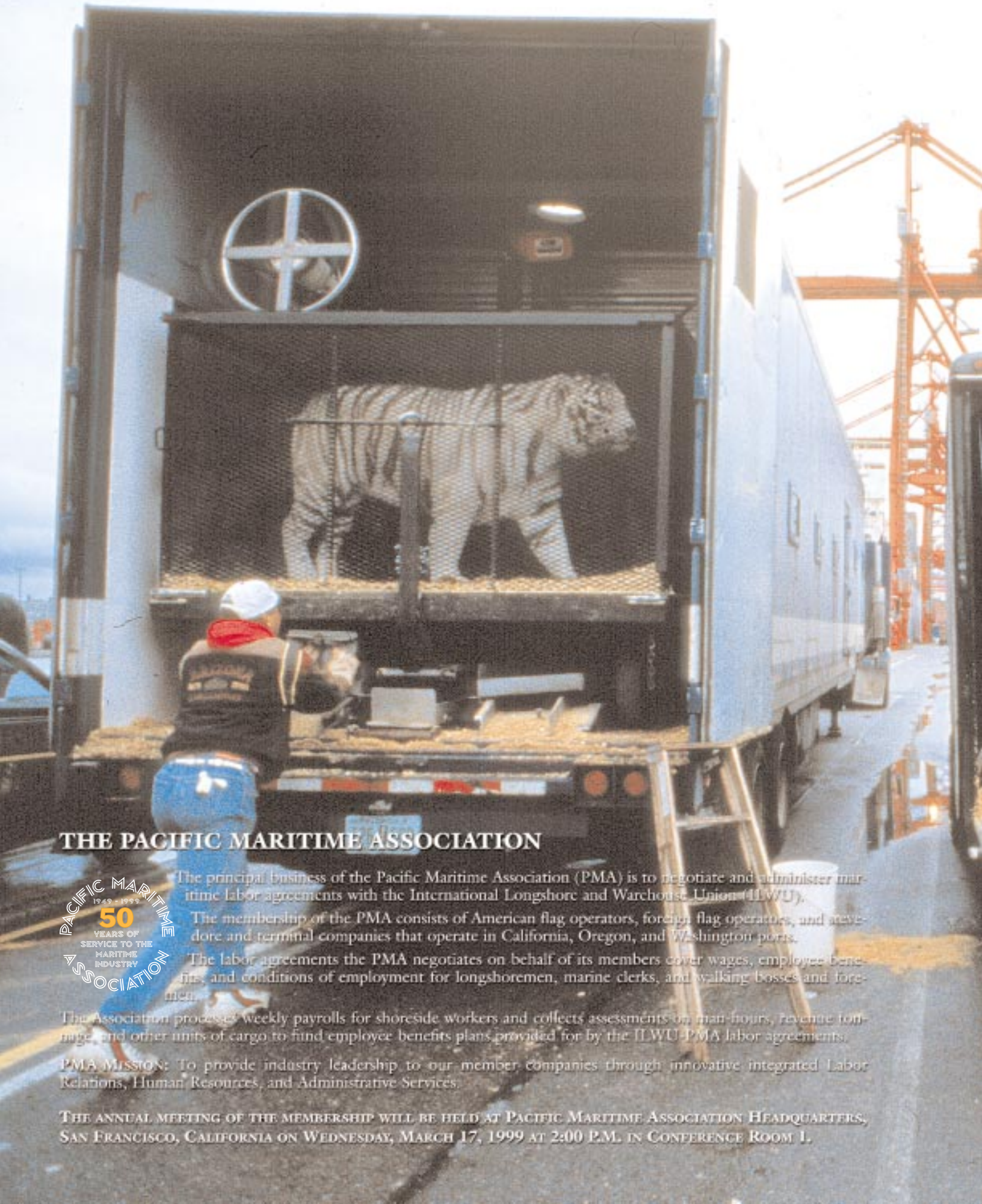


THE PACIFIC MARITIME ASSOCIATION

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

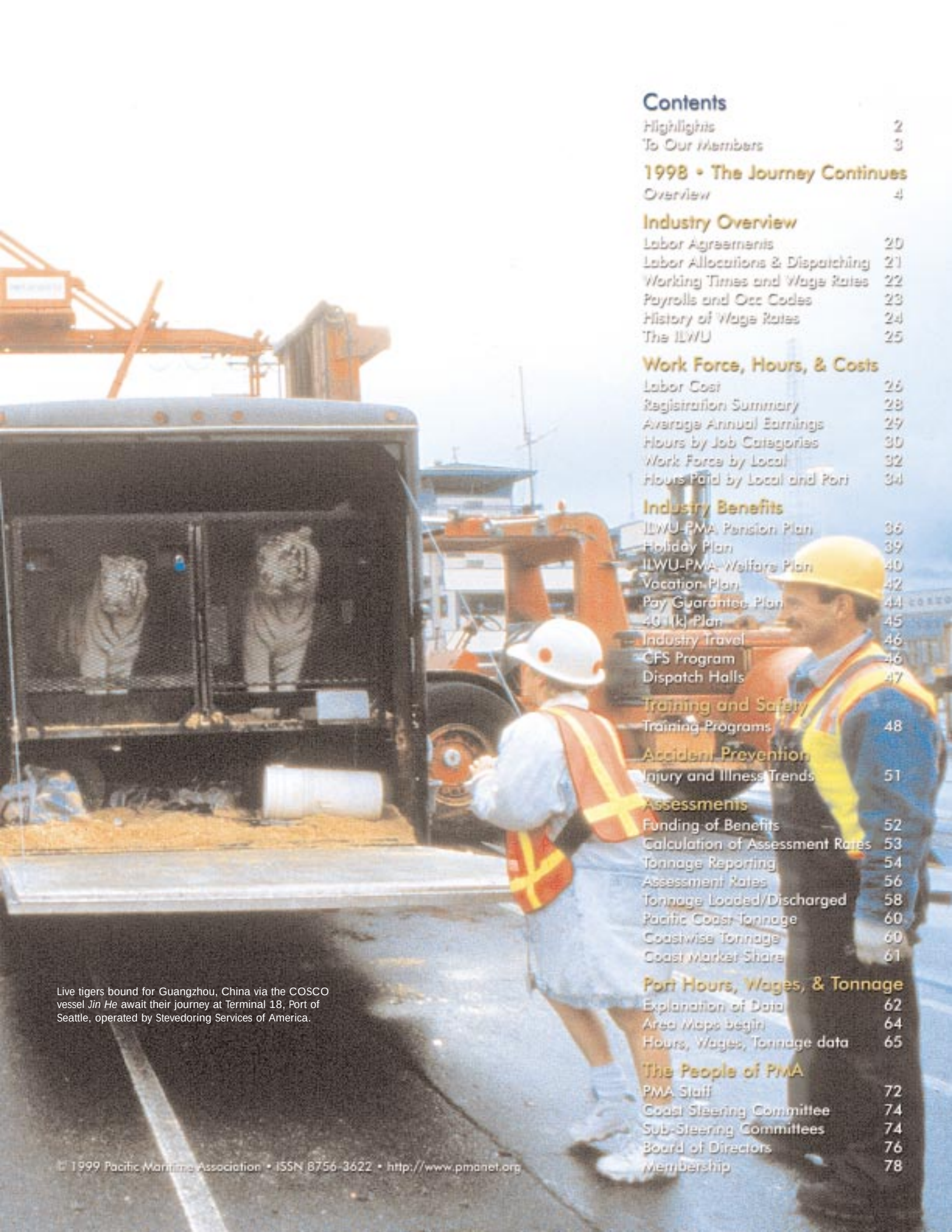
The membership of the PMA consists of American flag operators, foreign flag operators, and stevedore and terminal companies that operate in California, Oregon, and Washington ports.

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

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

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

THE ANNUAL MEETING OF THE MEMBERSHIP WILL BE HELD AT PACIFIC MARITIME ASSOCIATION HEADQUARTERS, SAN FRANCISCO, CALIFORNIA ON WEDNESDAY, MARCH 17, 1999 AT 2:00 P.M. IN CONFERENCE ROOM 1.



Live tigers bound for Guangzhou, China via the COSCO vessel *Jin He* await their journey at Terminal 18, Port of Seattle, operated by Stevedoring Services of America.

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HIGHLIGHTS

	1998	1997	% Change from 1997 to 1998	1990
Total Constructed Revenue Tonnage	219,764,262	224,615,035	-2.2%	181,664,402
Container Revenue Units (RUs)	8,466,330	8,197,808	3.3%	5,310,181
Man-Hours Paid	21,538,273	19,607,672	9.8%	17,237,504
Registered Work Force	9,645	9,120	5.8%	9,072
(Longshore, Clerks and Foremen)				
Average Annual Earnings (Paid 2,000 or More Hours)				
Class A Longshore	$99,016	$96,865	2.2%	$70,014
Class A Clerks	$117,617	$113,808	3.3%	$82,642
Walking Bosses/Foremen	$156,251	$148,477	5.2%	$107,125
Welfare Plan Benefits Costs	$112,523,491	$103,059,884	9.2%	$73,862,148
Pension Plan Benefits Paid	$107,984,312	$101,498,035	6.4%	$51,108,051
(Plan Years ending June 30)				
Longshore & Clerk Pay Guarantee Payments	$8,530,726	$6,306,207	35.3%	$8,710,077

Loading into the cell guides at Terminal 6 in the Port of Portland, operated by Marine Terminals Corporation.

JOSEPH N. MINIACE
PRESIDENT AND CEO

To Our Members

The West Coast marine cargo terminals are operating more effectively and the work environment has stabilized since my last report. The hard work over this past year is paying off. There were frustrating times, but I am pleased to report we are seeing progress. The industry continues to go through major changes brought about by increasing economic pressures. These pressures have highlighted concerns about stagnating and declining productivity at West Coast marine cargo terminals. Terminal operators have not enjoyed the return on investments through productivity increases that other industry sectors have experienced. The productivity issue will not go away, and its improvement will remain a high priority.

Around the U.S., businesses of every size and type rely heavily on the waterborne transportation of cargo and on efficient and productive cargo terminals to provide a smooth transition between modes of transportation. Our Pacific Rim trading partners are highly dependent on our cargo terminals and expect them to be the most efficient gateway to North America. This gateway is extremely important in the global transportation network, handling over 50% of the waterborne containerized cargo moving in and out of the U.S. as well as considerable amounts of non-containerized cargo.

The geographic proximity to many global trading partners provides the West Coast with a unique advantage. These trading partners, our customers' customers, must be satisfied with our service or they will seek alternatives to this gateway. We are, after all, a service industry and our future depends on developing the best, safest, most productive, and the most dependable work force possible. We must give our customers a competitive edge, and we will do this by working jointly with the ILWU to ensure that our customers receive the high quality and dependable service necessary to meet their business needs.

When the ILWU and the PMA work together, we achieve notable results. This past year, over 14,000 members of the work force were trained in new skills and general safety. Another 3,000 people were trained and certified as Identified Casuals in Southern California ensuring adequate numbers of employees to handle record numbers of containers. A decrease in work stoppages accompanied by an increase in effective communications encouraged both the PMA and the ILWU to drop pending litigation. Joint press releases have dispelled misleading or untrue assertions about the industry. To position the Industry for the future, a joint committee has been formed with the ILWU to study the application and implementation of the latest cargo handling technology at West Coast marine terminals.

The PMA as an organization continues to undergo change. We have reached out to our members and to their customers to understand their concerns so that improvements can be made. We completed a second Stakeholder Survey to gauge our members' responses to the changes we have instituted. I am pleased to report that we received favorable marks on many of these, particularly the resolution of Y2K issues and development of the successful new payroll system. The survey also identified areas where we need to improve, and this we will do!

Many of our efforts have been focused on improving customer service as we prepare to renegotiate the labor agreements with the ILWU that expire July 1. The journey to this point has been arduous, and the negotiations leading to a new agreement will be one of the most important in PMA's fifty-year history. The parties will bring a number of difficult issues to the table. These issues, in whatever way they are resolved, will impact heavily on future productivity and efficiency of operations. The continuation of the journey will not be free of adversity, but I believe the spirit of cooperation between the ILWU and the PMA developed over the last few months is opening doors that will help us address and resolve problems.

The West Coast maritime cargo handling industry plays an important role in the economies of many Asian countries as well as the United States—particularly the states of California, Oregon, and Washington. Our goal is to enable our members to offer their customers the most efficient and productive cargo handling terminals in the world. A new spirit of cooperation with the ILWU will enable us to reach an agreement that will accomplish our goal while providing equitable solutions that will benefit both parties.

Joseph N. Miniace

The Matson *Manukai* sails under the Golden Gate Bridge.

1998 • The Journey Continues

PMA stayed the course set in 1997 to ensure that the U.S. West Coast retains and improves its enviable position in the global cargo transportation network. Navigational corrections were made as events unfolded and new obstacles were encountered, but the destination remained unchanged: to create the framework in which West Coast cargo terminals will become known as the most productive, reliable, safest, and customer focused in the world. Plans were laid and major initiatives undertaken to enable the organization to lead the Industry in approaching this destination in our 50th anniversary year.

The Industry today faces monumental issues, surprisingly akin to the dilemmas that gave rise to the Mechanization and Modernization agreement four decades ago. Harry Bridges and Paul St. Sure were able to look ahead and to make a bold run that moved the Industry and American labor relations forward in 1959. The time is right once again to sail boldly ahead to seize the opportunities the future affords; today we have the advantage of being able to learn from the successes of our past. Achieving profound change is a long journey. It has taken six decades to get to where we are today—it may well take most of another decade to build the structures that will allow us to meet our obligations coming in the next millennium.

PMA does not travel unaccompanied on this voyage to improvement: the ILWU and other stakeholders are committed companions. This sojourn will entail change, and mutual change requires understanding, education, and trust. The relationship with the ILWU has evolved this year from one beset by litigious rancor to a new spirit of cooperation. We must continue to work to gain the confidence of the leadership as well as the rank and file of the Union and to allay their fears and concerns about the future.

Mindful of upcoming milestones, the organization endeavored this year to position its resources so that it can help the industry meet the challenges of the new millennium more effectively and productively. A new payroll system was developed and installed, leveraging the obligation to repair the Y2K problem into an opportunity to build a state-of-the-art system that will better serve the Industry of the 21st Century. New systems were developed to improve allocation and dispatch of the longshore work force in the Los Angeles-Long Beach area, and they are designed to allow customization for other major ports on the coast. An improved tonnage reporting system is under development to provide the additional data needed for monitoring changes in terminal productivity.

As both Parties endeavor to foster a strong and sincere relationship of trust, the journey approaches a crucial junction. The PMA and the ILWU must be able to work together in the coming negotiations to lay a true course that will bring smooth sailing into the next millennium. Perhaps it is fitting that this critical passage is being negotiated as the PMA celebrates fifty years of service to the Maritime Industry.

A Developing Relationship

Early in the year, the relationship between the Parties could best be described as strained. Work stoppages and slowdowns were met with arbitration and litigation, regularly scheduled joint meetings were infrequent, and the tone was adversarial. By the end of the year, both Parties were making strides toward a new rapprochement that bodes well for the bargaining scheduled in 1999. The PMA and the ILWU are coming to realize that they must strive toward the same goal—to make the U.S. West Coast marine terminals the most productive, efficient, safe, and customer-focused in the world.

A joint committee of representatives from Employer committees including the Coast Steering Committee, PMA staff, and Union representatives was formed to investigate new technologies in the Industry and the implementation of both new and existing technologies on the Coast. The committee made a trip to The Netherlands, Belgium, Germany, and the U.S. East Coast to observe some of these advanced systems in operation.

As the current contracts near expiration, preparations are underway for the bargaining that is expected to commence in late spring. Numerous meetings of member company representatives and staff, visits to our customers and their customers, studies and research projects have explored the issues anticipated to be addressed in the negotiations.

Contract Compliance

Many staff and member company and Industry committee representatives were involved in contract compliance activities. The Board of Directors adopted this program in 1997 in accordance with the provisions of the 1996/99 Memorandum of Understanding. It is aimed at assuring that the hours paid for work are in compliance with the terms of the labor agreement and PMA policies.

PMA staff continued to monitor payroll submissions to prevent the processing of payments considered to violate the terms of the Contracts. The new payroll system has enhanced the usability of this system, making it simpler and faster to scrutinize the records.

Two new employees were added to the staff in Southern California. Their job duties include on-the-job site observation, interaction with management and operational supervisors, monitoring of payroll records, and education of front-line supervision

A paper ship is worked at Stevedoring Services of America's 9th Avenue Terminal in the Port of Oakland.

on the Contract and its interpretation as it applies to operational issues. In Northern California, a Contract Compliance Consultant was hired who will deal with contract compliance issues and conduct on-site audits of member company operations.

Price Waterhouse LLP personnel continued to provide auditing support by monitoring terminal operations and payroll data. At year's end, this phase of the program came to a close, with new PMA staff assuming most of the functions previously performed by Price Waterhouse.

Formal Compliance Adjudication Procedures

The *Policy and Procedure for PMA Adjudication of Charges Against Member Companies* provides guidelines to be followed when a suspected violation of labor policy is reported to a Sub-Steering Committee. The first step is for the Area Manager to conduct an investigation and review of the alleged violation. The Sub-Steering Committee may, based on the report of the Area Manager, recommend referring the case of an alleged violator of the policy to the Coast Steering Committee.

A hearing before the Coast Steering Committee may be held to determine if a violation has occurred. The procedure also provides for penalties against a member company: beginning with a letter of warning for a first offense; a second offense may cause withholding of the allocation of labor for twenty-four hours. The hearing procedure guidelines were amended in October to allow the Sub-Steering Committee to have more discretion in recommending a violation to the Coast Steering Committee.

These procedures have specifically been used to enforce the Association policies regarding proper pay for late arrivals to the job and the assignment and pay of operators of skilled equipment. During 1998, the Coast Steering Committee held five hearings on recommended violations and found each charged member company subject to a penalty. In four cases, a first offense letter of warning was issued; in another case, which was a second offense, a loss of labor penalty was the result. The Coast Steering Committee also returned five additional alleged violations to Sub-Steering Committees for reconsideration.

Despite occasional periods of mixed emotions about the procedures among the various staff and member company representatives, all participants in the process agree on the goal of keeping payment practices within the terms of the Contracts. The membership continues to work together to establish and maintain policies that will stabilize the longshore workplace.

APL's Global Gateway South, Port of Los Angeles.

Enhancing the Size of the Work Forces

Longshore, Clerk, and Foreman Registrants

At the end of the payroll year, the total longshore, clerk, and foreman registered work force was greater by 525 than at the end of 1997, a net increase of 5.8%. About 400 of these additional registrants are in the longshore locals in the major ports, where more than 650 new registrants were added and approximately 300 transferred to clerk or foreman status or retired. Seventy new ILWU mechanics were also added. The Clerks' locals were enlarged by a net addition of 90 transfers from the longshore locals, and 50 new walking bosses / foremen were added, increasing their ranks by 15.

It is interesting to note that the rate of attrition experienced this year was only 3.08%, the lowest value seen in the last ten years. The overall average attrition over the same ten years was 4.58%. The combined effects of increased registration over the past four years and recent lower attrition rates have raised the total number of registrants back up to the 1985 level.

Identified Casuals

The size of the Identified (ID) Casual work force has also been significantly increased. In the Los Angeles and Long Beach area, approximately 3,500 applicants have been added since October 1997. Each of these new employees has received training at basic longshore skills including lashing and tractor driving. About 60 ID casuals were also added this year in Tacoma and about 20 in Seattle.

Labor Shortages—Past and Present

The multiple additions to the work forces in the Los Angeles / Long Beach area assured the employers that there was an adequate supply of personnel in 1998. Unlike the last half of 1997 when resources were overextended because of the problems with railroad transport, no extended periods of work force shortages were encountered this year in these ports.

In Oakland and in Portland, however, sporadic periods of heavy demand for labor resulted in shortages in the filling of jobs. In the Bay Area, about 120 new registrants were added to Local 10, bringing the year end registration to 1,049 which is about the level of 1993. Each of these new employees has received tractor training.

Despite the addition of more than 600 new longshore registrants to the work force and their training as tractor drivers in the past decade, continued shortages result from the reluctance of a segment of the Local 10 work force to make themselves regularly available for work. This problem resulted in the Employers' asking the Union to agree to the training and use of casuals to operate equipment on those days that the regular registered work force failed to be available. This proposal was resoundingly rejected by the Local's membership mid-year even though the use of casuals to help cover skilled work on peak workdays is a practice in every other port on the Coast and is provided for in the contract.

The issue was referred to the Coast Arbitrator, who issued a ruling in December favorable to the Employers. At the end of the year, the Local was continuing to refuse to allow casuals to help cover skilled work not covered by registered longshore employees, but discussions to implement the Coast Arbitrator's award for additional casuals were underway.

There were also clerk labor shortages in Oakland, despite the addition of 30 new clerks into Local 34 during the course of the year. Shortages were the result of a refusal by Local 34 to agree to sufficient registration in a timely manner so that an adequate number of clerks was available to cover the work. Further, shortages were aggravated by a Union requirement that longshoremen and casuals who take extra clerks' jobs on peak days be dispatched out of the Clerks' dispatch hall rather than proceeding directly to the job from the longshore hall, as provided by the contract. This requirement assured late arrivals of extra clerks to the job under the best of circumstances and thus resulted in delays of terminal and vessel operations ranging from a few hours to an entire shift.

Work Opportunity and Pay Guarantee Plan Payments

Because no exact measure of work opportunity is available, the number of hours paid remains the best indicator of changes in work opportunity. Paid longshore, clerk, and foreman hours increased over the previous year by 9.8%, coastwise. Most of this growth occurred in Southern California where the hours rose 16.8%. Northern California showed a 12.1% boost, but the Pacific Northwest saw an overall reduction of 5.9%.

Longshore and clerk Pay Guarantee payments increased 35.3% above the previous year, and the total of $8,530,726 was the highest paid since 1993. Southern California payments declined 33.8% while Northern California grew by 5.5%. Payments in Washington and Oregon, which in 1997 received 81.9% of the total longshore and clerk PGP, showed significant increases. The work forces in Washington drew 47.3% more PGP in 1998 than in 1997, and those in Oregon showed a 35.3% increase. Together they accounted for 86% of the total longshore and clerk PGP paid.

One-third of the coast total longshore PGP was paid to 77 registrants in five small locals who received annual payments of $25,000 or more: these registrants averaged $35,631 in PGP. More detailed information on the distribution of longshore PGP among the small ports in the Pacific Northwest may be found on page 44 of this report.

Paper pulp is loaded onto a ship at SSA's Terminal 2 at the Port of Portland.

The *Regina Maersk* enters San Pedro Bay on her maiden voyage.

Joint Dispatching Issues in the Ports of Los Angeles and Long Beach

The joint operation of the longshore, clerk, and walking boss dispatching halls is a labor relations activity that is performed routinely. This function is necessary to our member companies and non-members as each seeks sufficient qualified manpower to meet daily contractual and operational needs. Efficient operations of the dispatch halls are vital in periods when a port is extremely busy. Several projects were undertaken this year to improve the timely dispatch of longshore workers to the job sites in Los Angeles and Long Beach, an issue with which the Longshore Joint Port Labor Relations Committee (JPLRC) has long struggled.

The Longshore JPLRC reached agreement in May to implement a seven-day dispatch process which allows for the placement of more timely and accurate manpower orders. Agreement was also reached on the mechanization of the ordering and dispatching process, along with the commitment by the Employers to provide a site for a modern Dispatch Hall facility within the port area.

The ILWU Local 13 officers formed a Dispatch Technology Committee whose members worked cooperatively with the firm contracted to develop the hardware and software applications for the dispatch system. It is anticipated that the computerized dispatch system will be completed and tested during the first half of 1999. The Dispatch Hall application has been demonstrated to several industry and union groups, and at least one other local has expressed interest in using the system with appropriate modifications for their own dispatch operations.

The PMA, together with Local 13 and the Port of Long Beach, worked to locate a new site for the Joint Longshore Dispatch Hall. In September, a suitable piece of property was located and given tentative approval by the parties. Feasibility and traffic studies were conducted on the proposed site. PMA now awaits a commitment from Local 13 to move forward to acquire this site and to begin development. In December, Foremen's Local 94 moved its office from which foremen dispatching is directed to a new location in San Pedro from its former quarters in the Clerks' Local 63 Hall in Wilmington.

A Litigious Year: Claims of Discrimination in Hiring and Promotion

Numerous cases up and down the coast caused PMA and the ILWU and its locals to defend against discrimination lawsuits.

Seattle and Tacoma

The Washington Area continued to give rise to many of these cases. In federal court in Tacoma, PMA went to trial in May in a lawsuit filed by fifteen longshore registrants and casuals who alleged race and national origin discrimination in Seattle and Tacoma by the ILWU, four ILWU locals, PMA, and twelve PMA members. Most of the claims had been dismissed as the result of pre-trial motions. After two weeks of trial, a partial settlement was reached on most of the claims that had gone to trial. PMA and ILWU successfully defended those claims that had not been settled during the trial.

As soon as that trial was completed, a second trial started in the same Tacoma federal courtroom in a lawsuit brought by three longshore registrants who claimed that they were not promoted to walking bosses due to race discrimination. The trial resulted in a defense verdict for PMA.

Early in 1999, PMA was in still another trial in Washington, this time in federal court in Seattle, where PMA and two ILWU locals were defending against a claim of sexual harassment brought by a former longshore casual. After a three-week trial, the jury returned a verdict in favor of the former casual and awarded monetary damages to her. The two ILWU locals were assessed 87% of the damages, and PMA was assessed 13%.

Los Angeles and Long Beach

The Southern California Area also was troubled by a number of discrimination lawsuits. The *Golden* class claimed that the PMA and the ILWU violated the *Golden* Consent Decree by under-registering females. The class sought registration of additional females, a $10 million contempt fine, and back pay of approximately $100 million. After litigation of the alleged contempt and protracted settlement negotiations, the PMA and the ILWU reached a settlement with the class. The principal terms of the settlement require the joint Parties to add 250 female longshore registrants in Los Angeles and Long Beach over two years, increase their goals for female longshore registrants, and to select a specified number of females as marine clerks. No back pay was awarded to the plaintiffs.

The settlement has been opposed not only by some class members who contend that it is inadequate to satisfy their claims but also by male casuals who claim it results in reverse discrimination against them. A fairness hearing was held in January 1999, following which the court deferred ruling until there is further briefing.

Southern California is also the site of discrimination class action lawsuits claiming race and sex discrimination and harassment in promotion to walking boss, in clerk transfers, and in training opportunities. There have been charges filed with the EEOC challenging some of the criteria used to select identified casuals in the Ports of Los Angeles and Long Beach.

Disability Preference Claims

In several areas, the PMA and the ILWU continue to defend cases in which plaintiffs rely on laws prohibiting discrimination based on disabilities in efforts to obtain work assignments to which they are not entitled under the Pacific Coast Longshore and Clerks' Agreement (PCL&CA).

Two of these cases reached the U.S. Court of Appeals during the year. In one case arising out of the Northern California Area, the Court of Appeals upheld a decision in favor of the joint Parties. The Court had ruled that registered longshoremen were not entitled either to places on the Dock Preference Board ahead of others with greater seniority or to clerk transfer if they did not have sufficient seniority to be considered for transfer. In the other action, the U.S. Court of Appeals sent back to the federal trial court in Southern California for further consideration a case involving an applicant for identified casual status who could not pass standard industry tests.

Also pending in Southern California is a case in which 21 longshoremen and clerks alleging disability discrimination attack the joint dispatch system and seek assignments to whatever jobs they claim they can perform regardless of their eligibility for assignments to those jobs under the joint dispatch system.

PMA as the Plaintiff

In the vast majority of the lawsuits in which it is involved, PMA defends jointly with the ILWU against claims brought by

Vice President Al Gore helps inaugurate the opening of APL's Global Gateway North in Seattle.

third parties against them, but this year there continued to be significant litigation by the PMA against the ILWU.

In July, a series of work stoppages resulted from pickets by members of ILWU locals in Alaska which were found not to be bona fide by Area Arbitrators. In September, a threat was communicated to PMA of a 24-hour strike in the five major container ports if PMA imposed sanctions on one of its members under the contract compliance policy.

Consequently, PMA filed an action in federal court in Southern California against the ILWU and its longshore and marine clerks' locals in the Ports of Los Angeles and Long Beach. In this action, PMA referred to repeated violations of the no-strike clause in the past few years and the threatened 24-hour coastwise strike of the major container ports. An injunction was sought prohibiting violations of the no-strike clause of the PCL&CA and the appointment of a special master to hear disputes under the no-strike clause. After this lawsuit was served on the ILWU, the threatened coastwise work stoppage did not occur, there were no further significant work stoppages, and relations between the parties improved in general.

As a result, the federal court dismissed the complaint, but it gave PMA the opportunity to amend the complaint if it chose to do so. PMA filed a statement with the court informing it that in view of the improved labor relations and reduction of work stoppages, it was not amending the complaint. Accordingly, the court dismissed the case without prejudice.

During the year, PMA also settled the litigation with *Neptune Jade* picketers and the ILWU over work stoppages arising out of that picketing, allowing the injunction that had been entered against the ILWU and its damage claim against the picketers to be dismissed. It is hoped that this will further enhance the opportunities for mutual respect and cooperation as we enter the contract negotiations in 1999.

Still pending at year's end were damage actions arising out of a1995 coastwise work stoppage and out of the 1997 Los Angeles pilots' strike.

A longshoreman inspects containers on the *APL China*.damaged by a freak storm in the North Pacific.

Turning Y2K Challenges into New Opportunities for the Future

The relentless march of time towards the new millennium demanded the concentrated focus of the administrative and technical staff this year. Replacement of the legacy payroll system and upgrading internal accounting systems to Y2K compliant software were two major undertakings, but resources were also expended to build new systems that will position the Industry to work more effectively and productively in the new century. These include the Joint Longshore Dispatch Hall project and a new Internet-enabled Allocations system for the ports of Los Angeles and Long Beach as well as tonnage and payroll reporting improvements to allow more precise measurement of terminal productivity and more accurate assessment collection, among others.

Longshore Payroll System

The longshore payroll system with nearly fifty years of modifications has processed weekly payrolls each and every week since the 1950s. It either had to be overhauled extensively or replaced completely. Thus in 1997, the decision was made to replace the system with state-of-the-art technology from Oracle Corporation and Hewlett-Packard Company.

Development continued at a rapid pace throughout the year, and the new system was operational in time to process the first weekly payroll of the 1999 payroll year. This Year 2000-compliant system not only processes the payroll data transmitted to PMA by the direct employers but also introduces several enhancements that will allow Longshore Payroll Services to provide additional service offerings to the Industry.

The new system is designed to allow greater ease and flexibility for instituting future changes in contractual payroll provisions. The past several decades of contract evolution guided many design decisions in the hope that new contract provisions in the coming decades can more easily be accommodated.

While most changes involved in migrating from the legacy system to the new one were transparent to the employers and to the work forces, some were readily apparent. A new check stub format was designed to provide employees with more readable and complete information about their payroll checks. Payroll managers in each Area met with company personnel to develop an improved set of billing reports that presented information in a much more understandable manner.

Plans are being developed to make the Internet the primary pathway for the employers to transmit data to PMA and to

Palletized perishables being hoisted by Whirley cranes at Port of Los Angeles.

A Local 34 clerk performs a computer gate transaction at the TRAPAC terminal in Oakland.

receive the resulting reports and processed data in return. Some companies are already receiving weekly detailed data files for use as input to their internal accounting systems. The new system is capable of accepting preliminary data as often as daily, and PMA would be able to return to the customer provisional job cost reports and other data within a relatively short time frame. These and other new features will be made available as demand requires and resources allow.

Modules were developed to provide administration of paid holiday payments, Pay Guarantee Plan payments, industry travel payments, and contract compliance monitoring. These are providing the same or better levels of service with less staff involvement. The module for paying work force vacations is still under development and will be used for the vacation payments in the year 2000.

Longshore Allocations and Dispatch Hall Projects

Two distinct but related projects were undertaken in the Los Angeles and Long Beach area to make work force utilization more effective and efficient. The Joint Longshore Dispatch Hall project discussed earlier in this report has been developed under the auspices of Intergraph Computer Systems in cooperation with members of Local 13 and PMA staff. Its purpose is to decrease the amount of time needed for the dispatch process prior to each shift each day and to make the administration of the process easier and less error-prone for the dispatchers.

Prior to dispatch for each shift, the PMA Allocator receives work force requirements from each company by telephone, and based on several criteria such as time of arrival of vessel and type of cargo, prioritizes these orders for longshore labor. This allocations list is transmitted to the dispatch hall, and registrants are to be dispatched to the job sites in that same order. A new Internet-enabled system has been designed and is in final development stages to replace the decades-old system in use today. The new system will receive the order data from each company via the Internet prior to the Allocations deadline and provide information back along the same pathway.

The amount of time lost in the "telephone queue" will be reduced, and estimated orders can be entered early (up to two weeks in advance) so that all companies may benefit from on-line reports about expected work force requirements in the ports in future periods. The screens for entry of the labor orders are designed to correspond to similar screens in the dispatch hall application so that allocations orders and dispatch orders are compatible. Other advantages include the compilation of more detailed data about work force requirements for analysis and for comparison with dispatch and payroll data and on-line reporting capabilities for the companies. The application has been developed by Telecom Systems Inc. under the direction of PMA staff and is expected to be fully implemented in the first half of 1999.

Both of these applications are intended to allow customization for use in the other major ports on the Coast.

Tonnage Reporting and Productivity Measurement

A new Tonnage Reporting System is being developed that will allow paperless transmittal of tonnage reports to PMA. The new system will provide for the additional information needed to facilitate measurement of terminal productivity. Summary statistics from the analysis of these data and payroll information can be published by port and for the coast so that a terminal operator may compare internal results to industry averages.

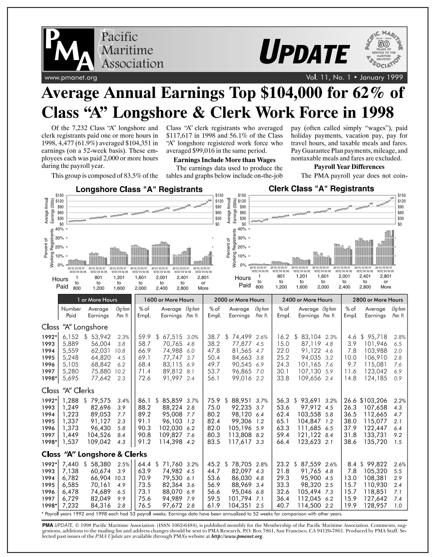
In the near future, the application will be Internet-enabled for on-line reporting. The first version of the system is expected to be distributed in mid-1999.

Port of Portland's Terminal 6, operated by Marine Terminals Corporation.

Communications

The fourth generation of *pmanet.org* was developed during the end of the year, and it was published on the Internet early in 1999. This database-driven website will continue to be enhanced with new data and Industry-related information throughout the coming year. The site was designed to allow PMA staff in each department and Area Office to update meeting schedules and communications to the membership on the PMA Members' Net, the secured section of the site available to PMA member company personnel.

The first decade of publication of *PMA Update*, the monthly newsletter produced by the Communications and Research Department, was completed with the December 1998 issue. Nearly every one of the tenth year issues was the source of news stories in local, national, and international publications, and the periodical continues to receive positive comments from Industry observers.



PMA Pacific Maritime Association **UPDATE**

www.pmanet.org — Vol. 11, No. 1 • January 1999

Average Annual Earnings Top $104,000 for 62% of Class "A" Longshore & Clerk Work Force in 1998

Of the 7,232 Class "A" longshore and clerk registrants paid one or more hours in 1998, 4,477 (61.9%) averaged $104,351 in earnings (on a 52-week basis). These employees each was paid 2,000 or more hours during the payroll year.

This group is composed of 83.5% of the Class "A" clerk registrants who averaged $117,617 in 1998 and 56.1% of the Class "A" longshore registered work force who averaged $99,016 in the same period.

Earnings Include More than Wages

The earnings data used to produce the tables and graphs below include on-the-job pay (often called simply "wages"), paid holiday payments, vacation pay, pay for travel hours, and taxable meals and fares. Pay Guarantee Plan payments, mileage, and nontaxable meals and fares are excluded.

Payroll Year Differences

The PMA payroll year does not coin-

	1 or More Hours			1600 or More Hours			2000 or More Hours			2400 or More Hours			2800 or More Hours		
	Number Paid	Average Earnings	Chg from Prev. Yr.	% of Empl.	Average Earnings	Chg from Prev. Yr.	% of Empl.	Average Earnings	Chg from Prev. Yr.	% of Empl.	Average Earnings	Chg from Prev. Yr.	% of Empl.	Average Earnings	Chg from Prev. Yr.
Class "A" Longshore															
1992*	6,152	$ 53,942	2.3%	59.9	$ 67,515	3.0%	38.7	$ 74,499	2.6%	16.2	$ 83,104	2.3%	4.6	$ 95,718	2.8%
1993	5,889	56,004	3.8	58.7	70,765	4.8	38.2	77,877	4.5	15.0	87,119	4.8	3.9	101,946	6.5
1994	5,559	62,031	10.8	66.9	74,988	6.0	47.8	81,565	4.7	22.0	91,122	4.6	7.8	103,988	2.0
1995	5,248	64,820	4.5	69.1	77,747	3.7	50.4	84,663	3.8	25.2	94,035	3.2	10.0	106,910	2.8
1996	5,105	68,842	6.2	68.4	83,115	6.9	49.7	90,545	6.9	24.3	101,165	7.6	9.7	115,081	7.6
1997	5,280	75,880	10.2	71.4	89,812	8.1	53.7	96,865	7.0	30.1	107,130	5.9	11.6	123,042	6.9
1998*	5,695	77,642	2.3	72.6	91,997	2.4	56.1	99,016	2.2	33.8	109,656	2.4	14.8	124,185	0.9
Class "A" Clerks															
1992*	1,288	$ 79,575	3.4%	86.1	$ 85,859	3.7%	75.9	$ 88,951	3.7%	56.3	$ 93,691	3.2%	26.6	$103,206	2.2%
1993	1,249	82,696	3.9	88.2	88,224	2.8	75.0	92,235	3.7	53.6	97,912	4.5	26.3	107,658	4.3
1994	1,223	89,053	7.7	89.2	95,008	7.7	80.2	98,120	6.4	62.4	103,558	5.8	36.5	112,665	4.7
1995	1,337	91,127	2.3	91.1	96,103	1.2	82.4	99,306	1.2	65.1	104,847	1.2	38.0	115,077	2.1
1996	1,373	96,430	5.8	90.3	102,030	6.2	82.0	105,196	5.9	63.3	111,685	6.5	37.9	122,447	6.4
1997	1,449	104,526	8.4	90.8	109,827	7.6	80.3	113,808	8.2	59.4	121,122	8.4	31.8	133,731	9.2
1998*	1,537	109,042	4.3	91.2	114,398	4.2	83.5	117,617	3.3	66.4	123,623	2.1	38.6	135,720	1.5
Class "A" Longshore & Clerks															
1992*	7,440	$ 58,380	2.5%	64.4	$ 71,760	3.2%	45.2	$ 78,705	2.8%	23.2	$ 87,559	2.6%	8.4	$ 99,822	2.6%
1993	7,138	60,674	3.9	63.9	74,982	4.5	44.7	82,097	4.3	21.8	91,765	4.8	7.8	105,320	5.5
1994	6,782	66,904	10.3	70.9	79,530	6.1	53.6	86,030	4.8	29.3	95,900	4.5	13.0	108,381	2.9
1995	6,585	70,161	4.9	73.5	82,364	3.6	56.9	88,969	3.4	33.3	98,320	2.5	15.7	110,930	2.4
1996	6,478	74,689	6.5	73.1	88,070	6.9	56.6	95,046	6.8	32.6	105,494	7.3	15.7	118,851	7.1
1997	6,729	82,049	9.9	75.6	94,989	7.9	59.5	101,794	7.1	36.4	112,045	6.2	15.9	127,642	7.4
1998*	7,232	84,316	2.8	76.5	97,672	2.8	61.9	104,351	2.5	40.7	114,500	2.2	19.9	128,957	1.0

* Payroll years 1992 and 1998 each had 53 payroll weeks. Earnings data have been annualized to 52 weeks for comparison with other years.

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The People of PMA—Losses and Additions

Coast Steering Committee

J. D. Nielsen from Maersk Pacific, Ltd., had served on the Committee since 1995. J.D. was reassigned by Maersk to Spain; his knowledge and energy are missed. Glenn Eddy of Maersk Pacific, Ltd., was appointed to the committee to replace J.D.

The Industry and PMA staff were saddened by the sudden and untimely death of Glenn Miller from Container Stevedoring Company. Glenn had served on the Committee since 1996, and his service and winning smile were greatly appreciated by all.

Southern California Sub-Steering Committee

Chuck Savre, Chairman, resigned in January when he was transferred to the new APL terminal in Seattle, and he was replaced by Jeff Grahovec to represent American President Lines. In July, Bal Dreyfus of Matson Navigation Company, Inc., was promoted to a post in Hawaii and resigned from the committee. Ron Forest replaced him. John DiBernardo of Stevedoring Services of America was elected as the new Chairman of the Sub-Steering Committee.

Staff Retirement

John Pavelko, Vice President, Training and Accident Prevention, retired at the end of the year after nearly ten years with PMA. Under John's direction, the scope of the Training and Accident Prevention programs grew considerably. He was integrally involved in the design and implementation of the new casual processing system in late 1997 that has produced more than 3,500 new Identified Casuals for the Ports of Los Angeles and Long Beach.

John's dry wit and didactic manner will be sorely missed. We wish him a long and joyful retirement.

Operations: "Changing the way we do business, not the business we do."

The Operations Department fine-tuned its organizational structure to focus more intently on improving service to its customers, both external and internal. Training and Accident Prevention were split into separate groups headed by Senior Directors who will function in a "matrix" management environment, working closely with the Labor Relations staff. A Media and Member Relations group was established to manage contacts with that segment of our customers. Also, a Human Resources group was initiated at Headquarters to provide centralized service to all PMA staff and to offer some general human resources services to our member companies.

Accident Prevention

For the seventh year, the Injury and Illness Incidence Rate for the Coast was lower than the previous year. The value of 9.2 is the lowest rate recorded for the West Coast, and is 0.2 lower than the 1997 rate. The improvement is attributable to the solid safety programs of member companies, and shows that the training of past years has come to fruition.

Staff assisted member companies in implementing several major bodies of regulations this year. The Occupational Safety and Health Administration published the *Safety and Health Regulations for Longs*horing, 29CFR1918, and made important changes to the safety and health standard for *Marine Terminals*, 29CFR1917. PMA member companies are leading the industry in putting these comprehensive sets of standards into waterfront safety practices, ensuring that U.S. West Coast docks remain among the safest in the world.

In the new decade ahead, the Accident Prevention group will work to help the Industry lower its accident rate even further and to monitor and to keep the Industry in early compliance with regulations—that is, to "continue doing things right!"

Media and Member Relations

As more and more press interest developed in the PMA and the industry in general, it became apparent that a centralized point of contact had to be instituted for the media. This new group will handle all media calls and coordinate interviews and speeches.

A new newsletter, *PMA Today*, was created to provide current information both to the membership and to all other audiences interested in developments in the Industry. The publication spotlights member companies and ports and provides information about important events on the waterfront. It has been warmly received and will continue to evolve as customer needs dictate.

The Hay Group again provided support in completing a second Stakeholder Opinion Survey. The survey results provided PMA with an excellent view of the effectiveness of the changes made since 1997 and where and how improvements can be made. The valuable input from the many member company respondents will make it possible to meet and even exceed the membership's expectations. A third survey is expected to be completed in the coming year.

Left to right: Forklift training, Southern California; CY Equipment Class at SSA's Howard Terminal, Oakland; Don Jarrell instructing GST class at PMA Oakland Training Center.

Training

A total of 17,492 employees were trained this year, a new record for PMA training programs. Not only were more than twice as many trained this year as in 1997, but the cost per student declined by more than 20% relative to the previous year. More details on training activities may be found on pages 48 and 49 of this report.

This tremendous investment in equipment and other training resources, particularly those focused on new casuals and registrants in Southern California, will pay dividends as these entrants into the work force bring their newly-acquired knowledge and skills to bear on the challenges the next century brings to the waterfront.

The goal of the training group as it moves into the new millennium will be to work with the membership and the work force to stay ahead of training requirements. This is an essential first step to a full implementation of technology.

Human Resources

Human Resources administration was consolidated at the Headquarters Office to handle all employment questions for staff. The Coast Human Resources Administrator will be able to answer all inquiries on welfare, pension, staff 401(k) issues and other similar matters. The department manages the relationships with insurance providers and third-party administrators of the various benefits plans. Giving employees one source for information and for problem solving is probably the most important improvement this change brings.

A new appraisal system has been adopted that sets goals, and periodic review motivates individuals and teams to achieve them. Individual and team goals are tied to overall PMA goals and objectives. The goal in 1999 will be to complete another internal opinion survey to compare our progress with the benchmark of two years ago.

Port News

San Diego

More than one in every eight automobiles brought into the U.S. via the West Coast is unloaded in San Diego, and revenue tonnage of imported autos grew by 20% over 1997. Recent on-dock rail improvements have enabled the port to process some 300,000 vehicles per year. In another development, the port is currently renovating its Cruise Ship Terminal.

Port Hueneme

The Joint Port Longshore Labor Relations Committee initiated construction on a new Joint Longshore Dispatch Hall. The new hall is scheduled to be completed in March 1999, and it will replace a structure that has served the Union and port occupants admirably throughout its 58-year lifetime.

Oakland

Dredging to 42 feet was completed by midyear although the port expects to continue dredging down to 45 feet to accommodate the deeper drafts of modern container ships. The port acquired more than 800 acres of property slated for future development. In the coming year, Oakland expects to initiate construction in two of its vital *Vision 2000* projects: expanded marine terminal capacity and enhanced rail service.

Coos Bay

Glenbrook Nickel Ore closed its facility early in the year. In tandem with the loss of the Weyerhaeuser Corporation in the previous year, work opportunity has declined dramatically—from 210,864 hours in 1996 to 88,352 in 1998, a decrease of 58.1%.

Seattle

In May, American President Lines, Ltd., officially dedicated Global Gateway North. The new facility covers 160 acres, and the company has an option to expand it to 190 acres. Three berths total 2,900 lineal feet, and five post Panamax-plus gantry cranes that can reach across 17 rows of containers service the berths. The complex is equipped with a camera-assisted and automated sign-bridge, two dedicated outbound lanes and a 43,000 square foot maintenance facility capable of handling all maintenance and repair for terminal equipment.

The on-dock rail facility accommodates up to 56 five-platform double stack rail cars equivalent to approximately 2 full trains. The facility is twice as large as the company's previous facility and is capable of handling 576,000 TEUs annually.

Olympia

The only container line tenant at the port succumbed to the Russian economic crisis as it sailed the last vessel to call at the much-heralded container facility in October. The Seattle-based Sunmar Container Line had begun operations in 1997 after the Port invested more than $5 million in a new container terminal with two ship-to-shore gantry cranes. The collapse of the Russian ruble in early August effectively eliminated business for the company's two-vessel operation between the U.S. and the Russian Far East.

Anacortes

In July, Metropolitan Stevedore Company took over terminal operations and the loading of 300,000 metric tons of petroleum coke annually produced by Texaco Refining. The start of this operation is a first in Washington for Metropolitan, and it is using a newly designed modular shiploader which includes a truck unloading station, encapsulated 54 inch shuttle conveyor, and a 48-inch tubular gallery. This system was environmentally designed and erected specifically for the company. It was developed to maximize safe, efficient operations in accordance with EA and WAPA restrictions, and it is capable of loading 1,100 metric tons per hour. The first vessel call using the new equipment was on August 22.

Steel imports unloaded at Port of Portland's Terminal 2, operated by Stevedoring Services of America.

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.

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.

COASTWISE AGREEMENTS

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

AREA AGREEMENTS

Local	Effective
SOUTHERN CALIFORNIA	
13 - Supplementary Agreement for Steady Gearmen	7/1/96
13 - Sweepers' Agreement	7/1/96
13 - Longshore Port Working Rules	4/17/63 *
13 - Lines Handling Agreement	7/1/96
13 - Mechanics' Port Supplement	7/1/93
13, 29 & 46 - Industry Travel Agreement	5/17/88
26 - Watchmen's Agreement	7/1/96
29 - Lines Handling Agreement	1/25/88 *
29 - Foremen's Port Supplement	11/1/73 *
29 - Gearmen's Port Supplement	1/28/88
29 - Mechanics' Port Supplement	1/25/88
63 - Clerks' Port Supplement	11/10/53
94 - Foremen's Port Supplement	7/1/84
NORTHERN CALIFORNIA	
10 - Miscellaneous Dock Workers	3/27/97
10 - Mechanics Port Supplement	7/1/93
10 - Port Working Rules	12/6/48
14 - Working and Dispatching Rules	7/1/81
18 - Working and Dispatching Rules	10/6/87
34 - Clerks' Port Supplement	12/22/52 *
54 - Working and Dispatching Rules	11/23/87 *
75 - Watchmen's Agreement	7/1/96
75 - Watchmen's Supplement	7/1/96
91 - Walking Boss Port Supplement	9/25/87
92 - Walking Boss Supplement (Eureka)	7/1/81
OREGON	
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	5/26/98 *
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	8/24/93 *
40 - Clerks' Port Supplement	3/31/58 *
92 - Walking Boss Supplement	7/1/78 *
WASHINGTON	
7 - Working and Dispatching Rules	6/1/60 *
19 - Working and Dispatching Rules	6/20/60 *
19 - Lines Handling Agreement	3/17/98 *
19 - Gear and Locker Agreement	6/23/97 *
19 - Seattle Mechanics Agreement	6/28/97 *
23 - Working and Dispatching Rules	6/17/88 *
23 - Lines Handling Agreement	10/6/97 *
23 - Gear and Locker Agreement	3/21/97 *
24 - Working and Dispatching Rules	5/9/60 *
25 - Working and Dispatching Rules	2/10/73 *
27 - Working and Dispatching Rules	9/30/58 *
32 - Working and Dispatching Rules	5/26/89 *
47 - Working and Dispatching Rules	1/19/89 *
47 - Olympia Mechanics Agreement	5/1/97 *
51 - Working and Dispatching Rules	1/13/73 *
52 - Working and Dispatching Rules	12/15/88 *
98 - Foremen's Port Supplement	8/20/93 *

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

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

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

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

Within the West Coast longshore industry the term casual is commonly used with an entirely different meaning. The term identifies workers dispatched to jobs who are not jointly registered longshore employees, clerks, or foremen. Casuals are dispatched only after all available Class "A" and Class "B" registrants have been dispatched.

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

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

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

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

A Hanjin and a Cho Yang vessel are on dock at Total Terminals, Inc. (TTI), Pier A, Berths A90-A94 in Long Beach.

Working Times and Wage Rates

The standard first and second work shifts are eight hours in length. The *first shift* normally begins at 0800, and the *second shift* begins at 1800 (1900 in the San Francisco Bay Area). The standard *third shift* begins at 0230 or 0300 at the option of the employer and is generally five hours in duration.

Meal time is one hour beginning at 1100, 1130, or 1200 on the first shift and beginning at 2200 or 2300 on the second shift (2300 or 2400 in the San Francisco Bay Area). Employees are entitled to a 15-minute relief period around the midpoint of each work period.

The *straight time rate* is to be paid for the first eight hours worked between 0800 and 1800 Monday through Friday. The *second shift rate*, which is 1.333333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

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

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

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

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

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

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

The Foremen and Walking Bosses rates are calculated similarly. The 20% skill is $5.72, and the 30% skill is $8.32.

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

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

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

Galvanized wire strands for prestressed concrete are hoisted at Terminal 2 in the Port of Portland, operated by Stevedoring Services of America.

Payroll Periods and Occupation Codes

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

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

Thus, the payroll year does not coincide exactly with a calendar year; the 1998 payroll year began on December 20, 1997, and ended December 26, 1998. (Some payroll quarters and years require 1-week adjustments to maintain consistency with the tax year. For example, the 1998 payroll year contained 53 weeks.)

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

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

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

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

A longshoreman from Local 10 tightens a turnbuckle at the Marine Terminals facility in the Port of Oakland.

Total Shoreside Payrolls Processed by PMA

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 1998, employer FICA taxes paid were $53,327,498 and SUI taxes paid were $9,104,611.

Year	Southern California	Northern California	Oregon	Washington	Total
1989	$250,353,491	$ 97,812,018	$77,046,109	$114,497,699	$539,709,699
1990	259,377,105	102,294,503	77,001,742	113,822,477	552,495,827
1991	260,670,697	106,349,174	74,838,002	112,594,741	554,452,614
1992	273,371,753	105,351,339	74,726,110	112,632,145	566,081,347
1993	284,471,370	98,956,602	73,489,746	107,000,511	563,918,229
1994	319,709,467	101,737,074	73,677,433	109,470,265	604,594,239
1995	343,548,860	96,497,444	74,956,472	114,307,399	629,310,175
1996	370,647,234	95,707,890	74,253,654	120,767,232	661,376,010
1997	459,117,898	104,278,998	79,699,998	140,372,774	783,469,668
1998*	$655,503,360		47,963,817	156,640,904	860,108,081

* Beginning in 1998, Shoreside Payrolls are reported by State and not by PMA Administrative Area.

History of Longshore Straight Time Wage Rates

Effective Date	Hourly Rate Increase		Rate
August 13 1906		–	$ .55
May 27 1917	$ .15	*27.3%*	.70
July 1 1918	.10	*14.3*	.80
December 10 1923	.10	*12.5*	.90
December 10 1932	-0.15	*-16.7*	.75
December 10 1933	.10	*13.3*	.85
July 1 1934*	.10	*11.8*	.95
February 20 1941	.05	*5.3*	1.00
February 4 1942	.10	*10.0*	1.10
October 1 1944	.05	*4.5*	1.15
October 1 1945	.22	*19.1*	1.37
November 17 1946	.15	*10.9*	1.52
January 1 1947	.05	*3.3*	1.57
December 15	.08	*5.1*	1.65
February 10 1948	.02	*1.2*	1.67
December 6	.15	*9.0*	1.82
September 30 1950	.10	*5.5*	1.92
June 18 1951	.05	*2.6*	1.97
June 16 1952	.13	*6.6*	2.10
June 15 1953	.06	*2.9*	2.16
December 20 1954	.05	*2.3*	2.21
June 13 1955	.06	*2.7*	2.27

Effective Date	Hourly Rate Increase		Rate
June 18 1956	$ .02	*0.9%*	$ 2.29
October 1	.16	*7.0*	2.45
June 17 1957	.08	*3.3*	2.53
June 16 1958	.10	*4.0*	2.63
June 15 1959	.11	*4.2*	2.74
June 13 1960	.08	*2.9*	2.82
June 12 1961	.06	*2.1*	2.88
July 30 1962	.18	*6.3*	3.06
June 17 1963	.17	*4.2*	3.19
June 15 1964	.13	*4.1*	3.32
June 14 1965	.06	*1.8*	3.38
July 1 1966	.50	*14.8*	3.88
June 28 1969	.20	*5.2*	4.08
June 27 1970	.20	*4.9*	4.28
December 25 1971	.42	*9.8*	4.70
July 1 1972	.40	*8.5*	5.10
June 2 1973	.25	*4.9*	5.35
June 30	.15	*2.8*	5.50
June 1 1974	.30	*5.5*	5.80
June 29	.30	*5.2*	6.10
January 4 1975	.12	*2.0*	6.22
June 28	.70	*11.3*	6.92

Effective Date	Hourly Rate Increase		Rate
July 3 1976	$ .60	*8.7%*	$ 7.52
July 2 1977	.85	*11.3*	8.37
July 1 1978	.85	*10.2*	9.22
June 30 1979	.85	*9.2*	10.07
June 28 1980	.85	*8.4*	10.92
July 4 1981	1.30	*11.9*	12.22
July 3 1982	1.30	*10.6*	13.52
July 2 1983	1.25	*9.2*	14.77
June 30 1984	.80	*5.4*	15.57
June 29 1985	.85	*5.5*	16.42
June 28 1986	.85	*5.2*	17.27
July 4 1987	2.16	**	19.43
July 2 1988	.40	*2.1*	19.83
July 1 1989	.50	*2.5*	20.33
June 30 1990	.67	*3.3*	21.00
June 29 1991	.78	*3.7*	21.78
July 4 1992	.70	*3.2*	22.48
July 3 1993	.20	*0.9*	22.68
June 29 1996	2.00	*8.8*	24.68
June 28 1997	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.

The International Longshore and Warehouse Union

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

History

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

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

The Longshore Division

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

Governing Body

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

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

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

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

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

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

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

Trucks are processed at the gate of Stevedoring Services of America's terminal in Long Beach.

Work Force, Hours and Costs

Labor Cost

This section includes an analysis of longshore and clerk direct wage costs followed by historical average annual earning 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.

Total employment cost (TEC), or total labor unit cost, is the sum of direct wage cost and other costs of employment. In some studies, taxes, insurance, and other ancillary costs are also included in the TEC. All such costs are usually quoted on an average per hour basis, either per hour worked or per hour paid, to allow comparisons between various contract periods or among different bargaining units.

For some purposes total labor unit costs are studied to understand the total amount of money spent for employment of labor. Of course, total labor unit cost may be estimated from an average hourly TEC by multiplying the hourly cost by the number of hours paid during a given period.

TEC data produced by PMA contain only direct wage costs and negotiated fringe benefits costs and are presented as average cost per hour paid. Taxes, insurance, and other employment incidentals are not included.

Direct Wage Cost

The wages paid directly to the work forces for labor make up the direct wage cost portion of the TEC and are the focus of this study. The average hourly direct wage cost for the 32-week period ending 2/7/99 was $36.298 per hour paid. This is 24.4¢ per hour, or 0.7%, more than the projected cost of $36.054 that was estimated at the end of negotiations in 1996. Details are shown in the table to the right.

Sources of Variation

Two factors have caused significant differences in the several components of the direct wage cost since the beginning of the contract: decreases in shift and overtime differentials and increases in skilled wage rate differentials.

At the end of the 1993/96 contract, a disproportionately large number of hours were being paid at the third shift overtime rates. This practice is no longer a part of the payroll pat-

Longshore & Clerk Combined Average Hourly Direct Wage Cost

	AVERAGE COST PER HOUR PAID Actual at 2/7/99	Projected for Year 3	Difference per Hour	Percent Change
Base Wage Rate	**$25.680**	**$25.680**		
Shift Differentials (on Base Rate):				
Second Shift	$1.708	$1.436	$0.272	18.9%
Third Shift	0.772	1.394	(0.622)	-44.6%
Subtotal Shifts	$2.480	$2.830	($0.350)	-12.4%
Overtime Differentials:				
First Shift	$2.619	$2.643	($0.024)	-0.9%
Second Shift	1.256	1.124	0.132	11.7%
Third Shift	0.087	0.315	(0.229)	-72.5%
Subtotal Overtime	$3.961	$4.082	($0.122)	-3.0%
Subtotal Shifts & Overtime	$6.441	$6.912	($0.471)	-6.8%
Skill Differentials (including Shift & Overtime):				
Longshore				
PCLCD Rates	$1.882	$1.598	$0.284	17.8%
Other Longshore	0.692	0.579	0.113	19.6%
Subtotal Longshore Skills	$2.574	$2.177	$0.397	18.3%
Clerk				
PCCCD Rates	$1.590	$1.274	$0.316	24.8%
Other Clerk	0.013	0.011	0.002	18.2%
Subtotal Clerk Skills	$1.603	$1.285	$0.318	24.7%
Subtotal Skills	$4.177	$3.462	$0.715	20.7%
Avg. Hourly Direct Wage Cost				
Unadjusted	**$36.298**	**$36.054**	**$0.244**	0.7%
Adjustments - Exp. Rates, etc.	(1.109)	(0.464)	(0.645)	138.9%
Adjusted Total	$35.189	$35.590	$(0.401)	-1.1%

tern, and thus there has been a significant reduction in the size of the third shift differential. There was consequently an increase in the second shift differential as the number of hours paid at third shift rates reduced, and the number of hours paid at second shift rates increased relative to the total.

There has been a corresponding reduction in the overtime component for third shift and an increase in overtime on second shift hours. Together, these effected a net decrease in shift and overtime differentials of 47.1¢, or 6.8%.

The increases in skilled wage rate differentials added 71.5¢ per hour to the wage cost above the projections, 39.7¢ in longshore skills and 31.8¢ in clerk skills. The reason for these increases is that a much larger proportion of the total hours were at more expensive skilled wage rates than were expected when the new skilled wage rates were agreed upon.

As has been documented in both the 1996 and 1997 *PMA Annual Report*, the proportion of longshore hours paid at the 20% ($4.54) skilled wage rate have been increasing steadily since the beginning of the new contract. In the clerk category, the percentage of clerk hours paid at the 25% ($5.67) skilled wage rate have increased dramatically during this current contract.

Experience Rates

The Longshore and Clerks' Agreement provides for paying a reduced hourly wage rate to workers with fewer than 4,000 hours experience in the Industry. This lowers the direct wage portion by an amount that is directly related to the proportion of hours paid to such limited experience workers.

A larger proportion of hours have been paid at "experience rates" in the past 32 weeks than were paid in the 1995-96 contract year, and thus the adjustment that is applied to the average hourly direct wage cost is greater than projected. The adjusted total shown in both tables on these pages includes this adjustment as well as other minimal costs such as payroll errors.

Hours Base

The number of hours paid per year has grown inordinately since the labor cost was calculated for bargaining in 1996. The number of hours used for that calculation annualized to 52 weeks was 15,422,839. In the 32-week period used for this study, 11,686,868 hours have been paid at longshore and clerk occupation codes, which annualize to 18,991,161, a 23.1% increase over the 1995/96 period.

This increase in hours magnifies the effect on direct wage costs, and correspondingly on the total employment cost, of any increase in average hourly direct wage costs. As can be seen in the table to the right, the total labor unit direct wage cost projected for the third year of the 1996-99 contract was $556 million. Because of both the 0.7% increase in average hourly cost and the increase in hours paid, the total cost to the employers is estimated to be $668.3 million for the current contract year, an increase of 24% over the projections made in 1996.

Longshore & Clerk Combined Direct Wage Cost

	ESTIMATED TOTAL DIRECT WAGE COST Actual at 2/7/99	Projected for Year 3	Percent Change
Base Wage Rate	**$487,693,014**	**$396,058,506**	23.1%
Shift Differentials (on Base Rate):			
Second Shift	$32,436,903	$22,147,197	46.5%
Third Shift	14,664,975	21,499,438	-31.8%
Subtotal Shifts	$47,101,878	$43,646,634	7.9%
Overtime Differentials:			
First Shift	$49,728,355	$40,762,563	22.0%
Second Shift	23,843,403	17,335,271	37.5%
Third Shift	1,642,735	4,858,194	-66.2%
Subtotal Overtime	$75,214,493	$62,956,029	19.5%
Subtotal Shifts and Overtime	$122,316,371	106,602,663	14.7%
Skill Differentials (including Shift & Overtime):			
Longshore			
PCLCD Rates	$35,745,163	$24,645,697	45.0%
Other Longshore	13,145,682	8,929,824	47.2%
Subtotal Longshore Skills	$48,890,845	$33,575,521	45.6%
Clerk			
PCCCD Rates	$30,192,148	$19,648,697	53.7%
Other Clerk	246,885	169,651	45.5%
Subtotal Clerk Skills	$30,439,033	$19,818,348	53.6%
Subtotal Skills	$79,329,878	$53,393,869	48.6%
Direct Wage Cost - Unadjusted	**$689,339,263**	**$556,055,037**	24.0%
Adjustments - Exp. Rates, etc	($21,053,601)	($7,156,197)	194.2%
Adjusted Total	$668,285,662	$548,898,840	21.8%

The *Marstal Maersk* is docked at the Maersk Berth 24 Terminal, Port of Oakland.

Registration Summary

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

	1998		1997		1996		1995		1994		1993		1992		1991	
	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*
LONGSHORE LOCALS																
SOUTHERN CALIFORNIA																
13 LA/LB	3,881	*1,023*	3,521	*1,001*	2,992	*688*	2,982	*618*	2,679	*159*	2,725	*83*	2,786	*48*	2,883	*111*
29 San Diego	55	*20*	55	*19*	43		50		51		60	*1*	66	*1*	67	*1*
46 Port Hueneme	82	*12*	85	*11*	85	*11*	85	*11*	82	*3*	86	*4*	87	*5*	86	*39*
Area Total	4,018	*1,055*	3,661	*1,031*	3,120	*699*	3,117	*629*	2,812	*162*	2,871	*88*	2,939	*54*	3,036	*151*
NORTHERN CALIFORNIA																
10 SF Bay Area	1,049	*214*	1,002	*199*	925	*126*	959	*95*	979	*76*	1,082	*119*	1,149	*147*	1,155	*139*
14 Eureka	31		31		34	*1*	34		36		40		41		42	
18 Sacramento	24	*4*	25	*9*	29	*15*	30	*15*	15		17		23	*1*	25	*1*
54 Stockton	60	*24*	54	*17*	49	*6*	56	*5*	55	*5*	65	*4*	75	*5*	79	*5*
Area Total	1,164	*242*	1,112	*225*	1,037	*148*	1,079	*115*	1,085	*81*	1,204	*123*	1,288	*153*	1,301	*145*
OREGON & COLUMBIA RIVER																
4 Vancouver, WA	149	*43*	156	*54*	148	*42*	153	*52*	117	*13*	118	*9*	119	*3*	127	*2*
8 Portland	467	*60*	455	*63*	465	*88*	479	*106*	440	*43*	429	*3*	477	*7*	496	*5*
12 North Bend	93	*16*	102	*20*	101	*7*	100		114		126		135		137	*1*
21 Longview, WA	191	*21*	204	*40*	203	*27*	212	*21*	212	*8*	239	*28*	257	*41*	253	*30*
50 Astoria	50		54		56		61		69	*1*	80	*1*	85		88	
53 Newport	8	*1*	8		8		8		9		10		11		12	*1*
Area Total	958	*141*	979	*177*	981	*164*	1,013	*179*	961	*65*	1,002	*41*	1,084	*51*	1,113	*39*
WASHINGTON																
7 Bellingham	35		37	*5*	32	*4*	28	*1*	31		32		34		35	
19 Seattle	583	*129*	587	*146*	579	*143*	563	*153*	444	*19*	468	*35*	462	*4*	491	*4*
23 Tacoma	491	*101*	448	*72*	455	*76*	450	*64*	395	*3*	427	*3*	448	*5*	468	*66*
24 Aberdeen	71		73		89		91		97		111		120		124	*1*
25 Anacortes	13		13		13		13		15		16		18		20	
27 Port Angeles	55		56		58		58		59		68		69	*1*	75	
32 Everett	55		60		68		73		87		90	*6*	94	*5*	98	*5*
47 Olympia	30	*5*	26	*3*	22		23		26		30		31		33	
51 Port Gamble	13		13		13		13		16	*1*	17	*1*	18	*1*	19	*1*
Area Total	1,346	*235*	1,313	*226*	1,329	*223*	1,312	*218*	1,170	*23*	1,259	*45*	1,294	*16*	1,363	*77*
LONGSHORE TOTAL	7,486	*1,673*	7,065	*1,659*	6,467	*1,234*	6,521	*1,141*	6,028	*331*	6,336	*297*	6,605	*274*	6,813	*412*
CLERK LOCALS																
29 San Diego	4		5		5		3		3		4		5		5	
46 Port Hueneme	12		12		12		12		8		9		8		8	
63 LA/LB	946	*1*	869	*2*	777	*3*	701	*1*	610	*2*	603	*2*	630	*4*	649	*3*
14 Eureka	3		3		3		3		3		3		3		3	
34 SF Bay Area	270	*11*	257	*6*	275	*5*	292	*4*	299	*4*	326	*8*	348	*35*	353	*38*
40 Portland	94		101		109		116		104		118		116		121	
23 Tacoma	70		60		58		63		65		61		60		51	
52 Seattle	175		178		167	*2*	170	*2*	155		167		177		176	
CLERK TOTAL	1,574	*12*	1,485	*8*	1,406	*10*	1,360	*7*	1,247	*6*	1,291	*10*	1,347	*39*	1,366	*41*
FOREMAN LOCALS																
29 San Diego	2		2		2		2		2		1		3		3	
46 Port Hueneme	5		6		6		6		4		4		4		4	
94 LA/LB	359		340		307		281		280		258		271		255	
91 SF Bay Area	72		73		76		80		78		82		84		84	
92 Portland	49		53		50		54		54		57		56		59	
98 Seattle	98		96		96		100		96		99		96		106	
FOREMAN TOTAL	585		570		537		523		514		501		514		511	
TOTAL ALL LOCALS	9,645	*1,685*	9,120	*1,667*	8,410	*1,244*	8,404	*1,148*	7,789	*337*	8,128	*307*	8,466	*313*	8,690	*453*

Average Annual Earnings

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

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

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

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

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

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

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.

	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
CLASS "A" LONGSHORE										
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	53,942	59.9	67,515	38.7	74,499	16.2	83,104	4.6	95,718
1993	5,889	56,004	58.7	70,765	38.2	77,877	15.0	87,119	3.9	101,946
1994	5,559	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	103,988
1995	5,248	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	106,910
1996	5,105	68,842	68.4	83,115	49.7	90,545	24.3	101,165	9.7	115,081
1997	5,280	75,880	71.4	89,812	53.7	96,865	30.1	107,130	11.6	123,042
1998*	5,695	77,642	72.6	91,997	56.1	99,016	33.8	109,656	14.8	124,185
CLASS "A" CLERKS										
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	79,575	86.1	85,859	75.9	88,951	56.3	93,691	26.6	103,206
1993	1,249	82,696	88.2	88,224	75.0	92,235	53.6	97,912	26.3	107,658
1994	1,223	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	112,665
1995	1,337	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	115,077
1996	1,373	96,430	90.3	102,030	82.0	105,196	63.3	111,685	37.9	122,447
1997	1,449	104,526	90.8	109,827	80.3	113,808	59.4	121,122	31.8	133,731
1998*	1,537	109,042	91.2	114,398	83.5	117,617	66.4	123,623	38.6	135,720
WALKING BOSSES/FOREMEN										
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	108,944	92.4	113,638	84.9	116,791	73.2	120,398	43.8	128,880
1993	495	112,317	92.5	116,858	84.2	120,351	69.9	125,693	39.4	135,553
1994	510	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	143,948
1995	518	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	148,374
1996	531	129,611	91.9	136,195	87.0	139,034	75.3	144,286	48.6	155,759
1997	562	139,703	93.4	145,834	89.1	148,477	79.5	153,191	62.3	161,426
1998*	577	147,360	94.3	152,939	89.4	156,251	81.8	160,910	67.1	168,713

* Data for 1992 and 1998 have been annualized to 52 weeks to allow comparison with other years. These years are 53-week payroll years. See discussion of "Payroll Year" on page 23.

Hours by Job Categories

These are the hours paid in 1998, a 53-week payroll year. For comparison to 1997 data, also shown are hours paid in 1998 annualized to 52 weeks.

These are the hours paid in payroll year 1997.

"Pct. Chg. from 1997" shows the percent change of the 1998 annualized hours paid from 1997.

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

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

Job Category	1998	1998 (52 wks)	1997	Pct. Chg. from 1997	Percent of Category	Percent Paid to Casuals	Los Angeles/Long Beach Total	Los Angeles/Long Beach % of Category	Other So Cal Ports Total	Other So Cal Ports % of Category
LONGSHORE CATEGORIES										
• Basic Rate - General	**2,586,060**	2,537,266	2,290,032	10.8%	17.6%	12.6%	1,634,118	*18.8%*	118,970	*31.6%*
- Lasher	**1,070,903**	1,050,697	1,049,809	0.1	7.3	17.8	547,517	*6.3*	6,271	*1.7*
- Auto Driver	**217,002**	212,908	237,047	-10.2	1.5	31.4	81,564	*0.9*	36,623	*9.7*
• 10% ($2.27) Skilled Wage	**938,126**	920,426	1,095,701	-16.0	6.4	6.5	225,225	2.6	96,981	25.8
- Tractor Driver	**2,995,111**	2,938,599	2,499,354	17.6	20.4	21.0	2,131,527	24.5	8,963	2.4
• 20% ($4.54) Skilled Wage	**109,649**	107,580	111,957	-3.9	0.7	0.4	29,114	*0.3*	5,423	*1.4*
- Crane Operator	**2,180,323**	2,139,185	1,821,511	17.4	14.9	0.1	1,535,494	*17.6*	24,034	*6.4*
- Top Handler/Heavy Lift	**1,261,356**	1,237,557	1,110,375	11.5	8.6	0.9	792,565	*9.1*	9,221	*2.5*
- Straddle Carrier	**214,516**	210,469	251,539	-16.3	1.5	1.2	32,620	*0.4*	-	-
• CFS Agreement Rate	**112,601**	110,476	121,429	-9.0	0.8	6.9	67,016	0.8	-	-
• Miscellaneous Dock - General	**66,030**	64,784	66,411	-2.4	0.4	2.8	30,251	*0.3*	2,602	*0.7*
- Mechanics	**1,310,273**	1,285,551	1,123,246	14.4	8.9	3.6	1,110,091	*12.7*	29,277	*7.8*
- Gear	**486,011**	476,841	454,589	4.9	3.3	0.3	206,719	*2.4*	8,701	*2.3*
- Lines	**356,506**	349,779	353,217	-1.0	2.4	0.1	128,625	*1.5*	20,427	*5.4*
- Sweepers	**124,260**	121,915	119,567	2.0	0.8	2.3	108,019	*1.2*	1,450	*0.4*
• Joint Dispatch	**163,638**	160,550	155,765	3.1	1.1	-	51,999	0.6	7,175	1.9
• Member Company Agmts.	**23,120**	22,684	22,894	-0.9	0.2	0.0	0	*0.0*	52	*0.0*
• Grain/Whse/NonMember Agmts.	**446,568**	438,142	568,031	-22.9	3.0	8.6	-	-	-	-
Subtotal	**14,662,053**	14,385,409	13,452,474	6.9%	99.9%	9.5%	8,712,464	*100.0%*	376,170	*100.0%*
Travel	**15,202**	14,915	16,184	-7.8	0.1	-	-	-	-	
TOTAL LONGSHORE HOURS	**14,677,255**	14,400,324	13,468,658	6.9%	100.0%		8,712,464	*100.0%*	376,170	*100.0%*
Percent of 1998 Coast Totals	**100%**						59.4%		2.6%	
CLERK CATEGORIES										
• Basic Clerk	**477,467**	468,458	480,156	-2.4%	9.6%	43.5%	246,404	*7.8%*	16,769	*27.1%*
• 15% ($3.40) Skilled Wage	**665,324**	652,771	773,119	-15.6	13.4	12.1	386,176	12.2	25,269	40.9
• 25% ($5.67) Skilled Wage	**2,631,120**	2,581,476	2,236,856	15.4	53.2	4.6	1,739,750	*55.2*	3,086	*5.0*
• 30% ($6.80) Skilled Wage										
- Chief Supervisor	**541,438**	531,222	418,837	26.8	10.9	0.0	417,693	13.2	1,936	3.1
- Supercargo	**379,639**	372,476	378,340	-1.5	7.7	0.0	175,875	5.6	14,717	23.8
- Vessel Planner	**148,351**	145,552		-	3.0	-	148,351	4.7	-	-
• CFS Agreement Clerk	**12,753**	12,512	10,550	18.6	0.3	35.7	3,633	*0.1*	-	-
• CFS Agreement Supervisory	**36,408**	35,721	37,766	-5.4	0.7	0.4	20,978	0.7	-	-
• Joint Dispatcher	**36,543**	35,854	32,678	9.7	0.7	-	14,222	*0.5*	-	-
Subtotal	**4,929,043**	4,836,042	4,368,302	10.7%	99.6%	8.4%	3,153,082	*100.0%*	61,777	*100.0%*
Travel Time	**20,552**	20,164	23,005	-12.3	0.4	-	-	-	-	
TOTAL CLERK HOURS	**4,949,595**	4,856,206	4,391,307	10.6%	100.0%		3,153,082	*100.0%*	61,777	*100.0%*
Percent % of 1998 Coast Totals	**100%**						63.7%		1.2%	
FOREMAN CATEGORIES										
• Foreman - 20%	**21,665**	21,256	27,741	-23.4%	1.1%	1.5%	16,877	*1.3%*	4,788	*11.6%*
• Foreman - 30%	**1,881,446**	1,845,947	1,714,201	7.7	96.3	0.0	1,239,075	97.3	36,330	88.4
• CFS Agreement Foreman	**29,837**	29,274	30,810	-5.0	1.5	0.0	12,856	*1.0*	-	-
• Joint Dispatcher	**14,229**	13,961	14,143	-1.3	0.7	-	4,232	0.3	-	-
Subtotal	**1,947,177**	1,910,438	1,786,895	6.9%	99.7%	0.0%	1,273,040	*100.0%*	41,118	*100.0%*
Travel Time	**6,624**	6,499	7,694	-15.5	0.3	-	-	-	-	
TOTAL FOREMAN HOURS	**1,953,801**	1,916,937	1,794,589	6.8%	100.0%		1,273,040	*100.0%*	41,118	*100.0%*
Percent of 1998 Coast Totals	**100%**						65.2%		2.1%	
ALL CATEGORIES										
Subtotal - All Job Categories	**21,538,273**	21,131,889	19,607,671	7.8%	99.8%	8.4%	13,138,586	*100.0%*	479,065	*100.0%*
Travel Time	**42,377**	41,578	46,883	-11.3	0.2	-	-	-	-	
TOTAL HOURS	**21,580,650**	21,173,467	19,654,554	7.7%	100.0%		13,138,586	*100.0%*	479,065	*100.0%*

These columns show the hours paid in 1998 in each of the five major port areas on the West Coast. They also summarize the hours paid in all of the other ports in each PMA Administrative Area.

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

NOTE: The hours listed under the various CFS Agreement categories do not represent total CFS activity because a CFS operator may payroll employees at job categories other than CFS Agreement categories.

San Francisco Bay Area		Other No Cal Ports		Portland		Other Oregon Ports		Seattle		Tacoma		Other Wash. Ports	
Total	*% of Category*	Total	*% of Category*	Total	*% of Category*	Total	*% of Category*	Total	*% of Category*	Total	*% of Category*	Total	*% of Category*
103,971	*6.3%*	52,283	*32.8%*	151,125	*17.2%*	171,280	*25.2%*	195,528	*17.3%*	109,250	*12.7%*	49,535	*22.9%*
270,185	*16.3*	-	-	11,696	*1.3*	-	-	106,676	*9.4*	128,494	*14.9*	64	*0.0*
10,205	*0.6*	-	-	51,325	*5.8*	9,648	*1.4*	8,050	*0.7*	19,587	*2.3*	-	-
84,605	5.1	44,395	27.8	108,218	12.3	137,697	20.2	68,516	6.0	87,200	10.1	85,289	39.5
350,746	21.1	1,016	0.6	52,152	5.9	10,966	1.6	294,228	26.0	141,618	16.5	3,895	1.8
7,680	*0.5*	575	*0.4*	15,322	*1.7*	30,696	*4.5*	10	*0.0*	8,462	*1.0*	12,367	*5.7*
345,101	*20.8*	12,224	*7.7*	41,026	*4.7*	28,433	*4.2*	113,333	*10.0*	68,115	*7.9*	12,563	*5.8*
116,451	*7.0*	10,577	*6.6*	70,640	*8.0*	32,695	*4.8*	159,667	*14.1*	68,893	*8.0*	647	*0.3*
64,284	*3.9*	48	*0.0*	6,082	*0.7*	-	-	21,271	*1.9*	87,232	*10.1*	2,979	*1.4*
7,541	0.5	-	-	-	-	-	-	22,878	2.0	14,555	1.7	611	0.3
5,262	*0.3*	-	-	16,281	*1.8*	11,634	*1.7*	-	-	-	-	-	-
134,154	*8.1*	-	-	-	-	-	-	31,053	*2.7*	310	*0.0*	5,388	*2.5*
35,059	*2.1*	5,603	*3.5*	125,013	*14.2*	34,455	*5.1*	22,862	*2.0*	35,235	*4.1*	12,364	*5.7*
76,714	*4.6*	10,978	*6.9*	33,296	*3.8*	23,230	*3.4*	24,474	*2.2*	24,538	*2.9*	14,224	*6.6*
4,640	*0.3*	1,230	*0.8*	6,806	*0.8*	2,115	*0.3*	-	-	-	-	-	-
20,215	1.2	7,589	4.8	12,476	1.4	18,373	2.7	18,308	1.6	11,577	1.3	15,926	7.4
13,697	*0.8*	-	-	-	-	9,371	*1.4*	-	-	-	-	-	-
-	-	8,866	5.6	179,544	20.4	158,086	23.2	45,634	4.0	54,438	6.3	-	-
1,650,510	*99.5%*	155,384	*97.4%*	881,002	*100.0%*	678,679	*99.7%*	1,132,488	*100.0%*	859,504	*100.0%*	215,852	*100.0%*
8,779	*0.5*	4,133	*2.6*	10	*0.0*	2,123	*0.3*	18	*0.0*	137	*0.0*	2	*0.0*
1,659,289	*100.0%*	159,517	*100.0%*	881,012	*100.0%*	680,802	*100.0%*	1,132,506	*100.0%*	859,641	*100.0%*	215,854	*100.0%*
11.3%		1.1%		6.0%		4.6%		7.7%		5.9%		1.5%	
56,619	*8.4%*	6,614	*17.4%*	22,721	*13.9%*	21,171	*21.9%*	36,471	*8.0%*	69,049	*24.4%*	1,649	*7.0%*
137,184	20.3	6,899	18.1	29,149	17.8	28,211	29.2	1,355	0.3	47,383	16.8	3,698	15.7
375,049	*55.6*	4,317	*11.3*	60,621	*37.0*	3,829	*4.0*	321,587	*70.7*	119,932	*42.4*	2,949	*12.5*
40,939	6.1	4,177	11.0	9,563	5.8	3,311	3.4	53,718	11.8	10,101	3.6	-	-
40,108	5.9	10,245	26.9	36,503	22.3	32,182	33.3	26,993	5.9	30,779	10.9	12,237	51.9
-	-	-	-	-	-	-	-	-	-	-	-	-	-
2,413	*0.4*	-	-	8	*0.0*	21	*0.0*	6,662	*1.5*	16	*0.0*	-	-
10,879	1.6	-	-	-	-	11	0.0	4,080	0.9	34	0.0	426	1.8
10,500	*1.6*	3,745	*9.8*	4,005	*2.4*	14	*0.0*	4,057	*0.9*	-	-	-	-
673,691	*99.8%*	35,997	*94.6%*	162,570	*99.3%*	88,750	*91.8%*	454,923	*100.0%*	277,294	*98.1%*	20,959	*89.0%*
1,355	*0.2*	2,051	*5.4*	1,153	*0.7*	7,909	*8.2*	-	-	5,481	*1.9*	2,603	*11.0*
675,046	*100.0%*	38,048	*100.0%*	163,723	*100.0%*	96,659	*100.0%*	454,923	*100.0%*	282,775	*100.0%*	23,562	*100.0%*
13.6%		0.8%		3.3%		2.0%		9.2%		5.7%		0.5%	
-	-	-	-	-	-	-	-	-	-	-	-	-	-
188,614	94.4%	15,721	95.7%	78,502	95.3%	60,412	95.9%	126,774	92.9%	111,273	96.4%	24,745	94.5%
6,964	*3.5*	-	-	36	*0.0*	1,877	*3.0*	4,544	*3.3*	2,879	*2.5*	681	*2.6*
3,570	1.8	470	2.9	2,676	3.2	16	0.0	3,265	2.4	-	-	-	-
199,148	*99.7%*	16,191	*98.6%*	81,214	*98.6%*	62,305	*98.9%*	134,583	*98.6%*	114,152	*98.9%*	25,426	*97.1%*
622	*0.3*	232	*1.4*	1,135	*1.4*	693	*1.1*	1,952	*1.4*	1,231	*1.1*	760	*2.9*
199,770	*100.0%*	16,423	*100.0%*	82,349	*100.0%*	62,998	*100.0%*	136,535	*100.0%*	115,383	*100.0%*	26,186	*100.0%*
10.2%		0.8%		4.2%		3.2%		7.0%		5.9%		1.3%	
2,523,349	*99.6%*	207,572	*97.0%*	1,124,786	*99.8%*	829,734	*98.7%*	1,721,994	*99.9%*	1,250,950	*99.5%*	262,237	*98.7%*
10,756	*0.4*	6,416	*3.0*	2,298	*0.2*	10,725	*1.3*	1,970	*0.1*	6,849	*0.5*	3,364	*1.3*
2,534,105	*100.0%*	213,988	*100.0%*	1,127,084	*100.0%*	840,459	*100.0%*	1,723,964	*100.0%*	1,257,799	*100.0%*	265,601	*100.0%*

Registered Work Force by Local

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

Average Hours Paid is the average of all hours paid at any occupation code. The data in this table are for 53 payroll weeks.

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

AVERAGE DAYS OF: shows the average days of vacation, paid holidays, and PGP (1 day = 1/5 of one week). Payroll year 1998 was a 53-week year.

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

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

			NUMBER WORKING			AVERAGE DAYS OF:			PERCENT OF EARNINGS FROM:				
Local	No. Registered		Total Local	Class "B" Only	Average Hours Paid	Vacation Paid	Paid Holidays	PGP Paid	Hours Paid	Vacation Pay	Paid Holidays	PGP Payments	Average Total Income
		#	#	#	Hours	Days	Days	Days	%	%	%	%	$
LONGSHORE													
SOUTHERN CALIFORNIA													
13	LA/LB	3,881	3,373	546	2,273	12.5	11.8		93.4	3.6	2.7		$87,546
29	San Diego	55	50	17	2,204	17.1	12.5	0.5	88.9	5.4	3.0	0.1	84,804
46	Port Hueneme	82	79	11	2,100	14.3	12.4	0.2	90.7	4.7	3.3	0.1	77,628
	Total	4,018	3,502	574	2,268	12.6	11.9		93.3	3.7	2.7		$87,283
NORTHERN CALIFORNIA													
10	SF Bay Area	1,049	878	93	1,843	13.8	9.5	0.1	90.4	5.2	2.8		$68,625
14	Eureka	31	31	-	882	19.9	12.2	103.1	43.2	8.6	4.4	35.2	57,069
18	Sacramento	24	24	4	1,453	16.5	12.9	48.6	73.9	6.7	4.1	14.7	64,609
54	Stockton	60	51	17	1,603	17.1	12.2	22.1	80.3	6.7	3.8	6.5	65,612
	Total	1,164	984	114	1,791	14.2	9.8	5.6	88.2	5.4	2.9	1.6	$68,006
OREGON													
4	Vancouver, WA	149	145	42	1,755	17.2	12.7	3.2	86.9	6.8	4.0	0.9	$64,669
8	Portland	467	435	37	1,858	16.2	12.3	3.6	88.6	5.9	3.6	1.0	70,218
12	North Bend	93	90	16	1,246	15.9	12.5	47.1	62.1	7.1	4.3	15.2	59,444
21	Longview, WA	191	188	21	1,903	16.8	12.5	5.7	86.5	6.2	3.6	1.5	70,344
50	Astoria	50	50	-	583	10.4	7.1	134.6	31.3	4.8	2.8	50.8	51,710
53	Newport	8	7	-	607	5.7	9.9	128.2	32.1	2.8	4.1	51.0	49,044
	Total	958	915	116	1,712	16.0	12.1	16.4	82.8	6.1	3.7	4.7	$67,132
WASHINGTON													
7	Bellingham	35	35	-	852	18.2	13.0	67.8	54.9	9.4	5.3	26.5	$49,945
19	Seattle	583	554	108	1,866	15.8	12.2	0.2	90.4	5.6	3.5		72,319
23	Tacoma	491	448	60	1,853	16.0	12.7		89.9	5.9	3.7		70,326
24	Aberdeen	71	71	-	1,350	21.3	12.4	47.5	66.9	8.8	4.2	15.2	60,823
25	Anacortes	13	13	-	945	18.5	12.9	65.4	58.5	9.2	5.0	24.0	53,080
27	Port Angeles	55	55	-	734	21.4	8.5	135.4	34.1	8.8	2.9	44.5	59,437
32	Everett	55	53	-	1,146	23.9	12.6	63.9	62.2	10.6	4.4	21.5	58,096
47	Olympia	30	25	-	1,169	18.8	12.6	61.9	65.5	8.5	4.3	20.4	59,217
51	Port Gamble	13	12	-	432	21.5	4.6	185.4	19.3	9.0	1.7	65.0	55,624
	Total	1,346	1,266	168	1,688	17.0	12.2	16.8	84.0	6.4	3.7	4.8	$68,581
	Longshore Total	7,486	6,667	972	2,011	14.1	11.7	6.3	89.8	4.6	3.0	1.6	$78,121
CLERKS													
29	San Diego	4	4	-	2,446	22.8	12.8	*	87.8	6.3	2.5	0.1	*
46	Port Hueneme	12	12	-	2,345	26.4	12.8		89.3	7.7	2.8		$ 94,964
63	LA/LB	946	877	1	2,698	19.6	12.6		93.0	4.7	2.2		117,006
14	Eureka	3	3	-	788	23.7	13.0	*	50.4	12.1	4.7	29.4	*
34	SF Bay Area	270	260	8	2,398	23.9	12.7	0.5	89.7	6.7	2.6	0.1	99,716
40	Portland	94	91	-	2,487	24.2	13.0	0.3	88.5	6.5	2.5	0.1	105,346
23	Tacoma	70	70	-	2,554	25.5	13.0		90.8	6.6	2.5		104,965
52	Seattle	175	174	-	2,567	24.2	12.7		89.9	6.1	2.3		112,518
	Clerk Total	1,574	1,491	9	2,603	21.5	12.7	0.3	91.7	5.4	2.3		$111,855
FOREMEN													
29	San Diego	2	2	-	2,786	32.5	13.0	*	90.9	6.5	2.6		*
46	Port Hueneme	5	5	-	2,338	31.8	13.0	0.4	88.9	7.8	3.2	0.1	$111,002
94	LA/LB	359	353	-	3,561	28.8	12.7		93.2	4.7	2.1		166,737
91	SF Bay Area	72	70	-	2,620	31.3	12.6	8.0	88.7	6.7	2.7	1.6	127,553
92	Portland	49	48	-	2,503	30.2	12.5	2.6	89.5	6.7	2.8	0.6	121,663
98	Seattle	98	98	-	2,582	30.2	12.6	2.1	89.2	6.4	2.7	0.4	128,584
	Foreman Total	585	576	-	3,178	29.5	12.7	1.6	91.9	5.3	2.3	0.3	$151,135

NOTE: The omission of a value indicates < 0.05%

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

Pct. Paid 1600 or More shows the percentage of all working employees who were paid 1,600 hours or more in 1998.

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

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

		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	Pct. Paid 1600 or More	Less than 800	800-1299	1300-1599	1600-1999	2000-2399	2400-2799	2800 or More
	Years	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	44.8	6.8	11.8	16.5	17.3	14.7	12.3	13.1	3.3	3.0	1.3	83.6	3.9	6.0	6.4	13.9	23.2	24.5	22.0
29	52.8	2.0	6.0	14.0	4.0	8.0	12.0	28.0	16.0	6.0	4.0	88.0	4.0	2.0	6.0	24.0	28.0	22.0	14.0
46	47.0	1.3	7.6	22.8	17.7	11.4	13.9	12.7	6.3	2.5	3.8	81.0	7.6	5.1	6.3	21.5	22.8	22.8	13.9
	45.0	6.6	11.6	16.6	17.1	14.6	12.3	13.3	3.5	3.1	1.4	83.5	4.0	6.0	6.4	14.2	23.2	24.4	21.7
10	49.1	5.5	9.0	11.3	11.3	7.5	14.9	26.7	8.1	4.3	1.5	63.1	9.3	15.1	12.4	16.2	22.4	16.3	8.2
14	55.1		3.2	6.5			29.0	48.4	12.9			6.4	67.7	12.9	12.9		3.2		3.2
18	50.8		4.2	16.7	16.7	12.5	12.5	25.0		4.2	8.3	29.2		37.5	33.3	16.7	4.2	8.3	
54	48.9	5.9	13.7	5.9	11.8	9.8	11.8	21.6	15.7	2.0	2.0	43.2	5.9	17.6	33.3	21.6	11.8	7.8	2.0
	49.4	5.2	8.9	11.0	11.1	7.5	15.1	27.0	8.4	4.1	1.6	59.4	10.8	15.8	14.0	16.0	20.8	15.1	7.5
4	45.4	13.1	10.3	13.1	4.8	12.4	20.0	22.1	3.4	0.7		62.1	2.8	12.4	22.8	28.3	23.4	9.7	0.7
8	48.0	3.0	4.6	12.4	19.1	15.4	14.9	24.8	3.4	1.4	0.9	68.7	4.8	11.7	14.7	26.2	22.8	15.6	4.1
12	49.5		5.6	6.7	16.7	17.8	24.4	25.6	1.1	1.1	1.1	22.2	16.7	45.6	15.6	11.1	7.8	2.2	1.1
21	47.8	2.1	8.5	7.4	19.1	20.7	13.3	27.1		0.5	1.1	76.6	2.1	8.5	12.8	31.4	33.0	10.6	1.6
50	55.0				4.0	14.0	28.0	48.0	4.0		2.0	4.0	82.0	10.0	4.0		4.0		
53	45.3			28.6	14.3	28.6	28.6						85.7	14.3					
	48.1	3.9	6.1	10.4	15.7	16.3	17.2	26.0	2.5	1.0	0.9	60.7	9.9	14.4	15.0	24.5	22.3	11.4	2.5
7	50.4	5.7		8.6	14.3	17.1	14.3	22.9	11.4	5.7			48.6	48.6	2.9				
19	47.1	4.9	6.3	14.3	18.6	11.4	16.4	20.4	4.0	2.7	1.1	68.7	4.2	11.4	15.9	25.5	25.6	13.4	4.2
23	44.6	2.7	11.2	20.3	20.1	15.0	14.3	12.9	1.6	1.6	0.4	66.4	4.2	10.9	18.5	26.8	21.0	12.1	6.5
24	50.0	2.8	1.4	4.2	11.3	25.4	19.7	33.8	1.4			31.0	25.4	26.8	16.9	8.5	15.5	5.6	1.4
25	52.8				23.1	15.4	30.8	15.4		7.7	7.7	7.7	38.5	46.2	7.7	7.7			
27	51.4			3.6	12.7	30.9	18.2	20.0	12.7	1.8		14.5	69.1	12.7	3.6	3.6	3.6	5.5	1.8
32	55.7	1.9	1.9		1.9	5.7	24.5	47.2	13.2	1.9	1.9	18.8	32.1	43.4	5.7	7.5	7.5	1.9	1.9
47	46.6		8.0	16.0	20.0	12.0	28.0	16.0				24.0	44.0	24.0	8.0	4.0	12.0	8.0	
51	49.9	8.3			25.0	8.3	16.7	33.3		8.3		8.3	83.3		8.3				8.3
	47.1	3.6	7.0	14.4	17.8	14.2	16.6	19.7	3.8	2.2	0.8	57.2	12.5	15.0	15.2	21.7	20.2	10.9	4.4
	46.5	5.4	9.6	14.5	16.2	13.7	14.2	18.3	4.2	2.8	1.2	71.9	7.4	10.3	10.4	17.3	22.2	18.7	13.7
29	56.5					25.0		50.0		25.0		75.0			25.0		25.0		50.0
46	56.6						41.7	50.0		8.3		91.6			8.3	8.3	33.3	33.3	16.7
63	50.7	0.6	2.6	8.9	12.5	18.8	20.0	26.3	5.2	4.3	0.7	91.9	1.4	2.3	4.4	7.2	13.5	22.2	49.0
14	62.3							33.3	66.7				66.7	33.3					
34	54.1	1.2	4.2	4.6	5.8	6.5	20.8	39.2	9.2	4.6	3.8	91.2	1.2	1.2	6.5	9.2	23.1	40.8	18.1
40	52.5		1.1	6.6	12.1	13.2	17.6	40.7	7.7	1.1		95.7	1.1	2.2	1.1	7.7	23.1	40.7	24.2
23	55.2			1.4	5.7	11.4	24.3	42.9	8.6	2.9	2.9	90.1		4.3	5.7	4.3	18.6	34.3	32.9
52	54.0	1.7	2.3	1.7	8.0	8.6	20.1	47.7	4.0	3.4	2.3	93.7	1.7	1.7	2.9	10.3	17.8	30.5	35.1
	52.1	0.7	2.6	6.7	10.3	14.6	20.3	33.0	6.2	4.1	1.5	91.9	1.4	2.1	4.6	7.8	16.6	28.1	39.4
29	66.5									100.0		100.0						50.0	50.0
46	58.6						20.0	40.0	20.0	20.0		100.0				20.0	20.0	60.0	
94	55.9		0.3	4.2	5.1	11.9	21.0	31.7	8.8	14.7	2.3	97.7	0.3	0.6	1.4	2.8	4.2	9.1	81.6
91	60.3			1.4			12.9	48.6	17.1	12.9	7.1	87.1	5.7	2.9	4.3	5.7	7.1	24.3	50.0
92	58.7						20.8	54.2	18.8		6.3	87.5	4.2	4.2	4.2	12.5	10.4	18.8	45.8
98	55.0			4.1	8.2	7.1	21.4	44.9	4.1	7.1	3.1	90.8	3.1	3.1	3.1	7.1	18.4	23.5	41.8
	56.6		0.2	3.5	4.5	8.5	20.0	37.8	9.9	12.3	3.3	94.5	1.7	1.6	2.3	4.9	7.6	14.8	67.2

Hours Paid by Local and Port Area

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

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

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

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

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

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

PERCENT OF HOURS IN HOME PORT AREA

Local		Total Reg'd.	% HOURS PAID IN: Home Port	Other Ports	BY CATEGORY OF WORK FORCE: To This Local	To Other Locals	To Casuals	To Inactives	BY DAY OF WEEK: Sat	Sun	Mon	Tue	Wed	Thu	Fri	Measure of Unevenness
LONGSHORE																
SOUTHERN CALIFORNIA																
13	LA/LB	3,881	99.8	0.2	87.5	1.5	10.5	0.5	12.0	12.0	16.1	16.3	15.2	13.0	15.6	0.22
29	San Diego	55	90.5	9.5	63.0	3.5	32.8	0.7	11.2	9.4	16.6	14.2	15.9	18.0	14.6	0.55
46	Port Hueneme	82	93.2	6.8	54.4	4.9	40.0	0.7	3.4	7.3	21.7	26.8	21.0	13.7	6.1	4.91
	Total	4,018	99.5	0.5	86.2	1.6	11.7	0.5	11.7	11.8	16.2	16.5	15.3	13.1	15.4	0.25
NORTHERN CALIFORNIA																
10	SF Bay Area	1,049	98.1	1.9	93.7	1.1	4.6	0.7	8.2	6.8	14.5	16.7	16.2	16.6	20.9	1.52
14	Eureka	31	59.5	40.5	94.0	3.0	3.0	0.0	11.5	7.1	10.3	14.3	17.0	13.6	26.2	2.25
18	Sacramento	24	89.9	10.1	69.3	15.4	14.8	0.5	7.8	6.7	13.6	17.1	18.7	12.3	23.8	2.23
54	Stockton	60	97.3	2.7	75.3	7.7	17.0	0.0	7.8	6.2	17.1	14.6	18.3	16.0	20.0	1.67
	Total	1,164	97.3	2.7	92.0	1.8	5.5	0.6	8.2	6.8	14.6	16.6	16.4	16.5	21.0	1.53
OREGON																
4	Vancouver, WA	149	89.5	10.5	80.6	11.8	5.8	1.8	11.2	10.3	15.3	17.7	14.1	15.2	16.2	0.43
8	Portland	467	97.2	2.8	86.6	10.5	2.2	0.7	11.0	10.0	18.6	15.9	14.5	15.1	14.9	0.51
12	North Bend	93	63.1	36.9	93.5	2.9	1.9	1.7	9.3	7.8	17.6	19.3	16.1	15.9	14.1	1.09
21	Longview, WA	191	87.8	12.2	89.8	4.0	4.7	1.5	10.0	7.1	15.5	15.8	16.2	17.2	18.3	1.02
50	Astoria	50	18.5	81.5	97.1	0.7	1.8	0.3	12.8	9.3	12.0	20.1	14.9	13.7	17.3	0.77
53	Newport	8	22.8	77.2	81.7	16.0	0.0	2.4	4.5	9.7	9.8	17.2	33.3	14.4	11.1	5.19
	Total	958	89.8	10.2	86.6	9.0	3.3	1.1	10.7	9.3	17.3	16.4	14.9	15.6	15.8	0.55
WASHINGTON																
7	Bellingham	35	76.6	23.4	83.7	7.2	2.4	6.8	11.3	8.6	12.6	13.6	13.8	15.4	24.6	1.52
19	Seattle	583	98.5	1.5	86.3	4.8	8.8	0.2	13.2	7.4	12.6	13.9	16.3	15.3	21.2	1.05
23	Tacoma	491	98.6	1.4	88.1	4.3	7.6	0.0	9.7	4.9	10.5	13.6	19.3	15.8	26.2	2.92
24	Aberdeen	71	22.8	77.2	89.5	7.4	3.1	0.0	6.7	4.8	17.4	19.7	17.4	13.6	20.3	2.33
25	Anacortes	13	82.7	17.3	64.1	35.9	0.0	0.0	10.2	7.2	15.9	17.3	12.8	12.9	23.7	1.71
27	Port Angeles	55	38.3	61.7	92.4	6.0	1.1	0.5	7.8	11.4	12.8	9.9	9.8	14.5	33.8	4.75
32	Everett	55	83.3	16.7	78.7	15.1	6.1	0.1	11.3	7.0	13.0	16.0	14.7	14.6	23.4	1.50
47	Olympia	30	83.3	16.7	72.3	18.2	9.5	0.0	8.5	9.8	21.3	15.2	10.9	10.6	23.8	2.20
51	Port Gamble	13	16.9	83.1	96.5	3.5	0.0	0.0	3.5	-	-	-	-	-	96.5	79.00
	Total	1,346	95.1	4.9	86.7	5.2	7.9	0.2	11.4	6.4	12.1	14.0	17.3	15.4	23.4	1.68
	Longshore Total	7,486	97.4	2.6	87.1	3.0	9.4	0.5	11.1	10.1	15.5	16.1	15.7	14.1	17.3	0.44
CLERKS																
29	San Diego	4	83.7	16.3	53.3	31.5	10.8	4.3	11.1	10.2	16.5	12.7	15.8	18.9	14.7	0.57
46	Port Hueneme	12	97.1	2.9	58.9	30.6	10.3	0.1	3.2	5.3	21.4	25.5	20.9	15.2	8.4	4.58
63	LA/LB	946	99.9	0.1	77.3	10.7	11.8	0.2	9.9	10.1	16.5	17.4	16.0	14.5	15.7	0.56
14	Eureka	3	84.7	15.3	64.1	35.9	0.0	0.0	16.2	8.6	11.2	15.3	14.6	14.4	19.6	0.75
34	SF Bay Area	270	97.3	2.7	87.2	10.2	2.2	0.4	4.2	3.8	16.5	19.0	18.6	18.1	19.8	3.01
40	Portland	94	67.5	32.5	86.9	9.6	1.4	2.2	8.3	7.3	17.4	16.9	16.3	16.7	17.0	1.19
23	Tacoma	70	99.9	0.1	62.0	36.2	1.0	0.7	6.2	2.8	12.9	16.4	21.1	15.9	24.8	3.62
52	Seattle	175	87.0	13.0	83.9	10.8	2.9	2.4	9.3	5.0	15.7	16.3	17.8	16.3	19.6	1.61
	Clerk Total	1,574	96.1	3.9	78.7	12.3	8.4	0.6	8.7	8.1	16.3	17.5	16.9	15.4	17.2	1.00
WALKING BOSSES/FOREMEN																
29	San Diego	2	99.3	0.7	26.5	71.7	1.3	0.5	11.4	10.6	16.4	13.2	16.3	17.5	14.6	0.42
46	Port Hueneme	5	99.8	0.2	56.9	42.7	0.5	0.0	2.9	9.6	19.8	23.5	21.9	14.5	7.8	3.65
94	LA/LB	359	99.7	0.3	94.4	5.1	0.0	0.5	13.9	14.3	15.3	15.5	14.3	12.7	13.9	0.05
91	SF Bay Area	72	99.6	0.4	83.8	13.9	0.0	2.3	8.7	7.0	14.7	16.3	16.3	16.2	20.6	1.37
92	Portland	49	89.0	11.0	81.3	13.8	0.0	4.9	12.0	10.2	17.3	15.6	14.2	15.3	15.4	0.35
98	Seattle	98	90.4	9.6	88.5	11.5	0.0	0.0	11.7	6.7	12.1	14.3	17.6	15.1	22.5	1.48
	Foreman Total	585	97.7	2.3	90.3	8.7	0.0	1.0	12.7	12.0	15.0	15.5	15.1	13.7	16.0	0.13

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

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

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

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

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

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

		BY SHIFT			BY SHIFT BY REGISTERED OR CASUAL						Paid to Registrants by Shift			Paid to Casuals by Shift			
	on Holidays	on 1st Shift	on 2nd Shift	on 3rd Shift	1st Shift		2nd Shift		3rd Shift								Paid at Exp Rates
					Reg'd	Casual	Reg'd	Casual	Reg'd	Casual	1st	2nd	3rd	1st	2nd	3rd	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	2.9	60.0	34.8	5.2	92.1	7.9	88.1	11.9	68.6	31.4	61.7	34.3	4.0	45.2	39.3	15.5	24.4
29	2.4	79.3	19.6	1.1	62.2	37.8	86.6	13.4	86.6	13.4	73.3	25.3	1.4	91.5	8.0	0.5	31.4
46	3.3	80.4	17.2	2.4	56.0	44.0	74.8	25.2	89.7	10.3	75.0	21.4	3.5	88.5	10.9	0.6	31.7
	2.9	60.8	34.1	5.1	90.2	9.8	87.9	12.1	68.9	31.1	62.1	33.9	4.0	51.1	35.4	13.5	24.7
10	2.7	65.3	31.5	3.2	96.1	3.9	93.7	6.3	98.7	1.3	65.8	30.9	3.3	55.8	43.3	0.9	21.0
14	3.0	74.2	24.0	1.9	96.1	3.9	99.6	0.4	100.0	-	73.5	24.6	1.9	96.7	3.3	-	5.8
18	1.5	70.0	28.9	1.2	85.2	14.8	84.7	15.3	100.0	-	69.9	28.7	1.4	70.2	29.8	-	11.4
54	2.7	70.1	29.6	0.2	84.0	16.0	80.6	19.4	96.0	4.0	71.0	28.8	0.3	66.0	34.0	0.1	6.7
	2.7	65.8	31.3	2.9	95.1	4.9	92.8	7.2	98.8	1.2	66.2	30.7	3.1	58.7	40.6	0.7	19.8
4	1.2	72.7	26.9	0.4	95.4	4.6	91.3	8.7	77.8	22.2	73.6	26.0	0.3	57.7	40.8	1.5	10.2
8	2.1	73.6	25.4	1.0	97.8	2.2	97.8	2.2	99.5	0.5	73.6	25.4	1.0	74.0	25.7	0.2	3.4
12	2.9	69.1	28.7	2.2	98.5	1.5	97.1	2.9	96.1	3.9	69.4	28.4	2.2	52.3	43.3	4.4	1.1
21	2.1	79.8	19.5	0.7	95.2	4.8	96.4	3.6	85.5	14.5	79.7	19.7	0.6	82.5	15.2	2.2	4.7
50	3.5	90.0	10.0	0.0	98.7	1.3	93.5	6.5	-	-	90.4	9.6	-	64.2	35.8	-	1.8
53	1.6	84.6	15.4	0.0	100.0	-	100.0	-	-	-	84.6	15.4	-	-	-	-	0.0
	2.0	74.6	24.5	0.9	96.8	3.2	96.3	3.7	95.2	4.8	74.8	24.4	0.9	71.2	27.5	1.3	4.7
7	3.9	63.3	31.9	4.7	99.0	1.0	95.3	4.7	95.2	4.8	64.2	31.2	4.6	27.3	63.1	9.6	2.9
19	2.2	64.0	27.7	8.4	92.0	8.0	91.2	8.8	85.4	14.6	64.5	27.6	7.8	58.3	27.8	14.0	10.1
23	2.0	63.9	29.1	7.1	92.4	7.6	90.7	9.3	98.3	1.7	63.9	28.6	7.5	63.1	35.3	1.5	5.3
24	1.3	85.0	14.7	0.3	97.6	2.4	93.2	6.8	97.6	2.4	85.6	14.2	0.3	67.4	32.4	0.2	0.6
25	2.0	58.9	34.0	7.1	99.5	0.5	99.3	0.7	100.0	-	75.8	24.1	0.1	70.0	30.0	-	0.0
27	0.8	91.7	8.0	0.3	98.8	1.2	100.0	-	100.0	-	91.6	8.1	0.3	100.0	-	-	0.1
32	1.3	91.2	7.4	1.4	93.6	6.4	96.2	3.8	100.0	-	90.9	7.5	1.5	95.4	4.6	-	3.8
47	3.0	82.3	13.1	4.6	91.6	8.4	82.6	17.4	93.9	6.1	83.3	11.9	4.8	73.0	24.0	3.0	27.0
51	1.8	96.5	3.5	0.0	100.0	-	100.0	-	-	-	96.5	3.5	-	-	-	-	0.0
	2.1	65.9	26.9	7.2	92.7	7.3	91.1	8.9	90.6	9.4	66.3	26.6	7.1	61.2	30.2	8.6	7.8
	2.6	63.7	31.6	4.7	92.1	7.9	89.6	10.4	76.8	23.2	64.7	31.3	4.0	53.7	34.8	11.5	19.4
29	2.0	82.9	16.1	1.0	87.2	12.8	98.7	1.3	100.0	-	81.1	17.8	1.1	98.0	2.0	-	10.3
46	3.4	85.2	12.6	2.2	89.3	10.7	90.9	9.1	97.9	2.1	84.8	12.8	2.4	88.4	11.2	0.4	8.3
63	2.8	67.2	27.5	5.2	89.3	10.7	87.4	12.6	78.2	21.8	68.1	27.3	4.6	60.9	29.4	9.7	13.2
14	2.0	58.9	34.0	7.1	100.0	-	100.0	-	100.0	-	58.9	34.0	7.1	-	-	-	0.0
34	2.6	81.1	16.9	2.0	97.7	2.3	97.9	2.1	99.8	0.2	81.0	17.0	2.0	83.5	16.3	0.2	5.2
40	1.8	81.0	17.5	1.4	98.8	1.2	97.9	2.1	98.7	1.3	81.2	17.4	1.4	72.0	26.6	1.4	1.9
23	2.3	68.6	25.4	6.0	99.0	1.0	98.8	1.2	99.7	0.3	68.6	25.3	6.1	68.3	30.1	1.5	0.6
52	2.7	77.6	16.6	5.8	97.3	2.7	97.0	3.0	94.0	6.0	77.8	16.5	5.6	70.7	17.3	11.9	3.3
	2.7	71.3	24.1	4.6	92.6	7.4	90.2	9.8	83.5	16.5	72.0	23.8	4.2	62.7	28.2	9.1	9.7
29	2.3	75.2	23.5	1.3	98.4	1.6	99.6	0.4	100.0	-	74.9	23.7	1.3	93.1	6.9	-	-
46	3.1	74.5	21.0	4.4	99.5	0.5	99.8	0.2	100.0	-	74.5	21.1	4.4	89.3	10.7	-	-
94	3.3	55.0	39.4	5.6	100.0	-	100.0	-	100.0	-	55.0	39.4	5.6	63.0	30.9	6.1	-
91	2.7	61.0	35.6	3.4	100.0	-	100.0	-	100.0	-	61.0	35.6	3.4	-	100.0	-	-
92	2.1	73.0	25.2	1.8	100.0	-	100.0	-	100.0	-	73.0	25.2	1.8	-	-	-	-
98	2.1	61.0	29.7	9.2	100.0	-	100.0	-	100.0	-	61.0	29.7	9.2	100.0	-	-	-
	3.0	58.3	36.2	5.5	100.0	-	100.0	-	100.0	-	58.3	36.2	5.5	85.0	13.9	1.1	-

ILWU-PMA Pension Plan

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 Benefit Plans Office. For all plans, refer to the various benefit agreements, contract documents, and other related materials.

"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, 1998, the rate of pension benefit accrual for longshoremen active on or after July 1, 1996, was $72 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $2,520 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. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, paid holidays, and unemployment insurance payments.

A participant who is credited with fewer than 1,300 hours but at least 800 hours in any payroll year will earn a fraction of a year of service for benefit accrual determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to 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 5 qualifying years of service or, if earlier, at normal retirement date. The Plan Trustees have adopted the Cliff Vesting option. Benefits are 100% vested after 5 qualifying years of service. If a participant leaves the plan prior to the vesting date, no partial benefits are received. Once vested, a participant's earned qualifying years of service remain credited for life.

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

Retirees, Pensioners and Surviving Spouses

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

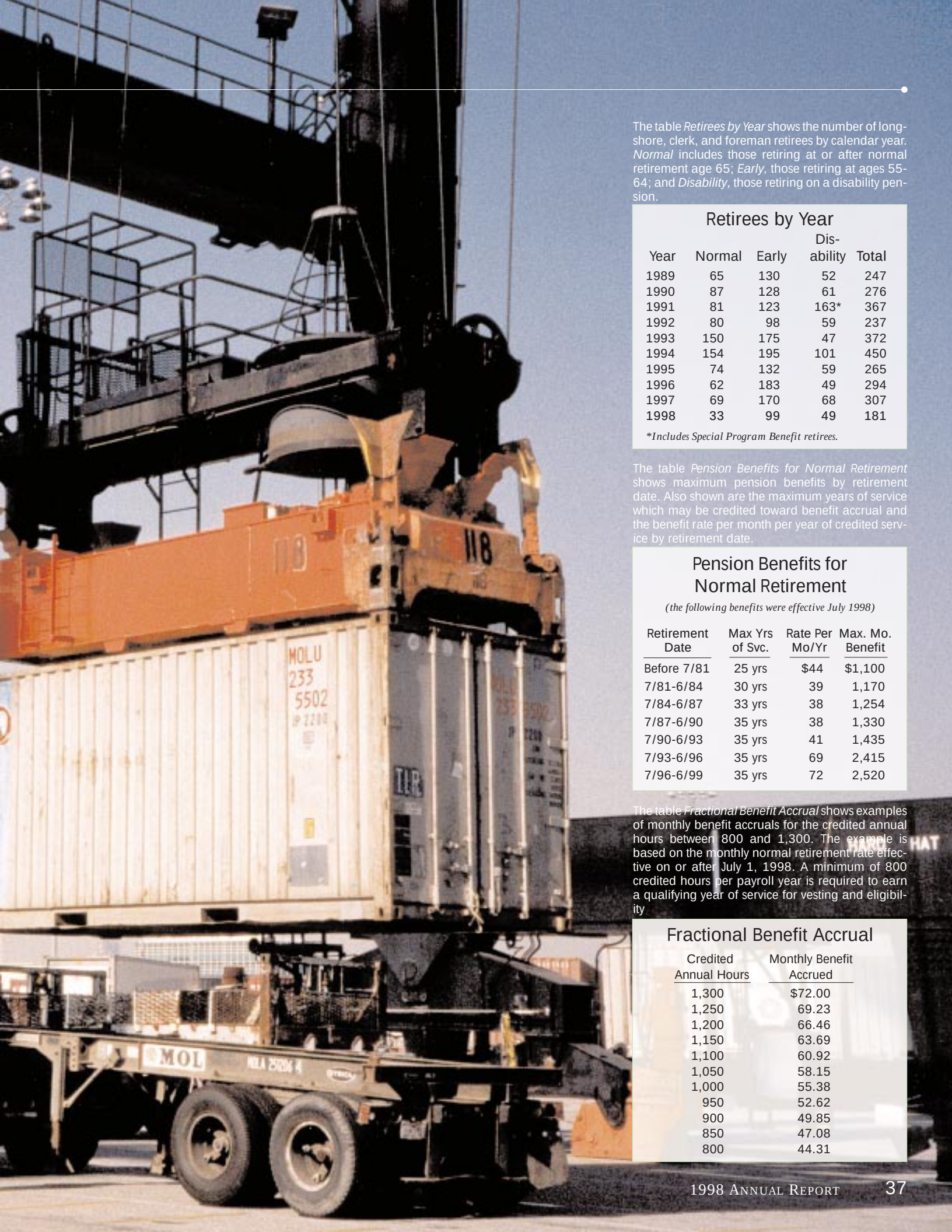
Effective April 1, 1990, the Plan commenced payment of vested pension benefits to actively employed participants who have attained age 70½ on or after July 1, 1988. These monthly payments, which are referred to as **In-Service Distributions**, are equal to the amount of the monthly pension to which the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

Effective with plan year 1996, those persons receiving pensions under a "Qualified Domestic Relations Order" (QDRO), issued by a court as a result of divorce proceedings, are shown separately. At the end of 1998 the Plan was paying $9,062,250 per month to 8,904 benefit recipients.

Number of Benefit Recipients by Year

	PENSIONERS					SURVIVING SPOUSES			
Year	Normal/ Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	Total
1989	3,979	1,425			5,404	3,527	240	3,767	9,171
1990	3,894	1,386	22		5,302	3,562	250	3,812	9,114
1991	3,821	1,475	37		5,333	3,566	263	3,829	9,162
1992	3,792	1,435	63		5,240	3,582	273	3,855	9,095
1993	3,792	1,387	72		5,251	3,561	295	3,856	9,107
1994	3,887	1,400	80		5,367	3,561	313	3,874	9,241
1995	3,830	1,380	99		5,309	3,551	322	3,873	9,182
1996	3,811	1,333	100	14	5,258	3,547	331	3,878	9,136
1997	3,788	1,336	103	22	5,249	3,504	341	3,845	9,094
1998	3,669	1,294	107	28	5,098	3,457	349	3,806	8,904

Crane training, Ports of Los Angeles/Long Beach.



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

Retirees by Year

Year	Normal	Early	Disability	Total
1989	65	130	52	247
1990	87	128	61	276
1991	81	123	163*	367
1992	80	98	59	237
1993	150	175	47	372
1994	154	195	101	450
1995	74	132	59	265
1996	62	183	49	294
1997	69	170	68	307
1998	33	99	49	181

**Includes Special Program Benefit retirees.*

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

Pension Benefits for Normal Retirement

(the following benefits were effective July 1998)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25 yrs	$44	$1,100
7/81-6/84	30 yrs	39	1,170
7/84-6/87	33 yrs	38	1,254
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
7/96-6/99	35 yrs	72	2,520

The table *Fractional Benefit Accrual* shows examples of monthly benefit accruals for the credited annual hours between 800 and 1,300. The example is based on the monthly normal retirement rate effective on or after July 1, 1998. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility

Fractional Benefit Accrual

Credited Annual Hours	Monthly Benefit Accrued
1,300	$72.00
1,250	69.23
1,200	66.46
1,150	63.69
1,100	60.92
1,050	58.15
1,000	55.38
950	52.62
900	49.85
850	47.08
800	44.31

ILWU-PMA Pension Plan

Changes in Net Assets Available for Benefits

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

For Plan Year Ended June 30:	1998	1997	1996	1995
Benefits Paid and Expenses				
Pensions paid	$ 107,984,312	$ 101,498,035	$ 94,963,310	$ 92,437,267
Administrative expenses	2,067,657	1,993,104	1,986,647	1,799,305
Total Deductions	$ 110,051,969	$ 103,491,139	$ 96,949,957	$ 94,236,572
Investment Income and Employer Contributions				
Net appreciation of fair value of invest.	$ 288,964,008	$ 250,625,233	$ 101,044,259	$ 129,227,459
Net gain (loss) on sale/redemption of sec.	-	-	35,900,505	13,889,280
Interest	52,104,429	34,569,765	25,927,249	26,229,167
Dividends from investments	14,625,519	20,440,372	23,395,064	14,200,968
Less investment expense	(4,513,767)	(3,748,992)	(3,267,020)	(2,667,995)
Total Income Gain	$ 351,180,189	$ 301,886,378	$ 183,000,057	$ 180,878,879
Contributions from Employers	35,040,507	104,087,238	99,696,224	99,022,687
Total Additions	$ 386,220,696	$ 405,973,616	$ 282,696,281	$ 279,901,566
Net Increase	276,168,727	$ 302,482,477	$ 185,746,324	$ 185,664,994
Net Assets Avail for Benefits: Beginning of Year	$1,631,563,977	1,329,081,500	1,143,335,176	957,670,182
End of Year	$1,907,732,704	$1,631,563,977	$1,329,081,500	$1,143,335,176

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, 1998, is shown below. The benefits reflected in the calculation for active employees include only retirement benefits already accumulated, already vested, and for which the active employees qualified as a result of age and service through June 30, 1998.

Vested Liabilities as of Plan Year Ended June 30:	1998*	1997	1996	1995
Retired Participants & Beneficiaries	$ 914,857,074	$ 879,777,731	$ 801,092,819	$ 770,810,600
Inactive Vested	4,036,820	3,254,033	3,350,058	3,055,900
Active Vested Employees	824,112,010	808,700,931	812,693,247	731,682,200
Total Present Value Vested Liabilities	$1,743,002,904	$1,691,732,695	$1,617,136,124	$1,505,548,700
Actuarial Value of Assets	1,673,104,246	1,430,817,465	1,196,786,850	1,016,418,300
Unfunded Vested Benefits Liability	$ 69,898,658	$ 260,915,230	$ 420,349,274	$ 489,130,400

* The 1998 numbers are preliminary and are subject to revision before the final report is issued.

Actuarial Accrued Liability

On July 21, 1997, after careful study of the funding level of the Plan, the parties adopted and the Pension Benefit Guaranty Corporation (PBGC) approved an amendment to the special withdrawal liability rules, which eliminates the requirement that contributions for each Plan Year be at least equal to benefits and administrative costs. In lieu of that requirement, the parties agreed that should the funding percentage for the ILWU-PMA Pension Plan fall below 85% at the beginning of a particular Plan Year, the contributions in the following Plan Year will not be less than the lesser of (a) the total administrative costs and benefits or (b) the amount required to increase the funding percentage to 85%.

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

Actuarial Accrued Liability July 1:	1998	1997	1996	1995
Actuarial Value of Assets	$1,673,104,246	$1,430,817,465	$1,196,786,850	$1,016,418,300
Actuarial Liability:				
Pensioners/Survivors	932,430,493	897,675,786	820,513,788	$ 805,435,100
Inactive Vested	4,169,393	3,339,033	3,499,791	3,335,900
Active Employees	1,048,342,138	1,024,169,087	1,039,483,866	972,209,700
Total Actuarial Liability	$1,984,942,024	$1,925,183,906	$1,863,497,445	$1,780,980,700
Unfunded Actuarial Accrued Liability	$ 311,837,778	$ 494,366,441	$ 666,710,595	$ 764,562,400

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

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

Holiday Payments by Contract Year:
Contract Year Ended June 30

1994	$22,735,908*
1995	20,505,202
1996	21,503,195
1997	23,611,718
1998	23,950,707

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

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

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

Holidays recognized by the Agreements for 1999 and for the first six months of 2000 are shown above.

1999

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

2000

January	1	New Year's Day[1]
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	21	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	29	Memorial Day

Holidays shown in color are non-paid holidays.

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

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

New cranes arrive at Terminal 18 in the Port of Seattle.

ILWU-PMA Welfare Plan

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

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

Plan Funding

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

Registered employees make contributions to the Plan as a defined percentage of wages. Each registered employee contributed 0.8% of wages for the period from February 1, 1996, through January 31, 1997, 0.61% of wages from the period February 1, 1997, through January 23, 1998, and 0.56% of wages for the period beginning January 24, 1998. If an

Costs of Benefits Paid

For Plan Year Ended June 30:	1998	1997	1996	1995
Hospital, Medical & Surgical - self funded	$ 47,094,462	$ 32,599,353	$ 34,146,496	$ 34,046,358
HMO Plans, inc. vision & presc.drugs	28,275,976	28,301,622	32,175,960	33,664,482
Subtotal-Hospital, Medical & Surgical	$ 75,370,438	$ 60,900,975	$ 66,322,456	$ 67,710,840
Dental services - Adult Program	11,616,915	10,790,511	10,265,117	9,318,493
Dental services - Children's Program	2,544,559	2,562,649	2,604,931	2,202,570
Life insurance, AD&D	3,330,967	3,577,497	3,464,776	3,415,451
Prescription Drug Program	10,836,628	9,672,173	7,476,190	7,789,330
Medicare premiums reimbursements	5,160,021	5,149,728	5,320,900	5,342,297
Vision care	1,200,127	996,185	1,109,246	1,006,658
Vision supplement (frames, contact lenses)	4,400	3,219	3,122	2,438
Non-industrial disability supplement	1,289,117	1,472,075	1,339,647	1,011,777
Weekly indemnity	1,299,561	1,558,042	1,240,627	1,253,280
Alcoholism/Drug Recovery Program	1,043,815	921,563	909,200*	508,682
Social Security supplement	1,065,134	1,860,898	655,416	1,529,163
Hearing aids	417,205	395,744	448,543	401,267
Chiropractic	1,046,022	761,875	867,084	646,207
Diabetic durable equipment	1,774	1,633	2,937	2,116
Kidney dialysis	See Note	See Note	See Note	49,475
WILSP subsidy payments	74,400	84,400	98,000	109,400
Accrual adjustments (SOP 92-6)	(3,777,592)	2,350,717	-	-
TOTAL BENEFITS	$112,523,491	$103,059,884	$102,128,192	$102,299,444

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

* Dependents coverage added in 1996.

The *California Luna* docked at the Port of Los Angeles.

Changes In Net Assets Available For Benefits

For Plan Year Ended June 30:	1998	1997	1996	1995
Investment Income	$ 1,658,425	$ 1,038,470	$ 1,765,232	$ 1,728,879
Contributions:				
Employers	113,477,370	$ 94,889,777	$ 77,864,683	$104,192,565
Employees	3,424,816	3,921,616	4,160,756	5,631,734
WILSP/Union	187,643	177,272	123,420	140,982
COBRA/self-pay contrib.	106,918	136,178		
Total contributions	$117,196,747	$ 99,124,843	$ 82,148,859	$109,965,281
Total Additions	118,855,172	100,163,313	83,914,091	111,694,160
Benefits paid	116,301,083	100,709,167	102,128,192	102,299,444
Administrative expenses	2,571,617	2,488,127	2,395,300	2,123,245
Total Deductions	$118,872,700	$103,197,294	$104,523,492	$104,422,689
Net Increase(Decrease)	(17,528)	(3,033,981)	(20,609,401)	7,271,471
Net assets available for benefits:				
Beginning of year	30,218,115	32,802,788	53,412,189	46,140,718
Watchmen asset transfer		449,308		
End of year	$ 30,200,587	$ 30,218,115	$ 32,802,788	$ 53,412,189

employee is required to contribute to the California State Disability Insurance Program, the employee's contribution to the Plan is reduced by the amount of the employee's payment to that Program.

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

During fiscal 1997 / 98 employee contributions to the Plan amounted to 2.2% of the total cost of benefits. The ILWU contributes the Union's share of the cost of the Widows' Independent Living Subsidy Program.

Tenure of the Agreement

The Plan runs concurrently with the Pacific Coast Longshore and Clerk's Agreement dated 1996-1999. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan and continues the Plan in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

Who is Eligible for ILWU-PMA Welfare Plan Benefits

The eligibility categories for Welfare Plan participation that follow provide an overview of eligibility requirements. The Plan Trustees are the final arbiter of eligibility.

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

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

A mid-year review is also conducted by the Trustees prior to January 1 to determine eligibility for those registered active employees who do not hold 12-month eligibility from the previous July 1. An active registered employee may receive eligibility for January through June if sufficient hours of covered employment have been credited for the employee in the first half of the preceding payroll year. In major ports, at least 400 hours must have been worked or credited in the first half of the preceding payroll year. In minor ports, at least 240 hours must have been worked or credited in the first half of the preceding payroll year.

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

- Pensioners whose separation date was on or after July 1, 1988, and who accrued fewer than 5 years of credited pension service, and
- Deferred pensioners whose separation date was before age 55 or whose normal pension benefit has not commenced.

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

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

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

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

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

Widows' Independent Living Subsidy Program (WILSP)

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

Payment for Benefit Coverage

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

Vacation Plan

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

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

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

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

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

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

Annual Hours Requirements for Vacation Eligibility

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

Vacation Benefits, Taxes & Expenses:

Payroll year in which vacation earned

1994 *(Paid April 1995)*	$35,695,242
1995 *(Paid April 1996)*	36,385,771
1996 *(Paid March 1997)* . . .	41,954,936
1997 *(Paid March 1998)* . . .	44,109,545
1998 *(Paid March 1999)* . . .	**44,173,188***

* Estimated

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

A Hyster forklift is loaded at the SSA terminal in the Port of Longview, WA.

Vacations Earned in Payroll Year 1997 and Paid in March 1998

NUMBER OF VACATIONS PAID TO shows the number of inactives, actives, and employees over 60 who received vacation payments. *Inactives* are employees who are inactive at the end of 1998.

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

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

No. Pd. shows the number of vacations paid to employees based on the number of qualifying hours paid for work in payroll year 1997: those with FEWER THAN 1,300 HOURS, those with 1,300-1,599 HOURS, and those with 1,600 HOURS OR MORE. Pct of Total shows the percent employees with 1,600 qualifying hours or more represent of all employees receiving vacations. Average Payment shows the average vacation payment made to employees with at least 1,600 qualifying hours.

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

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

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

Local	NUMBER OF VACATIONS PAID TO: Total	Inactives	Actives	>60	NUMBER OF ACTIVES PAID: 1 Wk.	2 Wks.	3 Wks.	4 Wks.	5 Wks.	6 Wks.	Avg. Wks.	Avg. Add'l Hours	FEWER THAN 1,300 HOURS No. Pd.	1,300 TO 1,599 HOURS No. Pd.	1,600 HOURS OR MORE No. Pd.	Pct of Total	Average Payment	Vacation Payments
LONGSHORE																		
SOUTHERN CALIFORNIA																		
13 LA/LB	3,379	70	3,309	315	204	1,478	932	190	36	469	2.9	0.1	341	421	2,547	*75.4%*	$3,624	$11,345,418
29 San Diego	53	3	50	16	2	17	5	5	1	20	3.9	2.0	6	10	34	*64.2*	4,760	253,973
46 Port Hueneme	80	2	78	10	6	10	35	17	2	8	3.3	0.3	11	4	63	*78.8*	4,062	307,142
Total	3,512	75	3,437	341	212	1,505	972	212	39	497	3.0	0.1	358	435	2,644	*75.3%*	$3,649	$11,906,533
NORTHERN CALIFORNIA																		
10 SF Bay Area	795	36	759	154	99	176	118	47	38	281	3.8	0.3	151	91	517	*65.0%*	$5,077	$ 3,525,462
14 Eureka	29	-	29	7		1	2	12	1	13	4.8	-	26	-	3	*10.3*	6,708	152,433
18 Sacramento	25	1	24	4	6		6	2		10	3.8	-	7	7	10	*40.0*	6,177	112,502
54 Stockton	52	1	51	14	6	12	6	4		23	4.0	-	8	17	26	*50.0*	5,452	237,008
Total	901	38	863	179	111	189	132	65	39	327	3.8	0.3	192	115	556	*61.7%*	$5,123	$ 4,027,405
OREGON																		
4 Vancouver, WA	155	7	148	9	6	58	8	14	3	59	3.9	-	16	33	99	*63.9%*	$4,810	$ 691,564
8 Portland	444	19	425	34	15	99	64	134	19	94	3.8	0.2	61	63	301	*67.8*	4,574	1,943,383
12 North Bend	96	5	91	5	7	17	26	9	9	23	3.7	0.1	21	24	46	*47.9*	4,279	420,371
21 Longview, WA	201	11	190	10	5	50	39	36		60	3.8	0.2	19	34	137	*68.2*	4,626	906,040
50 Astoria	26	1	25	3		3	1	8	2	11	4.7	-	21	2	2	*7.7*	6,149	126,924
53 Newport	5	-	5	-	3		2				1.8	-	4	-	1	*20.0*	3,354	9,608
Total	927	43	884	61	36	227	140	201	33	247	3.8	0.1	142	156	586	*63.2%*	$4,606	$ 4,097,890
WASHINGTON																		
7 Bellingham	37	2	35	9	1	5	4	13		12	4.2	-	13	14	8	*21.6%*	$4,445	$ 178,558
19 Seattle	570	11	559	50	17	166	105	110	9	152	3.7	0.3	65	99	395	*69.3*	4,451	2,412,374
23 Tacoma	462	5	457	19	28	23	169	140	19	78	3.7	0.5	74	56	327	*70.8*	4,635	1,981,248
24 Aberdeen	70	2	68	4	1		4	22	6	35	5.0	0.5	26	15	27	*38.6*	6,070	391,451
25 Anacortes	13	1	12	2				11		1	4.2	-	6	-	6	*46.2*	4,775	65,513
27 Port Angeles	56	1	55	9		1	1	22	13	18	4.8	-	35	6	14	*25.0*	5,454	295,166
32 Everett	54	3	51	15			4	2	7	38	5.5	-	23	11	17	*31.5*	6,632	342,965
47 Olympia	25	-	25	-		3	3	12		7	4.2	1.2	12	6	7	*28.0*	5,161	126,196
51 Port Gamble	13	-	13	3		1		5		7	4.9	-	11	1	1	*7.7*	4,472	66,286
Total	1,300	25	1,275	111	47	199	290	337	54	348	3.9	0.4	265	208	802	*61.7%*	$4,653	$ 5,859,757
Longshore Total	6,640	181	6,459	692	406	2,120	1,534	815	165	1,419	3.4	0.2	957	914	4,588	*69.1%*	$4,126	$25,891,585
CLERKS																		
29 San Diego	5	1	4	1				2		2	5.0	5.5	1	-	3	*60.0%*	$6,877	$ 34,143
46 Port Hueneme	12	-	12	3				1	1	10	5.8	8.0	1	1	10	*83.3*	7,441	87,552
63 LA/LB	886	19	867	124	9	39	412	81	16	310	4.1	11.3	29	81	757	*85.4*	5,778	4,939,773
14 Eureka	3	-	3	3				1		2	5.3	-	3	-	-	-	-	20,787
34 SF Bay Area	249	6	243	57	3	6	40	15	3	176	5.2	9.9	9	11	223	*89.6*	7,039	1,707,333
40 Portland	99	7	92	11			9	26	2	55	5.1	12.0	5	1	86	*86.9*	6,918	673,789
23 Tacoma	60	3	57	12				10	1	46	5.6	12.6	1	1	55	*91.7*	7,389	442,487
52 Seattle	177	11	166	26		1	13	40	3	109	5.2	12.5	4	6	156	*88.1*	7,125	1,252,184
Clerk Total	1,491	47	1,444	237	12	46	474	176	26	710	4.6	11.2	53	101	1,290	*86.5%*	$6,319	$ 9,158,048
WALKING BOSSES/FOREMEN																		
29 San Diego	2	-	2	2						2	6.0	20.0	-	-	2	*100.0%*	$8,840	$ 17,680
46 Port Hueneme	6	1	5	2						5	6.0	14.4	-	-	5	*83.3*	8,650	51,408
94 LA/LB	337	11	326	111			47	19	5	255	5.4	19.1	1	7	318	*94.4*	8,045	2,700,923
91 SF Bay Area	74	8	66	31				2	1	63	5.9	16.5	7	1	58	*78.4*	8,727	631,856
92 Portland	52	8	44	14				4		40	5.8	17.9	1	1	42	*80.8*	8,602	443,700
98 Seattle	94	3	91	17			1	11	3	76	5.7	17.5	4	4	83	*88.3*	8,401	783,700
Foreman Total	565	31	534	177			48	36	9	441	5.6	18.4	13	13	508	*89.9%*	$8,236	$ 4,629,267

Pay Guarantee Plan

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

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

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

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

The contingent PGP liability for 1998/99 is $20,020,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

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

Longshore PGP in the Small Ports

One-third of the coast total longshore PGP was paid to 77 registrants in five small locals who received annual payments of $25,000 or more: these registrants averaged $35,631 in PGP. Pay Guarantee payments comprised 71.7% of their total annual earnings, and wage-related benefits (paid holidays, vacations, and PGP) made up 79.9% of their total annual earnings which averaged $49,722. The ports are Port Gamble and Port Angeles in Washington, Astoria and Newport in Oregon, and Eureka in Northern California.

Port Gamble presents the most extreme case of distressed conditions on the coast because it has no local work opportunity, and the average PGP payments in this port are at least 50% higher than every other longshore local. Ten of the thirteen registrants in Local 51 averaged $42,145 in Pay Guarantee. Almost 85% of their total earnings—which averaged $49,681—came from PGP, and benefits made up 87.3% of the total. The only hours paid in Port Gamble to members of Local 51 were dispatch hours. Excluding dispatcher hours, the members of the local received 4,307 hours this year by traveling to other ports compared with 6,078 hours in 1997.

The currently active work force in Port Angeles received 17.8% of the longshore PGP paid on the coast, and 51 of their 55 working active registrants received an average of $28,623 each in PGP. Twenty-eight of these registrants with annual PGP over $25,000 averaged $51,034 in total annual earnings of which 73.1% was PGP and an additional 11.7% was paid holidays and vacations. Not only did the in-port longshore hours decline in Port Angeles to 15,400 this year from 21,305 in 1997, but members of Local 27 also were unable to garner as many out-of-port hours this year as in 1997: 24,859 compared with 38,422 in the previous year.

Fewer hours at longshore occupation codes were paid in every port in the Washington Area last year than in 1997, and in Seattle and Tacoma, longshore registration levels were either increased or remained flat. Thus, the amount of work opportunity available to the small port locals was reduced not only in their own ports but also in the large ports to which they had been traveling in past years to obtain work.

Of the 50 registrants in Astoria, 47 received 16.1% of the coast longshore PGP, and these 47 averaged $28,315 each. Payments of more than $25,000 were made to 29 of the Local's membership, which represented 69.7% of their earnings. Paid holidays, vacations, and PGP made up 72.8% of these 29 registrants average annual earnings of $49,173.

Three Newport registrants received more than $25,000 in PGP, and PGP made up 63.1% of their total annual earnings of $48,443. Paid holidays and vacations added an additional 7.1% to their earnings. Hours paid in Newport to Local 53 essentially remained flat relative to 1997, but the local only received 3,381 hours out-of-port compared with 5,323 in 1997.

North Bend/Coos Bay registrants received 10.0% of the coast longshore Pay Guarantee payments, but the average payments of the 84 who received PGP were just over $9,800 each. The $825,000 in PGP paid to the currently active membership of Local 12 represented a 158.6% increase over 1997 as the longshore hours paid in the port declined to 73,597 from 130,554, a 43.6% reduction. The members of the local received about the same number of hours in ports other than North Bend/Coos Bay as in 1997.

Although the number of longshore hours paid in Portland did increase about 4.5% in 1998 above the 1997 level, the registration level in the port also was increased. This is doubtless part of the reason that the amount of out-of-port hours paid to the smaller longshore locals in Oregon decreased by 13.1%.

Thus, the increases seen in PGP in both of the Pacific Northwest areas might be expected to continue as work opportunity slides inexorably downward and the level of longshore registration continues to remain nearly constant.

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

Year	Longshore and Clerks	Walking Bosses and Foremen
1993	$7,752,114	$253,133
1994	7,978,088	188,516
1995	4,988,422	202,098
1996	5,199,868	237,230
1997	5,756,611	197,763
1998	**7,599,881**	**288,033**

Longshore & Clerk PGP Payments by Area

Year	Southern California	Northern California	Oregon	Washington	Total
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
1997	26,567	1,115,936	2,240,522	2,923,182	6,306,207
1998	17,580	1,177,534	3,030,454	4,305,158	8,530,726

PGP Payments by Registration Category: Coast Summaries

	LONGSHORE PGP			CLERK PGP			WB/FM
Year	Class "A"	Class "B"	Total	Class "A"	Class "B"	Total	PGP
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
1997	5,956,936	221,522	6,178,458	127,749	0	127,749	159,761
1998	8,144,125	299,034	8,443,159	87,567	0	87,567	236,633

Distribution of Longshore PGP by Local

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

% Chg from '97 shows the percent change of 1998 PGP paid from 1997.

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

RECEIVING ANY PGP includes longshoremen who received PGP payments.

MORE THAN 1 WEEK includes longshoremen with PGP payments greater than a calculated weekly average of $975.84.

MORE THAN 6 WEEKS includes longshoremen receiving payments greater than $5,855.04.

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

Local (Number Working)	Total PGP	*% Chg from '97*	*% of Coast*	RECEIVING ANY PGP No.	RECEIVING ANY PGP % of Local	RECEIVING ANY PGP Average Payment	RECEIVING ANY PGP *% Chg from '97*	MORE THAN 1 WEEK No.	MORE THAN 1 WEEK % of Local	MORE THAN 1 WEEK Average Payment	MORE THAN 6 WEEKS No.	MORE THAN 6 WEEKS % of Local	MORE THAN 6 WEEKS Average Payment
SOUTHERN CALIFORNIA													
13 LA/LB (3,373)	$ 7,239	*126.8%*	0.1%	50	1.5%	$ 145	*63.3%*	1	0.0%	$ 1,156	0	-	-
29 San Diego (50)	4,874	*-74.4*	0.1	6	12.0	812	*-53.0*	2	4.0	2,353	0	-	-
46 Port Hueneme (79)	3,098	*-74.5*	0.0	6	7.6	516	*-2.3*	2	2.5	1,180	0	-	-
Total (3,502)	$ 15,211	*-55.7%*	0.2%	62	1.8%	$ 245	*-50.0%*	5	0.1%	$ 1,644	0	-	-
NORTHERN CALIFORNIA													
10 SF Bay Area (878)	$ 12,363	*-82.6%*	0.1%	53	6.0%	$ 233	*-59.4%*	0	-	-	0	-	-
14 Eureka (31)	631,412	*13.4*	7.7	31	100.0	20,368	*13.4*	30	96.8%	$21,036	29	93.5%	$21,600
18 Sacramento (24)	229,524	*5.6*	2.8	20	83.3	11,476	*10.8*	20	83.3	11,476	18	75.0	12,240
54 Stockton (51)	223,075	*55.7*	2.7	46	90.2	4,849	*1.5*	42	82.4	5,269	16	31.4	8,416
Total (984)	$1,096,375	*10.9%*	13.3%	150	15.2%	$ 7,309	*52.3%*	92	9.3%	$11,760	63	6.4%	$15,578
OREGON													
4 Vancouver, WA (145)	$ 85,248	*37.9%*	1.0%	85	58.6%	$ 1,003	*3.8%*	33	22.8%	$ 1,934	0	-	-
8 Portland (435)	301,210	*5.1*	3.7	151	34.7	1,995	*26.0*	78	17.9	3,538	8	1.8%	$ 7,993
12 North Bend (90)	824,668	*158.6*	10.0	84	93.3	9,817	*130.9*	79	87.8	10,411	58	64.4	13,088
21 Longview, WA (188)	204,575	*24.4*	2.5	104	55.3	1,967	*11.2*	66	35.1	2,869	6	3.2	9,452
50 Astoria (50)	1,330,815	*8.5*	16.1	47	94.0	28,315	*20.1*	47	94.0	28,315	45	90.0	29,421
53 Newport (7)	179,701	*4.8*	2.2	7	100.0	25,672	*19.7*	7	100.0	25,672	7	100.0	25,672
Total (915)	$2,926,217	*31.3%*	35.5%	478	52.2%	$ 6,122	29.9%	310	33.9%	$ 9,233	124	13.6%	$19,221
WASHINGTON													
7 Bellingham (35)	$ 474,210	*145.9%*	5.7%	35	100.0%	$13,549	*96.7%*	34	97.1%	$13,927	29	82.9%	$15,531
19 Seattle (554)	20,169	*106.7*	0.2	62	11.2	325	*-16.7*	3	0.5	2,453	0	-	-
23 Tacoma (448)	2,606	*1.2*	0.0	2	0.4	1,303	*1.2*	1	0.2	2,602	0	-	-
24 Aberdeen (71)	660,873	*53.2*	8.0	61	85.9	10,834	*43.1*	57	80.3	11,582	45	63.4	13,688
25 Anacortes (13)	173,583	*72.7*	2.1	12	92.3	14,465	*72.7*	12	92.3	14,465	11	84.6	15,351
27 Port Angeles (55)	1,467,106	*29.3*	17.8	55	100.0	26,675	*27.0*	52	94.5	28,185	51	92.7	28,623
32 Everett (53)	663,299	*72.5*	8.0	48	90.6	13,819	*79.7*	47	88.7	14,095	42	79.2	15,307
47 Olympia (25)	310,605	*54.1*	3.8	22	88.0	14,118	*54.1*	22	88.0	14,118	18	72.0	16,468
51 Port Gamble (12)	440,314	*4.1*	5.3	11	91.7	40,029	*13.5*	11	91.7	40,029	11	91.7	40,029
Total (1,266)	$4,212,764	*46.2%*	51.1%	308	24.3%	$13,678	*24.4%*	239	18.9%	$17,557	207	16.4%	$19,684
COAST TOTAL (6,667)	$8,250,567	*34.5%*	100.0%	998	15.0%	$8,267	*36.3%*	646	9.7%	$12,614	394	5.9%	$18,882

ILWU-PMA 401(k) Plan

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

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

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

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

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

ILWU-PMA 401(k) Plan

IRS Maximum	1999	$10,000
	1998	$10,000
July 1998 Foreman match		$ 2,905,413
No of Foremen receiving match		588
Total Participants *(as of 12/31/98)*		5,193
Plan Assets *(as of 12/31/98)*		$129,232,003

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

Industry Travel System

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

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

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

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.

Automobile "load back" at Terminal 6, Port of Portland.

Industry Travel Payments:
Contract Year Ended June 30

1992	$2,606,827
1993	3,671,210
1994	4,888,425
1995	6,647,400
1996	5,583,177
1997	6,432,519
1998	**6,509,471**

CFS Program Fund

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

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

CFS Program Fund:
Total "Assessment" and "Incentive Credits Paid by Year

	A-Credit	I-Credit*	TOTAL
1994	$4,637,395	$516,794	$5,154,189
1995	4,827,779	511,346	5,339,125
1996	3,100,883	344,539	3,445,422
1997	3,571,644	396,849	3,968,493
1998	**3,194,190**	**354,910**	**6,744,100**

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

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.

Carnival International's *Viking Serenade* calls at the Port of Los Angeles' World Cruise Center.

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

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

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

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

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

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

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

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

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

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

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

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

Dispatch Hall Costs
PMA Cost vs. Total Cost

Year	PMA Cost	Total Cost
1994	$7,135,734	$10,470,966
1995	6,110,979	10,610,755
1996	5,256,681	10,211,542
1997	7,374,680	11,548,380
1998	**8,105,565***	**11,939,053***

*Based on *unaudited* financial reports

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.

Training Programs

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

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

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

During calendar year 1998, a total of 17,492 waterfront employees, including Identified (ID) Casuals, completed PMA training courses in California, Oregon and Washington, more than twice the number of people trained in 1997. This significant increase is due primarily to a renewed emphasis on the waterfront to develop an effective, well-trained work force, one that can meet the demands of an industry that is in constant change and growth.

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

1994-95	$ 4,970,395
1995-96	6,151,669
1996-97	3,952,159
1997-98	13,438,113
1998-99	16,475,573 (budgeted)

Terminal Equipment Training. Semi-Tractor Training is the primary skill training program on the Coast. Some of the PMA owned Ottawa Tractors, purchased in late 1997, were moved from LA/LB to Oakland, Seattle, and Tacoma as the number of LA/LB ID Casuals to be trained decreased. The new, well-maintained equipment was well received in the other ports.

One of the oldest programs on the Coast, Winch Operator Training has moved its focus from yard and stay gear to Shipboard Pedestal (Whirley) Crane training. Training in this area has accelerated in order to meet the increased demands of handling fruit cargo on the West Coast. A record number of 161 people were trained on Winch in 1998.

The Powered Industrial Truck Regulations, published by OSHA December 1, will have a significant impact on the marine terminal Industry. As the year closed, all areas were formulating plans to address the required training as outlined in the regulations.

Clerk Training. Growing requests for clerks on the waterfront resulted in increased training this year, with a record number of 196 clerks trained. To improve clerk training and continue to provide the industry with quality clerks, PMA contracted with Intergraph Corporation to perform an analysis and upgrade of the Clerk Training System, a system that has been in place since mid-1980. Intergraph began work by revising hardware platforms, operating systems, software programs, and networking capabilities. A new web-enabled training course allows PMA Training staff quickly and easily to modify and to update the gate screens.

General Safety Training (GST). As the largest coastwide program, over 7,700 longshore workers were trained in GST this year, including 2,636 Identified (ID) Casuals. More than 10,700 employees have been trained to-date during the three-year cycle of GST III.

Walking Boss Seminar/Walking Boss Entry. This program includes a host of supervisory topics, Standard First Aid/Cardiopulmonary Resuscitation (CPR) and General Safety Training for supervisors. Over 180 Walking Bosses completed the Seminar, conducted annually, in 1998, 56 new Foremen completed the Walking Boss Entry Program.

Superintendent Management Training. A relatively new program targeting Employer management and supervision at various levels, this program offers a variety of topics. This last year, the topic was "Skills for a Changing Workplace."

Local 10 Crane Training Instructor Bill Armstrong with Orientation Class.

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

TRAINING PROGRAM	1998	1997	1996	1995	1994
Terminal Equipment Training					
Forklift	460	119	17	44	31
Heavy Equipment	59	-	-	-	67
Semi-Tractor	3,219	2,209	390	981	357
Straddle Truck	61	-	-	-	-
Bulldozer	23	-	-	-	-
Bulk Loader	5	-	-	-	-
Container Yard Equipment	368	139	122	241	-
Excavator	-	16	8	14	-
Other Ship and Dock Equipment Training					
Winch	161	8	32	40	-
Crane	188	176	210	318	40
Longshore Lashing	2,894	1,219	660	2,266	105
Clerk Training					
Basic Marine Clerk	78	158	130	152	117
Clerk Computer	118	153	130	152	117
Supercargo	-	-	-	-	19
Planners	14	-	-	-	-
Safety, Diversity, and First Aid					
Basic Safety Orientation	48	108	326	113	54
Alcohol/Drug Free Workplace	131	-	-	-	12
General Safety Training	7,798	2,993	4,789	6,867	1,068
Skills for a Changing Workplace	635	350	-	-	-
Standard First Aid/CPR	634	225	618	571	249
Safety Boatman	15	7	7	13	15
Watchmen	-	73	-	51	68
Walking Boss and Superintendent Training					
Walking Boss Entry	56	20	75	22	30
Walking Boss Seminar	187	257	265	521	234
Superintendent Management	340	159	148	183	-
TOTALS	17,492	8,389	7,927	12,549	2,583
EXPENDITURES	$14,346,740	$8,625,764	$4,770,842	$7,055,469	$1,621,508
COST PER STUDENT PER CLASS	$820	$1,028	$602	$562	$628

* All figures are based on calendar years.
** Includes all Training Projects. Only Projects scheduled in 1998 are shown on this report.

Basic Longshore Lashing. Lashing remains the third largest training program on the Coast. Lashing training for ID Casuals and new registrants is mandatory only in Southern California, but the Employers and the Union are exploring the possibility of making lashing training mandatory in all Areas.

Skills for a Changing Workplace. First started in 1997 and presented by Champion Services Group, the Skills workshop was tailored to fit the needs of individual ports, and it continues to be refined and upgraded to meet the changing needs of the industry. This training program is a one-day workshop, which explores the issues of diversity, sexual harassment, change management, employee relations and valuing differences in our workplace. The program is designed for employees from all levels of the work force.

Injury and Illness Trends

Increased Safety Awareness is key to developing a safety-conscious work force. Through illness and injury data analysis, industry benchmarking, and industry-wide information exchange, PMA's goal is to identify job site hazards and to provide the regulatory guidance necessary for training development and for accident prevention committee and employer implementation.

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

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 1998.

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

The formula for the 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 ÷ the total hours worked = Incidence Rate)*

Injury and Illness Incidence Rates

The table to the right 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 1998, the incidence rate declined to 9.24 coastwise. This represents the lowest rate ever for the West Coast and demonstrates 7 years of continuous improvement.

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

The latest figures from the Bureau of Labor Statistics show that the incidence rate for all private sector employment in the U.S. in 1997 was 7.1 occupational injuries and illnesses per 100 full time workers (a six-year declining trend). For water transportation, the rate was 8.6 (a three-year declining trend), and for trucking and warehousing, the rate was 10.0 (a four-year declining trend.)

Containerized cargo accounts for 65.5% of all cargo reported for the coast. Not surprisingly, almost half of all coastwise injuries occur in container operations.

The two most common injuries are strains / sprains and bruises / contusions. Injuries from sprains and strains increased slightly in 1998, while injuries from bruises and contusions decreased.

The most commonly reported injured body parts were multiple body parts (492), back (349), fingers (221) and knees (219).

The total number of injuries and illnesses reported in 1998 was 2,654. Of that number, 1,591 were for No Lost Time Injuries, and 1,063 were for Lost Time Injuries..

Shoreside Occupational Injury and Illness Incidence Rates

Year	Coast	Southern California	Northern California	Oregon	Washington
1989	12.7	12.1	12.2	16.4	15.4
1990	12.5	12.1	13.6	14.1	11.9
1991	13.6	12.7	13.0	16.0	14.8
1992	14.0	14.6	12.3	14.1	14.1
1993	13.0	12.1	13.4	16.5	13.0
1994	11.2	10.0	14.6	11.9	11.2
1995	10.9	8.9	15.6	11.5	12.8
1996	10.4	9.3	14.3	12.7	9.9
1997	9.4	8.2	11.6	11.2	11.2
1998	9.2	6.8	15.1	13.9	12.4

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

	1998	1997	Pct Chg
Bodily Reaction	25.0%	21.1%	*3.9%*
Fall or Stumble on Same Level	17.9	18.5	*-0.6*
Struck By (Excluding Vehicle)	16.1	16.8	*-0.7*
Injury Involving MHE or Vehicle	9.5	10.2	*-0.7*
Rubbed, Abraded, Punctured by	1.2	8.3	*-7.1*
Struck Against	7.5	8.0	*-0.5*
Caught In, Under, Between	5.7	5.0	*0.7*
Fall From Elevation	10.9	6.0	*4.9*
Other	6.0	6.0	*0.0*
Total	100.0%	100.0%	

Nature of Injury
(Stated as a Percent of Total)

	1998	1997	Pct Chg
Sprains, Strains	37.0%	36.1%	*0.9%*
Bruises, Contusions	26.1	26.5	*-0.4*
Multiple Injuries	11.9	11.3	*0.6*
Laceration	8.8	8.8	*0.0*
Foreign Object in Eye	3.8	4.3	*-0.5*
Hearing Impairment	1.8	1.0	*0.8*
Fracture	2.0	1.7	*0.3*
Other	9.0	10.3	*-1.3*
Total	100.0%	100.0%	

Source of Injury
(Stated as a Percent of Total)

	1998	1997	Pct Chg
MHE, Vehicle, Crane or Railcar	23.6%	24.7%	*-1.1%*
Working Surface	14.2	15.0	*-0.8*
Cargo Securing Material	16.0	15.3	*0.7*
Cargo/Cargo Packaging	8.8	8.9	*-0.1*
Means of Access	8.4	6.3	*2.1*
Stevedore Gear/Equipment	6.6	5.2	*1.4*
Hand Tools	4.4	3.8	*0.6*
Ship's Gear/Equipment	2.9	0.9	*2.0*
Miscellaneous	15.1	20.0	*-4.9*
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.

MEMBER COMPANY AWARDS

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

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

First Place: Marine Terminals Corporation
Long Beach (Southern California)

Second Place: Stevedoring Services of America
Long Beach (Southern California)

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

First Place: Jones Stevedoring Company
Washington Area

Second Place: Jones Stevedoring Company
Oregon Area

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

First Place: Westfall Stevedoring Company
Northern California Area

Second Place: Marine Terminals Corporation
Sacramento (Northern California)

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

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

First Place: Maersk Pacific, Ltd.
Southern California Area

Second Place: Centennial Stevedore Services
Southern California Area

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

First Place: Trans Pacific Container Service Corp.
Southern California Area

Second Place: Maersk Pacific, Ltd.
Northern California Area

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

First Place: Norsk Pacific Steamship Co., Ltd.
Southern California Area

Second Place: California United Terminals
Southern California Area

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

First Place: Continental Grain Company
Washington Area

Second Place: Rogers Terminal and Shipping Corp.
Oregon Area

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 1998.

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 21 - Longview, WA (Oregon)

Group C (Less than 100 Registered Members)
Local 14 - Eureka (Northern California)

CLERK LOCALS

Local 34 - San Francisco Bay Area (Northern California)

FOREMAN LOCALS

Local 94 - LA/LB (Southern California)

INJURIES BY BODY PART IN 1998

Part of body affected	No of Injuries	As a % of Total
Head	187	7.0%
Eyes	129	4.9
Ears	78	2.9
Neck	56	2.1
Subtotal	450	17.0%
Shoulder	125	4.7%
Arms (except elbow, wrist)	65	2.4
Elbow	61	2.3
Wrist	47	1.8
Hand	81	3.1
Finger	221	8.3
Subtotal	600	22.6%
Trunk	102	3.8%
Back	349	13.1
Subtotal	451	17.0%
Legs	197	7.4%
knees	219	8.3
Ankles	114	4.3
Foot	87	3.3
Toes	31	1.2
Subtotal	648	24.4%
Body systems	13	0.5%
Multiple body parts	492	18.5
Subtotal	505	19.0%
Total	2,654	100.0%

OPERATION IN WHICH INJURY OCCURRED

(STATED AS A PERCENT OF TOTAL

Container Operations	48.9%
Maintenance and repair	13.7
Break Bulk	8.1
Logs	3.9
Auto RO/RO	2.7
Bulk	4.0
RO/RO General	1.7
Steel	8.8
CFS Operations	2.8
Lumber/Paper	1.1
Other	4.4
Total	100.0%

INJURIES BY OPERATION

(STATED AS A PERCENT OF TOTAL

Lasher	16.5%
Semi Tractor	13.8
Mech/Misc Skills	10.9
Holdman	8.9
Frontman	8.8
Clerk	6.6
Mechanic	6.3
Foreman	4.3
Forklift/jitney	4.7
Dockman	3.8
Other	15.3
Total	100.0%

Korean Steel is hoisted at Terminal 37 in the Port of Seattle.

Funding of Benefits

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

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

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

Funding Benefits with Payroll Hour and Tonnage Contributions

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

Although the agreement has been amended several times over the last 15 years, the underlying premise upon which the system is based has remained essentially unchanged.

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

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

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

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

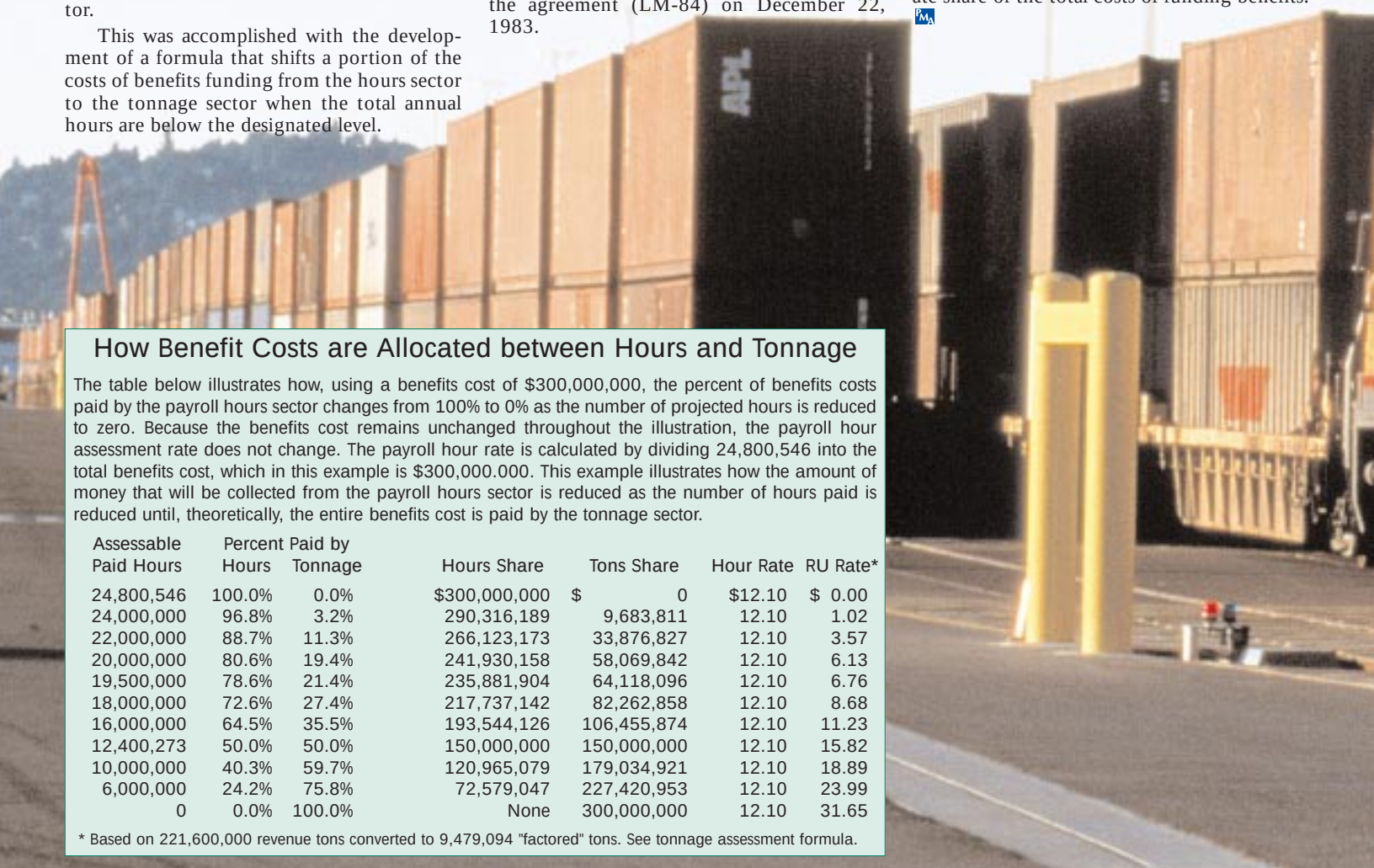
After agreeing upon a solution, the group presented their final assessment proposal to the PMA Board of Directors. On November 9, 1983, the Board adopted a resolution recommending the proposed assessment system for approval by the PMA membership.

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

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

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

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



How Benefit Costs are Allocated between Hours and Tonnage

The table below illustrates how, using a benefits cost of $300,000,000, the percent of benefits costs paid by the payroll hours sector changes from 100% to 0% as the number of projected hours is reduced to zero. Because the benefits cost remains unchanged throughout the illustration, the payroll hour assessment rate does not change. The payroll hour rate is calculated by dividing 24,800,546 into the total benefits cost, which in this example is $300,000.000. This example illustrates how the amount of money that will be collected from the payroll hours sector is reduced as the number of hours paid is reduced until, theoretically, the entire benefits cost is paid by the tonnage sector.

Assessable Paid Hours	Percent Paid by Hours	Tonnage	Hours Share	Tons Share	Hour Rate	RU Rate*
24,800,546	100.0%	0.0%	$300,000,000	$ 0	$12.10	$ 0.00
24,000,000	96.8%	3.2%	290,316,189	9,683,811	12.10	1.02
22,000,000	88.7%	11.3%	266,123,173	33,876,827	12.10	3.57
20,000,000	80.6%	19.4%	241,930,158	58,069,842	12.10	6.13
19,500,000	78.6%	21.4%	235,881,904	64,118,096	12.10	6.76
18,000,000	72.6%	27.4%	217,737,142	82,262,858	12.10	8.68
16,000,000	64.5%	35.5%	193,544,126	106,455,874	12.10	11.23
12,400,273	50.0%	50.0%	150,000,000	150,000,000	12.10	15.82
10,000,000	40.3%	59.7%	120,965,079	179,034,921	12.10	18.89
6,000,000	24.2%	75.8%	72,579,047	227,420,953	12.10	23.99
0	0.0%	100.0%	None	300,000,000	12.10	31.65

* Based on 221,600,000 revenue tons converted to 9,479,094 "factored" tons. See tonnage assessment formula.

Calculation of Assessment Rates

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

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

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

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

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

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

Rate Components

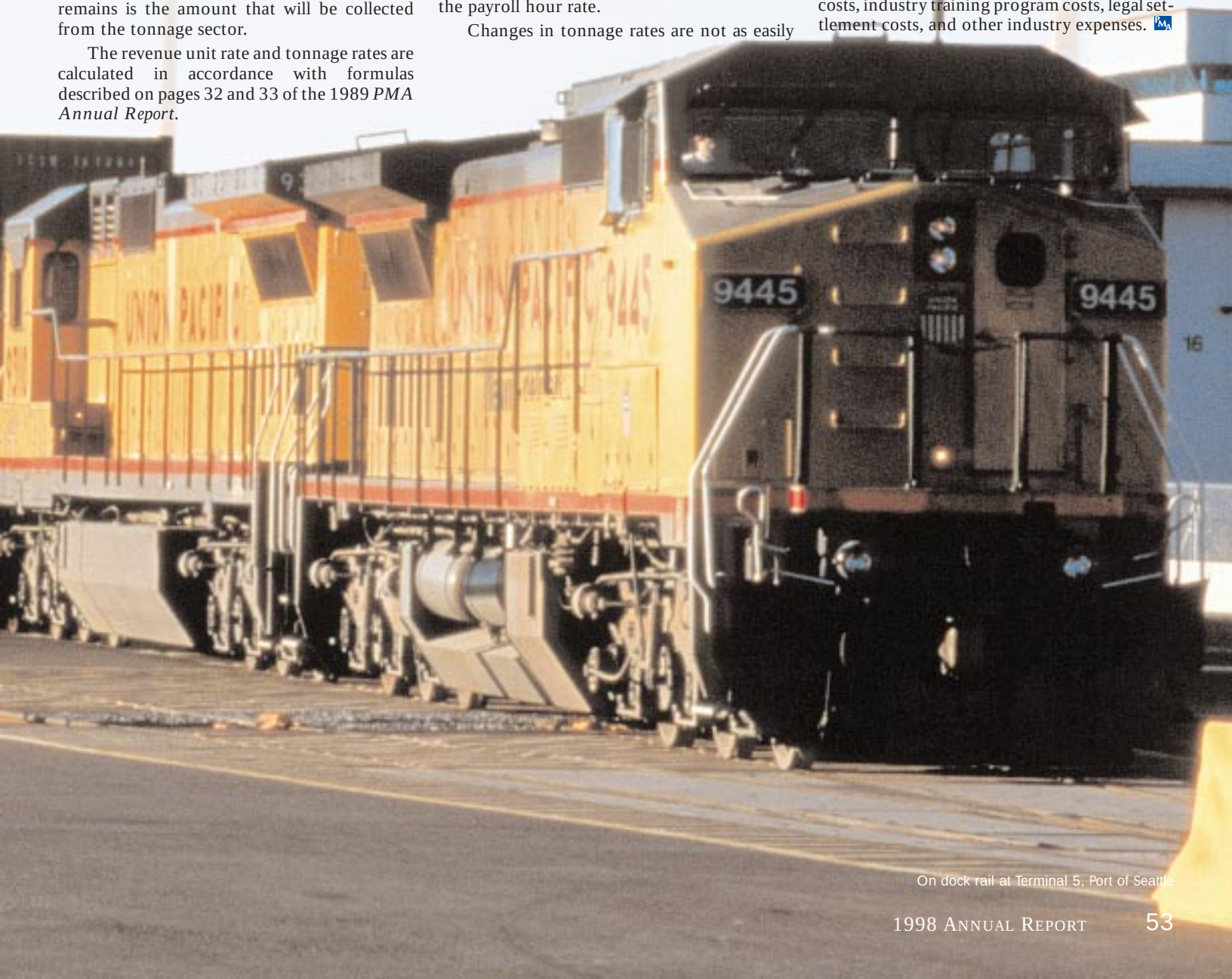
As the total costs of benefits increase, the payroll hour rate will increase because it is the result of dividing the total cost by a constant divisor, 24,800,546.

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

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

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

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



On dock rail at Terminal 5, Port of Seattle

Tonnage Reporting

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

The tonnage is subject to assessments which are used to fund that portion of the collectively bargained fringe benefits cost not paid for by payroll hours assessments and to fund other industry obligations. The data generated by the tonnage reporting system is used to determine membership voting strength, to measure terminal and port productivity, to compile statistics necessary for the collective bargaining process, and to generate projections for future work force and training requirements.

Tonnage data are not compiled separately for cargo moving in foreign trade and in the domestic market, which includes Alaska, Hawaii, coastwise, and intercoastal. For this reason PMA's data may differ from data published by government agencies, PIERS, and other reporting entities. In general, the PMA tonnage data will be greater except for port authority data that include empty containers.

For complete tonnage definitions and reporting requirements, refer to the current edition of the *PMA Tonnage Reporting and Assessment Procedures Manual.* The brief description of the reporting system that follows is intended as an overview.

Reporting Responsibilities

Members and nonmembers of PMA who have entered into collective bargaining agreements that 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.

Cargo Movement

Tonnage is reported by vessel according to the geographic movement of the cargo and the type of cargo. Assessments are paid based on how cargo is categorized. 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,
- **Coastwise.** Cargo loaded at one California, Oregon, or Washington port for discharge at another California, Oregon, or Washington port, or
- **Inbound from British Columbia.** Applicable only to General Cargo and Lumber & Logs loaded in the province of British Columbia, Canada for discharge in a California, Oregon, or Washington port.

Reporting Categories

Cargo is classified under two headings, Containers and Non-Containerized Cargo.

- **Containers** are reported by the length of the container in feet. Assessments are based on the conversion of the box length to Revenue Units / TEUs. Containers are reported in one of five classifications — Assessable, Empty, Transshipped, Exempt, and Containerized autos.
- **Non-Containerized Cargo** includes all other cargo: General Cargo, Logs & Lumber, Automobiles, and Bulk.

Containers

The number of containers is reported by container length, i.e., number of 20', 40', 45', and so on. Container length is converted to revenue units: one revenue unit is reported for each 20 feet of outside container length. The outside length of a container is determined to the nearest half foot. A revenue unit (RU) is the same as a twenty-foot equivalent unit (TEU).

Containers reported as Assessable are subject to assessment. Containers reported as Empty, Transshipped, Exempt, and Containerized Autos are reported by length but are not assessed.

A container 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.

It should be noted that automobiles (including light trucks) containerized at the convenience of the carrier may be reported in the Automobiles category subject to the rules for that category. The container carrying the auto(s) must also be reported by length as "containerized autos."

Non-Containerized Cargo

Non-containerized cargo is reported as revenue tons. The rules below specify how the cargo is converted to revenue tons for assessment purposes.

Revenue tonnage for manifested cargo is

Interior view of Kinder Morgan's soda ash storage shed in Terminal 5 at the Port of Portland.

Aerial view of the Port of Los Angeles.

determined based on how ocean revenue is calculated.

When ocean revenue is based on measurement, each 40 cubic feet is considered one revenue ton.

When ocean revenue is based on weight, each 2,000 pounds is considered one revenue ton.

When ocean revenue is based on board feet, each 1,000 board feet is considered one revenue ton.

These rules apply regardless of whether ocean revenue may have been determined on some other basis such as metric cube, metric weight, or long tons.

All other measures must be converted to cubic feet or short tons as appropriate. For example, cubic meters are converted to cubic feet by multiplying by 35.3147. Metric tons are converted to (short) tons by multiplying by 1.1023. Long tons are converted to (short) tons by multiplying by 1.12.

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

General Cargo is reported as it was manifested. General cargo includes all cargo not included in Lumber & Logs, Autos, and the Bulk sectors that is not in containers. Examples of such cargo are truck trailers, live animals, livestock, yachts, bagged and baled commodities, locomotives, newsprint, and thousands of other types of cargo.

The following two examples illustrate unusual types of General Cargo and how tonnage is calculated on the cargo. The first example is "livestock in pens" on which tonnage is calculated on a measurement basis. The outside dimension of the pens or stalls, that is the width, depth, and height is the basis for calculating measurement tonnage. The second example is "yachts." Again, tonnage is 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.

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.

Automobiles (including light trucks), regardless of how manifested, are reported based on the cubic measurement of the vehicle using 40 cubic feet to the ton. The next edition of the Tonnage Reporting Manual will also provide for reporting automobiles by the number of vehicles moved.

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

Logging operation at the Port of Longview, WA.

Assessment Rate History

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

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

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

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

Summary of Assessment Rate Changes

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

	Containers *(per RU)*			Payroll Hours	
	Effective Date	Rate	*CFS Rate*	Effective Date	Rate
1984	Jan 1	$19.260	*$2.080*	Dec 24, '83	$ 7.42
	Jun 1	18.710	*1.301*	Jun 30	7.68
1985	Apr 1	14.549	*1.301*	Mar 23	6.74
1986	Jul 1	14.549	*1.301*	Jun 28	6.74
1987	Apr 1	14.549	*1.301*	Apr 1	6.74
	Oct 1	13.775	*.785*	Oct 3	7.52
1988	Jul 1	13.775	*.785*	Jul 2	7.52
1989	Jul 1	13.762	*.798*	Jul 1	7.52
	Nov 1	13.762	*.798*	Nov 1	7.52
1990	Jul 1	13.306	*1.458*	Jul 1	7.52
1991	Jul 1	12.674	*1.014*	Jul 6	7.52
	Oct 1	12.674	*1.014*	Sep 28	7.52
1992	Jan 1	12.674	*1.014*	Dec 21, '91	7.52
	Jul 1	13.221	*.490*	Jul 4	8.81
1993	Jul 1	14.79	*.35*	Jul 3	10.01
1994	Jul 1	16.70	*.88*	Jul 2	11.70
1995	Jul 1	9.79	*.66*	Jul 1	9.30
1996	Jul 1	11.39	*.52*	Jun 29	10.87
1997	Jul 1	9.98	*.10*	Jun 28	11.53
1998	Apr 1	8.55	*.10*	Mar 28	9.87
	Jul 11	7.35	*.31*	Jul 11	10.34

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

Longshore and Clerk Payroll 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	7.31		-	3.08	.48	-	-	10.87
1997	4.59		2.26	3.31	1.37	-	-	11.53
1998 March 28	4.27		.92	3.31	1.37			9.87
1998 July 11	3.30		2.72	3.22	1.10			10.34

[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.

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

Offshore & Intercoastal Tonnage Assessment Rates

	Containers		General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Program	
	Ton	R.U.					Ton	R.U.
1961			$0.28	$0.28		$0.06		
1965			0.031	0.154	$0.154			
1970	$0.161		0.23	0.23	0.046	0.0329		
1975	0.19		0.271	0.271	0.054	0.039		
1980	0.5794		1.4951	1.0142	0.0705	0.0294		
1981	0.5729		0.4297	0.4297	0.134	0.0299		
1982	0.621		0.467	0.467	0.144	0.033	$0.202	
1983[1]	-	-	-	-	-	-	0.247	
1984	-	$18.71	1.101	1.101	0.089	0.022	-	$1.284
1985	-	14.549	0.856	0.856	0.069	0.017	-	1.301
1987	-	13.775	0.81	0.81	0.066	0.016	-	0.785
1989	-	13.762	0.783	0.783	0.063	0.016	-	0.798
1990	-	13.306	0.783	0.783	0.063	0.016	-	1.458
1991	-	12.674	0.746	0.746	0.06	0.015	-	1.014
1992	-	13.221	0.778	0.778	0.063	0.015	-	0.49
1993	-	14.79	0.87	0.87	0.07	0.017	-	0.35
1994	-	16.70	0.982	0.982	0.08	0.019	-	0.88
1995	-	9.79	0.576	0.576	0.047	0.011	-	0.66
1996	-	11.39	0.67	0.67	0.054	0.013	-	0.52
1997	-	9.98	0.587	0.587	0.048	0.012	-	0.10
1998 April 1	-	8.55	10.41	0.503	0.503	0.01	-	0.10
1998 July 11	-	7.35	0.035	0.433	0.433	0.009	-	0.31

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

1998/99 Payroll Hour and Tonnage Assessment Rates

These payroll hour assessment rates went into effect with the payroll week beginning 0800 July 11, 1998. The payroll hour rates apply to all operations.

The container Revenue Unit (RU) rate and the tonnage assessment rates went into effect for all vessel loading and discharging operations that commenced on or after July 11, 1998.

Offshore and Intercoastal cargo is defined as cargoes loaded or discharged at a California, Oregon, or Washington port which was originally loaded or is destined for final discharge in a port not located in California, Oregon, or Washington.

Coastwise cargo is assessed only on discharge, but is reported both upon loading and upon discharge. Coastwise cargo is defined as cargoes loaded at one California, Oregon, or Washington port for discharge at another California, Oregon, or Washington port. Coastwise assessment rates also apply to Lumber & Logs and General Cargo inbound from British Columbia.

	Payroll Hour Rate	Containers (per R.U.)	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo
Offshore & Intercoastal						
Pension	$3.30	-	-	-	-	-
Vacation	3.22	-	-	-	-	-
Holiday	1.10	-	-	-	-	-
Welfare	2.72	$5.46	$0.321	$0.321	$0.026	$0.007
L/S & Clerk PGP	-	1.19	0.070	0.070	0.006	0.001
Foreman PGP	-	0.03	0.002	0.002	-	-
Industry Travel	-	0.67	0.040	0.040	0.003	0.001
CFS Program Fund	-	0.31	-	-	-	-
Total	$10.34[1]	$7.66	$0.433	$0.433	$0.035	$0.009
Coastwise						
Pension	$3.30	-	-	-	-	-
Vacation	3.22	-	-	-	-	-
Holiday	1.10	-	-	-	-	-
Welfare	2.72	$3.86	$0.132	$0.132	$0.011	$0.004
L/S & Clerk PGP	-	0.84	0.029	0.029	0.002	-
Foreman PGP	-	0.02	0.001	0.001	-	-
Industry Travel	-	0.47	0.016	0.016	0.001	-
CFS Program Fund[2]	-	0.22	-	-	-	-
Total	$10.34[1]	$5.41	$0.178	$0.178	$0.014	$0.004

[1]An additional assessment of $1.84 per payroll hour is collected on walking boss/foreman hours for the Foreman's 401(k) matching contribution.
[2]Program funded by the Container Sector.

Aerial view of Pier F, Port of Long Beach, operated by Stevedoring Services of America.

Tonnage Loaded and Discharged by Port

Total tonnage reported for the port.

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

% of 1997 shows 1998 tonnage as a percent of 1997 tonnage.

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

	TOTAL TONNAGE				CONTAINERS				AUTOMOBILES & TRUCKS			
	Total	% of Coast	% of 1997	% Discharged: % Loaded	Total (RUs)	% of Coast	% of 1997	% Discharged: % Loaded	Total	% of Coast	% of 1997	% Discharged: % Loaded
SOUTHERN CALIFORNIA												
San Diego	2,994,757	1.4%	116.9%	75.2: 24.8	2,990	<0.1%	41.5%	48.2: 51.8	1,893,814	12.7%	128.3%	93.5: 6.5
Long Beach	63,392,936	28.8%	102.5%	65.9: 34.1	2,958,782	34.9%	105.1%	70.4: 29.6	2,990,375	20.0%	106.6%	92.1: 7.9
Los Angeles	52,319,626	23.8%	110.4%	65.6: 34.4	2,446,622	28.9%	107.0%	68.9: 31.1	2,281,740	15.3%	98.9%	82.9: 17.1
Port Hueneme	2,484,428	1.1%	118.9%	90.4: 9.6	7,143	0.1%	132.0%	63.8: 36.2	1,622,731	10.9%	121.6%	96.8: 3.2
AREA TOTAL	121,191,747	55.1%	106.4%	66.5: 33.5	5,415,537	64.0%	105.9%	69.7: 30.3	8,788,660	58.8%	110.9%	90.9: 9.1
NORTHERN CALIFORNIA												
San Francisco	307,255	0.1%	82.7%	76.6: 23.4	15,162	0.2%	111.1%	78.3: 21.7	-			
Redwood City	111,197	0.1%	372.7%	100.0: 0.0	-				-			
Alameda	-				-				-			
Oakland	19,129,015	8.7%	102.0%	38.1: 61.9	1,058,022	12.5%	100.7%	37.1: 62.9	688,741	4.6%	107.8%	27.5: 72.5
Richmond	262,770	0.1%	74.4%	99.6: 0.4	281	<0.1%	4.0%	92.9: 7.1	-			
Crockett	665,920	0.3%	91.3%	99.3: 0.7	410	<0.1%		32.7: 67.3	-			
Pittsburg	263,157	0.1%	89.8%	3.8: 96.2	-				-			
Antioch	41,279	<0.1%	183.4%	100.0: 0.0	-				-			
Stockton	1,184,196	0.5%	85.3%	54.4: 45.6	5	<0.1%		0.0: 100.0	-			
Sacramento	779,997	0.4%	87.7%	21.8: 78.2	-				-			
Benicia	595,160	0.3%	85.9%	9.9: 90.1	-				269,811	1.8%	53.7%	21.9: 78.1
Eureka	480,394	0.2%	82.1%	4.7: 95.3	-				-			
AREA TOTAL	23,820,340	10.8%	98.8%	39.9: 60.1	1,073,880	12.7%	100.2%	37.7: 62.3	958,552	6.4%	79.0%	25.9: 74.1
OREGON												
Coos Bay/North Bend	2,437,436	1.1%	64.1%	10.9: 89.1	3	<0.1%		0.0: 100.0	-			
Newport	4,866	<0.1%	88.4%	100.0: 0.0	-				-			
Astoria	44,114	<0.1%	125.6%	99.1: 0.9	-				-			
Portland	18,076,275	8.2%	99.2%	23.7: 76.3	189,965	2.2%	89.0%	17.3: 82.7	2,643,646	17.7%	94.6%	93.1: 6.9
Vancouver, WA	5,030,859	2.3%	86.7%	16.7: 83.3	13	<0.1%	44.8%	76.9: 23.1	416,382	2.8%	101.9%	100.0: 0.0
Kalama, WA	4,621,596	2.1%	60.7%	3.8: 96.2	-				-			
Longview, WA	2,805,550	1.3%	88.9%	16.2: 83.8	1	<0.1%		0.0: 100.0	-			
AREA TOTAL	33,020,696	15.0%	85.4%	18.4: 81.6	189,982	2.2%	89.0%	17.3: 82.7	3,060,028	20.5%	95.5%	94.0: 6.0
WASHINGTON												
Aberdeen	333,553	0.2%	64.8%	12.5: 87.5	358	<0.1%		100.0: 0.0	-			
Port Angeles	241,118	0.1%	92.1%	2.4: 97.6	-				-			
Olympia	117,184	0.1%	74.1%	13.0: 87.0	5,005	0.1%	91.0%	14.6: 85.4	-			
Tacoma	19,179,196	8.7%	85.0%	41.9: 58.1	723,678	8.5%	93.8%	43.7: 56.3	1,605,080	10.7%	98.7%	72.0: 28.0
Seattle	20,290,461	9.2%	90.3%	52.4: 47.6	1,057,881	12.5%	103.7%	55.1: 44.9	531,988	3.6%	67.1%	93.4: 6.6
Everett	494,669	0.2%	96.9%	73.5: 26.5	9	<0.1%	17.3%	0.0: 100.0	-			
Anacortes	309,121	0.1%	91.7%	1.9: 98.1	-				-			
Bellingham	766,177	0.3%	67.6%	88.7: 11.3	-				-			
AREA TOTAL	41,731,479	19.0%	87.0%	47.4: 52.6	1,786,931	21.1%	99.4%	50.4: 49.6	2,137,068	14.3%	88.4%	77.3: 22.7
COAST TOTAL	219,764,262	100.0%	97.8%	52.8: 47.2	8,466,330	100.0%	103.3%	60.4: 39.6	14,944,308	100.0%	101.2%	85.4: 14.6

The data on these two pages represent the revenue tonnage reported to PMA in 1998 by category by port. There are six sets of columns: one set for total revenue tonnage and one set for each of the five reporting categories.

Since November, 1989, tonnage has been reported in "Loaded" and "Discharged" categories. Concurrent with that change in reporting, the summaries of the tonnage data which had been traditionally prepared for statistical purposes by "port area" were further divided into individual port summaries.

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

LUMBER & LOGS				GENERAL CARGO				BULK CARGO				
Total	% of Coast	% of 1997	% Discharged: % Loaded	Total	% of Coast	% of 1997	% Discharged: % Loaded	Total	% of Coast	% of 1997	% Discharged: % Loaded	
												SO. CALIFORNIA
72,652	3.5%	107.6%	100.0: 0.0	119,460	1.2%	138.1%	99.9: 0.1	858,001	1.7%	105.9%	30.9: 69.1	San Diego
133,648	6.5	132.7	100.0: 0.0	1,740,983	17.9	104.2	96.7: 3.3	8,228,636	16.8	87.7	22.2: 77.8	Long Beach
35,020	1.7	139.6	100.0: 0.0	3,464,596	35.6	132.4	96.6: 3.4	4,945,696	10.1	138.3	8.7: 91.3	Los Angeles
13	<0.1	18.3	0.0: 100.0	701,313	7.2	105.8	79.6: 20.4	38,940	0.1		100.0: 0.0	Port Hueneme
241,333	11.6%	124.8%	100.0: 0.0	6,026,352	62.0%	119.6%	94.7: 5.3	14,071,273	28.7%	102.2%	18.2: 81.8	AREA TOTAL
												NO. CALIFORNIA
-				49,501	0.5%	78.0%	67.4: 32.6	-				San Francisco
-				-				111,197	0.2%	372.7%	100.0: 0.0	Redwood City
-				-				-				Alameda
-				417,108	4.3	170.5	93.4: 6.6	36,792	0.1	758.4	94.1: 5.9	Oakland
1,130	0.1	89.5	100.0: 0.0	256,863	2.6	110.7	99.7: 0.3	-				Richmond
-				-				658,950	1.3	90.4	100.0: 0.0	Crockett
-				-				263,157	0.5	89.8	3.8: 96.2	Pittsburg
-				-				41,279	0.1	183.4	100.0: 0.0	Antioch
-				239,750	2.5	190.8	84.3: 15.7	944,361	1.9	74.8	46.8: 53.2	Stockton
5,303	0.3	113.4	0.0: 100.0	112,482	1.2	66.8	3.3: 96.7	662,212	1.3	92.5	25.1: 74.9	Sacramento
-				46,161	0.5		0.0: 100.0	279,188	0.6	146.9	0.0: 100.0	Benicia
35,882	1.7	166.2	63.2: 36.8	156,031	1.6	76.8	0.0: 100.0	288,481	0.6	80.0	0.0: 100.0	Eureka
42,315	2.0%	153.4%	56.3: 43.7	1,277,896	13.1%	122.2%	69.3: 30.7	3,285,617	6.7%	91.0%	44.6: 55.4	AREA TOTAL
												OREGON
187,768	9.1%	101.0%	49.3: 50.7	51,830	0.5%	62.2%	19.8: 80.2	2,197,787	4.5%	62.2%	7.4: 92.6	North Bend/Coos Bay
4,866	0.2	88.4	100.0: 0.0	-				-				Newport/Garibaldi
43,699	2.1	124.4	100.0: 0.0	415	<0.1		0.0: 100.0	-				Astoria/Warrenton
72,049	3.5	67.9	77.3: 22.7	631,717	6.5	241.7	96.4: 3.6	11,499,458	23.4	100.5	5.2: 94.8	Portland
6,348	0.3	10.9	26.8: 73.2	387,308	4.0	128.5	77.0: 23.0	4,220,600	8.6	83.9	2.9: 97.1	Vancouver, WA
-				177,503	1.8	616.3	100.0: 0.0	4,444,093	9.1	58.6	0.0: 100.0	Kalama
619,342	29.9	85.0	0.4: 99.6	385,975	4.0	88.1	0.1: 99.9	1,800,216	3.7	90.5	25.1: 74.9	Longview, WA
934,072	45.1%	83.4%	21.5: 78.5	1,634,748	16.8%	146.9%	67.0: 33.0	24,162,154	49.2%	81.7%	5.5: 94.5	AREA TOTAL
												WASHINGTON
267,115	12.9%	58.4%	0.0: 100.0	60,352	0.6%	105.5%	58.8: 41.2	-				Aberdeen
40,610	2.0	47.1	14.3: 85.7	84	<0.1		0.0: 100.0	200,424	0.4%	114.0%	0.0: 100.0	Port Angeles
26,454	1.3	45.7	0.0: 100.0	5,645	0.1	84.8	49.0: 51.0	-				Olympia
376,842	18.2	86.5	0.0: 100.0	315,908	3.3	113.4	70.3: 29.7	4,578,840	9.3	64.4	28.2: 71.8	Tacoma
6,835	0.3	52.5	0.4: 99.6	304,963	3.1	107.3	73.8: 26.2	1,462,698	3.0	36.2	0.0: 100.0	Seattle
124,874	6.0	95.3	0.5: 99.5	6,797	0.1	29.2	0.0: 100.0	362,845	0.7	102.2	100.0: 0.0	Everett
11,319	0.5	1043.2	0.0: 100.0	-				297,802	0.6	88.7	2.0: 98.0	Anacortes
-				86,756	0.9	46.7	0.0: 100.0	679,421	1.4	71.7	100.0: 0.0	Bellingham/Blaine
854,049	41.2%	72.2%	0.8: 99.2	780,505	8.0%	93.4%	62.2: 37.8	7,582,030	15.4%	58.5%	30.8: 69.2	AREA TOTAL
2,071,769	100.0%	82.1%	22.8: 77.2	9,719,501	100.0%	121.0%	84.1: 15.9	49,101,074	100.0%	81.9%	15.7: 84.3	COAST TOTAL

Pacific Coast Tonnage

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

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 1998.

YEAR	CONTAINERS	AUTOMOBILES & TRUCKS	LUMBER & LOGS	GENERAL CARGO	BULK CARGO	TOTAL TONNAGE
1970	8,782,425	4,524,600	15,316,358	5,742,211	25,660,018	60,025,612
1971	8,237,217	4,805,033	11,282,218	4,390,446	19,762,760	48,477,674
1972	12,427,891	5,233,750	12,432,221	6,103,609	23,435,590	59,633,061
1973	17,286,133	5,302,086	10,542,056	6,771,119	31,053,499	70,954,893
1974	19,645,497	6,502,908	11,022,499	6,045,637	32,320,845	75,537,386
1975	17,826,596	5,561,014	8,033,396	5,901,839	29,645,689	66,968,534
1976	23,221,682	7,828,243	8,134,498	6,877,271	30,228,242	76,289,936
1977	26,414,368	9,457,329	8,563,580	6,805,138	27,330,016	78,570,431
1978	28,819,244	10,571,245	9,844,671	7,116,000	35,622,335	91,973,495
1979	31,004,124	11,243,783	9,402,025	7,512,088	43,973,689	103,135,709
1980	34,961,122	12,889,020	9,485,736	5,778,206	50,568,290	113,682,374
1981	35,285,833	11,361,442	9,101,434	4,663,983	52,547,465	112,960,157
1982	38,698,403	10,298,415	8,297,299	5,428,609	41,483,760	104,206,486
1983	45,429,483	11,317,759	9,047,558	5,981,043	44,204,444	115,980,287
1984	54,865,052	14,731,180	9,756,682	5,636,415	48,293,596	133,282,925
1985	57,766,646	18,849,314	9,674,183	6,438,557	42,106,859	134,835,559
1986	66,718,404	20,642,032	9,094,687	6,178,052	40,777,087	143,410,262
1987	75,658,551	19,209,803	9,185,331	7,153,443	46,483,967	157,691,095
1988	82,177,507	17,657,367	9,348,783	8,568,982	57,635,530	175,388,169
1989	87,685,303	17,591,459	8,783,588	8,370,546	59,506,199	181,937,095
1990	90,273,077	17,981,501	8,725,931	7,328,202	57,355,691	181,664,402
1991	96,273,125	16,692,545	8,384,586	6,225,273	53,881,933	181,457,462
1992	101,978,206	15,063,006	7,591,757	5,489,640	53,699,428	183,822,037
1993	106,219,196	13,915,249	6,914,617	4,167,694	52,384,381	183,601,137
1994	121,870,484	14,770,607	8,216,857	3,609,270	50,305,273	198,772,491
1995	128,775,816	13,530,428	7,510,216	3,251,827	67,172,576	220,240,863
1996	130,286,300	12,611,072	3,304,565	7,879,062	61,600,326	215,681,325
1997	139,362,736	14,761,793	2,523,657	8,032,536	59,934,309	224,615,031
1998	143,927,610	14,944,308	2,071,769	9,719,501	49,101,074	219,764,262

Changes in Reporting Categories

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

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

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

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

Coastwise Tonnage

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

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

Cargo inbound from British Columbia represents a subset of total revenue tonnage and is included below. All cargo inbound from British Columbia in 1998 was reported as general cargo tonnage and was discharged in the following ports.

Inbound from British Columbia	
San Diego	26,277
Long Beach	129,220
San Francisco	8,263
Total	163,760

Coastwise Cargo (Loaded)

	Containers (RUs)	Automobiles & Trucks	Lumber & Logs	General Cargo	Bulk Cargo
SOUTHERN CALIFORNIA					
Los Angeles	13,637	59			
NORTHERN CALIFORNIA					
Redwood City					139,652
Oakland	673	1,090			
Eureka			17,417		
OREGON					
Coos Bay, North Bend			33,753		
Portland			34,351		
Kalama, WA			55,138		
Longview, WA			15,716		
WASHINGTON					
Aberdeen			97,351		167,582
Port Angeles			88,897		
Seattle	11,495	2,382			
Everett			11,154		
Total	25,805	3,531	353,777	0	307,234

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

The six major ports listed below handled 85.1% of the total coast tonnage in 1998.

For each of the six major ports and for All Other Ports, the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 1994.

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

	1998		1997		1996		1995		1994	
	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	*2,958,782*	*34.9%*	*2,815,979*	*34.4%*	*2,469,112*	*32.2%*	*2,269,107*	*30.0%*	*1,978,656*	*27.6%*
Autos & Trucks	2,990,375	*20.0*	2,805,099	*19.0*	2,526,342	*20.0*	2,632,572	*19.5*	2,140,835	*14.5*
Lumber & Logs	133,648	*6.5*	100,748	*4.0*	93,676	*2.8*	84,762	*2.6*	105,694	*2.9*
General Cargo	1,740,983	*17.9*	1,671,561	*20.8*	1,640,141	*20.8*	1,627,856	*21.7*	1,888,537	*23.0*
Bulk Cargo	8,228,636	*16.8*	9,387,336	*15.7*	8,924,333	*14.5*	8,813,789	*13.1*	9,170,701	*18.2*
Port Total	63,392,936	*28.8%*	61,836,387	*27.5%*	55,159,396	*25.6%*	51,733,798	*23.5%*	46,942,919	*23.6%*
LOS ANGELES										
Container TEUs	*2,446,622*	*28.9%*	*2,287,137*	*27.9%*	*2,156,471*	*28.1%*	*2,067,041*	*27.3%*	*2,063,783*	*28.8%*
Autos & Trucks	2,281,740	*15.3*	2,308,277	*15.6*	2,559,618	*20.3*	2,762,685	*20.4*	2,829,614	*19.2*
Lumber & Logs	35,020	*1.7*	25,079	*1.0*	30,111	*0.9*	42,820	*1.3*	226,899	*6.3*
General Cargo	3,464,596	*35.6*	2,617,137	*32.6*	2,529,805	*32.1*	2,302,547	*30.7*	2,354,730	*28.7*
Bulk Cargo	4,945,696	*10.1*	3,576,158	*6.0*	5,638,385	*9.2*	4,516,553	*6.7*	3,423,557	*6.8*
Port Total	52,319,626	*23.8%*	47,407,980	*21.1%*	47,417,926	*22.0%*	44,764,302	*20.3%*	43,919,111	*22.1%*
OAKLAND										
Container TEUs	*1,058,022*	*12.5%*	*1,051,036*	*12.8%*	*1,066,014*	*13.9%*	*1,135,893*	*15.0%*	*1,081,042*	*15.1%*
Autos & Trucks	688,741	*4.6*	638,777	*4.3*	586,005	*4.6*	568,724	*4.2*	665,433	*4.5*
Lumber & Logs	-	-	48	*<0.1*	-	-	3,081	*0.1*	19,249	*0.5*
General Cargo	417,108	*4.3*	244,672	*3.0*	217,212	*2.8*	293,790	*3.9*	282,618	*3.4*
Bulk Cargo	36,792	*0.1*	4,851	*<0.1*	-	-	-	-	-	-
Port Total	19,129,015	*8.7%*	18,755,960	*8.4%*	18,925,455	*8.8%*	20,175,776	*9.2%*	19,345,014	*9.7%*
PORTLAND										
Container TEUs	*189,965*	*2.2%*	*213,337*	*2.6%*	*220,012*	*2.9%*	*247,362*	*3.3%*	*241,238*	*3.4%*
Autos & Trucks	2,643,646	*17.7*	2,795,810	*18.9*	2,232,621	*17.7*	2,364,901	*17.5*	2,956,870	*20.0*
Lumber & Logs	72,049	*3.5*	106,120	*4.2*	94,008	*2.8*	105,976	*3.3*	170,121	*4.7*
General Cargo	631,717	*6.5*	261,402	*3.3*	234,873	*3.0*	271,508	*3.6*	435,862	*5.3*
Bulk Cargo	11,499,458	*23.4*	11,437,267	*19.1*	11,793,997	*19.1*	12,605,790	*18.8*	11,953,631	*23.8*
Port Total	18,076,275	*8.2%*	18,227,328	*8.1%*	18,095,703	*8.4%*	19,553,329	*8.9%*	19,617,530	*9.9%*
TACOMA										
Container TEUs	*723,678*	*8.5%*	*771,392*	*9.4%*	*723,834*	*9.4%*	*759,783*	*10.0%*	*710,308*	*9.9%*
Autos & Trucks	1,605,080	*10.7*	1,626,043	*11.0*	1,334,036	*10.6*	1,440,656	*10.6*	1,479,893	*10.0*
Lumber & Logs	376,842	*18.2*	435,604	*17.3*	567,992	*17.2*	571,821	*17.6*	577,723	*16.0*
General Cargo	315,908	*3.3*	278,550	*3.5*	225,296	*2.9*	187,177	*2.5*	164,602	*2.0*
Bulk Cargo	4,578,840	*9.3*	7,113,345	*11.9*	7,568,703	*12.3*	7,175,578	*10.7*	4,144,639	*8.2*
Port Total	19,179,196	*8.7%*	22,567,206	*10.0%*	22,001,205	*10.2%*	22,291,543	*10.1%*	18,442,093	*9.3%*
SEATTLE										
Container TEUs	*1,057,881*	*12.5%*	*1,020,024*	*12.4%*	*1,009,275*	*13.2%*	*1,055,827*	*13.9%*	*1,026,318*	*14.3%*
Autos & Trucks	531,988	*3.6*	792,748	*5.4*	583,565	*4.6*	549,426	*4.1*	595,871	*4.0*
Lumber & Logs	6,835	*0.3*	13,028	*0.5*	13,884	*0.4*	13,987	*0.4*	15,527	*0.4*
General Cargo	304,963	*3.1*	284,106	*3.5*	356,747	*4.5*	368,785	*4.9*	396,375	*4.8*
Bulk Cargo	1,462,698	*3.0*	4,042,335	*6.7*	3,987,024	*6.5*	5,875,532	*8.7*	2,026,751	*4.0*
Port Total	20,290,461	*9.2%*	22,472,625	*10.0%*	22,098,895	*10.2%*	24,756,789	*11.2%*	20,481,930	*10.3%*
ALL OTHER PORTS										
Container TEUs	*31,380*	*0.4%*	*38,903*	*0.5%*	*19,182*	*0.3%*	*40,035*	*0.5%*	*67,507*	*0.9%*
Autos & Trucks	4,202,738	*28.1*	3,795,039	*25.7*	2,788,885	*22.1*	3,211,464	*23.7*	4,102,091	*27.8*
Lumber & Logs	1,447,375	*69.9*	1,843,030	*73.0*	2,504,894	*75.8*	2,429,380	*74.7*	2,494,057	*69.1*
General Cargo	2,844,226	*29.3*	2,675,108	*33.3*	2,674,988	*34.0*	2,458,553	*32.7*	2,694,133	*32.8*
Bulk Cargo	18,348,954	*37.4*	24,373,017	*40.7*	23,687,884	*38.5*	28,185,334	*42.0*	19,585,994	*38.9*
Port Total	27,376,753	*12.5%*	33,347,545	*14.8%*	31,982,745	*14.8%*	36,965,326	*16.8%*	30,023,894	*15.1%*
COAST TOTALS										
Container TEUs	*8,466,330*	*100.0%*	*8,197,808*	*100.0%*	*7,663,900*	*100.0%*	*7,575,048*	*100.0%*	*7,168,852*	*100.0%*
Autos & Trucks	14,944,308	*100.0*	14,761,793	*100.0*	12,611,072	*100.0*	13,530,428	*100.0*	14,770,607	*100.0*
Lumber & Logs	2,071,769	*100.0*	2,523,657	*100.0*	3,304,565	*100.0*	3,251,827	*100.0*	3,609,270	*100.0*
General Cargo	9,719,501	*100.0*	8,032,536	*100.0*	7,879,062	*100.0*	7,510,216	*100.0*	8,216,857	*100.0*
Bulk Cargo	49,101,074	*100.0*	59,934,309	*100.0*	61,600,326	*100.0*	67,172,576	*100.0*	50,305,273	*100.0*
Port Total	219,764,262	*100.0%*	224,615,031	*100.0%*	215,681,325	*100.0%*	220,240,863	*100.0%*	198,772,491	*100.0%*

Port Hours, Wages, and Tonnage

Explanation of Port Hours, Wages, and Tonnage

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

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

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

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

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

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

"Weighted Tons" per Hour Paid

Year	Hours					Wages				Tonnage							
			Percent of Port Total									Percent of Port Total					
	Total Hours	*Percent of Coast Total*	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage L/S	Avg. Hourly Wage Clk	Avg. Hourly Wage Fmn	Total Tonnage	*Percent of Coast Total*	Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	

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

This value is the result of dividing "Weighted Tonnage" by Total Hours. (*See Total "Weighted" Tonnage on page 62.) The Total Hours value in 1998 has been annualized to 52 weeks to allow comparison with the other payroll years shown.*

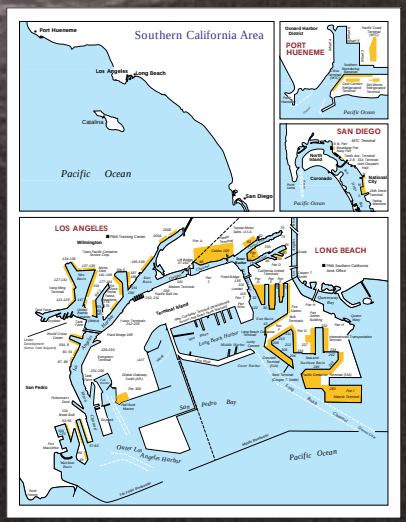
The *Total Hours* data include all hours paid under the terms of the Pacific Coast Longshore and Clerks' Agreement, the Pacific Coast Walking Bosses and Foremen's Agreement, ILWU-PMA Area Agreements, Member Company Agreements, and participating nonmember company agreements. Travel time hours are not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

The *Total Tonnage* figure is the sum of all revenue tonnage reported as 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.

Norwegian Cruise Lines' *Norwegian Wind* at Pier 66, Port of Seattle.

Calculation of Total Tonnage and "Weighted Tonnage

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.



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

From this collection of data, PMA constructs total tonnage figures, and these tonnage statistics are used for many different purposes. Some of those uses require adjusting, or "weighting," one or more of the cargo sector tonnage values to develop useful indices for comparisons over time or among ports or port groups.

Total Constructed Tonnage

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

"Weighted" Tonnage: Bulk Cargo

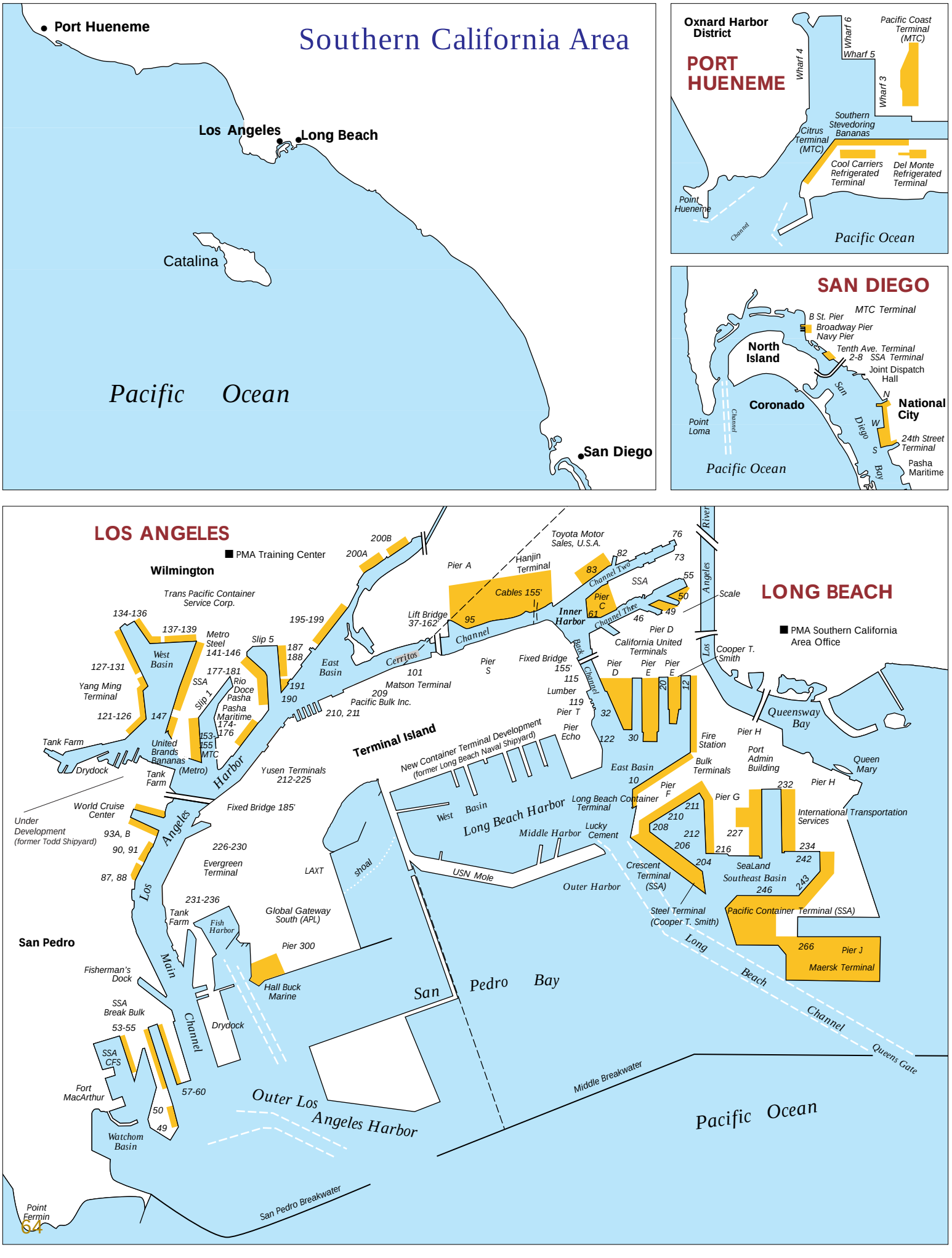
For the purpose of comparing amounts of tonnage handled in a port or group of ports to the amount of labor paid, PMA has used a "weighted" tonnage statistic that reduces the amount of Bulk Cargo tonnage to 1/50 of the value reported. The reason for using a greatly reduced amount of the Bulk Cargo was that Bulk Cargo should be expected, by its nature and by the methods of handling, to be loaded and discharged with many fewer payroll hours per ton than the other sectors of cargo.

Automobiles & Trucks Cargo Weighted

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

Total "Weighted" Tonnage

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


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

SOUTHERN CALIFORNIA

San Diego

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	82,697	*0.5%*	78.1%	11.1%	10.8%	$2,518	$29.18	$31.14	$38.98	850,610	*0.5%*	10.4%	7.3%	44.4%	6.1%	31.7%	3.28
1994	121,852	*0.7*	74.8	12.0	13.3	3,636	28.07	30.99	38.75	1,267,368	*0.6*	8.1	4.2	24.5	7.6	55.5	2.61
1995	111,798	*0.6*	73.7	12.4	13.9	3,280	27.56	30.42	37.84	1,136,757	*0.5*	10.9	4.6	22.6	7.3	54.5	2.82
1996	108,458	*0.6*	75.1	11.5	13.4	3,341	29.10	31.82	39.42	1,495,349	*0.7*	8.6	4.9	26.8	6.6	53.1	3.54
1997	144,566	*0.7*	77.0	10.5	12.5	4,701	30.76	33.99	42.06	2,562,353	*1.1*	4.8	2.6	57.6	3.4	31.6	3.73
1998	168,446	*0.8*	78.4	9.4	12.3	5,450	30.56	34.85	41.90	2,994,757	*1.4*	1.7	2.4	63.2	4.0	28.7	3.48

Los Angeles/Long Beach

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	7,453,227	*47.5%*	65.2%	24.9%	9.9%	$236,147	$30.47	$31.53	$40.10	80,607,444	*43.9%*	72.8%	0.4%	5.9%	4.5%	16.4%	8.54
1994	8,373,995	*49.3*	65.0	25.3	9.8	268,576	30.80	31.82	41.15	90,862,030	*45.7*	75.6	0.4	5.5	4.7	13.9	8.88
1995	9,082,504	*50.8*	65.7	24.9	9.4	294,798	31.06	32.29	42.68	96,498,100	*43.8*	76.4	0.1	5.6	4.1	13.8	8.69
1996	9,575,227	*53.1*	66.1	24.7	9.1	333,033	33.25	34.65	46.25	102,577,322	*47.6*	76.7	0.1	5.0	4.1	14.2	8.78
1997	11,277,516	*57.5*	66.5	23.6	9.9	403,018	34.00	37.58	43.02	109,244,367	*48.7*	79.4	0.1	4.7	3.9	11.9	8.19
1998	13,138,586	*61.0*	66.3	24.0	9.7	480,519	34.73	38.73	43.89	115,712,562	*52.7*	79.4	0.2	4.6	4.5	11.4	7.63

Port Hueneme

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	182,706	*1.2%*	77.6%	15.6%	6.9%	$4,822	$25.18	$28.37	$35.63	1,437,425	*0.8%*	2.1%	0.1%	65.2%	32.6%	-	3.59
1994	300,597	*1.8*	80.0	13.6	6.4	7,895	25.02	28.78	36.54	1,902,102	*1.0*	2.2	-	62.7	35.1	-	3.02
1995	293,016	*1.6*	79.3	14.1	6.6	7,610	24.67	28.57	36.16	1,964,677	*0.9*	1.2	-	61.2	37.5	-	3.28
1996	250,476	*1.4*	79.5	14.4	6.1	6,914	26.33	30.41	37.67	1,797,452	*0.8*	0.6	-	60.6	38.8	-	3.55
1997	232,992	*1.2*	79.0	14.8	6.2	7,149	29.36	33.46	40.85	2,090,080	*0.9*	4.4	-	63.9	31.7	-	4.20
1998	310,619	*1.4*	78.6	14.8	6.6	9,647	29.63	33.83	41.89	2,484,428	*1.1*	4.9	-	65.3	28.2	1.6%	3.59

NORTHERN CALIFORNIA

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

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	2,431,172	*15.5%*	63.6%	28.6%	7.8%	$71,144	$27.89	$30.03	$37.66	22,246,355	*12.1%*	79.7%	<0.1%	13.7%	2.5%	4.1%	7.74
1994	2,426,205	*14.3*	63.8	28.3	7.8	72,459	28.64	30.40	37.93	23,799,992	*12.0*	81.3	0.1	12.8	2.3	3.5	8.43
1995	2,371,240	*13.3*	64.4	27.8	7.8	70,927	28.69	30.40	38.24	23,447,437	*10.6*	84.6	<0.1	9.3	2.5	3.5	8.78
1996	2,217,973	*12.3*	63.9	28.3	7.9	71,124	30.87	32.36	40.71	21,552,855	*10.0*	84.9	<0.1	8.0	2.3	4.8	8.62
1997	2,206,899	*11.3*	65.3	26.7	8.0	76,233	32.99	35.97	42.46	20,940,746	*9.3*	87.0	<0.1	5.8	2.6	4.6	8.61
1998	2,523,349	*11.7*	65.4	26.7	7.9	87,371	32.82	36.46	43.33	21,071,317	*9.6*	86.6	<0.1	4.6	3.7	5.2	7.76

Stockton/Pittsburg/Antioch

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	135,978	*0.9%*	84.6%	9.6%	5.8%	$3,942	$28.07	$31.50	$38.25	1,587,410	*0.9%*	-	-	-	0.5%	99.5%	0.29
1994	186,474	*1.1*	83.3	10.4	6.3	5,290	27.33	31.11	37.59	1,953,752	*1.0*	-	-	-	14.2	85.8	1.67
1995	165,445	*0.9*	84.1	9.9	6.0	4,939	29.11	31.33	37.82	1,941,079	*0.9*	<0.1%	<0.1%	-	3.6	96.3	0.66
1996	142,864	*0.8*	83.8	10.3	5.9	4,483	30.55	33.22	40.02	1,510,565	*0.7*	-	-	-	6.4	93.6	0.88
1997	136,092	*0.7*	83.0	9.1	7.8	4,439	31.31	36.41	42.08	1,703,641	*0.8*	-	-	-	7.4	92.6	1.16
1998	126,178	*0.6*	77.6	14.8	7.6	4,235	32.15	36.11	43.07	1,488,632	*0.7*	<0.1	-	-	16.1	83.9	2.14

Sacramento

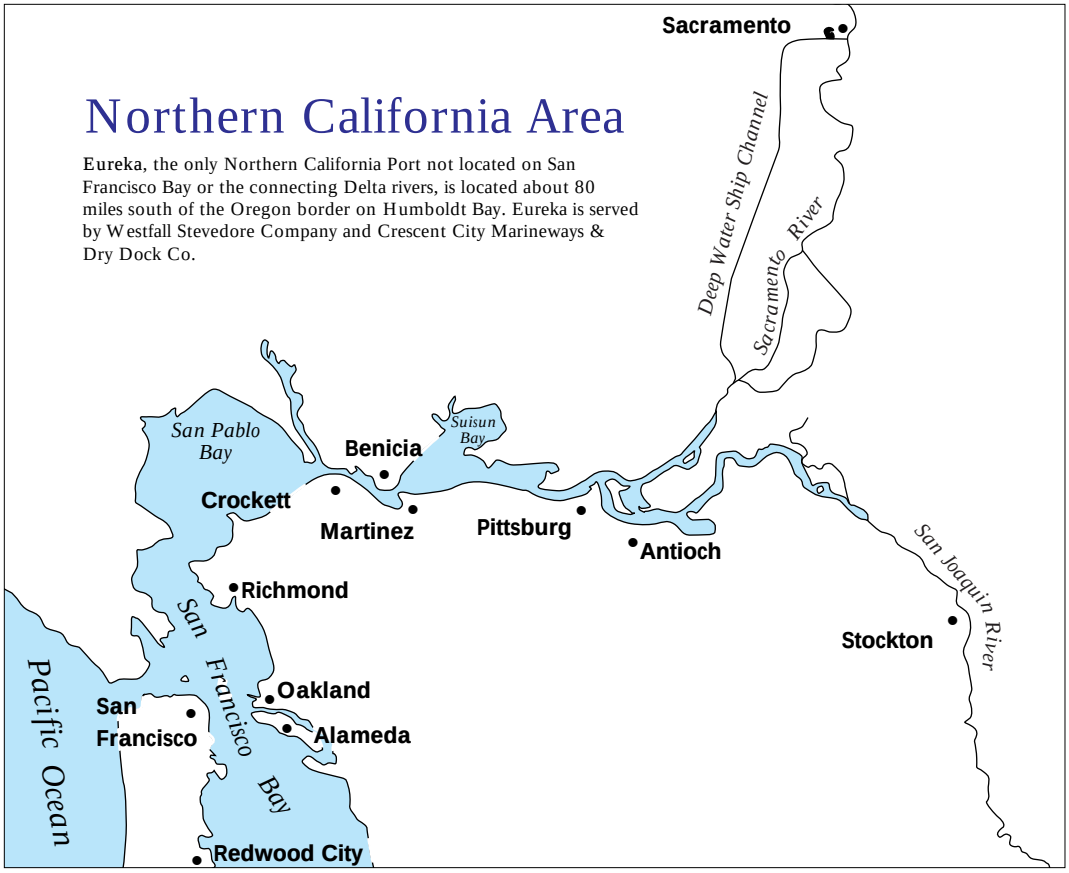
Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	76,931	*0.5%*	75.5%	18.0%	6.5%	$2,123	$26.06	$30.26	$38.02	967,473	*0.5%*	-	2.6%	-	8.3%	89.1%	1.60
1994	141,360	*0.8*	76.9	17.5	5.5	3,806	25.57	29.70	36.88	1,199,037	*0.6*	-	2.1	-	28.4	69.6	2.70
1995	55,505	*0.3*	68.7	23.3	8.0	1,610	27.18	31.39	37.70	962,144	*0.4*	-	0.9	-	7.0	92.1	1.70
1996	88,260	*0.5*	72.3	21.0	6.7	2,899	32.06	33.33	39.83	1,000,980	*0.5*	-	1.7	-	17.8	80.5	2.40
1997	71,483	*0.4*	70.2	22.8	6.9	2,353	30.98	35.90	42.69	888,907	*0.4*	-	0.5	-	19.0	80.5	2.62
1998	60,666	*0.3*	68.2	24.5	7.2	2,038	31.66	36.21	42.99	779,997	*0.4*	-	0.7	-	14.4	84.9	2.20

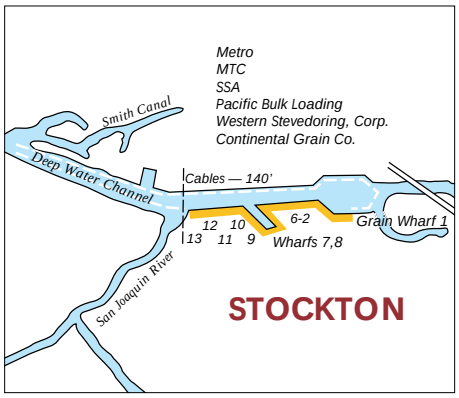
Eureka/Crescent City

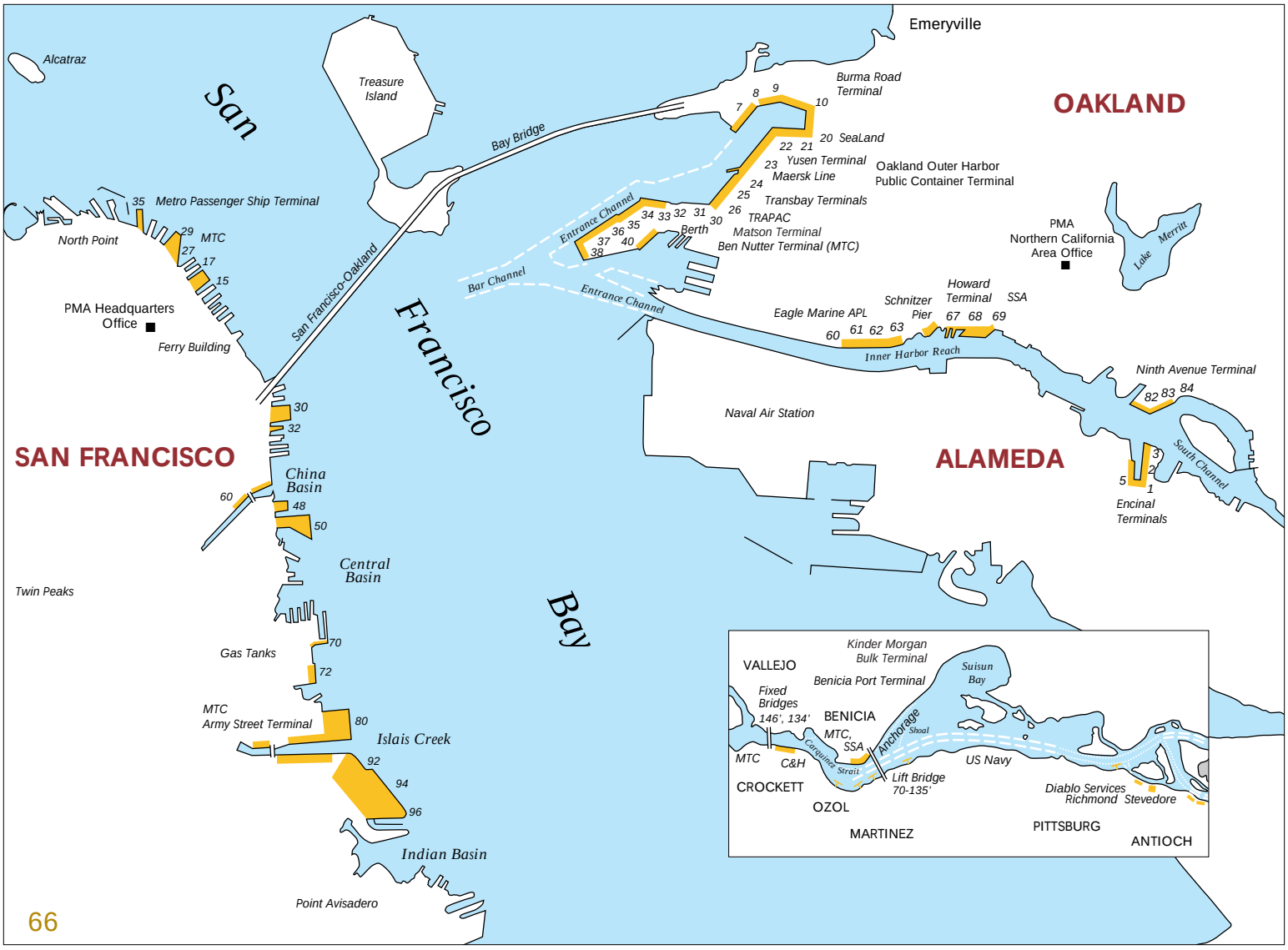
Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	30,249	*0.2%*	79.4%	11.0%	9.6%	$887	$27.50	$34.50	$38.49	668,825	*0.4%*	-	13.0%	-	22.0%	65.0%	8.03
1994	23,815	*0.1*	77.4	12.0	10.6	714	27.94	35.22	38.89	661,501	*0.3*	-	4.5	-	24.3	71.2	8.40
1995	26,786	*0.1*	77.4	12.7	9.9	819	28.71	35.19	39.45	609,174	*0.3*	-	10.8	-	31.9	57.4	9.96
1996	27,919	*0.2*	78.2	12.1	9.7	888	29.70	37.54	41.79	531,331	*0.2*	-	6.4	-	40.3	53.3	9.09
1997	21,575	*0.1*	76.7	12.7	10.7	724	30.93	40.49	44.18	585,118	*0.3*	-	3.7	-	34.7	61.6	10.75
1998	20,728	*<0.1*	77.6	11.5	10.9	717	32.10	40.95	45.66	480,394	*0.2*	-	7.5	-	32.5	60.1	9.72

Northern California Area

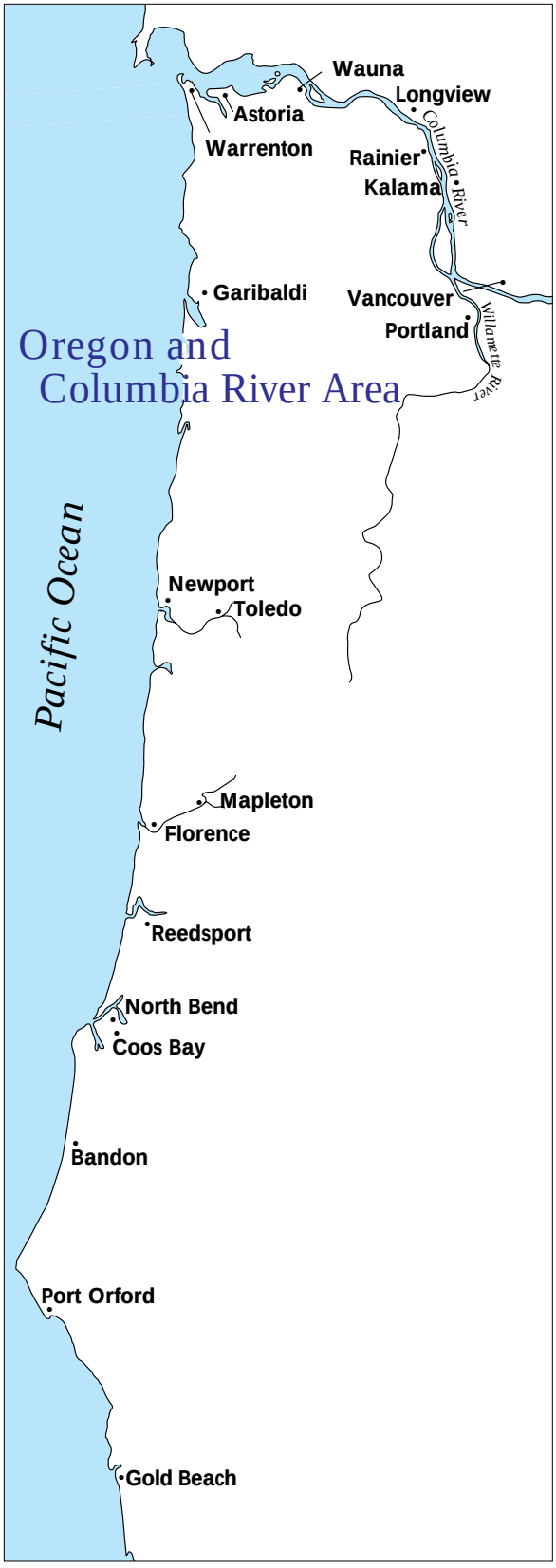
Eureka, the only Northern California Port not located on San Francisco Bay or the connecting Delta rivers, is located about 80 miles south of the Oregon border on Humboldt Bay. Eureka is served by Westfall Stevedore Company and Crescent City Marineways & Dry Dock Co.



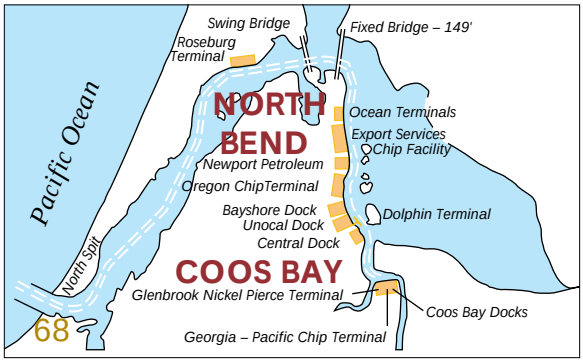


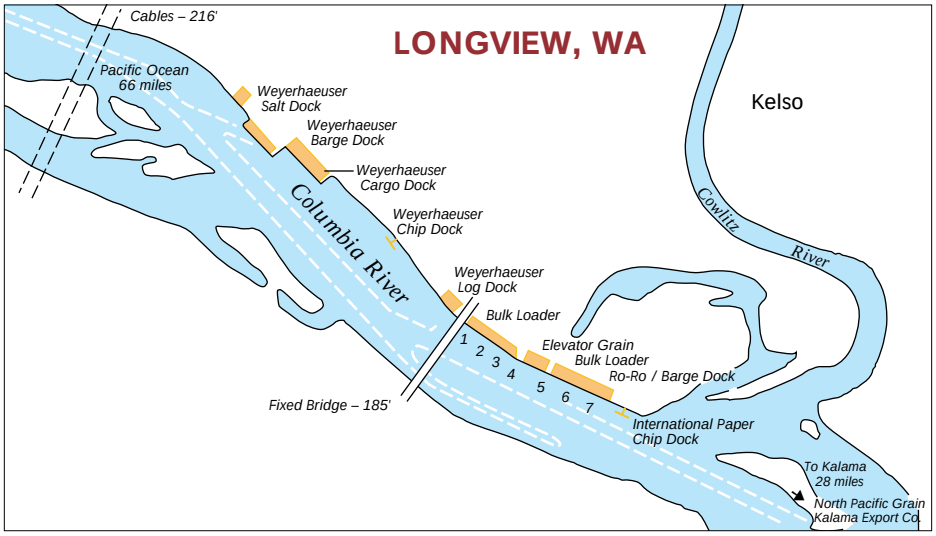


Year	Hours					Wages				Tonnage								"Weighted Tons" per Hour Paid
			Percent of Port Total				Avg. Hourly Wage					Percent of Port Total						
	Total Hours	Percent of Coast Total	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo		
OREGON AND COLUMBIA RIVER																		
NORTH BEND/COOS BAY/REEDSPORT/GARDINER/BANDON																		
1993	223,809	1.4%	83.5%	8.1%	8.3%	$6,406	$27.18	$34.20	$37.67	3,287,040	1.8%	<0.1%	13.2%	-	2.8%	84.1%	2.59	
1994	193,082	1.1	81.4	9.5	9.0	5,625	27.56	34.16	37.98	3,113,510	1.6	<0.1	11.3	-	2.0	86.7	2.43	
1995	212,293	1.2	82.3	9.0	8.8	6,251	27.94	34.72	38.23	3,738,368	1.7	-	9.5	-	1.5	89.0	2.26	
1996	210,864	1.2	84.6	7.7	7.7	6,690	30.31	37.87	41.14	3,702,738	1.7	-	9.8	-	2.4	87.8	2.46	
1997	154,137	0.8	84.7	7.6	7.7	5,373	33.30	42.45	44.54	3,801,824	1.7	-	4.9	-	2.2	92.9	2.21	
1998	88,352	0.4	83.3	8.3	8.5	3,122	33.50	42.82	46.01	2,437,436	1.1	-	7.7	-	2.1	90.2	3.27	
NEWPORT/TOLEDO																		
1993	10,685	<0.1%	90.0%	5.7%	4.2%	$285	$26.02	$29.76	$35.22	29,664	<0.1%	-	90.6%	-	-	9.4%	2.52	
1994	7,219	<0.1	81.2	10.1	8.7	196	26.67	26.33	32.40	9,469	<0.1	-	100.0	-	-	-	1.31	
1995	2,990	<0.1	88.7	6.7	4.6	84	27.53	31.94	36.53	7,411	<0.1	-	100.0	-	-	-	2.48	
1996	3,141	<0.1	89.0	7.0	3.9	91	28.12	33.61	37.22	10,889	<0.1	-	100.0	-	-	-	3.47	
1997	2,032	<0.1	88.9	6.2	4.9	61	29.16	35.96	41.01	5,503	<0.1	-	100.0	-	-	-	2.71	
1998	1,149	<0.1	100.0	-	-	36	30.92	-	-	4,866	<0.1	-	100.0	-	-	-	4.32	
ASTORIA/WARRENTON																		
1993	35,999	0.2%	87.0%	6.9%	6.1%	$1,008	$26.73	$32.69	$40.74	116,913	<0.1%	-	65.4%	-	34.6%	-	3.25	
1994	30,030	0.2	89.8	5.0	5.2	834	26.98	32.31	36.84	71,994	<0.1	-	94.0	-	6.0	-	2.40	
1995	19,625	0.1	90.4	4.7	4.9	541	26.83	32.61	36.83	46,296	<0.1	-	100.0	-	-	-	2.36	
1996	11,603	<0.1	92.7	3.4	3.9	344	29.07	34.39	39.09	17,065	<0.1	-	100.0	-	-	-	1.47	
1997	4,335	<0.1	100.0	-	-	143	33.06	-	-	35,131	<0.1	-	100.0	-	-	-	8.10	
1998	5,615	<0.1	99.6	0.2	0.2	181	32.09	-	-	44,114	<0.1	-	99.1	-	0.9	-	8.01	
PORTLAND/COLUMBIA CITY/ST. HELENS																		
1993	1,130,270	7.2%	77.4%	15.7%	6.9%	$31,463	$26.61	$29.71	$37.36	17,382,139	9.5%	17.7%	1.5%	13.9%	2.7%	64.2%	3.92	
1994	1,234,730	7.3	76.9	15.9	7.2	35,134	27.19	30.28	37.93	19,617,530	9.9	20.9	0.9	15.1	2.2	60.9	4.40	
1995	1,216,249	6.8	77.9	15.2	6.9	34,624	27.27	30.38	37.75	19,553,329	8.9	21.5	0.5	12.1	1.4	64.5	4.30	
1996	1,108,988	6.1	78.7	14.3	7.0	33,831	29.20	33.10	39.90	18,095,703	8.4	20.7	0.5	12.3	1.3	65.2	4.22	
1997	1,081,797	5.5	78.4	14.4	7.3	35,722	31.41	37.01	42.53	18,227,328	8.1	19.9	0.6	15.3	1.4	62.8	4.33	
1998	1,124,786	5.2	78.3	14.5	7.2	38,678	33.01	37.19	43.74	18,076,275	8.2	17.9	0.4	14.6	3.5	63.6	4.17	
VANCOUVER, WA																		
1993	284,820	1.8%	81.3%	12.9%	5.9%	$7,623	$25.63	$29.09	$37.39	5,102,173	2.8%	0.3%	0.8%	4.1%	2.0%	93.0%	0.99	
1994	287,088	1.7	79.4	14.8	5.8	7,721	25.79	28.69	37.43	4,664,739	2.3	0.8	0.2	4.6	4.5	89.9	1.31	
1995	373,227	2.1	78.3	15.7	6.0	10,329	26.62	28.98	38.01	5,340,092	2.4	0.2	1.9	2.6	5.9	89.4	1.47	
1996	379,530	2.1	79.0	14.5	6.5	11,300	28.67	31.07	40.27	5,036,171	2.3	<0.1	1.9	3.3	6.3	88.4	1.40	
1997	351,038	1.8	79.3	14.4	6.3	11,230	30.80	33.53	43.45	5,801,301	2.6	<0.1	1.0	7.1	5.2	86.7	1.51	
1998	331,491	1.5	78.7	14.8	6.6	10,995	31.98	34.69	43.99	5,030,859	2.3	-	0.1	8.3	7.7	83.9	1.68	
LONGVIEW, WA/KALAMA, WA/RAINIER																		
1993	508,734	3.2%	84.3%	8.0%	7.7%	$14,127	$26.56	$31.76	$36.86	9,032,793	4.9%	-	10.3%	-	4.2%	85.5%	2.88	
1994	460,829	2.7	83.7	8.3	8.0	12,865	26.68	31.56	37.00	8,240,592	4.1	-	11.2	-	4.3	84.5	3.07	
1995	507,568	2.8	83.4	8.1	8.5	14,343	27.01	31.43	37.49	14,923,048	6.8	<0.1%	5.6	-	2.6	91.8	2.95	
1996	467,027	2.6	83.9	7.8	8.3	14,013	28.74	33.41	39.54	11,075,734	5.1	-	7.9	-	3.8	88.3	3.20	
1997	422,964	2.2	83.2	8.2	8.7	13,739	31.07	36.03	42.69	10,773,039	4.8	-	6.8	-	4.3	88.9	3.28	
1998	403,127	1.9	83.7	8.1	8.2	13,452	32.07	36.61	43.43	7,427,146	3.4	-	8.3	-	7.6	84.1	3.31	
WASHINGTON COAST AND PUGET SOUND																		
ABERDEEN/RAYMOND																		
1993	154,788	1.0%	87.3%	4.6%	8.1%	$4,397	$27.35	$34.39	$36.38	722,822	0.4%	0.1%	83.0%	<0.1%	16.9%	-	4.67	
1994	143,817	0.8	87.1	4.8	8.2	4,083	27.24	34.74	36.87	607,365	0.3	-	93.3	-	6.7	-	4.22	
1995	135,988	0.8	86.3	4.9	8.8	3,851	27.15	34.48	36.40	571,029	0.3	<0.1	95.3	-	4.6	-	4.20	
1996	137,002	0.8	87.3	4.4	8.3	4,105	28.75	36.78	38.98	630,306	0.3	-	88.5	-	11.5	-	4.60	
1997	123,205	0.6	87.6	4.8	7.7	3,948	30.91	37.55	41.59	514,971	0.2	-	88.9	-	11.1	-	4.18	
1998	86,000	0.4	87.2	6.1	6.7	2,746	30.91	35.81	41.75	333,553	0.2	1.8	80.1	-	18.1	-	3.95	


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


VANCOUVER, WA
Channel
Columbia
River
Floating
Auto Dock
Auto
Dock
601
603
604
605
607
Auto
Dock
Columbia
Grain
Terminal 6
Marine
Terminals
Corp.
Terminal 5
Kinder Morgan
Bulk Terminals
10
9
8
7
5
4
3
2
1
Marine Terminals Corp
Kinder Morgan Bulk Terminals
Oil Dock
Ro-Ro Auto Dock
United Harvest
Swing Bridge
Hayden
Island
Cables – 220'
Lift Bridge – 178'
Cables – 230'
Georgia –
Pacific
International
Terminal
Cargill Grain
Kinder Morgan Bulk Terminals
Terminal 4
Willamette
River
North Portland
Fixed Bridge – 205'
Swing Bridge
PennW alt
Swan Island
River
Terminal 2 (SSA)
Terminal 1
Cargill-Irving
Elevator
Louis Dreyfuss
Grain
PORTLAND, OR
PMA Office


Pacific Ocean
North Spit
Swing Bridge
Roseburg
Terminal
Fixed Bridge – 149'
NORTH
BEND
Ocean Terminals
Export Services
Chip Facility
Newport Petroleum
Oregon ChipTerminal
Bayshore Dock
Unocal Dock
Central Dock
Dolphin Terminal
COOS BAY
Glenbrook Nickel Pierce Terminal
Coos Bay Docks
Georgia – Pacific Chip Terminal


LONGVIEW, WA
Cables – 216'
Pacific Ocean
66 miles
Weyerhaeuser
Salt Dock
Weyerhaeuser
Barge Dock
Weyerhaeuser
Cargo Dock
Weyerhaeuser
Chip Dock
Columbia River
Kelso
Cowlitz
River
Weyerhaeuser
Log Dock
Bulk Loader
Elevator Grain
Bulk Loader
Ro-Ro / Barge Dock
1
2
3
4
5
6
7
Fixed Bridge – 185'
International Paper
Chip Dock
To Kalama
28 miles
North Pacific Grain
Kalama Export Co.

Washington (continued)

Port Angeles/Port Townsend

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	56,348	0.4%	85.1%	7.2%	7.8%	$1,559	$26.45	$32.74	$36.32	406,859	0.2%	-	35.4%	-	1.3%	63.4%	2.74
1994	39,563	0.2	85.5	7.4	7.1	1,106	26.79	33.00	36.77	243,973	0.1	-	45.4	-	-	54.6	2.87
1995	35,084	0.2	84.7	7.9	7.4	974	26.50	32.75	36.71	270,717	0.1	-	37.8	-	-	62.2	3.02
1996	38,305	0.2	83.9	8.5	7.6	1,139	28.34	34.97	39.30	400,862	0.2	-	30.7	-	-	69.3	3.36
1997	26,817	0.1	86.6	6.6	6.8	870	31.17	38.69	42.55	261,906	0.1	-	32.9	-	-	67.1	3.34
1998	18,692	<0.1	86.3	6.5	7.1	617	31.68	39.56	43.29	241,118	0.1	-	16.8	-	<0.1	83.1	2.44

Port Gamble

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	3,287	<0.1%	96.3%	1.8%	1.9%	$104	$31.54	-	-	14,144	<0.1%	-	64.3%	-	35.7%	-	4.30
1994	3,704	<0.1	95.2	2.2	2.6	100	26.55	-	-	8,473	<0.1	-	-	-	100.0	-	2.29
1995	2,241	<0.1	97.0	1.5	1.5	58	25.74	-	-	4,139	<0.1	-	-	-	100.0	-	1.85
1996	1,534	<0.1	94.7	2.0	3.3	43	27.26	-	-	2,706	<0.1	-	-	-	100.0	-	1.76
1997	942	<0.1	93.0	4.7	2.3	25	25.30	-	-	0	<0.1	-	-	-	-	-	-
1998	918	<0.1	98.7	-	1.3	24	26.36	-	-	0	<0.1	-	-	-	-	-	-

Olympia

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	40,573	0.3%	82.1%	4.5%	13.4%	$1,098	$25.59	$33.98	$33.74	110,137	<0.1%	0.2%	91.8%	-	6.9%	1.1%	2.69
1994	25,456	0.1	79.4	3.8	16.8	700	25.56	33.77	35.31	64,651	<0.1	-	100.0	-	-	-	2.54
1995	20,114	0.1	79.6	3.4	17.0	546	25.40	33.31	34.05	50,153	<0.1	-	73.6	-	26.4	-	2.49
1996	26,669	0.1	81.5	4.2	14.3	776	27.47	36.86	36.06	109,329	<0.1	-	99.6	-	0.4	-	4.10
1997	54,411	0.3	73.6	12.0	14.4	1,725	29.76	33.77	39.88	158,082	<0.1	59.1	36.6	<0.1%	4.2	-	2.90
1998	38,654	0.2	69.9	14.2	15.9	1,304	31.79	35.30	40.82	117,184	<0.1	72.6	22.6	-	4.8	-	3.09

Tacoma

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	1,261,052	8.0%	68.5%	22.4%	9.1%	$37,397	$28.22	$30.62	$38.13	19,820,808	10.8%	62.3%	3.5%	8.5%	0.7%	25.0%	10.74
1994	1,195,487	7.0	67.6	23.1	9.3	35,689	28.48	30.58	38.06	18,442,093	9.3	65.5	3.1	8.0	0.9	22.5	11.00
1995	1,285,187	7.2	69.5	21.7	8.8	38,309	28.48	30.63	38.19	22,291,543	10.1	57.9	2.6	6.5	0.8	32.2	10.94
1996	1,364,059	7.6	70.3	20.9	8.9	43,359	30.39	32.69	40.68	22,001,205	10.2	55.9	2.6	6.1	1.0	34.4	9.88
1997	1,363,611	7.0	70.5	20.7	8.7	47,038	32.66	36.83	43.80	22,567,206	10.1	58.1	1.9	7.2	1.2	31.5	10.44
1998	1,250,950	5.8	68.7	22.2	9.1	44,269	33.64	36.94	44.77	19,179,196	8.7	64.2	2.0	8.4	1.7	23.9	10.88

Seattle

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	1,370,553	8.7%	62.6%	29.0%	8.4%	$41,094	$28.48	$30.84	$38.18	17,366,355	9.5%	82.1%	<0.1%	2.9%	2.6%	12.4%	10.83
1994	1,579,806	9.3	62.8	28.8	8.4	47,780	28.75	31.03	38.75	20,481,930	10.3	85.2	<0.1	2.9	1.9	9.9	11.39
1995	1,736,143	9.7	65.2	26.9	7.9	52,569	28.85	31.19	38.99	24,756,789	11.2	72.5	<0.1	2.2	1.5	23.7	10.68
1996	1,690,569	9.4	65.0	27.0	8.0	54,616	30.81	33.21	41.36	22,098,895	10.2	77.7	<0.1	2.6	1.6	18.0	10.47
1997	1,767,965	9.0	65.3	26.9	7.8	62,369	33.15	37.82	44.33	22,472,625	10.0	77.2	<0.1	3.5	1.3	18.0	10.10
1998	1,721,994	8.0	65.8	26.4	7.8	62,330	34.22	38.54	44.92	20,290,461	9.2	88.6	<0.1	2.6	1.5	7.2	10.90

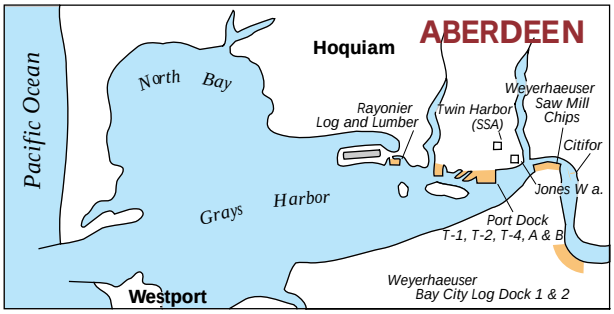
Everett

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	139,340	0.9%	87.0%	6.3%	6.7%	$3,779	$26.05	$32.78	$35.69	637,949	0.3%	<0.1%	54.2%	-	1.9%	44.0%	2.60
1994	141,395	0.8	82.6	9.3	8.1	3,700	24.96	29.65	34.49	532,248	0.3	<0.1	47.1	<0.1%	8.1	44.7	2.11
1995	135,041	0.8	83.4	8.8	7.9	3,629	25.68	30.37	35.59	592,648	0.3	<0.1	41.4	<0.1	6.0	52.6	2.13
1996	104,868	0.6	85.0	6.9	8.1	3,092	28.21	34.65	38.42	596,023	0.3	<0.1	33.7	-	2.9	63.3	2.16
1997	90,263	0.5	83.4	7.9	8.6	2,891	30.61	36.83	41.35	510,432	0.2	0.2	25.7	-	4.6	69.6	1.80
1998	71,435	0.3	85.3	6.2	8.4	2,345	31.34	39.95	42.59	494,669	0.2	<0.1	25.2	-	1.4	73.4	1.98

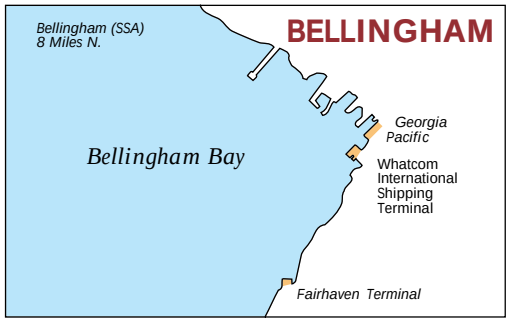
Anacortes

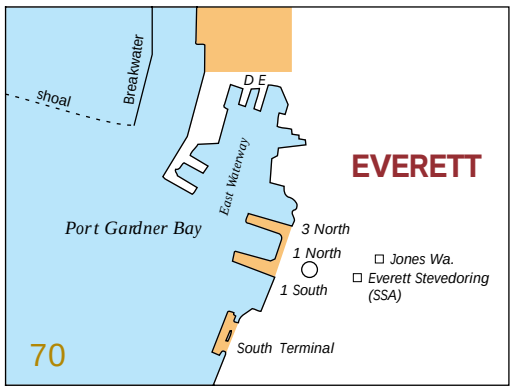
Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total L/S Jobs	Hours: Percent of Port Total Clk Jobs	Hours: Percent of Port Total Fmn Jobs	Wages: Total Wages Pd (000s)	Wages: Avg. Hourly Wage L/S	Wages: Avg. Hourly Wage Clk	Wages: Avg. Hourly Wage Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Percent of Port Total Containerized	Tonnage: Percent of Port Total Lumber & Logs	Tonnage: Percent of Port Total Autos & Trucks	Tonnage: Percent of Port Total Other General	Tonnage: Percent of Port Total Bulk Cargo	"Weighted Tons" per Hour Paid
1993	16,821	0.1%	79.8%	10.5%	9.6%	$519	$29.29	$35.46	$39.04	371,024	0.2%	-	4.3%	-	-	95.8%	1.36
1994	18,329	0.1	81.1	9.4	9.5	563	29.22	35.77	38.62	355,901	0.2	-	6.5	-	-	93.6	1.62
1995	16,894	<0.1	80.2	10.1	9.8	534	30.05	36.09	39.60	373,166	0.2	-	4.7	-	-	95.3	1.46
1996	16,400	<0.1	80.5	10.1	9.4	547	31.82	37.63	41.97	267,691	0.1	-	8.2	-	-	91.9	1.63
1997	13,946	<0.1	68.4	10.0	21.6	502	33.36	40.30	42.52	336,968	0.2	-	0.3	-	-	99.7	0.56
1998	14,263	<0.1	71.1	9.9	19.0	510	33.07	40.93	43.23	309,121	0.1	-	3.7	-	-	96.3	1.23

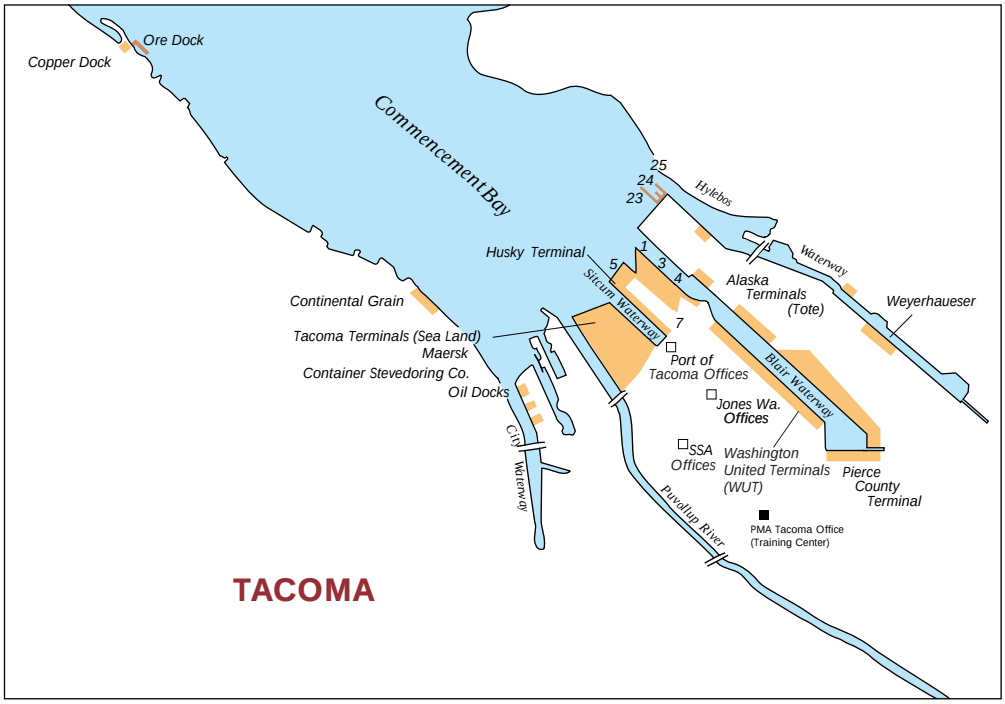

Washington Area
CANADA
Cherry Point
Bellingham
Anacortes
CANADA
Strait of Juan de Fuca
Port Angeles
Port Townsend
Everett
Port Gamble
Puget Sound
Seattle
Tacoma
Aberdeen
Olympia


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


91 90
Pier 86 Grain (Cargill) Rogers
PMA Washington Area Office
Port of Seattle Offices
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
Harbor Island
West Waterway
East Waterway
T-25
Matson
Global Gateway North (APL)
T-5
Eagle Marine
SSA Offices
T-106W
Marine Terminals Offices
T-105
T-108
T-106E
Distribution Center
T-107
SEATTLE
Duwamish Waterway
T-115
Jones W a.


Bellingham (SSA) 8 Miles N.
BELLINGHAM
Bellingham Bay
Georgia Pacific
Whatcom International Shipping Terminal
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
Husky Terminal
1
5
3
4
Alaska Terminals (Tote)
Weyerhaeuser
Sitcum Waterway
Continental Grain
7
Tacoma Terminals (Sea Land)
Maersk Container Stevedoring Co.
Oil Docks
Port of Tacoma Offices
Blair Waterway
Jones Wa. Offices
SSA Offices
Washington United Terminals (WUT)
Pierce County Terminal
City Waterway
Puyallup River
PMA Tacoma Office (Training Center)
TACOMA

WASHINGTON (CONTINUED)

BELLINGHAM

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	50,212	0.3%	83.3%	7.4%	9.3%	$1,478	$27.79	$36.44	$38.58	834,775	0.5%	-	20.6%	2.6%	-	76.8%	4.12
1994	42,174	0.2	83.0	7.3	9.7	1,242	27.81	36.16	38.58	672,241	0.3	-	24.0	0.4	1.2%	74.5	4.15
1995	65,906	0.4	82.6	7.4	10.0	2,018	28.95	36.80	39.76	1,162,767	0.5	-	<0.1	-	13.9	86.1	2.77
1996	72,634	0.4	83.4	6.9	9.7	2,358	30.80	39.52	41.79	1,170,154	0.5	<0.1%	0.2	-	15.4	84.4	2.79
1997	59,086	0.3	82.0	8.2	9.8	2,079	33.20	42.72	45.38	1,133,503	0.5	-	-	-	16.4	83.6	3.46
1998	32,275	0.1	79.6	9.7	10.7	1,183	34.43	43.71	46.94	766,177	0.3	-	-	-	11.3	88.7	3.17

AREA SUMMARIES

SOUTHERN CALIFORNIA AREA SUMMARY

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	7,718,630	49.2%	65.7%	24.5%	9.8%	$243,488	$30.30	$31.48	$40.01	82,895,479	45.1%	70.9%	0.4%	7.3%	5.0%	16.3%	8.37
1994	8,796,444	51.8	65.6	24.7	9.7	280,107	30.52	31.76	41.00	94,031,500	47.3	73.3	0.4	6.9	5.3	14.1	8.59
1995	9,487,318	53.1	66.2	24.4	9.4	305,689	30.77	32.22	42.45	99,599,534	45.2	74.2	0.2	6.9	4.8	14.0	8.46
1996	9,934,161	55.1	66.6	24.3	9.1	343,288	32.99	34.57	45.99	105,870,123	49.1	74.4	0.2	6.2	4.7	14.5	8.59
1997	11,655,074	59.4	66.9	23.2	9.9	414,867	33.84	37.51	42.98	113,934,455	50.8	76.4	0.2	7.0	4.4	12.1	8.05
1998	13,617,651	63.2	66.7	23.6	9.7	495,616	34.53	38.64	43.82	121,191,747	55.1	76.0	0.2	7.3	5.0	11.6	7.49

NORTHERN CALIFORNIA AREA SUMMARY

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	2,674,330	17.1%	65.2%	27.1%	7.7%	$78,095	$27.84	$30.08	$37.70	25,470,063	13.9%	69.6%	0.5%	11.9%	3.1%	14.9%	7.19
1994	2,777,854	16.4	65.9	26.5	7.6	82,269	28.34	30.41	37.88	27,614,282	13.9	70.1	0.3	11.0	4.8	13.8	7.68
1995	2,618,976	14.7	65.9	26.4	7.7	78,295	28.69	30.47	38.22	26,959,834	12.2	73.6	0.3	8.1	3.4	14.6	8.13
1996	2,477,016	13.7	65.5	26.8	7.7	79,395	30.88	32.43	40.66	24,595,731	11.4	74.4	0.2	7.0	4.0	14.3	7.96
1997	2,436,049	12.4	66.5	25.5	8.0	83,749	32.79	36.00	42.47	24,118,412	10.8	75.5	0.1	5.0	4.3	15.0	8.03
1998	2,730,921	12.7	66.1	26.0	7.9	94,361	32.75	36.46	43.34	23,820,340	10.8	76.6	0.2	4.0	5.4	13.8	7.39

OREGON & COLUMBIA RIVER AREA SUMMARY

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	2,194,317	14.0%	80.3%	12.6%	7.1%	$60,912	$26.53	$30.25	$37.32	34,950,722	19.0%	8.9%	5.0%	7.5%	3.1%	75.5%	3.15
1994	2,212,978	13.0	79.2	13.4	7.3	62,374	26.92	30.46	37.64	35,717,834	18.0	11.6	4.3	8.9	3.0	72.3	3.51
1995	2,331,952	13.0	79.7	13.0	7.3	66,173	27.17	30.53	37.76	43,608,544	19.8	9.7	3.3	5.7	2.4	78.9	3.35
1996	2,181,153	12.1	80.5	12.3	7.3	66,269	29.12	33.02	39.99	37,938,300	17.6	9.9	3.8	6.3	2.8	77.2	3.32
1997	2,016,303	10.3	80.1	12.5	7.4	66,269	31.38	36.43	42.87	38,644,126	17.2	9.4	2.9	8.3	2.9	76.5	3.46
1998	1,954,520	9.1	79.8	12.9	7.3	66,462	32.65	36.79	43.83	33,020,696	15.0	9.8	2.8	9.3	5.0	73.2	3.54

WASHINGTON AREA SUMMARY

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	3,092,974	19.7%	68.5%	22.9%	8.7%	$91,426	$28.07	$30.87	$37.88	40,284,873	21.9%	66.0%	4.8%	5.4%	2.3%	21.5%	9.69
1994	3,189,731	18.8	67.4	23.8	8.8	94,964	28.28	30.92	38.15	41,408,875	20.8	71.3	3.9	5.0	2.0	17.8	10.17
1995	3,432,598	19.2	69.0	22.6	8.4	102,487	28.43	31.06	38.38	50,072,951	22.7	61.6	3.1	4.0	1.6	29.7	9.85
1996	3,452,040	19.1	69.4	22.2	8.5	110,035	30.38	33.12	40.83	47,277,171	21.9	62.2	3.4	4.1	1.8	28.5	9.38
1997	3,500,246	17.9	69.2	22.5	8.3	121,447	32.70	37.46	43.82	47,955,693	21.4	63.7	2.5	5.0	1.7	27.1	9.49
1998	3,235,181	15.0	68.2	23.3	8.5	115,329	33.75	37.94	44.65	41,731,479	19.0	72.8	2.1	5.1	1.9	18.2	10.25

COAST SUMMARY

Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	Lumber & Logs	Autos & Trucks	Other General	Bulk Cargo	"Weighted Tons" per Hour Paid
1993	15,680,251	100.0%	68.2%	23.0%	8.8%	$473,920	$28.84	$30.99	$38.96	183,601,137	100.0%	57.9%	2.3%	7.6%	3.8%	28.5%	7.70
1994	16,977,007	100.0	67.8	23.3	8.9	519,713	29.21	31.25	39.68	198,772,491	100.0	61.3	1.8	7.4	4.1	25.3	8.08
1995	17,870,844	100.0	68.5	22.9	8.7	552,644	29.48	31.58	40.63	220,240,863	100.0	58.5	1.5	6.1	3.4	30.5	8.01
1996	18,044,370	100.0	68.6	22.8	8.6	598,987	31.66	33.86	43.74	215,681,325	100.0	60.4	1.5	5.9	3.7	28.6	8.02
1997	19,607,672	100.0	68.6	22.3	9.1	686,332	33.21	37.22	43.05	224,615,035	100.0	62.1	1.1	6.6	3.6	26.7	7.82
1998	21,538,273	100.0	68.1	22.9	9.0	771,768	33.99	38.12	43.89	219,764,262	100.0	65.5	0.9	6.8	4.4	22.3	7.53

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Operations

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Finance and Administration

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Southern California

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Oregon

JOSEPH T. WEBER
Washington

Assistant Area Managers

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

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

CRAIG E. EPPERSON
Senior Vice President,
General Counsel and Secretary

PAUL HOLMES
Vice President,
Technology

Senior Staff

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Marc MacDonald	*Senior Director* Accident Prevention
Mark Langner	*Director* Payroll Services
Jose Martinez	*Director* Information Services
Earl Westfall	*Director* Research & Database Services

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Kim Arrivee
Efren Bose
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Gloria Bungcayao
Jacque Burris
Brenda L. Clark
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Simon R. Corneliuz
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Cornelius Faulkner
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Kathy Simien
Kathi Sparkes
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Earl Westfall

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Millie Bluford
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Francia Decena
Thomas Edwards
Victor Garcia
Tamera Gower
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Elizabeth Jeffries
Valarie Jessie
Cynthia Jonah
William Niland
James Potter
Elizabeth Singleterry
Elena Sosa-Hupke
Jack Suite
Peggy Thylstrup

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Cindy Blackburn
Joe Boettcher
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Larry M. Hudson
Kathleen S. Hults
Sharon Jameson
Teresa Leeper
Judi Lynch
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Scott Munger
Pam Pratt
Mary Smalley
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Sherri Souders
Ellen Tuggle
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Washington & Puget Sound Area Office

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Vice President
Stevedoring Services of America

Glenn Eddy
Sr. Vice President and CEO
Maersk Inc.

Ulrich (Rick) Janssen
Special Assistant to the President
"K" Line America, Inc.

Scott Michael Jones
President
General Steamship Corporation, Ltd.

Area Sub-Steering Committees

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Chairman
Stevedoring Services of America

Ron Forest
Vice Chairman
Matson Navigation Company, Inc.

David Adam
Marine Terminals Corporation

Jeff Grahovec
American President Lines, Ltd.

Northern California Area

Jacques Lira
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Stevedoring Services of America

Brian Boyle
Marine Terminals Corporation

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Sea-Land Service, Inc.

Kevin Mehlberg
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Bruce Whisnant
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Jones Stevedoring Company

Gene Dieterle
General Steamship Corporation

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Matson Navigation Company, Inc.

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VICE PRESIDENT – OPERATIONS
Marine Terminals Corporation

Gary North
SR. VICE PRESIDENT – OPERATIONS
Matson Navigation Company

Timothy J. Parker
VICE PRESIDENT & GENERAL MANAGER
Metropolitan Stevedore Company

Jeff Theobald
MANAGING DIRECTOR – OPERATIONS
American President Lines, Ltd.

"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 McCorkle
Maersk Pacific Ltd.

John Ohle
Container Stevedoring Co., Inc.

Robert B. Roach
Metropolitan Stevedore Company

Pan Saurastri
NYK Line

Michael Sullivan
Inchcape Shipping Services

Capt. Nuru Neemuchwalla
Maersk Pacific Ltd.

Michael Nerney
Inchcape Shipping Services

Michael Ogieglo
Centennial Stevedoring Services

Dan Rohde
Eagle Marine Services

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

"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

Peter Johnson
Marine Terminals Corporation

Ken Mishler
"K" Line

Alastair Smith
Star Shipping, Inc.

Lee E. MacGregor
Stevedoring Services of America

Kenneth H. Passe, Jr.
Marine Terminals Corp. – Puget Sound

Charles P. Savre
American President Lines, Ltd.

Douglas E. Stearns
Jones Stevedoring Company

James A. Yandel
Trans Pacific Container Services Corp.

Finance Committee

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

Joseph A. Palazzolo
Controller
Matson Navigation Company, Inc.

Michael F. Sabarese
Chief Financial Officer
General Steamship Corporation, Ltd.

* dba Stevedoring Services of America

Board of Directors and Alternates

American Flag Operator Group

SEAN A. KELLY
Vice President, Terminal Operations
American President Lines, Ltd.

RONALD D. WIDDOWS
Sr. Vice President, Operations/Logistics
American President Lines, Ltd.

Alternate

JEFF THEOBALD
Managing Dir., Western Region Operations
American President Lines, Ltd.

TIMOTHY J. WINDLE
General Counsel
American President Lines, Ltd.

Foreign Flag Operator Group

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General Steamship Corporation

WILLIAM A. TROK
Executive Vice President, Labor Relations
Maersk Container Service Company

Alternate

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General Steamship Corporation

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Maersk Inc.

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Jones Stevedoring Company

DOUGLAS A. TILDEN
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Alternate

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Jones Stevedoring Company

JOHN MCNEILL
Vice President, Operations
Marine Terminals Corporation

C. BRADLEY MULHOLLAND
President, Chief Executive Officer
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GARY J. NORTH
Sr. Vice President, Operations
Matson Navigation Company, Inc.

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

DAVID J. TOLAN
Sr. Vice President, Labor Relations
Sea-Land Service, Inc.

JON E. ROSSELLE
Vice President
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KEVIN-MARC MEHLBERG
Terminal Manager
Matson Terminals, Inc.

PATRICK BURGOYNE
Terminal Operations Manager
Sea-Land Service, Inc.

CHRISTOPHER J. LYTLE
Gen. Mgr., West Coast / No. America Opns. Grp.
Sea-Land Service, Inc.

RAYMOND KEENE
Executive Vice President and COO
Mitsui O.S.K. Lines, Ltd.

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NYK Line

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

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NYK Line

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President, CEO and CFO
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President
Seattle Stevedore Company

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

RAYMOND P. HOLBROOK
Vice President
Stevedoring Services of America

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

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

Membership

American President Lines, Ltd.
Anacortes Log & Bulk Stevedore Company
Bellingham Stevedoring Company
Benicia Port Terminal Company
Blue Star (North America) Ltd.
Brady-Hamilton Stevedore Co.*
Bridge Warehouse, Inc.
California United Terminals
Centennial Stevedoring Services
Coast Maritime Services
Consolidated Stevedoring Company LLC
Container Stevedoring Co., Inc.
Continental Grain Company
Cooper/T. Smith Stevedoring Co., Inc.
Crescent City Marine Ways & Drydock Co., Inc.
Crescent Wharf & Warehouse Company*
Diablo Service Corporation
Eagle Marine Services, Ltd.
Everett Stevedoring Company*
Flota Mercante Grancolombiana, S.A.
Foss Alaska Line, Inc.
Hanjin Shipping Co., Ltd.
Hapag-Lloyd AG
Harbor Industrial Maintenance Corp.
Harbor Industrial Northwest Corp.
Harbor Industrial Service Corporation
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America) Inc.
Innovative Terminal Services, Inc.
International Transportation Service, Inc.
Italian Line
Jones Stevedoring Company
"K" Line (Kawasaki Kisen Kaisha, Ltd.)
Kinder Morgan Bulk Terminals, Inc.

The *Hanjin Dalian* docked at TTI's (Total Terminals Inc.) Long Beach facility, Pier A, A90-A94.

Long Beach Container Terminal, Inc.
Maersk Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation - Columbia River
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation - Puget Sound
Matson Navigation Company, Inc.
Matson Terminals, Inc.
Metropolitan Stevedore Company
Mitsui O.S.K. Lines, Ltd.
NOL (USA) Inc.
NOSAC
NYK Line
National Lines Bureau, Inc.
Norsk Pacific Steamship Co., Ltd.
OOCL (USA) Inc.
Olympia Stevedoring Company, Inc.*
Oregon Chip Terminal Inc.
P&O Nedlloyd B.V.
Pacific Coast Recycling
Pacific Coast Stevedoring, Inc.
Pacific Coast Terminals, Limited
Pacific Crane Maintenance Co., Inc.
Pacific Northwest Auto Terminals
Pacific Ro-Ro Stevedoring, Inc.
Pacific Traffic Marking & Coating Company
Pasha Maritime Services, Inc.
Pier Maintenance Incorporated
Port of Vancouver
Portland Lines Bureau
Reliable Line Service
Richmond Stevedoring Company, Inc.
Rio Doce Pasha Terminal, L.P.
Rogers Terminal & Shipping Corp.
Sea-Land Service, Inc.
Sea Star Stevedore Company*
Seattle/Crescent Container Service*
Seattle Stevedore Company*
Southern Stevedoring Company, Inc.
Tacoma Line Handling Company
Terminal Maintenance Corporation
Topline Services, Inc.
Total Terminals, Inc.
TransBay Container Terminal, Inc.
Trans Pacific Container Service Corp.
Transpac Terminal Services
Twin Harbor Stevedoring Company*
Waterfront Repair, Inc.
Western Stevedoring Corp.
Westfall Stevedore Company
Williams, Dimond & Company
Yusen Terminals, Inc.
Zim American Israeli Shipping Co.

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

— PMA Bylaws

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Cover Photo: *Container handling operation at California United Terminals for Hyundai.Merchant Marine.*

Back Photo: *Aerial view of California United Terminals in Long Beach.*

Photo this page: A *Yang Ming Line vessel is docked at the Port of Los Angeles, Berths 126-129, operated by Marine Terminals Corporation.*

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