid to members of the local work force who were registered for the full payroll year and were paid for one or more hours.

Each secondary column heading under *Percent of Hours in Home Port Area* partitions all of the hours paid in the designated port areas at the appropriate occupation codes. The column *To Inactives* represents hours paid to individuals who became inactive during the payroll year.

Travel time hours are included in hours data.

PERCENT OF HOURS IN HOME PORT AREA

Local	No. Registered	% HOURS PAID IN: Home Port %	Other Ports %	BY CATEGORY OF WORK FORCE: To This Local %	To Other Locals[2] %	To Casuals %	To Inactives %	BY SHIFT: On 1st Shift %	On 2nd Shift %	On 3rd Shift %	BY DAY OF WORK[1]: On Weekdays %	On Weekends %	On Holidays %	Paid at Experience Rates %
LONGSHOREMEN														
Southern California														
13 LA/LB	2,992	99.5	0.5	88.4	2.8	8.1	0.7	55.8	28.7	15.5	73.7	24.1	2.8	20.2
29 San Diego	43	96.6	3.4	58.9	8.5	31.0	1.7	68.8	27.7	3.5	79.8	18.1	2.1	22.0
46 Port Hueneme	85	91.3	8.7	68.4	7.5	24.1		84.0	14.1	1.8	88.2	9.2	3.2	24.3
Total	**3,120**	**99.2**	**0.8**	**87.4**	**3.0**	**8.9**	**0.7**	**56.8**	**28.2**	**15.0**	**74.2**	**23.6**	**2.8**	**20.3**
Northern California														
10 SF Bay Area	925	98.9	1.1	92.8	0.4	3.5	3.3	64.7	30.7	4.6	82.8	14.9	2.6	10.1
14 Eureka	34	62.1	37.9	92.7	2.4	4.8	0.1	67.5	30.3	2.1	71.1	26.9	2.0	6.1
18 Sacramento	29	94.3	5.7	58.2	15.2	23.9	2.6	75.8	23.5	0.7	72.2	26.9	2.3	20.8
54 Stockton	49	99.4	0.6	64.9	8.0	19.7	7.4	73.2	26.7	0.1	81.0	17.4	1.7	9.8
Total	**1,037**	**98.0**	**2.0**	**89.2**	**1.6**	**5.6**	**3.6**	**65.9**	**30.1**	**4.0**	**82.1**	**15.7**	**2.5**	**10.5**
Oregon														
4 Vancouver, WA	148	90.9	9.1	80.7	10.6	7.3	1.5	65.8	33.3	0.9	75.8	22.6	2.1	19.8
8 Portland	465	96.1	3.9	86.6	7.7	4.2	1.4	70.8	26.6	2.6	77.1	21.4	2.1	6.1
12 North Bend	101	89.8	10.2	67.9	20.3	9.4	2.4	68.3	30.6	1.1	76.8	21.9	2.0	8.2
21 Longview, WA	203	88.7	11.3	83.3	6.3	5.8	4.6	79.9	19.5	0.6	81.9	17.1	1.1	8.3
50 Astoria	56	22.4	77.6	84.0	6.8	3.6	5.6	91.4	8.6		63.6	35.7	1.0	4.7
53 Newport	8	20.8	79.2	51.7	45.0	3.3		98.5	1.5		84.5	14.5	0.9	5.4
Total	**981**	**90.7**	**9.3**	**82.8**	**9.3**	**5.6**	**2.3**	**71.9**	**26.4**	**1.7**	**77.8**	**20.8**	**1.9**	**9.1**
Washington														
7 Bellingham	32	89.7	10.3	69.0	20.6	10.4		59.1	36.0	4.9	72.3	26.4	2.3	12.7
19 Seattle	579	97.2	2.8	85.7	3.3	10.1	0.8	64.3	28.1	7.6	75.7	22.6	2.3	14.4
23 Tacoma	455	98.7	1.3	80.0	3.9	15.4	0.6	62.8	30.6	6.6	79.3	19.0	2.0	6.6
24 Aberdeen	89	81.7	18.3	77.4	15.4	7.2		73.9	24.0	2.1	85.4	13.1	2.0	1.1
25 Anacortes	13	53.1	46.9	57.8	38.7	3.6		66.9	24.3	8.8	76.1	22.9	1.0	4.1
27 Port Angeles	58	46.3	53.7	91.5	5.2	3.3		92.9	6.4	0.6	82.5	17.0	0.5	1.5
32 Everett	68	81.5	18.5	81.2	10.2	7.5	1.2	91.7	7.3	1.0	81.1	17.9	1.3	6.1
47 Olympia	22	74.1	25.9	51.5	41.2	6.6	0.7	98.2	1.7		80.5	17.4	2.1	3.6
51 Port Gamble	13	11.5	88.5	76.2	21.8	2.0		82.6	17.4		69.7	1.5	28.8	2.9
Total	**1,329**	**93.8**	**6.2**	**82.0**	**5.5**	**11.8**	**0.7**	**65.8**	**27.7**	**6.4**	**77.9**	**20.5**	**2.1**	**9.9**
Longshore Total	**6,467**	**96.7**	**3.3**	**85.9**	**4.2**	**8.5**	**1.3**	**62.0**	**28.1**	**9.9**	**76.5**	**21.5**	**2.5**	**15.4**
CLERKS														
29 San Diego	5	80.6	19.4	52.1	39.1	8.1	0.6	78.0	18.0	4.0	83.7	14.1	2.2	7.3
46 Port Hueneme	12	94.8	5.2	64.2	32.0	3.8		89.0	9.4	1.5	89.1	8.4	3.1	5.5
63 LA/LB	777	99.9	0.1	81.9	10.5	6.7	0.8	70.6	25.2	4.2	77.7	20.1	2.8	7.7
14 Eureka	3	85.0	15.0	62.3	37.7			51.4	42.6	5.9	66.7	30.7	2.6	
34 SF Bay Area	275	96.9	3.1	92.2	4.9	1.1	1.8	82.6	15.2	2.3	90.0	8.1	2.2	1.7
40 Portland	109	64.2	35.8	88.9	6.7	1.7	2.7	79.9	18.0	2.2	82.8	16.3	1.3	2.7
23 Tacoma	58	100.0		51.5	43.0	3.3	2.1	68.8	26.4	4.8	85.7	12.6	2.0	1.0
52 Seattle	167	84.1	15.9	83.3	11.1	4.7	0.9	77.7	17.0	5.3	82.3	15.8	2.2	5.4
Clerk Total	**1,406**	**94.7**	**5.3**	**81.8**	**12.0**	**5.0**	**1.2**	**74.0**	**22.1**	**3.9**	**81.2**	**16.8**	**2.5**	**5.7**
FOREMEN														
29 San Diego	2	100.0		27.7	71.3	0.4	0.5	62.2	33.1	4.7	78.8	18.9	2.2	-
46 Port Hueneme	6	98.6	1.4	79.8	20.2			83.7	13.5	2.8	88.4	9.0	3.0	-
94 LA/LB	307	99.9	0.1	91.0	6.0		3.0	41.9	19.5	38.6	70.6	27.2	3.0	-
91 SF Bay Area	76	99.7	0.3	91.0	7.2		1.8	58.4	37.4	4.2	82.9	15.4	2.1	-
92 Portland	50	88.2	11.8	78.5	16.1		5.3	70.9	26.3	2.8	75.8	22.9	1.9	-
98 Seattle	96	90.1	9.9	85.5	13.0		1.5	61.6	29.8	8.6	77.8	20.6	2.1	-
Foreman Total	**537**	**97.1**	**2.9**	**88.0**	**9.3**		**2.7**	**51.3**	**24.5**	**24.3**	**74.3**	**23.8**	**2.6**	**-**

[1]Holidays which occur on weekends are included in both the *On Weekends* and the *On Holidays* columns. Totals for each row of these 3 columns will be > 100%.
[2]In Combination locals, hours paid to members working at occupation codes different from their own occupation class are included in this column.

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

The set of two columns *Number Working* shows the total number of registered employees paid for one of more hours and the number of Class "B" workers included in that total.

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

The block of columns headed *Average Days of:* shows the average days of vacation,

Local	No. Registered	NUMBER WORKING Total Local	NUMBER WORKING Class "B" Only	Average Hours Paid	AVERAGE DAYS OF: Vacation Paid	AVERAGE DAYS OF: Paid Holidays	AVERAGE DAYS OF: PGP Paid	PERCENT OF EARNINGS FROM: Hours Paid	PERCENT OF EARNINGS FROM: Vacation Pay	PERCENT OF EARNINGS FROM: Paid Holidays	PERCENT OF EARNINGS FROM: PGP Payments	Average Total Income
	#	#	#	Hours	Days	Days	Days	%	%	%	%	$
LONGSHOREMEN												
Southern California												
13 LA/LB	2,992	2,774	505	2,076	13.5	12.5		92.6	3.8	3.1		$76,149
29 San Diego	43	41	-	1,613	20.0	11.8	4.1	86.5	7.5	3.7	1.3	59,747
46 Port Hueneme	85	85	11	1,958	13.3	12.5	0.6	89.5	4.6	3.8	0.2	62,048
Total	**3,120**	**2,900**	**516**	**2,066**	**13.6**	**12.4**	**0.1**	**92.5**	**3.9**	**3.1**		**$75,504**
Northern California												
10 SF Bay Area	925	812	72	1,694	16.4	11.4	0.8	86.1	5.8	3.5	0.2	$61,030
14 Eureka	34	33	-	1,026	19.7	12.3	79.1	50.8	7.8	4.3	26.8	53,395
18 Sacramento	29	28	14	1,552	16.4	12.5	50.3	79.3	5.0	3.4	11.9	69,169
54 Stockton	49	46	5	1,871	20.6	13.8	19.0	80.5	6.4	3.7	4.8	70,169
Total	**1,037**	**919**	**91**	**1,674**	**16.7**	**11.6**	**6.0**	**84.4**	**5.8**	**3.5**	**1.7**	**$61,462**
Oregon												
4 Vancouver, WA	148	148	42	1,943	18.2	12.8	0.9	88.3	6.1	3.7	0.3	$63,395
8 Portland	465	442	73	1,829	16.0	13.4	1.7	88.1	5.7	4.1	0.5	61,030
12 North Bend	101	89	-	1,599	18.4	13.6	11.3	81.7	6.7	4.3	3.4	59,274
21 Longview, WA	203	189	18	1,975	17.6	13.4	3.0	85.7	5.8	3.8	0.8	66,298
50 Astoria	56	56	-	764	21.0	12.6	101.9	37.4	8.6	4.7	36.8	50,334
53 Newport	8	8	-	988	11.7	14.0	93.4	42.5	4.4	4.7	30.3	55,502
Total	**981**	**932**	**133**	**1,783**	**17.2**	**13.3**	**9.5**	**84.2**	**6.0**	**4.1**	**2.8**	**$61,616**
Washington												
7 Bellingham	32	29	1	1,545	19.6	13.5	18.2	80.3	6.9	4.2	5.5	$60,168
19 Seattle	579	543	113	1,866	16.0	12.8	0.3	90.2	5.3	3.7	0.1	65,116
23 Tacoma	455	438	63	2,000	16.4	13.6		90.6	5.1	3.7		68,631
24 Aberdeen	89	86	-	1,433	21.3	13.3	27.4	73.0	8.2	4.5	9.0	55,070
25 Anacortes	13	13	-	1,265	15.7	13.8	58.0	63.5	5.8	4.5	18.1	57,865
27 Port Angeles	58	57	-	1,172	19.2	11.6	81.1	50.4	7.1	3.8	25.4	57,521
32 Everett	68	66	-	1,448	23.5	13.8	42.1	70.5	8.9	4.6	13.6	56,073
47 Olympia	22	22	-	947	17.6	10.7	92.7	51.4	7.5	4.0	33.4	50,175
51 Port Gamble	13	13	-	799	19.1	9.7	131.9	34.7	7.2	3.3	43.5	54,783
Total	**1,329**	**1,267**	**177**	**1,789**	**17.2**	**13.1**	**11.8**	**85.4**	**5.7**	**3.8**	**3.3**	**$64,283**
Longshore Total	**6,467**	**6,018**	**917**	**1,904**	**15.4**	**12.6**	**4.9**	**88.8**	**4.8**	**3.4**	**1.3**	**$68,847**
CLERKS												
29 San Diego	5	5	-	1,868	25.5	13.0	3.2	82.6	8.1	3.4	0.8	$72,010
46 Port Hueneme	12	12	-	2,327	26.4	13.9		88.5	7.6	3.2		82,660
63 LA/LB	777	765	1	2,649	20.4	13.6		92.5	4.8	2.5		101,171
14 Eureka	3	*	-	*	26.7	14.0	*	61.2	11.5	4.6	17.4	*
34 SF Bay Area	275	264	3	2,327	24.5	13.7	0.7	88.5	6.6	3.0	0.1	85,849
40 Portland	109	107	-	2,312	23.4	13.9	0.2	87.7	6.2	3.0		87,766
23 Tacoma	58	57	-	2,631	26.2	14.0		91.0	6.2	2.8		95,225
52 Seattle	167	166	2	2,723	24.4	13.6		89.9	5.4	2.4		104,263
Clerk Total	**1,406**	**1,379**	**6**	**2,560**	**22.2**	**13.7**	**0.3**	**91.0**	**5.4**	**2.7**		**$96,961**
FOREMEN												
29 San Diego	2	2	-	*	32.0	14.0	*	86.5	7.9	3.6	2.0	*
46 Port Hueneme	6	6	-	2,063	32.0	14.0	9.1	85.2	8.3	3.8	2.5	$ 91,198
94 LA/LB	307	304	-	2,894	29.8	13.4		92.7	4.9	2.3		142,052
91 SF Bay Area	76	75	-	2,341	31.6	13.9	7.6	87.9	6.9	3.2	1.7	108,399
92 Portland	50	49	-	2,583	31.7	13.8	3.2	89.4	6.5	3.0	0.7	114,906
98 Seattle	96	95	-	2,675	30.7	13.7	1.8	89.3	5.9	2.8	0.3	122,307
Foreman Total	**537**	**531**	**-**	**2,735**	**30.4**	**13.6**	**1.8**	**91.3**	**5.5**	**2.6**	**0.3**	**$130,513**

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

paid holidays, and PGP (1 day = 1/5 of one week). Payroll year 1996 was a 52-week year.

The group of columns headed *Percent of Earnings from:* shows the portion of total earnings paid at hourly wage rates and those portions which the various designated benefits represent.

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

The column *Average Age* represents the age of members at the end of the year.

The columns *Percent of Working Employees by Age Group* show the percentage of those members in each of the age categories from *Under 30* to *Over 70½* .

The final set of columns *Percent of Working Employees by Hours Worked* shows the percentage of those working employees whose total paid hours fall into each of the hours categories shown from *Less than 800* to *2,800 or More* hours.

NOTE: The omission of a value indicates <0.05%.

		Percent of Working Employees by Age Group											Percent of Working Employees by Hours Paid						
Local	Average Age	Under 30	30-34	35-39	40-44	45-49	50-54	55-61	62-64	65-70½	Over 70½	Percent Paid 1,600 or More	Less Than 800	800-1299	1300-1599	1600-1999	2000-2399	2400-2799	2800 or More
	Years	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	45.8	3.4	12.2	15.5	17.4	15.5	13.7	14.6	3.6	3.0	1.1	77.3	4.6	8.2	10.0	17.6	28.4	18.3	13.0
29	54.4		7.3	7.3	2.4	2.4	19.5	39.0	12.2	7.3	2.4	46.5	2.4	31.7	19.5	22.0	9.8	9.8	4.9
46	45.8	2.4	15.3	20.0	10.6	17.6	12.9	11.8	3.5	3.5	2.4	78.8	5.9	8.2	7.1	28.2	30.6	12.9	7.1
	45.9	**3.3**	**12.2**	**15.5**	**17.0**	**15.4**	**13.8**	**14.9**	**3.7**	**3.1**	**1.1**	**76.8**	**4.6**	**8.5**	**10.1**	**17.9**	**28.2**	**18.0**	**12.7**
10	50.7	5.3	7.9	7.6	6.0	7.1	21.6	32.1	6.2	4.8	1.4	56.6	14.2	14.7	14.5	16.1	23.6	12.1	4.8
14	54.6			6.1		3.0	36.4	45.5	9.1			12.1	36.4	42.4	9.1	3.0	3.0	6.1	
18	50.5			21.4	10.7	25.0	3.6	21.4	7.1		10.7	35.7	3.6	39.3	21.4	10.7	17.9		7.1
54	51.5	2.2	6.5	10.9	6.5	13.0	13.0	34.8	6.5	6.5		67.4	6.5	10.9	15.2	26.1	17.4	17.4	6.5
	50.9	**4.8**	**7.3**	**8.2**	**6.0**	**7.8**	**21.1**	**32.4**	**6.3**	**4.6**	**1.5**	**55.0**	**14.3**	**16.2**	**14.6**	**16.0**	**22.4**	**11.8**	**4.8**
4	46.1	10.8	11.5	5.4	9.5	10.8	25.0	24.3	2.0	0.7		78.4	1.4	8.1	12.2	31.1	32.4	10.8	4.1
8	47.5	2.9	4.8	15.4	16.7	15.4	16.1	23.5	3.2	1.8	0.2	69.7	5.2	9.3	15.8	27.6	29.0	10.6	2.5
12	50.8	3.4	1.1	3.4	15.7	18.0	20.2	33.7	2.2	1.1	1.1	55.1	6.7	16.9	21.3	32.6	16.9	4.5	1.1
21	47.6	4.2	6.3	5.8	20.6	16.9	17.5	27.5		0.5	0.5	79.8	2.1	3.7	14.3	29.6	34.9	11.6	3.7
50	53.8				12.5	12.5	23.2	48.2	1.8		1.8	5.4	58.9	32.1	3.6	3.6		1.8	
53	44.6			37.5		50.0	12.5						25.0	50.0	25.0				
	48.0	**4.3**	**5.5**	**10.0**	**15.9**	**15.3**	**18.6**	**26.7**	**2.1**	**1.2**	**0.4**	**67.4**	**7.5**	**10.4**	**14.8**	**27.4**	**27.6**	**9.7**	**2.7**
7	51.3	3.4		6.9	10.3	13.8	20.7	34.5	10.3			41.3	6.9	10.3	41.4	24.1	10.3	6.9	
19	46.8	4.4	5.3	17.7	14.9	15.1	17.5	19.7	3.1	1.5	0.7	68.1	6.4	11.8	13.6	23.4	25.2	13.1	6.4
23	44.6	3.2	12.1	19.9	18.3	13.0	16.4	13.5	1.8	1.6	0.2	75.8	3.4	8.7	12.1	24.0	25.8	16.0	10.0
24	49.7	2.3	4.7	1.2	19.8	17.4	26.7	20.9	7.0			32.6	10.5	40.7	16.3	10.5	12.8	8.1	1.2
25	51.5				30.8	15.4	15.4	23.1	7.7		7.7	23.1	15.4	53.8	7.7		23.1		
27	49.4			7.0	26.3	19.3	19.3	22.8	5.3			24.6	45.6	15.8	14.0	8.8	5.3	7.0	3.5
32	53.4	1.5	3.0	3.0	3.0	10.6	33.3	40.9	1.5	1.5	1.5	42.5	12.1	33.3	12.1	25.8	9.1	6.1	1.5
47	46.0		4.5	22.7	22.7	9.1	27.3	13.6				13.6	50.0	31.8	4.5	9.1	4.5		
51	49.1	7.7		23.1		15.4	15.4	23.1	15.4			23.1	69.2	7.7		15.4			7.7
	46.9	**3.4**	**7.0**	**15.8**	**16.3**	**14.4**	**18.9**	**19.2**	**3.2**	**1.3**	**0.6**	**62.6**	**9.2**	**14.7**	**13.5**	**21.6**	**21.9**	**12.5**	**6.6**
	47.2	**3.7**	**9.3**	**13.6**	**15.0**	**14.0**	**16.7**	**20.3**	**3.8**	**2.6**	**1.0**	**69.1**	**7.5**	**11.3**	**12.2**	**19.9**	**25.9**	**14.6**	**8.7**
29	58.2				20.0			20.0	40.0	20.0		60.0		40.0			40.0	20.0	
46	54.6					16.7	33.3	41.7		8.3		91.7		8.3			50.0	16.7	25.0
63	50.0	0.8	4.4	9.9	10.8	20.1	21.4	22.6	5.6	3.3	0.9	90.4	1.7	2.9	5.0	7.8	16.3	20.4	45.9
14	60.3							66.7	33.3					100.0					
34	53.3	1.5	3.8	5.3	3.0	10.6	26.1	36.4	5.3	4.9	3.0	89.8	3.0	1.9	5.3	12.5	25.8	34.5	17.0
40	51.7		1.9	11.2	6.5	14.0	21.5	39.3	3.7	0.9	0.9	92.6	1.9	2.8	2.8	13.1	24.3	44.9	10.3
23	54.8				5.3	14.0	35.1	31.6	8.8	1.8	3.5	93.0	3.5	1.8	1.8	5.3	15.8	19.3	52.6
52	53.5	1.8	1.8	4.2	5.4	7.8	29.5	39.2	4.8	2.4	3.0	91.6	1.8	3.0	3.6	3.6	15.1	23.5	49.4
	51.5	**0.9**	**3.6**	**7.9**	**8.0**	**16.0**	**23.9**	**29.2**	**5.6**	**3.3**	**1.7**	**90.4**	**2.0**	**3.0**	**4.5**	**8.4**	**18.9**	**25.2**	**37.9**
29	64.5								50.0	50.0		100.0				50.0	50.0		
46	55.8						50.0	33.3	16.7			100.0				50.0	33.3	16.7	
94	56.5		0.7	2.6	4.3	11.5	20.1	34.9	8.9	13.5	3.6	95.0	1.0	1.3	2.6	3.6	9.5	23.0	58.9
91	60.1					1.3	20.0	45.3	12.0	12.0	9.3	81.4	1.3	9.3	8.0	6.7	16.0	36.0	22.7
92	58.8					2.0	18.4	57.1	14.3	4.1	4.1	87.7		8.2	4.1	2.0	10.2	36.7	38.8
98	54.8			3.2	5.3	9.5	28.4	38.9	8.4	3.2	3.2	92.7	2.1	2.1	3.2	5.3	13.7	27.4	46.3
	56.9		**0.4**	**2.1**	**3.4**	**8.7**	**21.7**	**39.0**	**10.0**	**10.5**	**4.3**	**92.1**	**1.1**	**3.2**	**3.6**	**4.9**	**11.7**	**26.7**	**48.8**

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

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

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

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

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

[1]Combination locals.

Industry Benefits

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

Retirees, Pensioners and Surviving Spouses

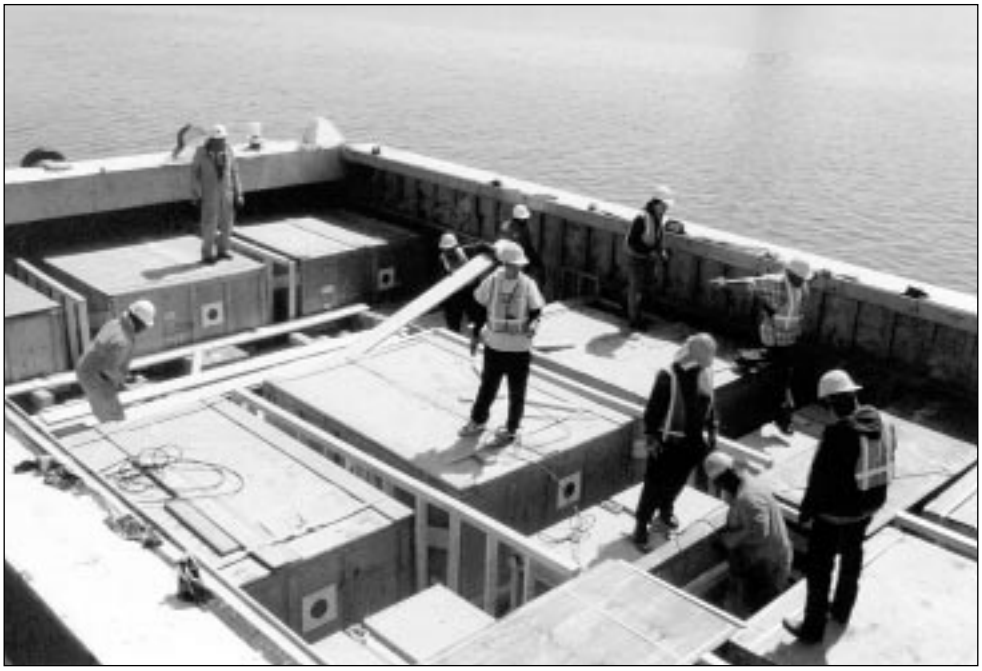
The table below shows the number of pension benefit recipients by calendar year.

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

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

Number of Benefit Recipients by Calendar Year

	PENSIONERS					SURVIVING SPOUSES			
Year	Normal/ Early	Dis- ability	In- Service	Quadro	**Sub- total**	Post- Retire	Pre- Retire	**Sub- total**	**Total**
1986	4,183	1,521			5,704	3,435	175	3,610	9,314
1987	4,102	1,499			5,601	3,470	198	3,668	9,269
1988	4,041	1,461			5,502	3,529	224	3,753	9,255
1989	3,979	1,425			5,404	3,527	240	3,767	9,171
1990	3,894	1,386	22		5,302	3,562	250	3,812	9,114
1991	3,821	1,475	37		5,333	3,566	263	3,829	9,162
1992	3,792	1,435	63		5,240	3,582	273	3,855	9,095
1993	3,792	1,387	72		5,251	3,561	295	3,856	9,107
1994	3,887	1,400	80		5,367	3,561	313	3,874	9,241
1995	3,830	1,380	99		5,309	3,551	322	3,873	9,182
1996	**3,811**	**1,333**	**100**	**14**	**5,258**	**3,547**	**331**	**3,878**	**9,136**



Longshoremen blocking and bracing cargo in a LASH barge at Oakland Army Base.

"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, 1996, the rate of pension benefit accrual for longshoremen active on or after July 1, 1996, was $70 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $2,450 for a participant with 35 or more years of qualifying service retiring at age 62 or later. For those with at least 13 years of qualifying service taking early retirement between ages 55-62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

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

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

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

Effective with the 1994 payroll year, a year of service for benefit accrual is established when a registered longshoreman is paid or is credited with 1,300 hours. Cred-

Aerial view of the Port of Seattle with the SW Harbor Project construction in the foreground.

itable hours include work, travel, and vacation hours, as well as equated hours for PGP, paid holidays, and unemployment insurance payments.

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

A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility. A participant is vested after 10 qualifying years of service or, if earlier, at normal retirement date. Once vested, a participant's earned qualifying years of service remain credited for life.

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

Annual Retirements and Pension Benefits

Retirees by Year

Year	Normal	Early	Dis-ability	**Total**
1987	66	148	76	290
1988	70	150	50	270
1989	65	130	52	247
1990	87	128	61	276
1991	81	123	163*	367
1992	80	98	59	237
1993	150	175	47	372
1994	154	195	101	450
1995	74	132	59	265
1996	**62**	**183**	**49**	**294**

**Includes Special Program Benefit retirees.*

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

Pension Benefits for Normal Retirement

(the following benefits were effective July 1996)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25 yrs	$38	$ 950
7/81-6/84	30 yrs	37	1,110
7/84-6/87	33 yrs	37	1,221
7/87-6/90	35 yrs	38	1,330
7/90-6/93	35 yrs	41	1,435
7/93-6/96	35 yrs	69	2,415
7/96-6/97	35 yrs	70	2,450

The table *Pension Benefits for Normal Retirement* shows maximum pension benefits by retirement date. Also shown are the maximum years of service which may be credited toward benefit accrual and the benefit rate per month per year of credited service by retirement date.

Fractional Benefit Accrual

Credited Annual Hours	Monthly Benefit Accrued
1,300	$70.00
1,250	67.31
1,200	64.62
1,150	61.92
1,100	59.23
1,050	56.54
1,000	53.85
950	51.15
900	48.46
850	45.77
800	43.08

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

Changes in Net Assets Available for Benefits

The data in the table below are obtained from the audited annual financial statements of the ILWU-PMA Pension Plan.

The records for the Plan are maintained on the accrual basis of accounting, and each Plan Year ends June 30.

For Plan Year Ended June 30:	***1996***	*1995*	*1994*	*1993*
Benefits Paid and Expenses				
Pensions paid	$ 94,963,310	$ 92,437,267	$ 85,292,607	$ 71,321,481
Administrative expenses	1,986,647	1,799,305	1,779,475	1,690,52
Total Deductions	$ 96,949,957	$ 94,236,572	$ 87,072,082	$ 73,012,008
Investment Income and Employer Contributions				
Net appreciation of fair value of invest.	$ 101,044,259	$ 129,227,459	$ (20,225,110)	$ 75,432,032
Net gain (loss) on sale/redemp of sec.	35,900,505	13,889,280	(4,582,018)	6,444,945
Interest	25,927,249	26,229,167	23,783,304	23,889,929
Dividends from investments	23,395,064	14,200,968	10,755,376	10,253,517
Less investment expense	(3,267,020)	(2,667,995)	(2,335,648)	(2,181,236)
Total Income Gain (Loss)	$ 183,000,057	$ 180,878,879	$ 7,395,904	$113,839,187
Contributions from Employers	99,696,224	99,022,687	87,316,292	74,139,452
Total Additions	$ 282,696,281	$ 279,901,566	$ 94,712,196	187,978,639
Net Increase	$ 185,746,324	$ 185,664,994	$ 7,640,114	114,966,631
Net Assets Avail for Benefits: Begin/Yr	1,143,335,176	957,670,182	950,030,068	835,063,437
End of Year	$1,329,081,500	$1,143,335,176	$957,670,182	$950,030,068

Two 20 foot containers are hoisted simultaneously at the Seventh Street container terminal in Oakland.

A giant frog toy being loaded by mobile crane onto the vessel* Jubilee *for the onboard children's playroom.

Actuarial Accrued Liability

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

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

Actuarial Accrued Liability July 1:	***1996***	*1995*	*1994*	*1993**
Actuarial Value of Assets	$1,196,786,850	$1,016,418,300	$ 923,894,584	$ 867,059,650
Actuarial Liability:				
Pensioners/Survivors	820,513,788	$ 805,435,100	$ 724,809,800	$ 604,041,700
Inactive Vested	3,499,791	3,335,900	2,855,800	2,569,700
Active Employees	1,039,483,866	972,209,700	940,796,900	1,007,514,900
Total Actuarial Liability	$1,863,497,445	$1,780,980,700	$1,668,462,500	$1,614,126,300
Unfunded Actuarial Accrued Liability	$ 666,710,595	$ 764,562,400	$ 744,567,916	$ 747,066,650

* Includes benefit improvements effective July 1, 1993.

Employer Withdrawal Liability

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

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

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

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

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

To satisfy the withdrawal requirement, the Plan uses the *presumptive method* for the 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 as of June 30, 1996, is shown above. 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, 1996.

Vested Liabilities as of Plan Year Ended June 30:	***1996***	*1995*	*1994*	*1993**
Retired Participants & Beneficiaries	$ 801,092,819	$ 770,810,600	$ 724,809,800	$ 557,751,900
Inactive Vested	3,350,058	3,055,900	2,855,800	2,425,700
Active Vested Employees	812,693,247	731,682,200	735,183,000	473,381,800
Total Present Value Vested Liab.	$1,617,136,124	$1,505,548,700	$1,462,848,600	$1,033,559,400
Actuarial Value of Assets	1,196,786,850	1,016,418,300	923,894,584	867,059,650
Unfunded Vested Benefits Liability	$ 420,349,274	$ 489,130,400	$ 538,954,016	$ 166,499,750

* Because vested liabilities are stated as of plan year ended June 30, benefit improvements effective July 1, 1993 are NOT included.

The ILWU-PMA Welfare Plan provides comprehensive health care and related benefits to qualified employees, pensioners, and dependents of eligible participants.

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

The Plan is funded by contributions from employers and from registered employees. In 1994/95, employees' contributions represented just over 5% of the costs of the Plan. The remainder is funded by employer contributions.

Registered employees contribute a defined percentage of wages. In California the amount is reduced by the employee's required contribution to the California State Disability Insurance Program.

Each registered longshore employee is also assessed $1.50 per month for funding the Widows Independent Living Subsidy Program of the Plan, which is matched by Employers.

This program was implemented in 1978 and provides, as part of the Welfare Plan, cash subsidy benefits and Medicare supplement benefits.

Benefits are available to widows of certain pensioners who retired under the pension plan, and effective in 1982, widows of certain employees who were active registrants at the time of death.

Eligibility for Welfare Plan participation is determined by hours paid or credited.

In general, commencing on July 1 of each year, registered employees who have worked or been credited with a minimum of 800 hours during the preceding payroll year, or 400 hours in the last half of the preceding payroll year, are eligible for benefits until the following June 30.

Welfare Plan benefit coverage eligibility is maintained for the tenure of the current Agreements between the parties.

Costs Of Benefits Paid

For Plan Year Ended June 30:	*1996*	*1995*	*1994*	*1993*
Hospital, Medical & Surgical				
HMO Plans, inc. vision & presc.drugs	$ 34,305,637	$ 33,664,482	$35,226,416	$33,331,394
Self funded	32,175,960	34,046,358	30,665,439	28,684,596
Refund	–	–	–	(580,841)
Subtotal - Hospital, Medical & Surgical	$ 66,481,597	$ 67,710,840	$65,891,855	$61,435,149
Dental services - Adult Program	10,265,117	9,318,493	9,420,521	8,777,080
Dental services - Children's Program	2,604,931	2,202,570	2,116,341	2,075,898
Life insurance, AD&D	3,464,776	3,415,451	3,468,371	3,526,766
Prescription Drug Program	7,476,190	7,789,330	6,599,947	6,403,088
Medicare premiums reimbursements	5,320,900	5,342,297	4,757,013	4,193,703
Vision care	1,109,246	1,006,658	1,006,384	1,004,819
Vision supplement (frames, contact lenses)	3,122	2,438	2,782	2,522
Non-industrial disability supplement	1,339,647	1,011,777	1,590,663	1,792,100
Weekly indemnity	1,240,627	1,253,280	1,734,940	2,014,651
Alcoholism Recovery Program	909,200	508,682	421,866	594,537
Social Security supplement	655,416	1,529,163	1,718,503	806,433
Hearing aids	448,543	401,267	394,784	454,719
Chiropractic	867,084	646,207	627,370	575,930
Diabetic durable equipment	2,937	2,116	3,798	3,591
Kidney dialysis	*	49,475	2,730	33,627
California disability insurance supplement	–	–	2,426	696
Widows' independent living subsidy program	98,000	109,400	122,500	132,140
TOTAL BENEFITS	$102,287,333	$102,299,444	$99,882,794	$93,827,449

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

Changes In Net Assets Available For Benefits

For Plan Year Ended June 30:	*1996*	*1995*	*1994*	*1993*
Investment Income	$ 1,765,232	$ 1,728,879	$ 767,055	$ 796,499
Contributions:				
Employers	$ 77,864,683	$104,192,565	$123,133,019	$75,404,502
Employees	4,160,756	5,631,734	5,071,375	5,627,186
WILSP/Union	123,420	140,982	147,414	153,380
Total contributions	$ 82,148,859	$109,965,281	$128,351,808	$81,185,068
Total Additions	83,914,091	111,694,160	129,118,863	81,981,567
Benefits paid	$102,287,333	$102,299,444	$ 99,882,794	$93,827,449
Administrative expenses	2,395,300	2,123,245	1,900,413	1,881,563
Total Deductions	$104,682,633	$104,422,689	$101,783,207	$95,709,012
Net Increase(Decrease)	(20,768,542)	7,271,471	27,335,656	(13,727,445)
Net assets available for benefits:				
Beginning of year	45,223,672	37,952,201	10,616,545	24,343,990
End of year	$ 24,455,130	$ 45,223,672	$ 37,952,201	$10,616,545

Imported Subarus on the lot at the Port of Vancouver's Auto Terminal

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

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

If the registrant was paid sufficient hours in the previous payroll year to qualify for a 2-week basic vacation, the availability requirement is waived for paid holidays which are normal work days — i.e., Martin Luther King's Birthday, Washington's Birthday, Cesar Chavez' Birthday, Memorial Day, Independence Day, Harry Bridges' Birthday, and Veterans' Day.

Those eligible for paid holidays receive pay equivalent to 8 hours at the basic straight time rate whether or not they work on such holiday. All employees who work on a "paid holiday" or on a recognized holiday are paid for hours worked at the overtime rate.

Holidays recognized by the Agreements for 1997 and for the first six months of 1998 are shown below. An asterisk in the "Paid Holiday" column indicates a paid holiday.

Holiday Payments by Contract Year

Year ended June 30

1992	$21,394,513
1993	21,793,739
1994	22,735,908*
1995	20,505,202
1996	**21,503,195**

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

Date		Paid Holiday	Name of Holiday
1997			
January	1	*	New Year's Day[1]
	20	*	Martin Luther King's Birthday
February	12		Lincoln's Birthday
	17	*	Washington's Birthday
March	31	*	Cesar Chavez' Birthday
May	26	*	Memorial Day
July	4	*	Independence Day
	5		Bloody Thursday[1]
	28	*	Harry Bridges' Birthday
September	1	*	Labor Day[1]
November	11	*	Veterans' Day
	27	*	Thanksgiving Day[1]
December	24	*	Christmas Eve Day[1]
	25	*	Christmas Day[1]
	31	*	New Year's Eve Day[1]
1998			
January	1	*	New Year's Day[1]
	19	*	Martin Luther King's Birthday
February	12		Lincoln's Birthday
	16	*	Washington's Birthday
March	31	*	Cesar Chavez' Birthday
May	25	*	Memorial Day

[1]No work will be performed except for passenger vessels, essential military cargo and emergencies from 1500 December 31 until 0700 January 2, from 0800 Bloody Thursday and Labor Day until 0700 the following day, from 0800 Thanksgiving Day until 0700 the following day, and from 1500 December 24 until 0700 December 26. However an extended shift may be worked from 1500 to 1700 on December 24 and on December 31 to complete a vessel.
NOTE: When a holiday falls on a Sunday, the holiday is observed on the following Monday.

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

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

The table on the left, below, illustrates the annual hours requirement for vacation eligibility under varying conditions.

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

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

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

Annual Hours Requirements for Vacation Eligibility

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

Vacation Benefits, Taxes & Expenses

Payroll year in which vacations earned

1993 *(Paid April 1994)*	$36,803,804
1994 *(Paid April 1995)*	35,695,242
1995 *(Paid April 1996)*	36,365,771
1996 *(Paid March 1997)*	**40,703,413***

* Estimated

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

The table below shows summary information for vacations paid in April 1996 based on qualifying hours paid in payroll year 1995. The columns reflecting payments include only the monies actually paid directly to the employees; other costs to the Vacation Plan such as the various employment taxes are *not* included. Payments made in August and December 1996 to employees who retired during the payroll year are not included in the data shown.

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

The percent of the total vacation payments received by employees who were inactive at the end of the 1996 payroll year are shown in the column labeled *Inactives*. The other three subgroups of data describe payments to actives based on the number of qualifying hours paid for work to the employee in payroll year 1995: those with *Fewer than 1,300 Hrs.*, those with *1,300-1,599 Hours*, and those with *1,600 Hours or more.*

Within each subgroup of actives, the table shows the number of vacations paid to the group, *No. Paid,* the percent they represent of those receiving vacations, *% of Total*, the number of the group who were over 60 years of age at the beginning of 1996, *No. Over 60*, and finally, the percentage of total vacation payments, *% of Pymts.,* made to the subgroup.

VACATIONS EARNED IN PAYROLL YEAR 1995 AND PAID APRIL 1996

			Inactives	Fewer than 1,300 Hrs.				1,300 - 1,599 Hours				1,600 Hours or More			
Local	Total Vacns. Paid	Total Payments	*% of Pymts*	No. Paid	*% of Total Paid*	No. Over 60	% of Pymts.	No. Paid	*% of Total Paid*	No. Over 60	% of Pymts.	No. Paid	*% of Total Paid*	No. Over 60	% of Pymts.
LONGSHORE															
Southern California															
13 LA/LB	2,679	$8,358,053	*2.2%*	348	*13.0%*	21	6.5%	330	*12.3%*	22	11.3%	1,941	*72.5%*	210	79.1%
29 San Diego	48	228,031	*12.5*	15	*31.3*	4	24.5	8	*16.7*	4	19.3	19	*39.6*	5	43.2
46 Port Hueneme	79	249,728	*1.3*	9	*11.4*	1	3.2	3	*3.8*	-	3.1	66	*83.5*	6	91.5
Area Total	**2,806**	**$8,835,812**	***2.4%***	**372**	***13.3%***	**26**	**6.9%**	**341**	***12.2%***	**26**	**11.3%**	**2,026**	***72.2%***	**221**	**78.5%**
Northern California															
10 SF Bay Area	833	$3,266,631	*7.1%*	142	*17.0%*	28	9.9%	96	*11.5%*	17	10.8%	536	*64.3%*	103	70.3%
14 Eureka	30	139,488	*3.3*	20	*66.7*	3	66.7	3	*10.0*	-	10.0	6	*20.0*	1	22.0
18 Sacramento	29	104,562	*3.4*	11	*37.9*	2	24.0	6	*20.7*	1	20.1	11	*37.9*	2	50.5
54 Stockton	54	250,485	*13.0*	7	*13.0*	1	8.8	7	*13.0*	2	13.0	33	*61.1*	7	61.6
	946	**$3,761,166**	***7.2%***	**180**	***19.0%***	**34**	**12.3%**	**112**	***11.8%***	**20**	**11.2%**	**586**	***61.9%***	**113**	**67.4%**
Oregon															
4 Vancouver, WA	152	$ 593,825	*3.3%*	21	*13.8%*	-	6.2%	20	*13.2%*	1	10.4%	106	*69.7%*	4	79.3%
8 Portland	463	1,645,470	*5.2*	54	*11.7*	5	7.8	66	*14.3*	7	13.4	319	*68.9*	23	72.6
12 North Bend	92	382,042	*5.4*	16	*17.4*	1	11.6	24	*26.1*	4	30.3	47	*51.1*	2	51.1
21 Longview, WA	212	828,819	*10.8*	16	*7.5*	-	4.7	18	*8.5*	-	8.4	155	*73.1*	6	75.0
50 Astoria	60	274,147	*11.7*	34	*56.7*	2	56.8	4	*6.7*	-	6.1	15	*25.0*	1	26.0
53 Newport	8	19,600		5	*62.5*	-	61.6	2	*25.0*	-	23.8	1	*12.5*	-	14.5
	987	**$3,743,903**	***6.5%***	**146**	***14.8%***	**8**	**11.1%**	**134**	***13.6%***	**12**	**13.1%**	**643**	***65.1%***	**36**	**68.3%**
Washington															
7 Bellingham	29	$ 124,660	*3.4%*	3	*10.3%*	-	10.4%	14	*48.3%*	2	47.6%	11	*37.9%*	1	39.0%
19 Seattle	534	1,927,090	*2.4*	64	*12.0*	3	7.7	88	*16.5*	3	15.5	369	*69.1*	36	73.5
23 Tacoma	434	1,580,055	*1.6*	47	*10.8*	2	7.7	65	*15.0*	3	13.9	315	*72.6*	18	76.1
24 Aberdeen	87	397,425	*1.1*	36	*41.4*	6	41.5	12	*13.8*	2	12.5	38	*43.7*	2	45.6
25 Anacortes	14	44,708	*7.1*	9	*64.3*	2	72.1	1	*7.1*	-	6.5	3	*21.4*	-	19.4
27 Port Angeles	56	236,739		28	*50.0*	2	48.7	8	*14.3*	2	15.5	20	*35.7*	1	35.8
32 Everett	68	349,173	*5.9*	19	*27.9*	1	29.0	14	*20.6*	1	18.2	31	*45.6*	2	46.9
47 Olympia	22	88,460	*4.5*	18	*81.8*	-	81.9	1	*4.5*	-	3.3	2	*9.1*	-	8.5
51 Port Gamble	13	51,294		11	*84.6*	2	90.8	-		-		2	*15.4*	-	9.2
Area Total	**1,257**	**$ 4,799,604**	***2.2%***	**235**	***18.7%***	**18**	**17.0%**	**203**	***16.1%***	**13**	**15.3%**	**791**	***62.9%***	**60**	**64.9%**
L/S Total	**5,996**	**$21,140,485**	***3.8%***	**933**	***15.6%***	**86**	**10.9%**	**790**	***13.2%***	**71**	**12.5%**	**4,046**	***67.5%***	**430**	**71.6%**
CLERK															
29 San Diego	3	$ 19,848		-		-		1	*33.3%*	1	33.1%	2	*66.7%*	1	66.9%
46 Port Hueneme	12	75,016		-		-		-		-		12	*100.0*	2	100.0
63 LA/LB	681	3,508,845	*2.8%*	19	*2.8%*	2	2.0%	31	*4.6*	4	4.5	612	*89.9*	85	90.1
14 Eureka	3	19,685		3	*100.0*	1	100.0	-		-		-		-	-
34 SF Bay Area	280	1,591,125	*5.0*	11	*3.9*	-	2.9	9	*3.2*	3	3.0	246	*87.9*	40	88.6
40 Portland	116	644,277	*6.9*	2	*1.7*	-	1.0	3	*2.6*	-	2.3	103	*88.8*	12	88.4
23 Tacoma	61	357,088	*6.6*	3	*4.9*	1	3.9	1	*1.6*	-	1.7	53	*86.9*	11	88.3
52 Seattle	169	969,034	*3.0*	5	*3.0*	2	2.3	2	*1.2*	-	0.5	157	*92.9*	25	94.2
Clerk Total	**1,325**	**$7,184,918**	***3.8%***	**43**	***3.2%***	**6**	**2.5%**	**47**	***3.5%***	**8**	**3.3%**	**1,185**	***89.4%***	**176**	**89.9%**
FOREMAN															
29 San Diego	2	$ 15,094		-		-		-		-		2	*100.0%*	2	100.0%
46 Port Hueneme	6	45,222		-		-		1	*16.7%*	-	15.9%	5	*83.3*	1	84.1
94 LA/LB	285	2,135,825	*7.7%*	2	*0.7%*	1	0.7%	5	*1.8*	1	1.7	256	*89.8*	88	90.0
91 SF Bay Area	79	587,831	*3.8*	8	*10.1*	3	8.2	3	*3.8*	2	3.7	65	*82.3*	26	84.3
92 Portland	56	406,883	*17.9*	3	*5.4*	1	5.2	1	*1.8*	-	1.7	42	*75.0*	16	78.1
98 Seattle	99	715,422	*3.0*	2	*2.0*	2	1.3	5	*5.1*	2	4.8	89	*89.9*	15	90.7
Foreman Total	**527**	**$3,906,277**	***7.2%***	**15**	***2.8%***	**7**	**2.4%**	**15**	***2.8%***	**5**	**2.7%**	**459**	***87.1%***	**148**	**88.0%**

The Pay Guarantee Plan (PGP) provides a weekly income supplement to Class "A" and "B" longshoremen and clerks who are unable to obtain a week's work and meet certain eligibility criteria.

A Class "A" longshoreman or clerk who qualifies is guaranteed an income equivalent to a 38-hour week at the longshore basic straight time hourly wage ($24.68 per hour, effective June 29, 1996, or $937.84 per week). Class "B" employees with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" employees with fewer than 5 vacation qualifying years are guaranteed income equivalent to a 28-hour week ($691.04).

In general, to be eligible, a registered Class "A" or "B" employee must, during the most recent four payroll quarters, have worked at least 50% of the average hours available in the home port. Further, he must be available for work Monday through Friday in a given payroll week and may not refuse any work offered for which he is qualified. Class "B" registrants are not eligible for benefits until after 1 year of registration.

The actual amount guaranteed to an individual for a week is the difference between the guarantee amount ($937.84 or $691.04) and his earnings and other compensation averaged over the most recent four weeks.

The contingent PGP liability negotiated for 1996/97, the first contract year, was $24,960,000. This amount is divided into quarterly amounts; then one-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

Unused funds for a week are added to the next week and so on. If funds available during a given week are insufficient to pay all the guarantees on the coast in full, the payments to all are reduced proportionally.

If funds remain at the end of a quarter, a lump sum make-whole payment is given to those whose PGP payment had been reduced.

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

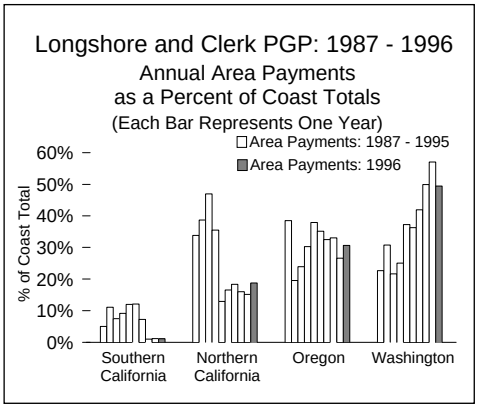
The table below shows the distribution of longshore PGP by local for Class "A" and "B" longshoremen who were paid 1 or more hours and were registered for the full year. The payments shown represent PGP earned during the payroll year. The columns labeled *Receiving any PGP* include all those who received PGP payments. The columns labeled *More than 1 Week* include those with payments greater than a calculated weekly average of $899.84. The columns labeled *More than 6 Weeks* include all local members receiving payments greater than $5,399.04.

DISTRIBUTION OF LONGSHORE PGP BY LOCAL

			Receiving Any PGP			More than 1 Week			More than 6 Weeks		
LOCAL (Number Working)	Total PGP	*% of Coast*	Number	% of Local	Average Payment	Number	% of Local	Average Payment	Number	% of Local	Average Payment
Southern California											
13 LA/LB (2,774)	$15,398	*0.3%*	101	3.6%	$152	0	-	-	0	-	-
29 San Diego (41)	30,855	*0.6*	23	56.1	1,342	12	29.3	2,132	1	2.4	6,367
46 Port Hueneme (85)	8,606	*0.2*	30	35.3	287	1	1.2	1,047	0	-	-
Total (2,900)	**$54,859**	***1.0%***	**154**	**5.3%**	**$356**	**13**	**0.4%**	**$2,048**	**1**	**0.0%**	**$6,367**
Northern California											
10 SF Bay Area (812)	$102,762	*1.9%*	158	19.5%	$650	27	3.3%	$2,265	4	0.5%	$8,140
14 Eureka (33)	471,372	*8.9*	33	100.0	14,284	33	100.0	14,284	30	90.9	15,470
18 Sacramento (28)	229,792	*4.3*	26	92.9	8,838	24	85.7	9,554	20	71.4	10,796
54 Stockton (46)	154,949	*2.9*	34	73.9	4,557	30	65.2	5,087	11	23.9	8,448
Total (919)	**$958,875**	***18.0%***	**251**	**27.3%**	**$3,820**	**114**	**12.4%**	**$8,021**	**65**	**7.1%**	**$12,392**
Oregon											
4 Vancouver, WA (148)	$23,790	*0.4%*	39	26.4%	$610	8	5.4%	$1,846	0	-	-
8 Portland (442)	132,106	*2.5*	168	38.0	786	46	10.4	1,962	1	0.2	7,570
12 North Bend (89)	179,110	*3.4*	74	83.1	2,420	56	62.9	3,077	7	7.9	7,648
21 Longview, WA (189)	100,267	*1.9*	82	43.4	1,223	42	22.2	1,999	2	1.1	7,137
50 Astoria (56)	1,036,007	*19.5*	55	98.2	18,836	54	96.4	19,180	53	94.6	19,496
53 Newport (8)	134,625	*2.5*	8	100.0	16,828	8	100.0	16,828	8	100.0	16,828
Total (932)	**$1,605,905**	***30.2%***	**426**	**45.7%**	**$3,770**	**214**	**23.0%**	**$7,157**	**71**	**7.6%**	**$17,511**
Washington											
7 Bellingham (29)	$96,238	*1.8%*	27	93.1%	$3,564	25	86.2%	$3,830	7	24.1%	$6,695
19 Seattle (543)	29,910	*0.6*	77	14.2	388	7	1.3	1,227	0	-	-
23 Tacoma (438)	-	-	0	-	-	0	-	-	0	-	-
24 Aberdeen (86)	427,016	*8.0*	66	76.7	6,470	61	70.9	6,972	35	40.7	10,032
25 Anacortes (13)	136,219	*2.6*	13	100.0	10,478	13	100.0	10,478	11	84.6	11,718
27 Port Angeles (57)	832,676	*15.6*	54	94.7	15,420	53	93.0	15,711	47	82.5	17,383
32 Everett (66)	501,943	*9.4*	58	87.9	8,654	56	84.8	8,953	38	57.6	11,532
47 Olympia (22)	369,017	*6.9*	21	95.5	17,572	21	95.5	17,572	19	86.4	19,145
51 Port Gamble (13)	309,667	*5.8*	12	92.3	25,806	12	92.3	25,806	10	76.9	29,936
Total (1,267)	**$2,702,687**	***50.8%***	**328**	**25.9%**	**$8,240**	**248**	**19.6%**	**$10,801**	**167**	**13.2%**	**$14,642**
COAST TOTAL (6,018)	**$5,322,326**	***100.0%***	**1159**	**19.3%**	**$4,592**	**589**	**9.8%**	**$8,746**	**304**	**5.1%**	**$14,804**

Longshore & Clerk PGP Payments by Area (by Payroll Year)

Year	*Southern California*	*Northern California*	*Oregon*	*Washington*	*Total*
1987	$412,643	$2,778,156	$3,161,806	$1,860,703	$8,213,308
1988	859,484	3,004,406	1,516,453	2,387,567	7,767,910
1989	638,293	4,025,897	2,050,218	1,853,141	8,567,549
1990	798,242	3,090,079	2,637,457	2,184,299	8,710,077
1991	804,610	867,612	2,543,207	2,500,059	6,715,488
1992	906,613	1,235,491	2,630,331	2,714,673	7,487,108
1993	666,814	1,690,754	2,997,296	3,872,360	9,227,224
1994	57,724	924,696	1,906,893	2,886,795	5,776,108
1995	54,196	692,102	1,214,373	2,607,855	4,568,525
1996	**63,162**	**1,042,696**	**1,703,305**	**2,750,301**	**5,559,466**



Pay Guarantee Plan Benefits and Expenses

Contract Year Ended June 30

Year	Longshore and Clerks	Walking Bosses and Foremen
1992	$7,386,448	$218,535
1993	7,752,114	253,133
1994	7,978,088	188,516
1995	4,988,422	202,098
1996	**5,199,868**	**237,230**

PGP Payments by Registration Category: Coast Summaries

	Longshore PGP			Clerk PGP			Walking Boss/
Year	*Class "A"*	*Class "B"*	*Total*	*Class "A"*	*Class "B"*	*Total*	Foreman PGP
1987	$7,708,460	$415,464	$8,123,924	$74,576	$14,808	$89,384	$272,515
1988	7,615,096	101,149	7,716,245	51,646	19	51,665	251,366
1989	8,428,237	101,968	8,530,205	35,761	1,583	37,344	231,873
1990	8,566,157	111,755	8,677,912	25,491	6,674	32,165	147,708
1991	6,591,180	94,534	6,685,714	27,897	1,877	29,774	187,701
1992	7,289,852	153,092	7,442,944	37,277	6,937	44,164	234,664
1993	8,858,148	297,007	9,155,155	56,704	15,365	72,069	232,265
1994	5,668,304	36,822	5,705,126	65,021	5,961	70,982	179,382
1995	4,514,617	4,828	4,519,445	49,003	77	49,080	215,587
1996	**5,275,090**	**216,776**	**5,491,866**	**63,209**	**4,391**	**67,600**	**250,624**

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

Registered longshore, clerk, and foreman employees may elect to defer up to $4 per hour paid each payroll week, in increments of $1 per hour.

The maximum annual deferral per participant is limited by IRS regulations to $9,500 in 1997. Other limits may also apply.

Registered Walking Bosses/Foremen are eligible to receive deferred compensation into their 401(k) accounts. The 1996-99 agreement increased the 50¢ per hour deferred compensation to $2.00 per hour for hours paid by PMA Member Companies for work at Walking Boss/Foremen occupation codes. Also, an hours cap was added.

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

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

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

In July 1996, an employer match of $767,790 was paid into the 401(k) accounts of 534 qualifying walking bosses/foremen.

Total Plan Participation

Participation in the 401(k) Plan has grown to 3,825 registered longshoremen, clerks, and foreman.

By the end of 1996, Plan assets total $91,362,621.

A US Military tank is loaded onto the Matson ship* SS Ewa *in Seattle.

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

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

Qualified travelers are paid for travel time at the rate of one-half of the basic hourly rate. A mileage allowance for transportation is also paid which is 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 and the lesser of travel time and transportation or subsistence and lodging for all other days. The lodging rate is $60.00 per night and the per meal rate is $11.00.

Industry Travel Payments by *Contract Year*

Year Ended June 30

1990	$2,372,243
1991	2,693,753
1992	2,606,827
1993	3,671,210
1994	4,888,425
1995	6,647,400
1996	**5,583,177**

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

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

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

In order to accomplish the program objective, assessments generated on containerized cargo are used to reimburse PMA member employers operating container stuffing and stripping facilities for certain payments they have made for man-hour assessments for benefit plans.

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

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

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

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

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

The total I-Credits for each area are based upon the total A-Credits paid. Each employer's share of I-Credits is to be the same proportion of the total I-Credits for the area that the employer's CFS tons are of the total CFS tons for the area; no employer's I-Credit is allowed to exceed 22.2% of his A-Credits.

CFS Program Fund

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

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

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

Logs being moved at Pacific Coast Stevedoring, Inc. in the Port of Sacramento.

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

Any longshoreman who is not a member of the Union is permitted to use the dispatching hall only if he pays his pro rata share of the dispatching hall expenses, the Labor Relations Committee's expenses, and other related expenses.

Any non-PMA employer may use the dispatching hall only if that company pays to PMA, for the support of the hall, the equivalent of the dues and assessments paid by PMA members.

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

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

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

All dispatch hall personnel are governed by rules and regulations set down by the Joint Port Labor Relations Committee.

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

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

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

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

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

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

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

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

Dispatch Hall Costs

PMA Cost vs. *Total Cost*

Year	PMA Cost	Total Cost
1992	$8,330,600	$ 9,284,031
1993	8,094,765	9,645,638
1994	7,135,734	10,470,966
1995	6,110,979	10,610,755
1996	**5,256,681**	10,202,270*

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

Aerial view of soda ash being loaded onto a ship at Hall Buck Marine's Terminal 4 facility at the Port of Vancouver, WA.

Training and Safety

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

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

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

General Safety Training

General Safety Training (GST), which was implemented in November 1991, is the largest and most comprehensive coastwise training program. It consolidates the safety training traditionally provided by PMA with the safety training requirements of federal and state agencies. Longshoremen, clerks, foremen, and others employed in the maritime industry are required to attend training once every three years.

At the end of 1996, a total of 11,656 employees have been trained in the second cycle of the 8-hour GST course.

The GST training program includes a review of the *Pacific Coast Marine Safety Code,* instructions on safe work practices, the proper use of personal protective equipment, vehicle occupant protection, and HAZCOM/HAZMAT awareness. The impact of drug and alcohol abuse in the workplace is also discussed and has significantly contributed to a "zero tolerance" attitude concerning the use of drugs and/or alcohol on the docks.

Early in 1997, the third cycle of the GST program will begin. It will include the first intermodal on-dock rail training program for longshoremen. The training is highlighted by a video used to describe on-dock rail intermodal container operations and promote safe work practices. Also included are subjects covering train movements, rail control devices, employer responsibilities for maintaining a safe work place, and safe rail working procedures. This cycle will run through 1999 and will train approximately 4,000 waterfront workers per year.

Other Training Programs

The table below shows, by year, the number of students trained in each of PMA's training programs.

Basic Longshore Lashing has become mandatory for Identified (ID) Casuals and newly registered "B" Longshoremen. This program has made a significant contribution to improving lashing performance and reducing injuries.

Equipment training programs such as those for container gantry cranes and for container yard (CY) equipment added 210 and 122 operators, respectively. Winch training covering the yard and stay rig, one of the oldest programs on the Coast, also added 32 qualified operators in Southern California.

Forklift training continued on an ongoing basis coastwise with 17 registered employees trained. The Coast Forklift Training curriculum was revised during 1996 and will be introduced in 1997.

The Supervisor's Seminar program, completed by 265 students, includes topics on the art of supervising, Standard First Aid/Cardiopulmonary Resuscitation (CPR), and General Safety Training for Supervisors.

Foremen Entry program for newly registered Foremen trained 75 people.

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

1992	$3,349,598
1993	$2,590,458
1994	$1,621,508
1995	$7,055,469
1996	**$4,770,842**

TRAINING PROGRAMS

Program	**1996**	1995	1994	1993	1992
Longshore Entry Program[1]			28	74	6
Longshore Lashing	**660**	2,266	105		
Forklift Driver	**17**	44	31	86	
Tractor Operator	**139**	404	42	23	81
Winch Driver	**32**	40			115
Container Yard Equipment[2]	**122**	241	67	11	92
Crane Operator	**210**	318	40	104	37
Gearman					12
Excavator	**8**	14			
Safety Boatman	**7**	13	15		18
Marine Clerks/Clerk Computer	**260**	304	234	45	61
Supercargo			19		
Foremen's Entry Program	**75**	22	30	2	23
Supervisor's Seminar	**265**	521	234	123	128
Drug & Alcohol			12	24	1,016
First Aid/CPR	**618**	571	249	136	204
General Safety Training (GST)	**4,789**	6,867	1,040	4,512	5,229
Safety Indoctrination	**326**	113	54	168	281
Tractor & Forklift Safety	**251**	577	315	107	39
Watchmen		51	68	6	95
Superintendent Management Training	**148**	183			
TOTAL	**7,927**	12,549	2,583	5,421	7,437

[1]Includes training on tractors, small forklifts, and general safety subjects.
[2]Includes testing on straddle trucks and training on high capacity forklift trucks with container handling attachments.

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

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

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

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

Shoreside Occupational Injury and Illness Incidence Rates

Year	*Coast*	*Southern California*	*Northern California*	*Oregon*	*Washington*
1987	12.1	13.2	9.7	11.6	12.7
1988	11.3	11.3	7.6	14.8	14.0
1989	12.7	12.1	12.2	16.4	15.4
1990	12.5	12.1	13.6	14.1	11.9
1991	13.6	12.7	13.0	16.0	14.8
1992	14.0	14.6	12.3	14.1	14.1
1993	13.0	12.1	13.4	16.5	13.0
1994	11.2	10.0	14.6	11.9	11.2
1995	10.9	8.9	15.6	11.5	12.8
1996	**10.4**	**9.3**	**14.3**	**12.7**	**9.9**

Injury and Illness Trends

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

One of the most significant trends is the downward movement of the coastwise Injury and Illness Incidence Rate. At the end of 1996, the incidence rate was 10.4 coastwise. This represents the lowest rate ever for the West Coast and demonstrates 4 years of continuous improvement.

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

The latest figures from the Bureau of Labor Statistics show that the incidence rate for all private sector employment in the U.S. in 1994 was 8.4 occupational injuries and illnesses per 100 full-time workers. For water transportation, the rate was 9.2.

Not surprisingly, almost half of all coastwise injuries occur in container operations. Containerized cargo account for 60.4% of all cargo reported for the coast.

Bodily reaction classified injuries increased from 22.1% to 23.8% in 1996, the largest increase recorded for the year.

The three most common reported injuries were multiple body parts (345), back (328), and knees (228).

The total number of injuries and illnesses reported in 1996 was 2,408. Of that number, 1,353 were for No Lost Time Injuries and 1,055 were for Lost Time Injuries.

Operation in which Injury Occurred
(Stated as a Percent of Total)

Container Ops	49.1%
Maintenance/Repair	15.1
Break Bulk	10.3
Logs	6.9
Bulk	3.8
Auto RO/RO	3.7
CFS Operations	2.2
Steel	1.5
RO/RO General	1.5
Lumber/Paper	1.0
Other	4.9
Total	100.0%

Injuries by Occupation
(Stated as a Percent of Total)

Holdman	14.8%
Lasher	13.9
Mechanic/Misc. Skill	13.7
Tractor Driver	12.5
Frontman	6.9
Dockman	5.4
Mechanic	4.7
Clerk	4.6
Foreman	4.0
Crane Operator	2.8
Other	16.7
Total	100.0%

Injuries by Body Part

Part of Body Affected	No. of Injuries	*as a % of Total*
Head (except ears, eyes)	168	7.0%
Eyes	112	4.7
Ears	62	2.6
Neck	45	1.9
Subtotal	387	16.1%
Shoulder	114	4.7%
Arms (except elbow,wrist)	86	3.6
Elbow	77	3.2
Wrist	50	2.1
Hand	83	3.4
Finger	180	7.5
Subtotal	590	24.5%
Trunk (except back)	148	6.1%
Back	328	13.6
Subtotal	476	19.8%
Legs (except knees, ankles)	155	6.4%
Knees	228	9.5
Ankles	90	3.7
Foot	92	3.8
Toes	28	1.2
Subtotal	593	24.6%
Body Systems	17	0.7%
Multiple Body Parts	345	14.3
Subtotal	362	15.0%
Total	**2,408**	**100.0%**

Cause of Injury/Illness
(Stated as a Percent of Total)

	1996	1995	*Pct Chg*
Bodily Reaction	23.8%	22.1%	*+1.7%*
Fall or Stumble on Same Level	19.6	20.0	*-0.4*
Struck By (Excluding Vehicle)	16.3	16.6	*-0.3*
Injury Involving MHE or Vehicle	10.3	10.8	*-0.5*
Rubbed, Abraded, Punctured by	7.4	6.0	*+1.4*
Struck Against	6.1	7.6	*-1.5*
Caught In, Under, Between	5.6	5.0	*+0.6*
Fall From Elevation	5.5	5.3	*+0.2*
Other	5.4	6.6	*-1.2*
Total	100.0%	100.0%	

Nature of Injury
(Stated as a Percent of Total)

	1996	1995	*Pct Chg*
Sprains, Strains	37.4%	37.4%	*0.0%*
Bruises, Contusions	27.7	29.1	*-1.4*
Multiple Injuries	10.3	8.2	*+2.1*
Laceration	7.9	7.5	*+0.4*
Foreign Object in Eye	4.1	2.8	*+1.3*
Hearing Impairment	2.3	2.6	*-0.3*
Fracture	1.6	2.1	*-0.5*
Other	8.7	10.3	*-1.6*
Total	100.0%	100.0%	

Source of Injury
(Stated as a Percent of Total)

	1996	1995	*Pct Chg*
MHE, Vehicle, Crane or Rail car	23.0%	22.2%	*+0.8%*
Working Surface	15.8	16.7	*-0.9*
Cargo Securing Material	14.5	15.2	*-0.7*
Cargo/Cargo Packaging	11.6	11.5	*0.1*
Means of Access	5.2	5.5	*-0.3*
Stevedore Gear/Equipment	4.4	4.4	*0.0*
Hand Tools	3.3	2.6	*+0.7*
Ship's Gear/Equipment	1.5	1.9	*-0.4*
Miscellaneous	20.7	20.0	*+0.7*
Total	100.0%	100.0%	

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

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

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

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

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

The list below shows the recipients of the

PMA Coast Accident Prevention Awards for 1996.

Member Company Awards

	First Place	*Second Place*
Stevedoring Companies *(Companies engaged in one or more types of cargo handling operations)*	Group A *(400,000 or more man-hours)* **Marine Terminals Corporation** *Northern California Area*	Group A *(400,000 or more man-hours)* **Marine Terminals Corporation** *Southern California Area*
	Group B *(100,00 to 399,999 man-hours)* **Jones Stevedoring Company** *Oregon and Columbia River Area*	Group B *(100,00 to 399,999 man-hours)* **Sea Star Stevedore Company** *Washington & Puget Sound Area*
	Group C *(10,000 to 99,999 man-hours)* **Bellingham Stevedoring Company** *Washington & Puget Sound Area*	Group C *(10,000 to 99,999 man-hours)* **Pasha Maritime Services, Inc.** *Southern California Area*
Container Operators *(Companies that predominantly handle intermodal containers to and from ships)*	Group A *(300,000 or more man-hours)* **Centennial Stevedoring Services** *Southern California Area*	Group A *(300,000 or more man-hours)* **Matson Terminals, Inc.** *Southern California Area*
	Group B *(100,000 to 299,999 man-hours)* **Maersk Pacific Inc.** *Northern California Area*	Group B *(100,000 to 299,999 man-hours)* **Matson Terminals, Inc.** *Washington & Puget Sound Area*
Terminal Operators *(Companies engaged primarily in terminal and/or container freight operations with total man-hours exceeding 5,000)*	**Norsk Pacific Steamship Co.** *Southern California Area*	**Pacific Northwest Auto Terminals** *Oregon and Columbia River Area*
Bulk Operators *(Companies engaged primarily in bulk cargo operations with total man-hours exceeding 9,000)*	**Diablo Service Corporation** *Northern California Area*	**Rogers Terminal & Shipping Corp.** *Washington & Puget Sound Area*

ILWU Work Force Awards

Longshore Locals

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

Group B *(100 to 400 Registered Members)*
Local 4 — Vancouver, WA *(Oregon)*

Group C *(Less than 100 Registered Members)*
Local 7 — Bellingham *(Washington)*

Clerk Locals

Local 52 — Seattle *(Washington)*

Foreman Locals

Local 91 — San Francisco *(Northern California)*

Assessments

Assessments are levied on man-hours and tonnage to fund the costs of collectively bargained fringe benefits and to fund the costs of other industry obligations. Man-hour assessments are collected when payrolls are submitted for processing. Tonnage is reported on a monthly basis, and tonnage assessments are paid when tonnage is submitted. The tonnage assessment reports are a source of statistical data which chronicle water borne cargo movements through West Coast ports.

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

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

Funding Benefits with Man-hour and Tonnage Contributions

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

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

The assessment system is based on the premise that, if man-hours fall below 24,800,546, the man-hours sector is no longer obligated to fund the entire cost of collectively bargained fringe benefits and may transfer a portion of the funding requirements to the tonnage sector.

This was accomplished with the development of a formula which shifts a portion of the costs of benefits funding from the man-hours sector to the tonnage sector if the total annual man-hours fall below the designated level.

The establishment of the threshold number of 24,800,546 as the number of man-hours below which tonnage would begin contributing to the funding of the benefits plans costs proved formidable.

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

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

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

The new man-hour rates were put into effect on December 24, 1983, and the new tonnage assessments became effective January 1, 1984.

The constant included in the agreement, 24,800,546, was the result of a compromise just before the agreement was finalized. The constant first proposed in September 1983 was 26,021,071 and was the total number of man-hours reported for calendar year 1962. The number was reduced because some members felt the higher number shifted too much of the benefit costs to tonnage.

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

Calculation of Assessment Rates

Assessment rate calculations use tonnage, man-hours, and benefits costs projections for the periods for which the rate calculations are applicable.

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

The man-hour rate is calculated by dividing the sum of the *net projected costs* by 24,800,546.

The resulting man-hour rate is then multiplied by the estimated total number of assessable man-hours expected to be paid

How Benefit Costs are Allocated between Man-Hours and Tonnage

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

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

during the period for which the rate will be applicable. The result of this calculation is subtracted from the *net projected costs* figure. The amount which remains is the amount which will be collected from the tonnage sector.

The Revenue Unit rate and tonnage rates are calculated in accordance with formulas described on pages 32 and 33 of the *1989 PMA Annual Report*.

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

A ship is loaded by Marine Terminals Corporation at the Hanjin terminal in the Port of Long Beach.

RATE COMPONENTS

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

The number of man-hours projected to be worked has *no* effect on the man-hour rate. Only the total of the projected benefits costs affects the rate. The higher the benefits costs, the higher the man-hour rate.

Changes in tonnage rates are not as easily explained. Tonnage rates are dependent on estimates of *both* man-hours and tonnage. (See the table *How Benefit Costs are Allocated between Man-Hours and Tonnage* on page 48.) Given a constant benefits cost, the total dollar obligation of the tonnage sector increases as the estimated number of man-hours paid decreases, but if the estimated tonnage handled increases sufficiently, the tonnage assessment rates may actually decrease—even though increased benefits costs cause the man-hour rate and the total tonnage sector obligation to increase.

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

The Board of Directors approves the PMA Cargo Dues tonnage and man-hour rates to fund the operations of PMA. PMA operations include the industry portion of the Joint Port Labor Relations Committees' (Dispatch Hall) costs, industry training program costs, and other industry expenses.

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

The first benefit tonnage assessment, effective August 10, 1959, was responsible for the first benefit assessments collected on tonnage with an assessment for the Walking Bosses/Foremen's Mechanization Fund. Additional "Mechanization & Modernization" (M&M) agreement tonnage assessments for the Longshoremen's and Clerks' Mechanization Fund went into effect on January 16, 1961.

Shortly after the termination of the M&M Plan on June 30, 1971, the Pay Guarantee Plan was negotiated and was funded primarily by tonnage assessments. Beginning in 1980, pension, welfare, and other benefits were for the first time funded by tonnage assessments.

During the last six months of 1983, all benefits were funded by man-hours assess-

The Charles Howard Container Terminal at the Port of Oakland.

ments; there were no tonnage benefits assessments.

The present assessment system, as described on page 48, was implemented effective January 1984.

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

The table for tonnage assessments shows the rate per revenue ton for all tonnage categories. Beginning in 1984 container assessments are shown in Revenue Units. PMA Cargo Dues on man-hours and tonnage are not shown. In the tables to the right, assessment rates are shown at five year intervals before 1980.

Cars being discharged from the* Pioneer Leader *in the Port of Long Beach.

A longshoreman handles unitized sacked rice at the Port of Sacramento.

LONGSHORE AND CLERK MAN-HOUR ASSESSMENT RATES

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

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

[2]The assessment system formula was changed effective 12/24/83 to allow rates to vary for certain benefit plans by PMA area while maintaining a single coastwise rate. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. The rates shown are the average assessment rates for the affected Plans. Coastwise rates for all affected plans were established on September 28, 1991.

[3]Plan terminated effective September 1, 1990. Benefit obligations assumed by Pension Plan.

OFFSHORE & INTERCOASTAL TONNAGE ASSESSMENT RATES

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

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

The man-hour assessment rates, shown in the first column in the table on page 51, went into effect with the payroll week beginning 8:00 a.m., June 29, 1996.

The container Revenue Unit (RU) rate and the tonnage assessment rates shown in the columns following the Man-Hour rates went into effect for all vessel loading and discharging operations that commenced on or after 8:00 a.m., July 1, 1996.

The rates are shown separately for *Offshore and Intercoastal* cargo and for *Coastwise* cargo. Coastwise cargo is reported, but not assessed, when loaded and is both reported and assessed when discharged.

MAN-HOUR & TONNAGE ASSESSMENT RATES 1996-97

	Man-Hour Rate	Container (per R.U.)	Autos & Trucks	Lumber & Logs	General Cargo	Bulk Cargo
Offshore & Intercoastal						
Pension	$7.31	–	–	–	–	–
Welfare	–	$8.71	$0.041	$0.513	$0.513	$0.010
Vacation	3.08	–	–	–	–	–
Holiday	0.48	1.57	0.007	0.092	0.092	0.002
L/S & Clk PGP	–	0.34	0.002	0.020	0.020	
Foreman PGP	–	0.02	–	0.001	0.001	–
Industry Travel	–	0.75	0.004	0.044	0.044	0.001
CFS Program Fund[1]	–	0.52				
TOTAL	$10.87	$11.91	$0.054	$0.670	$0.670	$0.013
Coastwise[2]						
Pension	$7.31	–	–	–	–	–
Welfare	–	$6.15	$0.016	$0.212	$0.212	$0.004
Vacation	3.08	–	–	–	–	–
Holiday	0.48	1.11	0.003	0.038	0.038	0.001
L/S & Clk PGP	–	0.24	0.001	0.008	0.008	–
Foreman PGP	–	0.01	–	–	–	–
Industry Travel	–	0.53	0.002	0.018	0.018	–
CFS Program Fund[1]	–	0.37				
TOTAL	$10.87	$8.41	$0.022	$0.276	$0.276	$0.005

[1]Program funded by the Container Sector.
[2]Coastwise assessment rates also apply to Lumber & Logs and General Cargo inbound from British Columbia.

SUMMARY OF ASSESSMENT RATE CHANGES

The table below shows container and man-hour rates since the PMA benefits funding agreement of December 14, 1983, has been in effect.

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

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

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

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

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

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

Containers being loaded onto trains at Terminal 6 in the Port of Portland.

REPORTING RESPONSIBILITIES

Members and nonmembers of PMA who have entered into collective bargaining agreements which include participation in benefits plans administered by PMA are responsible for reporting each month all tonnage loaded and discharged in California, Oregon, and Washington ports and for paying assessments on all tonnage which is assessable.

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

A bulk ship being loaded with wood chips at Roseburg Forest Products in Coos Bay.

Vessel Operators, Contracting Stevedores, and Agents are each required to report all non-containerized tonnage and the number of container revenue units loaded and discharged. This reporting requirement may be waived if the party with the reporting responsibility has assigned this responsibility to another party through the *Registry of Responsible Parties.*

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

Types of Cargo and Reporting Categories

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

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

Offshore & Intercoastal (cargo loaded or discharged at a California, Oregon, or Washington port which was originally loaded or is destined for final discharge in a port not located in California, Oregon, or Washington), or

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

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

a) *CONTAINERS* bearing cargo tonnage, reported in Revenue Units (TEUs), and

b) *CARGO TONNAGE NOT IN CONTAINERS*, reported in short tons and categorized in one of the following commodity classes: Automobiles & Trucks, Lumber & Logs, General Cargo, and Bulk Cargo.

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

Containers

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

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

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

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

Non-Containerized Cargo

Tonnage not in containers is reported based upon the "weight" of the manifested cargo upon which ocean revenue is computed.

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

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

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

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

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

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

as a truncated cone.

The Scribner Log Scale, a method used to calculate the usable board feet in a log, is the most commonly used method of scaling logs. Logs scaled using Scribner must be converted into Brereton before being reported to PMA. There is no uniform standard formula for accurately making a conversion. However, it has been the practice to "convert" from the Scribner Log Scale by multiplying the Scribner board feet by 1.7 to convert to Brereton board feet before converting to measurement revenue tonnage.

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

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

Bulk Cargo is reported on the basis of weight. Bulk Cargo is any commodity which by the nature of its unsegregated mass is loaded or unloaded and carried without wrapper or container and received and delivered by carriers without transportation mark or count. Bulk cargoes are usually handled by pouring, pumping, or by mechanical conveyers. Bulk cargoes include both dry and liquid cargoes.

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

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

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

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

Matson's Pacific Coast Shuttle vessel carries nearly 1,000 containers on its 2nd anniversary of service.

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

The table below shows, by reporting category, the total coast tonnage by year from 1970 through 1996.

Changes in Reporting Categories

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

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

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

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

Year	*Containers*	*Lumber & Logs*	*Automobiles & Trucks*	*General Cargo*	*Bulk Cargo*	*Total Tonnage*
1970	8,782,425	5,742,211	4,524,600	15,316,358	25,660,018	60,025,612
1971	8,237,217	4,390,446	4,805,033	11,282,218	19,762,760	48,477,674
1972	12,427,891	6,103,609	5,233,750	12,432,221	23,435,590	59,633,061
1973	17,286,133	6,771,119	5,302,086	10,542,056	31,053,499	70,954,893
1974	19,645,497	6,045,637	6,502,908	11,022,499	32,320,845	75,537,386
1975	17,826,596	5,901,839	5,561,014	8,033,396	29,645,689	66,968,534
1976	23,221,682	6,877,271	7,828,243	8,134,498	30,228,242	76,289,936
1977	26,414,368	6,805,138	9,457,329	8,563,580	27,330,016	78,570,431
1978	28,819,244	7,116,000	10,571,245	9,844,671	35,622,335	91,973,495
1979	31,004,124	7,512,088	11,243,783	9,402,025	43,973,689	103,135,709
1980	34,961,122	5,778,206	12,889,020	9,485,736	50,568,290	113,682,374
1981	35,285,833	4,663,983	11,361,442	9,101,434	52,547,465	112,960,157
1982	38,698,403	5,428,609	10,298,415	8,297,299	41,483,760	104,206,486
1983	45,429,483	5,981,043	11,317,759	9,047,558	44,204,444	115,980,287
1984	54,865,052	5,636,415	14,731,180	9,756,682	48,293,596	133,282,925
1985	57,766,646	6,438,557	18,849,314	9,674,183	42,106,859	134,835,559
1986	66,718,404	6,178,052	20,642,032	9,094,687	40,777,087	143,410,262
1987	75,658,551	7,153,443	19,209,803	9,185,331	46,483,967	157,691,095
1988	82,177,507	8,568,982	17,657,367	9,348,783	57,635,530	175,388,169
1989	87,685,303	8,370,546	17,591,459	8,783,588	59,506,199	181,937,095
1990	90,273,077	7,328,202	17,981,501	8,725,931	57,355,691	181,664,402
1991	96,273,125	6,225,273	16,692,545	8,384,586	53,881,933	181,457,462
1992	101,978,206	5,489,640	15,063,006	7,591,757	53,699,428	183,822,037
1993	106,219,196	4,167,694	13,915,249	6,914,617	52,384,381	183,601,137
1994	121,870,484	3,609,270	14,770,607	8,216,857	50,305,273	198,772,491
1995	128,775,816	3,251,827	13,530,428	7,510,216	67,172,576	220,240,863
1996	**130,153,921**	**3,304,565**	**12,611,072**	**7,879,062**	**61,600,326**	**215,548,946**

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.

The data on these two pages represents the revenue tonnage reported to PMA in 1996 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.

The first column in each set is the *Total* tonnage reported for the port in that category, and the second column, *% of Coast,* shows the percentage that the tonnage represents of the coast total. The next column, *% of 1995,* shows 1996 tonnage as a percent of 1995 tonnage. The last column in each set labeled, *% Discharged:% Loaded,* shows the ratio of the percentage of total tons or Revenue Units discharged in the port to the equivalent percentage of tons or Revenue Units loaded.

The categories "loaded" and "discharged" cannot be used synonymously with "export" and "import" because these data include not only foreign trade cargo but also U.S. intercoastal cargo, cargo bound to and from Alaska and Hawaii, and coastwise cargo.

Coastwise tonnage represents a subset of the total revenue tonnage reported to PMA. Reporting separate coastwise tonnage for each of the five commodity categories was instituted in November, 1989. Previously, there were only provisions for General Cargo

	TOTAL TONNAGE				CONTAINERS				AUTOMOBILES & TRUCKS			
	Total	% of Coast	% of 1995	% Discharged : % Loaded	Total (RUs)	% of Coast	% of 1995	% Discharged : % Loaded	Total	% of Coast	% of 1995	% Discharged : % Loaded
SOUTHERN CALIFORNIA												
San Diego	1,495,349	*0.7%*	131.5%	49.4: 50.6	7,577	*0.1%*	103.8%	53.0: 47.0	401,225	*3.2%*	156.2%	100.0: 0.0
Long Beach	55,159,396	*25.6*	106.6	53.5: 46.5	2,469,112	*32.3*	108.8	60.2: 39.8	2,526,342	*20.0*	96.0	85.5: 14.5
Los Angeles	47,417,926	*22.0*	105.9	56.4: 43.6	2,156,471	*28.2*	104.3	61.8: 38.2	2,559,618	*20.3*	92.6	68.4: 31.6
Port Hueneme	1,797,452	*0.8*	91.5	82.1: 17.9	591	*<0.1*	41.2	29.9: 70.1	1,089,704	*8.6*	90.6	93.4: 6.6
Area Total	**105,870,123**	***49.1%***	**106.3%**	**55.2: 44.8**	**4,633,751**	***60.5%***	**106.6%**	**61.0: 39.0**	**6,576,889**	***52.2%***	**95.9%**	**81.0: 19.0**
NORTHERN CALIFORNIA												
San Francisco	205,938	*0.1%*	35.5%	87.8: 12.2	5,460	*0.1%*	21.2%	76.8: 23.2	46,339	*0.4%*	76.4%	100.0: 0.0
Redwood City (See **NOTE**)	-				-				-			
Alameda	24,136	*<0.1*	56.0	82.7: 17.3	-				-			
Oakland	18,925,455	*8.8*	93.8	32.1: 67.9	1,066,014	*13.9*	93.8	31.7: 68.3	586,005	*4.6*	103.0	24.0: 76.0
Richmond	471,713	*0.2*	53.3	83.6: 16.4	5,426	*0.1*	113.0	26.4: 73.6	184,544	*1.5*	28.8	100.0: 0.0
Crockett	757,396	*0.4*	132.5	99.1: 0.9	-				-			
Pittsburg	579,905	*0.3*	77.3	3.4: 96.6	-				-			
Antioch	11,545	*<0.1*	29.2	100.0: 0.0	-				-			
Stockton	919,115	*0.4*	79.8	38.8: 61.2	-				-			
Sacramento	1,000,980	*0.5*	104.0	17.9: 82.1	2	*<0.1*		0.0:100.0	-			
Benicia	1,168,217	*0.5*	98.0	20.8: 79.2	-				898,744	*7.1*	98.5	27.0: 73.0
Eureka	531,331	*0.2*	87.2	2.0: 98.0	-				-			
Area Total	**24,595,731**	***11.4%***	**91.2%**	**33.5: 66.5**	**1,076,902**	***14.1%***	**92.3%**	**31.9: 68.1**	**1,715,632**	***13.6%***	**78.6%**	**35.8: 64.2**
OREGON												
North Bend/Coos Bay	3,702,738	*1.7%*	99.0%	28.4: 71.6	5	*<0.1%*		0.0:100.0	69	*<0.1%*	690.0%	0.0:100.0
Newport	10,889	*<0.1*	146.9	0.0:100.0	-				-			
Astoria	17,065	*<0.1*	36.9	9.3: 90.7	-				-			
Portland	18,095,703	*8.4*	92.5	16.2: 83.8	220,012	*2.9*	88.9%	10.3: 89.7	2,232,621	*17.7*	94.4	77.8: 22.2
Vancouver, WA	5,036,171	*2.3*	94.3	9.3: 90.7	90	*<0.1*	17.1	53.3: 46.7	168,260	*1.3*	123.4	100.0: 0.0
Kalama, WA	8,076,607	*3.7*	70.6	0.0:100.0	-				-			
Longview, WA	2,999,127	*1.4*	86.0	8.5: 91.5	-				-			
Area Total	**37,938,300**	***17.6%***	**87.0%**	**12.4: 87.6**	**220,107**	***2.9%***	**88.7%**	**10.3: 89.7**	**2,400,950**	***19.0%***	**96.0%**	**79.4: 20.6**
WASHINGTON												
Aberdeen	630,306	*0.3%*	110.4%	0.3: 99.7	-				-			
Port Angeles	400,862	*0.2*	148.1	3.9: 96.1	-				-			
Port Townsend	2,706	*<0.1*	65.4	0.0:100.0	-				-			
Olympia	109,329	*0.1*	218.0	38.6: 61.4	-				-			
Tacoma	22,001,205	*10.2*	98.7	35.2: 64.8	723,834	*9.5%*	95.3%	45.2: 54.8	1,334,036	*10.6%*	92.6%	66.7: 33.3
Seattle	21,966,516	*10.2*	88.7	36.2: 63.8	1,001,488	*13.1*	94.9	42.4: 57.6	583,565	*4.6*	106.2	93.7: 6.3
Everett	596,023	*0.3*	100.6	63.3: 36.7	26	*<0.1*	325.0	0.0:100.0	-			
Anacortes	267,691	*0.1*	71.7	0.0:100.0	-				-			
Bellingham	1,170,154	*0.5*	100.6	84.6: 15.4	5	*<0.1*		0.0:100.0	-			
Area Total	**47,144,792**	***21.9%***	**94.2%**	**36.3: 63.7**	**1,725,353**	***22.5%***	**95.0%**	**43.6: 56.4**	**1,917,601**	***15.2%***	**96.4%**	**74.9: 25.1**
Coast Total	**215,548,946**	***100.0%***	**97.9%**	**41.1: 58.9**	**7,656,113**	***100.0%***	**101.1%**	**51.5: 48.5**	**12,611,072**	***100.0%***	**93.2%**	**73.6: 26.4**

NOTE: Tonnage loaded for Coastwise movement was reported in 1996 for Redwood City. See top of Page 55.

and Lumber & Logs to be reported as coastwise tonnage. Any other commodity had to be reported in the Offshore and Intercoastal category.

Coastwise cargo is assessed only on discharge and is shown in the tonnage data below. Coastwise cargo which is loaded is reported for statistical purposes only and not included below. Coastwise container TEUs were reported loaded in the following ports:

Port	TEUs Reported
Los Angeles	42,719
Oakland	349
Everett	64
Seattle	10,505
Total	**53,569**

Coastwise Logs & Lumber tonnage was reported loaded in the following ports:

Port	Tons Reported
North Bend	3,422
Columbia City	43,450
Longview	27,249
Kalama	21,625
Aberdeen	57,824
Port Angeles	22,103
Everett	4,532
Bellingham	3,293
Total	**183,498**

Coastwise General Cargo tonnage was reported loaded in the following ports:

Port	Tons Reported
Oakland	400
Port Angeles	12,393
Total	**12,793**

Coastwise Bulk tonnage was reported loaded in the following ports:

Port	Tons Reported
Eureka	28,126
Redwood City	125,931
Total	**154,057**

Cargo inbound from British Columbia represents a subset of total revenue tonnage and is included below. All cargo inbound from British Columbia in 1996 was reported as general cargo tonnage and was discharged in the following ports:

San Diego	41,414
Long Beach	242,325
San Francisco	60,709

NOTE: Ports have been arranged geographically south to north along the coast. Ports along bays or rivers are listed as though the coastline followed the edge of the interior body of water.

LUMBER & LOGS				GENERAL CARGO				BULK CARGO				
Total	% of Coast	% of 1995	% Discharged : % Loaded	Total	% of Coast	% of 1995	% Discharged : % Loaded	Total	% of Coast	% of 1995	% Discharged : % Loaded	
												So Calif.
73,418	*2.2%*	139.5%	100.0: 0.0	98,434	*1.2%*	118.5%	91.7: 8.3	793,463	*1.3%*	128.0%	13.4: 86.6	San Diego
93,676	*2.8*	110.5	100.0: 0.0	1,640,141	*20.8*	100.8	84.8: 15.2	8,924,333	*14.5*	101.3	6.4: 93.6	Long Beach
30,111	*0.9*	70.3	100.0: 0.0	2,529,805	*32.1*	109.9	91.5: 8.5	5,638,385	*9.2*	124.8	0.0: 100.0	Los Angeles
50	*<0.1*	53.2	0.0: 100.0	697,651	*8.9*	94.7	65.1: 34.9	-				Port Hueneme
197,255	***6.0%***	**109.4%**	**100.0: 0.0**	**4,966,031**	***63.0%***	**104.5%**	**85.6: 14.4**	**15,356,181**	***24.9%***	**110.1%**	**4.4: 95.6**	**Area Total**
												No. Calif
-				66,779	*0.8%*	86.8%	94.7: 5.3	-				San Francisco
-				-				-				Redwood City
-				19,950	*0.3*	46.3	100.0: 0.0	4,186	*<0.1%*		0.0: 100.0	Alameda
-				217,212	*2.8*	73.9	83.2: 16.8	-				Oakland
2,082	*0.1%*	22.6%	96.5: 3.5	192,845	*2.4*	127.3	95.2: 4.8	-				Richmond
-				7,138	*0.1*	25.6	0.0: 100.0	750,258	*1.2*	138.0%	100.0: 0.0	Crockett
-				-				579,905	*0.9*	77.3	3.4: 96.6	Pittsburg
-				-				11,545	*<0.1*	29.2	100.0: 0.0	Antioch
-				96,797	*1.2*	137.6	14.4: 85.6	822,318	*1.3*	76.1	41.7: 58.3	Stockton
16,963	*0.5*	190.3	26.0: 74.0	178,284	*2.3*	263.9	9.9: 90.1	805,699	*1.3*	91.0	19.5: 80.5	Sacramento
-				-				269,473	*0.4*	97.3	0.0: 100.0	Benicia
33,752	*1.0*	51.5	31.7: 68.3	214,351	*2.7*	110.4	0.0: 100.0	283,228	*0.5*	81.1	0.0: 100.0	Eureka
52,797	***1.6%***	**60.5%**	**32.4: 67.6**	**993,356**	***12.6%***	**107.0%**	**48.2: 51.8**	**3,526,612**	***5.7%***	**89.7%**	**36.4: 63.6**	**Area Total**
												Oregon
364,357	*11.0%*	102.4%	14.0: 86.0	89,577	*1.1%*	157.9%	14.6: 85.4	3,248,650	*5.3%*	97.7%	30.4: 69.6	North Bend/Coos Bay
10,889	*0.3*	146.9	0.0: 100.0	-				-				Newport/Garibaldi
17,065	*0.5*	36.9	9.3: 90.7	-				-				Astoria/Warrenton
94,008	*2.8*	88.7	21.9: 78.1	234,873	*3.0*	86.5	75.6: 24.4	11,793,997	*19.1*	93.6	5.2: 94.8	Portland
95,149	*2.9*	92.0	18.3: 81.7	317,529	*4.0*	100.3	69.3: 30.7	4,453,703	*7.2*	93.3	1.4: 98.6	Vancouver, WA
-				-				8,076,607	*13.1*	70.6	0.0: 100.0	Kalama
876,310	*26.5*	105.3	0.0: 100.0	422,380	*5.4*	108.2	1.6: 98.4	1,700,437	*2.8*	75.1	14.6: 85.4	Longview, WA
1,457,778	***44.1%***	**100.5%**	**6.2: 93.8**	**1,064,359**	***13.5%***	**102.8%**	**39.2: 60.8**	**29,273,394**	***47.5%***	**85.1%**	**6.5: 93.5**	**Area Total**
												Washington
557,579	*16.9%*	102.4%	0.4: 99.6	72,727	*0.9%*	274.5%	0.0: 100.0	-				Aberdeen
122,969	*3.7*	120.0	12.6: 87.4	-				277,893	*0.5%*	165.2%	0.0: 100.0	Port Angeles
-				2,706	*<0.1*	65.4	0.0: 100.0	-				Port Townsend
108,879	*3.3*	294.8	38.3: 61.7	450	*<0.1*	3.4	100.0: 0.0	-				Olympia
567,992	*17.2*	99.3	0.0: 100.0	225,296	*2.9*	120.4	48.4: 51.6	7,568,703	*12.3*	105.5	15.5: 84.5	Tacoma
13,884	*0.4*	99.3	0.1: 99.9	356,747	*4.5*	96.7	51.4: 48.6	3,987,024	*6.5*	67.9	0.0: 100.0	Seattle
201,036	*6.1*	81.9	0.0: 100.0	17,274	*0.2*	48.8	0.2: 99.8	377,271	*0.6*	121.0	100.0: 0.0	Everett
21,807	*0.7*	124.4	0.0: 100.0	-				245,884	*0.4*	69.1	0.0: 100.0	Anacortes
2,589	*0.1*	352.7	0.0: 100.0	180,116	*2.3*	111.5	1.2: 98.8	987,364	*1.6*	98.7	100.0: 0.0	Bellingham/Blaine
1,596,735	***48.3%***	**104.1%**	**3.7: 96.3**	**855,316**	***10.9%***	**107.4%**	**34.5: 65.5**	**13,444,139**	***21.8%***	**90.3%**	**18.9: 81.1**	**Area Total**
3,304,565	***100.0%***	**101.6%**	**11.0: 89.0**	**7,879,062**	***100.0%***	**104.9%**	**69.1: 30.9**	**61,600,326**	***100.0%***	**91.7%**	**10.4: 89.6**	**Coast Total**

The six major ports listed below handled 85.2% of the total coast tonnage in 1996. Except for 1995, this percentage has increased every year since 1992.

For each of the six ports and for *All Other Ports,* the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 1992.

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

The column labeled *Pct of Coast* represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is popularly referred to as "market share."

	1996		1995		1994		1993		1992	
	TEUs/Tons	*Pct of Coast*	TEUs/Tons	*Pct of Coast*	TEUs/Tons	*Pct of Coast*	TEUs/Tons	*Pct of Coast*	TEUs/Tons	*Pct of Coast*
LONG BEACH										
Container TEUs	2,469,112	*32.3%*	2,269,107	*30.0%*	1,978,656	*27.6%*	1,583,670	*25.3%*	1,379,510	*23.0%*
Autos & Trucks	2,526,342	*20.0*	2,632,572	*19.5*	2,140,835	*14.5*	2,243,411	*16.1*	2,173,256	*14.4*
Lumber & Logs	93,676	*2.8*	84,762	*2.6*	105,694	*2.9*	114,159	*2.7*	131,962	*2.4*
General Cargo	1,640,141	*20.8*	1,627,856	*21.7*	1,888,537	*23.0*	1,583,829	*22.8*	2,446,985	*32.2*
Bulk Cargo	8,924,333	*14.5*	8,813,789	*13.1*	9,170,701	*18.2*	8,987,771	*17.2*	8,835,410	*16.5*
Port Total	**55,159,396**	***25.6%***	**51,733,798**	***23.5%***	**46,942,919**	***23.6%***	**39,851,560**	***21.7%***	**37,039,283**	***20.1%***
LOS ANGELES										
Container TEUs	2,156,471	*28.2%*	2,067,041	*27.3%*	2,063,783	*28.8%*	1,867,993	*29.9%*	1,893,173	*31.6%*
Autos & Trucks	2,559,618	*20.3*	2,762,685	*20.4*	2,829,614	*19.2*	2,498,894	*18.0*	3,232,336	*21.5*
Lumber & Logs	30,111	*0.9*	42,820	*1.3*	226,899	*6.3*	176,982	*4.2*	179,614	*3.3*
General Cargo	2,529,805	*32.1*	2,302,547	*30.7*	2,354,730	*28.7*	2,062,190	*29.7*	1,383,220	*18.2*
Bulk Cargo	5,638,385	*9.2*	4,516,553	*6.7*	3,423,557	*6.8*	4,261,937	*8.1*	4,151,223	*7.7*
Port Total	**47,417,926**	***22.0%***	**44,764,302**	***20.3%***	**43,919,111**	***22.1%***	**40,755,884**	***22.2%***	**41,130,334**	***22.4%***
OAKLAND										
Container TEUs	1,066,014	*13.9%*	1,135,893	*15.0%*	1,081,042	*15.1%*	954,039	*15.3%*	931,109	*15.5%*
Autos & Trucks	586,005	*4.6*	568,724	*4.2*	665,433	*4.5*	765,819	*5.5*	754,143	*5.0*
Lumber & Logs	0	-	3,081	*0.1*	19,249	*0.5*	1,298	*0.0*	814	*<0.1*
General Cargo	217,212	*2.8*	293,790	*3.9*	282,618	*3.4*	243,609	*3.5*	353,858	*4.7*
Bulk Cargo	0	-	0	-	0	-	0	-	0	-
Port Total	**18,925,455**	***8.8%***	**20,175,776**	***9.2%***	**19,345,014**	***9.7%***	**17,229,389**	***9.4%***	**16,937,668**	***9.2%***
PORTLAND										
Container TEUs	220,012	*2.9%*	247,362	*3.3%*	241,238	*3.4%*	181,214	*2.9%*	157,512	*2.6%*
Autos & Trucks	2,232,621	*17.7*	2,364,901	*17.5*	2,956,870	*20.0*	2,423,223	*17.4*	2,714,363	*18.0*
Lumber & Logs	94,008	*2.8*	105,976	*3.3*	170,121	*4.7*	259,767	*6.2*	268,238	*4.9*
General Cargo	234,873	*3.0*	271,508	*3.6*	435,862	*5.3*	465,642	*6.7*	611,982	*8.1*
Bulk Cargo	11,793,997	*19.1*	12,605,790	*18.8*	11,953,631	*23.8*	11,152,869	*21.3*	11,574,603	*21.6*
Port Total	**18,095,703**	***8.4%***	**19,553,329**	***8.9%***	**19,617,530**	***9.9%***	**17,382,139**	***9.5%***	**17,846,890**	***9.7%***
TACOMA										
Container TEUs	723,834	*9.5%*	759,783	*10.0%*	710,308	*9.9%*	725,912	*11.6%*	702,717	*11.7%*
Autos & Trucks	1,334,036	*10.6*	1,440,656	*10.6*	1,479,893	*10.0*	1,692,538	*12.2*	1,768,519	*11.7*
Lumber & Logs	567,992	*17.2*	571,821	*17.6*	577,723	*16.0*	684,061	*16.4*	862,238	*15.7*
General Cargo	225,296	*2.9*	187,177	*2.5*	164,602	*2.0*	141,077	*2.0*	159,345	*2.1*
Bulk Cargo	7,568,703	*12.3*	7,175,578	*10.7*	4,144,639	*8.2*	4,962,628	*9.5*	5,726,151	*10.7*
Port Total	**22,001,205**	***10.2%***	**22,291,543**	***10.1%***	**18,442,093**	***9.3%***	**19,820,808**	***10.8%***	**20,462,442**	***11.1%***
SEATTLE										
Container TEUs	1,001,488	*13.1%*	1,055,827	*13.9%*	1,026,318	*14.3%*	839,042	*13.4%*	803,248	*13.4%*
Autos & Trucks	583,565	*4.6*	549,426	*4.1*	595,871	*4.0*	494,196	*3.6*	557,358	*3.7*
Lumber & Logs	13,884	*0.4*	13,987	*0.4*	15,527	*0.4*	6,819	*0.2*	18,063	*0.3*
General Cargo	356,747	*4.5*	368,785	*4.9*	396,375	*4.8*	447,962	*6.4*	396,814	*5.2*
Bulk Cargo	3,987,024	*6.5*	5,875,532	*8.7*	2,026,751	*4.0*	2,153,664	*4.1*	1,949,133	*3.6*
Port Total	**21,966,516**	***10.2%***	**24,756,789**	***11.2%***	**20,481,930**	***10.3%***	**17,366,355**	***9.5%***	**16,576,584**	***9.0%***
ALL OTHER PORTS										
Container TEUs	19,182	*0.3%*	40,035	*0.5%*	67,507	*0.9%*	96,318	*1.5%*	131,449	*2.2%*
Autos & Trucks	2,788,885	*22.1*	3,211,464	*23.7*	4,102,091	*27.8*	3,797,168	*27.3*	3,863,031	*25.6*
Lumber & Logs	2,504,894	*75.8*	2,429,380	*74.7*	2,494,057	*69.1*	2,924,608	*70.2*	4,028,711	*73.4*
General Cargo	2,674,988	*34.0*	2,458,553	*32.7*	2,694,133	*32.8*	2,010,314	*28.9*	2,239,553	*29.5*
Bulk Cargo	23,687,884	*38.5*	28,185,334	*42.0*	19,585,994	*38.9*	20,825,506	*39.8*	21,462,908	*40.0*
Other Ports Total	**31,982,745**	***14.8%***	**36,965,326**	***16.8%***	**30,023,894**	***15.1%***	**31,195,002**	***17.0%***	**33,828,836**	***18.4%***
COAST TOTALS	**215,548,946**		**220,240,863**		**198,772,491**		**183,601,137**		**183,822,037**	

Port Hours & Tonnage

The tables on the following pages show the man-hours paid and the tonnage reported in California, Oregon, and Washington ports. The man-hour figures include all hours paid at longshore, clerk, and foreman occupation codes. The tonnage figures include tonnage reported for Lumber & Logs, Automobiles & Trucks, Other General Cargo, and Bulk Cargo categories, and the Container tonnage figures have been constructed by multiplying the reported number of revenue units by 17 tons per revenue unit. The hours and tonnage figures are shown for each of the last six years. Hours are shown by "payroll" year, and tonnage is shown by calendar year.

Explanation of Port Hours and Tonnage

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 more northerly port to Bellingham, Washington, near the Canadian border.

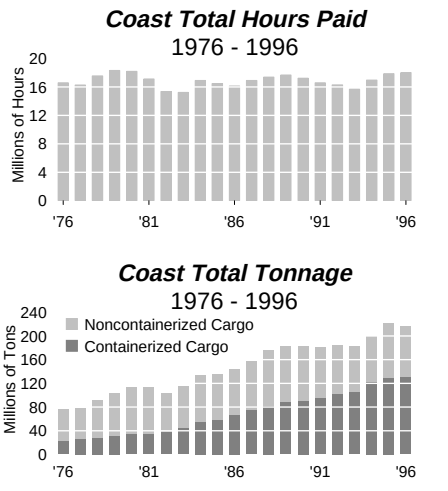
Following the port data are found summaries for each PMA Area and for the Coast.

Hours Data

The *Total Hours* data include all hours paid under the terms of the Pacific Coast Longshore and Clerks' Agreement, the Pacific Coast Walking Bosses and Foremen's Agreement, ILWU-PMA Area Agreements, Member Company Agreements, and participating nonmember company agreements.

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

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



Tonnage Data

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

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

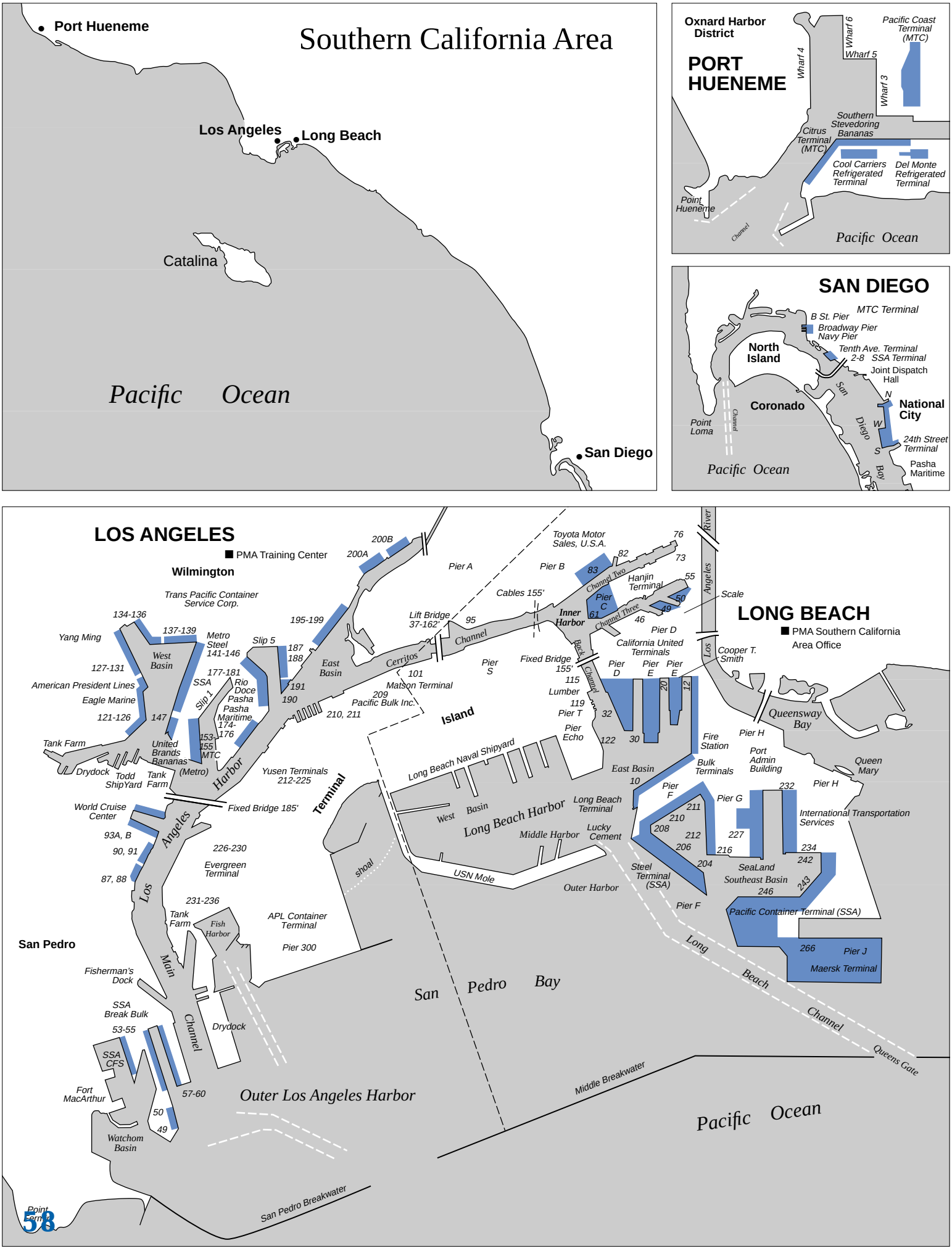
Change from Previous Year

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

Area Maps

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

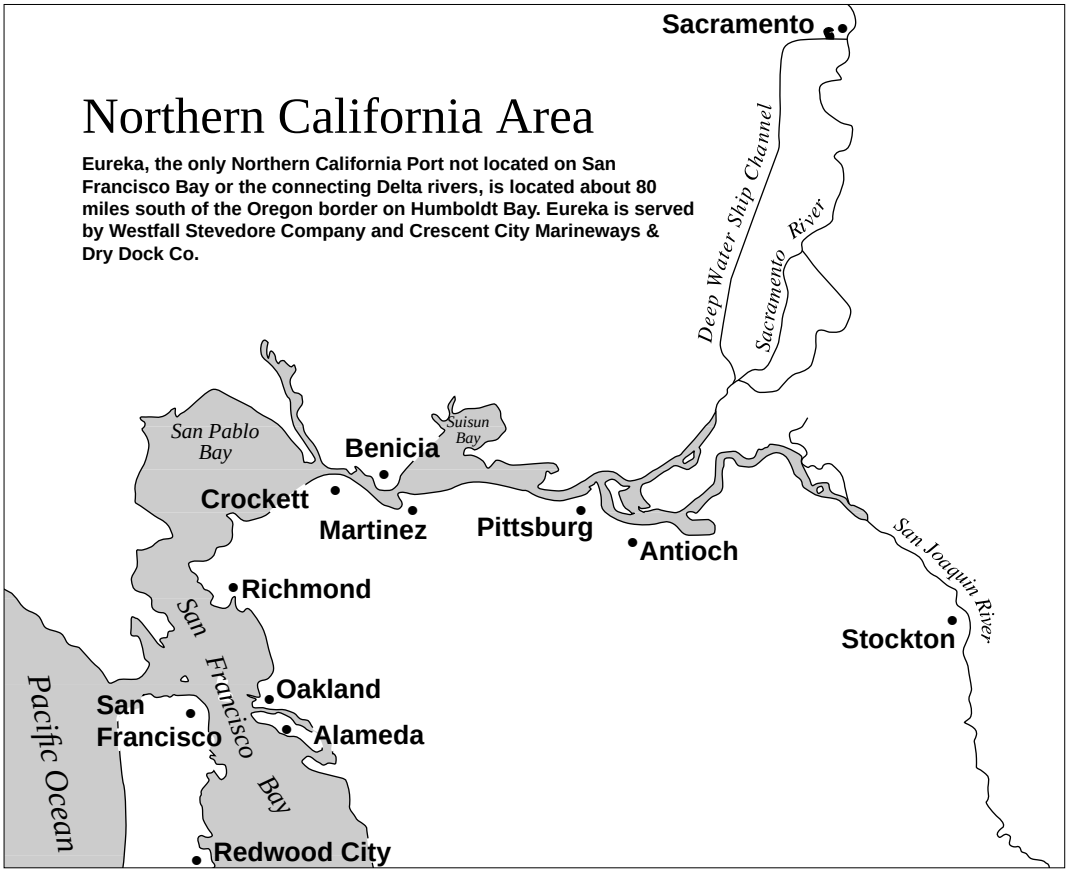
A container ship sails past the Port of Longview, WA. Mount St. Helens is seen in the background.

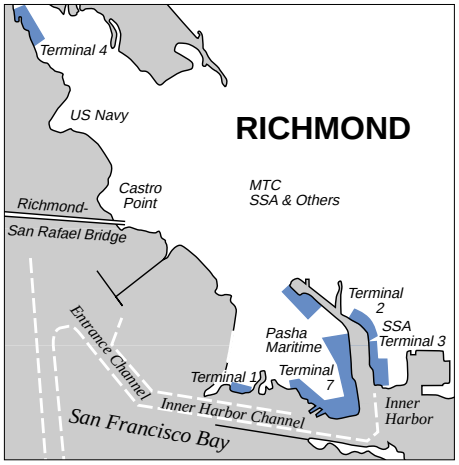

Southern California Area
Port Hueneme
Los Angeles
Long Beach
Catalina
Pacific Ocean
San Diego
Oxnard Harbor District
PORT HUENEME
Wharf 6
Wharf 5
Wharf 4
Wharf 3
Pacific Coast Terminal (MTC)
Southern Stevedoring Bananas
Citrus Terminal (MTC)
Cool Carriers Refrigerated Terminal
Del Monte Refrigerated Terminal
Point Hueneme
Channel
Pacific Ocean
SAN DIEGO
MTC Terminal
B St. Pier
Broadway Pier
Navy Pier
Tenth Ave. Terminal
2-8 SSA Terminal
Joint Dispatch Hall
North Island
Coronado
Point Loma
Channel
San Diego Bay
National City
24th Street Terminal
Pasha Maritime
Pacific Ocean
LOS ANGELES
PMA Training Center
Wilmington
Trans Pacific Container Service Corp.
134-136
137-139
Yang Ming
Metro Steel
141-146
Slip 5
187
188
195-199
200B
200A
Pier A
Pier B
Toyota Motor Sales, U.S.A.
76
82
73
83
Channel Two
Hanjin Terminal
55
50
49
Pier C
61
Channel Three
46
Pier D
Cables 155'
Lift Bridge 37-162'
95
Inner Harbor
Channel
Cerritos
East Basin
West Basin
127-131
American President Lines
Eagle Marine
121-126
147
177-181
SSA
Slip 1
Rio Doce Pasha
Pasha Maritime
174-176
191
190
209
Pacific Bulk Inc.
210, 211
Matson Terminal
101
Pier S
Fixed Bridge 155'
Back Channel
California United Terminals
Pier D
Pier E
Pier E
20
12
Lumber
115
119
Pier T
32
Pier Echo
122
30
Island
Cooper T. Smith
Los Angeles River
Scale
LONG BEACH
PMA Southern California Area Office
Queensway Bay
Pier H
Fire Station
Port Admin Building
Queen Mary
Bulk Terminals
East Basin
10
Pier F
Pier G
232
Pier H
211
210
208
212
206
204
216
227
234
242
243
246
International Transportation Services
SeaLand Southeast Basin
Pacific Container Terminal (SSA)
266
Pier J
Maersk Terminal
Steel Terminal (SSA)
Pier F
Outer Harbor
USN Mole
shoal
Long Beach Naval Shipyard
Long Beach Harbor
West Basin
Middle Harbor
Long Beach Terminal
Lucky Cement
Terminal
Harbor
Tank Farm
Drydock
Todd ShipYard
Tank Farm
United Brands Bananas (Metro)
153-155 MTC
Yusen Terminals 212-225
Fixed Bridge 185'
World Cruise Center
93A, B
90, 91
87, 88
Los Angeles
226-230
Evergreen Terminal
231-236
Tank Farm
Fish Harbor
APL Container Terminal
Pier 300
San Pedro
Fisherman's Dock
Main Channel
SSA Break Bulk
53-55
SSA CFS
Drydock
Fort MacArthur
57-60
50
49
Watchom Basin
Outer Los Angeles Harbor
San Pedro Bay
Middle Breakwater
Long Beach Channel
Queens Gate
Pacific Ocean
San Pedro Breakwater
Point Fermin

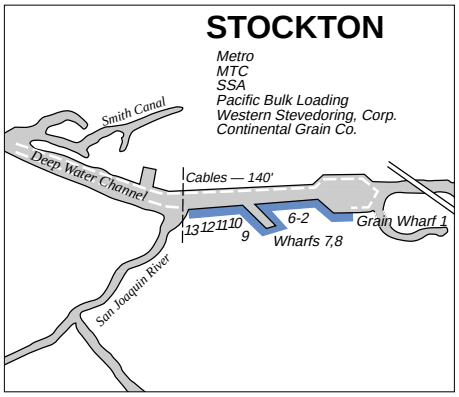
Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Percent of Port Total Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Change from Previous Year in: Hours	Tonnage
SOUTHERN CALIFORNIA														
San Diego														
1991	107,801	0.6%	80.1%	9.6%	10.3%	873,280	0.5%	16.1%	11.4%	30.0%	7.3%	35.3%	24.3%	-17.4%
1992	90,208	0.6	80.5	10.0	9.5	714,121	0.4	14.8	14.2	47.1	6.0	17.9	-16.3	-18.2
1993	82,697	0.5	78.1	11.1	10.8	850,610	0.5	10.4	7.3	44.4	6.1	31.7	-8.3	19.1
1994	121,852	0.7	74.8	12.0	13.3	1,267,368	0.6	8.1	4.2	24.5	7.6	55.5	47.3	49.0
1995	111,798	0.6	73.7	12.4	13.9	1,136,757	0.5	10.9	4.6	22.6	7.3	54.5	-8.3	-10.3
1996	**108,458**	**0.6%**	**75.1**	**11.5**	**13.4**	**1,495,349**	**0.7**	**8.6**	**4.9**	**26.8**	**6.6**	**53.1**	**-3.0**	**31.5**
Los Angeles/Long Beach														
1991	7,205,692	43.4%	66.2%	23.8%	10.0%	75,239,703	41.5%	69.4%	0.4%	8.0%	5.6%	16.7%	-4.6%	2.0%
1992	7,350,194	45.1	65.5	24.4	10.1	78,169,617	42.5	71.2	0.4	6.9	4.9	16.6	2.0	3.9
1993	7,453,227	47.5	65.2	24.9	9.9	80,607,444	43.9	72.8	0.4	5.9	4.5	16.4	1.4	3.1
1994	8,373,995	49.3	65.0	25.3	9.8	90,862,030	45.7	75.6	0.4	5.5	4.7	13.9	12.4	12.7
1995	9,082,504	50.8	65.7	24.9	9.4	96,498,100	43.8	76.4	0.1	5.6	4.1	13.8	8.5	6.2
1996	**9,575,227**	**53.1**	**66.1**	**24.7**	**9.1**	**102,577,322**	**47.6**	**76.7**	**0.1**	**5.0**	**4.1**	**14.2**	**5.4**	**6.3**
Port Hueneme														
1991	208,239	1.3%	78.9%	13.9%	7.2%	1,555,953	0.9%	4.0%	0.1%	70.6%	25.2%	-	-8.9%	11.5%
1992	204,699	1.3	78.9	14.2	6.9	1,463,426	0.8	2.0	-	69.8	28.1	-	-1.7	-5.9
1993	182,706	1.2	77.6	15.6	6.9	1,437,425	0.8	2.1	0.1	65.2	32.6	-	-10.7	-1.8
1994	300,597	1.8	80.0	13.6	6.4	1,902,102	1.0	2.2	-	62.7	35.1	-	64.5	32.3
1995	293,016	1.6	79.3	14.1	6.6	1,964,677	0.9	1.2	-	61.2	37.5	-	-2.5	3.3
1996	**250,476**	**1.4**	**79.5**	**14.4**	**6.1**	**1,797,452**	**0.8**	**0.6**	**-**	**60.6**	**38.8**	**-**	**-14.5**	**-8.5**
NORTHERN CALIFORNIA														
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia														
1991	2,777,854	16.7%	63.8%	28.6%	7.6%	22,143,217	12.2%	75.1%	<0.1%	17.3%	3.6%	3.9%	5.0%	5.3%
1992	2,674,966	16.4	64.0	28.4	7.6	22,829,855	12.4	78.5	<0.1	14.3	2.9	4.3	-3.7	3.1
1993	2,431,172	15.5	63.6	28.6	7.8	22,246,355	12.1	79.7	<0.1	13.7	2.5	4.1	-9.1	-2.6
1994	2,426,205	14.3	63.8	28.3	7.8	23,799,992	12.0	81.3	0.1	12.8	2.3	3.5	-0.2	7.0
1995	2,371,240	13.3	64.4	27.8	7.8	23,447,437	10.6	84.6	<0.1	9.3	2.5	3.5	-2.3	-1.5
1996	**2,217,801**	**12.3**	**63.8**	**28.3**	**7.9**	**21,552,855**	**10.0**	**84.9**	**<0.1**	**8.0**	**2.3**	**4.8**	**-6.5**	**-8.1**
Stockton/Pittsburg/Antioch														
1991	225,144	1.4%	81.5%	11.8%	6.8%	1,978,617	1.1%	<0.1%	0.6%	-	5.4%	94.0%	-16.2%	-11.2%
1992	186,483	1.1	82.0	11.5	6.5	1,776,226	1.0	-	-	-	0.7	99.3	-17.2	-10.2
1993	135,978	0.9	84.6	9.6	5.8	1,587,410	0.9	-	-	-	0.5	99.5	-27.1	-10.6
1994	186,474	1.1	83.3	10.4	6.3	1,953,752	1.0	-	-	-	14.2	85.8	37.1	23.1
1995	165,445	0.9	84.1	9.9	6.0	1,941,079	0.9	<0.1	<0.1	-	3.6	96.3	-11.3	-0.6
1996	**142,818**	**0.8**	**83.8**	**10.3**	**5.9**	**1,510,565**	**0.7**	**-**	**-**	**-**	**6.4**	**93.6**	**-13.7**	**-22.2**
Sacramento														
1991	103,470	0.6%	78.2%	15.8%	6.0%	997,557	0.5%	-	6.5%	-	7.4%	86.1%	-11.6%	-0.4%
1992	64,412	0.4	68.7	24.1	7.1	1,004,542	0.5	-	1.9	-	3.3	94.8	-37.7	0.7
1993	76,931	0.5	75.5	18.0	6.5	967,473	0.5	-	2.6	-	8.3	89.1	19.4	-3.7
1994	141,360	0.8	76.9	17.5	5.5	1,199,037	0.6	-	2.1	-	28.4	69.6	83.7	23.9
1995	55,505	0.3	68.7	23.3	8.0	962,144	0.4	-	0.9	-	7.0	92.1	-60.7	-19.8
1996	**88,260**	**0.5**	**72.3**	**21.0**	**6.7**	**1,000,980**	**0.5**	**-**	**1.7**	**-**	**17.8**	**80.5**	**59.0**	**4.0**
Eureka/Crescent City														
1991	61,174	0.4%	77.6%	12.7%	9.7%	1,260,803	0.7%	-	18.9%	-	28.9%	52.2%	12.9%	4.2%
1992	44,700	0.3	76.1	14.0	9.9	933,430	0.5	-	16.0	-	40.0	44.0	-26.9	-26.0
1993	30,249	0.2	79.4	11.0	9.6	668,825	0.4	-	13.0	-	22.0	65.0	-32.3	-28.3
1994	23,815	0.1	77.4	12.0	10.6	661,501	0.3	-	4.5	-	24.3	71.2	-21.3	-1.1
1995	26,786	0.1	77.4	12.7	9.9	609,174	0.3	-	10.8	-	31.9	57.4	12.5	-7.9
1996	**27,919**	**0.2**	**78.2**	**12.1**	**9.7**	**531,331**	**0.2**	**-**	**6.4**	**-**	**40.3**	**53.3**	**4.2**	**-12.8**

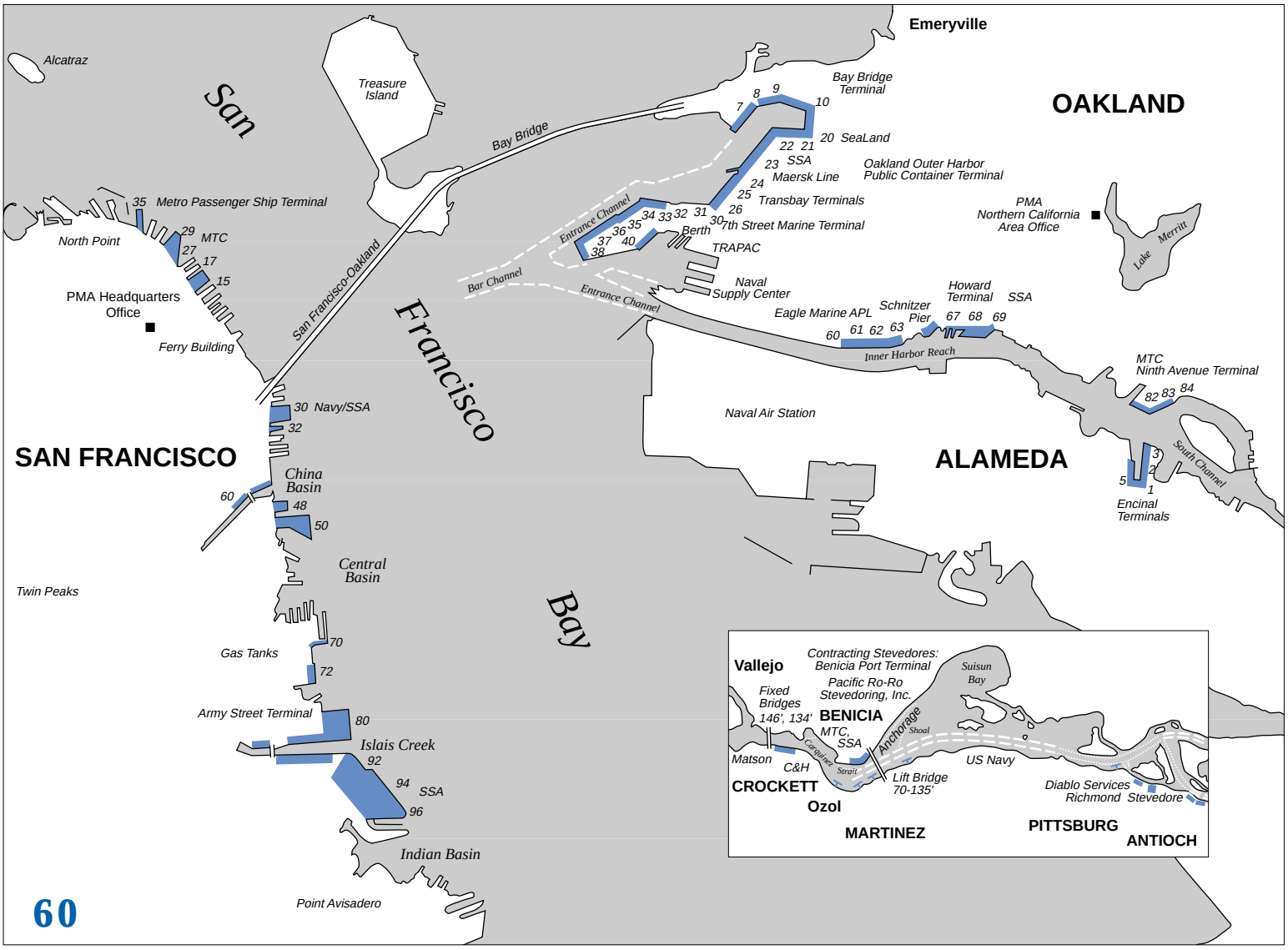
Northern California Area

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

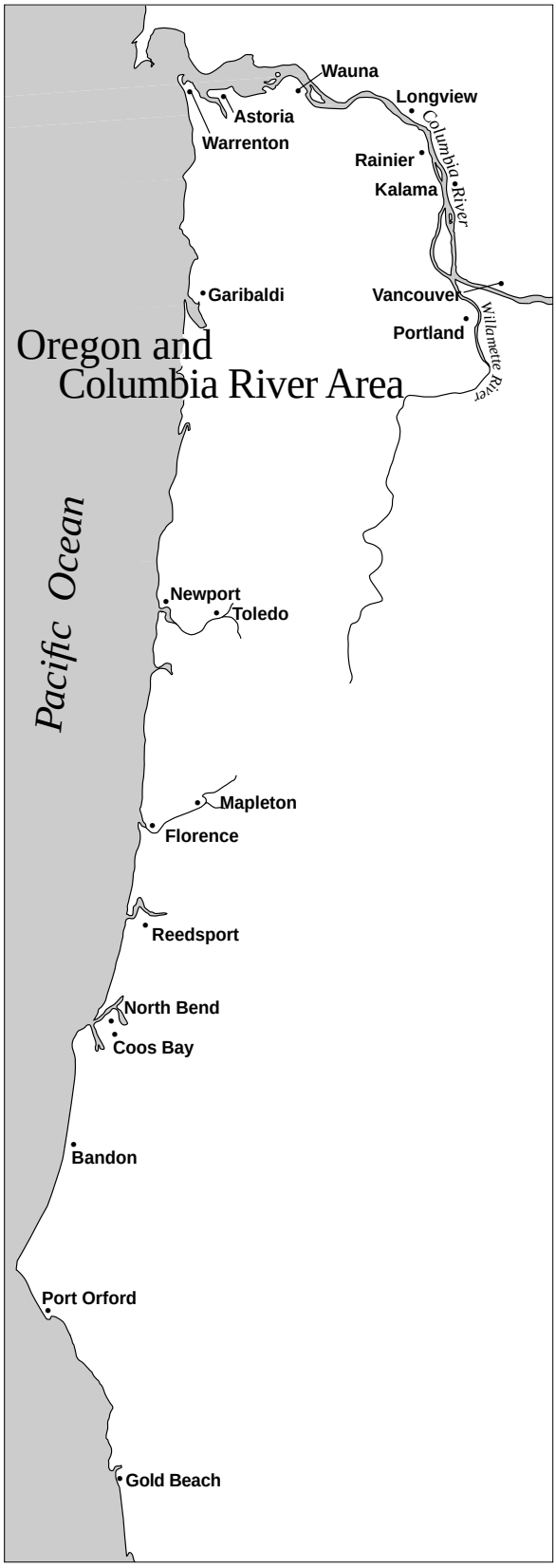


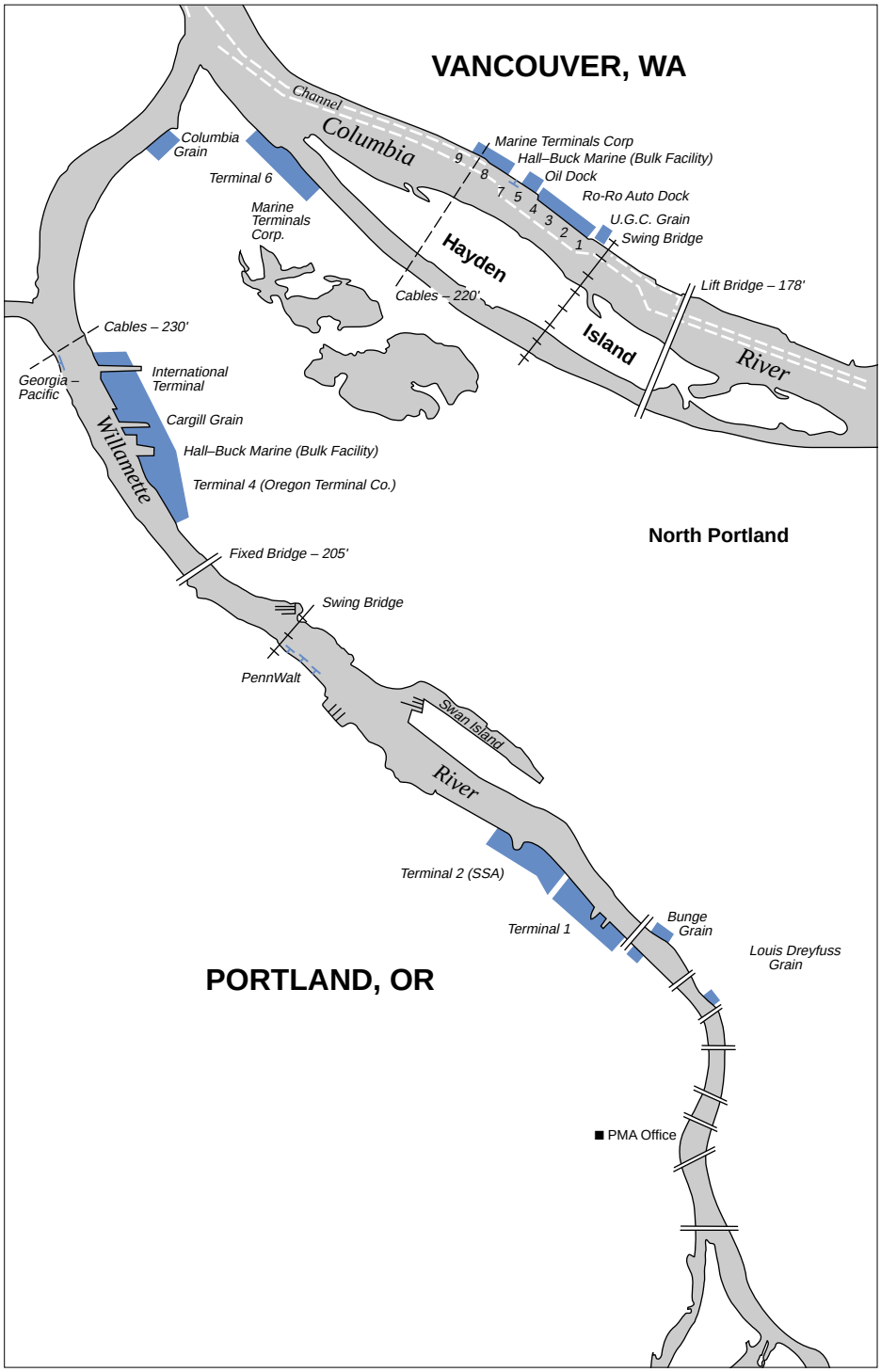


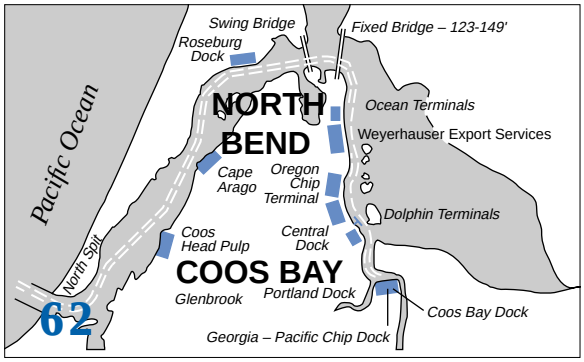


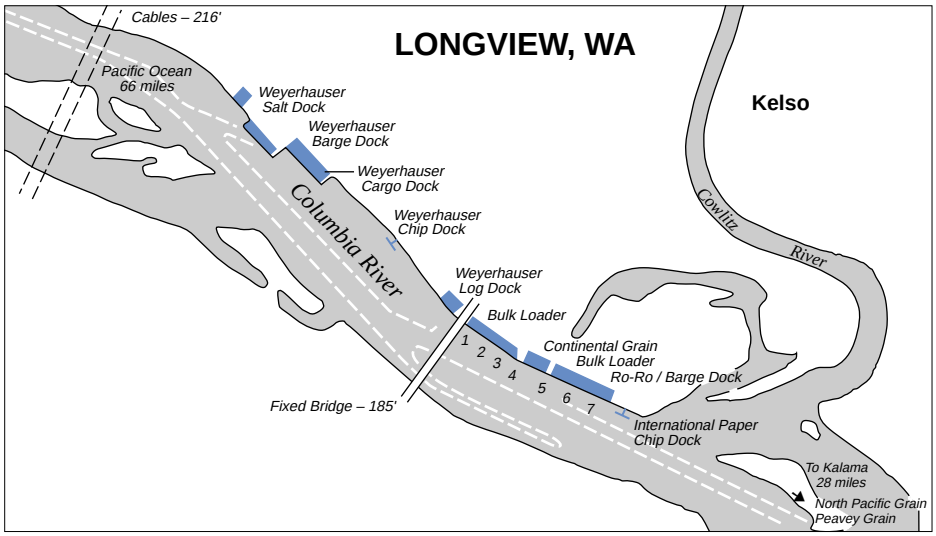


Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Percent of Port Total Contain-erized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Change from Previous Year in: Hours	Tonnage
OREGON AND COLUMBIA RIVER														
North Bend/Coos Bay/Reedsport/Gardiner/Bandon														
1991	286,408	*1.7%*	84.4%	7.5%	8.1%	3,886,493	*2.1%*	<0.1%	15.2%	-	4.7%	80.1%	*-9.5%*	*-0.8%*
1992	212,632	*1.3*	83.3	8.4	8.3	3,523,095	*1.9*	-	11.8	-	4.3	83.9	*-25.8*	*-9.4*
1993	223,809	*1.4*	83.5	8.1	8.3	3,287,040	*1.8*	<0.1	13.2	-	2.8	84.1	*5.3*	*-6.7*
1994	193,082	*1.1*	81.4	9.5	9.0	3,113,510	*1.6*	<0.1	11.3	-	2.0	86.7	*-13.7*	*-5.3*
1995	212,293	*1.2*	82.3	9.0	8.8	3,738,368	*1.7*	-	9.5	-	1.5	89.0	*9.9*	*20.1*
1996	**210,864**	***1.2***	**84.6**	**7.7**	**7.7**	**3,702,738**	***1.7***	**-**	**9.8**	**-**	**2.4**	**87.8**	***-0.7***	***-1.0***
Newport/Toledo														
1991	23,887	*0.1%*	89.2%	5.4%	5.4%	134,386	*<0.1%*	-	100.0%	-	-	-	*-9.2%*	*-15.1%*
1992	17,559	*0.1*	88.7	5.7	5.6	75,309	*<0.1*	-	100.0	-	-	-	*-26.5*	*-44.0*
1993	10,685	*<0.1*	90.0	5.7	4.2	29,664	*<0.1*	-	90.6	-	-	9.4%	*-39.1*	*-60.6*
1994	7,219	*<0.1*	81.2	10.1	8.7	9,469	*<0.1*	-	100.0	-	-	-	*-32.4*	*-68.1*
1995	2,990	*<0.1*	88.7	6.7	4.6	7,411	*<0.1*	-	100.0	-	-	-	*-58.6*	*-21.7*
1996	**3,141**	***<0.1***	**89.0**	**7.0**	**3.9**	**10,889**	***<0.1***	**-**	**100.0%**	**-**	**-**	**-**	***5.1***	***46.9***
Astoria/Warrenton														
1991	82,272	*0.5%*	87.6%	6.6%	5.8%	209,315	*0.1%*	<0.1%	84.9%	-	15.1%	-	*-25.4%*	*0.1%*
1992	51,981	*0.3*	87.5	6.6	5.9	143,194	*<0.1*	-	78.8	-	21.2	-	*-36.8*	*-31.6*
1993	35,999	*0.2*	87.0	6.9	6.1	116,913	*<0.1*	-	65.4	-	34.6	-	*-30.7*	*-18.4*
1994	30,030	*0.2*	89.8	5.0	5.2	71,994	*<0.1*	-	94.0	-	6.0	-	*-16.6*	*-38.4*
1995	19,625	*0.1*	90.4	4.7	4.9	46,296	*<0.1*	-	100.0	-	-	-	*-34.6*	*-35.7*
1996	**11,603**	***<0.1***	**92.7**	**3.4**	**3.9**	**17,065**	***<0.1***	**-**	**100.0**	**-**	**-**	**-**	***-40.9***	***-63.1***
Portland/Columbia City/St. Helens														
1991	1,176,879	*7.1%*	78.4%	15.0%	6.6%	17,056,609	*9.4%*	12.7%	2.1%	16.3%	3.5%	65.4%	*-1.6%*	*6.3%*
1992	1,201,195	*7.4*	77.6	15.6	6.8	17,846,992	*9.7*	15.0	1.5	15.2	3.4	64.8	*2.1*	*4.6*
1993	1,130,270	*7.2*	77.4	15.7	6.9	17,382,139	*9.5*	17.7	1.5	13.9	2.7	64.2	*-5.9*	*-2.6*
1994	1,234,730	*7.3*	76.9	15.9	7.2	19,617,530	*9.9*	20.9	0.9	15.1	2.2	60.9	*9.2*	*12.9*
1995	1,216,249	*6.8*	77.9	15.2	6.9	19,553,329	*8.9*	21.5	0.5	12.1	1.4	64.5	*-1.5*	*-0.3*
1996	**1,108,988**	***6.1***	**78.7**	**14.3**	**7.0**	**18,095,703**	***8.4***	**20.7**	**0.5**	**12.3**	**1.3**	**65.2**	***-8.8***	***-7.5***
Vancouver, WA														
1991	232,387	*1.4%*	79.8%	14.2%	6.0%	4,385,752	*2.4%*	0.2%	1.2%	0.4%	2.1%	96.1%	*-10.4%*	*-8.6%*
1992	289,353	*1.8*	79.9	14.1	6.0	4,822,648	*2.6*	0.2	2.6	-	2.0	95.2	*24.5*	*10.0*
1993	284,820	*1.8*	81.3	12.9	5.9	5,102,173	*2.8*	0.3	0.8	4.1	2.0	93.0	*-1.6*	*5.8*
1994	287,088	*1.7*	79.4	14.8	5.8	4,664,739	*2.3*	0.8	0.2	4.6	4.5	89.9	*0.8*	*-8.6*
1995	373,227	*2.1*	78.3	15.7	6.0	5,340,092	*2.4*	0.2	1.9	2.6	5.9	89.4	*30.0*	*14.5*
1996	**379,530**	***2.1***	**79.0**	**14.5**	**6.5**	**5,036,171**	***2.3***	**<0.1**	**1.9**	**3.3**	**6.3**	**88.4**	***1.7***	***-5.7***
Longview, WA/Kalama, WA/Rainier														
1991	592,482	*3.6%*	84.5%	8.3%	7.2%	9,507,770	*5.2%*	-	12.9%	0.2%	4.3%	82.6%	*-2.7%*	*-18.0%*
1992	518,321	*3.2*	84.0	8.4	7.6	9,437,456	*5.1*	<0.1%	11.6	-	4.4	83.9	*-12.5*	*-0.7*
1993	508,734	*3.2*	84.3	8.0	7.7	9,032,793	*4.9*	-	10.3	-	4.2	85.5	*-1.8*	*-4.3*
1994	460,829	*2.7*	83.7	8.3	8.0	8,240,592	*4.1*	-	11.2	-	4.3	84.5	*-9.4*	*-8.8*
1995	507,568	*2.8*	83.4	8.1	8.5	14,923,048	*6.8*	<0.1	5.6	-	2.6	91.8	*10.1*	*81.1*
1996	**467,027**	***2.6***	**83.9**	**7.8**	**8.3**	**11,075,734**	***5.1***	**-**	**7.9**	**-**	**3.8**	**88.3**	***-8.0***	***-25.8***
WASHINGTON COAST AND PUGET SOUND														
Aberdeen/Raymond														
1991	245,281	*1.5%*	87.7%	4.7%	7.6%	1,156,251	*0.6%*	-	77.3%	-	22.7%	-	*8.5%*	*21.9%*
1992	224,486	*1.4*	87.3	4.7	8.0	1,016,186	*0.6*	<0.1%	85.3	-	14.7	-	*-8.5*	*-12.1*
1993	154,788	*1.0*	87.3	4.6	8.1	722,822	*0.4*	0.1	83.0	<0.1%	16.9	-	*-31.0*	*-28.9*
1994	143,817	*0.8*	87.1	4.8	8.2	607,365	*0.3*	-	93.3	-	6.7	-	*-7.1*	*-16.0*
1995	135,988	*0.8*	86.3	4.9	8.8	571,029	*0.3*	<0.1	95.3	-	4.6	-	*-5.4*	*-6.0*
1996	**136,946**	***0.8***	**87.3**	**4.4**	**8.3**	**630,306**	***0.3***	**-**	**88.5**	**-**	**11.5**	**-**	***0.7***	***10.4***

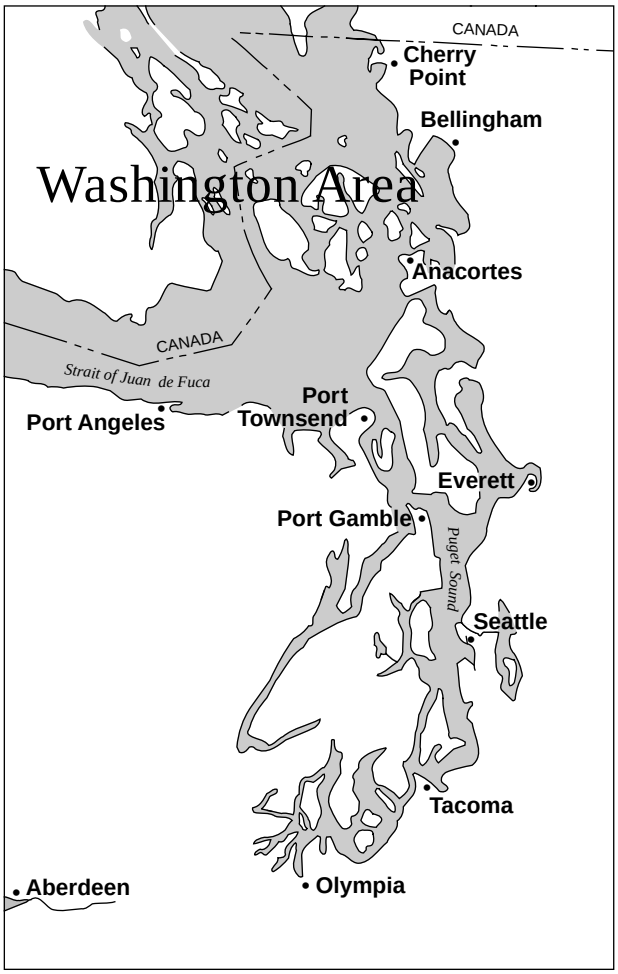

Oregon and
Columbia River Area
Pacific Ocean
Wauna
Longview
Astoria
Warrenton
Rainier
Kalama
Columbia River
Garibaldi
Vancouver
Portland
Willamette River
Newport
Toledo
Mapleton
Florence
Reedsport
North Bend
Coos Bay
Bandon
Port Orford
Gold Beach

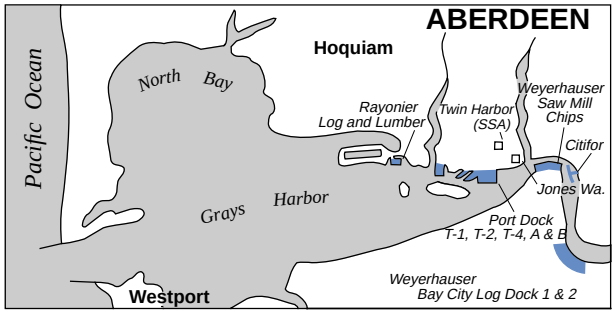

VANCOUVER, WA
Channel
Columbia
Columbia Grain
Terminal 6
Marine Terminals Corp.
Marine Terminals Corp
Hall–Buck Marine (Bulk Facility)
Oil Dock
Ro-Ro Auto Dock
U.G.C. Grain
Swing Bridge
Hayden
Island
Cables – 220'
Lift Bridge – 178'
River
Cables – 230'
Georgia – Pacific
International Terminal
Cargill Grain
Hall–Buck Marine (Bulk Facility)
Terminal 4 (Oregon Terminal Co.)
Willamette
North Portland
Fixed Bridge – 205'
Swing Bridge
PennWalt
Swan Island
River
Terminal 2 (SSA)
Terminal 1
Bunge Grain
Louis Dreyfuss Grain
PORTLAND, OR
PMA Office

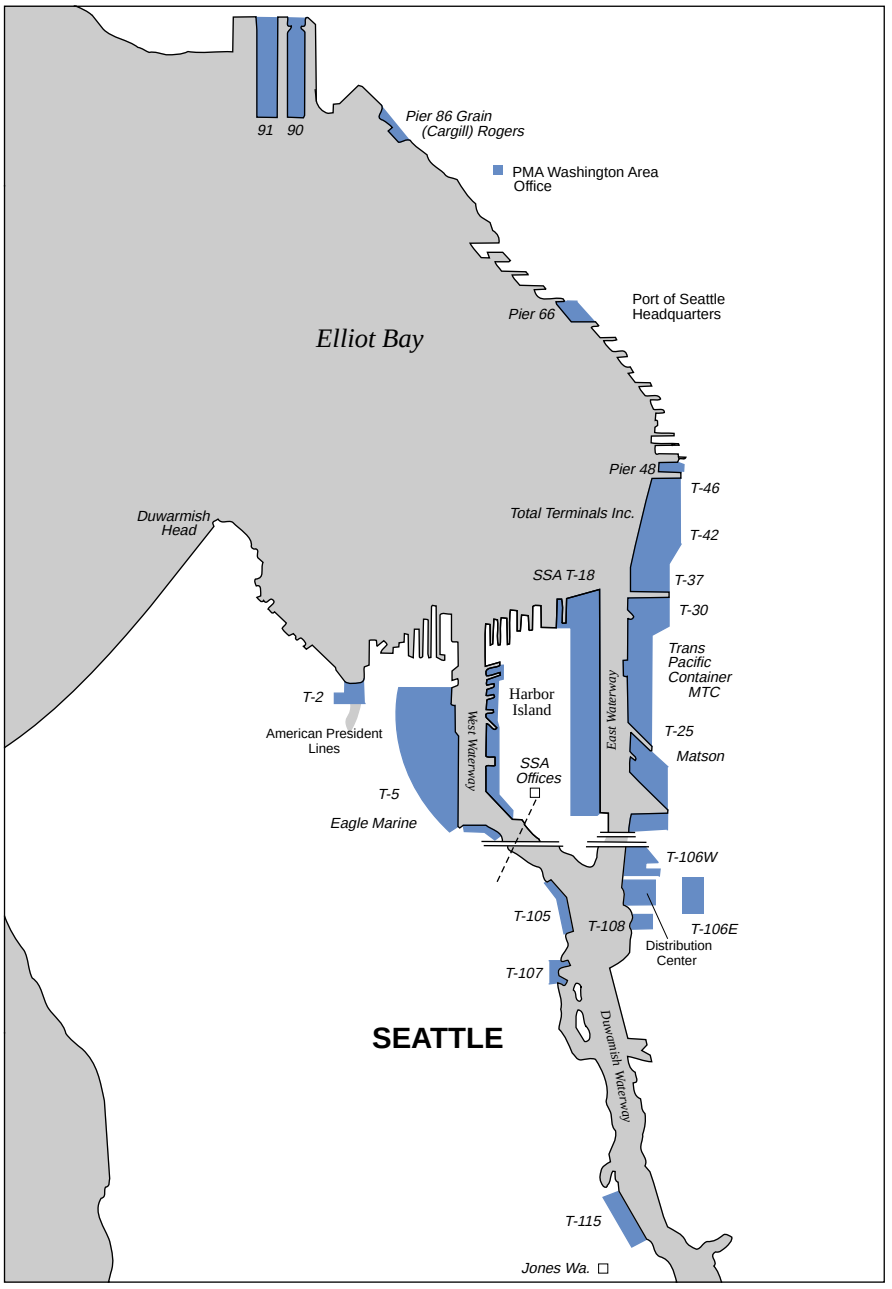

Pacific Ocean
Swing Bridge
Roseburg Dock
Fixed Bridge – 123-149'
NORTH BEND
Ocean Terminals
Weyerhauser Export Services
Cape Arago
Oregon Chip Terminal
Dolphin Terminals
Coos Head Pulp
Central Dock
North Spit
COOS BAY
Glenbrook
Portland Dock
Coos Bay Dock
Georgia – Pacific Chip Dock

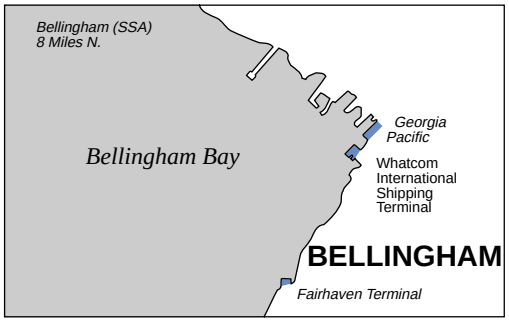

LONGVIEW, WA
Cables – 216'
Pacific Ocean
66 miles
Weyerhauser Salt Dock
Weyerhauser Barge Dock
Weyerhauser Cargo Dock
Weyerhauser Chip Dock
Columbia River
Kelso
Cowlitz River
Weyerhauser Log Dock
Bulk Loader
Continental Grain
Bulk Loader
Ro-Ro / Barge Dock
Fixed Bridge – 185'
International Paper
Chip Dock
To Kalama
28 miles
North Pacific Grain
Peavey Grain

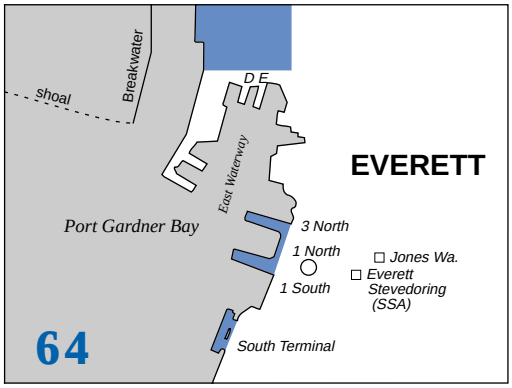
Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Percent of Port Total Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Change from Previous Year in: Hours	Tonnage
Washington (Continued)														
Port Angeles/Port Townsend														
1991	88,870	*0.5%*	86.3%	6.4%	7.3%	584,789	*0.3%*	-	46.2%	-	-	53.8%	*-38.9%*	*-18.3%*
1992	87,968	*0.5*	85.7	6.7	7.6	590,093	*0.3*	-	44.3	-	0.5%	55.2	*-1.0*	*0.9*
1993	56,348	*0.4*	85.1	7.2	7.8	406,859	*0.2*	-	35.4	-	1.3	63.4	*-35.9*	*-31.1*
1994	39,563	*0.2*	85.5	7.4	7.1	243,973	*0.1*	-	45.4	-	-	54.6	*-29.8*	*-40.0*
1995	35,084	*0.2*	84.7	7.9	7.4	270,717	*0.1*	-	37.8	-	-	62.2	*-11.3*	*11.0*
1996	**38,257**	***0.2***	**83.9**	**8.5**	**7.6**	**400,862**	***0.2***	**-**	**30.7**	**-**	**-**	**69.3**	***9.0***	***48.1***
Port Gamble														
1991	4,045	*<0.1%*	93.2%	3.0%	3.8%	54,007	*<0.1%*	-	77.4%	-	22.7%	-	*-37.9%*	*-38.0%*
1992	4,997	*<0.1*	95.0	2.3	2.8	54,170	*<0.1*	-	85.1	-	14.9	-	*23.5*	*0.3*
1993	3,287	*<0.1*	96.3	1.8	1.9	14,144	*<0.1*	-	64.3	-	35.7	-	*-34.2*	*-73.9*
1994	3,704	*<0.1*	95.2	2.2	2.6	8,473	*<0.1*	-	-	-	100.0	-	*12.7*	*-40.1*
1995	2,241	*<0.1*	97.0	1.5	1.5	4,139	*<0.1*	-	-	-	100.0	-	*-39.5*	*-51.2*
1996	**1,534**	***<0.1***	**94.7**	**2.0**	**3.3**	**2,706**	***<0.1***	**-**	**-**	**-**	**100.0**	**-**	***-31.5***	***-34.6***
Olympia														
1991	67,510	*0.4%*	83.5%	4.8%	11.7%	226,257	*0.1%*	-	98.3%	-	1.7%	-	*-16.3%*	*-19.8%*
1992	54,001	*0.3*	82.5	4.6	12.9	166,904	*<0.1*	-	95.2	-	4.8	-	*-20.0*	*-26.2*
1993	40,573	*0.3*	82.1	4.5	13.4	110,137	*<0.1*	0.2%	91.8	-	6.9	1.1%	*-24.9*	*-34.0*
1994	25,456	*0.1*	79.4	3.8	16.8	64,651	*<0.1*	-	100.0	-	-	-	*-37.3*	*-41.3*
1995	20,114	*0.1*	79.6	3.4	17.0	50,153	*<0.1*	-	73.6	-	26.4	-	*-21.0*	*-22.4*
1996	**26,625**	***0.1***	**81.4**	**4.2**	**14.3**	**109,329**	***<0.1***	**-**	**99.6**	**-**	**0.4**	**-**	***32.4***	***118.0***
Tacoma														
1991	1,382,124	*8.3%*	69.7%	21.1%	9.1%	20,501,930	*11.3%*	55.1%	4.5%	9.4%	0.7%	30.3%	*-4.9%*	*-5.4%*
1992	1,374,264	*8.4*	68.9	22.0	9.1	20,462,442	*11.1*	58.4	4.2	8.6	0.8	28.0	*-0.6*	*-0.2*
1993	1,261,052	*8.0*	68.5	22.4	9.1	19,820,808	*10.8*	62.3	3.5	8.5	0.7	25.0	*-8.2*	*-3.1*
1994	1,195,487	*7.0*	67.6	23.1	9.3	18,442,093	*9.3*	65.5	3.1	8.0	0.9	22.5	*-5.2*	*-7.0*
1995	1,285,187	*7.2*	69.5	21.7	8.8	22,291,543	*10.1*	57.9	2.6	6.5	0.8	32.2	*7.5*	*20.9*
1996	**1,363,932**	***7.6***	**70.3**	**20.9**	**8.9**	**22,001,205**	***10.2***	**55.9**	**2.6**	**6.1**	**1.0**	**34.4**	***6.1***	***-1.3***
Seattle														
1991	1,459,103	*8.8%*	62.3%	29.5%	8.2%	17,437,559	*9.6%*	79.1%	<0.1%	4.2%	2.4%	14.3%	*-3.0%*	*2.6%*
1992	1,391,072	*8.5*	62.1	29.4	8.5	16,576,584	*9.0*	82.4	0.1	3.4	2.4	11.8	*-4.7*	*-4.9*
1993	1,370,553	*8.7*	62.6	29.0	8.4	17,366,355	*9.5*	82.1	<0.1	2.9	2.6	12.4	*-1.5*	*4.8*
1994	1,579,806	*9.3*	62.8	28.8	8.4	20,481,930	*10.3*	85.2	<0.1	2.9	1.9	9.9	*15.3*	*17.9*
1995	1,736,143	*9.7*	65.2	26.9	7.9	24,756,789	*11.2*	72.5	<0.1	2.2	1.5	23.7	*9.9*	*20.9*
1996	**1,690,234**	***9.4***	**65.0**	**27.0**	**8.1**	**21,966,516**	***10.2***	**77.5**	**<0.1**	**2.7**	**1.6**	**18.2**	***-2.6***	***-11.3***
Everett														
1991	179,464	*1.1%*	87.4%	5.9%	6.7%	813,975	*0.4%*	<0.1%	57.6%	-	1.8%	40.6%	*-24.0%*	*-19.2%*
1992	178,187	*1.1*	86.9	6.2	6.9	848,713	*0.5*	<0.1	53.2	-	1.8	44.9	*-0.7*	*4.3*
1993	139,340	*0.9*	87.0	6.3	6.7	637,949	*0.3*	<0.1	54.2	-	1.9	44.0	*-21.8*	*-24.8*
1994	141,395	*0.8*	82.6	9.3	8.1	532,248	*0.3*	<0.1	47.1	<0.1%	8.1	44.7	*1.5*	*-16.6*
1995	135,041	*0.8*	83.4	8.8	7.9	592,648	*0.3*	<0.1	41.4	<0.1	6.0	52.6	*-4.5*	*11.3*
1996	**104,768**	***0.6***	**85.0**	**6.9**	**8.1**	**596,023**	***0.3***	**<0.1**	**33.7**	**-**	**2.9**	**63.3**	***-22.4***	***0.6***
Anacortes														
1991	45,537	*0.3%*	82.9%	9.2%	7.8%	468,785	*0.3%*	-	22.4%	-	-	77.6%	*-6.4%*	*-2.8%*
1992	31,173	*0.2*	81.4	10.4	8.2	429,139	*0.2*	-	14.2	-	-	85.8	*-31.5*	*-8.5*
1993	16,821	*0.1*	79.8	10.5	9.6	371,024	*0.2*	-	4.3	-	-	95.8	*-46.0*	*-13.5*
1994	18,329	*0.1*	81.1	9.4	9.5	355,901	*0.2*	-	6.5	-	-	93.6	*9.0*	*-4.1*
1995	16,894	*<0.1*	80.2	10.1	9.8	373,166	*0.2*	-	4.7	-	-	95.3	*-7.8*	*4.9*
1996	**16,396**	***<0.1***	**80.5**	**10.1**	**9.4**	**267,691**	***0.1***	**-**	**8.2%**	**-**	**-**	**91.9**	***-2.9***	***-28.3***

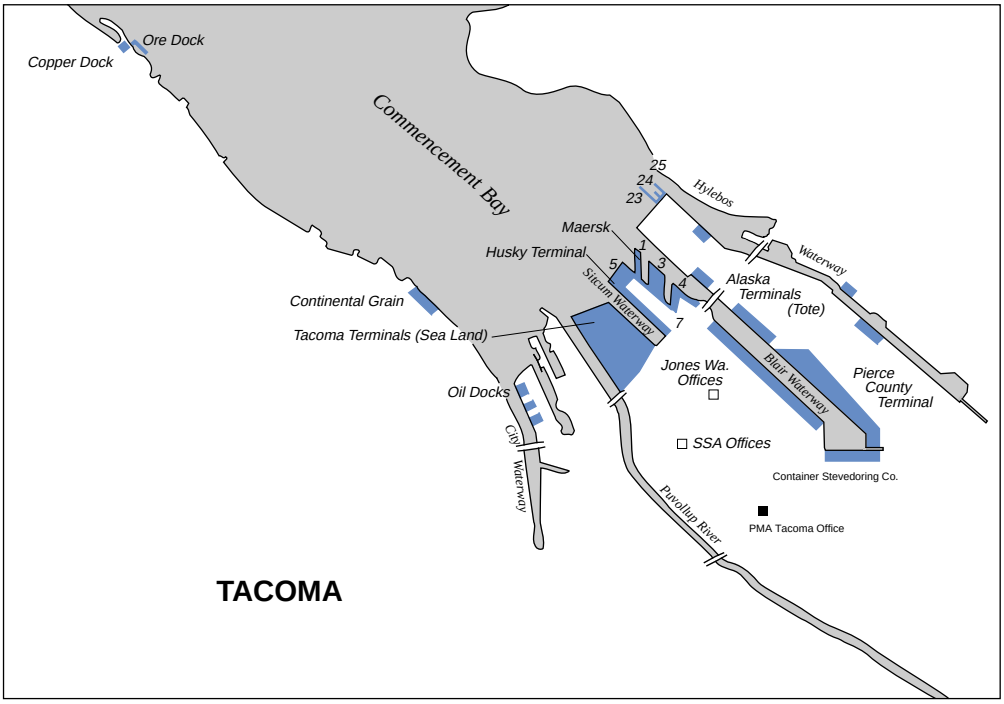

Washington Area
CANADA
Cherry Point
Bellingham
Anacortes
CANADA
Strait of Juan de Fuca
Port Angeles
Port Townsend
Everett
Port Gamble
Puget Sound
Seattle
Tacoma
Aberdeen
Olympia


ABERDEEN
Hoquiam
Pacific Ocean
North Bay
Rayonier Log and Lumber
Twin Harbor (SSA)
Weyerhauser Saw Mill Chips
Citifor
Jones Wa.
Grays Harbor
Port Dock T-1, T-2, T-4, A & B
Weyerhauser Bay City Log Dock 1 & 2
Westport


91 90
Pier 86 Grain (Cargill) Rogers
PMA Washington Area Office
Port of Seattle Headquarters
Pier 66
Elliot Bay
Pier 48
T-46
Total Terminals Inc.
T-42
Duwamish Head
SSA T-18
T-37
T-30
Trans Pacific Container MTC
T-2
American President Lines
Harbor Island
West Waterway
East Waterway
T-25
Matson
SSA Offices
T-5
Eagle Marine
T-106W
T-105
T-108
T-106E
Distribution Center
T-107
Duwamish Waterway
SEATTLE
T-115
Jones Wa.


Bellingham (SSA)
8 Miles N.
Bellingham Bay
Georgia Pacific
Whatcom International Shipping Terminal
BELLINGHAM
Fairhaven Terminal


Breakwater
shoal
D E
East Waterway
EVERETT
Port Gardner Bay
3 North
1 North
1 South
Jones Wa.
Everett Stevedoring (SSA)
South Terminal


Ore Dock
Copper Dock
Commencement Bay
25
24
23
Hylebos
Waterway
Maersk
Husky Terminal
1
5
3
1
Sitcum Waterway
Alaska Terminals (Tote)
Continental Grain
7
Tacoma Terminals (Sea Land)
Jones Wa. Offices
Blair Waterway
Pierce County Terminal
Oil Docks
City Waterway
SSA Offices
Container Stevedoring Co.
Puyallup River
PMA Tacoma Office
TACOMA

Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Tonnage	Percent of Coast Total	Percent of Port Total Contain-erized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	Change from Previous Year in: Hours	Tonnage
Washington (Continued)														
Bellingham														
1991	53,928	*0.3%*	82.4%	8.1%	9.5%	984,454	*0.5%*	-	22.4%	3.2%	-	74.4%	*-20.8%*	*-3.0%*
1992	53,634	*0.3*	83.3	7.3	9.4	937,895	*0.5*	-	19.9	7.8	-	72.2	*-0.5*	*-4.7*
1993	50,212	*0.3*	83.3	7.4	9.3	834,775	*0.5*	-	2.6	-	20.6%	76.8	*-6.4*	*-11.0*
1994	42,174	*0.2*	83.0	7.3	9.7	672,241	*0.3*	-	0.4	1.2	24.0	74.5	*-16.0*	*-19.5*
1995	65,906	*0.4*	82.6	7.4	10.0	1,162,767	*0.5*	-	<0.1	-	13.9	86.1	*56.3*	*73.0*
1996	**72,578**	***0.4***	**83.4**	**6.9**	**9.7**	**1,170,154**	***0.5***	**<0.1%**	**0.2**	**-**	**15.4**	**84.4**	***10.1***	***0.6***

Area Summaries

SOUTHERN CALIFORNIA AREA SUMMARY

1991	7,521,732	*45.3%*	66.7%	23.3%	10.0%	77,668,936	*42.8%*	67.4%	0.5%	9.5%	6.0%	16.5%	*-4.4%*	*1.9%*
1992	7,645,101	*46.9*	66.0	24.0	10.0	80,347,164	*43.7*	69.4	0.5	8.4	5.3	16.3	*1.6*	*3.4*
1993	7,718,630	*49.2*	65.7	24.5	9.8	82,895,479	*45.1*	70.9	0.4	7.3	5.0	16.3	*1.0*	*3.2*
1994	8,796,444	*51.8*	65.6	24.7	9.7	94,031,500	*47.3*	73.3	0.4	6.9	5.3	14.1	*14.0*	*13.4*
1995	9,487,318	*53.1*	66.2	24.4	9.4	99,599,534	*45.2*	74.2	0.2	6.9	4.8	14.0	*7.9*	*5.9*
1996	**9,934,161**	***55.1***	**66.6**	**24.3**	**9.1**	**105,870,123**	***49.1***	**74.4**	**0.2**	**6.2**	**4.7**	**14.5**	***4.7***	***6.3***

NORTHERN CALIFORNIA AREA SUMMARY

1991	3,167,642	*19.1%*	65.8%	26.7%	7.5%	26,380,194	*14.5%*	63.1%	1.3%	14.5%	5.1%	16.1%	*2.7%*	*3.5%*
1992	2,970,561	*18.2*	65.4	27.0	7.6	26,544,053	*14.4*	67.5	0.7	12.3	4.0	15.5	*-6.2*	*0.6*
1993	2,674,330	*17.1*	65.2	27.1	7.7	25,470,063	*13.9*	69.6	0.5	11.9	3.1	14.9	*-10.0*	*-4.0*
1994	2,777,854	*16.4*	65.9	26.5	7.6	27,614,282	*13.9*	70.1	0.3	11.0	4.8	13.8	*3.9*	*8.4*
1995	2,618,976	*14.7*	65.9	26.4	7.7	26,959,834	*12.2*	73.6	0.3	8.1	3.4	14.6	*-5.7*	*-2.4*
1996	**2,476,798**	***13.7***	**65.5**	**26.8**	**7.7**	**24,595,731**	***11.4***	**74.4**	**0.2**	**7.0**	**4.0**	**14.3**	***-5.4***	***-8.8***

OREGON & COLUMBIA RIVER AREA SUMMARY

1991	2,394,315	*14.4%*	81.2%	12.0%	6.9%	35,180,325	*19.4%*	6.2%	7.2%	8.0%	3.8%	74.9%	*-4.9%*	*-4.2%*
1992	2,291,041	*14.0*	80.2	12.8	7.0	35,848,694	*19.5*	7.5	5.8	7.6	3.7	75.4	*-4.3*	*1.9*
1993	2,194,317	*14.0*	80.3	12.6	7.1	34,950,722	*19.0*	8.9	5.0	7.5	3.1	75.5	*-4.2*	*-2.5*
1994	2,212,978	*13.0*	79.2	13.4	7.3	35,717,834	*18.0*	11.6	4.3	8.9	3.0	72.3	*0.9*	*2.2*
1995	2,331,952	*13.0*	79.7	13.0	7.3	43,608,544	*19.8*	9.7	3.3	5.7	2.4	78.9	*5.4*	*22.1*
1996	**2,181,153**	***12.1***	**80.5**	**12.3**	**7.3**	**37,938,300**	***17.6***	**9.9**	**3.8**	**6.3**	**2.8**	**77.2**	***-6.5***	***-13.0***

WASHINGTON AREA SUMMARY

1991	3,525,862	*21.2%*	69.9%	21.6%	8.5%	42,228,007	*23.3%*	59.4%	7.0%	6.3%	2.6%	24.8%	*-6.4%*	*-2.3%*
1992	3,399,782	*20.8*	69.3	22.0	8.7	41,082,126	*22.3*	62.3	6.8	5.7	2.3	23.0	*-3.6*	*-2.7*
1993	3,092,974	*19.7*	68.5	22.9	8.7	40,284,873	*21.9*	66.0	4.8	5.4	2.3	21.5	*-9.0*	*-1.9*
1994	3,189,731	*18.8*	67.4	23.8	8.8	41,408,875	*20.8*	71.3	3.9	5.0	2.0	17.8	*3.1*	*2.8*
1995	3,432,598	*19.2*	69.0	22.6	8.4	50,072,951	*22.7*	61.6	3.1	4.0	1.6	29.7	*7.6*	*20.9*
1996	**3,451,270**	***19.1***	**69.4**	**22.2**	**8.5**	**47,144,792**	***21.9***	**62.2**	**3.4**	**4.1**	**1.8**	**28.5**	***0.5***	***-5.8***

Coast Summary

1991	16,609,551	*100.0%*	69.3%	22.0%	8.7%	181,457,462	*100.0%*	53.1%	3.4%	9.2%	4.6%	29.7%	*-3.6%*	*-0.1%*
1992	16,306,485	*100.0*	68.6	22.5	8.9	183,822,037	*100.0*	55.5	3.0	8.2	4.1	29.2	*-1.8*	*1.3*
1993	15,680,251	*100.0*	68.2	23.0	8.8	183,601,137	*100.0*	57.9	2.3	7.6	3.8	28.5	*-3.8*	*-0.1*
1994	16,977,007	*100.0*	67.8	23.3	8.9	198,772,491	*100.0*	61.3	1.8	7.4	4.1	25.3	*8.3*	*8.3*
1995	17,870,844	*100.0*	68.5	22.9	8.7	220,240,863	*100.0*	58.5	1.5	6.1	3.4	30.5	*5.3*	*10.8*
1996	**18,043,382**	***100.0***	**68.6**	**22.8**	**8.6**	**215,548,946**	***100.0***	**60.4**	**1.5**	**5.9**	**3.7**	**28.6**	***1.0***	***-2.1***

The People of PMA

Members of the Board, the Finance Committee, the Coast Steering Committee, the Area Sub-Steering Committees, the Information Services Committee, the Safety Committees and the various other committees and groups who work with and support PMA staff represent the myriad of individuals who, along with PMA staff, embody the People of PMA. The members of the Board of Directors represent companies who do business in maritime nations around the world. The services provided by PMA's members and their customers affect over 50% of the United States' waterborne dry cargo in foreign commerce.

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Director, Longshore Payroll

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Director, Special Projects

DARWIN DAYAN
Manager, Media Resources

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Kellie Whitaker

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Dorene L. Jachalke
Camilla M. James
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Deborah L. LeCuyer
Margaret V. Mead
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Victoria L. Morton
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Dennis M. Steiner
Byron A. Stout
Carol D. Torset
Joseph T. Weber

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Southern California Area

ARTHUR CHU
Northern California Area

SCOTT MUNGER
Oregon & Columbia River Area

DAVID A. GRUDIN
Washington Area

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Senior Vice President,
Labor Relations

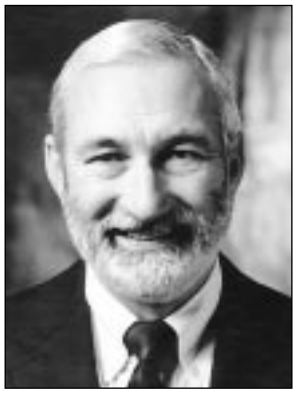
PHILIP R. RESCH
Senior Vice President,
Operations

THOMAS M. McMAHON
Senior Vice President,
Finance and Administration

EDWARD M. KOVACH
Vice President,
General Counsel and Secretary

CHARLES J. WALLACE
Vice President,
Southern California

ROBERT D. DOCKENDORFF
Vice President,
Communications & Research



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Vice President,
Training & Accident Prevention

JAMES BRITTON
Treasurer and Controller

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Manager, Southern California

JACK E. SUITE
Manager, Northern California

TIMOTHY I. MacLEAN
Manager, Oregon

CRAIG JOHNSON
Manager, Washington

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Ronald H. Rothman *Vice President, Industrial Relations* Matson Navigation Company, Inc.		Jon E. Rosselle *Manager, Operations, Southern California* Matson Navigation Company, Inc.
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Chris R. Redlich, Jr. *President* Embarcadero Corporation		Douglas A. Tilden *President and CEO* Marine Terminals Corporation
Edward J. Kaveney *President, CEO & CFO* Metropolitan Stevedore Company		Timothy J. Parker *Vice President, General Manager* Metropolitan Stevedore Company
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Finance Committee		
Joseph A. Palazzolo *Controller* Matson Navigation Company, Inc.		Michael Harbarth *Treasurer/Controller* Tri-Com Shipping Agencies, Inc.
Larry Mazor *Chief Financial Officer* Marine Terminals Corporation		Michael F. Sabarese *Chief Financial Officer* General Steamship Corporation, Ltd.

JOHN G. BURGESS*
American President Lines, Ltd.

BRIAN E. DUGAN
Sea-Land Service, Inc.

DONALD W. GRADY
Columbus Line Inc.

Coast Executive Committee *members are indicated by an asterisk (*).*

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

JON HEMINGWAY*
Seattle Stevedore Company

CLAYTON R. JONES III
Jones Stevedoring Company

G. SCOTT JONES*
General Steamship Corporation

EDWARD J. KAVENEY
Metropolitan Stevedore Company

ANDREW T. LUMLEY
OOCL (USA) Inc.

HENNING L. MEYN*
NYK Line

C. BRADLEY MULHOLLAND*
Matson Navigation Company, Inc.

CHRIS R. REDLICH, JR.
Embarcadero Corporation

FRANKLIN K. RILEY, JR.
American President Lines, Ltd.

RONALD H. ROTHMAN
Matson Navigation Company, Inc.

DAVID J. TOLAN*
Sea-Land Service, Inc.

WILLIAM A. TROK*
Maersk Container Service Company

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

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

Alan Hodges
Director, Special Services
General Steamship Corporation

Raymond P. Holbrook
Regional Vice President
Stevedoring Services of America

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

Capt. John McNeill
Vice President of Operations
Marine Terminals Corporation

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

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

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

Thomas G. Semmer
Labor Relations
Sea-Land Service, Inc.

Douglas E. Stearns
Vice President, Operations
Jones Stevedoring Company

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

Southern California Area Sub-Steering Committee

David Adam
Marine Terminals Corporation

Dennis J. Brennan
"K" Line

John DiBernardo
Vice Chairman
Stevedoring Services of America

Glenn Eddy
Maersk Pacific Ltd.

Glenn A. Miller
Container Stevedoring Co., Inc.

William F. Payne
NYK Line

Robert B. Roach
Metropolitan Stevedore Company

Jon E. Rosselle
Matson Navigation Company, Inc.

Charles P. Savre
Chairman
American President Lines, Ltd.

Northern California Area Sub-Steering Committee

Gerald Bridges
Marine Terminals Corporation

Paul Clouse
Eagle Marine Services, Ltd.

Joseph DiMassa
Centennial Stevedoring Services

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Cover Photo: Aerial view of the Maersk Terminal, Pier J, in Port of Long Beach.

Photo this page: A ship loaded with logs ready to depart from the Stevedoring Services of America terminal in Longview, WA.

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