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.

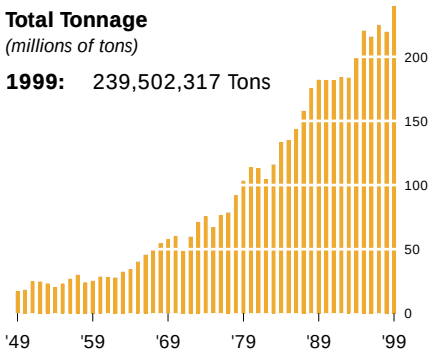
The labor agreements the PMA negotiates on behalf of its members cover wages, employee benefits, and conditions of employment for workers employed at longshore, marine clerk, and walking boss/foreman jobs.

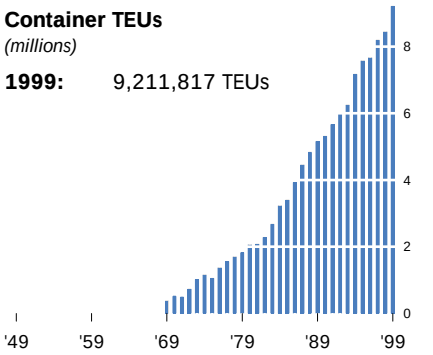
The Association processes weekly payrolls for shoreside workers and collects assessments on man-hours, revenue tonnage, and other units of cargo to fund employee benefits plans provided for by the ILWU-PMA labor agreements.

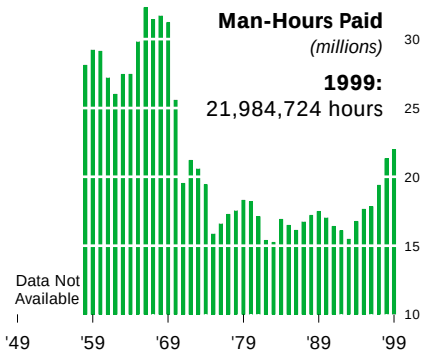
PMA Mission: To provide industry leadership to our member companies through innovative integrated Labor Relations, Human Resources, and Administrative Services.

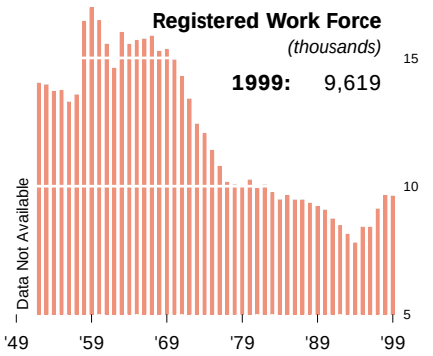
The Annual meeting of the membership will be held at Pacific Maritime Association Headquarters, San Francisco, California on Wednesday, March 15, 2000 at 2:00 p.m. in Conference Room 1.

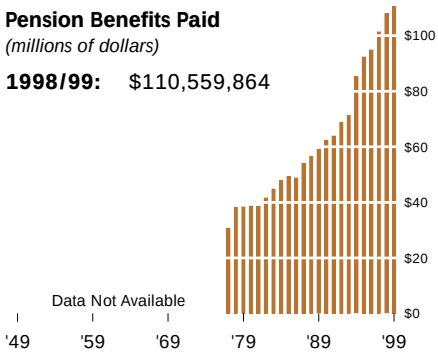
Highlights

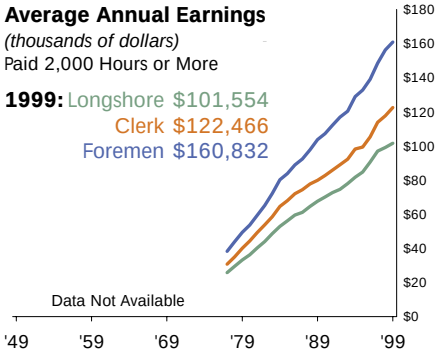


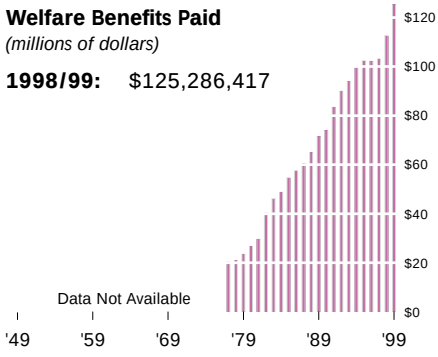


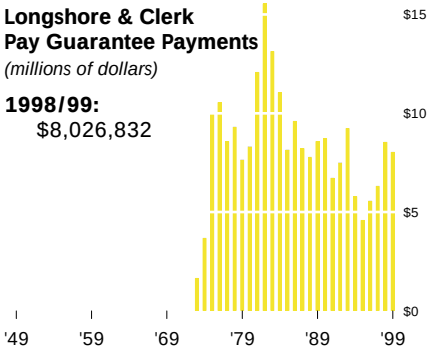












Contents

Cover. The front (and back) of a 40' high cube container. The cover for this 50th anniversary Annual Report *recognizes the innovation that arguably was the most important event to the Industry in this half-century. Containerization was introduced to the West Coast by Matson Navigation in 1958. Today, over 65% of the revenue tonnage that flows through ports in the three western coastal states is containerized.*

The Susan Maersk *en route to Long Beach for her maiden voyage ceremonies.*

TO OUR MEMBERS

JOSEPH N. MINIACE
President and CEO

The labor agreement renegotiated this past year ranked as an important achievement and marks a new beginning in U.S. West Coast maritime labor relations.

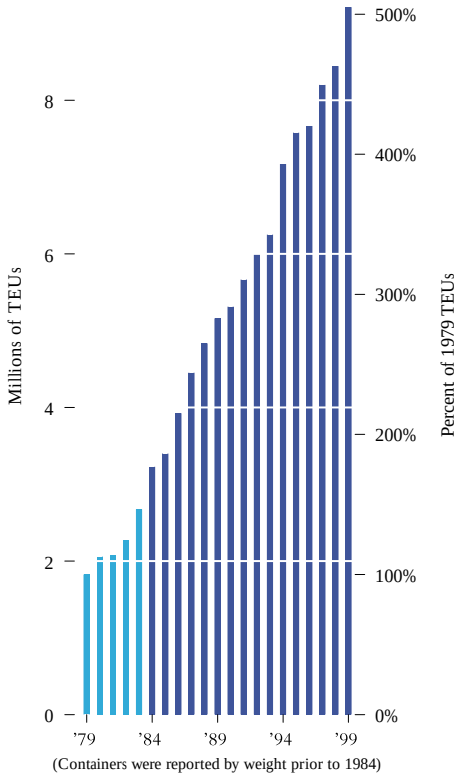
It was a necessary first step in a 10-year plan to build a stronger set of partnerships in our Industry — both among our members and between the PMA and the ILWU — and to leverage that cooperation into a more efficient and safe cargo transportation system. These changes will not happen overnight. However, the 1999 agreement will stand as the foundation for a better future that will include the introduction of new technologies in cargo terminals, increasing productivity and improving the reliable handling of goods while maintaining a safe working environment and stability in waterfront labor relations.

We have a unique opportunity to move our Industry forward with leadership and vision. We cannot allow ourselves to drift into complacency. We can take the initiative to create an environment where new technology helps us to move our customers' cargo more safely and efficiently. Implementing new technology now will give us a competitive edge that is essential for meeting the challenges of the future.

The composition of the Industry changes almost daily with mergers and new alliances. These events create increasing interdependence among our members. As we move forward and as we face new competitive challenges, we can only expect this interdependence to increase, making a greater sense of trust among our members more imperative. Building tighter unity within the PMA membership and developing a new and trusting working relationship with the ILWU must receive our highest priority, else, our industry on this coast may cease to be an effective part of the growing and interconnected world economy.

Containerized cargo moving through the West Coast has more than quadrupled over the last 20 years and it will likely more than double or even triple over the next 20 years. A recent study by the Martin Associates of Pennsylvania shows just how important the movement of cargo through the West Coast is to the economy of the United States and other countries. Just the

Total TEUs Reported
1979 - 1999



(Containers were reported by weight prior to 1984)

containerized imports and exports moving through the West Coast created a business revenue impact of over $588 billion in 1998, which represented about seven percent of the United States' Gross Domestic Product.

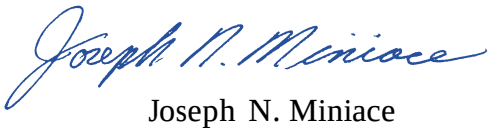
Efficient transportation and logistics systems make it possible for the economies of the world's nations to grow and to become more interdependent. The trade that is engendered makes the transportation system more visible to all customers. We are, after all, a service industry, and our customer is very important.

The PMA, and I suspect the ILWU, has in the past looked at the vessel operators and stevedores as the only customers we need to consider. Today, that view is much too narrow. Today, the meaning of customer encompasses a broader scope that includes importers and exporters, the manufacturers, distributors, and retailers, and, ultimately the consumer — the people shopping at such retailers as Wal-Mart and Toys "R" Us. We are expanding our efforts to better understand the needs of all of our customers and to find ways to successfully meet these needs. In the coming years, both the PMA and the Union will have to focus efforts on expanded support of that larger customer base.

"We have a unique opportunity to move our Industry forward with leadership and vision."

To shape our future — to be leaders in the Industry — we rely on the vision, support, and unity of our members. Looking back on 1999, I am struck by how much was achieved in our fiftieth anniversary year. These achievements were reached only because of the support and unity of our members. You stood together through the difficult times during negotiations and brought together a contract that establishes the groundwork for change.

Three primary goals will guide our efforts in the days and months ahead. We will continue to foster the unity of the PMA membership; we will work harder to build a more trusting and cooperative relationship with the ILWU; and we will work jointly with all of our partners to implement new technologies at the waterfront to better meet our customers' needs. The role of global maritime trade in the world economy mandates cooperation; the waterborne trade moving through U.S. West Coast ports, after all, ultimately impacts the lives of billions of people around the world.



Joseph N. Miniace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APL
CAPACITY

This Milestone Year

The Association marked a significant milestone in 1999 as it completed "fifty years of service to the maritime industry." It is remarkably fitting that this busy year included coastwise bargaining with the ILWU. The demands of coast negotiations dominate the activities of staff, yet this year proved to be a singular challenge. The design, building, and implementation of new or upgraded information systems consumed an inordinate amount of effort prior to the "Y2K deadline." Together, the two tasks made the twelve-month span one of the most productive in recent memory.

Coast Bargaining

When PMA reached age fifty and greeted its fifty-first year on June 3, the negotiating committee was engaged in talks that culminated successfully in the renewal of the ILWU-PMA Pacific Coast Longshore and Clerks' Agreement (PCL&CA) and the Pacific Coast Walking Bosses' and Foremen's Agreement (PCWB&FA) for a three-year term. The new Agreements resulted from extensive preparation and lengthy negotiating sessions. Member companies were represented at the negotiating tables by PMA's bargaining committee, with President Joe Miniace as spokesman. The longshore and clerks were represented by their ILWU Bargaining Committee, for whom International Vice-President James Spinosa served as spokesman, and the walking bosses were represented by a separate committee.

ILWU Vice President James Spinosa and PMA President and CEO Joe Miniace sign the 1999-2002 Longshore & Clerk Memorandum of Understanding, July 15, 1999.

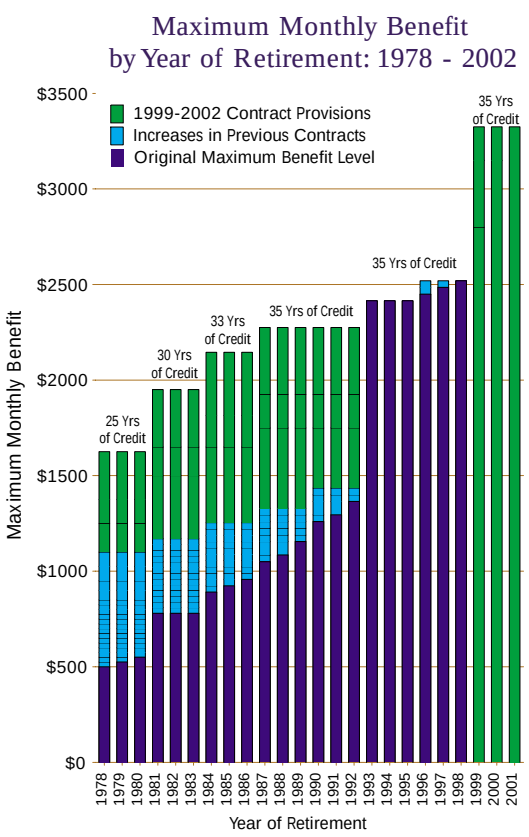
Bargaining sessions usually reflect the styles of the chief negotiators. This set of negotiations was unusual in that neither spokesman had previously negotiated an ILWU-PMA agreement, and the talks included some new approaches to the exchange of views and solving of mutual problems, a half century-old tradition at ILWU-PMA negotiations. The full committees met more often as a "subcommittee of the whole" to discuss specific issues that in previous years would more likely have been handled by smaller groups of representatives. This format provided the opportunity for more sharing of questions and views by individual members of the committees and for each participant to grasp fully the details of the issue on the table.

PMA Senior Staff used a team approach to handle the variety of subjects discussed and to furnish operational details and other information to the participants in the sessions, furthering the search for common ground. Senior Staff frequently led the discussions on the pension and welfare plans and on some specialized contract issues, both in full committee and in subcommittee sessions.

Features of the new Longshore and Clerk Memorandum of Understanding included significant improvements in pension benefits for both actives and retirees, a wage increase in each year of the contract, an employer contribution to eligible longshore and clerk registrant's 401(k) accounts, a new single indemnity welfare plan with 100% PPO (preferred provider organization) coverage for eligible participants, new training opportunities, and dispatch hall and registration improvements.

The Parties anticipate that the changes to the welfare plan will reduce future costs. Improved training of mechanics, new training for container yard-to-container yard truck operators, and seven-day dispatch procedures are ex-

Opposite Page: Night operations at Global Gateway South, Los Angeles.



pected to provide improved productivity for employers. The Agreement included commitments to develop new procedures for registration and grievances that are recognized to benefit both the PMA and union.

Pension Benefits Improvements

The full pension benefit accrual rate for longshore, clerk, and walking boss/foreman registrants retiring on or after July 1, 1999, will after July 1, 2001, be $95 per month per year of qualifying service. The maximum monthly pension benefit will then be $3,325 per month. This is an increase of $805 per month over the rate in effect prior to bargaining, or about 32%.

For registrants who retired under the ILWU-PMA Pension Plan prior to July 1, 1993, the retirement rate will increase by July 1, 2001, to $65 per month per year of qualifying service. The maximum monthly benefit for those registrants who retired between July 1, 1987, and July 1, 1993, will be $2,275 on July 1, 2001.

The benefit for the eligible surviving spouse or, if no surviving spouse, the eligible dependent child survivor (until age 19 or 23 if a full time student) of a longshore or clerk pensioner will increase from 50% to 55% of the appropriate basic pensioner's benefit. In cases of more than one eligible dependent child survivor, the benefit is prorated.

A supplemental plan is being established for paying a portion of the increased pension benefits to those registrants who retired prior to July 1, 1993, and to pay a portion of the increased survivor benefit for pre-1973 retirees.

Wages

The longshore and clerk basic straight-time hourly wage rate was increased by $1 per hour to $26.68 per hour effective July 3, 1999, and will be increased by 50¢ per hour in each of the subsequent years of the contract bringing the rate to $27.68 on June 30, 2001.

Marine Clerk wage increases for skilled categories were adjusted as a result of a Union demand so that the longshore skilled wage rates more closely approach parity. The effect of these adjustments is that, while each longshore skilled wage rate will increase by $1, 50¢, and 50¢ in each year of the contract, respectively, clerk skilled wage rates will increase by only one-half those amounts.

Employer Contribution to 401(k) Savings Plans

A contribution will be made to the 401(k) account of each longshore and marine clerk registrant in the amount of $1 per eligible hour paid by PMA member companies for work at PCL&CA longshore and marine clerk occupation codes and at PCWB&FA occupation codes. Hours on which the contribution will be based are limited to a maximum of 2,000 per year. To receive the contribution, a registrant must have earned a pension qualifying year in the calendar year preceding the year in which the 401(k) contribution is to be made.

Welfare Plan Issues

Benefits covered under the ILWU-PMA Welfare Plan were extended through the tenure of the new Agreements. Benefits improvements included the following: the lifetime maximum Major Medical per covered person was increased to $2,000,000 from $400,000, and the prostrate exam, PSA test or its successor, mammograms, and PAP smears are covered at intervals recom-

mended by the American Cancer Society (both features became effective September 1, 1999).

Single Indemnity Plan: The indemnity portions of the Choice Port Plan and the Non-Choice Port Plan will be combined into a Single Indemnity Plan (SIP). The Plan will provide benefits currently provided by the Choice and Non-Choice Port Plans.

The SIP will pay 100% of PPO and 80% of non-PPO expenses. SIP participants, both active and retired, their dependents, and survivors will have welfare coverage worldwide. The Plan will continue to pay 100% of the usual and customary rates (UCR) for eligible actives assigned to ports not having access to a qualified PPO and for eligible dependents, pensioners, and survivors not having access to a qualified PPO.

Every effort is being made to identify all existing benefits. Some benefit levels may change, but no existing benefits are to be eliminated.

Other Contract Provisions

The training opportunities that were negotiated in response to Union demands include the creation of a Mechanics' Training Committee in ports covered by Mechanic Port Supplement Agreements. The purpose of these committees is to monitor the participation in and effectiveness of Maintenance and Repair Training Programs and to suggest new training to improve skills of mechanics.

The CY to CY (container yard-to-container yard) over-the-road driver training is to promote the establishment of pilot programs that use longshoremen to perform CY to CY drayage. An initial commitment to train 40 drivers in Los Angeles/Long Beach, and 25 each in San Francisco/Oakland, Portland, Tacoma, and Seattle is set forth in a Letter of Understanding. The Union commits to efficiencies in the pilot program for gate procedures and flexibility in the use of the drivers.

Other negotiated changes in the Pacific Coast Longshore and Clerks' Agreement include adjusting the longshore dispatch hall cost sharing to 85% PMA and 15% union in each Area when seven-day allocations, orders, and dispatch is implemented. Also, improvements in the industry travel reimbursement schedules were negotiated.

Logs are unloaded from a truck at the SSA terminal in Longview, WA.

A separate committee of PMA and ILWU representatives negotiated a revision of the Pacific Coast Marine Safety Code.

The Walking Bosses/Foremen Negotiations included the same pension and welfare improvements as the longshore and clerks. The 401(k) employer contribution was increased from $2 per hour to $4 per hour. First shift straight time hourly wage rates for the Walking Boss/Foreman categories were increased by $1.30 in the first year of the agreement and by 60¢ in each of the last two years.

Both of the new agreements provided language committing the Union and PMA to meeting with counsel for the purpose of adopting revised procedures for handling claims of discrimination and harassment. Additionally, the Longshore & Clerks' Agreement committed to developing revised criteria for the selection of casuals.

The "Millennium" Event

The Industry sailed through the millennial date changeover without any significant problems. This good news about Y2K was assured by very significant work on the part of countless information services specialists.

PMA maintains literally hundreds of separate hardware and software systems internally and for the Industry. Every one of those systems was tested and was either upgraded or replaced.

Longshore Payroll Processing Systems

As reported last year, the decades-old payroll system, running on an older model IBM mainframe, was replaced at the beginning of the 1999 payroll year with an open systems product using Oracle applications hosted on Hewlett Packard processors. Development continued in 1999 at a rapid pace to build additional functionality into the system. Disaster recovery capabilities were enhanced when the actual payroll processing was moved to the Reno, Nevada, site of Maritech Corporation, PMA's payroll subsidiary.

The systems that calculate Paid Holiday, Pay Guarantee, and Industry Travel payments were redesigned, built, and implemented as integral components of the payroll system. Accuracy, timeliness, and easier auditing were

A marine clerk assists truckers at the Pacific Container Terminal in Long Beach operated by Stevedoring Services of America.

the results, as was a substantial reduction in the amount of staff and management time needed to administer the programs.

Industry Database Reengineering

One of the twelve purposes for which the PMA was incorporated fifty years ago was "To collect, compile and distribute information and statistics relating to any of the matters [in the Articles of Incorporation]." Thus, the Association has maintained an extensive set of databases containing useful historical information on the work forces, accidents and injuries, payroll, benefits, and tonnage reports.

Maintained in ledgers or punched cards for many years, they were moved to digital tape and then to random access devices as mainframe technology improved. As additional needs developed from new programs, other sets of important data were maintained in various sites throughout the organization, such as departmentally shared spreadsheets, small database applications, etc.

From these repositories of data, reports have been routinely produced for use in negotiations, for providing management information to member company, PMA, and Union executives as well as Union officials and governmental agencies. These databases are the source of much of the information provided in the *PMA Annual Report* and the *PMA Update*.

The decision to replace "mainframe" technology for the longshore payroll systems implied the corollary of acquiring another platform for the historical human resources (HR), payroll, benefits, and tonnage databases. At year-end, a project was nearing completion to provide fully integrated systems for collecting and storing HR data and for producing analyses on the same Oracle-Hewlett Packard platform utilized for the new payroll systems. Historical data were transferred to the new platform, and systems were designed to provide for maintaining the data. Reporting systems continue to be developed for integrated retrieval and analysis of the data from all of these disparate sources.

Keypunch operators in PMA Central Records Office, San Francisco, 1969.

Dispatch Systems

PMA has built and installed systems in several dispatch halls in various ports in Southern California and Washington. Each of these was upgraded prior to the end of the year, and all are functioning well.

The project to build an automated dispatch system for Local 13 in Los Angeles/Long Beach received much attention. A team of Local 13 members (the Local 13 Dispatch Technology Committee) and an outside vendor developed the system together, and PMA provided funding. This joint effort produced an electronic system that mimicked the decades-old chalkboard and clipboard technology, and it was successfully completed and tested prior to the end of the year. However, in December, the rank and file of Local 13 voted by a special ballot against the implementation of the new system.

The PC-based UTR Board application that was developed for Local 13 in 1992 to improve dispatch of this large body of longshore workers was determined to be "Y2K noncompliant," and it had to be replaced. A portion of the new automated dispatch system was installed at the end of the year to serve as this replacement, and it is being used for the twice-daily dispatch.

Fifty Years of Service to the Maritime Industry: *A Timeline*

1949 PMA incorporated June 3, 1949, a consolidation of Waterfront Employers of the Pacific Coast, Waterfront Employers Association of California, and Pacific American Shipowners Association

O. W. Pearson elected PMA President

ILWU-PMA Welfare Plan - August 1, 1949

Korean War begins June 25, 1950

1950 Henry W. Clark is new PMA President

1951 ILWU-PMA Pension Plan - July 1, 1951

1952 J. Paul St. Sure elected PMA President

Korean War ends July 27, 1953

1953

The "Dawn of Containerization": The *Ideal X* sails April 26, 1956

1956

Matson Navigation adapts C-3 freighters to carry deck containers

1958

First shore-based container crane

1959

1961 The "Modernization and Mechanization" Agreement - Effective January 1, 1961

First benefit assessment levied on tonnage

Vietnam War begins March 8, 1965

1965 Rocco C. Siciliano - Elected PMA President

1966 Inception of coastwise Training Programs

1968 *Volkswagen* case decided by U.S. Supreme Court - March 6, 1968

Supplemental Agreements and Contract Administration

Numerous port-specific agreements are subject to renegotiation concurrently with the major coast agreements or immediately following them. Bargaining sessions were held in each Area with union representatives to renew the various port supplements, maintenance and repair agreements, gear-locker, lines, and watchman agreements. At year's end, many of these talks were either completed or under active discussion.

Shipboard Bulk Grain Operations Agreement

The Shipboard Bulk Grain Operations Agreement in the Pacific Northwest expired in 1998, and talks continued throughout the first half of 1999. A new five-year agreement was finally signed in June, which led to ongoing related job actions being taken in Portland at the Columbia Grain elevator where manning was reduced as a result of the new pact. Several arbitrations involving operations at that facility ensued. In late October, the nonmember elevator operator filed a damage lawsuit against the Union for the disruptions and job actions.

Coast Labor Relations

The Coast Labor Relations Committee (CLRC) met throughout the year to handle the routine and sometimes, not so routine, business of contract administration at the coast level. Eleven Coast Arbitration Hearings were held during the year to resolve disputes.

A difficult issue that had resulted in numerous arbitrations was resolved during the year with the adoption of CLRC policy regarding the registration status of longshoremen and clerks under the Industry's Alcohol and Drug Recovery Program. The new policy established specific guidelines for eligibility and requirements for persons who had lost registration status: the guidelines impose standards for reregistration. A request for reregistration from a former registrant who does not meet the guidelines will be denied.

The CLRC considered several appeals of Area Arbitrators' Awards, resolved disputes arising from the implementation of the Shipboard Bulk Grain Operations Agreement, and coordinated the implementation of various provisions of the 1999 PCL&CA. An extraordinary effort was made throughout the year to add to the longshore work force in the San Francisco Bay Area.

Turmoil in the Bay

Sporadic labor shortages continued in Oakland, and they were especially acute in the last half of the year. At the end of 1998, the Coast Arbitrator had awarded a ruling favorable to the Employers on the issue of work force size. In direct consequence of this award, the joint parties distributed 7,000 applications as the first step in selecting new casuals. When the process reached the point that individuals selected were to be given General Safety Training, the final step before they were to be made available for dispatch, Local 10 refused to proceed further because of what they claimed were legal concerns about the process.

This unilateral action necessitated a return to the Coast Arbitrator, who supported the Employers' position that the process must go forward. Further, in view of the ongoing disagreements with Local 10 on the issue, the Coast Arbitrator retained jurisdiction over the process. This Award resulted

in the addition of 310 new longshore casuals prior to the end of the year. This influx of new workers helped to alleviate some of the labor shortages.

Despite the fact that there were at least thirty casuals in the new group who were qualified to operate tractors on container operations, the Local maintained its position that it would not allow casuals to take this work. Both current contract language and an arbitration award stand in opposition to this action. A number of instances ensued when ships were either delayed or worked shorthanded even though qualified casuals were available to mitigate the labor shortages.

A number of complaints have been filed against Local 10 on the theory that refusal to dispatch qualified casual labor as a result of Union policy is an illegal work stoppage in violation of the no-strike provision of the contract. Those complaints will be pursued to arbitration in the new year.

In another dispute that began in October, Local 10 sought negotiations with the Employers in which legitimate demands on local issues were intermingled with several economic items that had already been rejected at Coast bargaining. Among these inappropriate demands were restoration of intraport travel payments that the Union had exchanged in 1993 for greatly improved pension benefits, a renegotiation of guarantees for crane operators despite the new guarantee provisions that were included in the 1999 PCL&CA, and manning provisions that that the Employers had rejected because they would have resulted in excessive manning on container operations.

The local Employers were willing to discuss several other items sought by Local 10 such as changes in the manner that labor is ordered and the creation of a crane dispatch board. In its effort to attain the economic demands, Local 10 mounted a campaign of work stoppages and slowdowns in November and December. The Employers were forced to resort to arbitration ten times; each found the Union guilty of violating the no-strike guarantee.

Nevertheless, the Union ignored these arbitrations and continued its tactics. At the end of the year, the Union's failure to implement the arbitration awards was referred to the Coast Arbitrator. He found the Union in violation of the no-strike guarantee and ordered that such slowdowns and work stoppages cease. As of this writing, the local appears to be honoring this Coast award.

Timeline (Continued)

1969 Edmund J. Flynn elected PMA President

Container Freight Station Supplement negotiated

1971 The 134-day Strike

1972 Pay Guarantee Plan developed out of "M & M" fund

U.S. Involvement in Vietnam ends. **1973**

Jimmy Herman succeeds Harry Bridges as ILWU President **1977**

1981 William E. Coday succeeds Flynn as PMA President

American President Lines introduces "Stacktrains" **1984** Present Assessment System implemented

1987 "6 & 2" changed to "8 straight"

APL C-10s - Panamax container vessels arrive **1988**

1989 Final year of Offshore Division

1990 "One Door" registration policy negotiated

David Arian elected ILWU President **1991**

Brian McWilliams elected ILWU President **1994**

1996 Joseph N. Miniace elected PMA President

PMA on the Internet

1999 New Longshore Payroll System implemented

Containerized autos are handled at SSAT's Berth 33 in the Port of Oakland.

Opposite Page: Volkswagen Beetles arrive at the Port of Los Angeles circa 1969.

Question:

In what year were the most hours paid at clerk and at walking boss/foreman occupation codes?

Answer:

The peak number of hours paid at these two job categories occurred in 1999. Total coast clerk occupation code hours reached 5,073,605, and 1,966,551 were paid at foreman codes. The previous peak for clerk and foreman hours was in 1969: 5,031,218 clerk hours, and 1,873,446 foreman hours. *(See graphs on next page.)*

Contract Compliance Efforts

Contract compliance is not a new idea to the Association. In September 1958, the Board of Directors adopted a Contract Enforcement Program and published contract enforcement procedures. In the 1996 Longshore and Clerk Memorandum of Understanding, the concept was again codified: "Individual side agreements . . . shall be considered a Contract violation." This provision was accepted by the Employers, with the hope that it would benefit both employee and employer.

The new provision was implemented in the fall of 1996 with the assistance of PMA labor relations staff and of a national accounting firm. Audits of payroll records were performed to identify probable contract violations, and terminals were visited regularly for these audits. The next year, additional staff was added to address contract compliance on a full-time basis, and the Board of Directors adopted formalized procedures for adjudicating charges against member companies. In 1998, these were further refined.

This year, compliance monitoring continued, and additional functionality was developed in the longshore payroll system for staff to use in this endeavor. Increasing incidents of "duplicate" payments to members of the work force on the same day and shift were closely investigated. Procedures were developed to allow staff to detect and to correct most such duplicate payments by a single company prior to the time that payroll records are finally processed each week. Methods are being explored to allow a more proactive approach on such duplicates when they are paid by different companies.

Continued on-site visits to the work sites and payroll monitoring will receive primary attention in the new year. The major goal of the compliance effort is to help enforce consistent payment practices among all employers and for all work force members within the guidelines of the labor contracts.

Bulk cottonseed is loaded onto the Vasiliki L *at the SSA terminal in the Port of Olympia, WA.*

Lawsuits and Regulatory Challenges

Numerous lawsuits and claims up and down the Coast against PMA, and often the ILWU and its locals as well, filled yet another year. This continuing trend stems from a number of factors. These include the increasingly complex legal regulations of the work place; an increasingly litigious society, particularly as to work place claims; the potent incentive to litigate because of the high compensation and benefits of ILWU dock workers; the unique collectively bargained arrangements and practices of the West Coast longshore industry; and the unwillingness of some governmental agencies and courts to defer to collectively bargained practices.

Regardless of the causes, the suits and claims doubtless will continue to challenge the PMA and the ILWU in 2000 and beyond, but the Parties will continue to defend and preserve their collectively bargained practices and to adapt them to the changing legal and technological environment.

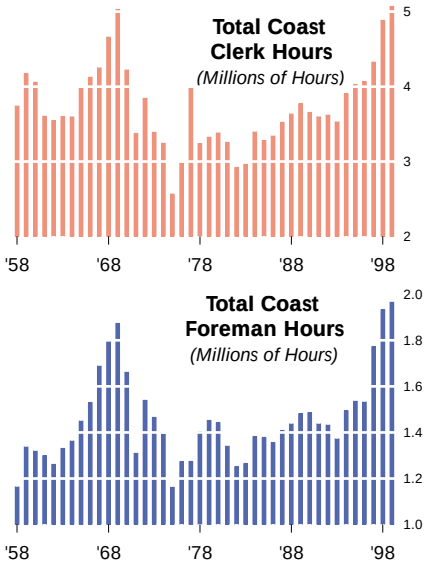
Longshoremen working rails at Terminal 2, Port of Portland, operated by Stevedoring Services of America.

OSHA and the PIT

A notable success in defending collectively bargained institutions in the past year was the settlement of the Industry's challenge to the regulations on Powered Industrial Trucks (PIT) that the federal Occupational Safety and Health Administration (OSHA) issued on December 1, 1998. The regulations would have imposed onerous training requirements on the Industry for all longshoremen, including experienced operators, operating virtually all equipment used on the waterfront. Complying with the regulations would have resulted in large and unnecessary training expenses and would have disrupted both operations and labor relations as experienced equipment operators were evaluated, required to attend redundant training courses, and in some cases, denied the right to continue to operate certain equipment.

PMA was instrumental in the National Maritime Safety Association's (NMSA) decision to file a lawsuit against OSHA challenging the PIT regulations. An unprecedented coalition of maritime management and labor organizations, including the ILWU, intervened in the case in support of NMSA's challenge and participated in the many months of negotiations with OSHA. The result was a recently negotiated settlement that was being finalized as this Annual Report was going to press.

OSHA has agreed to defer the implementation of the PIT regulations for the maritime industry until July 1, 2001, for new operators and until October 1, 2001, for operators regularly operating PIT equipment as of December 1, 1998. Most importantly, the settlement recognizes the unique collectively bargained institutions of the maritime industry by providing that joint ILWU and PMA Labor Relations Committees can evaluate and certify operator competency required by the regulations, by reviewing existing records.



The EEOC and the TABE

Another significant settlement was reached as this Report was being completed. After many months of negotiations, PMA and the ILWU entered into a Consent Decree with the Equal Employment Opportunity Commission (EEOC) over use of the Test of Adult Basic Education (TABE) in 1997. The test was administered to help screen applicants for the identified casual list in the Ports of Los Angeles and Long Beach.

A crane operator looks over containers at the APL terminal in the Port of Oakland.

The TABE is an instrument designed to test for general education at the seventh grade level, and measures reading, writing and arithmetic skills. It is used extensively nationwide to assist employers in evaluating education and job related skills of potential employees. The EEOC claimed that the TABE discriminated against Black, Hispanic, and Asian applicants who failed the test. PMA and ILWU maintain that the TABE and other pre-employment measures are lawful and designed to ensure that persons performing longshore work can do so successfully and safely.

If approved by the federal district court in Los Angeles, the Consent Decree provides that the Blacks, Hispanics, and Asians who failed the TABE will be eligible to participate further in the identified casual selection process, and those who successfully complete the remaining tests and training in the process will become identified casuals. They will obtain hours credits and share in a cash settlement to compensate for presumed lost work opportunity.

Other Lawsuits

During the year, PMA prevailed in a number of cases in trial and appellate courts up and down the Coast, including a case in which PMA prevailed at trial but damages were awarded against an ILWU local. However, at year's end a substantial number of cases were pending. They included a remnant of the *Golden* case in which, during this year, the federal court in Los Angeles rejected a settlement between PMA, the ILWU, and the *Golden* class members. The settlement would have resolved a contempt claim by the class that women had been under-registered in violation of the Decree and would have extended the term of the Decree. Accordingly, the Decree has expired, and the contempt claim remains pending.

Also pending in Southern California are a series of related lawsuits brought by African American women alleging race and sex discrimination in promotion to walking boss, in steady clerk selection, and in training opportunities, as well as harassment. PMA has defended against plaintiffs' attempts to proceed with class actions. Recently, plaintiffs have named a large number of member companies as individual defendants.

Southern California is also the site of a number of pending cases regarding claims that PMA and the ILWU discriminated against or failed reasonably to accommodate persons with disabilities.

After several years of extensive litigation, the Washington area has enjoyed a decline in lawsuits. There is, however, a case in which five individuals claim race discrimination that is scheduled to go to trial in April against PMA and a longshore local.

Finally, the cases that PMA had brought against the ILWU and its locals arising out of the 1995 coastwise strike and in connection with the 1997 LA Pilots strike remain pending.

MEASURING PRODUCTIVITY

The Coast Executive Committee directed staff to undertake several projects that will allow more accurate and detailed measurements to be made of productivity on the Coast. Gross productivity information has been calculated and published for decades that compares total tonnage to total hours paid. The number of hours paid to the various work forces has been available through payroll data processed weekly, and the amount of tonnage handled across the Coast has been itemized in the tonnage reports made in conjunction with assessment system payments.

However, only since 1997, have the electronically-submitted payroll records included detailed information about the actual type of work that was recorded, or its exact location, or what vessel (if any) was being worked. Also, such detailed information as the date and time that operations began on each vessel were not included with tonnage reports. The most detailed measures that could be readily derived were monthly at the port level.

Tonnage Reporting

A major effort was made this year by the Research and Accounting Departments to build a new tonnage reporting system to collect more detailed information on tonnage handling and to allow the reporting entities to submit their data via the Internet. The new system was implemented in time to receive data for the first month of 2000.

In the past, tonnage was reported by the company or entity responsible for paying assessments associated with the cargo. If special arrangements were made with PMA, the responsibility for reporting and paying could be assumed by another company, such as the stevedore loading or discharging the cargo. With the new system, the Contracting Stevedores are responsible for reporting all cargo tonnage, whether or not they have arranged to pay assessments on that cargo. The companies responsible for payment of assessments are provided the opportunity to monitor online the reports made for their cargo prior to their final submission to PMA.

Employees of several member companies provided extensive help and valuable input to PMA in the prototyping, development, and testing phase of this project. Programming was done by an outside consulting firm, iJump Systems LLC. Design, testing, and implementation of the new system involved staff members from Research, Accounting, and the Information Services Departments as well as iJump Systems personnel.

Payroll Data

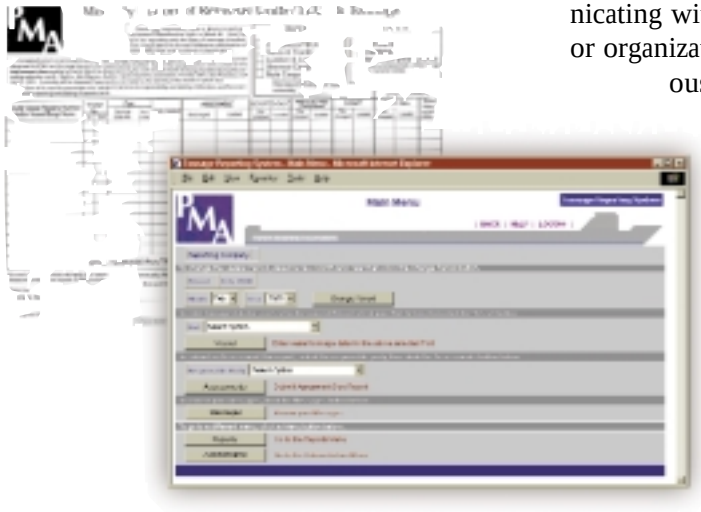
An effort will be made early next year to provide support to all payrolling companies so that their productivity data will be as accurate and complete as possible. Since 1997, when this information was first required, the usefulness of the data was limited not only because some correlative data were not available from tonnage reports but also because the data on terminal location, vessel and non-vessel work, and cargo type were inconsistent or incomplete.

The Research Department expects to be able to produce productivity reports that will allow a particular terminal operator to compare individual results to averages for all operators in the port area or of a particular type of operation. It will be possible to describe more precisely changes in productivity for particular types of operations over time.

Superintendents at the Pacific Container Terminal in Long Beach, operated by Stevedoring Services of America.

Internet Technology and Other Communications Media

In August 1996 when PMA launched its fledgling website *www.pmanet.org*, much of the Industry had yet to connect to the World Wide Web. Today, the Internet is becoming a primary method of communicating with the member companies, and almost every Industry company or organization has its own website. PMA's website is undergoing continuous development to provide more information and service to the membership. This year, it was redesigned for easier navigation and to allow PMA staff other than the Internet manager to update content.



The new Tonnage Reporting system is the first completely web-based application that PMA has implemented, and other such projects are being developed. The Allocations system being tested in the Los Angeles/Long Beach area is planned for implementation in the first quarter of the new year. It will allow labor orders to be placed directly by company personnel via the Web and allocation sequence and summary information to be received without personal contact with the PMA Allocator.

Internet e-mail has become the primary means of exchanging payroll time card information with Employers, replacing the proprietary bulletin board system. The PMA website is also the source for downloading current payroll-related information such as valid occupation codes, pay rates, and the payroll calendar. These sets of data had been maintained on the bulletin board.

Printed Publications

In its eleventh year of production, *PMA Update* was sent to a greatly expanded mailing list. Its issues were once again the subjects of several Industry newspaper and magazine articles during the year. The *1998 PMA Annual Report* was the first full-color major publication produced by PMA, and this present issue documenting the fiftieth anniversary year has been substantially expanded.

Frontman at California United Terminals signals a load of hot rolled coils to the dock against the M/V Pac Star.

Independent truckers at Terminal 46 in Seattle.

Maintaining a Safe Work Place

Number six of the twelve purposes for which PMA was incorporated states: "To act on behalf of its members in the development, establishment and maintenance of safe working conditions and rules relating thereto." The Accident Prevention Department followed that directive this year by participating along with Employer representatives in negotiating sessions with the ILWU Safety Committee representatives. The talks resulted in the 1999 Revision of the Pacific Coast Marine Safety Code (PCMSC).

Of particular note in the revised PCMSC was a series of rules that reduces the threat of "pulling down" containers off terminal piles by reducing corner stowage locations, requiring similar lengths of containers to be stowed in a single row, and the "stand off" of receiving truck drivers until the operator is ready to load the driver's chassis. Other rules address safe separation of large machines working close to one another. The PCMSC booklet contains illustrations to make implementation of the rules easier.

Safety Bulletin Publication

A renewed effort on promulgating Safety Bulletins was initiated this year, and several Bulletins were produced for the membership to keep them updated on pending regulations. These Bulletins were crafted to incorporate PMA accident data and to provide information for "gangway safety talks." All Bulletins issued since the beginning of 1998 are available online at the PMA website, *www.pmanet.org*.

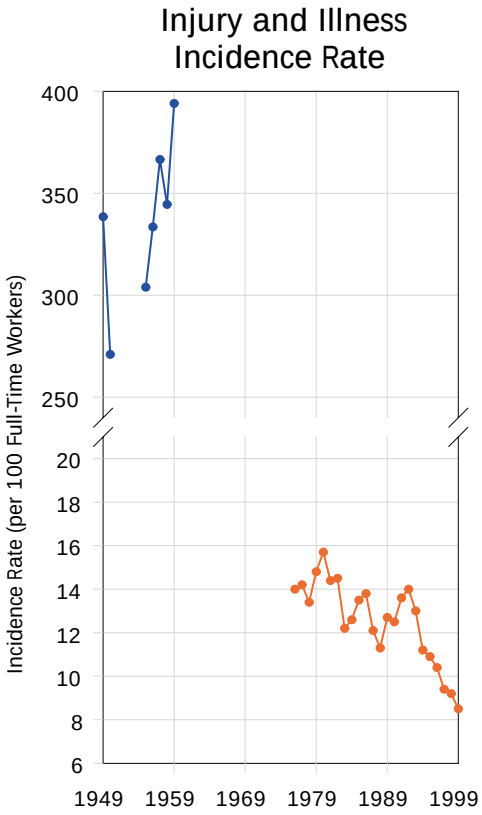
The first Bulletin issued in 1999 elicited a positive response from members. It described the known regulatory and legislative safety initiatives that might affect PMA employers. The Bulletin included information on Federal, California, Oregon, and Washington issues. The 2000 edition of this compendium will be available early in the year.

Requiring a New "Twist"

New OSHA Longshore Safety rules in 29 CFR 1918 required that after July 26, 1999, only positive container securing devices such as semi-automatic twist locks and above-deck cell guides be used to secure containers on board ship. The regulations also prohibited employers from sending workers onto the top of shipboard containers when a ship-to-shore gantry crane

PMA Presidents and Coastwise Agreements Negotiated

	Date Elected
O. W. Pearson	*June 16, 1949*
Henry W. Clark	*February 8, 1950*
1951-54 Agreement	
J. Paul St.Sure	*March 4, 1952*
1954-59 Agreement	
1959-62 Agreement	
1962-66 Agreement	
1966-71 Agreement	
Rocco C. Siciliano	*March 10, 1965*
Edmund J. Flynn	*July 28, 1969*
1971-73 Agreement	
1973-75 Agreement	
1975-78 Agreement	
1978-81 Agreement	
1981-84 Agreement	
William E. Coday	*September 1, 1981*
1984-87 Agreement	
1987-90 Agreement	
1990-93 Agreement	
1993-96 Agreement	
1996-99 Agreement	
Joseph N. Miniace	*May 6, 1996*
1999-2002 Agreement	



is being utilized. The rules provided for exceptions if a function could not be eliminated by the use of a "positive container securing device."

While most shipping lines began using the semi-automatic twist locks, a few vessels arrived with the older manual cones. In some cases, the vessel was worked manually and containers were loaded back with new cones; in others, the vessel was worked with the personnel cage; and in one instance, the vessel was dispatched to a foreign port so that the containers with manual cones could be worked. Almost all vessels came into compliance after one to three port calls.

The rules were drafted seemingly without appropriate consideration of several situations that exist in the container terminal. PMA was required to seek numerous policy determinations such as methodology for unlocking containers stacked five-high from the top down, the use of gantry crane personnel cages to remove fittings, and exemptions for going on the top of twin twenty-foot containers in forty-foot cells to remove the intermediate bridge stackers.

The new regulations have significantly reduced the number of instances in which workers must be sent "aloft," but the need has not been eliminated entirely. When going aloft to work in the "exempted" areas, workers must be "tied off" with fall protection harnesses. Several additional requests for policy determinations are pending.

Safety Protective Footwear

OSHA regulations in 29 CFR 1917 and 1918 have long required safety protective footwear to be worn when workers are exposed to conditions that might produce "rolling, crushing, or puncturing" foot injuries. In many past sets of negotiations, the Employers have attempted to forge an agreement to require workers to wear safety protective footwear, and recently it was hoped that new comfort and style improvements would overcome the reluctance to wear protective shoes. In 1999 bargaining, the Parties came very close to agreement. However, they could not agree on requiring safety protective footwear to be worn at all times when working in a marine terminal.

Federal OSHA compliance officers in 1999 issued citations to employers for safety footwear infractions. PMA employers, ILWU representatives, and OSHA staff held meetings in September that resulted in attempts to define specific longshore jobs on which safety protective footwear should always be worn. The Parties have agreed to the final list of such jobs in the new year. Negotiations have continued, and as of this writing, no agreement has been reached to formalize requirements for the wearing of safety protective footwear. OSHA will likely continue to cite employers where workers are not wearing such footwear, and attempts to resolve this difficult issue are continuing.

Historical Data Repository and Analyses

As part of the HR database conversion discussed earlier in this Report, the extensive historical database of accident and injury information was moved to the new platform. A system for capturing much more important data on each incident has been built and tested, and reporting modules are being built to provide easier summarization and analysis of all accident and injury incidents.

CHANGES IN CAST: THE MEMBERS' REPRESENTATIVES

Coast Steering Committee

Three representatives on the Coast Steering Committee moved to other duties this year. John McNeill, who had served since 1989, as representative of Marine Terminals Corporation was replaced by Dave Adam; Tim Parker, of Metropolitan Stevedore Company, had served since 1997 and was replaced by Doug Stearns of Jones Stevedoring Company; and Jeff Theobald was replaced at year's end by Bill Hamlin, both of American President Lines, Ltd.

Sub-Steering Committees

The Southern California Sub-Steering Committee saw two changes in membership this year. John Ohle of Container Stevedoring Co., Inc., resigned from the Committee in March when he was transferred to Anchorage, Alaska. Brett Bennett assumed his seat on the Committee. The next month, Dave Adam of Marine Terminals Corporation resigned his membership and was replaced by Walter Romanowski.

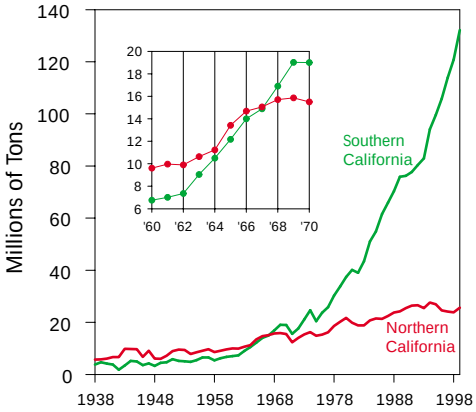
The Washington Area Sub-Steering Committee and the entire Industry was saddened by the sudden death of Jim Yandel of Trans Pacific Container Service Corporation. For more than a quarter of a century, Jim contributed to Industry needs in the Washington area as a member of the Sub-Steering Committee, by serving on numerous labor relations committees, as a member of Coast Bargaining Committees, and on the Board of Directors of the National Maritime Safety Association.

The APL Thailand *is berthed at Terminal 5 in Seattle.*

Historical Note:

Year in which Southern California ports eclipsed Northern California in total tonnage: **1968**.

Total Tons per Year Reported in Northern and Southern California 1938 - 1999



The NYK Castor, *a 6,400 TEU containership sails into San Pedro Bay.*

Port News

Long Beach

Redevelopment plans for the land formerly occupied by the Long Beach Naval Station and Naval Shipyard continue to evolve. The first phase will include a new container terminal of more than 200 acres that will be the largest in the port. The Port is also planning new or expanded terminals for handling petroleum, lumber, and steel on this property.

A 150-acre parcel of land on Terminal Island that was formerly an oil field is being set aside as a new marine terminal. This year, the Port filled in a slip to create an additional 30 acres of usable land for California United Terminals, and the on-dock rail yard was expanded at the International Transportation Service terminal.

Los Angeles

The initial phase of developing Pier 400, anticipated to become the world's largest container terminal, was completed with 265 acres of landfill being added into the harbor. The newly formed merger of Maersk and Sea-Land will occupy this parcel.

The second stage will enlarge the new pier area to almost 600 acres with more than six miles of shoreline. The Port plans to construct another terminal, which will occupy 315 acres, have at least five berths, and space for at least sixteen ship-to-shore gantry cranes.

The Port is consolidating the area at Berths 121-131 into a 190-acre site for Yang Ming Lines who will relocate from their present 80-acre container terminal facility. The new terminal is located in the space left vacant when American President Lines moved to its Global Gateway South in 1997. A 22-acre on-dock rail transfer facility is included in the plans for the terminal..

Other improvements to terminals in the port include a 25-acre expansion by Trans Pacific Container Service Corporation (TRAPAC) made possible by the realignment of Harry Bridges Boulevard, new construction and new post-Panamax cranes at Evergreen America Corporation's terminal, and an addition of 30 acres to the American President Lines' terminal at Pier 300.

Port Hueneme

Construction of the Joint Longshore Dispatch Hall was completed in June and was fully operational in July. It is now located within the confines of the newly configured Port of Hueneme.

Oakland

In August, Congress passed the Water Resources Development Act that will allow the Port to begin work on dredging the channel to fifty feet. The Port also received all necessary approval to begin construction of Berths 55 and 56, the future home of Hanjin Shipping Company and a major component of the Vision 2000 project.

Cargo of chassis discharged from the Hanjin Penang *at Burma Road Terminal, Oakland.*

The 500-acre Navy Supply Center property was transferred to the Port by the Navy at midyear. This historic event marked the quickest transfer of a former military base to commercial use in the country. The early transfer allowed development to begin on the Joint Intermodal Terminal (JIT) project, a 170-acre near-dock intermodal rail yard.

Stockton

The Port of Stockton and the Army Corps of Engineers are studying the feasibility of deepening the channel from 35 to 40 feet, an essential step to maintain the Port's bulk tonnage. The Port has also been preparing for the acquisition of the former Naval Communications Station property adjacent to its present borders. This property would more than triple the size of the Port and provides more than five million square feet of warehousing, an additional mile of docks, and 40 miles of railroad track.

The Columbia River Ports

The Army Corps of Engineers and the National Marine and Fisheries Service provided favorable final reports on deepening the 40-foot Columbia River navigation channel by three feet. The planned project will be the culmination of a ten-year effort by the six sponsoring ports and state and federal agencies. Congressional authorization was given in the summer, and appropriations for the project are being sought.

Tacoma's Gain is Seattle's Loss

In October, Hyundai opened its new 60-acre terminal in Tacoma, moving its cargo operations from Seattle. The Tacoma facility features a two-berth 2,000-foot long pier, four post-Panamax gantry cranes, and a 20-acre dockside intermodal rail yard. The rail yard features a total of 8,400 feet of track providing sufficient capacity for 28 double-stack cars. The terminal is operated by Washington United Terminals, Inc., a subsidiary of Hyundai.

A Hyundai Merchant Marine vessel is worked on at the Washington United Terminals, the Port of Tacoma's newest container handling facility.

INDUSTRY OVERVIEW

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

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2002. Many of the Area agreements will remain in effect subject to reopening at the request of either party.

COAST AGREEMENTS

	Effective
Longshore and Clerks' Agreement	7/1/99
Walking Bosses and Foremen's Agreement	7/1/99

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	7/1/99
29 - Lines Handling Agreement	1/25/88 *
29 - Foremen's Port Supplement	11/1/73 *
29 - Gearmen's Port Supplement	1/28/88
29 - Mechanics' Port Supplement	1/25/88
63 - Clerks' Port Supplement	11/10/53
94 - Foremen's Port Supplement	7/1/84
Northern California	
10 - APL Mechanics Agreement	7/1/99
10 - Crockett Gantry Maintenance Agreement	7/1/99
10 - Miscellaneous Dock Workers	11/1/99
10 - Mechanics Port Supplement	7/1/93
14 - Working and Dispatching Rules	7/1/81
18 - Working and Dispatching Rules	10/6/87
34 - Clerks' Port Supplement	12/22/52 *
54 - Working and Dispatching Rules	11/23/87 *
75 - Watchmen's Agreement	7/1/99
75 - Watchmen's Supplement	1/19/00
91 - Walking Boss Port Supplement	11/1/99
92 - Walking Boss Supplement (Eureka)	7/1/81
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 7/1/2002 except those marked with an asterisk which remain in effect subject to reopening at the request of either party.

Labor Allocations and Dispatching

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

Casual employment allows the individual 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.

Loading autos into a vessel at the Port of Portland's Terminal 6.

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.

Opposite Page: John Deere tractors bound for China are loaded aboard a ship at the Port of Tacoma's Pierce County Terminal. Mt. Rainier looms in the background.

Longshoremen queue to cash their paychecks next to the PMA Central Pay Office, circa 1963.

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.

Five *Skill Rates* are defined that are paid for several specific types of longshore and clerk work: two for longshore job categories and three for clerk job categories. Longshore Skill Rates I and II are calculated by adding $2.27 and $4.54, respectively, to the appropriate base wage rate. The Clerk Supervisor, Kitchen/Tower/Computer Clerk, and Chief Supervisor & Supercargo Skill Rates are calculated by adding specific amounts to the appropriate base wage rate. Those amounts are shown in the following table.

Clerk Skill Rate	*1999/2000*	*2000/2001*	*2001/2002*
Clerk Supervisor	$2.90	$2.65	$2.40
Kitchen/Tower/Computer Clerk	$5.17	$4.92	$4.67
Chief Supervisor & Supercargo	$6.30	$6.05	$5.80

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

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.

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.

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

Thus, the payroll year does not coincide exactly with a calendar year; the 1999 payroll year began on December 26, 1998, and ended December 25, 1999. (Some payroll quarters and years require 1-week adjustments to maintain consistency with the tax year. For example, the 1998 payroll year contained 53 weeks.)

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

Total Shoreside Payrolls Processed by PMA

The data in the table below 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.

Year	Southern California	Northern California	Oregon	Washington	Total
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
1999	556,636,573	119,657,029	81,956,977	142,152,862	900,403,441

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

PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (F.I.C.A.) accounts and State Unemployment Insurance (S.U.I.) accounts on these payrolls. In 1999, employer FICA taxes paid were $54,997,408 and SUI taxes paid were $19,699,530.

Yang Ming Line Container Terminal's first on-dock rail train at their West Basin California (WBCA) rail facility is loaded by Marine Terminals Corp. in Los Angeles.

History of Longshore Straight Time Wage Rates

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

* 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 Spinosa, Vice President, Mainland; Leonard Hoshijo, Vice President, Hawaii; and Joe Ibarra, Secretary-Treasurer.

A longshoreman secures lashing at the Howard Terminal in Oakland, operated by SSAT.

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 Spinosa, and Committeemen Bob McEllrath and Ray Ortiz, Jr..

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.

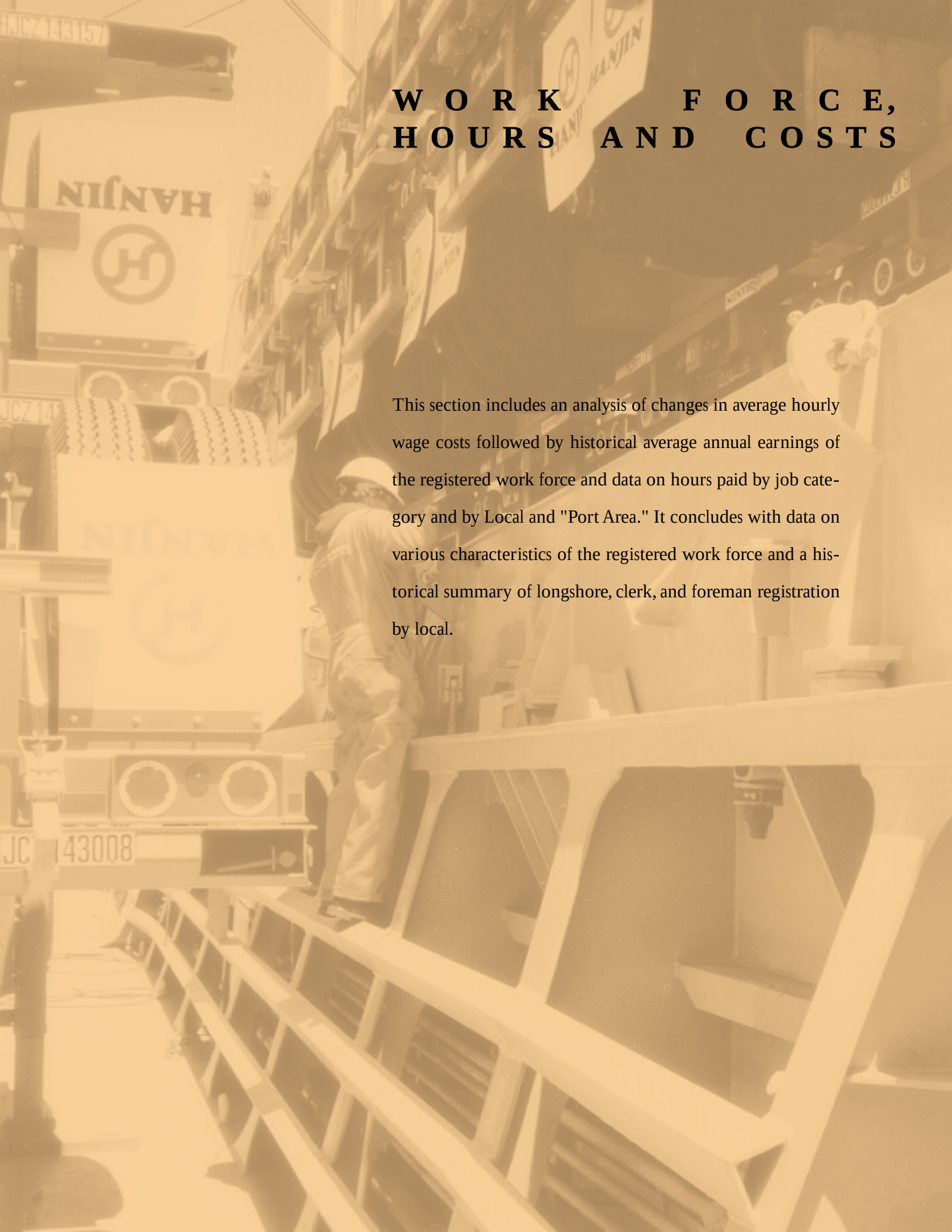
Longshore employees handle the loading and unloading of ships and barges, stuff and unstuff certain containers, handle lines, maintain stevedoring gear, and perform many other activities.

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.



WORK FORCE, HOURS AND COSTS

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

Labor Costs

Changes in Cost per Hour Paid from 1998 to 1999

Coast bargaining raised the base wage rate for longshore and clerks' work, effective July 3, from $25.68 per hour to $26.68. The tables on the next page describe the change in hourly wage costs per hour paid to the longshore, clerk, and foreman work forces in 1998 and 1999. The costs here include not only direct wages but also all taxable payments made by the direct employer and estimates of the hours-based assessments paid for benefits funds contributions and PMA cargo dues.

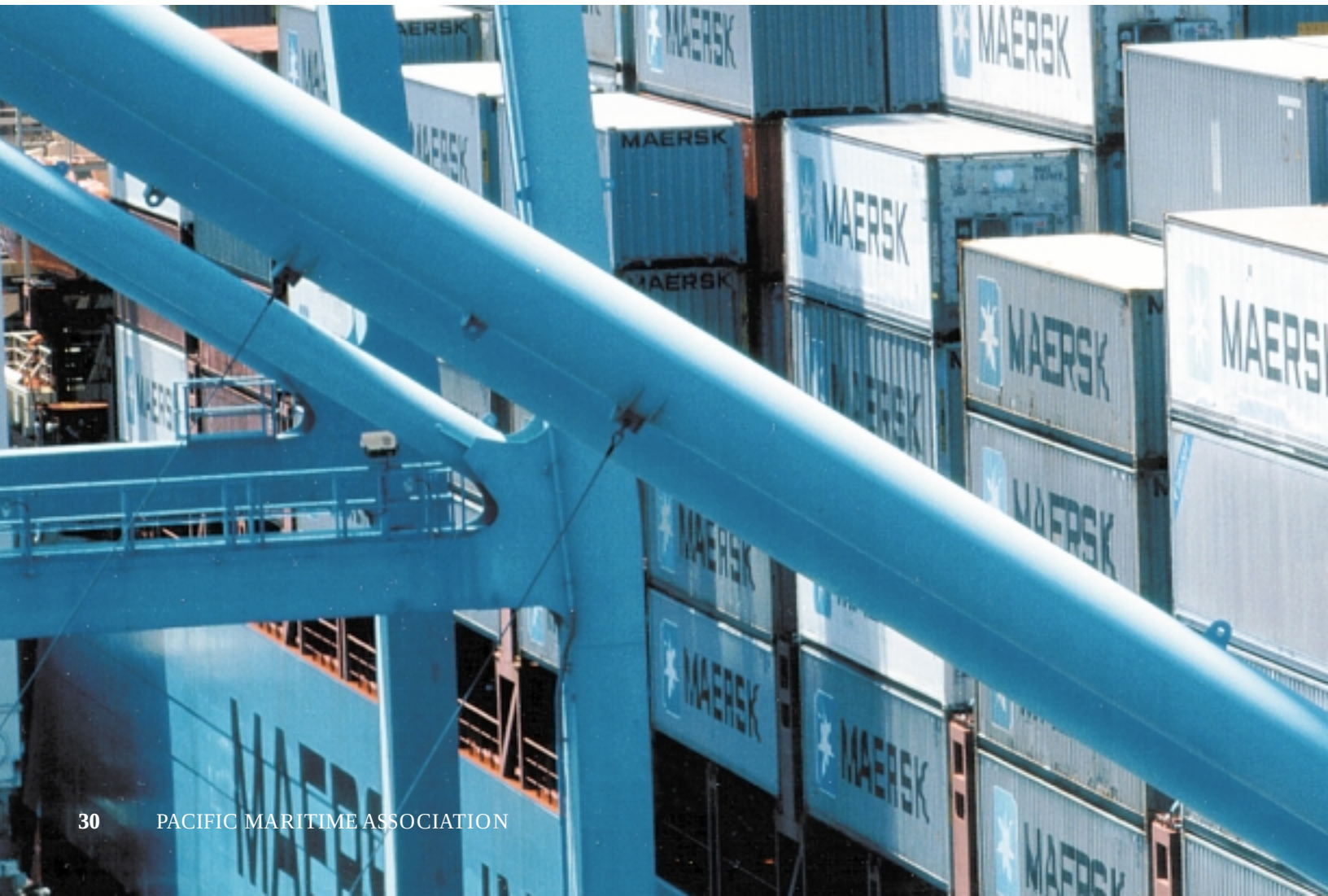
Changes are shown for groups of companies (based on average hours paid during the two years) and for the individual companies included in each group. Using the hours paid for each full payroll year reduces the effective increases of the new Agreements, so comparable values will also be shown for the two 14-week periods at the end of each payroll year.

Components of the Costs

The wage costs include several identifiable components, the largest of which is the hourly base wage rate. Skill rates, overtime and shift differentials, cargo penalties paid, and taxable meals and fares are included with the base wage rate, producing the direct wage cost. The other component is estimated assessment payments made by the direct employer.

The longshore and clerk combined direct wage cost was projected to increase from $35.509 per hour to $36.593 in the first year of the new contract, a 3.05% increase. The foreman/walking boss agreement was expected to increase the first year direct wage cost over the base year cost by about 3.80%. Together, the increase for both agreements (weighted by the respective hours bases) was 3.14%.

Gantry crane operations at Pier J Long Beach for the Susan Maersk.



The assessment rates levied on hours paid to registrants for benefits in the final quarter of each year increased exactly the amount that the hourly employer 401(k) contributions increased over the base year. Specifically, the benefits assessment rate increased by $1 per hour on longshore and clerk hours and by $2 per hour on walking boss/foreman hours. All other payroll hour assessments remained the same between the two quarters.

Based on these data, the expected wage cost difference for all hours paid at longshore, clerk, and foreman occupation codes between the end of 1998 and the end of 1999—that is, the full effect of the contractual wage increases—would be expected to be about 4.6%.

Average Between Full Payroll Years

The new wage rates became effective July 3, which means the total wage costs for the entire 1999 payroll year includes 27 weeks of 1997/99 wage rates. Thus, the average hourly direct wage cost for all of payroll year 1999 should be about 1.5% above that of 1998.

Similarly, the assessment rate increase for the new 401(k) contributions was in effect only for the last 14 weeks of 1999. The annualized effective assessment rate per hour actually decreased about 0.94% in 1999 relative to 1998 because the assessment rates in effect in the first 29 payroll weeks of 1998 were greater than those in effect throughout most of 1999.

Using the hours bases used in the projections for Coast negotiations, the average hourly cost for payroll year 1999 would be expected to increase about 0.93% above that of payroll year 1998.

Question:

One of the benefit plans for the ILWU work force was in place prior to the founding of PMA in 1949. Which one?

Answer:

See page 67.

Percent Change: 1998 to 1999

	Jan to Dec	Oct to Dec
Companies Paying More Than 1,000,000 Hours	2.11%	5.37%
	1.99	4.21
	1.06	3.68
	1.03	4.61
	0.90	4.50
	0.85	3.72
	0.02	1.45
Average of Changes	1.14%	3.93%
Companies Paying 500,000 to 1,000,000 Hours	2.29%	4.93%
	1.67	3.17
	1.32	0.92
	1.27	3.87
	0.39	3.81
Average of Changes	1.35%	3.44%
Companies Paying 100,000 to 500,000 Hours	2.77%	3.82%
	1.92	5.77
	1.62	2.31
	1.34	6.15
	1.16	5.01
	1.00	5.75
	-0.40	3.57
	-0.48	3.56
	-1.44	1.96
Average of Changes	0.40%	4.04%
Companies Paying 50,000 to 100,000 Hours	4.04%	3.09%
	3.42	2.81
	2.36	7.52
	0.98	5.89
	0.92	3.90
	0.65	5.02
	0.41	5.99
	0.33	2.08
	-0.18	2.30
	-0.61	3.80
Average of Changes	0.36%	4.14%
Companies Paying 10,000 to 50,000 Hours	6.24%	11.22%
	2.08	6.39
	1.64	10.96
	1.47	5.69
	1.40	5.85
	1.22	4.57
	1.10	4.63
	0.76	5.80
	0.71	4.13
	0.42	3.96
	0.36	4.08
	0.12	1.91
	-0.31	3.81
	-0.43	3.13
	-0.56	-1.08
	-1.14	5.82
	-1.46	-2.95
	-1.68	-0.07
	-2.06	2.65
	-2.16	3.95
	-4.36	-14.15
	-4.80	0.85
Average of Changes	-0.07%	3.23%

Actual Costs

The table below shows the average cost per hour paid for the groups of companies used in this study. The groups are based on the average number of hours paid by the company in the two payroll years 1998 and 1999. Only companies with more than 10,000 hours are included, and companies with extremely large variation in the number of hours paid between the two years were excluded.

Average Annual Hours	# of Co.'s	Cost per Hour Paid January - December 1998	1999	Change	Cost per Hour Paid October - December 1998	1999	Change	% of Average Hours
Over 1,000,000	7	$46.883	$47.385	1.07%	$46.190	$48.073	4.08%	70.8%
500,000 - 1,000,000	5	47.186	47.807	1.31	46.738	48.184	3.10	14.1
100,000 - 500,000	9	47.123	47.519	0.84	46.593	48.476	4.04	9.6
50,000 - 100,000	10	45.623	46.023	0.88	45.121	47.189	4.58	3.6
10,000 - 50,000	22	46.602	47.114	1.10	45.844	48.281	5.32	1.9
	53	$46.899	$47.403	1.08%	$46.265	$48.099	3.96%	100.0%

The actual change for the average hourly costs for the hours paid by all 53 companies was from $46.899 in 1998 to $47.403 in 1999, a 1.08% increase. Looking only at the fourth quarter of each year, the change was 3.96%. This compares favorably with the expected change of 4.6%.

The seven companies in the first group, those paying over one million hours each year, paid 70.8% of the hours in the two payroll years. In contrast, the group of 22 companies that averaged between ten thousand and fifty thousand hours per year paid fewer than 2% of the hours.

For the payroll years in full, the groups ranged between increases of 0.84% and 1.31%, and the change for the shorter period varied from 3.10% to 5.32%. These results illustrate the variation experienced among the different groups, as defined here.

The average hourly cost is sensitive to changes in numerous factors, such as the percentage of hours paid to different groups of the work forces and the percentage of hours paid on night shifts or weekends. Many changes in operations may produce significant variations in average hourly cost.

Changes in Costs by Company

Variation in hourly cost change is even more pronounced among companies within each hours group. The five two-column tables shown to the left give the change in hourly cost calculated for each of the companies in the groups. In these tables, each pair of values shows the results experienced by a single company. The value in the left column shows the percentage change in hourly costs for the January-December period, and the right column value is the change for the October-December period. In each group, the companies have been ordered by decreasing percentage change in the January-December hourly costs.

The *Average of Changes* shown in these tables is the arithmetic average of the values in the column. This value is different from the change shown for the hours paid by the entire group in the table above. The value of 1.07% shown for the group (January-December) in the summary table, is a weighted average produced by calculating a "group" average hourly cost for each period and obtaining the percentage change.

These data demonstrate the variation in labor cost changes experienced by different operators. Further, in many cases the direction of the change may differ when looking at the same operator for the January-December periods versus a smaller time period comparison such as October-December.

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 calendar year indicated. The number of Class "B" registrants in each local is shown in italics; the Class "B" column numbers are included in the Total column numbers. New members are introduced into the registered work force as Class "B's". The Class "B" category is also the group from which members of the work force are promoted to Class "A."

		1999		1998		1997		1996		1995		1994		1993		1992	
		TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*	TOTAL	*B*
LONGSHORE LOCALS																	
SOUTHERN CALIFORNIA																	
13	LA/LB	4,048	*836*	3,881	*1,023*	3,521	*1,001*	2,992	*688*	2,982	*618*	2,679	*159*	2,725	*83*	2,786	*48*
29	San Diego	53	*19*	55	*20*	55	*19*	43		50		51		60	*1*	66	*1*
46	Port Hueneme	81	*11*	82	*12*	85	*11*	85	*11*	85	*11*	82	*3*	86	*4*	87	*5*
Area Total		4,182	*866*	4,018	*1,055*	3,661	*1,031*	3,120	*699*	3,117	*629*	2,812	*162*	2,871	*88*	2,939	*54*
NORTHERN CALIFORNIA																	
10	SF Bay Area	986	*169*	1,049	*214*	1,002	*199*	925	*126*	959	*95*	979	*76*	1,082	*119*	1,149	*147*
14	Eureka	30		31		31		34	*1*	34		36		40		41	
18	Sacramento	22	*1*	24	*4*	25	*9*	29	*15*	30	*15*	15		17		23	*1*
54	Stockton	54	*19*	60	*24*	54	*17*	49	*6*	56	*5*	55	*5*	65	*4*	75	*5*
Area Total		1,092	*189*	1,164	*242*	1,112	*225*	1,037	*148*	1,079	*115*	1,085	*81*	1,204	*123*	1,288	*153*
OREGON & COLUMBIA RIVER																	
4	Vancouver, WA	143	*42*	149	*43*	156	*54*	148	*42*	153	*52*	117	*13*	118	*9*	119	*3*
8	Portland	464	*68*	467	*60*	455	*63*	465	*88*	479	*106*	440	*43*	429	*3*	477	*7*
12	North Bend	89	*13*	93	*16*	102	*20*	101	*7*	100		114		126		135	
21	Longview, WA	191	*30*	191	*21*	204	*40*	203	*27*	212	*21*	212	*8*	239	*28*	257	*41*
50	Astoria	43		50		54		56		61		69	*1*	80	*1*	85	
53	Newport	8	*1*	8	1	8		8		8		9		10		11	
Area Total		938	*154*	958	*141*	979	*177*	981	*164*	1,013	*179*	961	*65*	1,002	*41*	1,084	*51*
WASHINGTON																	
7	Bellingham	32		35		37	*5*	32	*4*	28	*1*	31		32		*34*	
19	Seattle	576	*124*	583	*129*	587	*146*	579	*143*	563	*153*	444	*19*	468	*35*	462	*4*
23	Tacoma	491	*111*	491	*101*	448	*72*	455	*76*	450	*64*	395	*3*	427	*3*	448	*5*
24	Aberdeen	66		71		73		89		91		97		111		120	
25	Anacortes	13		13		13		13		13		15		16		18	
27	Port Angeles	53		55		56		58		58		59		68		69	*1*
32	Everett	48		55		60		68		73		87		90	*6*	94	*5*
47	Olympia	28	*5*	30	*5*	26	*3*	22		23		26		30		31	
51	Port Gamble	11		13		13		13		13		16	*1*	17	*1*	18	*1*
Area Total		1,318	*240*	1,346	*235*	1,313	*226*	1,329	*223*	1,312	*218*	1,170	*23*	1,259	*45*	1,294	*16*
LONGSHORE TOTAL		7,530	*1,449*	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*
CLERK LOCALS																	
29	San Diego	4		4		5		5		3		3		4		5	
46	Port Hueneme	12		12		12		12		12		8		9		8	
63	LA/LB	920	*2*	946	*1*	869	*2*	777	*3*	701	*1*	610	*2*	603	*2*	630	*4*
14	Eureka	3		3		3		3		3		3		3		3	
34	SF Bay Area	266	*9*	270	*11*	257	*6*	275	*5*	292	*4*	299	*4*	326	*8*	348	*35*
40	Portland	93		94		101		109		116		104		118		116	
23	Tacoma	71		70		60		58		63		65		61		60	
52	Seattle	161		175		178		167	*2*	170	*2*	155		167		177	
CLERK TOTAL		1,530	*11*	1,574	*12*	1,485	*8*	1,406	*10*	1,360	*7*	1,247	*6*	1,291	*10*	1,347	*39*
FOREMAN LOCALS																	
29	San Diego	2		2		2		2		2		2		1		3	
46	Port Hueneme	5		5		6		6		6		4		4		4	
94	LA/LB	339		359		340		307		281		280		258		271	
91	SF Bay Area	71		72		73		76		80		78		82		84	
92	Portland	50		49		53		50		54		54		57		56	
98	Seattle	92		98		96		96		100		96		99		96	
FOREMAN TOTAL		559		585		570		537		523		514		501		514	
TOTAL ALL LOCALS		9,619	*1,460*	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*

Occupation Codes Associated with Selected Longshore Job Categories

BASIC RATE - GENERAL
- 002 Boardman
- 003 Boatman
- 004 Carpenter - w/o Tool
- 005 Dockman
- 006 Frontman -Slingman-
- 007 Holdman
- 008 Jitney Driver
- 011 PMA Training L/S
- 012 Car Man
- 732 LS/Clk Safety Committee

LASHER
- 009 Lasher

AUTO DRIVER
- 001 Auto Driver

10% ($2.27) SKILLED WAGE
- 021 Boom Man/Raft Man
- 023 Button Pusher
- 024 Carpenter w/ Tools
- 025 Combo Lift/Jitney
- 026 Crane Chaser
- 027 Dock Gang Leader
- 028 Hatch Tender
- 029 Lift Truck Operator
- 030 Payloader Operator
- 031 Rail Car Pusher
- 032 Side Runner
- 033 Skilled Holdman
- 037 Utility Lift Driver
- 038 Winch Driver
- 044 Mechanical Hopper Operator
- 045 Monthly UTR Work - Tractor
- 052 Gang Boss
- 054 Hatch Boss Tender
- 056 Dead Time
- 070 Bulldozer/Caterpillar

TRACTOR DRIVER
- 036 Tractor -Semi-Dock-
- 043 Monthly UTR Guarantee
- 075 Monthly UTR Guarantee

20% ($4.54) SKILLED WAGE
- 053 Payloader Over 15 Tons
- 078 Rail Car Pusher - Container
- 079 Monthly UTR Work - Top/Side
- 080 Bulkloader Operator
- 081 Crane Barge Operator
- 091 Excavator/Coverhoist
- 092 Log Loader -Snapper-
- 094 Switch Engine Operator

CRANE OPERATOR
- 067 Hall Crane Rated Equipment
- 068 LA/LB Steady Crane-Yard
- 084 Crane Container Gantry
- 085 Crane Mobile
- 086 Crane Sheer Leg/Stiff Leg
- 087 Crane Shipboard
- 088 Crane Whirley
- 089 Crane Steady Dead Time
- 090 Crane Steady Training
- 096 LA/LB Steady Crane-Quay
- 097 LA/LB Steady Crane Guarantee
- 098 SF Steady Skill
- 099 SF Steady Skill Guarantee

TOP HANDLER/HEAVY LIFT
- 055 Lift Truck-Heavy
- 072 Top Handler / Side Pick
- 095 Port Packer

STRADDLE CARRIER
- 093 Straddle Carrier Operator

"Pct. Pd. 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 is NOT a casual, but a member of an ILWU warehouse local (not part of the bargaining unit) being paid in a longshore job category IS a casual.

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

"Pct. Chg. from 1998" shows the percent change of the 1999 hours paid from the 1998 hours annualized to 52 weeks.

There are the hours paid in 1999 and in 1998, a 53-week payroll year. For comparison to 1999 data, also shown are hours paid in 1998 annualized to 52 weeks.

Job Category	1999	1998	1998 (52 wks)	Pct. Chg. from 1998	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES						
Basic Rate - General	**2,534,438**	2,586,060	2,537,266	-0.1%	16.9%	10.2%
- Lasher	**1,080,795**	1,070,903	1,050,697	2.9	7.2	15.6
- Auto Driver	**251,500**	217,002	212,908	18.1	1.7	27.4
10% ($2.27) Skilled Wage	**1,027,808**	938,126	920,426	11.7	6.9	7.6
- Tractor Driver	**2,988,407**	2,995,111	2,938,599	1.7	20.0	16.7
20% ($4.54) Skilled Wage	**134,415**	109,649	107,580	24.9	0.9	0.5
- Crane Operator	**2,285,244**	2,180,323	2,139,185	6.8	15.3	0.1
- Top Handler/Heavy Lift	**1,269,495**	1,261,356	1,237,557	2.6	8.5	1.3
- Straddle Carrier	**186,983**	214,516	210,469	-11.2	1.2	6.2
CFS Agreement Rate	**81,257**	112,601	110,476	-26.4	0.5	7.0
Miscellaneous Dock - General	**66,392**	66,030	64,784	2.5	0.4	4.8
- Mechanics	**1,385,022**	1,310,273	1,285,551	7.7	9.3	4.1
- Gear	**492,402**	486,011	476,841	3.3	3.3	0.5
- Lines	**375,427**	356,506	349,779	7.3	2.5	0.1
- Sweepers	**117,441**	124,260	121,915	-3.7	0.8	1.1
Joint Dispatch	**161,806**	163,638	160,550	0.8	1.1	-
Member Company Agmts.	**21,984**	23,120	22,684	-3.1	0.1	-
Grain/Whse/NonMember Agmts.	**483,752**	446,568	438,142	10.4	3.2	10.4
Subtotal	**14,944,568**	14,662,053	14,385,409	3.9%	99.9%	8.2%
Travel Time	**16,465**	15,202	14,915	10.4	0.1	
TOTAL LONGSHORE HOURS	**14,961,033**	14,677,255	14,400,324	3.9%	100.0%	
Percent of 1999 Coast Totals	**100%**					
CLERK CATEGORIES						
Basic Clerk	**465,133**	477,467	468,458	-0.7%	9.1%	44.3%
15% ($3.40) Skilled Wage	**617,577**	665,324	652,771	-5.4	12.1	16.1
25% ($5.67) Skilled Wage	**2,746,340**	2,631,120	2,581,476	6.4	53.9	7.0
30% ($6.80) Skilled Wage						
- Chief Supervisor	**561,655**	541,438	531,222	5.7	11.0	0.0
- Supercargo	**382,268**	379,639	372,476	2.6	7.5	0.1
- Vessel Planner	**226,540**	148,351	145,552	55.6	4.4	-
CFS Agreement Clerk	**9,371**	12,753	12,512	-25.1	0.2	32.2
CFS Agreement Supervisory	**28,774**	36,408	35,721	-19.4	0.6	0.5
Joint Dispatcher	**35,947**	36,543	35,854	0.3	0.7	-
Subtotal	**5,073,605**	4,929,043	4,836,042	4.9%	99.6%	9.9%
Travel Time	**21,609**	20,552	20,164	7.2	0.4	
TOTAL CLERK HOURS	**5,095,214**	4,949,595	4,856,206	4.9%	100.0%	
Percent of 1999 Coast Totals	**100%**					
FOREMAN CATEGORIES						
Foreman - 20%	**17,934**	21,665	21,256	-15.6%	0.9%	3.1%
Foreman - 30%	**1,904,561**	1,881,446	1,845,947	3.2	96.5	0.0
CFS Agreement Foreman	**28,283**	29,837	29,274	-3.4	1.4	-
Joint Dispatcher	**15,773**	14,229	13,961	13.0	0.8	-
Subtotal	**1,966,551**	1,947,177	1,910,438	2.9%	99.7%	0.1%
Travel Time	**6,895**	6,624	6,499	6.1	0.3	
TOTAL FOREMAN HOURS	**1,973,446**	1,953,801	1,916,937	2.9%	100.0%	
Percent of 1999 Coast Totals	**100%**					
ALL CATEGORIES						
Subtotal - All Job Categories	**21,984,724**	21,538,273	21,131,889	4.0%	99.8%	7.9%
Travel Time	**44,969**	42,377	41,578	8.2	0.2	
TOTAL HOURS	**22,029,693**	21,580,650	21,173,467	4.0%	100.0%	

HOURS BY JOB CATEGORIES

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

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

These columns show the hours paid in 1999 as a percent of each class category total 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.

Los Angeles/ Long Beach	Other So. Cal. Ports	San Francisco Bay Area	Other No. Cal. Ports	Portland	Other Oregon Ports	Seattle	Tacoma	Other Wash. Ports
18.1%	31.2%	5.7%	29.5%	17.2%	23.8%	17.3%	11.4%	22.8%
6.2	1.6	16.5	0.0	1.3	0.0	9.1	13.4	0.1
1.1	10.4	0.3	-	7.3	1.6	1.0	2.2	0.1
3.5	25.1	5.1	25.6	11.6	19.2	6.0	11.0	39.4
23.7	2.3	21.6	0.3	6.7	1.9	25.6	16.8	0.9
0.5	2.0	0.5	1.6	1.5	4.6	0.0	0.6	8.0
18.5	6.2	21.0	9.4	4.8	3.7	9.7	7.5	6.4
8.8	1.9	7.0	9.2	8.4	4.7	14.4	8.3	0.7
0.1	-	4.1	1.1	0.6	0.0	1.6	8.1	1.1
0.5	-	0.3	-	-	-	1.5	1.3	-
0.3	1.3	0.5	0.0	1.7	1.4	-	-	-
12.8	9.1	8.1	-	-	-	3.4	4.5	0.0
2.5	1.1	1.9	3.5	13.5	5.0	2.0	3.6	7.5
1.5	5.7	4.8	7.2	4.0	3.3	2.3	2.8	6.0
1.2	0.3	0.2	1.1	0.6	0.3	-	-	-
0.6	1.8	1.2	4.5	1.4	2.7	1.7	1.1	7.0
0.0	-	0.7	-	-	1.4	-	-	-
-	-	0.0	4.7	19.4	26.0	4.6	7.4	-
8,785,851	407,718	1,681,734	162,849	882,451	676,596	1,092,194	1,049,855	205,320
80	-	10,025	3,745	32	2,263	25	169	126
8,785,931	407,718	1,691,759	166,594	882,483	678,859	1,092,219	1,050,024	205,446
58.7%	2.7%	11.3%	1.1%	5.9%	4.5%	7.3%	7.0%	1.4%
7.4%	29.1%	8.1%	14.5%	14.8%	20.2%	8.3%	18.7%	2.1%
11.3	37.2	16.2	16.3	17.8	28.5	0.2	13.3	20.4
55.0	6.4	59.3	21.3	37.0	7.2	70.1	50.3	0.1
13.1	3.8	6.6	9.7	5.8	3.4	12.4	5.0	-
5.2	23.5	6.2	25.5	21.3	33.3	6.2	10.9	64.8
6.9	-	-	-	-	-	-	-	-
0.0	-	0.2	-	-	0.0	1.4	-	-
0.5	-	1.5	-	-	0.0	0.3	-	-
0.4	0.0	1.6	7.1	2.2	0.0	1.0	-	-
3,267,308	70,879	684,043	45,491	165,302	86,381	423,858	314,499	15,844
-	-	2,249	2,717	1,809	6,828	18	5,718	2,271
3,267,308	70,879	686,292	48,208	167,111	93,209	423,876	320,217	18,115
64.1%	1.4%	13.5%	0.9%	3.3%	1.8%	8.3%	6.3%	0.4%
1.0%	10.9%	-	-	-	-	-	-	-
97.7	89.1	94.4%	95.8%	94.8%	96.4%	92.0%	96.7%	96.9%
1.0	-	3.4	-	0.0	2.7	3.5	2.1	-
0.3	-	1.8	2.9	3.7	0.0	3.1	-	-
1,257,762	46,717	211,640	18,051	87,245	63,315	129,767	129,637	22,417
4	-	806	244	1,289	557	1,764	1,520	712
1,257,766	46,717	212,446	18,295	88,534	63,872	131,531	131,157	23,129
63.7%	2.4%	10.8%	0.9%	4.5%	3.2%	6.7%	6.6%	1.2%
13,310,921	525,314	2,577,417	226,391	1,134,998	826,292	1,645,819	1,493,991	243,581
84	-	13,080	6,706	3,130	9,648	1,807	7,407	3,108
13,311,005	525,314	2,590,497	233,097	1,138,128	835,940	1,647,626	1,501,398	246,689

No. Registered is the active registration count at the end of the payroll year. This column is reproduced from page 33.

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

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

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

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

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

Local		No. Registered	NUMBER WORKING Total Local	NUMBER WORKING Class "B" Only	Average Hours Paid	AVERAGE DAYS OF: Vacation Paid	AVERAGE DAYS OF: Paid Holidays	AVERAGE DAYS OF: PGP Paid	PERCENT OF EARNINGS FROM: Hours Paid	PERCENT OF EARNINGS FROM: Vacation Pay	PERCENT OF EARNINGS FROM: Paid Holidays	PERCENT OF EARNINGS FROM: PGP Payments	Average Total Income
		#	#	#	Hours	Days	Days	Days	%	%	%	%	$
LONGSHORE													
SOUTHERN CALIFORNIA													
13	LA/LB	4,048	3,766	593	2,167	13.4	11.9		93.3	3.6	2.9		$85,290
29	San Diego	53	51	19	2,406	18.9	12.5	0.2	90.6	4.8	2.8		94,191
46	Port Hueneme	81	79	10	2,053	16.1	11.7	0.3	90.0	4.9	3.2	0.1	77,081
	Total	4,182	3,896	622	2,168	13.5	11.9		93.2	3.7	2.9		$85,240
NORTHERN CALIFORNIA													
10	SF Bay Area	986	913	134	1,828	14.9	9.8	0.1	91.4	5.0	2.9		$68,413
14	Eureka	30	30	-	1,182	17.7	10.6	61.4	60.7	6.5	3.7	20.3	60,298
18	Sacramento	22	22	1	1,742	19.1	12.9	33.3	79.5	6.1	3.7	9.2	72,514
54	Stockton	54	54	19	1,594	17.5	11.8	11.4	82.9	6.3	3.8	3.5	63,888
	Total	1,092	1,019	154	1,795	15.2	10.0	3.2	89.9	5.1	3.0	0.9	$68,022
OREGON													
4	Vancouver, WA	143	131	35	1,830	17.8	12.7	3.3	87.6	5.9	3.9	1.0	$68,365
8	Portland	464	413	28	1,854	17.4	12.2	2.5	89.2	5.6	3.6	0.7	71,208
12	North Bend	89	84	13	1,096	17.9	12.4	69.5	52.2	6.8	4.3	22.7	60,043
21	Longview, WA	191	174	15	2,001	18.1	12.4	2.3	88.8	5.6	3.5	0.6	74,850
50	Astoria	43	43	-	726	11.6	6.4	126.5	36.3	4.3	2.3	43.7	57,706
53	Newport	8	8	1	777	3.1	5.9	116.8	37.3	1.4	2.3	44.4	52,452
	Total	938	853	92	1,739	17.3	12.0	16.5	83.2	5.7	3.6	4.7	$69,558
WASHINGTON													
7	Bellingham	32	31	-	1,081	20.4	13.0	58.9	65.5	8.0	4.7	20.3	$57,769
19	Seattle	576	561	113	1,843	17.4	12.1	0.2	90.3	5.5	3.5	0.1	72,684
23	Tacoma	491	476	98	1,973	17.1	12.0		91.0	5.1	3.3		77,156
24	Aberdeen	66	66	-	1,448	25.0	12.0	42.5	68.8	8.5	3.8	12.9	65,910
25	Anacortes	13	13	-	1,140	20.0	12.8	60.8	60.8	8.1	4.6	20.7	58,224
27	Port Angeles	53	53	-	700	24.7	6.1	143.5	31.7	8.5	2.1	47.0	60,922
32	Everett	48	47	-	1,176	26.7	12.4	54.7	64.2	10.7	4.6	19.4	56,305
47	Olympia	28	28	5	711	19.6	11.7	96.3	43.6	9.0	4.9	38.2	49,603
51	Port Gamble	11	11	-	429	5.9	2.7	188.2	20.3	2.4	1.1	69.7	53,766
	Total	1,318	1,286	216	1,737	18.4	11.8	15.9	84.9	5.8	3.4	4.4	$71,738
	Longshore Total	7,530	7,054	1084	1,983	15.1	11.6	5.4	90.3	4.4	3.1	1.4	$78,395
CLERKS													
29	San Diego	4	4	-	2,781	28.6	12.8	*	89.4	6.1	2.2		*
46	Port Hueneme	12	12	-	2,589	30.1	13.0		89.8	7.1	2.6		$104,500
63	LA/LB	920	906	-	2,696	21.9	12.6		93.1	4.7	2.2		119,395
14	Eureka	3	3	-	1,097	23.3	13.0	*	66.0	9.6	4.3	16.3	*
34	SF Bay Area	266	262	9	2,398	26.7	12.6	0.4	90.3	6.6	2.6	0.1	100,371
40	Portland	93	91	-	2,480	26.6	12.8	1.0	88.9	6.3	2.5	0.2	105,619
23	Tacoma	71	71	-	2,624	29.1	13.0		91.1	6.4	2.4		110,767
52	Seattle	161	159	-	2,572	27.4	12.6		89.6	6.1	2.3		114,555
	Clerk Total	1,530	1,508	9	2,611	24.1	12.6	0.2	91.9	5.3	2.3		$114,118
FOREMEN													
29	San Diego	2	2	-	3,202	32.5	11.0	*	92.3	5.7	2.0		*
46	Port Hueneme	5	5	-	2,478	32.1	11.0	0.2	89.8	7.6	2.6	0.1	$115,351
94	LA/LB	339	335	-	3,487	29.4	11.8		93.2	4.8	2.0		166,132
91	SF Bay Area	71	70	-	2,653	31.2	11.5	4.9	89.7	6.5	2.5	1.0	129,963
92	Portland	50	50	-	2,451	30.4	11.6	1.9	89.6	6.9	2.7	0.4	119,656
98	Seattle	92	91	-	2,592	30.0	11.9	2.5	89.4	6.2	2.5	0.5	131,733
	Foreman Total	559	553	-	3,130	29.8	11.8	1.2	92.0	5.4	2.2	0.2	$151,192

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

REGISTERED WORK FORCE BY LOCAL

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

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

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

		PERCENT OF WORKING 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	400 or More	800 or More	1200 or More	1600 or More	2000 or More	2400 or More	2800 or More	3200 or More
	Years	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	45.0	7.2	10.6	17.7	16.4	15.8	11.9	13.0	3.3	2.9	1.3	98.8	96.5	90.5	80.2	62.8	37.6	16.3	5.8
29	52.1	3.9	2.0	17.6	5.9	3.9	13.7	29.4	13.7	7.8	2.0	100.0	100.0	100.0	90.2	72.5	52.9	23.5	9.8
46	47.6	1.3	3.8	20.3	24.1	11.4	12.7	15.2	3.8	3.8	3.8	100.0	94.9	87.3	75.9	58.2	35.4	13.9	5.1
	45.1	7.0	10.4	17.7	16.4	15.6	11.9	13.2	3.4	3.0	1.3	98.8	96.5	90.6	80.3	62.8	37.7	16.3	5.9
10	47.7	6.7	10.0	13.5	13.5	7.9	11.7	24.0	6.4	4.8	1.6	95.3	89.3	77.3	62.1	44.7	25.7	10.4	2.6
14	55.8		3.3	6.7			26.7	43.3	20.0			93.3	73.3	33.3	20.0	6.7	6.7	3.3	3.3
18	51.3		4.5	18.2	9.1	18.2	13.6	22.7	4.5		9.1	100.0	100.0	100.0	40.9	27.3	13.6		
54	48.9	5.6	9.3	7.4	18.5	9.3	11.1	20.4	13.0	3.7	1.9	94.4	92.6	83.3	42.6	25.9	9.3		
	48.1	6.3	9.6	13.1	13.2	7.9	12.2	24.3	7.1	4.5	1.8	95.3	89.2	76.8	59.4	42.2	24.0	9.4	2.5
4	44.6	12.2	11.5	15.3	6.1	13.0	17.6	22.9	0.8	0.8		98.5	94.7	87.8	67.9	40.5	16.0	2.3	
8	47.8	1.5	5.8	11.1	21.3	16.2	16.9	23.2	1.9	1.5	0.5	98.3	94.9	85.7	66.8	43.3	19.6	3.4	0.7
12	49.8		4.8	6.0	15.5	19.0	25.0	26.2	2.4		1.2	92.9	67.9	33.3	20.2	9.5	3.6	2.4	
21	47.8		10.3	6.9	18.4	24.7	10.9	26.4	0.6	0.6	1.1	99.4	99.4	94.3	79.3	55.2	22.4	3.4	
50	55.2				2.3	16.3	30.2	44.2	4.7		2.3	60.5	44.2	16.3	9.3	2.3			
53	44.3		12.5	12.5	25.0		50.0					100.0	37.5	12.5					
	47.9	2.6	7.3	9.8	16.9	17.6	17.6	25.0	1.6	0.9	0.7	96.1	90.0	78.4	61.4	39.5	16.9	2.9	0.4
7	49.8	3.2	3.2	6.5	16.1	12.9	22.6	19.4	12.9	3.2		100.0	96.8	25.8	9.7				
19	47.5	4.1	5.7	12.8	20.9	11.8	16.0	21.6	2.7	3.2	1.2	98.6	94.7	86.6	68.1	43.1	16.9	3.7	0.4
23	44.7	3.4	11.3	19.3	18.5	17.2	12.8	13.4	1.9	1.5	0.6	97.9	97.1	90.3	73.9	48.7	25.6	9.0	1.3
24	50.8		3.0	4.5	4.5	30.3	18.2	36.4	1.5	1.5		100.0	81.8	56.1	36.4	24.2	12.1	1.5	
25	53.8				15.4	23.1	30.8	15.4		7.7	7.7	100.0	69.2	30.8	15.4	15.4			
27	51.9			3.8	13.2	26.4	15.1	28.3	11.3	1.9		41.5	26.4	20.8	17.0	11.3	7.5	1.9	
32	55.8		4.3		2.1	4.3	23.4	46.8	14.9	2.1	2.1	97.9	80.9	31.9	17.0	10.6	4.3	2.1	
47	47.8		7.1	7.1	21.4	17.9	17.9	28.6				57.1	35.7	21.4	10.7	3.6			
51	49.5		9.1		27.3	9.1	9.1	36.4	9.1			18.2	18.2	9.1	9.1	9.1	9.1	9.1	
	47.3	3.1	7.3	13.5	18.0	15.3	15.5	20.7	3.3	2.3	0.9	94.5	89.4	77.6	61.0	39.3	18.0	5.3	0.6
	46.3	5.7	9.3	15.3	16.3	14.7	13.3	17.6	3.7	2.8	1.2	97.2	93.4	84.7	71.5	52.7	29.6	11.7	3.8
29	57.5					25.0		50.0		25.0		100.0	100.0	100.0	100.0	100.0	50.0	50.0	50.0
46	57.6						33.3	50.0	8.3	8.3		100.0	100.0	100.0	100.0	100.0	66.7	25.0	
63	50.7	1.1	3.6	8.5	12.1	17.7	19.6	25.6	6.4	4.4	0.9	100.0	99.2	97.1	91.8	83.7	70.2	49.7	22.1
14	63.3								66.7	33.3		100.0	100.0	33.3					
34	54.3	1.9	3.4	4.6	6.9	5.0	18.3	42.0	9.5	4.6	3.8	99.6	99.2	98.1	92.4	83.2	60.7	16.4	1.9
40	52.5		1.1	7.7	13.2	6.6	18.7	45.1	6.6	1.1		98.9	97.8	97.8	91.2	87.9	62.6	24.2	5.5
23	55.5				7.0	12.7	16.9	50.7	4.2	5.6	2.8	100.0	100.0	98.6	91.5	87.3	70.4	36.6	15.5
52	54.7	1.3	2.5		7.5	10.1	14.5	53.5	3.8	5.0	1.9	98.7	98.7	97.5	91.2	82.4	66.7	39.6	18.2
	52.2	1.1	3.1	6.4	10.4	13.6	18.7	34.0	6.7	4.5	1.5	99.7	99.1	97.3	91.7	83.9	67.5	40.4	16.7
29	67.5									100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0
46	59.6						20.0	40.0	20.0	20.0		100.0	100.0	100.0	100.0	100.0	60.0	20.0	
94	56.3			3.3	5.7	10.1	20.0	33.7	10.1	12.8	4.2	100.0	100.0	99.4	96.1	94.0	91.3	83.0	69.6
91	60.2			2.9			5.7	52.9	18.6	14.3	5.7	97.1	97.1	94.3	87.1	77.1	70.0	52.9	27.1
92	58.2					4.0	22.0	54.0	10.0	4.0	6.0	94.0	94.0	88.0	80.0	76.0	64.0	44.0	16.0
98	55.8			2.2	8.8	6.6	19.8	47.3	4.4	7.7	3.3	96.7	92.3	91.2	86.8	84.6	72.5	52.7	18.7
	57.0			2.7	4.9	7.6	18.3	40.1	10.3	11.8	4.3	98.6	97.8	96.4	92.0	88.8	82.8	70.2	50.3

The omission of a value indicates <0.05%.

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

Total Reg'd. shows the number of Class "A" and "B" registrants in the local at the end of the year.This column is reproduced from page 33

% 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.

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 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.

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.

Local		Total Reg'd.	% HOURS PAID IN: Home Port	Other Ports	PERCENT OF HOURS IN HOME PORT AREA — 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	4,048	99.7	0.3	92.1	0.5	6.7	0.7	11.7	11.7	15.4	16.5	15.4	13.7	15.6	0.23
29	San Diego	53	93.3	6.7	53.7	7.5	38.8	0.0	14.3	10.5	15.6	15.1	13.6	15.4	15.6	0.20
46	Port Hueneme	81	94.3	5.7	51.7	8.0	40.3	0.0	6.0	9.7	24.7	22.7	19.6	10.1	7.2	3.65
	Total	4,182	99.5	0.5	90.3	0.9	8.2	0.7	11.5	11.7	15.7	16.6	15.5	13.6	15.4	0.25
NORTHERN CALIFORNIA																
10	SF Bay Area	986	99.0	1.0	92.6	0.6	4.4	2.4	8.4	6.8	14.8	16.8	17.0	17.6	18.6	1.35
14	Eureka	30	66.5	33.5	79.9	6.9	10.4	2.9	9.9	10.6	14.3	17.2	15.8	14.8	17.4	0.53
18	Sacramento	22	90.2	9.8	56.3	18.9	22.1	2.6	9.7	4.2	16.0	15.0	17.7	13.2	24.2	2.38
54	Stockton	54	90.7	9.3	81.2	4.7	11.8	2.3	9.0	7.2	14.6	14.7	17.0	17.2	20.2	1.30
	Total	1,092	97.8	2.2	90.7	1.5	5.4	2.4	8.5	6.8	14.8	16.6	17.0	17.4	18.8	1.34
OREGON																
4	Vancouver, WA	143	87.7	12.3	77.2	12.8	7.0	3.0	9.6	8.0	16.8	18.0	14.8	15.4	17.3	0.92
8	Portland	464	97.2	2.8	81.4	11.7	3.6	3.3	13.6	10.8	17.8	15.4	13.8	14.0	14.6	0.27
12	North Bend	89	49.4	50.6	95.0	0.3	0.5	4.2	9.7	8.3	16.3	17.4	15.0	17.0	16.3	0.83
21	Longview, WA	191	90.4	9.6	83.1	8.3	5.9	2.8	10.4	8.3	14.4	16.7	16.4	17.0	16.8	0.74
50	Astoria	43	13.0	87.0	95.4	4.2	0.1	0.3	17.8	11.5	14.8	14.2	13.4	13.7	14.6	0.21
53	Newport	8	26.3	73.7	77.2	22.2	0.4	0.3	5.1	6.3	12.7	9.7	23.1	19.3	23.7	3.63
	Total	938	89.3	10.7	81.5	10.8	4.6	3.2	12.1	9.7	16.8	16.2	14.6	15.0	15.6	0.38
WASHINGTON																
7	Bellingham	32	90.6	9.4	77.7	12.8	9.1	0.4	11.3	9.6	11.3	14.9	13.7	13.4	25.8	1.74
19	Seattle	576	97.9	2.1	86.6	3.7	8.8	0.9	13.1	8.7	12.2	16.2	15.6	14.5	19.8	0.73
23	Tacoma	491	98.7	1.3	78.5	3.6	17.8	0.0	10.1	6.0	10.1	13.7	19.0	18.2	22.9	2.15
24	Aberdeen	66	26.3	73.7	81.9	11.3	5.4	1.4	8.3	6.8	14.9	15.8	17.1	18.1	18.8	1.37
25	Anacortes	13	59.7	40.3	56.3	42.9	0.2	0.6	11.2	7.8	7.1	11.2	18.6	18.1	26.0	2.84
27	Port Angeles	53	31.2	68.8	92.8	5.0	0.9	1.3	14.2	11.9	7.8	10.5	8.5	7.0	40.0	8.08
32	Everett	48	85.1	14.9	79.3	9.5	6.7	4.5	12.2	4.6	13.4	14.5	16.8	16.4	22.2	1.72
47	Olympia	28	54.5	45.5	76.6	17.7	5.2	0.5	8.8	4.9	11.1	18.2	12.5	11.8	32.6	4.90
51	Port Gamble	11	15.4	84.6	90.3	0.0	0.0	9.7	-	-	-	-	-	-	100.0	85.71
	Total	1,318	95.0	5.0	82.5	4.4	12.6	0.6	11.5	7.3	11.3	15.0	17.1	16.2	21.5	1.29
	Longshore Total	7,530	97.5	2.5	88.2	2.6	8.1	1.1	11.2	10.2	15.0	16.3	15.8	14.7	16.8	0.40
CLERKS																
29	San Diego	4	90.4	9.6	49.6	37.1	13.3	0.0	15.0	12.0	15.1	15.5	12.7	14.2	15.5	0.12
46	Port Hueneme	12	97.6	2.4	59.8	31.9	8.2	0.0	5.7	7.2	23.3	21.2	20.2	13.5	8.8	3.20
63	LA/LB	920	99.9	0.1	74.2	10.8	14.0	1.0	9.2	10.2	16.1	17.4	16.5	15.0	15.6	0.63
14	Eureka	3	82.3	17.7	56.3	42.9	0.2	0.6	9.1	11.7	17.8	19.9	16.6	13.5	11.3	0.92
34	SF Bay Area	266	97.2	2.8	85.5	9.1	2.0	3.3	4.6	3.9	15.8	19.4	19.2	18.6	18.5	2.93
40	Portland	93	67.1	32.9	84.0	12.3	1.9	1.8	9.9	7.8	17.3	16.6	15.7	16.1	16.5	0.85
23	Tacoma	71	99.4	0.6	56.0	39.3	1.9	2.8	6.9	4.2	12.1	15.7	20.8	17.9	22.4	2.85
52	Seattle	161	85.9	14.1	83.0	12.2	2.9	2.0	9.0	5.9	15.4	17.6	17.1	16.3	18.6	1.40
	Clerk Total	1,530	96.0	4.0	75.7	12.9	9.8	1.5	8.4	8.4	15.9	17.6	17.2	15.9	16.7	0.99
WALKING BOSSES/FOREMEN																
29	San Diego	2	99.6	0.4	24.3	72.3	3.4	0.0	12.8	10.3	15.7	15.4	14.4	15.7	15.6	0.25
46	Port Hueneme	5	99.8	0.2	60.2	39.2	0.6	0.0	5.2	13.9	22.2	19.2	20.8	10.8	8.0	2.64
94	LA/LB	339	99.6	0.4	92.5	4.9	0.0	2.6	13.9	13.9	14.7	15.7	14.3	13.4	14.0	0.03
91	SF Bay Area	71	99.4	0.6	80.1	17.1	0.0	2.7	8.6	7.0	15.0	16.3	16.8	17.0	19.3	1.30
92	Portland	50	90.4	9.6	75.9	15.9	0.0	8.3	13.3	10.6	16.5	15.7	14.2	14.6	15.0	0.22
98	Seattle	92	90.4	9.6	82.5	15.9	0.0	1.7	12.0	7.8	11.1	15.2	17.2	16.1	20.7	1.12
	Foremen Total	559	97.6	2.4	87.0	10.0	0.1	2.9	12.8	11.9	14.5	15.8	15.1	14.3	15.6	0.12

Hours Paid by Local and Port Area

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		1st	2nd	3rd	1st	2nd	3rd	Paid at Exp Rates
					Reg'd	Casual	Reg'd	Casual	Reg'd	Casual							
13	2.5	60.7	34.6	4.7	94.5	5.5	92.6	7.4	83.3	16.7	61.4	34.3	4.2	50.1	38.0	11.8	18.2
29	1.9	76.3	22.3	1.4	58.9	41.1	69.3	30.7	62.5	37.5	73.3	25.3	1.4	81.0	17.7	1.3	30.9
46	2.9	87.0	12.1	0.9	57.0	43.0	76.6	23.4	93.2	6.8	83.0	15.5	1.4	92.8	7.0	0.2	29.5
	2.5	61.7	33.7	4.6	92.2	7.8	92.2	7.8	83.2	16.8	62.0	33.9	4.1	58.5	32.2	9.4	18.7
10	3.2	66.0	31.3	2.7	96.2	3.8	94.3	5.7	97.6	2.4	66.3	30.9	2.8	57.7	40.7	1.5	21.9
14	1.7	64.0	33.8	2.2	90.4	9.6	87.5	12.5	99.1	0.9	64.6	33.0	2.4	59.1	40.7	0.2	10.4
18	1.9	76.3	23.0	0.6	74.4	25.6	88.8	11.2	98.4	1.6	72.9	26.2	0.8	88.3	11.7	0.0	16.2
54	2.0	71.3	27.8	0.9	89.6	10.4	84.2	15.8	97.5	2.5	72.5	26.5	1.0	62.8	37.0	0.2	5.5
	3.1	66.5	30.9	2.6	95.0	5.0	93.7	6.3	97.6	2.4	66.7	30.6	2.7	62.3	36.6	1.2	20.8
4	2.2	74.0	25.8	0.1	94.1	5.9	89.7	10.3	91.2	8.8	74.9	24.9	0.1	62.1	37.7	0.2	9.9
8	2.0	73.5	24.5	2.0	96.5	3.5	96.5	3.5	94.7	5.3	73.5	24.5	1.9	73.1	24.0	2.9	7.5
12	1.5	69.8	27.7	2.5	99.5	0.5	99.7	0.3	96.9	3.1	69.8	27.8	2.4	65.8	18.3	16.0	0.2
21	1.7	76.7	22.2	1.2	94.0	6.0	95.1	4.9	84.4	15.6	76.5	22.4	1.1	78.6	18.3	3.1	6.9
50	2.7	96.5	3.3	0.2	99.9	0.1	100.0	-	100.0	-	96.5	3.3	0.2	100.0	-	-	0.1
53	0.4	81.5	18.5	0.0	99.5	0.5	100.0	-	-	-	81.4	18.6	-	100.0	-	-	3.5
	1.9	74.3	24.2	1.5	95.6	4.4	95.1	4.9	92.9	7.1	74.4	24.1	1.5	71.9	25.8	2.3	7.5
7	4.0	64.0	32.4	3.7	94.0	6.0	84.4	15.6	95.0	5.0	66.1	30.0	3.8	42.1	55.9	2.0	9.8
19	2.2	64.6	27.7	7.7	92.4	7.6	90.2	9.8	84.9	15.1	65.4	27.4	7.2	55.9	30.8	13.4	8.8
23	2.0	61.8	31.6	6.6	81.4	18.6	82.0	18.0	90.9	9.1	61.2	31.5	7.3	64.6	32.0	3.4	15.9
24	2.4	77.8	22.0	0.1	96.1	3.9	89.4	10.6	100.0	-	79.0	20.8	0.1	56.8	43.2	-	2.1
25	1.4	48.7	46.7	4.6	97.4	2.6	100.0	-	100.0	-	86.4	13.5	0.1	100.0	-	-	0.2
27	4.6	89.2	10.7	0.1	99.0	1.0	100.0	-	100.0	-	89.1	10.8	0.1	100.0	-	-	0.1
32	3.2	90.4	7.7	1.9	93.1	6.9	93.7	6.3	99.5	0.5	90.2	7.8	2.0	92.6	7.3	0.1	3.8
47	1.0	91.7	8.0	0.2	95.5	4.5	87.2	12.8	100.0	-	92.4	7.4	0.2	80.0	20.0	-	5.4
51	5.7	100.0	0.0	0.0	100.0	-	-	-	-	-	100.0	-	-	-	-	-	0.0
	2.2	64.8	28.6	6.6	88.0	12.0	86.1	13.9	87.7	12.3	65.2	28.1	6.7	61.8	31.7	6.5	11.5
	2.5	64.1	31.6	4.3	92.3	7.7	91.8	8.2	85.8	14.2	64.4	31.5	4.0	60.4	32.0	7.6	16.6
29	1.3	77.9	21.1	1.0	85.1	14.9	92.0	8.0	100.0	-	76.5	22.4	1.2	87.2	12.8	-	10.8
46	2.8	91.8	7.5	0.7	91.4	8.6	95.2	4.8	100.0	-	91.4	7.8	0.8	95.7	4.3	-	6.4
63	2.5	67.6	26.9	5.5	85.3	14.7	88.5	11.5	83.7	16.3	67.0	27.6	5.4	71.3	22.2	6.5	15.3
14	1.4	48.7	46.7	4.6	100.0	-	99.6	0.4	100.0	-	48.8	46.6	4.6	-	100.0	-	0.2
34	2.6	80.8	17.6	1.6	97.9	2.1	98.4	1.6	98.8	1.2	80.7	17.7	1.6	84.9	14.2	0.9	4.3
40	1.7	80.7	17.6	1.7	98.4	1.6	96.5	3.5	95.7	4.3	81.0	17.3	1.7	64.7	31.6	3.7	2.4
23	2.3	68.0	25.9	6.1	97.8	2.2	98.6	1.4	99.6	0.4	67.7	26.1	6.2	79.9	18.6	1.4	1.7
52	2.6	78.5	16.4	5.0	97.5	2.5	96.5	3.5	93.1	6.9	78.8	16.3	4.8	67.6	20.2	12.2	2.7
	2.5	71.4	23.9	4.7	90.1	9.9	91.0	9.0	86.8	13.2	71.4	24.1	4.5	72.0	21.8	6.3	11.0
29	1.8	75.4	23.4	1.2	96.6	3.4	96.2	3.8	100.0	-	75.5	23.3	1.2	74.2	25.8	-	-
46	2.3	80.4	17.6	1.9	99.4	0.6	99.5	0.5	100.0	-	80.4	17.6	2.0	84.4	15.6	-	-
94	2.9	55.8	39.3	4.9	100.0	-	100.0	-	100.0	-	55.8	39.3	4.9	-	-	-	-
91	2.9	61.8	35.4	2.7	100.0	-	100.0	-	100.0	-	61.8	35.4	2.7	50.0	50.0	-	-
92	2.0	73.2	24.7	2.1	100.0	-	100.0	-	100.0	-	73.2	24.7	2.1	-	-	-	-
98	2.1	60.1	31.1	8.8	100.0	-	100.0	-	100.0	-	60.1	31.1	8.8	-	-	-	-
	2.7	59.0	36.1	4.9	99.9	0.1	100.0	-	100.0	-	59.0	36.1	4.9	74.9	25.1	-	-

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 *% 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 minimum number of hours paid is incremented in 400 hour units.

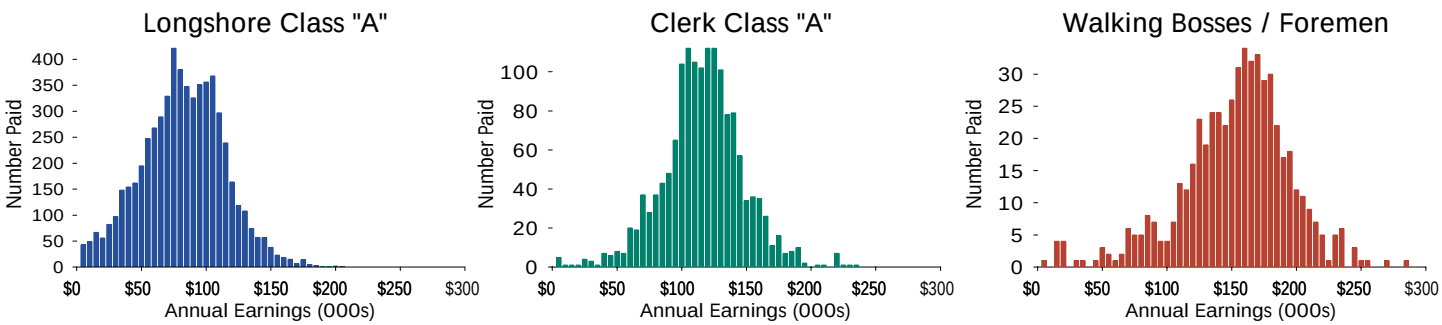
The first pair of columns, identified as 1 or More Hours, shows the number of employees paid one or more hours and their corresponding average annual earnings.

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

The *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.

	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										
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
1999	5,977	79,767	72.2	94,256	55.1	101,554	32.5	111,958	13.3	127,192
CLASS "A" CLERK										
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
1999	1,500	113,879	91.9	119,064	84.0	122,466	67.7	128,317	40.5	140,212
WALKING BOSS/FOREMAN										
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
1999	554	150,286	91.9	158,438	88.6	160,832	82.7	164,283	70.0	170,881

Number of Registrants Paid by 1999 Annual Earnings *(grouped in $5,000 increments)*



INDUSTRY BENEFITS

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

ILWU-PMA Pension Plan

"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, 1999, the rate of pension benefit accrual for longshoremen retiring on or after July 1, 1999, was $80 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $2,800 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 55% of the pensioner's basic pension benefit (excluding any supplement).

Effective with the 1994 payroll year, a year of service for benefit accrual is established when a registered 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

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
1990	87	128	61	276
1991	81	123	163*	204
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
1999	71	190	54	315

*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 1999)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25 yrs	$50	$1,250
7/81-6/84	30	50	1,500
7/84-6/87	33	50	1,650
7/87-6/93	35	50	1,750
7/93-6/96	35	69	2,415
7/96-6/99	35	72	2,520
7/99-6/00	35	80	2,800

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, 1999. 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	$80.00
1,250	76.92
1,200	73.85
1,150	70.77
1,100	67.69
1,050	64.62
1,000	61.54
950	58.46
900	55.38
850	52.31
800	49.23

Two longshoremen guide steel beams at Terminal 2, Port of Portland, operated by Stevedoring Services of America.

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

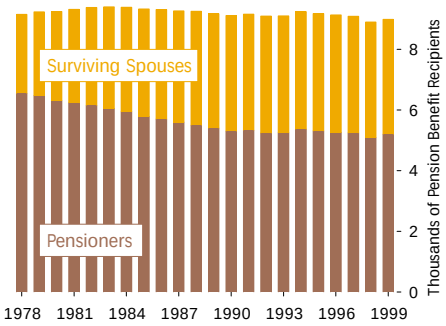
The table below shows the number of pension benefit recipients by calendar year.

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 1999 the Plan was paying $10,813,042 per month to 8,992 benefit recipients. These monthly benefits include payments from the supplemental plan established pursuant to the Longshore and Clerk Memorandum of Understanding of July 1, 1999.

Number of Benefit Recipients by Year

	PENSIONERS					SURVIVING SPOUSES			
Year	Normal/ Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	Total
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
1999	3,705	1,260	119	119	5,203	3,424	365	3,789	8,992



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; each Plan Year ends June 30.

For Plan Year Ended June 30:	**1999**	1998	1997
Benefits Paid and Expenses			
Pensions paid	$ 110,559,864	$ 107,984,312	$ 101,498,035
Admin. expenses	2,227,295	2,067,657	1,993,104
Total Deductions	$ 122,787,159	$ 110,051,969	$ 103,491,139
Investment Income and Employer Contributions			
Net appreciation of fair value of invest.	$ 78,179,002	$(17,319,232)	$ 250,625,233
Net gain (loss) on sale/redemption of sec.	183,174,034	306,283,240	-
Interest	60,935,133	52,104,429	34,569,765
Dividends from investments	13,067,021	14,625,519	20,440,372
Less investment expense	(3,389,704)	(4,513,767)	(3,748,992)
Total Income Gain	$ 331,965,486	$ 351,180,189	$ 301,886,378
Contributions from Employers	28,796,000	35,040,507	104,087,238
Total Additions	$ 360,761,486	$ 386,220,696	$ 405,973,616
Net Increase	$ 247,974,327	$ 276,168,727	$ 302,482,477
Net Assets Avail for Benefits: *Beg. of Year*	1,907,732,704	1,631,563,977	1,329,081,500
End of Year	$2,155,707,031	$1,907,732,704	$1,631,563,977

Bauxite being discharged from the hold of the Gao Qiang *at the Port of Redwood City.*

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

Vested Liabilities as of Plan Year Ended June 30:	**1999***	**1998**	1997
Retired Participants & Beneficiaries	$ 865,191,983	$ 884,271,911	$ 879,777,731
Inactive Vested	3,637,770	3,751,233	3,254,033
Active Vested Employees	762,590,010	771,985,796	808,700,931
Total Present Value Vested Liabilities	$1,631,419,763	$1,660,008,940	$1,691,732,695
Actuarial Value of Assets	1,891,175,004	1,728,124,401	1,430,817,465
Unfunded Vested Benefits Liability	$ 0	$ 0	$ 260,915,230

* The 1999 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.

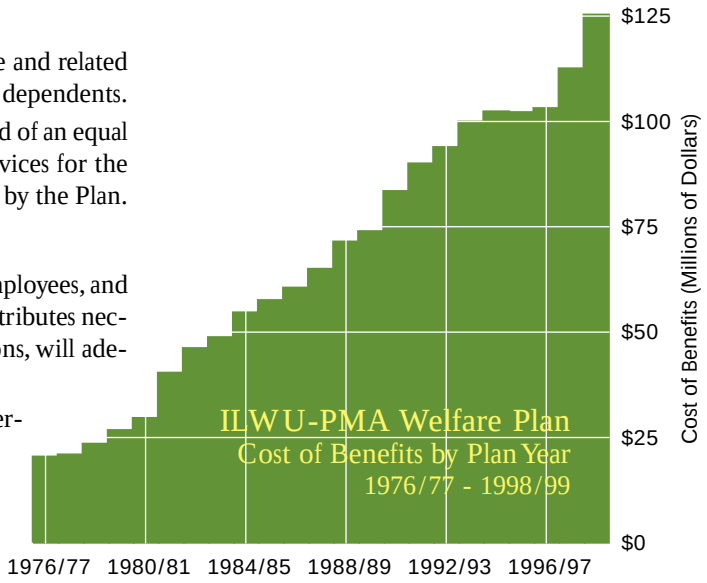
Actuarial Accrued Liability July 1:	**1999***	**1998**	1997
Actuarial Value of Assets	$1,891,175,004	$1,728,124,401	$1,430,817,465
Actuarial Liability:			
Pensioners/Survivors	940,024,193	872,253,965	897,675,786
Inactive Vested	4,059,736	3,607,645	3,339,033
Active Employees	1,085,318,929	922,413,451	1,024,169,087
Total Actuarial Liability	$2,029,402,858	$1,798,275,061	$1,925,183,906
Unfunded Actuarial Accrued Liability	$ 138,227,854	$ 70,150,660	$ 494,366,441

* The 1999 numbers are preliminary and are subject to revision before the final report is issued.

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 1996 through January 1997, 0.61% of wages for the period February 1997 through January 1998, 0.56% of wages for the period February 1998 through January 1999, and 0.50% for the period beginning February 1999. If an employee is required to contribute to the California State Disability Insurance Program, the employee's contribution to the Plan is reduced by the amount of the employee's payment to that Program.

The Trustees set the employee contribution rate. In setting the rate, the parties 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 1998/99 employee contributions to the Plan amounted to 2.5% of the total cost of benefits. The ILWU contributes the Union's share of the cost of the Widows' Independent Living Subsidy Program.

Costs of Benefits Paid

For Plan Year Ended June 30:	1999	1998	1997
Hosp., Med., & Surgical -self funded	$ 49,023,220	$ 47,094,462	$ 32,599,353
HMO Plans, inc. vision & presc. drugs	29,822,161	28,275,976	28,301,622
Dental services - Adult Program	12,818,400	11,616,915	10,790,511
Dental services - Children's Program	4,015,074	2,544,559	2,562,649
Life insurance, AD&D	3,324,027	3,330,967	3,577,497
Prescription Drug Program	13,270,881	10,836,628	9,672,173
Medicare premiums reimbursements	5,209,411	5,160,021	5,149,728
Vision care	1,260,008	1,200,127	996,185
Vision supplement (frames, contacts)	2,679	4,400	3,219
Non-industrial disability supplement	1,256,873	1,289,117	1,472,075
Weekly indemnity	1,211,870	1,299,561	1,558,042
Alcoholism/Drug Recovery Program	916,370	1,043,815	921,563
Social Security supplement	794,531	1,065,134	1,860,898
Hearing aids	406,772	417,205	395,744
Chiropractic	1,245,363	1,046,022	761,875
Diabetic durable equipment	1,133	1,774	1,633
WILSP subsidy payments	61,287	74,400	84,400
Reconciliation to Form 5500 (accrual)	646,357	(3,777,592)	2,350,717
TOTAL BENEFITS	$125,286,417	$112,523,491	$103,059,884

Tenure of the Agreement

The Plan runs concurrently with the Pacific Coast Longshore and Clerk's Agreement dated 1999-2002. 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 re-

quirement is 480 hours in the preceding payroll year or 240 hours in the last half of the preceding payroll year.

CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For Plan Year Ended June 30:	1999	1998	1997
Investment Income	$ 628,847	$ 1,658,425	$ 1,038,470
Contributions:			
Employers	125,435,837	113,477,370	94,889,777
Employees	3,121,751	3,424,816	3,921,616
WILSP/Union	156,599	187,643	177,272
COBRA/self-pay contrib.	139,306	106,918	136,178
Total contributions	$128,853,493	$117,196,747	$ 99,124,843
Total Additions	$129,482,340	$118,855,172	$100,163,313
Benefits paid	124,640,060	116,301,083	100,709,167
Administrative expenses	2,803,639	2,571,617	2,488,127
Total Deductions	$127,443,699	$118,872,700	$103,197,294
Net Increase(Decrease)	$ 2,038,641	$ (17,528)	$ (3,033,981)
Net assets available for benefits:			
Beginning of year	$ 30,200,587	$ 30,218,115	$ 32,802,788
Watchmen asset transfer			449,308
End of year	$ 32,239,228	$ 30,200,587	$ 30,218,115

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.

No port has qualified for Minor Port status for Welfare Plan eligibility purposes since the disestablishment of Local 49 in Crescent City.

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.

Effective July 1, 1999, the four-year limitation is eliminated if the deceased eligible active employee has five or more pension qualifying years. In such case, the dependent spouse has Welfare Plan eligibility until the spouse remarries, and the dependent child has Welfare Plan eligibility to age 19 (age 23 if a student).

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 a cash subsidy benefit and Medicare supplement benefits. Benefits are available to certain widows of pensioners under the ILWU-PMA Pension Plan who died prior to July 1, 1964, and effective 1982, certain widows of active 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.

HOLIDAY PLAN

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

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

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

Those eligible for paid holidays receive pay equivalent to 8 hours at the basic straight time rate whether or not they work on 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 2000 and for the first six months of 2001 are shown to the right.

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
July	4	Independence Day
	5	Bloody Thursday[1]
	28	Harry Bridges' Birthday
September	4	Labor Day[1]
November	11	Veterans' Day
	23	Thanksgiving Day[1]
December	24	Christmas Eve Day[1]
	25	Christmas Day[1]
	31	New Year's Eve Day[1]

2001

January	1	New Year's Day[1]
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	19	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	28	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.

Holiday Payments by Contract Year:
Contract Year Ended June 30

1995	$20,505,202
1996	21,503,195
1997	23,611,718
1998	23,950,707
1999	**25,468,321**

Marine Terminals Corp., operator of Oakland's Ben E. Nutter Terminal, discharges M/V Cho Yang Ace.

Vacation Benefits, Taxes & Expenses:
Payroll year in which vacation earned

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)* . . .	44,898,744
1999 *(Paid March 2000)* . . .	**47,103,907***

* Estimated

Vacation benefits are paid in the first full payroll week in March (April before 1997) for vacations earned in the prior payroll year. For example, the benefits shown for 1999 are to be paid in March 2000 for vacations earned in payroll year 1999.

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 below illustrates the annual hours requirement for vacation eligibility under varying conditions.

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

As a general rule, a 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

Large project cargo is hoisted aboard vessel for FESCO at the Port of Seattle.

Vacations Earned in Payroll Year 1998 and Paid in March 1999

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

NUMBER OF VACATIONS PAID TO shows the number of inactives, actives, and employees over 60 who received vacation payments. Inactives are employees who are inactive at the end of 1999.

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

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

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

No. Pd. shows the number of vacations paid to employees based on the number of qualifying hours paid for work in payroll year 1998: 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.

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 1999 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	3,697	75	3,622	323	391	1,681	747	336	26	441	2.8	0.2	512	267	2,843	*76.9%*	$3,569	$12,015,951
29 San Diego	52	2	50	14		21	5	3	1	20	3.9	2.9	2	4	44	*84.6*	4,683	239,042
46 Port Hueneme	77	1	76	11	4	9	29	23	2	9	3.5	0.4	6	5	65	*84.4*	4,294	318,726
Total	3,826	78	3,748	348	395	1,711	781	362	29	470	2.8	0.2	520	276	2,952	*77.2%*	$3,602	$12,573,719
NORTHERN CALIFORNIA																		
10 SF Bay Area	888	48	840	145	111	269	148	49	24	239	3.4	0.4	171	108	561	*63.2%*	$4,680	$3,553,515
14 Eureka	24	1	23	7	2	1		9		11	4.6	-	17	3	3	*12.5*	7,071	125,216
18 Sacramento	24	2	22	3	4		8	2		8	3.8	-	8	8	6	*25.0*	4,840	107,244
54 Stockton	54	4	50	12	7	10	10	3		20	3.8	-	11	17	22	*40.7*	5,581	235,422
Total	990	55	935	167	124	280	166	63	24	278	3.4	0.4	207	136	592	*59.8%*	$4,727	$4,021,397
OREGON																		
4 Vancouver, WA	145	12	133	5	8	51	12	17	1	44	3.6	-	19	30	84	*57.9%*	$4,755	$622,555
8 Portland	448	30	418	29	22	93	84	121	12	86	3.6	0.2	62	65	291	*65.0*	4,525	1,921,011
12 North Bend	88	5	83	4	5	20	21	8	2	27	3.8	-	49	14	20	*22.7*	4,171	387,355
21 Longview, WA	188	14	174	7	5	45	36	37	1	50	3.8	0.3	14	20	140	*74.5*	4,534	839,719
50 Astoria	23	1	22	6		1		14		7	4.5	-	18	2	2	*8.7*	6,708	110,098
53 Newport	3	-	3	-	2		1				1.7	-	3	-	-	*0.0*	-	5,681
Total	895	62	833	51	42	210	154	197	16	214	3.7	0.2	165	131	537	*60.0%*	$4,559	$3,886,419
WASHINGTON																		
7 Bellingham	36	4	32	6		8	2	12	1	9	4.0	-	31	-	1	*2.8%*	$4,494	$168,174
19 Seattle	564	12	552	48	24	174	111	102	11	130	3.5	0.2	81	90	381	*67.6*	4,408	2,315,289
23 Tacoma	457	9	448	29	33	16	181	121	26	71	3.7	0.3	73	81	294	*64.3*	4,682	1,948,613
24 Aberdeen	69	3	66	2			3	23	5	35	5.1	0.2	32	12	22	*31.9*	6,032	397,143
25 Anacortes	13	-	13	2		1		11		1	4.0	-	11	1	1	*7.7*	4,835	61,041
27 Port Angeles	55	2	53	9		1	1	11	21	19	5.1	-	43	2	8	*14.5*	5,756	293,878
32 Everett	52	6	46	11			4	2	6	34	5.5	-	33	3	10	*19.2*	6,636	330,815
47 Olympia	30	-	30	2	1	6	4	13		6	3.8	1.0	21	2	7	*23.3*	3,521	130,025
51 Port Gamble	13	2	11	1			1	4		6	5.0	-	9	1	1	*7.7*	4,835	67,495
Total	1,289	38	1,251	110	58	206	307	299	70	311	3.8	0.2	334	192	725	*56.2%*	$4,607	$5,712,473
	7,000	233	6,767	676	619	2,407	1,408	921	139	1,273	3.2	0.2	1,226	735	4,806	*68.7%*	$3,999	$26,194,008
CLERK																		
29 San Diego	5	1	4	1				1		3	5.5	9.0	-	1	3	*60.0%*	$7,319	$34,948
46 Port Hueneme	12	-	12	4				1	1	10	5.8	10.7	-	1	11	*91.7*	7,504	89,521
63 LA/LB	927	28	899	128	10	46	382	147	16	298	4.1	12.5	30	45	824	*88.9*	5,719	5,251,101
14 Eureka	3	-	3	3				2		1	4.7	-	3	-	-	*0.0*	-	18,189
34 SF Bay Area	268	18	250	55		10	41	16	4	179	5.2	11.7	4	14	232	*86.6*	6,905	1,847,675
40 Portland	92	7	85	9			6	26	2	51	5.2	12.9	2	1	82	*89.1*	6,920	639,149
23 Tacoma	70	5	65	11	1		1	10	4	49	5.5	12.7	3	3	59	*84.3*	7,454	507,496
52 Seattle	172	12	160	33		1	14	35	5	105	5.2	12.7	2	5	153	*89.0*	7,126	1,217,922
	1,549	71	1,478	244	11	57	444	238	32	696	4.6	12.3	44	70	1,364	*88.1%*	$6,244	$9,606,001
FOREMAN																		
29 San Diego	2	-	2	2						2	6.0	20.0	-	-	2	*100.0%*	$8,840	$17,680
46 Port Hueneme	5	-	5	2						5	6.0	16.4	-	-	5	*100.0*	8,718	43,588
94 LA/LB	355	21	334	106			25	57	5	247	5.4	19.2	2	4	328	*92.4*	8,029	2,861,780
91 SF Bay Area	72	7	65	29				1		64	6.0	16.9	5	3	57	*79.2*	8,761	624,852
92 Portland	49	9	40	13	1			3	3	33	5.7	16.0	3	2	35	*71.4*	8,502	408,000
98 Seattle	97	3	94	20			1	17	4	72	5.6	17.3	5	3	86	*88.7*	8,215	792,200
	580	40	540	172	1		26	78	12	423	5.5	18.3	15	12	513	*88.4%*	$8,184	$4,748,100

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

Year	Longshore and Clerks	Walking Bosses and Foremen
1995	$4,988,422	$202,098
1996	5,199,868	237,230
1997	5,756,611	197,763
1998	7,599,881	288,033
1999	**7,880,783**	**224,300**

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 ($26.68 per hour, effective July 3, 1999, or $1,013.84 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 ($747.04).

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.

Logs aboard the Leo Forest *at Weyco Log Dock "A" in Longview, WA.*

Longshore & Clerk PGP Payments by Area

Year	Southern California	Northern California	Oregon	Washington	Total
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
1999	21,505	720,832	3,015,683	4,268,811	8,026,832

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
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
1999	7,636,548	322,088	7,958,636	68,195	-	68,195	195,033

The actual amount guaranteed to an individual for a week is the difference between the guarantee amount ($1,013.84 or $747.04) and earnings and other compensation averaged over the most recent four weeks.

The contingent PGP liability for 1999/2000 is $24,960,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

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

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 '98 shows the percent change of 1999 PGP paid from 1998.

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

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

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 $994.84.

MORE THAN 6 WEEKS includes longshoremen receiving payments greater than $5,969.04.

				RECEIVING ANY PGP				MORE THAN 1 WEEK			MORE THAN 6 WEEKS		
Local (Number Working)	Total PGP	*% Chg from '98*	% of Coast	No.	% of Local	Average Payment	*% Chg from '98*	No.	% of Local	Average Payment	No.	% of Local	Average Payment
SOUTHERN CALIFORNIA													
13 LA/LB (3,766)	$ 16,100	*122.4%*	0.2%	97	2.6%	$ 166	*14.6%*	1	0.0%	$ 2,084	0	-	-
29 San Diego (51)	1,794	*-63.2%*	0.0	3	5.9	598	*-26.4%*	1	2.0	1,011	0	-	-
46 Port Hueneme (79)	4,632	*49.5%*	0.1	10	12.7	463	*-10.3%*	1	1.3	1,044	0	-	-
Total (3,896)	$ 22,525	48.1%	0.3%	110	2.8%	$ 205	*-16.5%*	3	0.1%	$ 1,380	0	-	-
NORTHERN CALIFORNIA													
10 SF Bay Area (913)	$ 17,527	*41.8%*	0.2%	58	6.4%	$ 302	*29.6%*	1	0.1%	$ 2,307	0	-	-
14 Eureka (30)	366,731	*-41.9%*	4.9	28	93.3	13,098	*-35.7%*	28	93.3	13,098	22	73.3%	$15,358
18 Sacramento (22)	146,795	*-36.0%*	1.9	17	77.3	8,635	*-24.8%*	17	77.3	8,635	12	54.5	10,463
54 Stockton (54)	120,355	*-46.0%*	1.6	41	75.9	2,935	*-39.5%*	27	50.0	4,238	6	11.1	8,816
Total (1,019)	$ 651,408	-40.6%	8.6%	144	14.1%	$ 4,524	*-38.1%*	73	7.2%	$ 8,634	40	3.9%	$12,908
OREGON													
4 Vancouver, WA (131)	$ 86,090	*1.0%*	1.1%	58	44.3%	$ 1,484	*48.0%*	25	19.1%	$ 3,028	2	1.5%	$ 7,207
8 Portland (413)	203,744	*-32.4%*	2.7	126	30.5	1,617	*-18.9%*	51	12.3	3,478	5	1.2	8,729
12 North Bend (84)	1,145,968	*39.0%*	15.2	81	96.4	14,148	*44.1%*	79	94.0	14,500	67	79.8	16,578
21 Longview, WA (174)	80,630	*-60.6%*	1.1	69	39.7	1,169	*-40.6%*	27	15.5	2,505	3	1.7	7,573
50 Astoria (43)	1,085,290	*-18.4%*	14.4	41	95.3	26,470	*-6.5%*	40	93.0	27,121	39	90.7	27,666
53 Newport (8)	186,376	*3.7%*	2.5	7	87.5	26,625	*3.7%*	7	87.5	26,625	7	87.5	26,625
Total (853)	$2,788,097	-4.7%	37.0%	382	44.8%	$ 7,299	*19.2%*	229	26.8%	$11,954	123	14.4%	$19,974
WASHINGTON													
7 Bellingham (31)	$ 363,888	*-23.3%*	4.8%	31	100.0%	$11,738	*-13.4%*	31	100.0%	$11,738	26	83.9%	$13,328
19 Seattle (561)	23,706	*17.5%*	0.3	73	13.0	325	*-0.2%*	3	0.5	1,149	0	-	-
23 Tacoma (476)	2,575	*-1.2%*	0.0	3	0.6	858	*-34.1%*	1	0.2	1,461	0	-	-
24 Aberdeen (66)	560,217	*-15.2%*	7.4	60	90.9	9,337	*-13.8%*	53	80.3	10,505	42	63.6	12,403
25 Anacortes (13)	157,048	*-9.5%*	2.1	12	92.3	13,087	*-9.5%*	12	92.3	13,087	11	84.6	14,092
27 Port Angeles (53)	1,518,493	*3.5%*	20.1	51	96.2	29,774	*11.6%*	50	94.3	30,356	48	90.6	31,412
32 Everett (47)	512,854	*-22.7%*	6.8	42	89.4	12,211	*-11.6%*	41	87.2	12,490	36	76.6	13,812
47 Olympia (28)	530,639	*70.8%*	7.0	26	92.9	20,409	*44.6%*	26	92.9	20,409	25	89.3	21,058
51 Port Gamble (11)	412,107	*-6.4%*	5.5	10	90.9	41,211	*3.0%*	10	90.9	41,211	10	90.9	41,211
Total (1,286)	$4,081,527	-3.1%	54.1%	308	24.0%	$13,252	*-3.1%*	227	17.7%	$17,864	198	15.4%	$20,031
COAST TOTAL (7,054)	$7,543,558	-8.6%	100.0%	944	13.4%	$ 7,991	*-3.3%*	532	7.5%	$13,961	361	5.1%	$19,222

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, in increments of $1, up to $8 per hour (effective January 1, 2000) paid each payroll week into their 401(k) accounts.

The Employers contribute to a fund each year an amount sufficient to provide to the 401(k) account of each registered employee, who have established a pension qualifying year, a contribution for qualifying hours paid by PMA Member Companies. The employer contributions are made to each account as soon as practicable following the end of each contract year. Registered Walking Bosses/Foremen will receive $4 per qualifying hour up to a maximum of 2,800 hours and registered Longshore and Clerk employees will receive $1 per qualifying hour up to a maximum of 2,000 hours.

The first employer contribution to registered Walking Bosses/Foremen was negotiated in the 1993-96 agreement, and that contribution was 50¢ per qualifying hour. This amount was increased to $2 in the 1996-99 agreement and to $4 in the 1999-2002 agreement. The first employer contribution to registered longshore and clerk employees was negotiated in the 1999-2002 agreement, and the new contribution was $1 per qualifying hour.

ILWU-PMA 401(k) Plan

For Plan Year Ended June 30:	1999	1998	1997
Contributions			
Employee	$ 34,917,117	$ 30,858,774	$ 25,069,169
Employer	3,027,842	2,905,413	2,780,086
	$ 37,944,959	$ 33,764,187	$ 27,849,255
Investment Income			
Net unrealized appreciation	26,334,079	21,035,741	15,938,619
Net realized gain sale/redemption	18,421,403	10,735,110	3,044,885
Income collective funds/other	3,360,633	2,405,993	1,908,758
Dividends	600,566	484,287	401,928
Less: Investment expense	(237,800)	(324,461)	(199,466)
	$ 48,478,881	$ 34,336,670	$ 21,094,724
Total Additions	$ 86,423,840	$ 68,100,857	$ 48,943,979
Distributions			
Distributions to participants	(5,053,966)	(3,775,593)	(3,563,877)
Net Change	$ 81,369,874	$ 64,325,264	$ 45,380,102
Net Assets available for Benefits			
Beginning of year	187,700,433	123,375,169	77,995,067
End of year	$269,070,307	$187,700,433	$123,375,169

The Direct Kookaburra *is worked at Terminal 18 in Seattle.*

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 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, payroll hour assessments, and an allowance for workmen's compensation insurance and other related expenses.

Industry Travel Payments:
Contract Year Ended June 30

1995	$6,647,400
1996	5,583,177
1997	6,432,519
1998	5,961,471
1999	**5,637,171**

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 payments they have made for payroll hour assessments.

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 collected to cover insurance and taxes.

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

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

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

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

	A-Credit	I-Credit*	TOTAL
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	3,549,100
1999	**2,575,304**	**329,980**	**2,905,284**

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

Dispatch Halls

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

Any longshore worker who is not a member of the Union is permitted to use the dispatching hall only if the worker pays a pro rata share of the dispatching hall expenses, the Labor Relations Committee's expenses, and other related expenses. Any non-PMA employer may use the dispatching hall only if that company pays 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.

Dispatch Hall Costs
PMA Cost vs. Total Cost

Year	PMA Cost	Total Cost
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	12,648,310
1999	**8,440,638***	**12,182,289***

*Based on *unaudited* financial reports

Baggage being unloaded from the Crystal Harmony *at Pier 35 Passenger Ship Terminal in San Francisco.*

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

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

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

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

T R A I N I N G

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.

Costs for the PMA Training Programs conducted over the past five fiscal years

1995-96	$ 6,151,669
1996-97	$ 3,952,159
1997-98	$13,438,113
1998-99	$11,717,765
1999-00	$13,704,000 (budgeted)

Historical Note:

Item No.1 of PMA Articles of Incorporation:

To encourage the establishment and maintenance of fair and reasonable wages and working conditions for seamen upon American flag vessels and for longshore work and other work ashore relating to shipping…

The PMA Offshore Division represented 31 companies at its inception, which collectively supported 19,000 jobs on 420 ships. The Department remained an integral part of the Association until the last two companies resigned from the Division on December 31, 1989.

Training Programs

The coastwise training program was inaugurated in 1966. Since the program's inception, over 80,000 participants have been counted. Many members of the work force participate in multiple training programs both to advance their careers and to satisfy industry and governmental safety and training standards and regulations. This year, 9,147 people participated in PMA training sessions. Today, as in 1966, Training Programs are initiated in direct response to the cargo handling needs of member employers. PMA training programs are designed to familiarize and to train waterfront employees in the operation of various types of cargo handling equipment, how to work properly and safely on cargo handling operations, and to effectively cope with and manage circumstances that may arise in the workplace environment.

General Safety Training (GST)

The GST program, implemented on November 1991, is the largest and most comprehensive of the safety training programs. It incorporates the safety training traditionally provided by PMA with the safety training requirements of federal and state agencies. Longshore, clerk, and walking boss employees are required to attend the GST program once every three years.

The GST training program includes a review of the Pacific Coast Marine Safety Code, instructions on safe work practices, the proper use of personal protective equipment, vehicle occupant protection, and HAZCOM/HAZMAT awareness. The impact of drug and alcohol abuse in the workplace is also discussed.

More than four thousand trainees completed GST this year, bringing the total participation in this cycle to almost 15,000 employees, as the program nears the end of its three-year cycle. GST III, which began in 1997, introduced the first on-dock

TRAINING PROGRAM	1999	1998	1997	1996	1995
Terminal Equipment Training					
Forklift	363	460	119	17	44
Heavy Lift	47	59			
Semi-Tractor	552	3,219	2,209	390	981
Straddle Truck	30	61			
Bulk Loader	24	5			
Container Yard Equipment	320	368	139	122	241
Railcar Excavator	3	-	16	8	14
Subtotal	1,339	4,195	2,483	537	1,280
Other Ship & Dock Equipment					
Winch	85	161	8	32	40
Sidepick	36				
Crane	195	188	176	210	318
Lashing	1,078	2,894	1,219	660	2,266
Subtotal	1,394	3,243	1,403	902	2,624
Clerk Training					
Basic Marine Clerk	45	78	158	130	152
Clerk Computer	5	118	153	130	152
Vessel Planner	24	14			
Supercargo	25				
Subtotal	99	210	311	260	304
Safety, Diversity, First Aid					
Basic Safety Orientation	164	48	108	326	113
Alcohol/Drug Free Workplace	244	131			
Respirator Evaluation	188				
General Safety Training	4,063	7,798	2,993	4,789	6,867
Skills for a Changing Workplace	944	635	350		
Standard First Aid/CPR	279	634	225	618	571
Safety Boatman	13	15	7	7	13
Watchman	107		73		51
Subtotal	6,002	9,261	3,756	5,740	7,615
Walking Boss Training					
Walking Boss Entry	24	56	20	75	22
Walking Boss Seminar	289	527	416	413	704
Subtotal	313	583	436	488	726
TOTAL	9,147	17,492	8,389	7,927	12,549
EXPENDITURES	$9,078,602	$14,346,740	$8,625,764	$4,770,842	$7,055,469

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

rail training program for longshore employees. Segments covering train movements, rail control devices, employer responsibility for maintaining a safe work place, and rail safety working procedures were included.

Development of the replacement program (GST IV) was almost complete at year's end. Additional regulatory requirements are being designed into the new program's curriculum and materials, including new training videos designed and produced by Creative Media Development of Portland, OR, in collaboration with PMA staff. The target audience for GST IV covers the registered and casual longshore work forces. The purpose of the program is:

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

GST IV is comprised of eight modules: Industry Hazards and Safe Work Practices, Hazardous Materials, Drugs and Alcohol, Personal Protective Equipment, Back Injury Prevention, Vehicle and Driver Safety, On-Dock Rail, and Work Area Hazards. Creative Media along with Union and PMA local representatives have recently completed filming GST IV video modules in all four PMA administrative areas.

Lashing

More than a thousand individuals were trained in basic lashing. This program, credited with significantly reducing accidents and injuries on the waterfront, is now mandatory for new workers in most of the major port areas. The program continues to undergo changes to adapt to new regulations and to the introduction of new equipment.

Dockworkers, APL terminal, Oakland.

Skilled Equipment Training Programs

Semi-tractor training continues to be a high profile skilled equipment training program, with 552 new longshore registrants completing the course in 1999. This program is unique in that it requires large tracts of land on which to conduct the training. Finding locations that are suitable for this type of training turned out to be a significant challenge in 1999.

Another high profile equipment training course taught was Container Yard Equipment, which covers side pick, top handler, reach stacker, straddle carrier, and rubber-tired gantry crane training. Also, a Winch Training Program was offered for the first time in many years, and a new Forklift Training video was produced and immediately put to use.

Crane Simulator

PMA's mobile Crane Simulator, developed by Digitran, is currently located in the San Francisco Bay Area. The simulator program is constantly being refined and enhanced through the joint efforts of PMA staff, crane training instructors, and Digitran engineers. This year, the simulator was upgraded with a new video projector and a hydraulic actuator which provides better visual images and quieter cab movements and an enhanced operating system. The Crane Simulator is now capable of accurately reproducing the operating characteristics of both a container gantry crane and a shipboard pedestal (whirley) crane.

Crane simulator training has proven to produce safer and more productive operators who are ready to meet the challenges of the fast-paced cargo handling environment.

Clerk Training Programs

Clerk training courses include Basic Marine Clerk, Clerk Computer Gate, Vessel Planner, and Supercargo training.

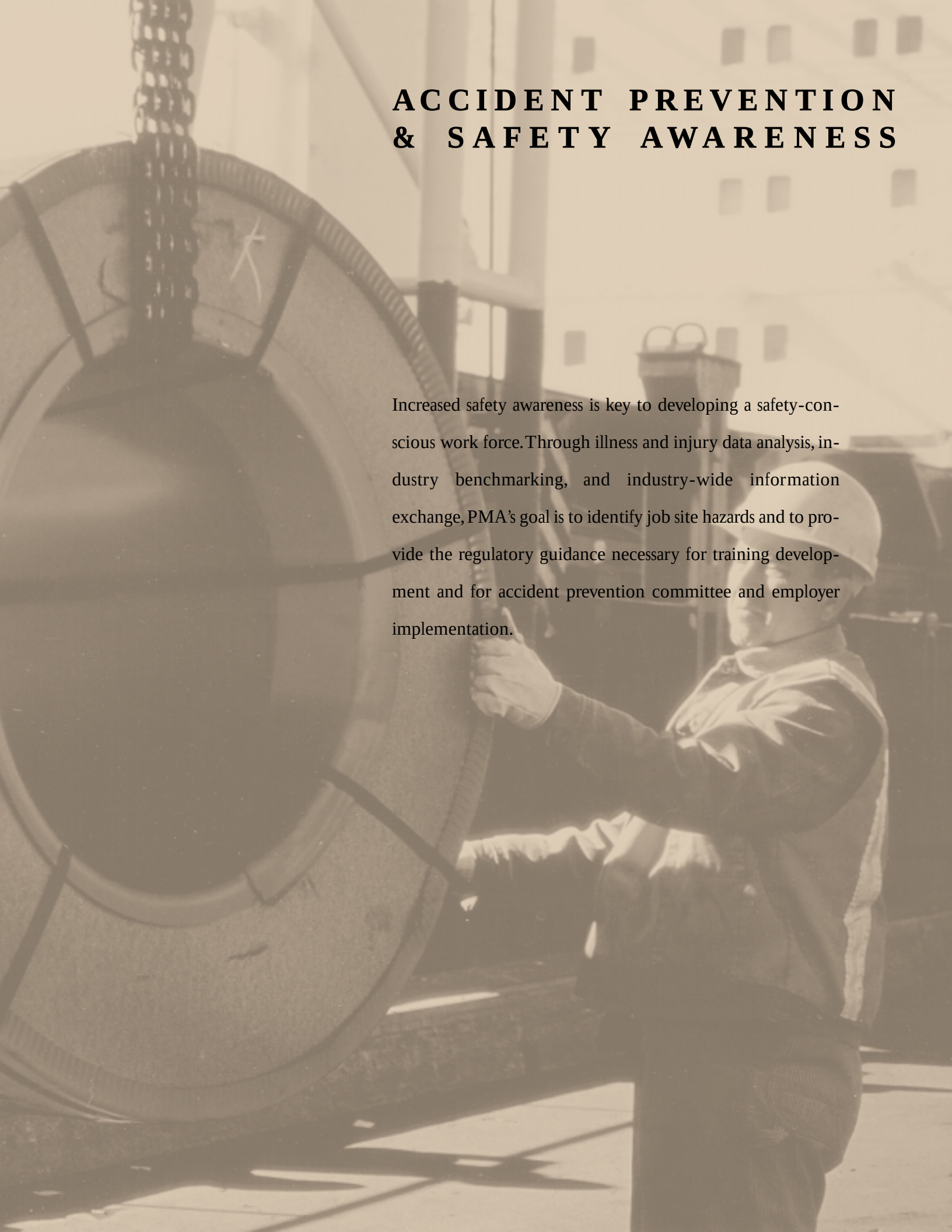
Intergraph Corporation completed a contract to update the Clerk Gate Training Program. The application is now web-enabled, allowing instructors to modify gate configuration screens quickly and easily through online access to the clerk gate database. The program is capable of simulating the gate entry screen configuration of sixteen Los Angeles/Long Beach container terminal operators. Digital pictures showing a video camera view of a container and chassis with identifying numbers accompany each gate screen training exercise. These pictures are displayed in pull-down windows to simulate the terminal gate video screen.

The computer labs in each Training Center have been upgraded with new equipment and software to accommodate the new programs.

Respirator Evaluation

To help members address OSHA Respiratory Protection regulations, a pilot program was developed in the Oregon Area that coordinated participation in adhering to the pulmonary medical evaluation standard that is specified in the regulation. The program is geared toward companies handling bulk commodities that may require the use of respirators. Evaluations were completed for 188 participants.

ACCIDENT PREVENTION & SAFETY AWARENESS



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.

Cause of Injury/Illness

(Stated as a Percent of Total)

	1999	1998	Pct Chg
Bodily Reaction	24.3%	25.0%	-0.7%
Fall or Stumble on Same Level	19.7	17.9	1.8
Struck By (Excluding Vehicle)	13.6	16.1	-2.5
Injury Involving MHE or Vehicle	13.2	9.5	3.7
Rubbed, Abraded, Punctured by	2.3	1.2	1.1
Struck Against	5.9	7.5	-1.6
Caught In, Under, Between	5.9	5.7	0.2
Fall From Elevation	10.0	10.9	-1.0
Other	5.1	6.0	-0.9

Nature of Injury

(Stated as a Percent of Total)

	1999	1998	Pct Chg
Sprains, Strains	50.4%	37.0%	13.4%
Bruises, Contusions	23.5	26.1	-2.6
Multiple Injuries	8.4	11.9	-3.5
Laceration	5.8	8.8	-3.0
Foreign Object in Eye	1.1	3.8	-2.7
Hearing Impairment	0.3	1.8	-1.5
Fracture	4.2	2.0	2.2
Other	6.3	9.0	-2.7

Source of Injury

(Stated as a Percent of Total)

	1999	1998	Pct Chg
MHE, Vehicle, Crane or Rail car	22.6%	23.6%	-1.0%
Working Surface	17.6	14.2	3.4
Cargo Securing Material	17.7	16.0	1.7
Cargo/Cargo Packaging	6.1	8.8	-2.7
Means of Access	9.5	8.4	1.1
Stevedore Gear/Equipment	4.9	6.6	-1.7
Hand Tools	4.3	4.4	-0.1
Ship's Gear/Equipment	1.0	2.9	1.9
Miscellaneous	16.5	15.1	1.4

ILWU Local 91 walking bosses attend Safety Seminar at Oakland Training Center.

Injury and Illness Incidence Trends

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 1999.

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

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

Injury and Illness Rates

One of the most significant trends is the downward movement of the lost time coastwise Injury and Illness Incidence Rate. At the end of 1999, the incidence rate declined to 8.52 coastwise. This represents the lowest rate ever for the West Coast and demonstrates eight years of continuous improvement.

Shoreside Occupational Injury and Illness Incidence Rates

Year	Coast	Southern California	Northern California	Oregon	Washington
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
1999	8.5	6.8	13.5	10.8	10.6

Containers bound for Alaska, being loaded at Port of Seattle, circa 1966

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

In comparison, the latest figures from the Bureau of Labor Statistics show that the overall injury and illness incidence rate for all private sector employment in the U.S. in 1998 was 6.7 occupational injuries and illnesses per 100 full time workers (a seven year declining trend). For water transportation, the overall rate was 8.4 (a four-year declining trend), and for trucking and warehousing, the overall rate was 7.5 (a five year declining trend.)

Not surprisingly, half of all coastwise injuries occur in container operations. Containerized cargo account for 65.4% of all cargo reported for the coast.

The two most common types of injuries continue to be strains and sprains and bruises and contusions. Injuries from sprains and strains increased by 13.4% in 1999, while injuries from bruises and contusions decreased by 2.3%.

The most common body parts reported injured were multiple body parts (420), back (375), knees (220), fingers (187) and head (186).

The total number of injuries and illnesses reported in 1999 was 2,640. Of that number, about 61% were for No Lost Time Injuries, and 39% were for Lost Time Injuries.

Injuries by Body Part in 1999

Part of body affected	No of Injuries	As a % of Total
Head	186	7.0%
Eyes	132	5.0
Ears	98	3.7
Neck	51	1.9
Subtotal	467	17.6%
Shoulder	120	4.5%
Arms (except elbow, wrist)	80	3.0%
Elbow	77	2.9
Wrist	60	2.3
Hand	86	3.3
Finger	187	7.1
Subtotal	610	23.1%
Trunk	111	4.2%
Back	375	14.2
Subtotal	486	18.4%
Legs	175	6.6%
Knees	220	8.3
Ankles	123	4.7
Foot	85	3.2
Toes	33	1.3
Subtotal	636	24.1%
Body systems	21	0.8%
Multiple body parts	420	15.9
Subtotal	441	16.7%
Total	2640	100.0%

Operation in Which Injury Occurred

(STATED AS A PERCENT OF TOTAL)

Container Operations	56.8%
Maintenance and Repair	13.8
Break Bulk	7.1
Steel	6.4
Logs	3.1
Auto RO/RO	3.0
Bulk	2.7
RO/RO General	1.7
Lumber/Paper	1.4
CFS Operations	0.7
Other	3.0

Injuries by Occupation

(STATED AS A PERCENT OF TOTAL)

Semi Tractor	17.7%
Lasher	16.3
Mech/Misc Skills	11.8
Holdman	10.3
Frontman	9.1
Clerk	4.2
Mechanic	5.9
Foreman	3.5
Forklift/Jitney	3.0
Dockman	4.7
Other	13.0

THE COAST ACCIDENT PREVENTION AWARDS

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

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

Member companies are divided into four categories according to the type of operation in which they are predominantly involved. Within each category, companies are further grouped according to the number of man-hours paid during the year.

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

The list below shows the recipients of the PMA Coast Accident Prevention Awards for 1999.

Loading logs onto Blue Gemini *at Port of Longview's Terminal 6, operated by SSA.*

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: Rio Doce Pasha Terminal, L.P., Southern California Area

Group B (100,000 to 399,999 man-hours)
- First Place: Jones Stevedoring Company, Washington Area
- Second Place: Marine Terminals Corporation, Vancouver, WA (Oregon Area)

Group C (10,000 to 99,999 man-hours)
- First Place: Pasha Maritime Services, Inc., Long Beach (Southern California)
- Second Place: Marine Terminals Corporation, San Diego (Southern California)

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

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

Group A (400,000 or more man-hours)
- First Place: Trans Pacific Container Service Corp., Southern California Area
- Second Place: Long Beach Container Terminal Inc., Southern California Area

Group B (100,000 to 399,999 man-hours)
- First Place: Washington United Terminals, Washington Area
- Second Place: Maersk Pacific, Ltd., Northern California Area

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

- First Place: Rogers Terminal and Shipping Corp., Washington Area
- Second Place: Continental Grain Company, Washington Area

ILWU WORK FORCE AWARDS

LONGSHORE LOCALS

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

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

Group C (Less than 100 Registered Members)
Local 25 - Anacortes (Washington)

CLERK LOCALS

Local 40 - Portland (Oregon)

FOREMAN LOCALS

Local 94 - LA/LB (Southern California)

A S S E S S M E N T S

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.

FUNDING OF BENEFITS

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 16 years, the structure of the agreement remains in place.

TRAPAC Berth 30 Terminal portainer crane working forward end of vessel, Port of Oakland.

The assessment system is based on the premise that, if the number of hours paid are greater than 24,800,546 (herein known as the divisor), the hours sector is obligated to fund the entire cost of collectively bargained fringe benefits. If, however, hours are fewer than 24,800,546, then a portion of the funding requirement is transferred to the tonnage sector.

If the total hours in an assessment period are less than the divisor, then the tonnage obligation is derived by dividing the total benefits costs by the divisor to determine the hourly rate. The hourly rate is multiplied by the estimated applicable hours producing the amount expected to be covered by hours. That amount is subtracted from the total benefits costs, and the remainder is what is owed by the tonnage sector.

The determination of what the divisor number should be proved to be a formidable task. During the fall of 1983 Pres Lancaster, now retired, and a group of Industry executives worked intensely for many weeks to develop the divisor and the assessment system in which it was deployed.

After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board demanded a further refinement of this divisor, and finally 24,800,546 was decided upon. This 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.

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 newly established assessment system was used to calculate a payroll hour assessment rate that was put into effect on December 24, 1983, and the new tonnage assessment rates that became effective January 1, 1984.

Calculation of Assessment Rates

In order to begin calculation of the assessment rates, tonnage, hours, and benefits costs must be projected 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 cost of each collectively bargained fringe benefit plan. A prudent reserve is added to the cost, and any interest income and year-end carry-over is subtracted.

The payroll hour rate is calculated by dividing the sum of all adjusted benefits plans costs by the divisor, 24,800,546. The resulting figure is the payroll hour rate. This rate is multiplied by the estimated total number of assessable hours expected to be paid in the fiscal year for which the rates are applicable. The result of this calculation is subtracted from total benefits cost figure, and 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.*

A portion of the hourly rate and each tonnage sector rate is specifically allocated to funding a portion of each benefit plan. The amount required to fund each benefit is subtracted from the total hourly assessment obligation in a specific 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 begins with pension and continues 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 costs of benefits affects the rate. The higher the benefits costs are, the higher the payroll hour rate becomes.

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* above.) 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.

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.

Longshore worker atop 53' container at Global Gateway South, Los Angeles.

1999/2000 Payroll Hour and Tonnage Assessment Rates

		Offshore & Intercoastal					Coastwise				
	Payroll Hour Rate	Containers (per R.U.)	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	Containers (per R.U.)	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo
Pension	3.30	-	-	-	-	-	-	-	-	-	-
Vacation	3.22	-	-	-	-	-	-	-	-	-	-
Holiday	1.10	-	-	-	-	-	-	-	-	-	-
Welfare	2.72	5.46	0.321	0.321	0.026	0.007	3.86	0.132	0.132	0.011	0.004
L/S & Clerk PGP	-	1.19	0.070	0.070	0.006	0.001	0.84	0.029	0.029	0.002	-
Foreman PGP	-	0.03	0.002	0.002	-	-	0.02	0.001	0.001	-	-
Industry Travel	-	0.67	0.040	0.040	0.003	0.001	0.47	0.016	0.016	0.001	-
CFS Program Fund	-	0.31	-	-	-	-	0.22	-	-	-	-
401(k) Contribution*	1.00	-	-	-	-	-	-	-	-	-	-
Total	11.34	7.66	0.433	0.433	0.035	0.009	5.41	0.178	0.178	0.014	0.004

*A 401(k) assessment of $3.84 per payroll hour is collected on walking boss/foreman hours.

These payroll hour assessment rates went into effect with the payroll week beginning 0800 September 18, 1999. 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.

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. Tonnage assessments were used to fund pension, welfare, and other benefits beginning in 1980. During the last six months of 1983, all benefits were funded by assessments on hours; there were no tonnage benefits assessments. The present assessment system, as described beginning on page 64, was implemented at the beginning of the 1984 calendar and payroll years.

The table below shows the history of PMA assessment rates from 1946 to the present. Assessment rates are shown at five-year intervals before 1980. The left portion of the table shows the assessments 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.)

The rates per revenue ton for each of the tonnage categories are shown to the right of the Payroll Hour Rate. Beginning in 1984, container assessments are shown in Revenue Units. PMA Cargo Dues on hours and tonnage are not shown. Effective June 29, 1991, the payroll hour assessments are applicable only to hours paid to jointly recognized registered employees.

HISTORY OF ASSESSMENT RATES (1946-PRESENT)

	Components of Longshore and Clerk Payroll Hour Rate									Offshore & Intercoastal Tonnage Assessment Rates by Cargo Category							
		Supplemental				Pay	Industry	LS & Clk	Payroll	Containers		General	Lumber &	Autos &		CFS Program	
	Pension	Welfare[3]	Vacation[1]	Holiday	Welfare	Guarantee	Travel	401(k)	Hour Rate	Ton	R.U.	Cargo	Logs	Trucks	Bulk	Ton	R.U.
1946			$0.073						$ 0.073								
1950			0.113		$0.03				0.143								
1955	$0.15		0.158		0.10				0.408								
1960	0.15		0.225		0.14				0.515								
1961	0.15		0.225		0.14				0.515			$ 0.28	$0.28		$0.06		
1965	0.367		0.305		0.211				0.883			0.031	0.154	$0.15			
1970	0.532		0.493		0.211				1.236	$0.16		0.23	0.23	0.046	0.0329		
1975	1.634		1.018	$0.19	1.036				3.688	0.19		0.271	0.271	0.054	0.039		
1980	0.668		1.815	0.601	1.024				4.108	0.5794		1.4951	1.0142	0.0705	0.0294		
1981	2.283		2.015	0.348	1.638	$0.567	$0.027		6.878	0.5729		0.4297	0.4297	0.134	0.0299		
1982	2.35		2.241	0.77	2.11	0.77	0.13		8.371	0.621		0.467	0.467	0.144	0.033	$0.20	
1983[2]	3.41		2.78	0.99	3.76	1.04	0.29		12.27							0.247	
1984	3.48		2.75	-	1.45	-	-		7.68		$18.71	1.101	1.101	0.089	0.022		$1.28
1985	3.22		2.528	0.875	0.117	-	-		6.74		14.549	0.856	0.856	0.069	0.017		1.301
1986	2.96	$0.26	2.528	0.875	0.117	-	-		6.74		14.549	0.856	0.856	0.069	0.017		1.301
1987	4.04	0.065	2.652	0.763	-	-	-		7.52		13.775	0.810	0.810	0.066	0.016		0.785
1988	3.62	0.107	2.773	1.02	-	-	-		7.52		13.775	0.810	0.810	0.066	0.016		0.785
1989	3.16	0.51	2.405	1.10	0.345	-	-		7.52		13.762	0.783	0.783	0.063	0.016		0.798
1990	3.32		2.43	1.22	0.55	-	-		7.52		13.306	0.783	0.783	0.063	0.016		1.458
1991	4.19		3.33	-	-	-	-		7.52		12.674	0.746	0.746	0.060	0.015		1.014
1992	5.72		3.09	-	-	-	-		8.81		13.221	0.778	0.778	0.063	0.015		0.49
1993	5.65		3.52	0.84	-	-	-		10.01		14.79	0.870	0.870	0.070	0.017		0.35
1994	8.39		3.30	0.01	-	-	-		11.70		16.70	0.982	0.982	0.080	0.019		0.88
1995	4.64		3.07	0.95	0.64	-	-		9.30		9.79	0.576	0.576	0.047	0.011		0.66
1996	7.31		3.08	0.48	-	-	-		10.87		11.39	0.670	0.670	0.054	0.013		0.52
1997	4.59		3.31	1.37	2.26	-	-		11.53		9.98	0.587	0.587	0.048	0.012		0.10
Mar 28 1998	4.27		3.31	1.37	0.92	-	-		9.87		9.98	0.587	0.587	0.048	0.012		0.10
April 1 1998	4.27		3.31	1.37	0.92	-	-		9.87		8.55	10.410	0.503	0.503	0.010		0.10
July 11 1998	3.30		3.22	1.10	2.72	-	-		10.34		7.35	0.035	0.433	0.433	0.009		0.31
Sep 18 1999	3.30		3.22	1.10	2.72	-	-	$1.00	11.34		7.35	0.035	0.433	0.433	0.009		0.31

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

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

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.

Cargo tonnage is subject to assessments which are used to fund that portion of the collectively bargained fringe benefits costs 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.

An Internet based tonnage reporting system was brought on-line in February 2000 to replace a paper based reporting system. The new tonnage reporting system provides additional data to be used for productivity analysis and adds many features such as automatic conversion from metric to common U.S. measurement. This was a particularly important feature for reporting companies since all foreign trade cargo manifests are reported in metric units with the exception of lumber and logs.

Newsprint rolls aboard Westwood Cleo *berthed at Weyco Mill Dock, Port of Longview, WA.*

The PMA tonnage data includes cargo moving in foreign trade and in the domestic market (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 may include empty containers.

For complete tonnage definitions and reporting requirements, refer to the current edition of the *PMA Tonnage Reporting System 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 required to pay applicable assessments on all cargo tonnage loaded and discharged in California, Oregon, and Washington ports.

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

Cargo Movement

Tonnage is reported by sail date by port by vessel by cargo type by responsible party. Cargo rates differ according to the geographic movement of the cargo and the type of cargo, and 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

Containers are reported according to the outside length of the container in feet. Containers are reported as 20´, 40´, 45´, and so on. The new tonnage reporting system converts the container length 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 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. Containers carrying autos must also be reported by length as "containerized autos."

Great blue heron perched atop a stack of containers at ITS terminal, Long Beach.

Non-Containerized Cargo

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

Revenue tonnage for manifested cargo is determined based on how ocean revenue is calculated. When ocean revenue is based on measurement, 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. 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 a "yacht." 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.

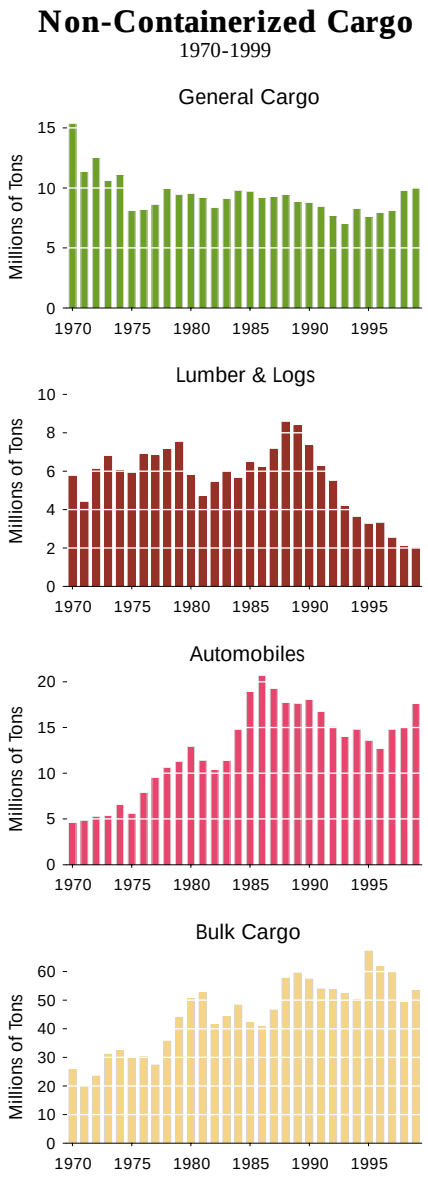
Lumber & Logs, regardless of how manifested, are reported on the basis of 1,000 board feet to the ton

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. There is no uniform standard formula for accurately making a conversion. However, it has been the practice to "convert" from the Scribner Log Scale by multiplying the Scribner board feet by 1.7 to obtain Brereton board feet before converting to measurement revenue tonnage.

Automobiles (including light trucks), regardless of how manifested, are reported based on the cubic measurement of the vehicle.

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.



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, which 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 to the right shows, by reporting category, the total coast tonnage by year from 1970 through 1999.

	CONTAINERS	GENERAL CARGO	LUMBER & LOGS	AUTOMOBILES & TRUCKS	BULK CARGO	TOTAL TONNAGE
1970	8,782,425	15,316,358	5,742,211	4,524,600	25,660,018	60,025,612
1971	8,237,217	11,282,218	4,390,446	4,805,033	19,762,760	48,477,674
1972	12,427,891	12,432,221	6,103,609	5,233,750	23,435,590	59,633,061
1973	17,286,133	10,542,056	6,771,119	5,302,086	31,053,499	70,954,893
1974	19,645,497	11,022,499	6,045,637	6,502,908	32,320,845	75,537,386
1975	17,826,596	8,033,396	5,901,839	5,561,014	29,645,689	66,968,534
1976	23,221,682	8,134,498	6,877,271	7,828,243	30,228,242	76,289,936
1977	26,414,368	8,563,580	6,805,138	9,457,329	27,330,016	78,570,431
1978	28,819,244	9,844,671	7,116,000	10,571,245	35,622,335	91,973,495
1979	31,004,124	9,402,025	7,512,088	11,243,783	43,973,689	103,135,709
1980	34,961,122	9,485,736	5,778,206	12,889,020	50,568,290	113,682,374
1981	35,285,833	9,101,434	4,663,983	11,361,442	52,547,465	112,960,157
1982	38,698,403	8,297,299	5,428,609	10,298,415	41,483,760	104,206,486
1983	45,429,483	9,047,558	5,981,043	11,317,759	44,204,444	115,980,287
1984	54,865,052	9,756,682	5,636,415	14,731,180	48,293,596	133,282,925
1985	57,766,646	9,674,183	6,438,557	18,849,314	42,106,859	134,835,559
1986	66,718,404	9,094,687	6,178,052	20,642,032	40,777,087	143,410,262
1987	75,658,551	9,185,331	7,153,443	19,209,803	46,483,967	157,691,095
1988	82,177,507	9,348,783	8,568,982	17,657,367	57,635,530	175,388,169
1989	87,685,303	8,783,588	8,370,546	17,591,459	59,506,199	181,937,095
1990	90,273,077	8,725,931	7,328,202	17,981,501	57,355,691	181,664,402
1991	96,273,125	8,384,586	6,225,273	16,692,545	53,881,933	181,457,462
1992	101,978,206	7,591,757	5,489,640	15,063,006	53,699,428	183,822,037
1993	106,219,196	6,954,623	4,167,694	13,915,249	52,344,375	183,601,137
1994	121,870,484	8,216,857	3,609,270	14,770,607	50,305,273	198,772,491
1995	128,775,816	7,510,216	3,251,827	13,530,428	67,172,576	220,240,863
1996	130,286,300	7,879,062	3,304,565	12,611,072	61,600,326	215,681,325
1997	139,362,736	8,032,536	2,523,657	14,761,793	59,934,309	224,615,031
1998	143,548,068	9,719,501	2,071,769	14,944,308	49,101,074	219,384,720
1999	156,600,889	10,007,168	2,005,594	17,534,180	53,354,486	239,502,317

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

Inbound from British Columbia	
San Diego	46,180
Long Beach	190,694
Total	236,874

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. The table to the right shows 1999 loaded coastwise cargo.

Cargo inbound from British Columbia represents a subset of total revenue tonnage and is shown above. All cargo inbound from British Columbia in 1999 was reported as general cargo tonnage and was discharged in San Diego and Long Beach.

Coastwise Cargo (Loaded)

	Containers (RUs)	General Cargo	Lumber & Logs	Automobiles & Trucks	Bulk Cargo
SOUTHERN CALIFORNIA					
Los Angeles	12,745			220	
NORTHERN CALIFORNIA					
Oakland	266			139	
Sacramento					3,138
OREGON					
Coos Bay, North Bend			54,659		
Astoria			1,923		
Portland			46,295		
Kalama, WA			37,549		
Longview, WA			22,201		
WASHINGTON					
Aberdeen			142,104		57,802
Port Angeles			74,230		
Olympia					100
Seattle	7,230		1,350	908	
Everett			20,542		
Bellingham			1,440		
Total	20,241	0	402,293	1,267	61,040

Autos going up ramp into vessel at Berth 33, Oakland, operated by SSAT.

	TOTAL TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 1998	% Discharged: % Loaded	Total (TEUs)	% of Coast	Chg from 1998	% Discharged: % Loaded	Total	% of Coast	Chg from 1998	% Discharged: % Loaded
SOUTHERN CALIFORNIA												
San Diego	4,283,309	1.8%	43.0%	82.2: 17.8	8	<0.1%	-99.7%	0.0: 100.0	208,978	2.1%	74.9%	96.9: 3.1
Long Beach	65,918,990	27.5	4.0	68.3: 31.7	3,228,984	35.1	9.1	71.2: 28.8	1,702,440	17.0	-2.2	98.2: 1.8
Los Angeles	59,090,681	24.7	13.8	67.6: 32.4	2,694,626	29.3	11.2	71.7: 28.3	3,545,426	35.4	2.3	97.4: 2.6
Port Hueneme	2,859,595	1.2	15.1	93.3: 6.7	11,432	0.1	60.0	87.3: 12.7	672,024	6.7	-4.2	82.6: 17.4
AREA TOTAL	132,152,575	55.2%	9.4%	69.0: 31.0	5,935,050	64.4%	10.0%	71.4: 28.6	6,128,868	61.2%	1.7%	96.0: 4.0
NORTHERN CALIFORNIA												
San Francisco	501,031	0.2%	63.1%	69.0: 31.0	28,755	0.3%	89.7%	68.3: 31.7	12,196	0.1%	-75.4%	95.7: 4.3
Redwood City	272,927	0.1	145.4	100.0: 0.0	-				-			
Oakland	20,356,278	8.5	6.4	37.4: 62.6	1,131,215	12.3	6.9	36.6: 63.4	306,647	3.1	-26.5	96.5: 3.5
Richmond	290,244	0.1	10.5	99.5: 0.5	146	<0.1	-48.0	95.9: 4.1	285,622	2.9	11.2	99.5: 0.5
Crockett	693,730	0.3	4.2	98.9: 1.1	546	<0.1	33.2	19.8: 80.2	-			
Pittsburg	284,010	0.1	7.9	1.9: 98.1	-				-			
Stockton	1,310,545	0.5	10.7	78.8: 21.2	-				85,616	0.9	-64.3	100.0: 0.0
Sacramento	838,883	0.4	7.5	22.0: 78.0	-				234,081	2.3	108.1	6.2: 93.8
Benicia	366,327	0.2	-38.4	2.0: 98.0	-				68,604	0.7	48.6	0.0: 100.0
Eureka	701,256	0.3	46.0	22.2: 77.8	231	<0.1		19.5: 80.5	223,588	2.2	43.3	0.3: 99.7
AREA TOTAL	25,615,231	10.7%	7.5%	41.3: 58.7	1,160,893	12.6%	8.1%	37.4: 62.6	1,216,354	12.2%	-4.8%	57.0: 43.0
OREGON												
Coos Bay/No. Bend	2,261,543	0.9%	-7.2%	3.6: 96.4	3	<0.1%		0.0: 100.0	11,612	0.1%	-77.6%	8.2: 91.8
Newport	8,673	<0.1	78.2	78.3: 21.7	-				-			
Astoria	20,306	<0.1	-54.0	100.0: 0.0	-				-			
Portland	18,985,297	7.9	5.0	26.6: 73.4	219,294	2.4	15.4%	17.9: 82.1	796,303	8.0	26.1	96.5: 3.5
Vancouver, WA	4,998,814	2.1	-0.6	18.0: 82.0	37	<0.1	184.6	70.3: 29.7	391,986	3.9	1.2	74.2: 25.8
Kalama, WA	6,442,294	2.7	39.4	5.0: 95.0	-				334,016	3.3	88.2	96.2: 3.8
Longview, WA	2,441,118	1.0	-13.0	11.1: 88.9	10	<0.1	900.0	0.0: 100.0	402,324	4.0	4.2	5.9: 94.1
AREA TOTAL	35,158,045	14.7%	6.5%	18.9: 81.1	219,344	2.4%	15.5%	17.9: 82.1	1,936,241	19.3%	18.4%	72.6: 27.4
WASHINGTON												
Aberdeen	384,856	0.2%	15.4%	2.4: 97.6	321	<0.1%	-10.3%	100.0: 0.0	79,766	0.8%	32.2%	4.9: 95.1
Port Angeles	270,660	0.1	12.3	4.2: 95.8	-				-			
Olympia	39,071	<0.1	-66.7	41.7: 58.3	-				3,571	<0.1	-36.7	24.2: 75.8
Tacoma	23,314,573	9.7	21.6	38.7: 61.3	839,766	9.1	16.0	43.5: 56.5	249,248	2.5	-21.1	72.7: 27.3
Seattle	21,024,808	8.8	3.6	52.9: 47.1	1,055,283	11.5	-0.2	57.0: 43.0	255,367	2.6	-16.3	84.5: 15.5
Everett	478,220	0.2	-3.3	76.3: 23.7	11	<0.1	22.2	0.0: 100.0	15,998	0.2	135.4	15.5: 84.5
Anacortes	269,058	0.1	-13.0	0.0: 100.0	1,149	<0.1		0.2: 99.8	-			
Bellingham	795,220	0.3	3.8	85.7: 14.3	-				121,755	1.2	40.3	7.4: 92.6
AREA TOTAL	46,576,466	19.4%	11.6%	45.5: 54.5	1,896,530	20.6%	6.1%	51.0: 49.0	725,705	7.3%	-7.0%	56.9: 43.1
COAST TOTAL	239,502,317	100.0%	9.2%	54.1: 45.9	9,211,817	100.0%	9.1%	61.7: 38.3	10,007,168	100.0%	3.0%	83.9: 16.1

Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 1999 by category by port. There are six sets of columns: one set for total revenue tonnage and one set for each of the five reporting categories.

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

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

Total tonnage reported for the port.

Chg from 1998 shows the percent 1999 tonnage changed from 1998 tonnage.

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

% 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.

	LUMBER & LOGS				AUTOMOBILES AND TRUCKS				BULK CARGO				
	Total	% of Coast	Chg from 1998	% Discharged: % Loaded	Total	% of Coast	Chg from 1998	% Discharged: % Loaded	Total	% of Coast	Chg from 1998	% Discharged: % Loaded	
SOUTHERN CALIFORNIA													
San Diego	84,393	4.2%	16.2%	100.0: 0.0	2,227,084	12.7%	17.6%	98.1: 1.9	1,762,718	3.3%	105.4%	59.5: 40.5	
Long Beach	129,633	6.5	-3.0	100.0: 0.0	2,984,514	17.0	-0.2	92.9: 7.1	6,209,675	11.6	-24.5	22.8: 77.2	
Los Angeles	4,140	0.2	-88.2	100.0: 0.0	3,092,189	17.6	35.5	87.2: 12.8	6,640,284	12.4	34.3	13.9: 86.1	
Port Hueneme	-				1,951,664	11.1	20.3	97.4: 2.6	41,563	0.1	6.7	100.0: 0.0	
AREA TOTAL	218,166	10.9%	-9.6%	100.0: 0.0	10,255,451	58.5%	16.7%	93.2: 6.8	14,654,240	27.5%	4.1%	23.4: 76.6	
NORTHERN CALIFORNIA													
San Francisco	-				-				-				
Redwood City	-				-				272,927	0.5%	145.4%	100.0: 0.0	
Oakland	-				753,332	4.3%	9.4%	26.8: 73.2	65,644	0.1	78.4	100.0: 0.0	
Richmond	2,140	0.1%	89.4%	100.0: 0.0	-				-				
Crockett	-				-				684,448	1.3	3.9	100.0: 0.0	
Pittsburg	-				-				284,010	0.5	7.9	1.9: 98.1	
Stockton	-				-				1,224,929	2.3	29.7	77.3: 22.7	
Sacramento	2,053	0.1	-61.3	0.0: 100.0	-				602,749	1.1	-9.0	28.2: 71.8	
Benicia	-				124,863	0.7	-53.7	5.9: 94.1	172,860	0.3	-38.1	0.0: 100.0	
Eureka	114,747	5.7	219.8	100.0: 0.0	-				358,994	0.7	24.4	10.9: 89.1	
AREA TOTAL	118,940	5.9%	181.1%	98.3: 1.7	878,195	5.0%	-8.4%	23.8: 76.2	3,666,561	6.9%	11.6%	59.6: 40.4	
OREGON													
N Bend/Coos Bay	137,020	6.8%	-27.0%	58.7: 41.3	-				2,112,860	4.0%	-3.9%	0.0: 100.0	
Newport	8,673	0.4	78.2	78.3: 21.7	-				-				
Astoria/Warrenton	20,306	1.0	-53.5	100.0: 0.0	-				-				
Portland	44,324	2.2	-38.5	68.7: 31.3	3,316,992	18.9%	25.5%	94.1: 5.9	11,099,680	20.8	-3.5	4.1: 95.9	
Vancouver, WA	-				530,442	3.0	27.4	100.0: 0.0	4,075,757	7.6	-3.4	2.0: 98.0	
Kalama	-				-				6,108,278	11.4	37.4	0.0: 100.0	
Longview, WA	623,488	31.1	0.7	0.0: 100.0	-				1,415,136	2.7	-21.4	17.5: 82.5	
AREA TOTAL	833,811	41.6%	-10.7%	16.5: 83.5	3,847,434	21.9%	25.7%	94.9: 5.1	24,811,711	46.5%	2.7%	3.2: 96.8	
WASHINGTON													
Aberdeen	299,633	14.9%	12.2%	0.0: 100.0	-				-				
Port Angeles	33,949	1.7	-16.4	33.6: 66.4	-				236,711	0.4%	18.1%	0.0: 100.0	
Olympia	21,244	1.1	-19.7	5.5: 94.5	-				14,256	<0.1		100.0: 0.0	
Tacoma	332,314	16.6	-11.8	0.9: 99.1	1,829,786	10.4%	14.0%	74.5: 25.5	6,627,203	12.4	44.7	18.9: 81.1	
Seattle	20,357	1.0	197.8	4.8: 95.2	709,830	4.0	33.4	94.2: 5.8	2,099,443	3.9	43.5	0.0: 100.0	
Everett	104,203	5.2	-16.6	4.5: 95.5	5,561	<0.1		100.0: 0.0	352,271	0.7	-2.9	100.0: 0.0	
Anacortes	22,140	1.1	95.6	0.0: 100.0	-				227,385	0.4	-23.6	0.0: 100.0	
Bellingham/Blaine	837	<0.1		0.0: 100.0	7,923	<0.1		100.0: 0.0	664,705	1.2	-2.2	100.0: 0.0	
AREA TOTAL	834,677	41.6%	-2.3%	2.6: 97.4	2,553,100	14.6%	19.5%	80.1: 19.9	10,221,974	19.2%	34.8%	22.3: 77.7	
COAST TOTAL	2,005,594	100.0%	-3.2%	24.7: 75.3	17,534,180	100.0%	17.3%	88.2: 11.8	53,354,486	100.0%	8.7%	16.3: 83.7	

Coast Market Share

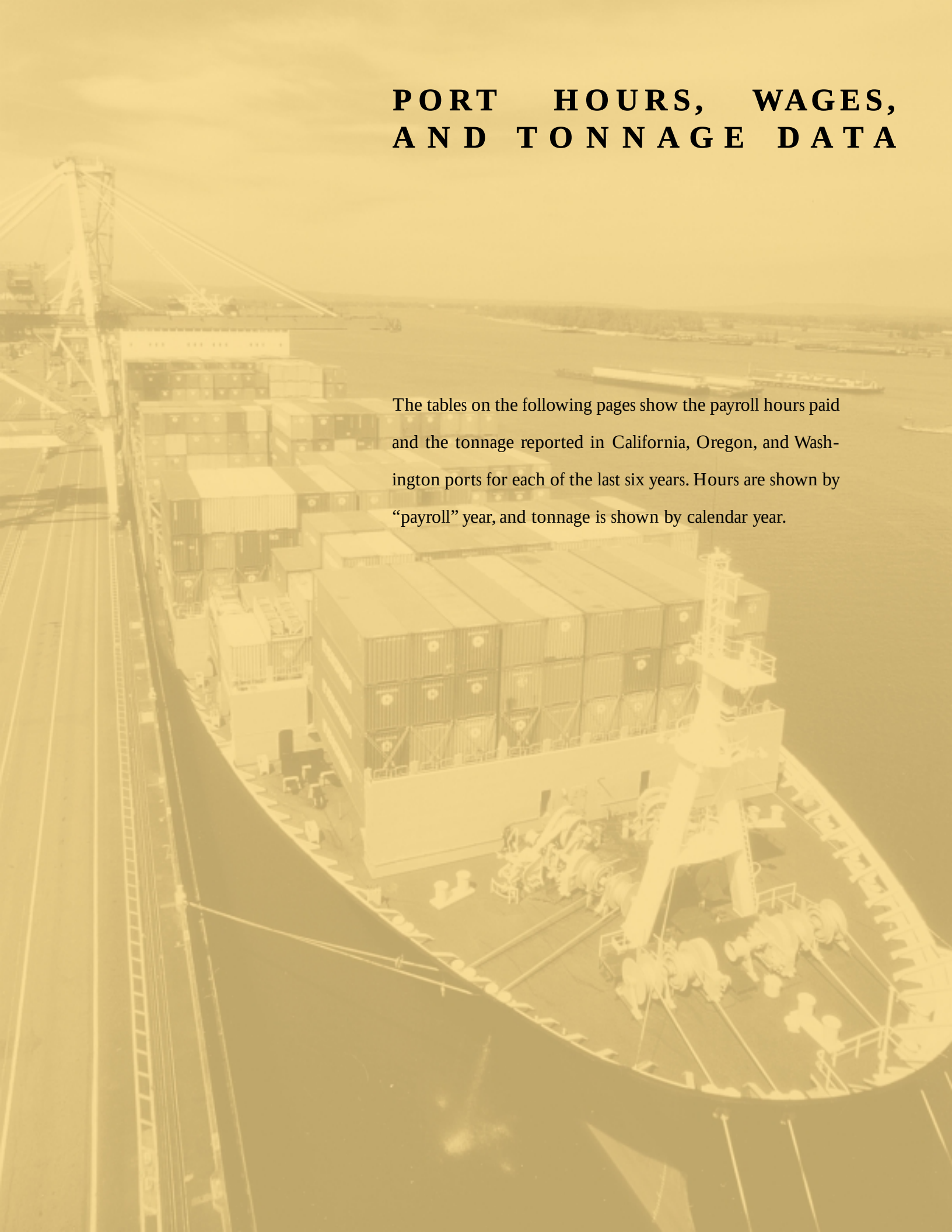
For each of the six major ports and for All Other Ports, the number of assessable container TEUs and the revenue tonnage reported in each of the other four cargo sectors are shown for each year since 1995.

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

In the table below, the column labeled "Percent of Coast"represents the cargo tonnage as a percent of the coast total for that sector.This percentage represents what is commonly referred to as "market share." The six major ports listed below handled 87.1% of the total coast tonnage in 1999 and 99.5% of the containerized cargo.

	1999		1998		1997		1996		1995	
	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*	TEUs/Tons	*Percent of Coast*
Long Beach										
Container TEUs	3,228,984	*35.1%*	2,958,782	*35.0%*	2,815,979	*34.4%*	2,469,112	*32.2%*	2,269,107	*30.0%*
General Cargo	1,702,440	*17.0*	1,740,983	*17.9*	1,671,561	*20.8*	1,640,141	*20.8*	1,627,856	*21.7*
Lumber & Logs	129,633	*6.5*	133,648	*6.5*	100,748	*4.0*	93,676	*2.8*	84,762	*2.6*
Autos & Trucks	2,984,514	*17.0*	2,990,375	*20.0*	2,805,099	*19.0*	2,526,342	*20.0*	2,632,572	*19.5*
Bulk Cargo	6,209,675	*11.6*	8,228,636	*16.8*	9,387,336	*15.7*	8,924,333	*14.5*	8,813,789	*13.1*
Total Long Beach	65,918,990	*27.5%*	63,392,936	*28.9%*	61,836,387	*27.5%*	55,159,396	*25.6%*	51,733,798	*23.5%*
Los Angeles										
Container TEUs	2,694,626	*29.3%*	2,424,296	*28.7%*	2,287,137	*27.9%*	2,156,471	*28.1%*	2,067,041	*27.3%*
General Cargo	3,545,426	*35.4*	3,464,596	*35.6*	2,617,137	*32.6*	2,529,805	*32.1*	2,302,547	*30.7*
Lumber & Logs	4,140	*0.2*	35,020	*1.7*	25,079	*1.0*	30,111	*0.9*	42,820	*1.3*
Autos & Trucks	3,092,189	*17.6*	2,281,740	*15.3*	2,308,277	*15.6*	2,559,618	*20.3*	2,762,685	*20.4*
Bulk Cargo	6,640,284	*12.4*	4,945,696	*10.1*	3,576,158	*6.0*	5,638,385	*9.2*	4,516,553	*6.7*
Total Los Angeles	59,090,681	*24.7%*	51,940,084	*23.7%*	47,407,980	*21.1%*	47,417,926	*22.0%*	44,764,302	*20.3%*
Oakland										
Container TEUs	1,131,215	*12.3%*	1,058,022	*12.5%*	1,051,036	*12.8%*	1,066,014	*13.9%*	1,135,893	*15.0%*
General Cargo	306,647	*3.1*	417,108	*4.3*	244,672	*3.0*	217,212	*2.8*	293,790	*3.9*
Lumber & Logs	-	-	-	-	48	*<0.1*	-	-	3,081	*0.1*
Autos & Trucks	753,332	*4.3*	688,741	*4.6*	638,777	*4.3*	586,005	*4.6*	568,724	*4.2*
Bulk Cargo	65,644	*0.1*	36,792	*0.1*	4,851	*<0.1*	-	-	-	-
Total Oakland	20,356,278	*8.5%*	19,129,015	*8.7%*	18,755,960	*8.4%*	18,925,455	*8.8%*	20,175,776	*9.2%*
Portland										
Container TEUs	219,294	*2.4%*	189,965	*2.2%*	213,337	*2.6%*	220,012	*2.9%*	247,362	*3.3%*
General Cargo	796,303	*8.0*	631,717	*6.5*	261,402	*3.3*	234,873	*3.0*	271,508	*3.6*
Lumber & Logs	33,126	*1.7*	72,049	*3.5*	106,120	*4.2*	94,008	*2.8*	105,976	*3.3*
Autos & Trucks	3,316,992	*18.9*	2,643,646	*17.7*	2,795,810	*18.9*	2,232,621	*17.7*	2,364,901	*17.5*
Bulk Cargo	11,099,680	*20.8*	11,499,458	*23.4*	11,437,267	*19.1*	11,793,997	*19.1*	12,605,790	*18.8*
Total Portland	18,974,099	*7.9%*	18,076,275	*8.2%*	18,227,328	*8.1%*	18,095,703	*8.4%*	19,553,329	*8.9%*
Tacoma										
Container TEUs	839,766	*9.1%*	723,678	*8.6%*	771,392	*9.4%*	723,834	*9.4%*	759,783	*10.0%*
General Cargo	249,248	*2.5*	315,908	*3.3*	278,550	*3.5*	225,296	*2.9*	187,177	*2.5*
Lumber & Logs	332,314	*16.6*	376,842	*18.2*	435,604	*17.3*	567,992	*17.2*	571,821	*17.6*
Autos & Trucks	1,829,786	*10.4*	1,605,080	*10.7*	1,626,043	*11.0*	1,334,036	*10.6*	1,440,656	*10.6*
Bulk Cargo	6,627,203	*12.4*	4,578,840	*9.3*	7,113,345	*11.9*	7,568,703	*12.3*	7,175,578	*10.7*
Total Tacoma	23,314,573	*9.7%*	19,179,196	*8.7%*	22,567,206	*10.0%*	22,001,205	*10.2%*	22,291,543	*10.1%*
Seattle										
Container TEUs	1,055,283	*11.5%*	1,057,881	*12.5%*	1,020,024	*12.4%*	1,009,275	*13.2%*	1,055,827	*13.9%*
General Cargo	255,367	*2.6*	304,963	*3.1*	284,106	*3.5*	356,747	*4.5*	368,785	*4.9*
Lumber & Logs	20,357	*1.0*	6,835	*0.3*	13,028	*0.5*	13,884	*0.4*	13,987	*0.4*
Autos & Trucks	709,830	*4.0*	531,988	*3.6*	792,748	*5.4*	583,565	*4.6*	549,426	*4.1*
Bulk Cargo	2,099,443	*3.9*	1,462,698	*3.0*	4,042,335	*6.7*	3,987,024	*6.5*	5,875,532	*8.7*
Total Seattle	21,024,808	*8.8%*	20,290,461	*9.2%*	22,472,625	*10.0%*	22,098,895	*10.2%*	24,756,789	*11.2%*
All Other Ports										
Container TEUs	42,649	*0.5%*	31,380	*0.4%*	38,903	*0.5%*	19,182	*0.3%*	40,035	*0.5%*
General Cargo	3,151,737	*31.5*	2,844,226	*29.3*	2,675,108	*33.3*	2,674,988	*34.0*	2,458,553	*32.7*
Lumber & Logs	1,486,024	*74.1*	1,447,375	*69.9*	1,843,030	*73.0*	2,504,894	*75.8*	2,429,380	*74.7*
Autos & Trucks	4,847,537	*27.6*	4,202,738	*28.1*	3,795,039	*25.7*	2,788,885	*22.1*	3,211,464	*23.7*
Bulk Cargo	20,612,557	*38.6*	18,348,954	*37.4*	24,373,017	*40.7*	23,687,884	*38.5*	28,185,334	*42.0*
Total All Other Ports	30,822,888	*12.9%*	27,376,753	*12.5%*	33,347,545	*14.8%*	31,982,745	*14.8%*	36,965,326	*16.8%*
COAST TOTALS										
Container TEUs	9,211,817		8,444,004		8,197,808		7,663,900		7,575,048	
General Cargo	10,007,168		9,719,501		8,032,536		7,879,062		7,510,216	
Lumber & Logs	2,005,594		2,071,769		2,523,657		3,304,565		3,251,827	
Autos & Trucks	17,534,180		14,944,308		14,761,793		12,611,072		13,530,428	
Bulk Cargo	53,354,486		49,101,074		59,934,309		61,600,326		67,172,576	
Total Coast	239,502,317	*100.0%*	219,384,720	*100.0%*	224,615,031	*100.0%*	215,681,325	*100.0%*	220,240,863	*100.0%*

PORT HOURS, WAGES, AND TONNAGE DATA



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.

Calculation of Total Tonnage and "Weighted Tonnage"

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

Truckers leaving gate at Berth 33, Oakland.

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

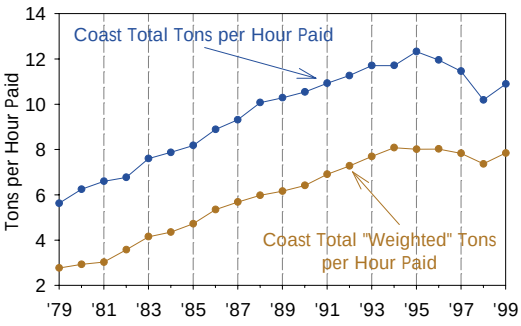
Total Tonnage

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

"Weighted" Tonnage

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

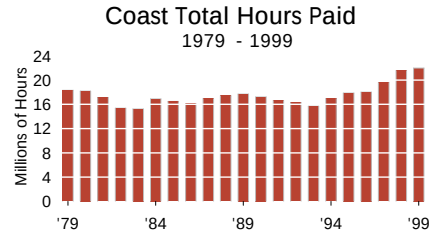
Applying a "weighting" factor to bulk tonnage has been a common approach to measuring productivity for decades. Bulk tonnage is currently weighted at 50 to 1. The reason for greatly reducing the amount of the Bulk tonnage used in studies about productivity is that Bulk Cargo, because of the methods of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

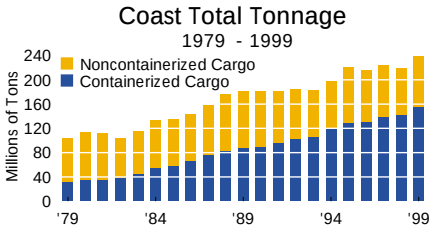


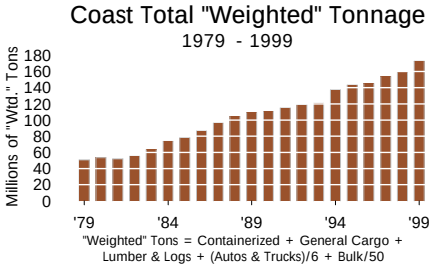
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on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

Total "Weighted" Tonnage

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







Explanation of Port Hours, Wages, and Tonnage Data

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

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

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

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

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

Hours

Wages

Tonnage

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

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

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.

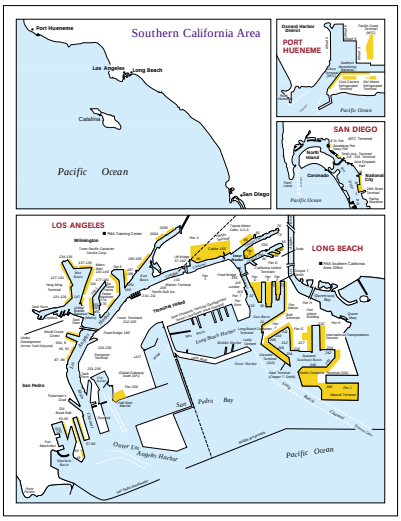
The *Total Wages Pd* figure is the sum of all wages paid for the hours shown in the Total Hours column. These wages do not include any mileage or benefits payments, and they are shown in thousands (000s) of dollars.

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

This value is the result of dividing "Weighted Tonnage" by Total Hours. (*See Total "Weighted" Tonnage on page 76.*) *The Total Hours value in 1998 has been annualized to 52 weeks to allow comparison with the other payroll years shown.*

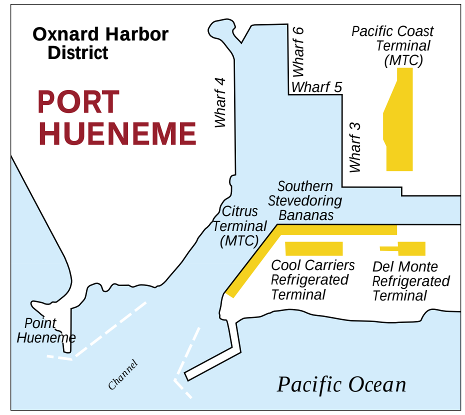
The *Total Tonnage* figure is the sum of all revenue tonnage reported as General Cargo, Lumber & Logs, Automobiles & Trucks, Bulk Cargo, and a constructed container tonnage figure calculated by multiplying the number of Revenue Units by 17 tons per revenue unit.

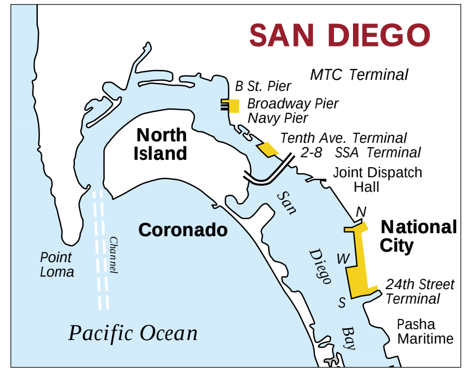
Separating the port tables are maps showing selected ports in each PMA administrative area. These maps may not contain all or the latest information. The descriptions on the maps of harbors, wharfs, and facilities are selective and are for reference purposes only.

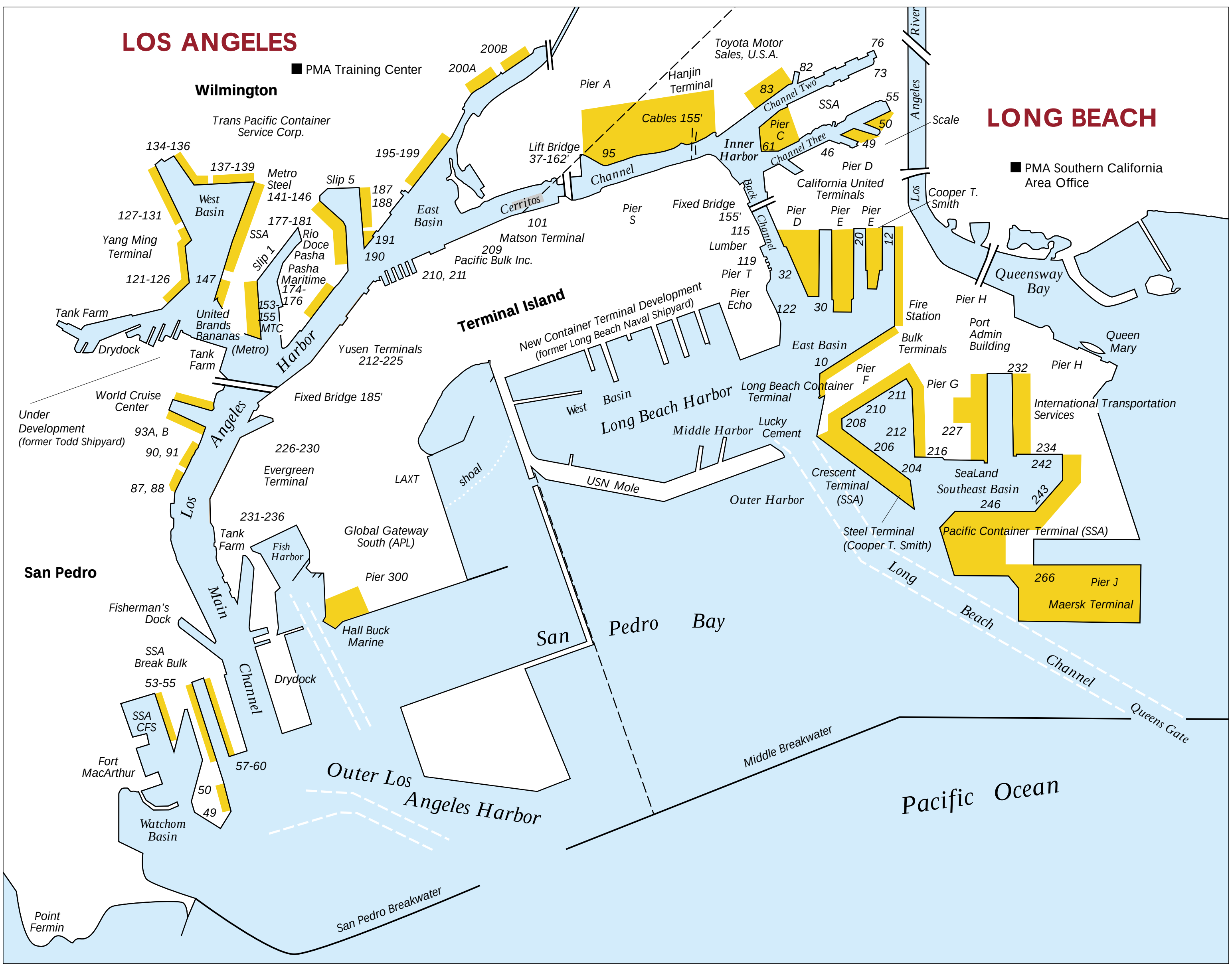


Logs aboard Leo Forest *at Weyco Log Dock "A," Port of Longview, WA.*


Southern California Area
Port Hueneme
Los Angeles
Long Beach
Catalina
Pacific Ocean
San Diego


Oxnard Harbor District
PORT HUENEME
Wharf 4
Wharf 6
Wharf 5
Wharf 3
Pacific Coast Terminal (MTC)
Southern Stevedoring Bananas
Citrus Terminal (MTC)
Cool Carriers Refrigerated Terminal
Del Monte Refrigerated Terminal
Point Hueneme
Channel
Pacific Ocean

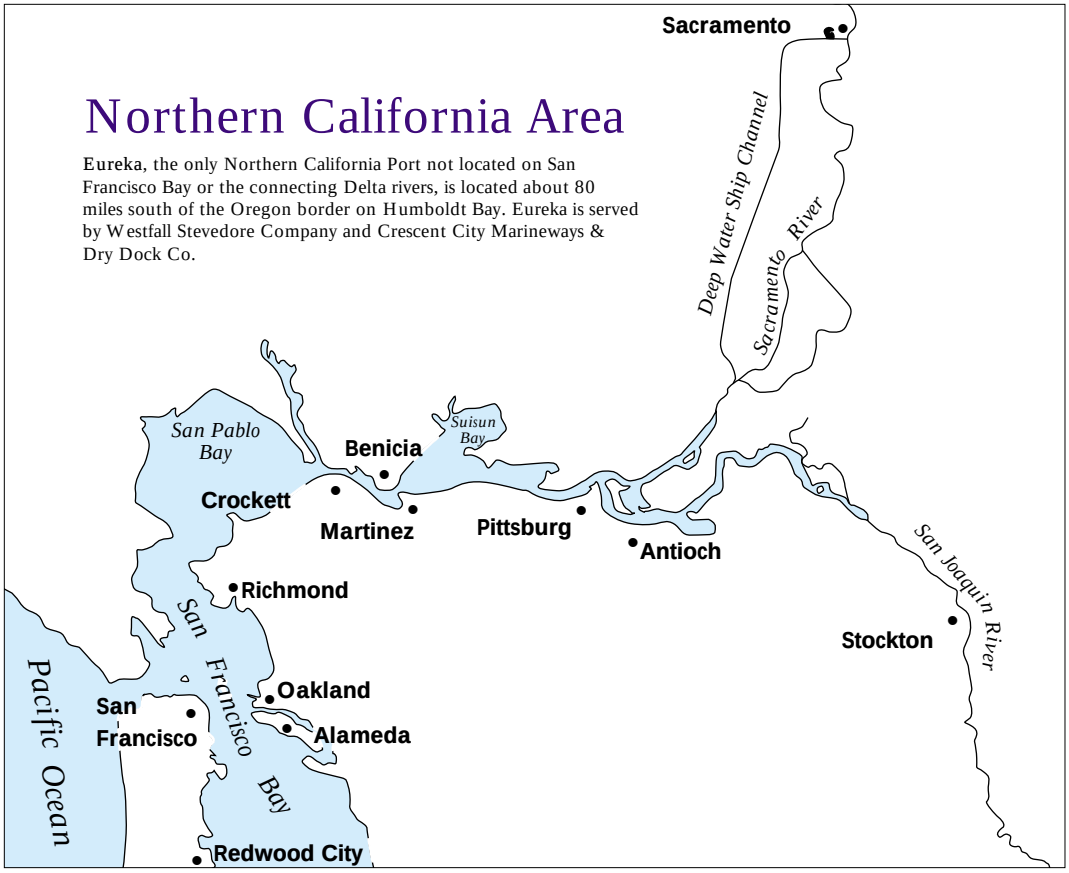

SAN DIEGO
MTC Terminal
B St. Pier
Broadway Pier
Navy Pier
Tenth Ave. Terminal
2-8 SSA Terminal
Joint Dispatch Hall
North Island
Coronado
National City
24th Street Terminal
Pasha Maritime
Point Loma
Channel
San Diego Bay
N
W
S
Pacific Ocean

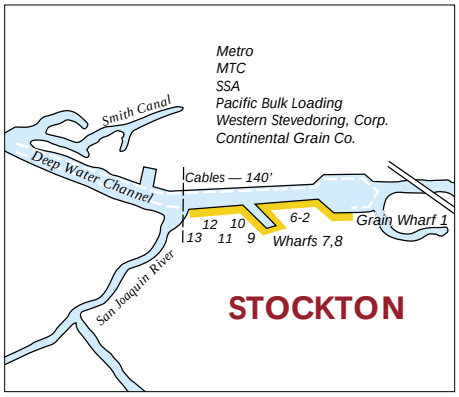

LOS ANGELES
PMA Training Center
Wilmington
Trans Pacific Container Service Corp.
134-136
137-139
Metro Steel 141-146
West Basin
127-131
Yang Ming Terminal
121-126
147
Tank Farm
Drydock
United Brands Bananas
Tank Farm
(Metro)
177-181
SSA
Slip 1
Rio Doce Pasha
Pasha Maritime
174-176
153-155 MTC
Slip 5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

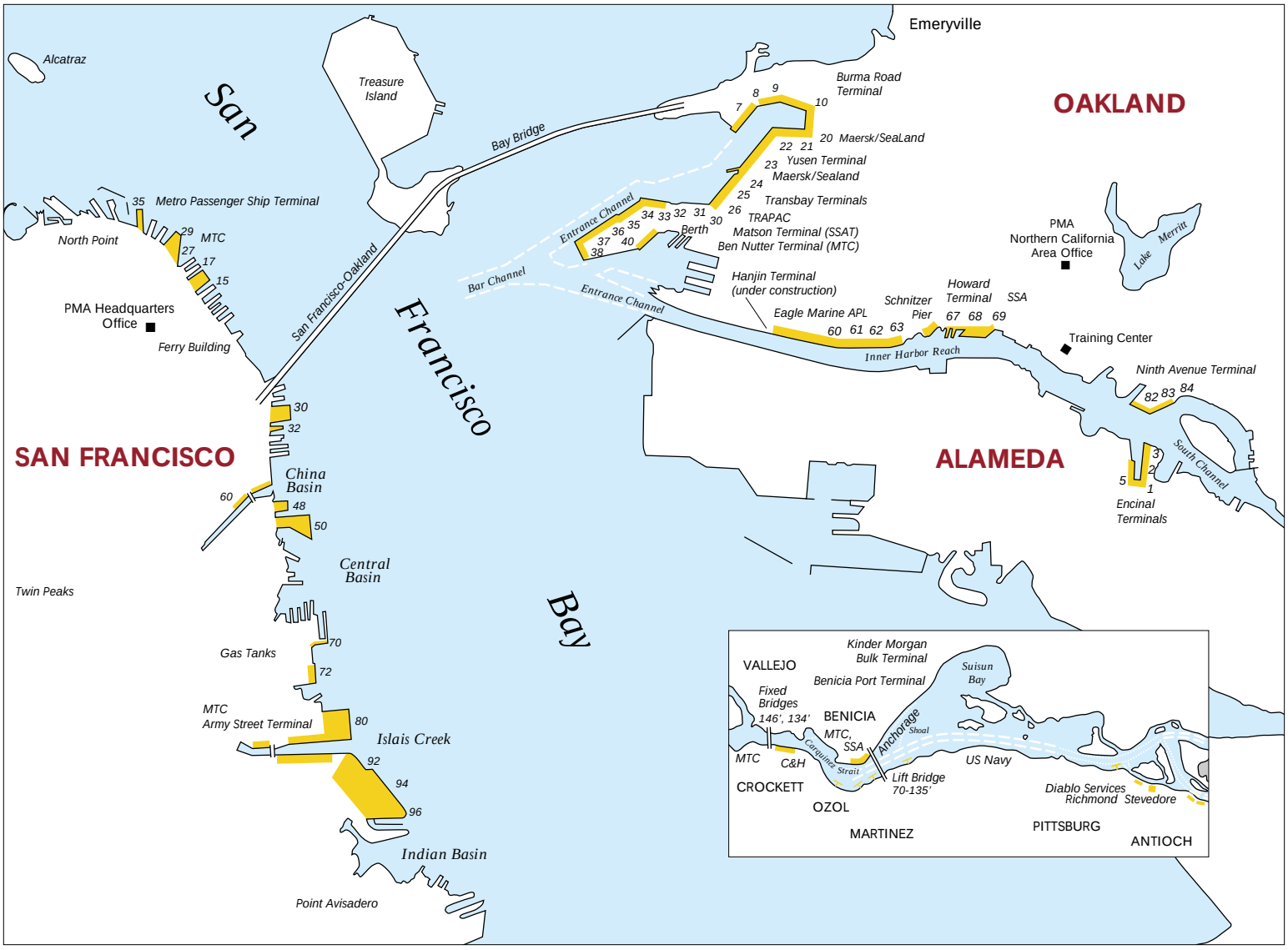
Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
HOURS						**WAGES**				**TONNAGE**							
SOUTHERN CALIFORNIA																	
SAN DIEGO																	
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%	7.6%	4.2%	24.5%	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	7.3	4.6	22.6	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	6.6	4.9	26.8	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	3.4	2.6	57.6	31.6	3.73
1998	168,446	0.8	78.4	9.4	12.3	5,450	30.56	34.85	41.90	2,994,757	1.4	1.7	4.0	2.4	63.2	28.7	3.48
1999	208,425	0.9	77.7	9.7	12.6	7,012	31.78	36.45	42.98	4,283,309	1.8	-	4.9	2.0	52.0	41.2	3.36
LOS ANGELES/LONG BEACH																	
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%	4.7%	0.4%	5.5%	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	4.1	0.1	5.6	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	4.1	0.1	5.0	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	48.6	79.4	3.9	0.1	4.7	11.9	8.18
1998	13,138,586	61.0	66.3	24.0	9.7	480,519	34.73	38.73	43.89	115,333,020	52.6	79.4	4.5	0.2	4.6	11.4	7.60
1999	13,310,921	60.5	66.0	24.5	9.4	495,909	35.61	38.94	44.40	125,009,671	52.2	80.6	4.2	0.1	4.9	10.3	8.07
PORT HUENEME																	
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%	35.1%	-	62.7%	-	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	37.5	-	61.2	-	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	38.8	-	60.6	-	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	31.7	-	63.9	-	4.20
1998	310,619	1.4	78.6	14.8	6.6	9,647	29.63	33.83	41.89	2,484,428	1.1	4.9	28.2	-	65.3	1.6%	3.59
1999	316,889	1.4	77.6	16.0	6.5	9,934	29.92	34.01	41.95	2,859,595	1.2	6.8	23.5	-	68.3	1.5	3.76
NORTHERN CALIFORNIA																	
SAN FRANCISCO/OAKLAND/ALAMEDA/REDWOOD CITY/RICHMOND/CROCKETT/BENICIA																	
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%	2.3%	0.1%	12.8%	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	2.5	<0.1	9.3	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	2.3	<0.1	8.0	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	2.6	<0.1	5.8	4.6	8.61
1998	2,523,349	11.7	65.4	26.7	7.9	87,371	32.82	36.46	43.33	21,071,317	9.6	86.6	3.7	<0.1	4.6	5.2	7.76
1999	2,577,417	11.7	65.2	26.5	8.2	91,257	33.58	37.19	44.12	22,480,537	9.4	87.8	3.0	<0.1	3.9	5.3	7.98
STOCKTON/PITTSBURG/ANTIOCH																	
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%	3.6	<0.1%	-	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
1999	113,916	0.5	72.6	19.9	7.5	3,980	33.05	38.48	43.84	1,594,555	0.7	-	5.4	-	-	94.6	1.02
SACRAMENTO																	
1994	141,360	0.8%	76.9%	17.5%	5.5%	$3,806	$25.57	$29.70	$36.88	1,199,037	0.6%	-	28.4%	2.1%	-	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	-	7.0	0.9	-	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	-	17.8	1.7	-	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	-	19.0	0.5	-	80.5	2.62
1998	60,666	0.3	68.2	24.5	7.2	2,038	31.66	36.21	42.99	779,997	0.4	-	14.4	0.7	-	84.9	2.20
1999	79,752	0.4	69.3	23.5	7.2	2,646	31.18	36.17	42.58	838,883	0.4	-	27.9	0.2	-	71.9	3.11
EUREKA/CRESCENT CITY																	
1994	23,815	0.1%	77.4%	12.0%	10.6%	$714	$27.94	$35.22	$38.89	661,501	0.3%	-	24.3%	4.5%	-	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	-	31.9	10.8	-	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	-	40.3	6.4	-	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	-	34.7	3.7	-	61.6	10.75
1998	20,728	<0.1	77.6	11.5	10.9	717	32.10	40.95	45.66	480,394	0.2	-	32.5	7.5	-	60.1	9.72
1999	32,723	0.1	76.0	12.4	11.6	1,169	33.61	39.72	45.41	701,256	0.3	0.6%	31.9	16.4	-	51.2	10.68

Northern California Area

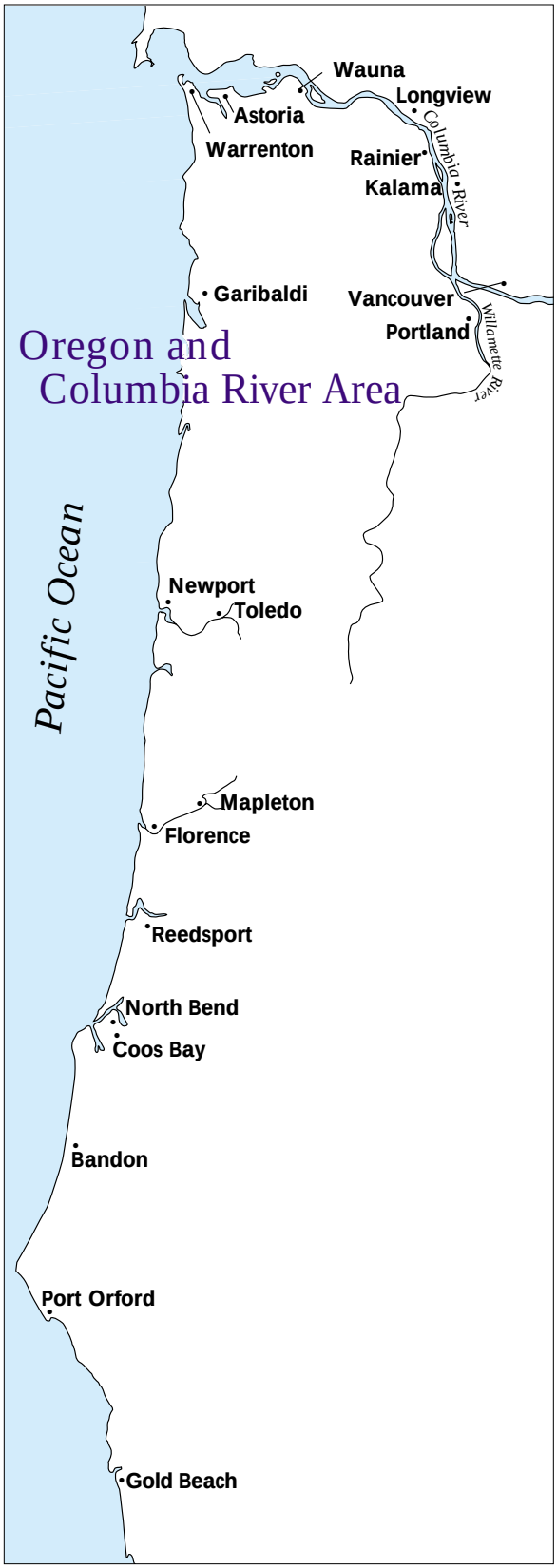
Eureka, the only Northern California Port not located on San Francisco Bay or the connecting Delta rivers, is located about 80 miles south of the Oregon border on Humboldt Bay. Eureka is served by Westfall Stevedore Company and Crescent City Marineways & Dry Dock Co.



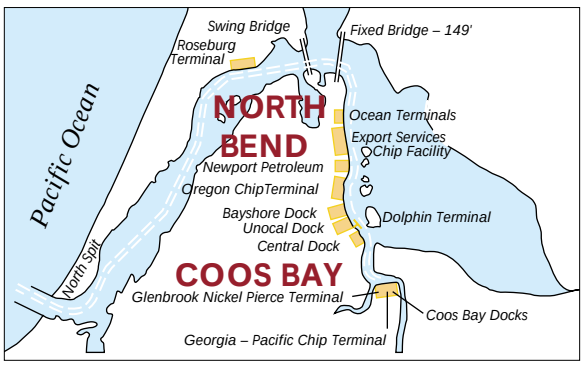


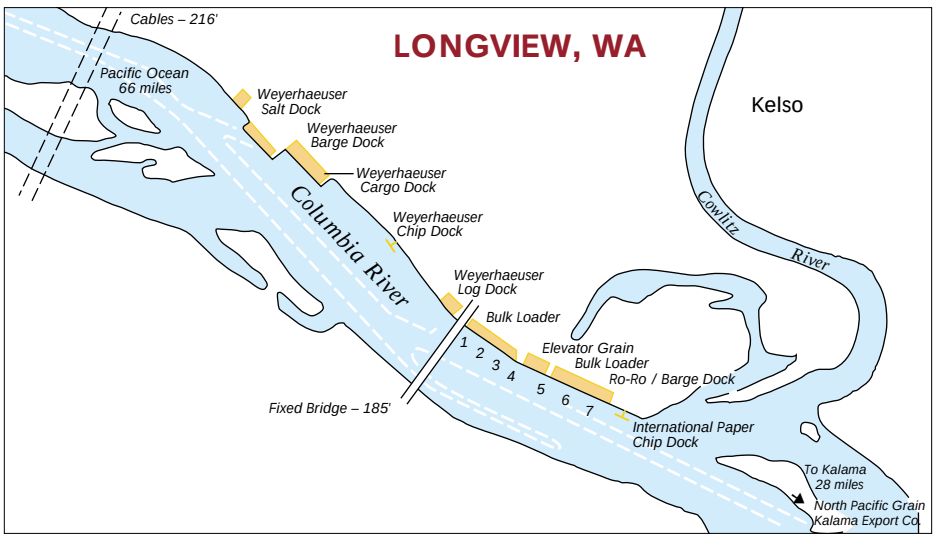


Year	Total Hours	Percent of Coast Total	Percent of Port Total: L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage: L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total: Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
OREGON AND COLUMBIA RIVER																	
NORTH BEND/COOS BAY/REEDSPORT/GARDINER/BANDON																	
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%	2.0%	11.3%	-	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	-	1.5	9.5	-	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	-	2.4	9.8	-	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	-	2.2	4.9	-	92.9	2.21
1998	88,352	0.4	83.3	8.3	8.5	3,122	33.50	42.82	46.01	2,437,436	1.1	-	2.1	7.7	-	90.2	3.27
1999	55,672	0.3	82.4	8.6	9.0	2,015	34.37	43.32	45.97	2,261,543	0.9	-	0.5	6.1	-	93.4	3.43
NEWPORT/TOLEDO																	
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
1999	2,068	<0.1	93.6	5.2	1.1	64	31.02	25.69	39.17	8,673	<0.1	-	-	100.0	-	-	4.19
ASTORIA/WARRENTON																	
1994	30,030	0.2%	89.8%	5.0%	5.2%	$834	$26.98	$32.31	$36.84	71,994	<0.1%	-	6.0%	94.0%	-	-	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	35.43	63.36	44,114	<0.1	-	0.9	99.1	-	-	8.01
1999	4,329	<0.1	99.8	-	0.2	150	34.61	-	52.95	20,306	<0.1	-	-	100.0	-	-	4.69
PORTLAND/COLUMBIA CITY/ST. HELENS																	
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%	2.2%	0.9%	15.1%	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	1.4	0.5	12.1	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	1.3	0.5	12.3	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	1.4	0.6	15.3	62.8	4.33
1998	1,124,786	5.2	78.3	14.5	7.2	38,678	33.01	37.19	43.74	18,076,275	8.2	17.9	3.5	0.4	14.6	63.6	4.17
1999	1,134,998	5.2	77.7	14.6	7.7	39,705	33.56	37.57	44.50	18,985,297	7.9	19.6	4.2	0.2	17.5	58.5	4.71
VANCOUVER, WA																	
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%	4.5%	0.2%	4.6%	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	5.9	1.9	2.6	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	6.3	1.9	3.3	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	5.2	1.0	7.1	86.7	1.51
1998	331,491	1.5	78.7	14.8	6.6	10,995	31.98	34.69	43.99	5,030,859	2.3	-	7.7	0.1	8.3	83.9	1.68
1999	327,328	1.5	79.1	14.1	6.9	10,905	31.98	35.67	43.83	4,998,814	2.1	<0.1	7.8	-	10.6	81.5	1.72
LONGVIEW, WA/KALAMA, WA/RAINIER																	
1994	460,829	2.7%	83.7%	8.3%	8.0%	$12,865	$26.68	$31.56	$37.00	8,240,592	4.1%	-	4.3%	11.2%	-	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%	2.6	5.6	-	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	-	3.8	7.9	-	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	-	4.3	6.8	-	88.9	3.28
1998	403,127	1.9	83.7	8.1	8.2	13,452	32.07	36.61	43.43	7,427,146	3.4	-	7.6	8.3	-	84.1	3.31
1999	436,895	2.0	83.7	8.1	8.2	14,912	32.85	36.93	44.48	8,883,412	3.7	-	8.3	7.0	-	84.7	3.46
WASHINGTON COAST AND PUGET SOUND																	
ABERDEEN/RAYMOND																	
1994	143,817	0.8%	87.1%	4.8%	8.2%	$4,083	$27.24	$34.74	$36.87	607,365	0.3%	-	6.7%	93.3%	-	-	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%	4.6	95.3	-	-	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	-	11.5	88.5	-	-	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	-	11.1	88.9	-	-	4.18
1998	86,000	0.4	87.2	6.1	6.7	2,746	30.91	35.81	41.75	333,553	0.2	1.8	18.1	80.1	-	-	3.95
1999	91,848	0.4	87.7	5.7	6.6	3,075	32.52	36.70	43.53	384,856	0.2	1.4	20.7	77.9	-	-	4.19


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


VANCOUVER, WA
Channel
T Docks
14
13
Floating
Auto Dock
Auto
Dock
601
603
604
605
607
Columbia
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
Columbia
Grain
Terminal 6
Marine
Terminals
Corp.
Auto
Dock
Terminal 5
Kinder Morgan
Bulk Terminals
Hayden
Island
Cables – 220'
Lift Bridge – 178'
River
Cables – 230'
Georgia –
Pacific
International
Terminal
Cargill Grain
Kinder Morgan Bulk Terminals
Terminal 4
Willamette
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

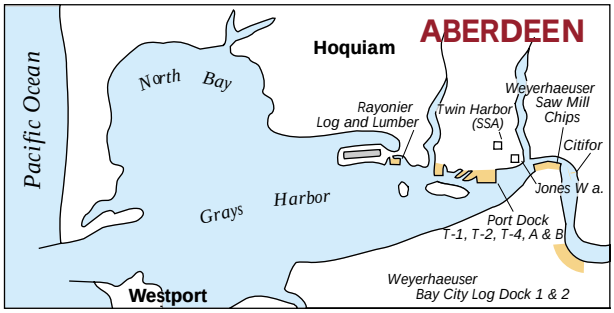

Swing Bridge
Roseburg
Terminal
Fixed Bridge – 149'
Pacific Ocean
NORTH
BEND
Ocean Terminals
Export Services
Chip Facility
Newport Petroleum
Oregon ChipTerminal
Bayshore Dock
Unocal Dock
Central Dock
Dolphin Terminal
North Spit
COOS BAY
Glenbrook Nickel Pierce Terminal
Coos Bay Docks
Georgia – Pacific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


Cables – 216'
LONGVIEW, WA
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
1
2
3
4
5
6
7
Elevator Grain
Bulk Loader
Ro-Ro / Barge Dock
Fixed Bridge – 185'
International Paper
Chip Dock
To Kalama
28 miles
North Pacific Grain
Kalama Export Co

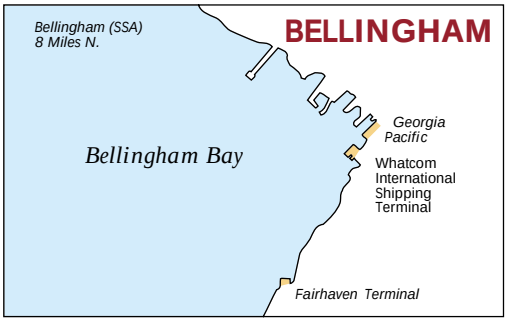
HOURS | WAGES | TONNAGE

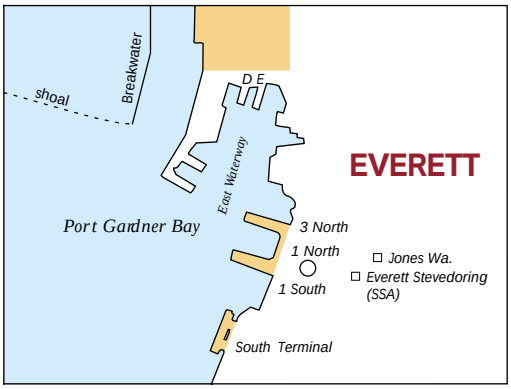
Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
WASHINGTON (CONTINUED)																	
PORT ANGELES/PORT TOWNSEND*																	
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	-	<0.1%	16.8	-	83.1	2.44
1999	14,236	<0.1	86.2	6.8	7.0	499	33.84	40.47	44.65	270,660	0.1	-	-	12.5	-	87.5	2.72
PORT GAMBLE*																	
1994	3,704	<0.1%	95.2%	2.2%	2.6%	$100	$26.55	$35.12	$36.12	8,473	<0.1%	-	100.0%	-	-	-	2.29
1995	2,241	<0.1	97.0	1.5	1.5	58	25.74	33.28	35.88	4,139	<0.1	-	100.0	-	-	-	1.85
1996	1,534	<0.1	94.7	2.0	3.3	43	27.26	43.16	46.86	2,706	<0.1	-	100.0	-	-	-	1.76
1997	942	<0.1	93.0	4.7	2.3	25	25.30	35.63	38.64	0	-	-	-	-	-	-	-
1998	918	<0.1	98.7	-	1.3	24	26.36	-	51.00	0	-	-	-	-	-	-	-
1999	853	<0.1	99.9	-	-	24	27.85	-	-	0	-	-	-	-	-	-	-
OLYMPIA																	
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	-	26.4%	73.6	-	-	2.49
1996	26,669	0.1	81.5	4.2	14.3	776	27.47	36.86	36.06	109,329	<0.1	-	0.4	99.6	-	-	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%	4.2	36.6	<0.1%	-	2.90
1998	38,654	0.2	69.9	14.2	15.9	1,304	31.79	35.30	40.82	117,184	<0.1	72.6	4.8	22.6	-	-	3.09
1999	13,655	<0.1	76.9	3.1	20.0	453	31.22	39.97	39.50	39,071	<0.1	-	9.1	54.4	-	36.5%	1.84
TACOMA																	
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%	0.9%	3.1%	8.0%	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	0.8	2.6	6.5	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	1.0	2.6	6.1	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	10.0	58.1	1.2	1.9	7.2	31.5	10.44
1998	1,250,950	5.8	68.7	22.2	9.1	44,269	33.64	36.94	44.77	19,179,196	8.7	64.2	1.7	2.0	8.4	23.9	10.88
1999	1,493,991	6.8	70.3	21.1	8.7	53,795	34.21	38.09	45.55	23,314,573	9.7	61.2	1.1	1.4	7.9	28.4	10.24
SEATTLE																	
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%	1.9%	<0.1%	2.9%	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	1.5	<0.1	2.2	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	1.6	<0.1	2.6	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	1.3	<0.1	3.5	18.0	10.10
1998	1,721,994	8.0	65.8	26.4	7.8	62,330	34.22	38.54	44.92	20,290,461	9.2	88.6	1.5	<0.1	2.6	7.2	10.90
1999	1,645,819	7.5	66.4	25.8	7.9	60,489	34.93	38.73	45.67	21,024,808	8.8	85.3	1.2	0.1	3.4	10.0	11.17
EVERETT																	
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%	8.1%	47.1%	<0.1%	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	6.0	41.4	<0.1	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	2.9	33.7	-	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	4.6	25.7	-	69.6	1.80
1998	71,435	0.3	85.3	6.2	8.4	2,345	31.34	39.95	42.59	494,669	0.2	<0.1	1.4	25.2	-	73.4	1.98
1999	63,570	0.3	85.2	6.4	8.4	2,135	32.07	40.93	43.30	478,220	0.2	<0.1	3.4	21.8	1.2	73.7	2.02
ANACORTES																	
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
1999	14,078	<0.1	75.2	9.7	15.1	490	32.33	40.05	43.73	269,058	0.1	7.3%	-	8.2	-	84.5	3.28

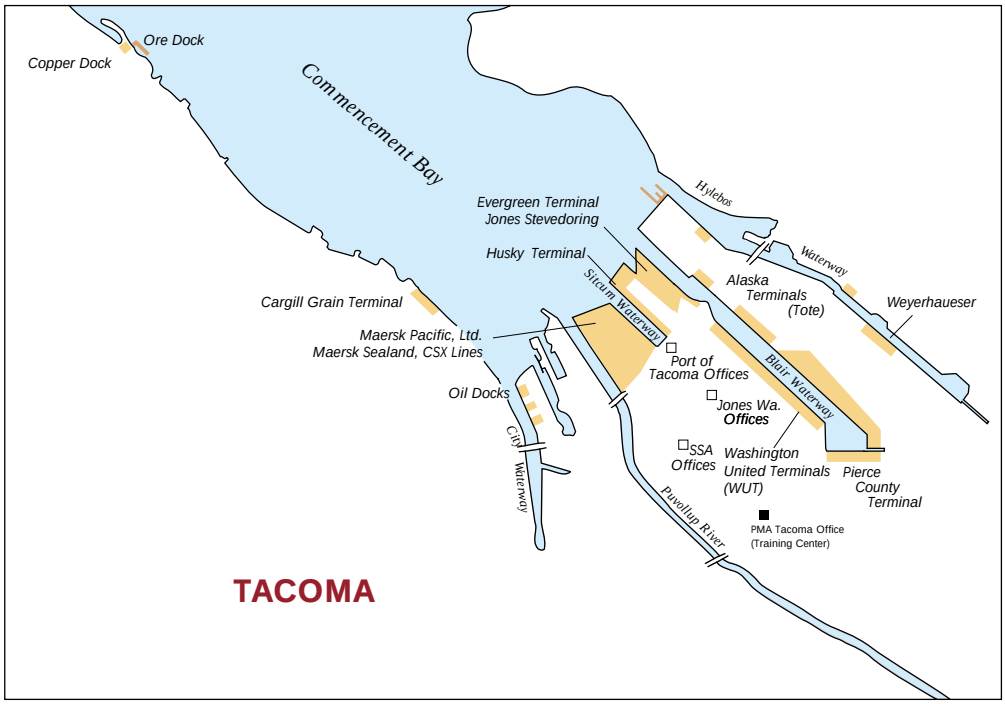

Washington Area
CANADA
Cherry Point
Bellingham
Anacortes
CANADA
Strait of Juan de Fuca
Port Angeles
Port Townsend
Everett
Port Gamble
Puget Sound
Seattle
Tacoma
Aberdeen
Olympia


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
Weyerhaeuser Bay City Log Dock 1 & 2
Westport


91
90
Pier 86 Grain Terminal
PMA Washington Area Office
Port of Seattle Offices
Pier 66
Elliot Bay
Pier 48
T-46
Total Terminals Inc.
T-42
Duwamish Head
SSAT T-18
T-37
T-30
Trans Pacific Container MTC
T-2
Harbor Island
West Waterway
East Waterway
T-25
SSAT
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 Office


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
Hylebos Waterway
Evergreen Terminal Jones Stevedoring
Husky Terminal
Sitcum Waterway
Alaska Terminals (Tote)
Weyerhaeuser
Cargill Grain Terminal
Maersk Pacific, Ltd.
Maersk Sealand, CSX Lines
Port of Tacoma Offices
Blair Waterway
Oil Docks
Jones Wa. Offices
City Waterway
SSA Offices
Washington United Terminals (WUT)
Pierce County Terminal
Puyallup River
PMA Tacoma Office (Training Center)
TACOMA

Year	Total Hours	Percent of Coast Total	Percent of Port Total L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	Avg. Hourly Wage L/S	Clk	Fmn	Total Tonnage	Percent of Coast Total	Percent of Port Total Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
HOURS						**WAGES**				**TONNAGE**							
WASHINGTON (CONTINUED)																	
BELLINGHAM																	
1994	42,174	0.2%	83.0%	7.3%	9.7%	$1,242	$27.81	$36.16	$38.58	672,241	0.3%	-	1.2%	24.0%	0.4%	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	-	-	13.9	<0.1	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%	15.4	0.2	-	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
1999	45,341	0.2	80.3	8.3	11.4	1,666	34.62	43.88	46.49	795,220	0.3	-	15.3	0.1	1.0	83.6	3.03
AREA SUMMARIES																	
SOUTHERN CALIFORNIA AREA SUMMARY																	
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%	5.3%	0.4%	6.9%	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	4.8	0.2	6.9	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	4.7	0.2	6.2	14.5	8.59
1997	11,655,074	59.4	66.9	23.2	9.9	414,867	33.84	37.51	42.98	113,896,800	50.7	76.4	4.4	0.2	7.0	12.1	8.05
1998	13,617,651	63.2	66.7	23.6	9.7	495,616	34.53	38.64	43.82	120,812,205	55.1	75.9	5.0	0.2	7.3	11.7	7.46
1999	13,836,235	62.9	66.4	24.1	9.4	512,855	35.39	38.85	44.33	132,152,575	55.2	76.4	4.6	0.2	7.8	11.1	7.90
NORTHERN CALIFORNIA AREA SUMMARY																	
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%	4.8%	0.3%	11.0%	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	3.4	0.3	8.1	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	4.0	0.2	7.0	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	10.7	75.5	4.3	0.1	5.0	15.0	8.03
1998	2,730,921	12.7	66.1	26.0	7.9	94,361	32.75	36.46	43.34	23,820,340	10.9	76.6	5.4	0.2	4.0	13.8	7.39
1999	2,803,808	12.8	65.8	26.0	8.2	99,053	33.49	37.22	44.09	25,615,231	10.7	77.0	4.8	0.5	3.4	14.3	7.59
OREGON & COLUMBIA RIVER AREA SUMMARY																	
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%	3.0%	4.3%	8.9%	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	2.4	3.3	5.7	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	2.8	3.8	6.3	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	2.9	8.3	76.5	3.46
1998	1,954,520	9.1	79.8	12.9	7.3	66,462	32.65	36.79	43.83	33,020,696	15.1	9.8	5.0	2.8	9.3	73.2	3.54
1999	1,961,290	8.9	79.5	12.8	7.7	67,750	33.15	37.23	44.45	35,158,045	14.7	10.6	5.5	2.4	10.9	70.6	3.89
WASHINGTON AREA SUMMARY																	
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%	2.0%	3.9%	5.0%	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	1.6	3.1	4.0	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	62.3	1.8	3.4	4.1	28.4	9.42
1997	3,500,246	17.9	69.2	22.5	8.3	121,447	32.70	37.46	43.82	47,955,693	21.4	63.7	1.7	2.5	5.0	27.1	9.49
1998	3,235,181	15.0	68.2	23.3	8.5	115,329	33.75	37.94	44.65	41,731,479	19.0	72.8	1.9	2.1	5.1	18.2	10.25
1999	3,383,391	15.4	69.4	22.3	8.3	122,625	34.41	38.49	45.46	46,576,466	19.4	69.2	1.6	1.8	5.5	22.0	10.18
COAST SUMMARY																	
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%	4.1%	1.8%	7.4%	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	3.4	1.5	6.1	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	3.7	1.5	5.9	28.6	8.02
1997	19,607,672	100.0	68.6	22.3	9.1	686,332	33.21	37.22	43.05	224,615,031	100.0	62.1	3.6	1.1	6.6	26.7	7.83
1998	21,538,273	100.0	68.1	22.9	9.0	771,768	33.99	38.12	43.89	219,384,720	100.0	65.4	4.4	0.9	6.8	22.4	7.52
1999	21,984,724	100.0	68.0	23.1	8.9	802,284	34.77	38.48	44.48	239,502,317	100.0	65.4	4.2	0.8	7.3	22.3	7.85

The Ryndam *at the Bell St. Pier, Port of Seattle.*

THE PEOPLE OF PMA

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.

PMA Staff

Headquarters


Thisbe Ague-Esler


Debbie Alcantara


Edie Apostolos

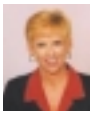

Bernard Arias


Kim Arrivee


Jim Britton


Tyrone Buford


Jacque Burris


Brenda Clark


Susan Cole-Smith


Simon Corneliuz


Darwin Dayan


Bob Dockendorff


Robert Dodge


David Eng


Craig Epperson


Neilus Faulkner


Randy Fong


Gordon Fung


Pat Gutierrez

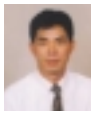

Maria Han


Martha Harris


Evelin Hidalgo


Paul Holmes

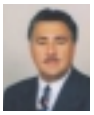

Julia Hong


Ted Hung


Elizabeth Jeffries


Parin Jhaveri


Sean M Jordan

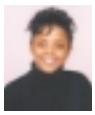

Vince Lamaestra


Terry Lane


Marc MacDonald


Jose Martinez

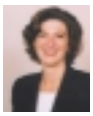

Tom McMahon

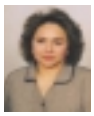

Channon Milien

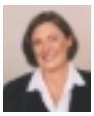

Joe Miniace


Kathy O'Sullivan


Bettye Page-Wilson


Joey Parr


Julia Perez


Christy Reiners


Dan Sekella


Kathy Simien


Kathi Sparkes


Kim Traynor


Uta Wagner


Earl Westfall

Southern California


Phil Bailey


Nellie Basham


Rosemary Bravo


Sandra Campa


Carie Clements


Lorraine Collins


Carol Corey


Robert Earl


Javier Escalera


Jacquie Ferneau


Stephen G. Fresenius


Sandra Garcia


Frank Hammond


Joyce A. Hardy


Norma G. Herrera


Ranae Jackson


Tim Kennedy


Tim Kuncl


Scott Landry


Mark Langner


Gloria Lloyd

Lisa Karen Lunde


Lisa Lynch


Leah Maes

Ingrid H Medina


Erin Morgan


Esther Paiz


Marie Partida


Dennis Patterson


Jean Person


Betty Pleas


Alice Poe


Michelle Reyes


Nancy Rodriguez


Paul Russell


Janice Severino

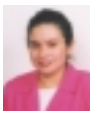

Chuck Wallace


Ray Waters


Ann Wien


Charlie Young

Northern California


Ana Aguilar


Shyla Barrow


Millie Bluford


Art Chu


Francia Decena


Tom Edwards


Victor Garcia


Tamara Gower


Don Jarrell


Valarie Jessie McGee


Cynthia Jonah


Jenny A. Lott


Bill Niland


Jim Potter


Peggy Searcy-Thylstrup


Liz Singleterry


Elena Sosa-Hupke


Jack Suite

Oregon & Columbia River


Roxa Bierman


Cindy Blackburn


Debra Culmsee


Karen Fog


Larry Hudson


Kathleen Hults


Sharon Jameson


Teresa L. Leeper


Judi Lynch


Tim MacLean


Rowan Muirden


Scott Munger


Marke Nielsen

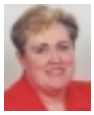

Pam Pratt


Janet Snyder


Sherri Souders


Barbara Tymer

Washington & Puget Sound


LuAnn Carroll


Bob Forman


Mary M. Fujii


Mary Gehrke


Fred Gordon


Ed Hatch


Christine Ann Hill


Dorene Jachalke


Camilla James


Craig Johnson


Deborah LeCuyer

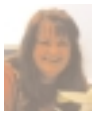

Alicia Mendoza


Vicky Morton


Pam Murdoch


Tony Peredo


Bob Roedel


Sandra Starkey


Dennis Steiner


Carol Torset


Joe Weber

JOSEPH N. MINIACE
PRESIDENT AND CEO

THOMAS M. McMAHON
SENIOR VICE PRESIDENT
Finance and Administration

JAMES BRITTON
TREASURER AND CONTROLLER

PAUL HOLMES
VICE PRESIDENT
Technology

TERRY N. LANE
SENIOR VICE PRESIDENT
Labor Relations

CRAIG E. EPPERSON
SENIOR VICE PRESIDENT
General Counsel and Secretary

ROBERT D. DOCKENDORFF
VICE PRESIDENT
Communications & Research

CHARLES J. WALLACE
VICE PRESIDENT
Southern California

MARC MacDONALD
VICE PRESIDENT
Accident Prevention

CRAIG JOHNSON
MANAGER
Washington

JACK E. SUITE
MANAGER
Northern California

ROBERT DODGE
VICE PRESIDENT
Training

CAROLYN S. CLEMENTS
MANAGER
Southern California

TIMOTHY I. MacLEAN
MANAGER
Oregon

Coast Steering Committee

Raymond P. Holbrook, *Chairman*
Vice President
Stevedoring Services of America

David Adam
Executive Vice President - Operations
Marine Terminals Corporation

Glenn Eddy
Vice President
Maersk Pacific, Ltd.

Bill Hamlin
Vice President - Operations (Americas)
American President Lines, Ltd.

Area Sub-Steering Committees

Southern California Area

John DiBernardo
Chairman
Stevedoring Services of America

Ron Forest
Vice Chairman
Matson Navigation Company, Inc.

Brett Bennett
Container Stevedoring Co.

Jeff Grahovec
American President Lines, Ltd.

Northern California Area

Jacques Lira
Chairman
Stevedoring Services of America

John Berge
Star Shipping (U.S.W.C.) Inc.

Brian Boyle
Marine Terminals Corporation

James A. Colby
Matson Navigation Company, Inc.

Oregon and Columbia River Area

Bruce Whisnant
Chairman
Stevedoring Services of America

Douglas Beeber
Jones Stevedoring Company

Malcolm Erickson
Matson Navigation Company, Inc.

Peter Johnson
Marine Terminals Corporation

Washington and Puget Sound Area

Peter D. Bennett
Co-Chairman
"K" Line

Thomas E. Mooney
Co-Chairman
Container Stevedoring Co., Inc.

Gregg A. Blanchfield
Maersk Inc.

Rich Bliss
Matson Navigation Company, Inc.

ULRICH "RICK" JANSSEN
SPECIAL ASSISTANT TO THE PRESIDENT
"K" Line America, Inc.

SCOTT MICHAEL JONES
PRESIDENT
General Steamship Corporation, Ltd.

GARY NORTH
SR.VICE PRESIDENT – OPERATIONS
Matson Navigation Company

DOUG STEARNS
VICE PRESIDENT - OPERATIONS
Jones Stevedoring Company

ROBERT L. STEPHENS
STAFF VICE PRESIDENT - LABOR RELATIONS
CSX Lines, LLC

Alan McCorkle
Maersk Pacific Ltd.

Robert B. Roach
Metropolitan Stevedore Company

Walter Romanowski
Marine Terminals Corporation

Pan Saurastri
NYK Line

Michael Sullivan
Inchcape Shipping Services

Michael Ogieglo
Centennial Stevedoring Services

Dan Rohde
Eagle Marine Services, Ltd.

Terrence M. White
Maersk Sealand

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

Steve Johnson
Hanjin Shipping

Ken Mishler
"K" Line

Alastair Smith
Star Shipping, Inc.

Lee E. MacGregor
SSA Terminals, LLC

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

Charles P. Savre
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."

"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

Board of Directors and Alternates

American Flag Operator Group

SEAN A. KELLY *Served until 8/99*
Vice President, Terminal Operations
American President Lines, Ltd.

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

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

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

C. BRADLEY MULHOLLAND
President, Chief Executive Officer
Matson Navigation Company, Inc.

DAVID E. "RICK" LINDHOLM
Director of Operations, Admin. & Fin. Analysis
Matson Navigation Company, Inc.

Foreign Flag Operator Group

G. SCOTT JONES
Chairman of the Board
General Steamship Corporation

SCOTT M. JONES
President and CEO
General Steamship Corporation

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

GLENN EDDY
Sr. Vice President
Maersk Pacific Ltd.

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

MICHAEL B. PORTE
Regional VP and General Manager
Trans Pacific Container Service Corp.

Stevedore and Terminal Group

CLAYTON R. JONES III
President
Jones Stevedoring Company

FRANK J. AMATO
Executive Vice President
Jones Stevedoring Company

DOUGLAS A. TILDEN
President and CEO
Marine Terminals Corporation

DAVID ADAM
Vice President
Marine Terminals Corporation

JAMES R. CALLAHAN
President, CEO and CFO
Metropolitan Stevedore Company

TIMOTHY J. PARKER
Vice President
Metropolitan Stevedore Company

GARY J. NORTH
Sr. Vice President, Operations
Matson Navigation Company, Inc.

JAMES COLBY
Manager, Container Operations
Matson Navigation Company, Inc.

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

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

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

CHRISTOPHER J. LYTLE*
Gen'l Mgr., West Coast/No. America Ops. Grp.
Sea-Land Service, Inc.

HENNING L. MEYN
Vice President
NYK Line

WILLIAM F. PAYNE
Vice President, Operating Services
NYK Line

ANDREW T. LUMLEY
Vice President, Intermodal Risk Management
OOCL (USA) Inc.

T.F. HAU
Sr. Vice President, Operations
OOCL (USA), Inc.

JON HEMINGWAY
President
Stevedoring Services of America

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 green.

Alternates for each of the members of the board of directors is shown below his name.

*On December 10, 1999, A.P. Moller Group completed acquisition of the international liner operations and some terminals of Sea-Land Service Inc. from CSX Corporation. A.P. Moller Group renamed Maersk Inc. to Maersk Sealand. The domestic liner operations of Sea-Land Service Inc. were not part of the purchase and operate as CSX Lines, LLC.

Finance Committee

JEFFREY H. GOULD
Manager of Land Operations, Planning and Analyses
American President Lines, Ltd.

JOSEPH A. PALAZZOLO
Controller
Matson Navigation Company, Inc.

GAIL PARRIS
Chief Financial Officer
Marine Terminals Corporation

MICHAEL F. SABARESE
Chief Financial Officer
General Steamship Corporation, Ltd.

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
Coastal Great Southern
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 Northwest Corp.

Discharging containers at Terminal 6, Port of Portland, by Marine Terminals Corp.

Harbor Industrial Service Corporation
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America) Inc.
International Transportation Service, Inc.
Italia Line
Jones Stevedoring Company
"K" Line (Kawasaki Kisen Kaisha, Ltd.)
Kinder Morgan Bulk Terminals, Inc.
Long Beach Container Terminal, Inc.
Maersk Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation - Columbia River
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation - Puget Sound
Matson Navigation Company, Inc.
Metropolitan Stevedore Company
Mitsui O.S.K. Lines, Ltd.
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.
SSA Terminals, LLC
Sea-Land Service, Inc.
Sea Star Stevedore Company*
Seattle/Crescent Container Service*
Seattle Stevedore Company*
Tacoma Line Handling Company
Terminal Maintenance Corporation
Total Terminals, Inc.
TransBay Container Terminal, Inc.
Trans Pacific Container Service Corp.
Transpac Terminal Services
Twin Harbor Stevedoring Company*
Wallenius Wilhelmsen Lines AS
Washington United Terminals
Waterfront Repair, Inc.
Western Stevedoring Corp.
Westfall Stevedore Company
Williams, Dimond & Company
Yusen Terminals, Inc.
Zim American Israeli Shipping Co.

*dba Stevedoring Services of America

Lashers secure containers at Oakland's Ben E. Nutter Terminal operated by Marine Terminals Corp.

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Above: Five ships at the Port of San Diego's Tenth Avenue Marine Terminal.

Inside Back Cover: Marine Terminals Corp., operator of Oakland's Ben E. Nutter Terminal, loads the *M/V Pugwash Senator.*

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