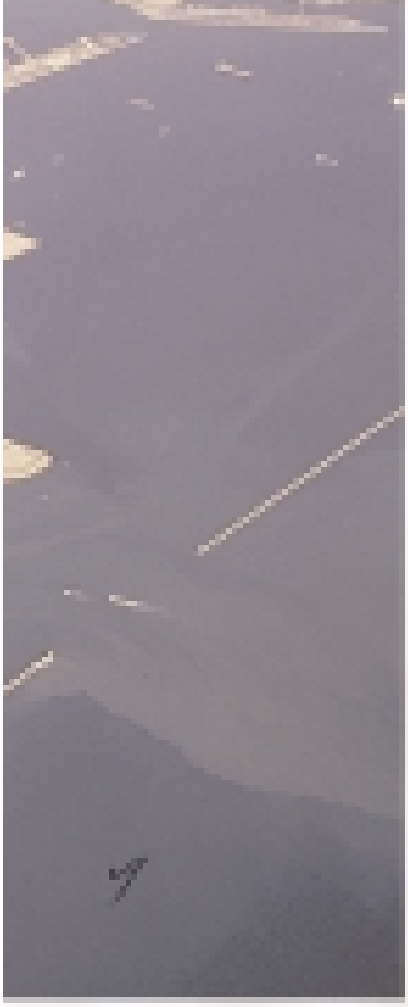
PACIFIC MARITIME ASSOCIATION

MOVING FORWARD WITH VISION AND LEADERSHIP

2000 ANNUAL REPORT

An Important Part of



"OUR INDUSTRY IS AN IMPORTANT PART OF THE GLOBAL ECONOMY, BUT THAT FACT SEEMS TO BE A WELL-KEPT SECRET. Public awareness is essential to our continued success into the new century. We *must* educate the general public and elected officials about the important role we play."

- The West Coast is home to the two largest container ports in the U.S. and is a vital component of the U.S. Marine Transportation System.
- Nearly 45% of the total value of all U.S. waterborne foreign trade and over 50% of all containers in the nation's foreign trade move through West Coast ports.
- This cargo has a business revenue impact equivalent to 7% of the U.S. Gross Domestic Product.
- This cargo generates direct employment for more than 120,500 people and indirectly impacts an additional 3.3 million jobs.

The Global Economy


Industrial Development

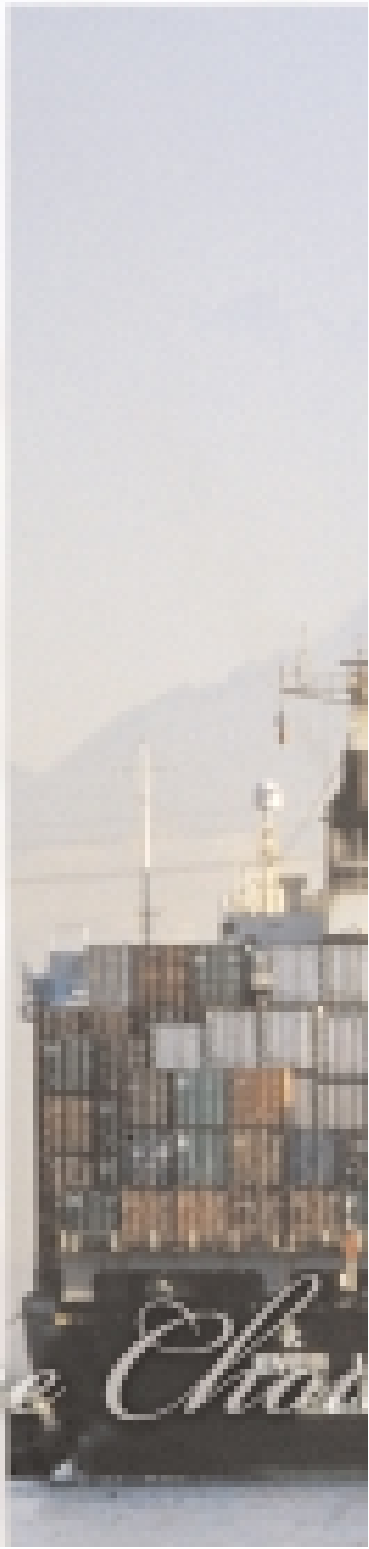
“GLOBALIZATION IS CHANGING THE INDUSTRY.

“THE LAST 50 YEARS HAVE BROUGHT ENORMOUS CHANGES, AND PMA IS TRANSFORMING ITSELF to fulfill the present and future needs of the industry.

“To meet these new challenges, PMA adopted a restructured set of bylaws in 2000 to reflect the industry of the 21st century and has introduced a series of initiatives designed to strengthen the industry.”

Strengthen the Industry

“WEST COAST TRADE IS EXPECTED TO DOUBLE, POSSIBLY TRIPLE, OVER THE NEXT TWO DECADES.
If we are to participate fully in this growth, we must hold the confidence of the shippers who use our facilities and services.”



Shippers Do Have Choi

“THERE IS NO LONGER A SO-CALLED ‘NATURAL PORT’ FOR A PARTICULAR KIND OF FREIGHT. SHIPPERS DO HAVE CHOICES, and their decisions will be based on dependability, predictability, reliability, and cost.”

“WE UNDERSTAND

that technology is required for our cargo terminals to improve cargo handling efficiency,

what is required in terms of ‘per acre throughput’ if we are to handle projected growth, and

what *will* happen if we don’t measure up!

“WE KNOW THE IMPORTANCE OF INSTILLING IN SHIPPERS THE CONFIDENCE THAT THEIR CARGO is going to be handled expeditiously, and that it will arrive on time, without damage, and at a fair handling cost without the threat of labor disruptions.”

The Importance of Impr

"WE HAVE PROGRESSED TO THE POINT WHERE ALMOST EVERYONE ACKNOWLEDGES THE IMPORTANCE OF IMPLEMENTING TECHNOLOGY to facilitate better cargo movement. Not only will it improve terminal productivity, but it also will help make our communities better places to live and work."

- Gate and other terminal technologies will reduce the long truck lines and reduce traffic congestion in port areas, thereby increasing air quality and public safety.
- Technology improves the working environment. It will facilitate cargo terminal traffic flow and security and will bring about new training opportunities.
- Technology will streamline processes that have become slow, burdensome, and repetitive in today's electronic world. 'Just in time' delivery demands that information be reliable, accurate, predictable, and instantly available.

lementing Technology

TO OUR MEMBERS

JOSEPH N. MINIACE
President and CEO

I am pleased to report significant progress in the achievement of the three long-term goals I set in my letter last year: to promote unity within the PMA membership, to build trusting and cooperative relationships with the ILWU, and to work jointly with our stakeholders to implement new technologies at marine cargo terminals to better meet the needs of our customers.

In November, the membership voted to adopt updated Bylaws that reflect how the Industry is structured today and that are designed to further unify the Association and make it more responsive to present and future challenges. The composition of the Board of Directors now mirrors today's global maritime Industry. Working within this improved framework, the Board and PMA staff will place high priority on fostering unity among the members of the PMA.

In April as a quid pro quo for a new contract that would provide for the implementation of technologies on the waterfront, the PMA offered to guarantee the opportunity to work for all currently active longshore, clerk, and foreman registrants. This contract would be called the "Technology, Learning, and Computerization" contract, or the TLC contract. Correspondence to ILWU International President James Spinosa requested that negotiations for the TLC contract begin now and that a neutral mediator be utilized to facilitate the process.

In August, representatives of the PMA and the ILWU held the first meeting of the Joint Technology and Job Security Committee, agreed to in the 1999 Memorandum of Understanding, to identify and address the issues that must be resolved to reach agreement on a TLC contract. Expedited gate receiving and delivery, the unrestricted flow of data throughout the terminal and the transportation system, and equipment coordination are key areas where technological implementation is crucial for West Coast ports to be competitive. PMA outlined to the ILWU leadership, in subsequent correspondence, basic plans for implementation of technology.

We will continue working diligently toward more productive relationships with the Union as we strive to create opportunities for technologies to be implemented. Our goals for 2001 remain the same, but now they rest firmly on the solid foundation laid in the past year.

We are justifiably proud of other achievements and accomplishments this year that improved the level of PMA service to the Industry. PMA is embracing Web-based technologies to realize the efficiencies and new opportuni-

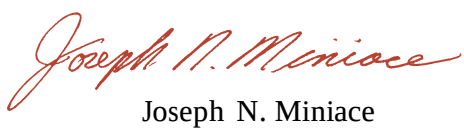
ties they bring for communication with and among our members and other stakeholders. Improved safety and training on the waterfront has been a primary purpose of the Association since its inception, and a major step was taken this year with the inauguration of a new safety shoe program.

Our Web-based tonnage reporting system went online in February 2000 and has been improved substantially. It has streamlined the data submission process while simultaneously providing additional information to the Industry. The PMA website, now averaging hundreds of hits a day, continues to offer more information to its visitors and will early in 2001 provide to authorized employees of member companies summary reports of company-specific hours, wages, and tonnage data. The longshore dispatch hall in Wilmington that serves the ports of Los Angeles and Long Beach will, with the cooperation of the Union, attain full automation this year.

In the safety shoe program introduced midyear, individual safety shoe certificates were distributed to longshore, clerk, and walking boss workers. A partnership with the Red Wing Shoe Company yielded an efficient and easily auditable process that is serving the Industry well and is already reducing foot related injuries in marine cargo terminals. A new crane simulator to be located in Tacoma will be operational in 2001, enhancing training for crane operators in the Pacific Northwest.

As I conclude this report for 2000 and look to the challenges of 2001, I call for the PMA membership and the ILWU—its leadership and rank and file—to work cooperatively to facilitate the process of bringing long overdue technological improvements to West Coast port operations. We shall continue to work with organizations such as the Marine Transportation System National Advisory Council and the West Coast Waterfront Coalition to exchange information and to understand the needs of all parts of the maritime community in building a stronger future for the industry.

The shippers have told us we must guarantee that just-in-time delivery of cargo is predictable and dependable. Collectively, we can fulfill this responsibility and ensure the future growth of our Industry.



Joseph N. Miniace

BOARD OF DIRECTORS

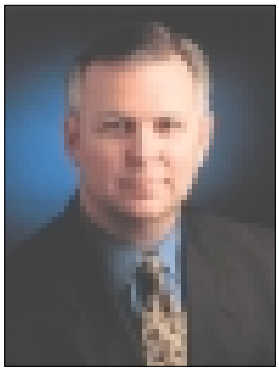
CAPT. JAMES CHIEN
Senior Vice President
Evergreen Marine Corp. (Taiwan) Ltd.
INTERNATIONAL CARRIER CLASS

WILLIAM A. HAMLIN
Vice President – Operations (Americas)
American President Lines, Ltd.
INTERNATIONAL CARRIER CLASS

JOJI "GEORGE" HAYASHI
Chairman, President and CEO
Mitsui O.S.K. Lines (America) Inc.
INTERNATIONAL CARRIER CLASS

"Subject to any provisions of the Articles of Incorporation, of the Bylaws and of law limiting the power of the Board of Directors or reserving powers to the members, the Board of Directors shall, directly or by delegation, manage the business and affairs of the corporation and exercise all corporate powers permitted by law. Directors need not be members of the corporation. The powers of the Board of Directors shall be subject to the provisions and limitations of the California Nonprofit Mutual Benefit Corporation Law."

— PMA Bylaws



JON HEMINGWAY
President
Stevedoring Services of America
STEVEDORE/NON-CARRIER CLASS

PETER I. KELLER
Executive Vice President and COO
NYK Line (North America) Inc.
INTERNATIONAL CARRIER CLASS

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

CHARLES G. RAYMOND
President and CEO
CSX Lines, LLC
DOMESTIC CARRIER CLASS

ANTHONY SCIOSCIA
President
Maersk Container Service Company
INTERNATIONAL CARRIER CLASS

OLE A. SWEEDLUND
Vice President/Deputy Managing Director
Hanjin Shipping Co.,
INTERNATIONAL CARRIER CLASS

DOUGLAS A. TILDEN
President and CEO
Marine Terminals Corporation
STEVEDORE/NON-CARRIER CLASS

JOSEPH N. MINIACE
President and CEO
Pacific Maritime Association
EX OFFICIO MEMBER

FINANCE COMMITTEE

STEVE HAYES
Controller (Americas)
American President Lines, Ltd.

JOHN LOEPPRICH
Vice President, Finance
Maersk Container Service Co.

JOSEPH A. PALAZZOLO
Controller
Matson Navigation Company

GAIL PARRIS
Chief Financial Officer
Marine Terminals Corporation

FEW EVENTS COULD BE MORE MOMENTOUS IN THE LIFE OF A MEMBERSHIP ASSOCIATION OR MORE APPROPRIATE TO EMBARKING UPON A NEW CENTURY THAN COMPLETE RESTRUCTURING, AND THAT IS exactly what PMA members approved in 2000. The former Coast Executive Committee and PMA senior staff spent months studying the Bylaws that had governed the Association with minimal substantive change over the past five decades and consulting with Industry leaders to forge a new plan for ensuring the Pacific Maritime Association remains relevant and effective far into the 21st century.

The new PMA structure recognizes the ever-expanding influence of international-flag shipping lines in the U.S. trades and increases the voting strength of independently-owned stevedoring members—*i.e.*, those stevedores and terminal operators who are not subsidiaries of shipping lines. The members are organized into "three classes as follows: (a) the domestic carrier class, consisting of members that are vessel operating carriers primarily serving a Jones Act trade; (b) the international carrier class, consisting of members that are non-domestic vessel operating carriers; and (c) the stevedore/non-carrier class, consisting of members which are not in the [other classes], and which are not controlled by, or under common control with, a member or members in either of the [other classes.]"

Voting strength of members (on all issues before the membership other than election of Directors) in the carrier classes is based upon the amount of cargo handled by the member in the previous calendar year. Stevedore/non-carrier members are guaranteed a single vote, as are members of all three classes, but the Bylaws provide for the allocation of non-member tonnage to members of this class for voting strength calculations.

The new Board of Directors consists of at least nine directors: two are nominated and selected by the domestic carrier class; five by the international carrier class; and two by the stevedore/non-carrier class. At their discretion, the Board may select a tenth member by majority vote of the Directors. Members of the Board of Directors are elected for a term of three years each. In direct contrast to all previous sets of Bylaws for the Association, no provision is made for a Coast Executive Committee, and the Board of Directors "shall, directly or by delegation, manage the business and affairs of the corporation."

Voting strength of the carrier classes for selecting members of the Board is based on cargo handled in the previous calendar year, but those members in the stevedore/non-carrier class receive one vote for "each man-hour worked by such member in the preceding calendar year." All members are guaranteed one vote each in such elections.

The Bylaws provide for a Coast Steering Committee whose duties and responsibilities "are to be established and amended by the Board of Directors … in its discretion." The Steering Committee will consist of nine mem-

The new PMA structure recognizes the ever-expanding influence of international-flag shipping lines in the U.S. trades and increases the voting strength of independently-owned stevedoring members….

bers appointed by the Board of Directors: two will be selected by the Directors representing the domestic carrier class; five by the Directors representing the international carrier class; and two by the Directors representing the stevedore/non-carrier class. The Board of Directors is given the authority to change by a majority vote this representation and method of selection.

As in the previous sets of Bylaws, Area Sub-Steering Committees are established under the general direction and control of the Coast Steering Committee. The Board of Directors is provided "the authority to eliminate, consolidate, or change the composition of any or all of the Port Areas" by majority vote.

Following the adoption of the new Bylaws and the election of nine Directors by the membership in November, the Board of Directors elected a tenth member of the Board at its first meeting. The current composition of the Board includes six representatives of the international carrier class and two member representatives from each of the other two classes.

STAFF REORGANIZATIONS

Several modifications to the structure of PMA senior staff have been instituted in the last few months. Most notably, Terry N. Lane, Senior Vice-President of Labor Relations, announced his retirement after 31 years with PMA. Mr. Lane has served the Association in many capacities during his tenure, including Coast Director of Accident Prevention, Corporate Secretary, Southern California Area Manager, and Vice-President, Labor Relations. His tireless devotion to PMA and unswerving dedication to the collective bargaining process will be long remembered, and we wish him well in his retirement. Terry will continue to be affiliated in a consulting capacity with PMA.

Logs loaded for export at Longview, Washington.

The oversight of labor relations activities is being divided between two Vice-Presidents: Charles J. "Chuck" Wallace in Southern California, and Craig Johnson for the Pacific Northwest (which includes Northern California). The two Vice-Presidents report directly to the President. Also, the Washington and Oregon Areas are combined under the direction of Joe Weber, Area Manager, Pacific Northwest. Jack Suite has been named Director of Contract Administration, and Thomas Edwards assumed the post of Northern California Area Manager.

Carie Clements, a twenty-year employee who served as Southern California Area Manager for the past ten years, resigned and relocated to Massachusetts. Timothy Kennedy was promoted to Area Manager.

Other changes to staff structure include the resignation of James R. Britton, a twelve-year employee, who has served as Treasurer and Controller since 1995. Mr. Britton has been responsible for many major improvements in the accounting and auditing functions of the Association. Jim will join the staff of a member company, and his enthusiasm and multi-talented expertise will be missed. Accounting and treasury functions will be overseen by Kim Traynor, Controller, and Kathy Simien, Assistant Treasurer.

Doublestack cars roll past Tacoma's grain elevator.

LAWSUITS AND REGULATORY CHALLENGES

There was a continuation of the numerous lawsuits and administrative charges against PMA, the ILWU and often PMA members and ILWU Locals. Many of the suits and claims are filed by those who were not selected when additions were made to the growing longshore work force. Also, court decisions, legislation, and regulations continue to add to the complexity of the Industry. This is particularly true in the areas of disability discrimination and accommodation and of occupational safety and health.

Many of these expansions of legal regulation present challenges to long-standing collectively bargained practices. The parties will continue to defend these practices where conditions warrant, and when appropriate, they will modify their practices to comply with the ever-changing legal and regulatory environment.

OCCUPATIONAL SAFETY AND HEALTH REGULATIONS

As reported previously, the National Maritime Safety Association (NMSA) filed a lawsuit against the federal Occupational Safety and Health Administration (OSHA) challenging regulations issued in 1998 regarding Powered Industrial Trucks (PIT). The regulations would have placed an unnecessary burden on PMA and its member companies that would have seriously disrupted operations and labor relations. NMSA initiated the lawsuit with support from PMA, and with the assistance and intervention from labor and management organizations, including the ILWU. The negotiated settlement of the lawsuit was finalized and approved by the court in July 2000. The settlement defers implementation of the 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.

In view of the settlement of the federal PIT litigation, PMA has sought to have Washington and California, which adopted regulations mirroring those of federal OSHA, recognize the settlement. The State of Washington has done so. California has granted a temporary variance from their regulations until October 1, 2001, while it considers the appropriate regulatory mechanism to align the California regulations with the federal settlement.

INJUNCTION CASES

PMA continues to seek legal relief when the Union engages in unlawful work stoppages in violation of arbitration decisions issued under the contractual grievance machinery.

In a case arising in Southern California in February 2000, PMA obtained a temporary restraining order and preliminary injunction enforcing an arbitration award holding that Local 13 crane operators engaged in illegal work stoppages when they conducted a series of slowdowns to press economic demands. The Court later entered an order confirming the underlying arbitration award.

In April 2000, PMA filed an action seeking injunctive relief against ILWU Local 10 arising out of the mass resignations of steady equipment operators in Northern California. After conducting a hearing that included the testimony of witnesses, the court granted PMA's motion for a preliminary injunc-

Tidewater barge bringing Eastern Oregon grain to Portland.

tion enforcing arbitration awards that found the mass resignations to be illegal work stoppages. The injunction currently remains in place.

DISABILITY DISCRIMINATION AND ACCOMMODATION

In January 2001, the Joint Coast Labor Relations Committee (JCLRC) adopted a new policy addressing disability discrimination and accommodation of disabilities among applicants and incumbent workers. Federal law (the ADA) and many state laws prohibit discrimination in employment based on disability and require that individuals with disabilities be reasonably accommodated so that they are able to perform the essential functions of their jobs. The law also requires that when allegedly disabled individuals request an accommodation, the parties engage in an "interactive process" in an effort to determine what accommodations, if any, would be reasonable.

The new policy reaffirms the joint parties' commitment to abide by these legal requirements, and it sets forth a detailed procedure by which an individual's request for accommodation of an alleged disability may be presented and evaluated by the parties in an interactive manner.

EMPLOYMENT DISCRIMINATION AND HARASSMENT

Also in January 2001, the JCLRC agreed to language outlining a new policy for responding to claims of discrimination and harassment in longshore employment. The policy affirms the parties' commitment to a work

environment that is free from unlawful discrimination and harassment. The policy establishes a grievance and appeal procedure that is intended fairly and expeditiously to resolve discrimination and harassment claims and to provide appropriate remedies and sanctions where such conduct is found to have taken place. Implementation of this policy is subject to approval by the ILWU Longshore Division Caucus in March 2001.

IMPLEMENTATION OF THE TABE CONSENT DECREE

As reported last year, the Equal Employment Opportunity Commission (EEOC), PMA, and the Union entered into a Consent Decree in the EEOC's lawsuit challenging the Test of Adult Basic Education (TABE) in Southern California. The federal court approved the Consent Decree, which requires reprocessing of casual applicants who failed the TABE in 1997 and 1998. The deadline for completing the reprocessing is in April. The parties presently anticipate that they will be able to meet this deadline.

LITIGATION SUCCESSES

In January of this year, the Ninth Circuit Court of Appeals issued an important decision in a disability discrimination case against PMA and ILWU Locals 10 and 34 that had been pending before the Court for over a year. The Court ruled that a request for a disability accommodation that would violate bona fide seniority rules in a labor contract is not mandated by the ADA. The plaintiffs—two retired longshore workers—are seeking further appellate review.

In Tacoma, five longshore workers filed a lawsuit against PMA and a number of member companies, alleging breach of contract, hostile work environment, racial discrimination, and various other claims. Over the course of the last several months, PMA and the companies were successful in having the claims against them dismissed before trial.

In another Tacoma case, PMA and the ILWU obtained dismissal of a lawsuit alleging racial and other forms of discrimination arising out of the manner in which certain hours worked were credited for registration purposes.

The dismissals of these lawsuits reflect a continuing pattern of successful defenses against lawsuits brought against PMA and its members in this region. As of the publication of this report, only one lawsuit involving PMA remains active in the Pacific Northwest. PMA's willingness to defend itself and its members against these types of claims has paid dividends not only in terms of defeating potentially damaging claims but also in causing proactive steps such as diversity training and implementation of a special expedited grievance procedure for discrimination claims to be undertaken.

PMA's success in defending cases in litigation has not been limited to the Pacific Northwest. In Los Angeles/Long Beach, PMA and the Union successfully defended a lawsuit brought by a longshoreman claiming racial discrimination and harassment and other wrongs in connection with a dispatch hall altercation and the failure to promote the longshoreman to a foreman position. Most of the claims were dismissed prior to trial. The remaining claim was dismissed during trial when the court determined that the plaintiff had failed to prove his case. Following these results, the PMA was awarded its attorney's fees.

PMA and the Union also prevailed in a case brought in Southern California by a longshore worker alleging sexual harassment by a dispatcher. The case against PMA and the Union was dismissed in its entirety prior to trial. Additionally, PMA obtained dismissal and an award of attorney's fees against a worker who sued PMA for sexual harassment and retaliation.

WORK FORCE ADDITIONS AND WORK OPPORTUNITY

Significant additions to the registered work force were made throughout 2000. More than 950 new registrants were added into longshore locals, which were offset by attrition of approximately 330, bringing the net increase to about 620. The active registered work force count at the end of the payroll year was 10,241 and is the largest it has been since the end of 1980 when it was 10,245.

More than 500 new registrants were added into Local 13 in Los Angeles/Long Beach, over 275 to Local 10 in the San Francisco Bay Area, and over 50 to Local 23 in Tacoma. The combined registered longshore, clerk, and walking boss work force in LA/LB totals 5,725, about 193% of its 1980 level, and accounts for 56% of the coast total. Total revenue tonnage reported for Los Angeles/Long Beach in 2000 was 54.5% of the coast total.

Total coast hours paid reached 24,204,735 in 2000, the largest value since 1970. The lowest number in recent years of total hours paid was recorded in 1993: 15,680,251. In just seven years, total hours paid has increased by 54.4%, and during that same period, coast revenue tonnage increased 41.4%. The registered work force has benefited from this expansion of work opportunity accordingly: in 1993, 9.75% of working registrants were paid 2,800 or more hours, and in 2000, 23.4% were paid 2,800 or more hours. Average earnings of the combined Class "A" longshore, clerk, and walking boss work force in 2000 was 50.1% higher than those of 1993.

Despite the large boost in tonnage and hours paid in the Los Angeles/Long Beach port area this year, few labor shortages were incurred. Of the major port areas, only the San Francisco Bay Area suffered such shortages on a regular basis, and the increase in registration and addition of about 300 new identified casuals helped reduce these by year-end.

Discharge of new Siwertell cement unloading crane from the Wilma*, Metropolitan Stevedoring Company, Stockton.*

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.

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
LA/LB (Southern California)

Second Place: Stevedoring Services of America
LA/LB (Southern California)

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

First Place: Sea Star Stevedore Company
Washington

Second Place: Marine Terminals Corporation
Port Hueneme (Southern California)

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

First Place: Marine Terminals Corporation
Sacramento (Northern California)

Second Place: Bellingham Stevedoring Company
Washington

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

Second Place Pacific Northwest Auto Terminals
Oregon

MAKING THE MARINE CARGO TERMINAL A SAFER PLACE TO WORK

Safety on the waterfront has been improved with the addition of new programs and the enhancement of several existing programs. These include a new safety shoe program, updating the General Safety Training program, and installation of a new crane simulator and cell guide facility in Tacoma.

SAFETY SHOE PROGRAM

On March 24, the ILWU and PMA completed an agreement that requires longshore workers to wear safety shoes on the job. In return, the Employers agreed to supply each member of the longshore work force once a year with at least one pair of safety shoes that meet Federal standards. Accident Prevention Department and Information Services staff met this challenge by designing and building a program that would identify workers eligible to receive shoes, provide a single coastwise vendor, and provide simple and complete oversight and audit capabilities.

PMA engaged the Red Wing Shoe Company to serve as safety shoe distributor for the program. Red Wing maintains more than 90 outlets in PMA port areas and also operates several "mobile shoe stores," or vans, that provide coverage to port areas without a regular Red Wing store. When the program was implemented in July, more than 15,000 safety shoe certificates were distributed by mail to the work force. Each certificate has a value of $200 towards the purchase of safety shoes, and an individual may redeem all or a portion of the value to secure at least one pair of safety shoes at his or her discretion. As of this writing, more than 12,000 of the certificates have been applied to the purchase of safety shoes.

The program requires minimal involvement on the part of PMA staff. The Red Wing Shoe Company provides a complete accounting of program activity electronically to PMA on a monthly basis and maintains internal controls that prevent multiple redemption of a single certificate.

GST IV STRIKES GOLD

Now in its tenth year, the General Safety Training (GST) program is undergoing its fourth development cycle, a process that occurs each three years to make the mandated attendance of the work force a valuable experience. The latest program, GST IV, was given the theme, "What Counts? Going Home Safe."

The seven modules in the updated program include the following:

1) Introduction to General Safety Training,
2) Industry Hazards and Safe Work Practices,
3) Hazardous Materials,
4) Drugs and Alcohol,
5) Personal Protective Equipment,
6) Back Injury Prevention, and
7) Vehicle and Driver Safety.

This newly revised program received a Gold Award in the Emerald City Awards program sponsored by the Seattle chapter of Media Communications Association international (MCAi). Entries are solicited from the entire Pacific Northwest region of the U.S. including Alaska, Washington, Oregon, Idaho, and Montana. Of the 35 entries in the same category as "What

Counts?," two received gold awards and three were given silver awards. The MCAi publishes a strict set of guidelines for judging entries, awarding points in specific categories based on meeting objectives, creativity, technical quality, and technical innovation, and often no gold or silver awards are given in a category.

Special thanks go to the Employers' work groups in each Area and to Mr. George Cobb, Coast Director for the ILWU/PMA Alcohol and Drug Recovery Program, for their help in designing and completing this program.

PACIFIC NORTHWEST GETS A TRAINING "LIFT"

A new state-of-the-art crane simulator was installed in Tacoma at the recently completed Pacific Northwest Training Center. This device will be used to develop and maintain high skill levels in the operation of a variety of cranes and other hoisting equipment, including dock gantry, ship pedestal, ship gantry, and rubber-tired gantry cranes. Having a second crane simulator allows PMA trainers to carry out crane training programs in two Areas simultaneously, a welcome addition to the Training Department.

A portable crane-training container cell guide unit, similar to the cells of a container vessel, was also installed in Tacoma. Trainees can practice placing twenty-foot and forty-foot containers into and out of the cell guide without the need of an actual ship at berth. Both pieces of equipment will enhance the crane training programs for the Washington and Oregon work force.

OTHER TRAINING PROGRAMS

PMA processed 13,680 trainees in the various courses and administered 2,166 specialized testing procedures. Details of the number of trainees by course are shown in the table on page 71. These courses cover a number of specialized and general skills needed to work safely on the waterfront, and some of these courses are described below:

- Semi-tractor. An updated training manual was completed for the Semi-Tractor course, which is a primary skill equipment training program. An expanded Southern California Area semi-tractor driver training site was opened this year.
- Container Handling Equipment. The Powered Industrial Truck regulations added new procedures required for documentation of equipment training. New equipment supplemented the existing training equipment. Trainees learned to operate top handlers, side picks, and reach stackers at sites in Northern and Southern California and in Washington.
- Crane. The number of trainees attending crane courses set a new record in 2000. Crane equipment for which training was conducted included container gantry cranes, mobile cranes, rubber-tired gantries, and bulk unloaders.
- Commercial Driver's License. Commercial truck driving schools were contracted to provide commercial driver's license education in the Southern and Northern California Areas and in the Oregon Area. After successfully completing the course, the trainee must pass a written and driving test for a commercial driver's license in the state in which he or she resides.

THE COAST ACCIDENT PREVENTION AWARDS

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

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

First Place: California United Terminals
Southern California

Second Place: Long Beach Container Terminal
Southern California

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

First Place: Husky Terminal & Stevedoring Inc.
Washington

Second Place: Centennial Stevedoring Services
Northern California

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

First Place: Diablo Services Corporation
Northern California

Second Place: Metropolitan Stevedore Company
Anacortes (Washington)

SPECIAL COAST AWARD: LINES COMPANIES *(companies engaged primarily in lines handling operations with total man-hours exceeding 5,000)*

First Place: Main Lines Inc.
Washington

Second Place: Reliable Line Service
Washington

ILWU WORK FORCE AWARDS

LONGSHORE LOCALS

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

Group B (100 to 400 Registered Members)
Local 21 - Longview, WA (Oregon)

Group C (Less than 100 Registered Members)
Local 18 - Sacramento, CA (Northern California)

CLERK LOCALS

Local 34 - San Francisco, CA (Northern California)

FOREMAN LOCALS

Local 94 - LA/LB (Southern California)

- Clerk Computer Gate. The number of trainees attending this course also set a new record. The training software installed in 1999 permits the timely updating via the Internet of the computer gate screens used in the course to mimic the screens that trainees may encounter at terminals to which they may be dispatched or assigned.
- Walking Boss Orientation and Seminar. The Walking Boss Orientation is a two-week course designed to prepare the student in leadership responsibilities and skills. Topics include first aid/CPR, drug and alcohol awareness, conflict resolution, diversity training, personal protective equipment, contract interpretation, and documentation training. Eighty newly trained walking bosses were added to the work force. The Seminar is a one-day course designed to update and refresh the trainees' knowledge and skills.
- Ammunition Handling and Powered Gangway. These courses are examples of port area-specific, specialized training classes. The Ammunition Handling course was conducted at the Army Weapons Station in Concord, CA, where trainees were instructed by U.S. Army personnel. The Powered Gangway program, held at the new Cruise Terminal in Seattle, was a joint venture between the Port of Seattle and a member company. The course provided training in the handling of a large covered ramp and stairway structure that was custom-built for the Port of Seattle.
- Instructor Training. PMA employs nearly 200 ILWU instructors each year in the various training programs. A new one-day course was developed to "train the trainer" on general and course specific instruction. The course is led by PMA staff, and it introduces instructors, who are themselves skilled members of the work force, to basic training techniques including presentation, organization, and leadership skills.

PMA tractor instructor from ILWU Local 10 advising a student driver on backing up chassis loaded with 40-foot container.

DISPATCHING THE 21ST CENTURY

Installation of the automated dispatch hall system that was designed by and built for Local 13 got underway following an area arbitration award in July. The Joint Longshore Labor Relations Committee has subsequently worked together to achieve the goal of automating and expediting the dispatch of longshore jobs from the Joint Longshore Dispatch Hall and the Casual Dispatch Hall in Wilmington.

Pursuant to the Area Arbitrator's decision, the implementation of this system was divided into three phases, the first two of which have been completed. In the first phase, the Joint Longshore Dispatcher used a computer keyboard to enter the Employers' orders into the new system. The second phase provided telephone-based check-in for the longshore registrants, a convenience for the work force that eliminates the necessity of traveling to the Dispatch Hall to check in. The output from the check-in process is the list of available longshore registrants by work category in dispatch sequence. Phase three will allow the Dispatcher to use a touch-screen device to assign a registrant to a particular job when that individual is at the dispatch window, and the system will print the dispatch ticket for the worker at that time.

Steel coils being placed on the North Port Marine Terminal dock apron, Port of Kalama.

As of this writing, the decades-old chalkboard has been replaced by displays of available jobs generated by the new system from the Employers' orders, and with the Union's continued cooperation, the system will be fully implemented soon.

PAYROLL GETS BETTER AND BETTER

Maritech, PMA's payroll subsidiary, continued its improvement program designed to provide the highest quality payroll services available to the longshore industry. One result was that longshore workers' W-2 forms for tax year 2000 were produced and distributed two weeks earlier than previous years. A centralized levy hotline for the West Coast was established through which one employee was able to handle all levy issues, coastwise. This resulted in fewer problems with local court systems, less confusion for the longshore worker, and quicker receipt of the claim by the payee. An educational effort directed toward the registered work force doubled the number of employees choosing direct paycheck deposit from about 3,000 to more than 6,000.

Maritech plans to make additional hotline services available in upcoming months. They will continue to work to make resolution of payroll problems easier for the longshore work force, to improve the accuracy of employer payroll input, and to make it as close to "error free" as possible.

IMPROVING AND INTEGRATING DATA SYSTEMS

The past two Annual Reports have emphasized major efforts by all departments of PMA to build new collection, warehousing, and reporting systems for the data PMA uses and maintains for the Industry, including payroll, tonnage, work force information, and labor relations documents. Development and enhancement of these projects continued, and the various data are now more tightly integrated for reporting and analysis.

The loading and unloading of container ship Everett Express *at the Pacific Terminal, Port of Everett.*

TONNAGE REPORTING

The Web-based tonnage reporting system has been well received by company personnel. Many enhancements requested by the reporting companies were added, and the update was completed in time to accept data for January 2001. Reports from the data for 2000 were crucial to the calculation of voting strength under the new bylaws.

PAYROLL DATA REPORTING

With the availability of the additional information provided by the tonnage reporting system, studies were made throughout the second half of the year correlating tonnage data with payroll data by terminal. These have been used to calculate various productivity measures at several levels of summarization—coastwise, port specific, company specific—and terminal by terminal detail. PMA staff continue to work with company personnel to improve the quality of payroll data input to improve the accuracy of these studies.

The capability to calculate productivity for a particular shift or against a specific vessel call will provide company senior management and PMA senior staff with factual information about changes in hours paid per container move or wages paid per ton handled by occupation code.

OTHER DATA REPOSITORIES AND TOOLS

The project described in last year's report to move the various work force data (HR databases) and historical payroll and tonnage data from PMA's legacy mainframe system to a new platform was completed in the first half of the year. To complement the reporting processes built into the new systems developed with Oracle-based products, a reporting system was installed to facilitate ad hoc reporting. WebFOCUS™, produced by Information Builders, Inc., has proven to be an invaluable tool not only for producing ad hoc reports for Research and other departments but it has also expedited production of many menu-driven reports for staff use.

A new system for calculating payments to the registered work force for paid holidays, pay guarantee, and vacations has been built into the HR database system. This new set of processes and reports has considerably reduced the amount of staff time and effort required to maintain these procedures. The notices and payments made in 2001 for vacations earned in 2000 were calculated with the new system.

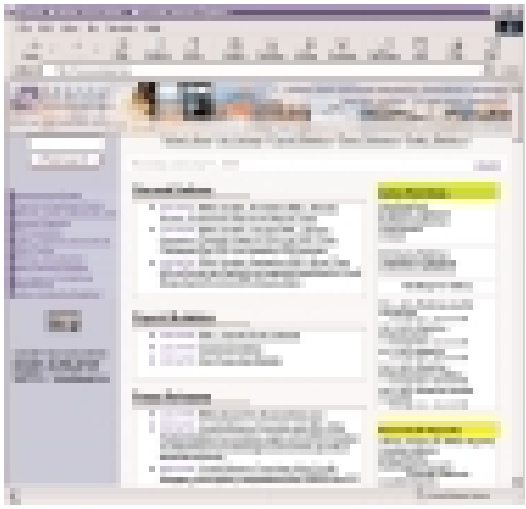
www.pmanet.org

The PMA website has been enriched with yet more information for the membership and the entire maritime community. For example, schedules of industry and joint ILWU-PMA meetings are now posted on the website daily. Design of the website has been improved to allow each department to maintain the information they want placed on the Internet, resulting in much quicker updating of bulletins and notices.

A major project to provide on-line ad hoc reporting capabilities via the Internet was near completion at the beginning of 2001. Summarized data from 1995 to date on hours, shifts, and wages paid as well as tonnage and counts of the work force will be available. The application was built using WebFOCUS™, and it allows the user to choose the levels of summarization desired, both geographically and time-wise, and to choose one of several different reports that are available.

Development is nearly complete on a "user manager" application for the extranet portion of the website—*i.e.*, those pages accessible to member companies—to allow company senior management to control access within their own organization to the various information and applications available on the site. PMA staff currently maintain this control and communicate with the company via e-mail. Following the implementation of this system, the on-line reporting feature will provide company-specific reports to company personnel authorized to access these data.

The *PMA Update*, after 12 years, was retired from monthly publication after the December 2000 issue. Many of the regular data summaries provided in the Update will be available from the Website reporting feature, and the publication will be dedicated to special projects that number two or three per year.



A Maersk Sealand container being positioned on a chassis.

COAST STEERING COMMITTEE

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

David Adam
Chief Operating Officer
Marine Terminals Corporation

Peter D. Bennett
Vice President - Pacific Region/Operations
"K" Line, Ltd.

Scott Michael Jones
President
General Steamship Corporation, Ltd.

"There shall be created a Coast Steering Committee to exercise such power and authority in the management of the business and affairs of the corporation as the Board of Directors shall determine, except the power to levy dues or assessments, all subject to the authority and control of the Board of Directors. The duties and responsibilities of the Coast Steering Committee shall be set forth in its charter, as shall be established and amended by the Board of Directors from time to time in its discretion. The Coast Steering Committee and Sub-Steering Committees shall be subject to the authority and control of the Board of Directors.

"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. The duties and responsibilities of the Area Sub-Steering Committees shall be set forth in their respective charters, as shall be established and amended by the Board of Directors from time to time in its discretion. The Coast Steering Committee shall be empowered to create such other temporary or permanent subcommittees or study groups as it may deem appropriate to the conduct of its duties and responsibilities."

— PMA Bylaws

AREA SUB-STEERING COMMITTEES

SOUTHERN CALIFORNIA AREA

John DiBernardo
Chairman
Stevedoring Services of America

Eileen Kuljis
Matson Navigation Co., Inc.

Alan McCorkle
Maersk Pacific Ltd.

John Ohle
American President Lines

NORTHERN CALIFORNIA AREA

Jacques Lira
Chairman
Stevedoring Services of America

Bill Alverson
CSX Lines, LLC

James A. Colby
Matson Navigation Company, Inc.

Chad Lindsay
Maersk Sealand

OREGON AND COLUMBIA RIVER AREA

Bruce Whisnant
Chairman
Stevedoring Services of America

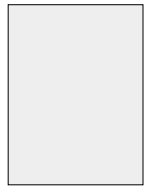
Douglas Beeber
Jones Stevedoring Company

Malcolm Erickson
Matson Navigation Company, Inc.

Peter Johnson
Marine Terminals Corporation

WASHINGTON AND PUGET SOUND AREA

Kenneth H. Passe Jr.
Chairman
Marine Terminal Corp. - Puget Sound



Tom Bellerud
CSX Lines, LLC

Rich Bliss
Matson Navigation Company, Inc.

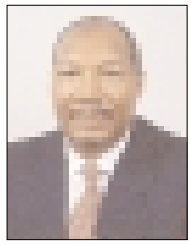
W. Patrick Burgoyne
Maersk Pacific Ltd.

Paul Lundberg
Vice President - Labor Relations
Maersk Sealand

James C. McKenna
Vice President - Labor Relations
CSX Lines, LLC

Jon Rosselle
Vice President
SSA Terminals

Doug Stearns
Vice President - Operations
Jones Stevedoring Company



Robert L. Stephens
Director, Labor Relations
American President Lines, Ltd.

Robert B. Roach
Metropolitan Stevedore Co.

Walter Romanowski
Marine Terminals Corporation

Pan Saurastri
NYK Line

Phillip Wright
Hanjin Shipping Company

Sean Lindsay
Marine Terminals Corporation

Carlo Martinelli
Star Shipping Line

Mike Ogieglo
Centennial Stevedoring Services

Dan Rohde
Eagle Marine Services, Ltd.

Scott Winn
Mitsui O.S.K. Lines (America), Inc.

Steve Johnson
Inchcape Shipping Services

Ken Mishler
"K" Line

Alastair Smith
Star Shipping, Inc.

Diana Jackson
Mitsui O. S. K. Lines

Clayton R. Jones, III
Jones Stevedoring Company

Phillip Lutes
Westwood Shipping Lines

Lee E. MacGregor
SSA Terminals, LLC

David A. Pickles
Eagle Marine Services, Ltd.

PMA STAFF

CRAIG E. EPPERSON
SENIOR VICE PRESIDENT
General Counsel and Secretary

JOSEPH N. MINIACE
PRESIDENT AND CEO

CHARLES J. WALLACE
VICE PRESIDENT
Labor Relations - Southern Region

THOMAS M. MCMAHON
SENIOR VICE PRESIDENT
Finance and Administration

BETTYE PAGE-WILSON
DIRECTOR
Human Resources/Employee Benefits

CRAIG JOHNSON
VICE PRESIDENT
Labor Relations - Northwest Region

COAST


Thisbe Ague-Esler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Edie Apostolos


Bernard Arias


Kim Arrivee


Tyrone Buford


Brenda Clark


Susan Cole-Smith


Simon Corneliuz


Darwin Dayan


Bob Dockendorff


David Eng


Craig Epperson


Abbie Granger

Pat Gutierrez


Maria Han


Martha Harris


Evelin Hidalgo


Paul Holmes


Julia Hong


Ted Hung


Parin Jhaveri


Badri Kuchibhotla


Vince Lamaestra


Mark Langner


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Jose Martinez


Tom McMahon


Ajay Mehta

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Pacific Northwest

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Dan Sekella


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Kim Traynor


Uta Wagner


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Earl Westfall


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Rosemary Bravo

Sandra Campa


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Robert Dodge


Javier Escalera


Jacquie Ferneau


Stephen G. Fresenius


Lorena M. Gonzalez


Mike Hall


Frank Hammond


Joyce A. Hardy


Norma G. Herrera


Ranae Jackson


Tim Kennedy


Dawn Little Lamb


Gloria Lloyd


Lisa Lynch


James I. Madrid


Leah Maes


Ingrid H. Medina


Ron R. Merical


Elias Montero


Erin Morgan


Esther Paiz


Marie Partida


Dennis Patterson


Jean Person


Betty Pleas


Alice Poe

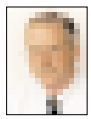

Michelle Reyes


Nancy Rodriguez


Paul Russell


Thomas Semmer


Janice Severino


Chuck Wallace


Ray Waters

NORTHERN CALIFORNIA


Ana Aguilar-Martinez


Stephanie Anderson


Shyla Barrow


Millie Bluford


Art Chu


Francia Decena


Tom Edwards


Victor Garcia


Sharon Haanstra


Don Jarrell


Valarie Jessie McGee


Cynthia Jonah

Dan Kaney

Bill Niland

Jim Potter

Peggy Searcy-Thylstrup

Liz Singleterry

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Robyn Cuzzetto

Bob Forman

Mary M. Fujii

Mary Gehrke

Fred Gordon

Edwin Hatch

Christine Ann Hill

Dorene Jachalke

Camilla James

Craig Johnson

Tim Kuncl

Deborah LeCuyer

Tim MacLean

Alicia Mendoza

Vicky Morton

Pam Murdoch

Bob Roedel

Sandra Starkey

Dennis Steiner

Carol Torset

Joe Weber

OREGON OFFICE

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Debra Culmsee

Karen Fog

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Tryna Hermanson

Larry Hudson

Kathleen Hults

Sharon Jameson

Teresa L. Leeper

Judi Lynch

Rowan Muirden

Scott Munger

Marke Nielsen

Kristy Lynn Polynice

Pam Pratt

Janet Snyder

Sherri Souders

Barbara Tymer

MARITECH

Gloria Bungcayao

Sean M. Jordan

John C. Michaelis

Kelly McGuinness

Javier Narro

Gaylynn Nelson

Lawrence C. Oliver

Laura Quiñones

Scott Rettig

Michael Snow

MEMBERSHIP

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

— PMA Bylaws

American President Lines, Ltd.
Anacortes Log & Bulk Stevedore Co.*
Bellingham Stevedoring Company
Benicia Port Terminal Company
Brady-Hamilton Stevedore Co.*
Bridge Warehouse, Inc.
CSX Lines, LLC
California United Terminals
Centennial Stevedoring Services
Coast Maritime Services
Coastal Great Southern
Consolidated Stevedoring Company LLC
Cooper/T. Smith Stevedoring Co., Inc.
COSCO North America, Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Crescent Wharf & Warehouse Co.*
Eagle Marine Services, Ltd.
Everett Stevedoring Company*
Evergreen Marine Corp. (Taiwan) Ltd.
Flota Mercante Grancolombiana, S.A.
Foss Alaska Line, Inc.
Hanjin Shipping Co., Ltd.
Hapag-Lloyd AG
Harbor Industrial Northwest 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 Sealand
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, LLC
Pacific Coast Stevedoring, Inc.
Pacific Coast Terminals, Ltd.
Pacific Crane Maintenance Co., Inc.
Pacific Northwest Auto Terminals
Pacific Ro-Ro Stevedoring, LLC
Pacific Traffic Marking & Coating Company
Pasha Maritime Services, Inc.
Pier Maintenance Incorporated
Port of Vancouver
Portland Lines Bureau
Reliable Line Service
Rio Doce Pasha Terminal, L. P.
Rogers Terminal & Shipping Corp.
SSA Terminals, LLC
Sea Star Stevedore Company*
Seattle/Crescent Container Service*
Seattle Stevedore Company*
Tacoma Line Handling Company
Terminal Maintenance Company LLC
Terminal Maintenance Corporation
Total Terminals, Inc.
TransBay Container Terminal, Inc.
Trans Pacific Container Service Corp.
Transpac Terminal Services
Twin Harbor Stevedoring Company*
Ultramar Inc.
Wallenius Wilhelmsen Lines AS
Washington United Terminals
Western Stevedoring Corp.
Westfall Stevedore Company
Williams, Dimond & Company
Yusen Terminals Inc.
Zim American Israeli Shipping Co.

* dba Stevedoring Services of America

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 domestic carriers, international carriers and stevedores that operate in California, Oregon, and Washington.

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

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

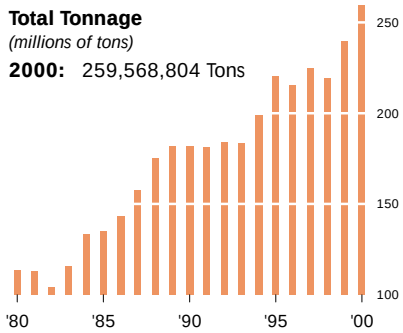
PMA Mission:To provide industry leadership to our member companies through innovative integrated Labor Relations, Human Resources, and Administrative Services.

The Regular Meeting of the membership will be held at Pacific Maritime Association Headquarters, San Francisco, California on Wednesday, March 21, 2001 at 2:00 p.m. in Conference Room 1.

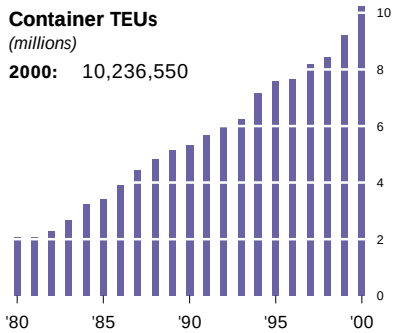
Maersk Sealand container vessel A.P. Moller *approaches dock at the port of Long Beach.*

HIGHLIGHTS

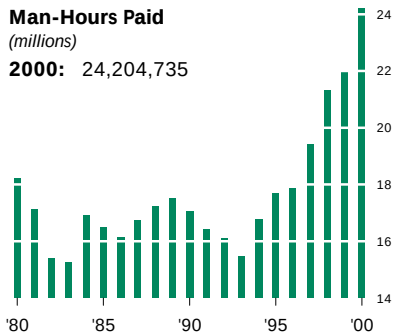
Total Tonnage
(millions of tons)
2000: 259,568,804 Tons



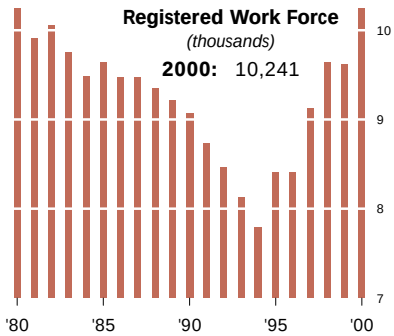
Container TEUs
(millions)
2000: 10,236,550



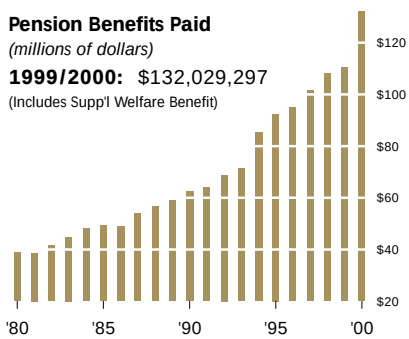
Man-Hours Paid
(millions)
2000: 24,204,735



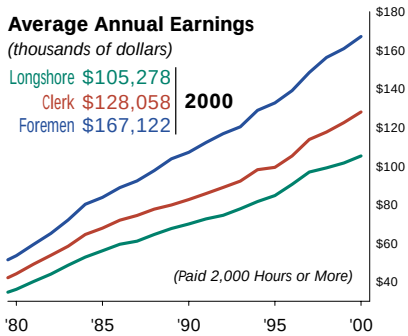
Registered Work Force
(thousands)
2000: 10,241



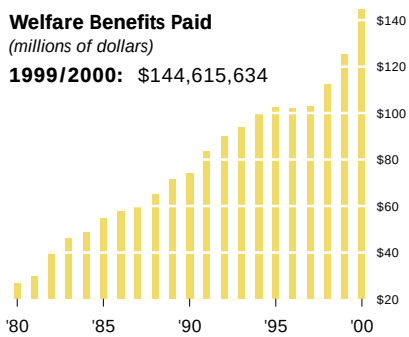
Pension Benefits Paid
(millions of dollars)
1999/2000: $132,029,297
(Includes Supp'l Welfare Benefit)



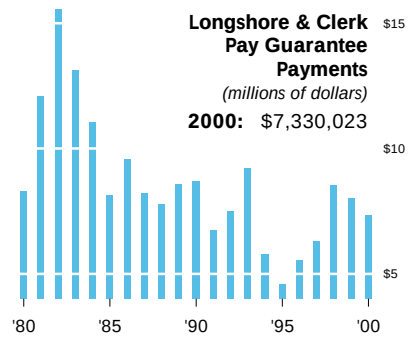
Average Annual Earnings
(thousands of dollars)



Welfare Benefits Paid
(millions of dollars)
1999/2000: $144,615,634



Longshore & Clerk Pay Guarantee Payments
(millions of dollars)
2000: $7,330,023



CONTENTS

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 - 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 . . . . . .1/19/01 *
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 . . . . . .1/19/01 *
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 . . . . . .3/24/00 *
19 - Gear and Locker Agreement . . . . . .6/23/97 *
19 - Seattle Mechanics Agreement . . . . . .5/24/00 *
23 - Working and Dispatching Rules . . . . .6/17/88 *
23 - Lines Handling Agreement . . . . . .3/21/00 *
23 - Gear and Locker Agreement . . . . . .3/21/00 *
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 . . . . . .12/9/98 *

* 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.

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

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.

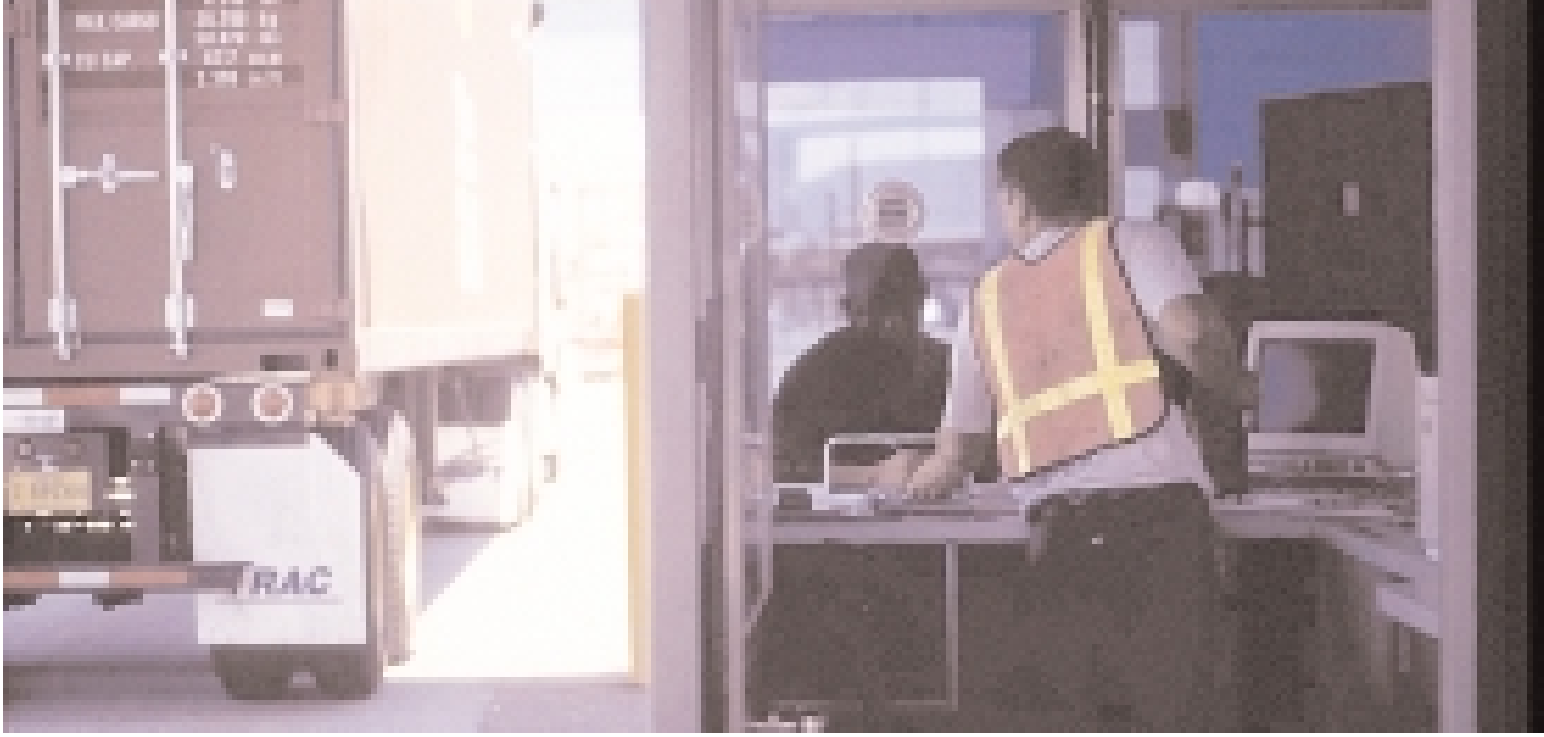
Casual employment allows the individual longshore employee, within certain limitations, the choice both of making himself or herself available for a work assignment on any given day and of taking a particular job for which he or she is qualified. Registration, dispatch, and benefits eligibility rules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



A marine clerk processing trucks at SSAT Terminal in Long Beach.

er. 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.

WORKING TIMES AND WAGE RATES

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

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

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

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

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

History, continued

Effective Date		Hourly Rate Increase		Rate
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.

Project cargo being discharged from the Merida *by SSA at the Port of Stockton.*

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.

Thus, the payroll year does not coincide exactly with a calendar year; the 2000 payroll year began on December 25, 1999, and ended December 22, 2000. (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.

For the purpose of calculating payrolls and for statistical reporting purposes, PMA uses 4-digit occupation codes to identify the job categories for which an employee is paid.

These 4-digit codes are divided into several general categories based on the type of work being defined:

0001-0099 Longshore Work
0100-0121 Clerk Work
0125-0140 Foreman/Walking Boss Work
0150-0190 CFS Supplement Work
0200-0299 Miscellaneous Dock Work
0300-0399 Local Labor Relations Committee
0400-0499 Other Member Agreements

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 Association (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 in 1994. In 2000 James Spinosa was elected President. The other Titled Officers are Robert McEllrath, Vice President, Mainland; Wesley Furtado, Vice President, Hawaii; and Joe Ibarra, Secretary-Treasurer.

THE LONGSHORE DIVISION

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

Container lashing training at Terminal 6, Portland, Oregon.

GOVERNING BODY

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President James Spinosa, Vice President Robert McEllrath, and Committeemen Ray Ortiz, Jr., and Joseph Wenzl.

The Longshore Division holds periodic Caucuses to which each local sends representatives, where policy is established, collective bargaining demands formulated, and other union business is conducted.

Longshore workers handle the loading and unloading of ships and barges, stuff and 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 Walking Bosses or Foremen are in charge of the loading and unloading operation and report to the stevedoring company superintendent.

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

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

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.

Discharging pipe at the Port of Longview, Washington.

Effective July 1, 2000, the rate of pension benefit accrual for longshoremen retiring on or after July 1, 1999, was $90 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $3,150 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 and 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 participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, 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 deter-

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

Retirees by Year

Year	Normal	Early	Disability	Total
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
2000	84	134	59	277

*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 1, 2000)

Retirement Date	Max Yrs of Svc.	Rate Per Mo/Yr	Max. Mo. Benefit
Before 7/81	25 yrs	$55	$1,375
7/81-6/84	30	55	1,650
7/84-6/87	33	55	1,815
7/87-6/93	35	55	1,925
7/93-6/96	35	69	2,415
7/96-6/99	35	72	2,520
7/99-6/01	35	90	3,150

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, 2000. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility

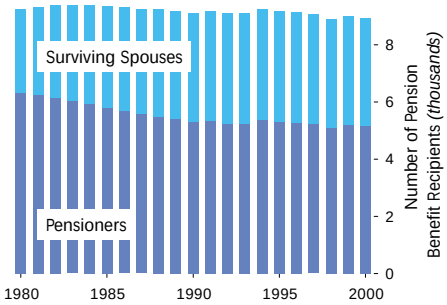
Fractional Benefit Accrual

Credited Annual Hours	Monthly Benefit Accrued
1,300	$90.00
1,250	86.54
1,200	83.08
1,150	79.62
1,100	76.15
1,050	72.69
1,000	69.23
950	65.77
900	62.31
850	58.85
800	55.38

mined 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 five 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 five qualifying years of service. If a participant leaves the plan prior to the vesting date, no partial benefits are received. Once vested, a participant's earned qualifying years of service remain credited for life.

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



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 having attained 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 2000 the Plan was paying $12,113,099.87 per month to 8,926 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.

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

Effective July 1, 1999 for registrants who retired before July 1, 1993, the effective pension credit accrual rate was increased to $48 per year of qualifying service payable from the ILWU-PMA Pension Plan. An additional income supplement is paid from the ILWU-PMA Supplemental Welfare Benefit Plan to registrants who retired before July 1, 1993. This supplement was $2 per month per year of service recognized by the ILWU-PMA Pension Plan and increased the retirement income to $50 per month per year of service. An additional Supplemental Welfare Benefit of $5 per month of year of service was effective July 1, 2000. An additional Supplemental Welfare Benefit of $10 per month of year of service, effective July 1, 2001, will increase the retirement income to $65 per month per year of service.

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
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
2000	3,656	1,240	134	126	*5,156*	3,395	375	*3,770*	8,926

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

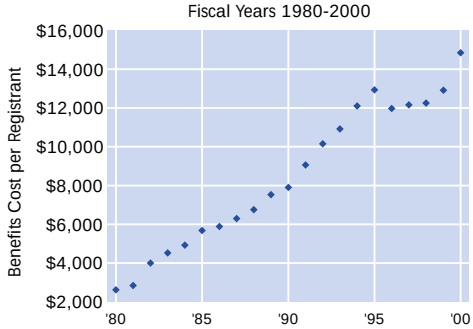
The Plan is funded by contributions from employers, registered employees, and the ILWU. PMA, through assessments on tonnage and payroll hours, contributes necessary amounts which, in addition to employee and ILWU contributions, will adequately fund the Plan.

Registered employees make contributions to the Plan as a defined percentage of wages. 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 customarily 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.

The ILWU contributes the Union's share of the cost of the Widows' Independent Living Subsidy Program.

ILWU-PMA Welfare Plan Benefits Costs per Active Registrant
Fiscal Years 1980-2000



Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (midpoint of the fiscal year). For example, costs for 1999/2000 are divided by the count of active registrants at the end of 1999.

TENURE OF THE AGREEMENT

The Plan runs concurrently with the 1999-2002 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan, and the Plan remains in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

WHO IS ELIGIBLE FOR ILWU-PMA WELFARE PLAN BENEFITS

An overview of eligibility requirements, by eligibility category for Welfare Plan participation, is shown below. The Plan Trustees are the final arbiter of eligibility.

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

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

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

Semi-tractor driver receives container yard placement instructions, Port of Los Angeles.

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 five years of credited pension service, and
- Deferred pensioners whose separation date was before age 55 or whose normal pension benefit has not commenced.

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

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

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

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).

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 Employee Retirement Income Security Act (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.

Aerial view of the auto facility at the Port of Vancouver.

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 registrants who are paid for work hours on a "paid holiday" or on a recognized holiday receive wages for the hours paid at the overtime rate.

Holidays recognized by the Agreements for 2001 and for the first six months of 2002 are shown to the right.

2001

January	1	New Year's Day[1]
	15	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	19	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	28	Memorial Day
July	4	Independence Day
	5	Bloody Thursday[1]
	28	Harry Bridges' Birthday
September	3	Labor Day[1]
November	12	Veterans' Day (observed)
	22	Thanksgiving Day[1]
December	24	Christmas Eve Day[1]
	25	Christmas Day[1]
	31	New Year's Eve Day[1]

2002

January	1	New Year's Day[1]
	21	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	18	Washington's Birthday
April	1	Cesar Chavez's Birthday (observed)
May	27	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.

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 longshore, clerk, and foreman registrants 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 to the right illustrates the annual hours requirement for vacation eligibility under varying conditions.

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

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

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

Annual Hours Requirements for Vacation Eligibility

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

View of downtown San Francisco as the Hapag-Lloyd Hong Kong Express *begins its journey.*

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 ($27.18 per hour, effective July 1, 2000, or $1,032.84 per week). Class "B" employees with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" employees with fewer than five vacation qualifying years are guaranteed income equivalent to a 28-hour week ($761.04).

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

The actual amount guaranteed to an individual for a week is the difference between the guarantee amount ($1,032.84 or $761.04) and the weekly average of earnings and other compensation received over the most recent four weeks.

The contingent PGP liability for 2000/2001 is $20,020,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

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

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 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 in the previous payroll year, a contribution for qualifying hours paid by PMA member companies. The employer contributions are made to each account as soon as practicable following the end of each contract year. Registered walking bosses/foremen 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 the first employer contribution to registered longshore and clerk employees was negotiated in the 1999-2002 agreement.

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.

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.

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.

Foss tugboat assists a "K" Line vessel at the Port of Tacoma.

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.

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.

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.

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.

Aerial view of the Port of Los Angeles.

FUNDING OF BENEFITS

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

Various methods have been used to raise the monies needed to fund benefits. These methods have, to varying degrees, shifted the direct responsibility for paying for benefits between the stevedores and terminal operators who employ longshore labor and the operators of vessels and barges that carry the cargo.

FUNDING BENEFITS WITH HOURS AND TONNAGE CONTRIBUTIONS

The genesis of the current assessment system was a membership agreement dated December 14, 1983. Although the agreement has been amended a number of times over the last 17 years, the basic structure of the agreement remains.

The 1983 assessment agreement was based on the premise that if the number of hours paid are greater than a predetermined number which is referred to as the divisor, then the hours sector was obligated to fund the entire cost of collectively bargained fringe benefits. If, however, hours are fewer than the divisor, then a portion of the funding requirement is transferred to the tonnage sector.

The tonnage sector portion of the benefits costs is the amount remaining after the portion to be raised by the hours sector is subtracted from the total monies that must be collected to fund benefits. The hours portion of the benefits obligation is derived by first dividing the total of the benefits costs by the divisor. The result is the hourly benefit assessment rate. Then, the hourly assessment rate is multiplied by the expected number of hours, which results in the total amount to be raised by the hours sector, the hours portion. The difference between the amount raised by the hours sector and the total benefits costs is the amount raised by the tonnage sector.

The determination of what number the divisor should be was 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.

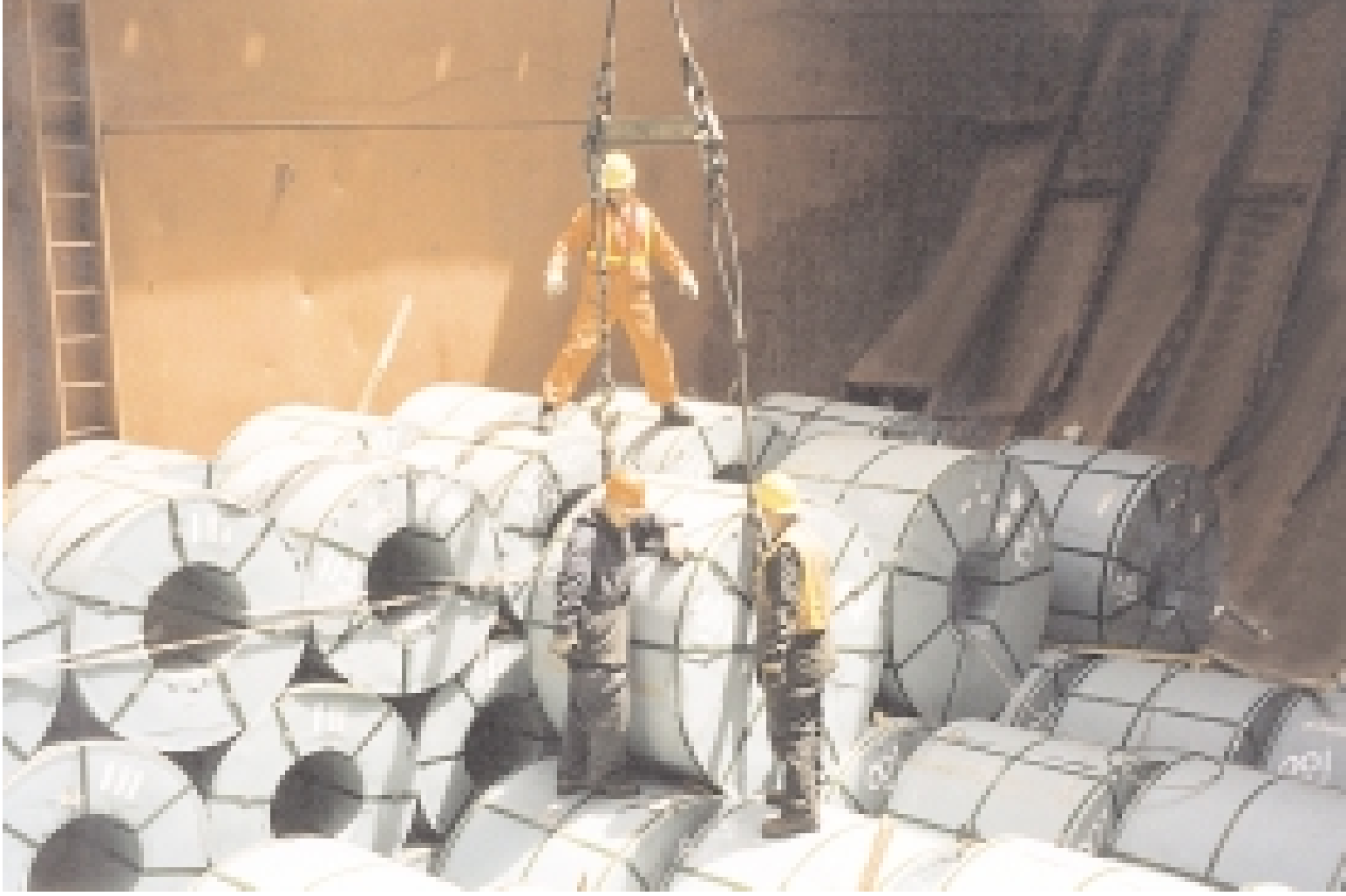
After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board demanded a further refinement of this divisor, and finally the number 24,800,546 was decided upon. This was the result of a compromise just before the agreement was finalized.

The divisor 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 because the agreement assessed tonnage, 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 an hourly assessment rate that was put into effect for the payroll week beginning December 24, 1983. The accompanying tonnage assessment rates became effective January 1, 1984.

In 1999, it became apparent that hours paid might, in the very near future, exceed the 24,800,546 divisor that had been in place since 1983. The Coast Executive Committee (CEC) appointed a subcommittee to examine the applicability of the assessment system to current levels of cargo volume and hours activity. The subcommittee, after many meetings, recommended to the CEC that the divisor be increased to 28,556,221. The CEC in turn recommended to the Board of Directors that the



Three Local 10 holdmen preparing steel coil for discharge at Burma Road Terminal, Oakland.

divisor be increased. At the June 28, 2000 Membership Meeting, the membership represented voted unanimously to adopt the 28,556,221 divisor.

CALCULATION OF ASSESSMENT RATES

To calculate assessment rates, tonnage, hours, and benefits costs must be projected for the period for which the rate calculations are applicable.

The first step is to project the future 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, 28,556,221. The resulting figure is the hourly assessment 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 amount resulting from this calculation is subtracted from the adjusted benefits plans cost, and the amount remaining is that to be collected from the tonnage sector.

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

RATE COMPONENTS

As the total costs of benefits increase, the hourly assessment rate will increase because it is the result of dividing the total benefits costs by a constant divisor, 28,556,221.

The number of hours projected to actually be paid during a period has no impact on the hourly assessment rate. Only the total costs of benefits affects the assessment rate. The higher the benefits costs are, the higher the hourly assessment rate.

Changes in tonnage rates are not as easily explained. Tonnage rates are dependent on estimates of both hours and tonnage. Given a constant benefits cost, the total dollar obligation of the tonnage sector 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 hourly assessment rate and the total tonnage sector obligation to increase.

The PMA Board of Directors approves the assessment rates required to fund collectively bargained fringe benefit plans as well as the PMA Cargo Dues assessment 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.

ASSESSMENT RATE HISTORY

The first employee benefit, a paid vacation, was funded through a 7.3¢ assessment on hours effective January 1, 1946. A welfare benefits plan was funded beginning August 1, 1949 with a 3¢ per hour assessment. A Pension Plan was added effective July 1, 1951 and was funded by a 15¢ per hour contribution.

The first 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; only the CFS plan was funded by tonnage. On December 14, 1983 the

Memorandum of Agreement Concerning Assessments to Pay ILWU-PMA Employee Benefit Costs was approved and implemented.

TONNAGE REPORTING

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

Cargo tonnage is subject to assessments that are used to fund that portion of the collectively bargained fringe benefits costs not paid for by hourly 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 foreign trade cargo manifests use metric units to describe cargo weight and volume with the exception of lumber and logs.

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.

Positioning hatch covers on the Jork, *Maersk Sealand feeder vessel, Rio Doce Pasha Terminals, Port of Los Angeles.*

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

Aerial view of the Port of Longview, Washington.

REPORTING RESPONSIBILITIES

PMA Members and other companies 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

One of the important distinctions in tonnage reporting is the Cargo Movement type. 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 assessed on the basis of revenue units (RUs) and revenue tonnage. Containers are reported in revenue units and Non-Containerized Cargo is reported in revenue tons.

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, and Exempt are not assessed. Containers reported as containing Autos are not assessed but the autos in these containers are reported and assessed under the Auto & Truck category.

A container is assessed one time by PMA under the PMA system as the container moves between its point of origin and its final destination. A container, by definition, begins a new assessment cycle at any point at which its contents are changed. The removal or addition of any portion of a containers 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."

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 non-containerized cargo that is not reported in Lumber & Logs, Autos, and the Bulk categories. 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.

Gearbulk vessel loading poles for export to Ireland from Port of Longview, Washington.

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 STATISTICS

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, conducted by an independent organization. Such periodic reviews as well as other changes by reporting companies 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. The Import and Export Waterborne data published by the U.S. Army Corps of Engineers, U.S. Maritime Administration Office of Statistical and Economic Analysis do not include domestic tonnage moved to and from Alaska and Hawaii, nor do they contain coastwise and U.S. intercoastal tonnage. The Army Corps of Engineers does publish domestic cargo data separately.

The U.S. Maritime Administration Office of Statistical and Economic Analysis Import and Export data are summarized by Customs District, whereas PMA data are summarized by Port or Port Area. The Maritime Administration data provide detail regarding the cargo type, cargo origin, carrier type (liner, tanker, or tramp vessel), value, and the country of import or export, in addition to other information.

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 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 revenue tons for each Revenue Unit. A Revenue Unit is defined as 20 linear feet of outside container length and is equivalent to a TEU.

COASTWISE TONNAGE

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

Coastwise cargo is assessed only on discharge. Coastwise cargo, which is loaded, is reported for statistical purposes only.

Cargos inbound from British Columbia represents a subset of total revenue tonnage. General Cargo and Lumber and Logs were reported inbound from British Columbia in 2000 and were discharged in San Diego, Long Beach, Eureka, and North Bend/Coos Bay.

The Cornelius Maersk *approaches Long Beach.*

COAST MARKET SHARE

In the table below, the column labeled "Percent of Coast"represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is commonly referred to as "market share." The six major ports listed below handled 87.5% of the total coast tonnage in 2000 and 99.5% of the containerized cargo.

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 1996.

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

	2000		1999		1998		1997		1996	
	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	3,436,927	*33.6%*	3,224,722	*35.0%*	2,958,782	*35.0%*	2,815,979	*34.4%*	2,469,112	*32.2%*
General Cargo	1,741,767	*17.5*	1,702,461	*17.0*	1,740,983	*17.9*	1,671,561	*20.8*	1,640,141	*20.8*
Lumber & Logs	165,799	*7.9*	129,633	*6.5*	133,648	*6.5*	100,748	*4.0*	93,676	*2.8*
Autos & Trucks	3,215,168	*16.3*	2,984,514	*17.0*	2,990,375	*20.0*	2,805,099	*19.0*	2,526,342	*20.0*
Bulk Cargo	6,803,156	*12.7*	6,209,675	*11.6*	8,228,636	*16.8*	9,387,336	*15.7*	8,924,333	*14.5*
Total Long Beach	70,353,649	*27.1%*	65,846,557	*27.5%*	63,392,936	*28.9%*	61,836,387	*27.5%*	55,159,396	*25.6%*
LOS ANGELES										
Container TEUs	3,397,016	*33.2%*	2,694,626	*29.3%*	2,424,296	*28.7%*	2,287,137	*27.9%*	2,156,471	*28.1%*
General Cargo	3,610,631	*36.3*	3,545,426	*35.4*	3,464,596	*35.6*	2,617,137	*32.6*	2,529,805	*32.1*
Lumber & Logs	-	-	4,140	*0.2*	35,020	*1.7*	25,079	*1.0*	30,111	*0.9*
Autos & Trucks	2,889,848	*14.6*	3,111,451	*17.7*	2,281,740	*15.3*	2,308,277	*15.6*	2,559,618	*20.3*
Bulk Cargo	6,748,294	*12.6*	6,640,284	*12.4*	4,945,696	*10.1*	3,576,158	*6.0*	5,638,385	*9.2*
Total Los Angeles	70,998,045	*27.4%*	59,109,943	*24.7%*	51,940,084	*23.7%*	47,407,980	*21.1%*	47,417,926	*22.0%*
OAKLAND										
Container TEUs	1,187,887	*11.6%*	1,130,862	*12.3%*	1,058,022	*12.5%*	1,051,036	*12.8%*	1,066,014	*13.9%*
General Cargo	294,318	*3.0*	310,604	*3.1*	417,108	*4.3*	244,672	*3.0*	217,212	*2.8*
Lumber & Logs	15	-	-	-	-	-	48	-	-	-
Autos & Trucks	952,435	*4.8*	768,711	*4.4*	688,741	*4.6*	638,777	*4.3*	586,005	*4.6*
Bulk Cargo	-	-	65,644	*0.1*	36,792	*0.1*	4,851	-	-	-
Total Oakland	21,440,847	*8.3%*	20,369,613	*8.5%*	19,129,015	*8.7%*	18,755,960	*8.4%*	18,925,455	*8.8%*
PORTLAND										
Container TEUs	216,202	*2.1%*	219,294	*2.4%*	189,965	*2.2%*	213,337	*2.6%*	220,012	*2.9%*
General Cargo	632,898	*6.4*	796,744	*8.0*	631,717	*6.5*	261,402	*3.3*	234,873	*3.0*
Lumber & Logs	30,477	*1.4*	33,126	*1.7*	72,049	*3.5*	106,120	*4.2*	94,008	*2.8*
Autos & Trucks	3,658,896	*18.5*	3,316,992	*18.9*	2,643,646	*17.7*	2,795,810	*18.9*	2,232,621	*17.7*
Bulk Cargo	11,218,813	*20.9*	11,099,680	*20.8*	11,499,458	*23.4*	11,437,267	*19.1*	11,793,997	*19.1*
Total Portland	19,216,518	*7.4%*	18,974,540	*7.9%*	18,076,275	*8.2%*	18,227,328	*8.1%*	18,095,703	*8.4%*
TACOMA										
Container TEUs	902,310	*8.8%*	841,114	*9.1%*	723,678	*8.6%*	771,392	*9.4%*	723,834	*9.4%*
General Cargo	180,564	*1.8*	249,248	*2.5*	315,908	*3.3*	278,550	*3.5*	225,296	*2.9*
Lumber & Logs	355,114	*16.8*	332,314	*16.6*	376,842	*18.2*	435,604	*17.3*	567,992	*17.2*
Autos & Trucks	2,094,456	*10.6*	1,829,786	*10.4*	1,605,080	*10.7*	1,626,043	*11.0*	1,334,036	*10.6*
Bulk Cargo	6,211,194	*11.6*	6,627,203	*12.4*	4,578,840	*9.3*	7,113,345	*11.9*	7,568,703	*12.3*
Total Tacoma	24,180,598	*9.3%*	23,337,489	*9.7%*	19,179,196	*8.7%*	22,567,206	*10.0%*	22,001,205	*10.2%*
SEATTLE										
Container TEUs	1,042,471	*10.2%*	1,055,283	*11.5%*	1,057,881	*12.5%*	1,020,024	*12.4%*	1,009,275	*13.2%*
General Cargo	244,212	*2.5*	255,367	*2.6*	304,963	*3.1*	284,106	*3.5*	356,747	*4.5*
Lumber & Logs	4,711	*0.2*	20,518	*1.0*	6,835	*0.3*	13,028	*0.5*	13,884	*0.4*
Autos & Trucks	711,351	*3.6*	709,830	*4.0*	531,988	*3.6*	792,748	*5.4*	583,565	*4.6*
Bulk Cargo	2,251,807	*4.2*	2,099,443	*3.9*	1,462,698	*3.0*	4,042,335	*6.7*	3,987,024	*6.5*
Total Seattle	20,934,088	*8.1%*	21,024,969	*8.8%*	20,290,461	*9.2%*	22,472,625	*10.0%*	22,098,895	*10.2%*
ALL OTHER PORTS										
Container TEUs	53,737	*0.5%*	42,652	*0.5%*	31,380	*0.4%*	38,903	*0.5%*	19,182	*0.3%*
General Cargo	3,244,511	*32.6*	3,150,562	*31.5*	2,844,226	*29.3*	2,675,108	*33.3*	2,674,988	*34.0*
Lumber & Logs	1,554,533	*73.7*	1,486,024	*74.1*	1,447,375	*69.9*	1,843,030	*73.0*	2,504,894	*75.8*
Autos & Trucks	6,205,074	*31.5*	4,849,410	*27.6*	4,202,738	*28.1*	3,795,039	*25.7*	2,788,885	*22.1*
Bulk Cargo	20,527,412	*38.2*	20,714,971	*38.8*	18,348,954	*37.4*	24,373,017	*40.7*	23,687,884	*38.5*
Total All Other Ports	32,445,059	*12.5%*	30,926,051	*12.9%*	27,376,753	*12.5%*	33,347,545	*14.8%*	31,982,745	*14.8%*
COAST TOTALS										
Container TEUs	10,236,550		9,208,553		8,444,004		8,197,808		7,663,900	
General Cargo	9,948,901		10,010,412		9,719,501		8,032,536		7,879,062	
Lumber & Logs	2,110,649		2,005,755		2,071,769		2,523,657		3,304,565	
Autos & Trucks	19,727,228		17,570,694		14,944,308		14,761,793		12,611,072	
Bulk Cargo	53,760,676		53,456,900		49,101,074		59,934,309		61,600,326	
Total Coast	259,568,804		239,589,162		219,384,720		224,615,031		215,681,325	

AVERAGE ANNUAL EARNINGS

These average annual earnings data include on-the-job pay, holiday pay, vacation pay, pay for travel hours, and taxable meals and fares. Pay Guarantee Plan payments, mileage, and nontaxable meals and fares payments are NOT included.

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

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

The % of Employees 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.

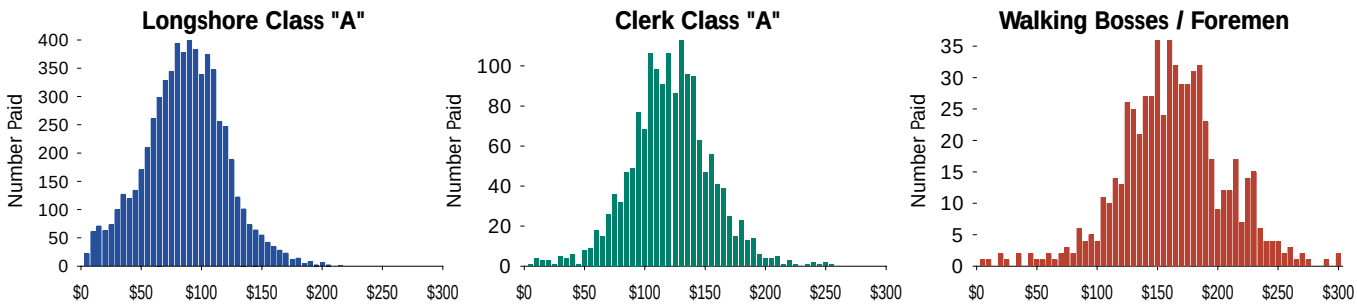
Each succeeding hours group includes an increasingly smaller percentage of the respective work force as the minimum number of hours paid is incremented in 400 hour units.

The 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.

The Average Hours column shows the average numbers of hours paid to those registrants who were paid 2,800 or more hours.

	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
Year	Number Paid	Average Hours	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Hours	Average Earnings
CLASS "A" LONGSHORE												
1991	6,213	1,730	52,725	59.4	65,546	37.1	72,631	14.3	81,251	4.0	3,057	93,072
1992	6,152	1,744	54,980	59.9	68,813	38.7	75,931	16.2	84,703	4.6	3,061	97,559
1993	5,889	1,717	56,004	58.7	70,765	38.2	77,877	15.0	87,119	3.9	3,088	101,946
1994	5,559	1,871	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	3,122	103,988
1995	5,248	1,923	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	3,141	106,910
1996	5,105	1,907	68,842	68.4	83,115	49.7	90,545	24.3	101,165	9.7	3,112	115,081
1997	5,280	1,988	75,880	71.4	89,812	53.7	96,865	30.1	107,130	11.6	3,158	123,042
1998	5,695	2,029	79,135	72.6	93,766	56.1	100,921	33.8	111,765	14.8	3,178	126,573
1999	5,977	2,013	79,767	72.2	94,256	55.1	101,554	32.5	111,958	13.3	3,158	127,192
2000	6,291	2,076	84,113	74.9	97,899	58.0	105,278	35.1	116,300	15.3	3,194	131,869
CLASS "A" CLERK												
1991	1,306	2,334	76,981	85.9	82,779	74.7	85,748	52.1	90,793	21.8	3,108	100,939
1992	1,288	2,377	81,106	86.1	87,510	75.9	90,661	56.3	95,493	26.6	3,120	105,190
1993	1,249	2,367	82,696	88.2	88,224	75.0	92,235	53.6	97,912	26.3	3,115	107,658
1994	1,223	2,513	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	3,196	112,665
1995	1,337	2,569	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	3,237	115,077
1996	1,373	2,558	96,430	90.3	102,030	82.0	105,196	63.3	111,685	37.9	3,226	122,447
1997	1,449	2,489	104,526	90.8	109,827	80.3	113,808	59.4	121,122	31.8	3,167	133,731
1998	1,537	2,590	111,139	91.2	116,598	83.5	119,879	66.4	126,000	38.6	3,223	138,330
1999	1,500	2,610	113,879	91.9	119,064	84.0	122,466	67.7	128,317	40.5	3,222	140,212
2000	1,558	2,685	118,982	92.1	124,390	84.4	128,058	69.2	134,495	45.4	3,300	145,960
WALKING BOSS/FOREMAN												
1991	507	2,655	107,017	95.7	109,503	88.6	112,159	73.0	116,965	38.5	3,194	125,978
1992	511	2,662	111,039	92.4	115,823	84.9	119,037	73.2	122,714	43.8	3,221	131,358
1993	495	2,613	112,317	92.5	116,858	84.2	120,351	69.9	125,693	39.4	3,204	135,553
1994	510	2,790	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	3,329	143,948
1995	518	2,787	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	3,337	148,374
1996	531	2,731	129,611	91.9	136,195	87.0	139,034	75.3	144,286	48.6	3,271	155,759
1997	562	3,006	139,703	93.4	145,834	89.1	148,477	79.5	153,191	62.3	3,532	161,426
1998	577	3,174	150,194	94.3	155,880	89.4	159,256	81.8	164,005	67.1	3,687	171,957
1999	554	3,125	150,286	91.9	158,438	88.6	160,832	82.7	164,283	70.0	3,603	170,881
2000	618	3,282	160,452	95.6	165,149	93.0	167,122	84.1	172,585	73.0	3,702	178,640

NUMBER OF REGISTRANTS PAID BY 2000 ANNUAL EARNINGS *(grouped in $5,000 increments)*



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.

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

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.

No. Registered is the active registration count at the end of the payroll year.

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	4,362	3,786	330	2,214	13.5	12.0		93.4	3.6	2.9		$89,961
29	San Diego	56	48	6	2,401	19.2	12.9	0.1	90.2	5.0	2.9		95,485
46	Port Hueneme	75	73	1	2,224	15.8	11.8	0.1	90.8	4.4	2.9		86,231
	Total	4,493	3,907	337	2,216	13.6	12.0		93.3	3.6	2.9		$89,959
Northern California													
10	SF Bay Area	1,144	846	39	1,942	15.1	10.5		91.6	4.7	2.9		$76,274
14	Eureka	26	23	-	1,359	26.1	12.3	47.2	65.2	9.2	3.9	14.1	68,602
18	Sacramento	22	21	-	1,869	21.0	13.0	31.4	81.3	6.1	3.4	7.8	82,779
54	Stockton	59	50	17	1,821	16.5	11.9	6.3	86.5	5.3	3.4	1.7	74,605
	Total	1,251	940	56	1,920	15.5	10.6	2.2	90.5	4.8	2.9	0.6	$76,143
Oregon													
04	Vancouver, WA	147	135	23	1,845	17.3	12.5	4.0	87.0	5.8	3.8	1.2	$69,655
08	Portland	462	430	47	1,864	16.8	12.0	2.5	88.9	5.6	3.6	0.7	71,888
12	North Bend	78	73	4	1,246	15.7	12.0	66.6	57.4	5.6	3.9	20.5	65,973
21	Longview, WA	187	176	17	2,059	16.9	12.4	2.0	88.4	5.2	3.4	0.5	77,658
50	Astoria	35	34	-	779	16.0	7.5	134.1	35.2	5.5	2.6	43.3	63,315
53	Newport	10	8	1	841	6.3	7.1	126.9	34.7	2.3	2.5	42.6	59,506
	Total	919	856	92	1,796	16.7	11.9	14.5	83.7	5.5	3.5	4.1	$71,761
Washington													
07	Bellingham	28	28	-	966	19.9	13.0	79.2	55.5	8.2	4.7	27.1	$59,777
19	Seattle	570	546	92	1,863	17.4	12.2	0.2	90.3	5.4	3.5	0.1	75,864
23	Tacoma	558	505	103	2,037	16.6	11.8		91.7	4.9	3.1		81,686
24	Aberdeen	66	64	-	1,316	25.5	11.9	49.2	62.9	9.0	3.9	15.4	65,575
25	Anacortes	12	12	-	1,126	19.2	13.0	61.7	61.9	7.3	4.6	20.8	60,692
27	Port Angeles	49	49	-	708	26.8	4.9	145.5	31.1	9.1	1.6	46.5	64,139
32	Everett	41	41	-	1,136	26.5	11.9	53.9	63.5	11.1	4.6	19.9	55,578
47	Olympia	27	27	5	712	19.8	8.2	117.3	41.2	8.2	3.3	43.9	54,104
51	Port Gamble	10	10	-	538	22.5	2.6	180.0	23.5	8.0	0.9	60.8	60,653
	Total	1,361	1,282	200	1,776	18.3	11.6	16.0	85.2	5.7	3.3	4.3	$75,477
Longshore Total		8,024	6,985	685	2,044	15.1	11.8	5.0	90.6	4.3	3.0	1.2	$83,212
CLERKS													
29	San Diego	4	4	-	*	30.4	13.0	*	88.4	6.7	2.3		*
46	Port Hueneme	12	12	-	2,802	31.4	13.0		90.5	6.8	2.4		$116,600
63	LA/LB	972	957	1	2,784	21.6	12.6		93.4	4.5	2.2		124,776
14	Eureka	2	2	-	*	30.0	13.0	*	75.1	11.0	3.9	5.3	*
34	SF Bay Area	274	271	6	2,438	26.4	12.6	0.1	90.4	6.5	2.6		103,983
40	Portland	97	90	-	2,455	25.5	12.7	2.7	88.6	6.1	2.6	0.5	105,292
23	Tacoma	78	78	-	2,777	28.7	12.7		91.6	6.1	2.3		119,555
52	Seattle	156	153	-	2,604	27.3	12.6	0.3	89.5	6.0	2.3	0.1	117,039
Clerk Total		1,595	1,567	7	2,686	23.7	12.6	0.2	92.2	5.1	2.3		$118,904
FOREMEN													
29	San Diego	5	5	-	*	30.5	13.2	*	90.6	6.6	2.5		*
46	Port Hueneme	7	7	-	2,515	30.6	12.4	0.8	89.6	7.3	2.9	0.2	$118,968
94	LA/LB	391	390	-	3,592	27.2	12.3		93.7	4.4	2.0		173,966
91	SF Bay Area	73	73	-	2,906	30.8	11.9	2.1	90.9	6.0	2.3	0.4	144,769
92	Portland	50	48	-	2,613	30.1	12.0	4.2	89.9	6.5	2.5	0.9	131,379
98	Seattle	96	96	-	2,720	28.3	11.7	2.8	90.1	5.7	2.3	0.5	140,243
Foreman Total		622	619	-	3,281	28.1	12.1	1.0	92.6	4.9	2.1	0.2	$161,014

* 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.

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	44.9	6.8	10.2	18.3	16.7	15.3	11.9	13.3	2.9	3.2	1.5	98.2	96.0	90.9	80.5	64.3	40.6	19.4	7.6
29	52.8	2.1	4.2	16.7	6.3	4.2	8.3	33.3	8.3	14.6	2.1	100.0	100.0	100.0	87.5	77.1	47.9	27.1	10.4
46	47.0	2.7	1.4	19.2	28.8	9.6	17.8	11.0	2.7	4.1	2.7	97.3	95.9	89.0	82.2	64.4	43.8	19.2	12.3
	45.1	6.6	10.0	18.3	16.8	15.1	12.0	13.5	3.0	3.3	1.5	98.2	96.0	91.0	80.6	64.4	40.7	19.5	7.7
10	47.7	6.0	10.2	14.5	13.2	9.9	9.8	22.5	6.3	5.7	1.9	95.9	91.1	81.2	67.7	50.5	31.3	11.9	3.3
14	56.0			8.7	4.3		13.0	52.2	21.7			100.0	78.3	47.8	26.1	17.4	8.7	8.7	
18	51.9		4.8	4.8	19.0	14.3	23.8	19.0	4.8		9.5	100.0	100.0	90.5	71.4	33.3	23.8	14.3	
54	48.5	2.0	12.0	12.0	16.0	14.0	10.0	16.0	14.0	2.0	2.0	98.0	96.0	86.0	58.0	40.0	22.0	4.0	2.0
	48.0	5.5	9.9	14.0	13.3	10.0	10.2	22.8	7.0	5.2	2.0	96.2	91.3	80.9	66.3	48.7	30.1	11.5	3.1
4	44.8	9.6	12.6	15.6	9.6	10.4	11.9	29.6	0.7			98.5	97.0	90.4	69.6	34.1	14.8	3.7	0.7
8	47.4	1.9	6.3	11.6	19.8	18.6	17.4	20.5	2.8	0.9	0.2	98.1	96.3	87.2	67.2	44.9	20.5	3.0	0.9
12	49.9		4.1	8.2	9.6	20.5	23.3	32.9	1.4			98.6	76.7	43.8	24.7	12.3	4.1	2.7	
21	46.8	2.8	11.4	7.4	14.8	26.1	12.5	23.3	0.6		1.1	99.4	98.9	96.0	84.1	59.1	19.9	5.1	
50	54.7					20.6	26.5	44.1	8.8			58.8	26.5	20.6	20.6	14.7			
53	45.3		12.5		37.5		50.0					100.0	37.5	12.5	12.5	12.5			
	47.4	3.0	7.9	10.5	15.7	18.9	16.7	24.3	2.1	0.5	0.4	97.0	91.9	82.5	65.1	41.8	17.1	3.4	0.6
7	49.3	3.6	3.6	7.1	17.9	14.3	17.9	28.6	7.1			100.0	46.4	17.9	14.3	7.1			
19	48.0	3.1	5.9	12.6	20.1	13.7	14.7	22.2	2.9	3.5	1.3	96.3	92.3	85.7	69.2	45.4	20.9	4.6	0.9
23	44.3	5.0	12.9	16.0	21.4	15.2	11.9	12.7	2.4	1.6	1.0	99.2	96.2	90.9	75.0	55.2	29.3	11.3	2.2
24	51.7		3.1	4.7		31.3	20.3	37.5	1.6	1.6		93.8	62.5	51.6	37.5	23.4	9.4	3.1	
25	53.8				8.3	33.3	25.0	25.0			8.3	100.0	83.3	25.0	25.0				
27	52.3			2.0	12.2	28.6	18.4	26.5	12.2			38.8	24.5	20.4	18.4	16.3	10.2	2.0	
32	56.4		4.9		2.4	2.4	24.4	48.8	9.8	4.9	2.4	95.1	70.7	31.7	22.0	9.8	4.9		
47	47.8		3.7	11.1	25.9	18.5	7.4	29.6	3.7			55.6	25.9	22.2	11.1	11.1			
51	49.3		10.0		30.0	10.0	10.0	40.0				20.0	20.0	20.0	20.0	20.0	10.0	10.0	
	47.2	3.4	8.1	12.4	18.8	15.7	14.3	20.7	3.3	2.3	1.1	93.8	86.0	77.9	63.3	43.8	21.5	6.7	1.2
	46.1	5.4	9.4	15.7	16.5	15.0	12.7	17.4	3.5	3.0	1.4	97.0	93.0	86.2	73.6	55.7	32.9	14.1	5.0
29	58.5					25.0		50.0		25.0		100.0	100.0	100.0	100.0	100.0	50.0	50.0	25.0
46	58.6						16.7	58.3	16.7		8.3	100.0	100.0	100.0	100.0	100.0	91.7	50.0	16.7
63	51.2	0.5	3.1	7.4	13.4	16.0	21.3	26.0	6.5	4.8	0.9	99.6	99.1	97.7	92.6	84.4	72.1	52.8	31.2
14	64.0								50.0	50.0		100.0	100.0	50.0					
34	54.7	1.5	2.6	5.9	5.5	5.5	15.9	45.4	8.9	5.2	3.7	99.6	98.2	95.9	91.5	81.2	58.3	27.3	7.0
40	52.4		1.1	6.7	16.7	6.7	17.8	44.4	4.4	2.2		98.9	96.7	94.4	88.9	83.3	66.7	27.8	10.0
23	54.5			2.6	7.7	16.7	17.9	43.6	2.6	6.4	2.6	100.0	100.0	98.7	94.9	89.7	76.9	46.2	20.5
52	54.8	2.0	2.0	0.7	7.2	9.2	13.7	50.3	9.2	4.6	1.3	98.7	98.7	97.4	92.8	85.0	66.7	41.2	16.3
	52.5	0.8	2.6	6.1	11.2	12.9	19.1	34.0	7.0	4.9	1.5	99.5	98.8	97.2	92.3	84.2	69.1	45.4	23.7
29	62.4						20.0	20.0		60.0		100.0	100.0	100.0	100.0	100.0	80.0	40.0	
46	58.9						28.6	42.9	14.3	14.3		100.0	100.0	85.7	85.7	85.7	57.1	28.6	14.3
94	54.7		0.3	5.1	10.3	13.1	18.7	29.5	9.0	11.0	3.1	99.5	99.2	99.0	97.2	94.9	91.5	83.8	70.5
91	59.9			4.1		1.4	4.1	54.8	13.7	15.1	6.8	98.6	98.6	97.3	97.3	94.5	78.1	61.6	28.8
92	58.2					4.2	18.8	62.5	6.3	4.2	4.2	97.9	97.9	95.8	87.5	83.3	64.6	47.9	14.6
98	54.2			4.2	14.6	8.3	13.5	46.9	5.2	6.3	1.0	97.9	96.9	95.8	92.7	89.6	70.8	54.2	20.8
	55.6		0.2	4.4	8.7	10.0	16.3	37.8	8.7	10.7	3.2	99.0	98.7	97.9	95.6	93.1	84.2	72.9	52.3

The omission of a value indicates <0.05%.

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.

"Pct. Chg. from 1999" shows the percent change of the 2000 hours paid from the 1999 hours.

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

"Percent Paid to Casuals" shows the percent of hours paid in each job category that were paid to employees who were *not* longshore, clerk, or foreman registrants. For example, a member of an ILWU longshore local being paid in a clerk job category 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.

These are the hours paid in payroll years 2000 and 1999.

Job Category	2000	1999	Pct. Chg. from 1999	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	2,843,611	2,534,445	12.2%	17.4%	12.5%
- Lasher	1,130,505	1,080,796	4.6	6.9	17.9
- Auto Driver	282,613	251,500	12.4	1.7	34.0
Skill I Rate - General	907,247	904,872	0.3	5.5	10.1
- Tractor Driver	3,614,185	3,109,406	16.2	22.1	25.2
Skill II Rate - General	96,479	95,107	1.4	0.6	0.8
- Crane Operator	2,482,076	2,285,244	8.6	15.2	0.1
- Top Handler/Heavy Lift	1,474,051	1,310,746	12.5	9.0	1.6
- Straddle Carrier	198,997	186,982	6.4	1.2	2.6
CFS Agreement Rate	54,954	81,257	-32.4	0.3	6.6
Miscellaneous Dock - General	71,359	70,262	1.6	0.4	6.5
- Mechanics	1,521,137	1,385,022	9.8	9.3	4.2
- Gear	520,446	492,369	5.7	3.2	0.7
- Lines	390,935	371,554	5.2	2.4	0.2
- Sweepers	123,981	117,440	5.6	0.8	1.9
Joint Dispatch	176,265	161,805	8.9	1.1	0.0
Member Company Agmts.	30,658	30,476	0.6	0.2	1.8
Grain/Whse/NonMember Agmts.	437,825	475,260	-7.9	2.7	8.9
Subtotal	16,357,324	14,944,543	9.5%	99.9%	11.0%
Travel Time	19,527	16,466	18.6	0.1	
TOTAL LONGSHORE HOURS	16,376,851	14,961,009	9.5%	100.0%	
CLERK CATEGORIES					
Basic Clerk	506,773	465,130	9.0%	8.9%	60.4%
Clerk Supervisor	613,604	617,576	-0.6	10.7	27.4
Kitchen/Tower/Computer Clerk	3,188,185	2,746,339	16.1	55.8	12.8
Chief Supervisor	654,775	561,653	16.6	11.5	0.0
Supercargo	413,879	382,263	8.3	7.2	0.1
Vessel Planner	250,478	226,538	10.6	4.4	-
CFS Agreement Clerk	26,059	38,144	-31.7	0.5	7.7
Joint Dispatcher	38,436	35,946	6.9	0.7	-
Subtotal	5,692,189	5,073,589	12.2%	99.6%	15.5%
Travel Time	22,014	21,609	1.9	0.4	
TOTAL CLERK HOURS	5,714,203	5,095,198	12.1%	100.0%	
FOREMAN CATEGORIES					
Foreman - 20%	16,715	17,934	-6.8%	0.8%	2.3%
Foreman - 30%	2,096,611	1,904,565	10.1	96.9	0.0
CFS Agreement Foreman	24,396	28,282	-13.7	1.1	-
Joint Dispatcher	17,500	15,773	10.9	0.8	-
Subtotal	2,155,222	1,966,554	9.6%	99.6%	0.0%
Travel Time	7,731	6,895	12.1	0.4	
TOTAL FOREMAN HOURS	2,162,953	1,973,449	9.6%	100.0%	
ALL CATEGORIES					
Subtotal - All Job Categories	24,204,735	21,984,686	10.1%	99.8%	11.1%
Travel Time	49,272	44,970	9.6	0.2	
TOTAL HOURS	24,254,007	22,029,656	10.1%	100.0%	

OCCUPATION CODES ASSOCIATED WITH SELECTED LONGSHORE JOB CATEGORIES

BASIC RATE - GENERAL

0002 Boardman
0003 Boatman
0004 Carpenter - w/o Tool
0005 Dockman
0006 Frontman-Slingman
0007 Holdman
0008 Jitney Driver
0011 PMA Training L/S
0012 Car Man
0732 LS/CLK Safety Committee

LASHER

0009 Lasher

AUTO DRIVER

0001 Auto Driver

10% ($2.27) SKILLED WAGE

0021 Boom Man/Raft Man
0023 Button Pusher
0024 Carpenter w/ Tools
0025 Combo Lift/Jitney
0026 Crane Chaser
0027 Dock Gang Leader
0028 Hatch Tender
0029 Lift Truck Operator
0030 Payloader Operator
0031 Rail Car Pusher
0032 Side Runner
0033 Skilled Holdman
0037 Utility Lift Driver
0038 Winch Driver
0044 Mechanical Hopper Operator
0052 Gang Boss
0054 Hatch Boss Tender
0056 Dead Time
0070 Bulldozer/ Caterpillar

TRACTOR DRIVER

0036 Tractor -Semi-Dock-
0043 Monthly UTR Guarantee
0075 Monthly UTR Guarantee

20% ($4.54) SKILLED WAGE

0078 Rail Car Pusher - Container
0080 Bulkloader Operator
0081 Crane Barge Operator
0091 Excavator/ Coverhoist
0092 Log Loader -Snapper-
0094 Switch Engine Operator

CRANE OPERATOR

0067 Hall Crane Rated Equipment
0068 LA/LB Steady Crane-Yard
0084 Crane Container Gantry
0085 Crane Mobile
0086 Crane Sheer Leg/Stiff Leg
0087 Crane Shipboard
0088 Crane Whirley
0089 Crane Steady Dead Time
0090 Crane Steady Training
0096 LA/LB Steady Crane-Quay
0097 LA/LB Steady Crane Guarantee
0098 SF Steady Skill
0099 SF Steady Skill Guarantee

TOP HANDLER/HEAVY LIFT

0053 Payloader Over 15 Tons
0055 Lift Truck-Heavy
0072 Top Handler/Side Pick
0079 Monthly UTR Work - Top/Side
0095 Port Packer

STRADDLE CARRIER

0093 Straddle Carrier Operator

TOTAL SHORESIDE PAYROLLS PROCESSED BY PMA

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

YEAR	SOUTHERN CALIFORNIA	NORTHERN CALIFORNIA	OREGON	WASHINGTON	TOTAL
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
2000	639,216,711	132,258,890	81,081,187	151,386,303	1,003,943,091

* 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 2000, employer FICA taxes paid were $61,426,251 and SUI taxes paid were $21,423,589.

ASSESSMENT RATES

1999/2001 ASSESSMENT RATES

	Benefit Plans	Other Assessments CFS Prog.	Other Assessments 401(k)	PMA Cargo Dues	Total
Payroll Hour Rate					
L/S & Clk	$10.34		$1.00	$0.80	$12.14
Walking Boss	10.34		3.84	0.80	14.98
Offshore and Intercoastal Tonnage Rates					
Containers (per R.U.)	$7.35	$0.31		$4.62	$12.28
General Cargo	0.433			0.272	0.705
Lumber & Logs	0.433			0.272	0.705
Autos & Trucks	0.035			0.272	0.307
Bulk Cargo	0.009			0.005	0.014
Coastwise and Inbound from British Columbia					
Containers (per R.U.)	$5.19	$0.22		$4.62	$10.03
General Cargo	0.178			0.272	0.450
Lumber & Logs	0.178			0.272	0.450
Autos & Trucks	0.014			0.272	0.286
Bulk Cargo	0.004			0.005	0.009

	Hourly Assessment			Offshore and Intercoastal Assessment Rates					
		401(k)		Benefit Plans					
	Benefit Plans	L/S and Clerk	Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU
1980	$ 4.108			$ 0.579	$1.495	$1.014	$0.071	$0.029	
1981	6.878			0.573	0.430	0.430	0.134	0.030	
1982	8.371			0.621	0.467	0.467	0.144	0.033	$0.202
1983	12.270			-	-	-	-	-	0.247
1984	7.680			18.710	1.101	1.101	0.089	0.022	1.284
1985	6.740			14.549	0.856	0.856	0.069	0.017	1.301
1987	7.520			13.775	0.810	0.810	0.066	0.016	0.785
1989	7.520			13.762	0.783	0.783	0.063	0.016	0.798
1990	7.520			13.306	0.783	0.783	0.063	0.016	1.458
1991	7.520			12.674	0.746	0.746	0.060	0.015	1.014
1992	8.810			13.221	0.778	0.778	0.063	0.015	0.49
1993	10.010			14.79	0.870	0.870	0.070	0.017	0.35
1994	11.700		$0.50	16.70	0.982	0.982	0.080	0.019	0.88
1995	9.300		0.50	9.79	0.576	0.576	0.047	0.011	0.66
1996	10.870		0.50	11.39	0.670	0.670	0.054	0.013	0.52
1997	11.530		2.00	9.98	0.587	0.587	0.048	0.012	0.10
1998	10.340		1.84	7.35	0.433	0.433	0.035	0.009	0.31
1999/01	10.340	$1.00	3.84	7.35	0.433	0.433	0.035	0.009	0.31

Prior to 1984, Container rates for benefits and the CFS Fund were assessed on a per ton basis.

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

Steel slabs being unloaded from the Cerinthus*, Berth 176, Rio Doce Pasha Terminal, Port of Los Angeles.*

PENSION BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR PENSION 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:	2000	1999	1998	1997	1996	1995
Benefits Paid and Expenses						
Pensions paid	$ 126,396,608	$ 110,559,864	$ 107,984,312	$ 101,498,035	$ 94,963,310	$ 92,437,267
Admin. expenses	2,628,159	2,227,295	2,067,657	1,993,104	1,986,647	1,799,305
Total Deductions	$ 129,024,767	$ 112,787,159	$ 110,051,969	$ 103,491,139	$ 96,949,957	$ 94,236,572
Investment Income and Employer Contributions						
Net appreciation of fair value of invest.	$ (42,530,552)	$ 78,179,002	$ (17,319,232)	$ 250,625,233	$ 101,044,259	$ 129,227,459
Net gain (loss) on sale/redemption of sec.	305,846,746	183,174,034	306,283,240	-	35,900,505	13,889,280
Interest	79,056,057	60,935,133	52,104,429	34,569,765	25,927,249	26,229,167
Dividends from investments	6,166,643	13,067,021	14,625,519	20,440,372	23,395,064	14,200,968
Less investment expense	(4,358,152)	(3,389,704)	(4,513,767)	(3,748,992)	(3,267,020)	(2,667,995)
Total Income Gain	$ 344,180,742	$ 331,965,486	$ 351,180,189	$ 301,886,378	$ 183,000,057	$ 180,878,879
Contributions from Employers	32,486,144	28,796,000	35,040,507	104,087,238	99,696,224	99,022,687
Total Additions	$ 376,666,886	$ 360,761,486	$ 386,220,696	$ 405,973,616	$ 282,696,281	$ 279,901,566
Net Increase	247,642,119	247,974,327	276,168,727	302,482,477	185,746,324	185,664,994
Net Assets Avail for Benefits: Beg. of Year	$2,155,707,031	$1,907,732,704	$1,631,563,977	$1,329,081,500	$1,143,335,176	$ 957,670,182
End of Year	$2,403,349,150	$2,155,707,031	$1,907,732,704	$1,631,563,977	$1,329,081,500	$1,143,335,176

EMPLOYER WITHDRAWAL LIABILITY

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

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

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

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

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

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

The unfunded vested benefits liability for the Plan 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:	2000*	1999	1998	1997	1996	1995
Retired Participants & Beneficiaries	$ 961,014,000	$ 865,191,983	$ 884,271,911	$ 879,777,731	$ 801,092,819	$ 770,810,600
Inactive Vested	3,693,000	3,637,770	3,751,233	3,254,033	3,350,058	3,055,900
Active Vested Employees	881,741,000	762,590,010	771,985,796	808,700,931	812,693,247	731,682,200
Total Present Value Vested Liabilities	$1,846,448,000	$1,631,419,763	$1,660,008,940	$1,691,732,695	$1,617,136,124	$1,505,548,700
Actuarial Value of Assets	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465	$1,196,786,850	$1,016,418,300
Unfunded Vested Benefits Liability	-	-	-	$ 260,915,230	$ 420,349,274	$ 489,130,400

* The 2000 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:	2000*	1999	1998	1997	1996	1995
Actuarial Value of Assets	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465	$1,196,786,850	$1,016,418,300
Actuarial Liability:						
Pensioners/Survivors	961,014,000	940,024,193	872,253,965	897,675,786	820,513,788	805,435,100
Inactive Vested	4,151,000	4,059,736	3,607,645	3,339,033	3,499,791	3,335,900
Active Employees	$1,249,266,000	1,085,318,929	922,413,451	1,024,169,087	1,039,483,866	972,209,700
Total Actuarial Liability	$2,214,431,000	$2,029,402,858	$1,798,275,061	$1,925,183,906	$1,863,497,445	$1,780,980,700
Unfunded Actuarial Accrued Liability	$ 108,042,198	$ 138,227,854	$ 70,150,660	$ 494,366,441	$ 666,710,595	$ 764,562,400

* The 2000 numbers are preliminary and are subject to revision before the final report is issued.

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30, 2000:

Benefits Paid:	Administrative Expenses:	Total Deductions:	Contributions by Employers:	Total Additions:	Net Change in Assets Available for Benefits:
$5,632,689	$88,247	$5,720,936	$5,720,936	$5,720,936	$0

WELFARE BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2000	1999	1998	1997	1996	1995
Investment Income	$ 497,272	$ 628,847	$ 1,658,425	$ 1,038,470	$ 1,765,232	$ 1,728,879
Contributions:						
Employers	139,675,684	125,435,837	113,477,370	94,889,777	77,864,683	104,192,565
Employees	3,132,661	3,121,751	3,424,816	3,921,616	4,160,756	5,631,734
WILSP/Union	174,591	156,599	187,643	177,272	123,420	140,982
COBRA/self-pay contrib.	168,094	139,306	106,918	136,178	-	-
Total contributions	$143,151,030	$128,853,493	$117,196,747	$ 99,124,843	$ 82,148,859	$109,965,281
Total Additions	$143,648,302	$129,482,340	$118,855,172	$100,163,313	$ 83,914,091	$111,694,160
Deductions:						
Benefits paid	$139,329,193	$124,640,060	$116,301,083	$100,709,167	$102,128,192	$102,299,444
Administrative expenses	3,696,554	2,803,639	2,571,617	2,488,127	2,395,300	2,123,245
Total Deductions	$143,025,747	$127,443,699	$118,872,700	$103,197,294	$104,523,492	$104,422,689
Net Increase(Decrease)	$ 622,555	$ 2,038,641	$ (17,528)	$ (3,033,981)	$ (20,609,401)	$ 7,271,471
Net assets available for benefits:						
Beginning of year	$ 32,239,228	$ 30,200,587	$ 30,218,115	$ 32,802,788	$ 53,412,189	$ 46,140,718
Watchmen asset transfer		449,308				
End of year	$ 32,861,783	$ 32,239,228	$ 30,200,587	$ 30,218,115	$ 32,802,788	$ 53,412,189

COSTS OF WELFARE BENEFITS PAID

For Plan Year Ended June 30:	2000	1999	1998	1997	1996	1995
Hospital, Medical, Surgical-self funded	$ 58,084,936	$ 49,023,220	$ 47,094,462	$ 32,599,353	$ 34,146,496	$ 34,095,833
HMO Plans, inc. vision & presc.drugs	30,313,962	29,822,161	28,275,976	28,301,622	32,175,960	33,664,482
Dental services - Adult Program	13,729,466	12,818,400	11,616,915	10,790,511	10,265,117	9,318,493
Dental services - Children's Program	3,873,627	4,015,074	2,544,559	2,562,649	2,604,931	2,202,570
Life insurance, AD&D	2,747,312	3,324,027	3,330,967	3,577,497	3,464,776	3,415,451
Prescription Drug Program	16,363,843	13,270,881	10,836,628	9,672,173	7,476,190	7,789,330
Medicare premiums reimbursements	5,240,115	5,209,411	5,160,021	5,149,728	5,320,900	5,342,297
Vision care	1,542,410	1,260,008	1,200,127	996,185	1,109,246	1,006,658
Vision supplement (frames, contacts)	2,664	2,679	4,400	3,219	3,122	2,438
Non-industrial disability supplement	1,399,254	1,256,873	1,289,117	1,472,075	1,339,647	1,011,777
Weekly indemnity	1,377,507	1,211,870	1,299,561	1,558,042	1,240,627	1,253,280
Alcoholism/Drug Recovery Program	874,238	916,370	1,043,815	921,563	909,200	508,682
Social Security supplement	1,658,079	794,531	1,065,134	1,860,898	655,416	1,529,163
Hearing aids	388,505	406,772	417,205	395,744	448,543	401,267
Chiropractic	1,471,866	1,245,363	1,046,022	761,875	867,084	646,207
Diabetic durable equipment	774	1,133	1,774	1,633	2,937	2,116
California State Disability Ins. Supp.	2,652					
WILSP subsidy payments	257,983	61,287	74,400	84,400	98,000	109,400
Subtotal	$139,329,193	$124,640,060	$116,301,083	$100,709,167	$102,128,192	$102,299,444
Reconciliation to Form 5500 [accrual]	5,286,441	646,357	(3,777,592)	2,350,717	0	0
TOTAL BENEFITS	$144,615,634	$125,286,417	$112,523,491	$103,059,884	$102,128,192	$102,299,444

PGP PAYMENTS BY REGISTRATION CATEGORY: Coast Summaries

Payroll Year	2000	1999	1998	1997	1996	1995
Longshore PGP						
Class "A"	$7,073,068	$7,636,548	$8,144,125	$5,956,936	$5,275,090	$4,514,617
Class "B"	214,292	322,088	299,034	221,522	216,776	4,828
Total Longshore PGP	$7,287,360	$7,958,636	$8,443,159	$6,178,458	$5,491,866	$4,519,445
Clerk PGP						
Class "A"	42,663	68,195	87,567	127,749	63,209	49,003
Class "B"	-	-	-	-	4,391	77
Total Clerk PGP	$ 42,663	$ 68,195	$ 87,567	$ 127,749	$ 67,600	$ 49,080
Walking Bosses/Foreman PGP	$ 169,911	$ 195,033	$ 236,633	$ 159,761	$ 250,624	$ 215,587

LONGSHORE AND CLERK PGP PAYMENTS BY AREA

Payroll Year	2000	1999	1998	1997	1996	1995
Southern California	$ 41,000	$ 21,505	$ 17,580	$ 26,567	$ 63,162	$ 54,196
Northern California	426,063	720,832	1,177,534	1,115,936	1,042,696	692,102
Oregon	2,597,985	3,015,683	3,030,454	2,240,522	1,703,305	1,214,373
Washington	4,264,975	4,268,811	4,305,158	2,923,182	2,750,301	2,607,855
Total	$7,330,023	$8,026,832	$8,530,726	$6,306,207	$5,559,466	$4,568,525

ILWU-PMA 401(k) PLAN

For Plan Year Ended June 30:	2000	1999	1998	1997
Contributions				
Employee	$ 45,375,991	$ 34,917,117	$ 30,858,774	$ 25,069,169
Employer	21,772,978	3,027,842	2,905,413	2,780,086
Total Contributions	$ 67,148,969	$ 37,944,959	$ 33,764,187	$ 27,849,255
Investment Income				
Net realized/unrealized appreciation	50,443,128	44,755,482	31,770,851	18,983,504
Interest	4,615,891	3,360,633	2,405,993	1,908,758
Dividends	992,593	600,566	484,287	401,928
Investment expense	(354,885)	(237,800)	(324,461)	(199,466)
	$ 55,696,727	$ 48,478,881	$ 34,336,670	$ 21,094,724
Total Additions	$122,845,696	$ 86,423,840	$ 68,100,857	$ 48,943,979
Distributions				
Distributions to participants	(19,061,355)	(5,053,966)	(3,775,593)	(3,563,877)
Net Change	$103,784,341	$ 81,369,874	$ 64,325,264	$ 45,380,102
Net Assets available for Benefits				
Beginning of year	269,070,307	187,700,433	123,375,169	77,995,067
End of year	$372,854,648	$269,070,307	$187,700,433	$123,375,169

VACATIONS: BENEFITS AND EXPENSES

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 2000 are to be paid in March 2001 for vacations earned in payroll year 2000.

Payroll Year in Which Vacation Earned	2000	1999	1998	1997	1996	1995
Total Payments	$47,212,941*	$46,937,106	$44,898,744	$44,109,545	$41,954,936	$36,385,771

* Estimated

HOLIDAY PAYMENTS

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Benefits Paid	$27,027,030	$25,468,321	$23,950,707	$23,611,718	$21,503,195	$20,505,202

PAY GUARANTEE PLAN: BENEFITS AND EXPENSES

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Longshore and Clerks	$8,256,649	$7,880,783	$7,599,881	$5,756,611	$5,199,868	$4,988,422
Walking Bosses and Foremen	193,769	224,300	288,033	197,763	237,230	202,098

INDUSTRY TRAVEL PAYMENTS

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Total Reimbursements	$6,495,549	$5,637,171	$5,961,471	$6,432,519	$5,583,177	$6,647,400

CFS PROGRAM FUND: Total "Assessment" and "Incentive" Credits Paid by Year

Payroll Year	2000	1999	1998	1997	1996	1995
A-Credit	$2,630,118	$2,575,304	$3,194,190	$3,571,644	$3,100,883	$4,827,779
I-Credit*	284,459	329,980	354,910	396,849	344,539	511,346
Total Reimbursements	$2,914,577	$2,905,284	$3,549,100	$3,968,493	$3,445,422	$5,339,125

* 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 HALL COSTS

Payroll Year	2000	1999	1998	1997	1996	1995
ILWU Share	$ 1,978,090	$ 3,741,651	$ 4,542,745	$ 4,173,700	$ 4,954,861	$ 4,499,776
PMA Share	12,287,232	8,440,638	8,105,565	7,374,680	5,256,681	6,110,979
Total Cost	$14,265,322	$12,182,289	$12,648,310	$11,548,380	$10,211,542	$10,610,755

TRAINING PROGRAMS

	2000		1999		1998		1997		1996	
Terminal Equipment										
Container Handling Equipment (CHE)*	-	-	320	3.5%	368	2.1%	139	1.7%	122	1.5%
Forklift	246	1.6%	363	4.0%	460	2.6%	119	1.4%	17	0.2%
Heavy Lift	230	1.5%	47	0.5%	59	0.3%	-	-	-	-
Reach Stacker	40	0.3%	-	-	-	-	-	-	-	-
Semi-Tractor	1,201	7.6%	552	6.1%	3,219	18.4%	2,209	26.4%	390	4.9%
Side-Pick	180	1.1%	-	-	-	-	-	-	-	-
Straddle Truck	18	0.1%	30	0.3%	61	0.3%	-	-	-	-
Top Handler	272	1.7%	-	-	-	-	-	-	-	-
Subtotal	2,187	13.8%	1,312	14.4%	4,167	23.9%	2,467	29.4%	529	6.7%
Other Ship & Dock Equipment										
Commercial Driver's License (CDL)	119	0.8%	-	-	-	-	-	-	-	-
Crane Bulk, Ship Unloader	21	0.1%	24	0.3%	5	-	-	-	-	-
Crane Program**	-	-	195	2.1%	188	1.1%	176	2.1%	210	2.7%
Crane Simulator***	48	0.3%	-	-	-	-	-	-	-	-
Crane, Container Gantry	143	0.9%	-	-	-	-	-	-	-	-
Crane, Mobile	55	0.3%	-	-	-	-	-	-	-	-
Crane, Rubber-Tired Gantry (RTG)	99	0.6%	-	-	-	-	-	-	-	-
Crane, Ship Gantry	11	0.1%	-	-	-	-	-	-	-	-
Excavator	7	-	3	-	-	-	16	0.2%	8	0.1%
Frontloader	32	0.2%	14	0.2%	-	-	-	-	-	-
Lashing	1,443	9.1%	1,078	11.8%	2,894	16.6%	1,219	14.5%	660	8.3%
Ship Pedestal Crane	32	0.2%	85	0.9%	161	0.9%	8	0.1%	32	0.4%
Subtotal	2,010	12.7%	1,399	15.4%	3,248	18.6%	1,419	16.9%	910	11.5%
Clerk Training										
Basic Marine Clerk	124	0.8%	45	0.5%	78	0.4%	158	1.9%	130	1.6%
Clerk Computer	210	1.3%	5	0.1%	118	0.7%	153	1.8%	130	1.6%
Supercargo	22	0.1%	25	0.3%	-	-	-	-	-	-
Vessel Planner	23	0.1%	24	0.3%	14	0.1%	-	-	-	-
Subtotal	379	2.4%	99	1.1%	210	1.2%	311	3.7%	260	3.3%
Walking Boss Training										
Walking Boss Orientation	80	0.5%	24	0.3%	56	0.3%	20	0.2%	75	0.9%
Walking Boss Seminar	198	1.2%	289	3.2%	527	3.0%	416	5.0%	413	5.2%
Subtotal	278	1.8%	313	3.4%	583	3.3%	436	5.2%	488	6.2%
Safety, Diversity, First Aid, Other										
Alcohol/Drug Awareness	65	0.4%	244	2.7%	131	0.8%	-	-	-	-
Ammo Handling Safety	119	0.8%	-	-	-	-	-	-	-	-
Basic Safety Orientation	114	0.7%	164	1.8%	48	0.3%	108	1.3%	326	4.1%
Clerk Cognitive	1,546	9.8%	-	-	-	-	-	-	-	-
Clerk Keyboard	561	3.5%	-	-	-	-	-	-	-	-
Diversity Training	1,383	8.7%	944	10.4%	635	3.6%	350	4.2%	-	-
General Safety Training	4,269	26.9%	4,063	44.6%	7,798	44.7%	2,993	35.7%	4,789	60.5%
Instructor Training	15	0.1%	-	-	-	-	-	-	-	-
Powered Gangway	45	0.3%	-	-	-	-	-	-	-	-
Respirator Evaluation	190	1.2%	188	2.1%	-	-	-	-	-	-
Standard First Aid	483	3.0%	279	3.1%	634	3.6%	225	2.7%	618	7.8%
Strength and Agility	2,166	13.7%	-	-	-	-	-	-	-	-
Watchman	36	0.2%	107	1.2%	-	-	73	0.9%	-	-
Subtotal	10,992	69.4%	5,989	65.7%	9,246	53.0%	3,749	44.7%	5,733	72.4%
TOTAL	15,846	100.0%	9,112	100.0%	17,454	100.0%	8,382	100.0%	7,920	100.0%
EXPENDITURES	$14,035,747		$9,078,602		$14,346,740		$8,625,764		$4,770,842	

* Prior to 2000, Top Handler, Side Pick, and Reach Stacker were combined in the Container Handling Equipment (CHE) category.
** Prior to 2000, Container Gantry, Crane Simulator, Mobile, RTG, and Ship Gantry were combined under the Crane Program category.
*** Crane Simulator training included Container Gantry Crane, Ship Pedestal Crane, and Ship Gantry Crane simulation training.

TONNAGE LOADED AND DISCHARGED BY PORT

The data on these two pages represent the revenue tonnage reported to PMA in 2000 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				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	Total (TEUs)	% of Coast	Chg from 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded
SOUTHERN CALIFORNIA												
San Diego	4,889,973	1.9%	14.2%	15.0: 85.0	63	<0.1%	*	41.3: 58.7	190,062	1.9%	-9.1%	4.4: 95.6
Long Beach	70,353,649	27.1	6.8	32.1: 67.9	3,436,927	33.6	6.6	29.0: 71.0	1,741,767	17.5	2.3	1.9: 98.1
Los Angeles	70,998,045	27.4	20.1	31.6: 68.4	3,397,016	33.2	26.1	27.6: 72.4	3,610,631	36.3	1.8	2.1: 97.9
Port Hueneme	3,426,390	1.3	19.8	7.6: 92.4	13,506	0.1	18.1	24.4: 75.6	671,178	6.7	0.1	19.8: 80.2
AREA TOTAL	149,668,057	57.7%	13.3%	30.8: 69.2	6,847,512	66.9%	15.5%	28.3: 71.7	6,213,638	62.5%	1.4%	4.0: 96.0
NORTHERN CALIFORNIA												
San Francisco	641,274	0.2%	28.0%	32.8: 67.2	36,865	0.4%	28.2%	33.5: 66.5	14,569	0.1%	19.5%	3.2: 96.8
Redwood City	368,611	0.1	35.1	0.0: 100.0	-				169	<0.1		0.0: 100.0
Oakland	21,440,847	8.3	5.3	62.1: 37.9	1,187,887	11.6	5.0	62.4: 37.6	294,318	3.0	-5.2	13.2: 86.8
Richmond	306,411	0.1	5.6	0.0: 100.0	-				303,732	3.1	6.3	0.0: 100.0
Crockett	651,848	0.3	-6.0	0.0: 100.0	-				-			
Pittsburg	267,860	0.1	-5.7	100.0: 0.0	-				-			
Stockton	1,508,565	0.6	15.1	24.3: 75.7	4	<0.1		0.0: 100.0	238,058	2.4	178.1	11.3: 88.7
Sacramento	941,730	0.4	12.3	73.2: 26.8	-				213,538	2.1	-8.8	97.3: 2.7
Benicia	636,066	0.2	73.6	65.6: 34.4	-				63,937	0.6	-6.8	100.0: 0.0
Eureka	627,431	0.2	-10.5	64.5: 35.5	-				173,541	1.7	-22.4	99.7: 0.3
AREA TOTAL	27,390,643	10.6%	6.9%	57.2: 42.8	1,224,756	12.0	5.5	61.6: 38.4	1,301,862	13.1%	6.7%	39.2: 60.8
OREGON												
Coos Bay/No. Bend	2,148,514	0.8%	-4.6%	96.3: 3.7	3	<0.1%		33.3: 66.7	12,654	0.1%	9.0%	100.0: 0.0
Newport	2,890	<0.1	-66.7	0.0: 100.0	-				-			
Astoria	15,429	<0.1	-24.0	0.0: 100.0	-				-			
Portland	19,216,518	7.4	1.2	72.5: 27.5	216,202	2.1	-1.4%	82.1: 17.9	632,898	6.4	-20.6	2.4: 97.6
Vancouver, WA	4,561,939	1.8	-8.7	78.6: 21.4	647	<0.1	*	3.6: 96.4	384,095	3.9	-2.0	18.7: 81.3
Kalama, WA	6,922,033	2.7	5.6	94.0: 6.0	-				414,718	4.2	24.2	0.0: 100.0
Longview, WA	2,617,383	1.0	7.2	90.1: 9.9	71	<0.1	*	0.0: 100.0	475,577	4.8	18.2	78.8: 21.2
AREA TOTAL	35,484,706	13.7%	0.6%	80.1: 19.9	216,923	2.1%	-1.1%	81.8: 18.2	1,919,942	19.3%	-0.9%	24.7: 75.3
WASHINGTON												
Aberdeen	305,509	0.1%	-20.6%	85.4: 14.6	314	<0.1%	-2.2%	0.0: 100.0	31,863	0.3%	-60.1%	93.2: 6.8
Port Angeles	211,407	0.1	-21.9	95.1: 4.9	-				-			
Olympia	39,798	<0.1	1.9	64.2: 35.8	13	<0.1		0.0: 100.0	274	<0.1	-92.3	0.0: 100.0
Tacoma	24,180,598	9.3	3.6	58.4: 41.6	902,310	8.8	7.3	52.8: 47.2	180,564	1.8	-27.6	30.0: 70.0
Seattle	20,934,088	8.1	-0.4	46.3: 53.7	1,042,471	10.2	-1.2	41.6: 58.4	244,212	2.5	-4.4	11.9: 88.1
Everett	418,148	0.2	-12.6	18.0: 82.0	2,251	<0.1	*	46.6: 53.4	3,916	<0.1	-75.5	49.9: 50.1
Anacortes	298,805	0.1	11.1	100.0: 0.0	-				-			
Bellingham	637,045	0.2	-19.9	4.6: 95.4	-				52,630	0.5	-56.9	56.1: 43.9
AREA TOTAL	47,025,398	18.1%	0.9%	52.6: 47.4	1,947,359	19.0%	2.6%	46.8: 53.2	513,459	5.2%	-29.3%	28.1: 71.9
COAST TOTAL	259,568,804	100.0%	8.3%	44.3: 55.7	10,236,550	100.0%	11.2%	36.9: 63.1	9,948,901	100.0%	-0.6%	13.9: 86.1

Total tonnage reported for the port.

Chg from 1999 shows the percent 2000 tonnage changed from 1999 tonnage.
* denotes change greater than 200%

% 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 TEUs discharged in the port to the corresponding percentage of tons or TEUs 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 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	
SOUTHERN CALIFORNIA												
84,066	4.0%	-0.4%	0.0: 100.0	2,844,998	14.4%	27.7%	2.7: 97.3	1,769,776	3.3%	0.4%	36.6: 63.4	San Diego
165,799	7.9	27.9	0.0: 100.0	3,215,168	16.3	7.7	6.9: 93.1	6,803,156	12.7	9.6	79.1: 20.9	Long Beach
-				2,889,848	14.6	-7.1	13.7: 86.3	6,748,294	12.6	1.6	89.5: 10.5	Los Angeles
-				2,449,284	12.4	25.4	2.4: 97.6	76,326	0.1	83.6	13.7: 86.3	Port Hueneme
249,865	11.8%	14.5%	0.0: 100.0	11,399,298	57.8%	10.9%	6.6: 93.4	15,397,552	28.6%	5.1%	78.4: 21.6	AREA TOTAL
NORTHERN CALIFORNIA												
-				-				-				San Francisco
-				-				368,442	0.7%	35.0%	0.0: 100.0	Redwood City
15	<0.1%		0.0: 100.0	952,435	4.8%	23.9%	70.9: 29.1	-				Oakland
2,679	0.1	25.2%	0.0: 100.0	-				-				Richmond
-				-				651,848	1.2	-4.8	0.0: 100.0	Crockett
-				-				267,860	0.5	-5.7	100.0: 0.0	Pittsburg
5,592	0.3		0.0: 100.0	-				1,264,847	2.4	3.3	26.8: 73.2	Stockton
8,412	0.4	*	12.3: 87.7	-				719,780	1.3	19.4	66.8: 33.2	Sacramento
-				320,293	1.6	156.5	31.7: 68.3	251,836	0.5	45.7	100.0: 0.0	Benicia
175,042	8.3	52.5	2.2: 97.8	-				278,848	0.5	-22.3	81.8: 18.2	Eureka
191,740	9.1%	61.2%	2.6: 97.4	1,272,728	6.5%	42.4%	61.0: 39.0	3,803,461	7.1%	3.7%	41.2: 58.8	AREA TOTAL
OREGON												
167,828	8.0%	22.5%	52.7: 47.3	-				1,967,981	3.7%	-6.5%	100.0: 0.0	No. Bend/Coos Bay
2,890	0.1	-66.7	0.0: 100.0	-				-				Newport/Garibaldi
15,429	0.7	-24.0	0.0: 100.0	-				-				Astoria/Warrenton
30,477	1.4	-31.2	21.6: 78.4	3,658,896	18.5%	10.3%	3.4: 96.6	11,218,813	20.9	1.1	95.9: 4.1	Portland
15,060	0.7		6.6: 93.4	590,499	3.0	11.3	0.0: 100.0	3,561,286	6.6	-12.6	98.6: 1.4	Vancouver, WA
1,080	0.1		0.0: 100.0	-				6,506,235	12.1	4.6	100.0: 0.0	Kalama
681,505	32.3	9.3	99.3: 0.7	-				1,459,094	2.7	3.1	89.6: 10.4	Longview, WA
914,269	43.3%	9.6%	84.5: 15.5	4,249,395	21.5%	10.4%	2.9: 97.1	24,713,409	46.0%	-0.8%	97.3: 2.7	AREA TOTAL
WASHINGTON												
268,308	12.7%	-10.5%	86.2: 13.8	-				-				Aberdeen
20,748	1.0	-38.9	50.3: 49.7	-				190,659	0.4%	-19.5%	100.0: 0.0	Port Angeles
25,533	1.2	20.2	100.0: 0.0	-				13,770	<0.1	-3.4	0.0: 100.0	Olympia
355,114	16.8	6.9	92.9: 7.1	2,094,456	10.6%	14.5%	25.6: 74.4	6,211,194	11.6	-6.3	82.4: 17.6	Tacoma
4,711	0.2	-77.0	86.7: 13.3	711,351	3.6	0.2	6.2: 93.8	2,251,807	4.2	7.3	100.0: 0.0	Seattle
57,156	2.7	-45.1	97.0: 3.0	-				318,809	0.6	-9.5	0.0: 100.0	Everett
23,205	1.1	4.8	100.0: 0.0	-				275,600	0.5	21.2	100.0: 0.0	Anacortes
-				-				584,415	1.1	-12.1	0.0: 100.0	Bellingham/Blaine
754,775	35.8%	-9.6%	90.1: 9.9	2,805,807	14.2%	9.9%	20.7: 79.3	9,846,254	18.3%	-3.7%	79.6: 20.4	AREA TOTAL
2,110,649	100.0%	5.2%	69.0: 31.0	19,727,228	100.0%	12.3%	11.3: 88.7	53,760,676	100.0%	0.6%	84.7: 15.3	COAST TOTAL

COAST MARKET SHARE

In the table below, the column labeled "Percent of Coast"represents the cargo tonnage as a percent of the coast total for that sector. This percentage represents what is commonly referred to as "market share." The six major ports listed below handled 87.5% of the total coast tonnage in 2000 and 99.5% of the containerized cargo.

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 1996.

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

	2000		1999		1998		1997		1996	
	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	3,436,927	*33.6%*	3,224,722	*35.0%*	2,958,782	*35.0%*	2,815,979	*34.4%*	2,469,112	*32.2%*
General Cargo	1,741,767	*17.5*	1,702,461	*17.0*	1,740,983	*17.9*	1,671,561	*20.8*	1,640,141	*20.8*
Lumber & Logs	165,799	*7.9*	129,633	*6.5*	133,648	*6.5*	100,748	*4.0*	93,676	*2.8*
Autos & Trucks	3,215,168	*16.3*	2,984,514	*17.0*	2,990,375	*20.0*	2,805,099	*19.0*	2,526,342	*20.0*
Bulk Cargo	6,803,156	*12.7*	6,209,675	*11.6*	8,228,636	*16.8*	9,387,336	*15.7*	8,924,333	*14.5*
Total Long Beach	70,353,649	*27.1%*	65,846,557	*27.5%*	63,392,936	*28.9%*	61,836,387	*27.5%*	55,159,396	*25.6%*
LOS ANGELES										
Container TEUs	3,397,016	*33.2%*	2,694,626	*29.3%*	2,424,296	*28.7%*	2,287,137	*27.9%*	2,156,471	*28.1%*
General Cargo	3,610,631	*36.3*	3,545,426	*35.4*	3,464,596	*35.6*	2,617,137	*32.6*	2,529,805	*32.1*
Lumber & Logs	-	-	4,140	*0.2*	35,020	*1.7*	25,079	*1.0*	30,111	*0.9*
Autos & Trucks	2,889,848	*14.6*	3,111,451	*17.7*	2,281,740	*15.3*	2,308,277	*15.6*	2,559,618	*20.3*
Bulk Cargo	6,748,294	*12.6*	6,640,284	*12.4*	4,945,696	*10.1*	3,576,158	*6.0*	5,638,385	*9.2*
Total Los Angeles	70,998,045	*27.4%*	59,109,943	*24.7%*	51,940,084	*23.7%*	47,407,980	*21.1%*	47,417,926	*22.0%*
OAKLAND										
Container TEUs	1,187,887	*11.6%*	1,130,862	*12.3%*	1,058,022	*12.5%*	1,051,036	*12.8%*	1,066,014	*13.9%*
General Cargo	294,318	*3.0*	310,604	*3.1*	417,108	*4.3*	244,672	*3.0*	217,212	*2.8*
Lumber & Logs	15	-	-	-	-	-	48	-	-	-
Autos & Trucks	952,435	*4.8*	768,711	*4.4*	688,741	*4.6*	638,777	*4.3*	586,005	*4.6*
Bulk Cargo	-	-	65,644	*0.1*	36,792	*0.1*	4,851	-	-	-
Total Oakland	21,440,847	*8.3%*	20,369,613	*8.5%*	19,129,015	*8.7%*	18,755,960	*8.4%*	18,925,455	*8.8%*
PORTLAND										
Container TEUs	216,202	*2.1%*	219,294	*2.4%*	189,965	*2.2%*	213,337	*2.6%*	220,012	*2.9%*
General Cargo	632,898	*6.4*	796,744	*8.0*	631,717	*6.5*	261,402	*3.3*	234,873	*3.0*
Lumber & Logs	30,477	*1.4*	33,126	*1.7*	72,049	*3.5*	106,120	*4.2*	94,008	*2.8*
Autos & Trucks	3,658,896	*18.5*	3,316,992	*18.9*	2,643,646	*17.7*	2,795,810	*18.9*	2,232,621	*17.7*
Bulk Cargo	11,218,813	*20.9*	11,099,680	*20.8*	11,499,458	*23.4*	11,437,267	*19.1*	11,793,997	*19.1*
Total Portland	19,216,518	*7.4%*	18,974,540	*7.9%*	18,076,275	*8.2%*	18,227,328	*8.1%*	18,095,703	*8.4%*
TACOMA										
Container TEUs	902,310	*8.8%*	841,114	*9.1%*	723,678	*8.6%*	771,392	*9.4%*	723,834	*9.4%*
General Cargo	180,564	*1.8*	249,248	*2.5*	315,908	*3.3*	278,550	*3.5*	225,296	*2.9*
Lumber & Logs	355,114	*16.8*	332,314	*16.6*	376,842	*18.2*	435,604	*17.3*	567,992	*17.2*
Autos & Trucks	2,094,456	*10.6*	1,829,786	*10.4*	1,605,080	*10.7*	1,626,043	*11.0*	1,334,036	*10.6*
Bulk Cargo	6,211,194	*11.6*	6,627,203	*12.4*	4,578,840	*9.3*	7,113,345	*11.9*	7,568,703	*12.3*
Total Tacoma	24,180,598	*9.3%*	23,337,489	*9.7%*	19,179,196	*8.7%*	22,567,206	*10.0%*	22,001,205	*10.2%*
SEATTLE										
Container TEUs	1,042,471	*10.2%*	1,055,283	*11.5%*	1,057,881	*12.5%*	1,020,024	*12.4%*	1,009,275	*13.2%*
General Cargo	244,212	*2.5*	255,367	*2.6*	304,963	*3.1*	284,106	*3.5*	356,747	*4.5*
Lumber & Logs	4,711	*0.2*	20,518	*1.0*	6,835	*0.3*	13,028	*0.5*	13,884	*0.4*
Autos & Trucks	711,351	*3.6*	709,830	*4.0*	531,988	*3.6*	792,748	*5.4*	583,565	*4.6*
Bulk Cargo	2,251,807	*4.2*	2,099,443	*3.9*	1,462,698	*3.0*	4,042,335	*6.7*	3,987,024	*6.5*
Total Seattle	20,934,088	*8.1%*	21,024,969	*8.8%*	20,290,461	*9.2%*	22,472,625	*10.0%*	22,098,895	*10.2%*
ALL OTHER PORTS										
Container TEUs	53,737	*0.5%*	42,652	*0.5%*	31,380	*0.4%*	38,903	*0.5%*	19,182	*0.3%*
General Cargo	3,244,511	*32.6*	3,150,562	*31.5*	2,844,226	*29.3*	2,675,108	*33.3*	2,674,988	*34.0*
Lumber & Logs	1,554,533	*73.7*	1,486,024	*74.1*	1,447,375	*69.9*	1,843,030	*73.0*	2,504,894	*75.8*
Autos & Trucks	6,205,074	*31.5*	4,849,410	*27.6*	4,202,738	*28.1*	3,795,039	*25.7*	2,788,885	*22.1*
Bulk Cargo	20,527,412	*38.2*	20,714,971	*38.8*	18,348,954	*37.4*	24,373,017	*40.7*	23,687,884	*38.5*
Total All Other Ports	32,445,059	*12.5%*	30,926,051	*12.9%*	27,376,753	*12.5%*	33,347,545	*14.8%*	31,982,745	*14.8%*
COAST TOTALS										
Container TEUs	10,236,550		9,208,553		8,444,004		8,197,808		7,663,900	
General Cargo	9,948,901		10,010,412		9,719,501		8,032,536		7,879,062	
Lumber & Logs	2,110,649		2,005,755		2,071,769		2,523,657		3,304,565	
Autos & Trucks	19,727,228		17,570,694		14,944,308		14,761,793		12,611,072	
Bulk Cargo	53,760,676		53,456,900		49,101,074		59,934,309		61,600,326	
Total Coast	259,568,804		239,589,162		219,384,720		224,615,031		215,681,325	

AVERAGE ANNUAL EARNINGS

These average annual earnings data include on-the-job pay, holiday pay, vacation pay, pay for travel hours, and taxable meals and fares. Pay Guarantee Plan payments, mileage, and nontaxable meals and fares payments are NOT included.

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

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

The % of Employees 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.

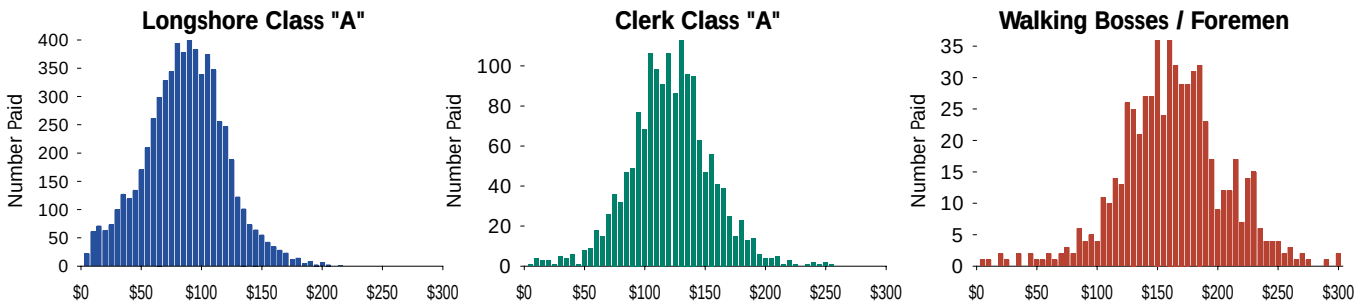
Each succeeding hours group includes an increasingly smaller percentage of the respective work force as the minimum number of hours paid is incremented in 400 hour units.

The 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.

The Average Hours column shows the average numbers of hours paid to those registrants who were paid 2,800 or more hours.

	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
Year	Number Paid	Average Hours	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Earnings	% of Employees	Average Hours	Average Earnings
CLASS "A" LONGSHORE												
1991	6,213	1,730	52,725	59.4	65,546	37.1	72,631	14.3	81,251	4.0	3,057	93,072
1992	6,152	1,744	54,980	59.9	68,813	38.7	75,931	16.2	84,703	4.6	3,061	97,559
1993	5,889	1,717	56,004	58.7	70,765	38.2	77,877	15.0	87,119	3.9	3,088	101,946
1994	5,559	1,871	62,031	66.9	74,988	47.8	81,565	22.0	91,122	7.8	3,122	103,988
1995	5,248	1,923	64,820	69.1	77,747	50.4	84,663	25.2	94,035	10.0	3,141	106,910
1996	5,105	1,907	68,842	68.4	83,115	49.7	90,545	24.3	101,165	9.7	3,112	115,081
1997	5,280	1,988	75,880	71.4	89,812	53.7	96,865	30.1	107,130	11.6	3,158	123,042
1998	5,695	2,029	79,135	72.6	93,766	56.1	100,921	33.8	111,765	14.8	3,178	126,573
1999	5,977	2,013	79,767	72.2	94,256	55.1	101,554	32.5	111,958	13.3	3,158	127,192
2000	6,291	2,076	84,113	74.9	97,899	58.0	105,278	35.1	116,300	15.3	3,194	131,869
CLASS "A" CLERK												
1991	1,306	2,334	76,981	85.9	82,779	74.7	85,748	52.1	90,793	21.8	3,108	100,939
1992	1,288	2,377	81,106	86.1	87,510	75.9	90,661	56.3	95,493	26.6	3,120	105,190
1993	1,249	2,367	82,696	88.2	88,224	75.0	92,235	53.6	97,912	26.3	3,115	107,658
1994	1,223	2,513	89,053	89.2	95,008	80.2	98,120	62.4	103,558	36.5	3,196	112,665
1995	1,337	2,569	91,127	91.1	96,103	82.4	99,306	65.1	104,847	38.0	3,237	115,077
1996	1,373	2,558	96,430	90.3	102,030	82.0	105,196	63.3	111,685	37.9	3,226	122,447
1997	1,449	2,489	104,526	90.8	109,827	80.3	113,808	59.4	121,122	31.8	3,167	133,731
1998	1,537	2,590	111,139	91.2	116,598	83.5	119,879	66.4	126,000	38.6	3,223	138,330
1999	1,500	2,610	113,879	91.9	119,064	84.0	122,466	67.7	128,317	40.5	3,222	140,212
2000	1,558	2,685	118,982	92.1	124,390	84.4	128,058	69.2	134,495	45.4	3,300	145,960
WALKING BOSS/FOREMAN												
1991	507	2,655	107,017	95.7	109,503	88.6	112,159	73.0	116,965	38.5	3,194	125,978
1992	511	2,662	111,039	92.4	115,823	84.9	119,037	73.2	122,714	43.8	3,221	131,358
1993	495	2,613	112,317	92.5	116,858	84.2	120,351	69.9	125,693	39.4	3,204	135,553
1994	510	2,790	121,266	93.5	125,839	87.6	128,856	75.1	134,344	51.4	3,329	143,948
1995	518	2,787	124,194	93.6	128,904	86.9	132,740	75.5	137,975	50.8	3,337	148,374
1996	531	2,731	129,611	91.9	136,195	87.0	139,034	75.3	144,286	48.6	3,271	155,759
1997	562	3,006	139,703	93.4	145,834	89.1	148,477	79.5	153,191	62.3	3,532	161,426
1998	577	3,174	150,194	94.3	155,880	89.4	159,256	81.8	164,005	67.1	3,687	171,957
1999	554	3,125	150,286	91.9	158,438	88.6	160,832	82.7	164,283	70.0	3,603	170,881
2000	618	3,282	160,452	95.6	165,149	93.0	167,122	84.1	172,585	73.0	3,702	178,640

NUMBER OF REGISTRANTS PAID BY 2000 ANNUAL EARNINGS *(grouped in $5,000 increments)*



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.

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

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.

No. Registered is the active registration count at the end of the payroll year.

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	4,362	3,786	330	2,214	13.5	12.0		93.4	3.6	2.9		$89,961
29	San Diego	56	48	6	2,401	19.2	12.9	0.1	90.2	5.0	2.9		95,485
46	Port Hueneme	75	73	1	2,224	15.8	11.8	0.1	90.8	4.4	2.9		86,231
	Total	4,493	3,907	337	2,216	13.6	12.0		93.3	3.6	2.9		$89,959
Northern California													
10	SF Bay Area	1,144	846	39	1,942	15.1	10.5		91.6	4.7	2.9		$76,274
14	Eureka	26	23	-	1,359	26.1	12.3	47.2	65.2	9.2	3.9	14.1	68,602
18	Sacramento	22	21	-	1,869	21.0	13.0	31.4	81.3	6.1	3.4	7.8	82,779
54	Stockton	59	50	17	1,821	16.5	11.9	6.3	86.5	5.3	3.4	1.7	74,605
	Total	1,251	940	56	1,920	15.5	10.6	2.2	90.5	4.8	2.9	0.6	$76,143
Oregon													
04	Vancouver, WA	147	135	23	1,845	17.3	12.5	4.0	87.0	5.8	3.8	1.2	$69,655
08	Portland	462	430	47	1,864	16.8	12.0	2.5	88.9	5.6	3.6	0.7	71,888
12	North Bend	78	73	4	1,246	15.7	12.0	66.6	57.4	5.6	3.9	20.5	65,973
21	Longview, WA	187	176	17	2,059	16.9	12.4	2.0	88.4	5.2	3.4	0.5	77,658
50	Astoria	35	34	-	779	16.0	7.5	134.1	35.2	5.5	2.6	43.3	63,315
53	Newport	10	8	1	841	6.3	7.1	126.9	34.7	2.3	2.5	42.6	59,506
	Total	919	856	92	1,796	16.7	11.9	14.5	83.7	5.5	3.5	4.1	$71,761
Washington													
07	Bellingham	28	28	-	966	19.9	13.0	79.2	55.5	8.2	4.7	27.1	$59,777
19	Seattle	570	546	92	1,863	17.4	12.2	0.2	90.3	5.4	3.5	0.1	75,864
23	Tacoma	558	505	103	2,037	16.6	11.8		91.7	4.9	3.1		81,686
24	Aberdeen	66	64	-	1,316	25.5	11.9	49.2	62.9	9.0	3.9	15.4	65,575
25	Anacortes	12	12	-	1,126	19.2	13.0	61.7	61.9	7.3	4.6	20.8	60,692
27	Port Angeles	49	49	-	708	26.8	4.9	145.5	31.1	9.1	1.6	46.5	64,139
32	Everett	41	41	-	1,136	26.5	11.9	53.9	63.5	11.1	4.6	19.9	55,578
47	Olympia	27	27	5	712	19.8	8.2	117.3	41.2	8.2	3.3	43.9	54,104
51	Port Gamble	10	10	-	538	22.5	2.6	180.0	23.5	8.0	0.9	60.8	60,653
	Total	1,361	1,282	200	1,776	18.3	11.6	16.0	85.2	5.7	3.3	4.3	$75,477
Longshore Total		8,024	6,985	685	2,044	15.1	11.8	5.0	90.6	4.3	3.0	1.2	$83,212
CLERKS													
29	San Diego	4	4	-	*	30.4	13.0	*	88.4	6.7	2.3		*
46	Port Hueneme	12	12	-	2,802	31.4	13.0		90.5	6.8	2.4		$116,600
63	LA/LB	972	957	1	2,784	21.6	12.6		93.4	4.5	2.2		124,776
14	Eureka	2	2	-	*	30.0	13.0	*	75.1	11.0	3.9	5.3	*
34	SF Bay Area	274	271	6	2,438	26.4	12.6	0.1	90.4	6.5	2.6		103,983
40	Portland	97	90	-	2,455	25.5	12.7	2.7	88.6	6.1	2.6	0.5	105,292
23	Tacoma	78	78	-	2,777	28.7	12.7		91.6	6.1	2.3		119,555
52	Seattle	156	153	-	2,604	27.3	12.6	0.3	89.5	6.0	2.3	0.1	117,039
Clerk Total		1,595	1,567	7	2,686	23.7	12.6	0.2	92.2	5.1	2.3		$118,904
FOREMEN													
29	San Diego	5	5	-	*	30.5	13.2	*	90.6	6.6	2.5		*
46	Port Hueneme	7	7	-	2,515	30.6	12.4	0.8	89.6	7.3	2.9	0.2	$118,968
94	LA/LB	391	390	-	3,592	27.2	12.3		93.7	4.4	2.0		173,966
91	SF Bay Area	73	73	-	2,906	30.8	11.9	2.1	90.9	6.0	2.3	0.4	144,769
92	Portland	50	48	-	2,613	30.1	12.0	4.2	89.9	6.5	2.5	0.9	131,379
98	Seattle	96	96	-	2,720	28.3	11.7	2.8	90.1	5.7	2.3	0.5	140,243
Foreman Total		622	619	-	3,281	28.1	12.1	1.0	92.6	4.9	2.1	0.2	$161,014

* 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.

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	44.9	6.8	10.2	18.3	16.7	15.3	11.9	13.3	2.9	3.2	1.5	98.2	96.0	90.9	80.5	64.3	40.6	19.4	7.6
29	52.8	2.1	4.2	16.7	6.3	4.2	8.3	33.3	8.3	14.6	2.1	100.0	100.0	100.0	87.5	77.1	47.9	27.1	10.4
46	47.0	2.7	1.4	19.2	28.8	9.6	17.8	11.0	2.7	4.1	2.7	97.3	95.9	89.0	82.2	64.4	43.8	19.2	12.3
	45.1	6.6	10.0	18.3	16.8	15.1	12.0	13.5	3.0	3.3	1.5	98.2	96.0	91.0	80.6	64.4	40.7	19.5	7.7
10	47.7	6.0	10.2	14.5	13.2	9.9	9.8	22.5	6.3	5.7	1.9	95.9	91.1	81.2	67.7	50.5	31.3	11.9	3.3
14	56.0			8.7	4.3		13.0	52.2	21.7			100.0	78.3	47.8	26.1	17.4	8.7	8.7	
18	51.9		4.8	4.8	19.0	14.3	23.8	19.0	4.8		9.5	100.0	100.0	90.5	71.4	33.3	23.8	14.3	
54	48.5	2.0	12.0	12.0	16.0	14.0	10.0	16.0	14.0	2.0	2.0	98.0	96.0	86.0	58.0	40.0	22.0	4.0	2.0
	48.0	5.5	9.9	14.0	13.3	10.0	10.2	22.8	7.0	5.2	2.0	96.2	91.3	80.9	66.3	48.7	30.1	11.5	3.1
4	44.8	9.6	12.6	15.6	9.6	10.4	11.9	29.6	0.7			98.5	97.0	90.4	69.6	34.1	14.8	3.7	0.7
8	47.4	1.9	6.3	11.6	19.8	18.6	17.4	20.5	2.8	0.9	0.2	98.1	96.3	87.2	67.2	44.9	20.5	3.0	0.9
12	49.9		4.1	8.2	9.6	20.5	23.3	32.9	1.4			98.6	76.7	43.8	24.7	12.3	4.1	2.7	
21	46.8	2.8	11.4	7.4	14.8	26.1	12.5	23.3	0.6		1.1	99.4	98.9	96.0	84.1	59.1	19.9	5.1	
50	54.7					20.6	26.5	44.1	8.8			58.8	26.5	20.6	20.6	14.7			
53	45.3		12.5		37.5		50.0					100.0	37.5	12.5	12.5	12.5			
	47.4	3.0	7.9	10.5	15.7	18.9	16.7	24.3	2.1	0.5	0.4	97.0	91.9	82.5	65.1	41.8	17.1	3.4	0.6
7	49.3	3.6	3.6	7.1	17.9	14.3	17.9	28.6	7.1			100.0	46.4	17.9	14.3	7.1			
19	48.0	3.1	5.9	12.6	20.1	13.7	14.7	22.2	2.9	3.5	1.3	96.3	92.3	85.7	69.2	45.4	20.9	4.6	0.9
23	44.3	5.0	12.9	16.0	21.4	15.2	11.9	12.7	2.4	1.6	1.0	99.2	96.2	90.9	75.0	55.2	29.3	11.3	2.2
24	51.7		3.1	4.7		31.3	20.3	37.5	1.6	1.6		93.8	62.5	51.6	37.5	23.4	9.4	3.1	
25	53.8				8.3	33.3	25.0	25.0			8.3	100.0	83.3	25.0	25.0				
27	52.3			2.0	12.2	28.6	18.4	26.5	12.2			38.8	24.5	20.4	18.4	16.3	10.2	2.0	
32	56.4		4.9		2.4	2.4	24.4	48.8	9.8	4.9	2.4	95.1	70.7	31.7	22.0	9.8	4.9		
47	47.8		3.7	11.1	25.9	18.5	7.4	29.6	3.7			55.6	25.9	22.2	11.1	11.1			
51	49.3		10.0		30.0	10.0	10.0	40.0				20.0	20.0	20.0	20.0	20.0	10.0	10.0	
	47.2	3.4	8.1	12.4	18.8	15.7	14.3	20.7	3.3	2.3	1.1	93.8	86.0	77.9	63.3	43.8	21.5	6.7	1.2
	46.1	5.4	9.4	15.7	16.5	15.0	12.7	17.4	3.5	3.0	1.4	97.0	93.0	86.2	73.6	55.7	32.9	14.1	5.0
29	58.5					25.0		50.0		25.0		100.0	100.0	100.0	100.0	100.0	50.0	50.0	25.0
46	58.6						16.7	58.3	16.7		8.3	100.0	100.0	100.0	100.0	100.0	91.7	50.0	16.7
63	51.2	0.5	3.1	7.4	13.4	16.0	21.3	26.0	6.5	4.8	0.9	99.6	99.1	97.7	92.6	84.4	72.1	52.8	31.2
14	64.0								50.0	50.0		100.0	100.0	50.0					
34	54.7	1.5	2.6	5.9	5.5	5.5	15.9	45.4	8.9	5.2	3.7	99.6	98.2	95.9	91.5	81.2	58.3	27.3	7.0
40	52.4		1.1	6.7	16.7	6.7	17.8	44.4	4.4	2.2		98.9	96.7	94.4	88.9	83.3	66.7	27.8	10.0
23	54.5			2.6	7.7	16.7	17.9	43.6	2.6	6.4	2.6	100.0	100.0	98.7	94.9	89.7	76.9	46.2	20.5
52	54.8	2.0	2.0	0.7	7.2	9.2	13.7	50.3	9.2	4.6	1.3	98.7	98.7	97.4	92.8	85.0	66.7	41.2	16.3
	52.5	0.8	2.6	6.1	11.2	12.9	19.1	34.0	7.0	4.9	1.5	99.5	98.8	97.2	92.3	84.2	69.1	45.4	23.7
29	62.4						20.0	20.0		60.0		100.0	100.0	100.0	100.0	100.0	80.0	40.0	
46	58.9						28.6	42.9	14.3	14.3		100.0	100.0	85.7	85.7	85.7	57.1	28.6	14.3
94	54.7		0.3	5.1	10.3	13.1	18.7	29.5	9.0	11.0	3.1	99.5	99.2	99.0	97.2	94.9	91.5	83.8	70.5
91	59.9			4.1		1.4	4.1	54.8	13.7	15.1	6.8	98.6	98.6	97.3	97.3	94.5	78.1	61.6	28.8
92	58.2					4.2	18.8	62.5	6.3	4.2	4.2	97.9	97.9	95.8	87.5	83.3	64.6	47.9	14.6
98	54.2			4.2	14.6	8.3	13.5	46.9	5.2	6.3	1.0	97.9	96.9	95.8	92.7	89.6	70.8	54.2	20.8
	55.6		0.2	4.4	8.7	10.0	16.3	37.8	8.7	10.7	3.2	99.0	98.7	97.9	95.6	93.1	84.2	72.9	52.3

The omission of a value indicates <0.05%.

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.

"Pct. Chg. from 1999" shows the percent change of the 2000 hours paid from the 1999 hours.

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

"Percent Paid to Casuals" shows the percent of hours paid in each job category that were paid to employees who were *not* longshore, clerk, or foreman registrants. For example, a member of an ILWU longshore local being paid in a clerk job category 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.

These are the hours paid in payroll years 2000 and 1999.

Job Category	2000	1999	Pct. Chg. from 1999	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	2,843,611	2,534,445	12.2%	17.4%	12.5%
- Lasher	1,130,505	1,080,796	4.6	6.9	17.9
- Auto Driver	282,613	251,500	12.4	1.7	34.0
Skill I Rate - General	907,247	904,872	0.3	5.5	10.1
- Tractor Driver	3,614,185	3,109,406	16.2	22.1	25.2
Skill II Rate - General	96,479	95,107	1.4	0.6	0.8
- Crane Operator	2,482,076	2,285,244	8.6	15.2	0.1
- Top Handler/Heavy Lift	1,474,051	1,310,746	12.5	9.0	1.6
- Straddle Carrier	198,997	186,982	6.4	1.2	2.6
CFS Agreement Rate	54,954	81,257	-32.4	0.3	6.6
Miscellaneous Dock - General	71,359	70,262	1.6	0.4	6.5
- Mechanics	1,521,137	1,385,022	9.8	9.3	4.2
- Gear	520,446	492,369	5.7	3.2	0.7
- Lines	390,935	371,554	5.2	2.4	0.2
- Sweepers	123,981	117,440	5.6	0.8	1.9
Joint Dispatch	176,265	161,805	8.9	1.1	0.0
Member Company Agmts.	30,658	30,476	0.6	0.2	1.8
Grain/Whse/NonMember Agmts.	437,825	475,260	-7.9	2.7	8.9
Subtotal	16,357,324	14,944,543	9.5%	99.9%	11.0%
Travel Time	19,527	16,466	18.6	0.1	
TOTAL LONGSHORE HOURS	16,376,851	14,961,009	9.5%	100.0%	
CLERK CATEGORIES					
Basic Clerk	506,773	465,130	9.0%	8.9%	60.4%
Clerk Supervisor	613,604	617,576	-0.6	10.7	27.4
Kitchen/Tower/Computer Clerk	3,188,185	2,746,339	16.1	55.8	12.8
Chief Supervisor	654,775	561,653	16.6	11.5	0.0
Supercargo	413,879	382,263	8.3	7.2	0.1
Vessel Planner	250,478	226,538	10.6	4.4	-
CFS Agreement Clerk	26,059	38,144	-31.7	0.5	7.7
Joint Dispatcher	38,436	35,946	6.9	0.7	-
Subtotal	5,692,189	5,073,589	12.2%	99.6%	15.5%
Travel Time	22,014	21,609	1.9	0.4	
TOTAL CLERK HOURS	5,714,203	5,095,198	12.1%	100.0%	
FOREMAN CATEGORIES					
Foreman - 20%	16,715	17,934	-6.8%	0.8%	2.3%
Foreman - 30%	2,096,611	1,904,565	10.1	96.9	0.0
CFS Agreement Foreman	24,396	28,282	-13.7	1.1	-
Joint Dispatcher	17,500	15,773	10.9	0.8	-
Subtotal	2,155,222	1,966,554	9.6%	99.6%	0.0%
Travel Time	7,731	6,895	12.1	0.4	
TOTAL FOREMAN HOURS	2,162,953	1,973,449	9.6%	100.0%	
ALL CATEGORIES					
Subtotal - All Job Categories	24,204,735	21,984,686	10.1%	99.8%	11.1%
Travel Time	49,272	44,970	9.6	0.2	
TOTAL HOURS	24,254,007	22,029,656	10.1%	100.0%	

OCCUPATION CODES ASSOCIATED WITH SELECTED LONGSHORE JOB CATEGORIES

BASIC RATE - GENERAL

0002 Boardman
0003 Boatman
0004 Carpenter - w/o Tool
0005 Dockman
0006 Frontman-Slingman
0007 Holdman
0008 Jitney Driver
0011 PMA Training L/S
0012 Car Man
0732 LS/CLK Safety Committee

LASHER

0009 Lasher

AUTO DRIVER

0001 Auto Driver

SKILL I RATE

0021 Boom Man/Raft Man
0023 Button Pusher
0024 Carpenter w/ Tools
0025 Combo Lift/Jitney
0026 Crane Chaser
0027 Dock Gang Leader
0028 Hatch Tender
0029 Lift Truck Operator
0030 Payloader Operator
0031 Rail Car Pusher
0032 Side Runner
0033 Skilled Holdman
0037 Utility Lift Driver
0038 Winch Driver
0044 Mechanical Hopper Operator
0052 Gang Boss
0054 Hatch Boss Tender
0056 Dead Time
0070 Bulldozer/ Caterpillar

TRACTOR DRIVER

0036 Tractor -Semi-Dock-
0043 Monthly UTR Guarantee
0075 Monthly UTR Guarantee

SKILL II RATE

0078 Rail Car Pusher - Container
0080 Bulkloader Operator
0081 Crane Barge Operator
0091 Excavator/ Coverhoist
0092 Log Loader -Snapper-
0094 Switch Engine Operator

CRANE OPERATOR

0067 Hall Crane Rated Equipment
0068 LA/LB Steady Crane-Yard
0084 Crane Container Gantry
0085 Crane Mobile
0086 Crane Sheer Leg/Stiff Leg
0087 Crane Shipboard
0088 Crane Whirley
0089 Crane Steady Dead Time
0090 Crane Steady Training
0096 LA/LB Steady Crane-Quay
0097 LA/LB Steady Crane Guarantee
0098 SF Steady Skill
0099 SF Steady Skill Guarantee

TOP HANDLER/HEAVY LIFT

0053 Payloader Over 15 Tons
0055 Lift Truck-Heavy
0072 Top Handler/Side Pick
0079 Monthly UTR Work - Top/Side
0095 Port Packer

STRADDLE CARRIER

0093 Straddle Carrier Operator

TOTAL SHORESIDE PAYROLLS PROCESSED BY PMA

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

YEAR	SOUTHERN CALIFORNIA	NORTHERN CALIFORNIA	OREGON	WASHINGTON	TOTAL
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
2000	639,216,711	132,258,890	81,081,187	151,386,303	1,003,943,091

* 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 2000, employer FICA taxes paid were $61,426,251 and SUI taxes paid were $21,423,589.

ASSESSMENT RATES

1999/2001 ASSESSMENT RATES

	Benefit Plans	Other Assessments CFS Prog.	Other Assessments 401(k)	PMA Cargo Dues	Total
Payroll Hour Rate					
L/S & Clk	$10.34		$1.00	$0.80	$12.14
Walking Boss	10.34		3.84	0.80	14.98
Offshore and Intercoastal Tonnage Rates					
Containers (per R.U.)	$7.35	$0.31		$4.62	$12.28
General Cargo	0.433			0.272	0.705
Lumber & Logs	0.433			0.272	0.705
Autos & Trucks	0.035			0.272	0.307
Bulk Cargo	0.009			0.005	0.014
Coastwise and Inbound from British Columbia					
Containers (per R.U.)	$5.19	$0.22		$4.62	$10.03
General Cargo	0.178			0.272	0.450
Lumber & Logs	0.178			0.272	0.450
Autos & Trucks	0.014			0.272	0.286
Bulk Cargo	0.004			0.005	0.009

	Hourly Assessment			Offshore and Intercoastal Assessment Rates					
		401(k)		Benefit Plans					
	Benefit Plans	L/S and Clerk	Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU
1980	$ 4.108			$ 0.579	$1.495	$1.014	$0.071	$0.029	
1981	6.878			0.573	0.430	0.430	0.134	0.030	
1982	8.371			0.621	0.467	0.467	0.144	0.033	$0.202
1983	12.270			-	-	-	-	-	0.247
1984	7.680			18.710	1.101	1.101	0.089	0.022	1.284
1985	6.740			14.549	0.856	0.856	0.069	0.017	1.301
1987	7.520			13.775	0.810	0.810	0.066	0.016	0.785
1989	7.520			13.762	0.783	0.783	0.063	0.016	0.798
1990	7.520			13.306	0.783	0.783	0.063	0.016	1.458
1991	7.520			12.674	0.746	0.746	0.060	0.015	1.014
1992	8.810			13.221	0.778	0.778	0.063	0.015	0.49
1993	10.010			14.79	0.870	0.870	0.070	0.017	0.35
1994	11.700		$0.50	16.70	0.982	0.982	0.080	0.019	0.88
1995	9.300		0.50	9.79	0.576	0.576	0.047	0.011	0.66
1996	10.870		0.50	11.39	0.670	0.670	0.054	0.013	0.52
1997	11.530		2.00	9.98	0.587	0.587	0.048	0.012	0.10
1998	10.340		1.84	7.35	0.433	0.433	0.035	0.009	0.31
1999/01	10.340	$1.00	3.84	7.35	0.433	0.433	0.035	0.009	0.31

Prior to 1984, Container rates for benefits and the CFS Fund were assessed on a per ton basis.

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

Steel slabs being unloaded from the Cerinthus*, Berth 176, Rio Doce Pasha Terminal, Port of Los Angeles.*

PENSION BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR PENSION 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:	2000	1999	1998	1997	1996	1995
Benefits Paid and Expenses						
Pensions paid	$ 126,396,608	$ 110,559,864	$ 107,984,312	$ 101,498,035	$ 94,963,310	$ 92,437,267
Admin. expenses	2,628,159	2,227,295	2,067,657	1,993,104	1,986,647	1,799,305
Total Deductions	$ 129,024,767	$ 112,787,159	$ 110,051,969	$ 103,491,139	$ 96,949,957	$ 94,236,572
Investment Income and Employer Contributions						
Net appreciation of fair value of invest.	$ (42,530,552)	$ 78,179,002	$ (17,319,232)	$ 250,625,233	$ 101,044,259	$ 129,227,459
Net gain (loss) on sale/redemption of sec.	305,846,746	183,174,034	306,283,240	-	35,900,505	13,889,280
Interest	79,056,057	60,935,133	52,104,429	34,569,765	25,927,249	26,229,167
Dividends from investments	6,166,643	13,067,021	14,625,519	20,440,372	23,395,064	14,200,968
Less investment expense	(4,358,152)	(3,389,704)	(4,513,767)	(3,748,992)	(3,267,020)	(2,667,995)
Total Income Gain	$ 344,180,742	$ 331,965,486	$ 351,180,189	$ 301,886,378	$ 183,000,057	$ 180,878,879
Contributions from Employers	32,486,144	28,796,000	35,040,507	104,087,238	99,696,224	99,022,687
Total Additions	$ 376,666,886	$ 360,761,486	$ 386,220,696	$ 405,973,616	$ 282,696,281	$ 279,901,566
Net Increase	247,642,119	247,974,327	276,168,727	302,482,477	185,746,324	185,664,994
Net Assets Avail for Benefits: Beg. of Year	$2,155,707,031	$1,907,732,704	$1,631,563,977	$1,329,081,500	$1,143,335,176	$ 957,670,182
End of Year	$2,403,349,150	$2,155,707,031	$1,907,732,704	$1,631,563,977	$1,329,081,500	$1,143,335,176

EMPLOYER WITHDRAWAL LIABILITY

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

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

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

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

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

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

The unfunded vested benefits liability for the Plan 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:	2000*	1999	1998	1997	1996	1995
Retired Participants & Beneficiaries	$ 961,014,000	$ 865,191,983	$ 884,271,911	$ 879,777,731	$ 801,092,819	$ 770,810,600
Inactive Vested	3,693,000	3,637,770	3,751,233	3,254,033	3,350,058	3,055,900
Active Vested Employees	881,741,000	762,590,010	771,985,796	808,700,931	812,693,247	731,682,200
Total Present Value Vested Liabilities	$1,846,448,000	$1,631,419,763	$1,660,008,940	$1,691,732,695	$1,617,136,124	$1,505,548,700
Actuarial Value of Assets	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465	$1,196,786,850	$1,016,418,300
Unfunded Vested Benefits Liability	-	-	-	$ 260,915,230	$ 420,349,274	$ 489,130,400

* The 2000 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:	2000*	1999	1998	1997	1996	1995
Actuarial Value of Assets	$2,106,388,802	$1,891,175,004	$1,728,124,401	$1,430,817,465	$1,196,786,850	$1,016,418,300
Actuarial Liability:						
Pensioners/Survivors	961,014,000	940,024,193	872,253,965	897,675,786	820,513,788	805,435,100
Inactive Vested	4,151,000	4,059,736	3,607,645	3,339,033	3,499,791	3,335,900
Active Employees	$1,249,266,000	1,085,318,929	922,413,451	1,024,169,087	1,039,483,866	972,209,700
Total Actuarial Liability	$2,214,431,000	$2,029,402,858	$1,798,275,061	$1,925,183,906	$1,863,497,445	$1,780,980,700
Unfunded Actuarial Accrued Liability	$ 108,042,198	$ 138,227,854	$ 70,150,660	$ 494,366,441	$ 666,710,595	$ 764,562,400

* The 2000 numbers are preliminary and are subject to revision before the final report is issued.

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30, 2000:

Benefits Paid:	Administrative Expenses:	Total Deductions:	Contributions by Employers:	Total Additions:	Net Change in Assets Available for Benefits:
$5,632,689	$88,247	$5,720,936	$5,720,936	$5,720,936	$0

WELFARE BENEFITS

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2000	1999	1998	1997	1996	1995
Investment Income	$ 497,272	$ 628,847	$ 1,658,425	$ 1,038,470	$ 1,765,232	$ 1,728,879
Contributions:						
Employers	139,675,684	125,435,837	113,477,370	94,889,777	77,864,683	104,192,565
Employees	3,132,661	3,121,751	3,424,816	3,921,616	4,160,756	5,631,734
WILSP/Union	174,591	156,599	187,643	177,272	123,420	140,982
COBRA/self-pay contrib.	168,094	139,306	106,918	136,178	-	-
Total contributions	$143,151,030	$128,853,493	$117,196,747	$ 99,124,843	$ 82,148,859	$109,965,281
Total Additions	$143,648,302	$129,482,340	$118,855,172	$100,163,313	$ 83,914,091	$111,694,160
Deductions:						
Benefits paid	$139,329,193	$124,640,060	$116,301,083	$100,709,167	$102,128,192	$102,299,444
Administrative expenses	3,696,554	2,803,639	2,571,617	2,488,127	2,395,300	2,123,245
Total Deductions	$143,025,747	$127,443,699	$118,872,700	$103,197,294	$104,523,492	$104,422,689
Net Increase(Decrease)	$ 622,555	$ 2,038,641	$ (17,528)	$ (3,033,981)	$ (20,609,401)	$ 7,271,471
Net assets available for benefits:						
Beginning of year	$ 32,239,228	$ 30,200,587	$ 30,218,115	$ 32,802,788	$ 53,412,189	$ 46,140,718
Watchmen asset transfer		449,308				
End of year	$ 32,861,783	$ 32,239,228	$ 30,200,587	$ 30,218,115	$ 32,802,788	$ 53,412,189

COSTS OF WELFARE BENEFITS PAID

For Plan Year Ended June 30:	2000	1999	1998	1997	1996	1995
Hospital, Medical, Surgical-self funded	$ 58,084,936	$ 49,023,220	$ 47,094,462	$ 32,599,353	$ 34,146,496	$ 34,095,833
HMO Plans, inc. vision & presc.drugs	30,313,962	29,822,161	28,275,976	28,301,622	32,175,960	33,664,482
Dental services - Adult Program	13,729,466	12,818,400	11,616,915	10,790,511	10,265,117	9,318,493
Dental services - Children's Program	3,873,627	4,015,074	2,544,559	2,562,649	2,604,931	2,202,570
Life insurance, AD&D	2,747,312	3,324,027	3,330,967	3,577,497	3,464,776	3,415,451
Prescription Drug Program	16,363,843	13,270,881	10,836,628	9,672,173	7,476,190	7,789,330
Medicare premiums reimbursements	5,240,115	5,209,411	5,160,021	5,149,728	5,320,900	5,342,297
Vision care	1,542,410	1,260,008	1,200,127	996,185	1,109,246	1,006,658
Vision supplement (frames, contacts)	2,664	2,679	4,400	3,219	3,122	2,438
Non-industrial disability supplement	1,399,254	1,256,873	1,289,117	1,472,075	1,339,647	1,011,777
Weekly indemnity	1,377,507	1,211,870	1,299,561	1,558,042	1,240,627	1,253,280
Alcoholism/Drug Recovery Program	874,238	916,370	1,043,815	921,563	909,200	508,682
Social Security supplement	1,658,079	794,531	1,065,134	1,860,898	655,416	1,529,163
Hearing aids	388,505	406,772	417,205	395,744	448,543	401,267
Chiropractic	1,471,866	1,245,363	1,046,022	761,875	867,084	646,207
Diabetic durable equipment	774	1,133	1,774	1,633	2,937	2,116
California State Disability Ins. Supp.	2,652					
WILSP subsidy payments	257,983	61,287	74,400	84,400	98,000	109,400
Subtotal	$139,329,193	$124,640,060	$116,301,083	$100,709,167	$102,128,192	$102,299,444
Reconciliation to Form 5500 [accrual]	5,286,441	646,357	(3,777,592)	2,350,717	0	0
TOTAL BENEFITS	$144,615,634	$125,286,417	$112,523,491	$103,059,884	$102,128,192	$102,299,444

PGP PAYMENTS BY REGISTRATION CATEGORY: Coast Summaries

Payroll Year	2000	1999	1998	1997	1996	1995
Longshore PGP						
Class "A"	$7,073,068	$7,636,548	$8,144,125	$5,956,936	$5,275,090	$4,514,617
Class "B"	214,292	322,088	299,034	221,522	216,776	4,828
Total Longshore PGP	$7,287,360	$7,958,636	$8,443,159	$6,178,458	$5,491,866	$4,519,445
Clerk PGP						
Class "A"	42,663	68,195	87,567	127,749	63,209	49,003
Class "B"	-	-	-	-	4,391	77
Total Clerk PGP	$ 42,663	$ 68,195	$ 87,567	$ 127,749	$ 67,600	$ 49,080
Walking Bosses/Foreman PGP	$ 169,911	$ 195,033	$ 236,633	$ 159,761	$ 250,624	$ 215,587

LONGSHORE AND CLERK PGP PAYMENTS BY AREA

Payroll Year	2000	1999	1998	1997	1996	1995
Southern California	$ 41,000	$ 21,505	$ 17,580	$ 26,567	$ 63,162	$ 54,196
Northern California	426,063	720,832	1,177,534	1,115,936	1,042,696	692,102
Oregon	2,597,985	3,015,683	3,030,454	2,240,522	1,703,305	1,214,373
Washington	4,264,975	4,268,811	4,305,158	2,923,182	2,750,301	2,607,855
Total	$7,330,023	$8,026,832	$8,530,726	$6,306,207	$5,559,466	$4,568,525

ILWU-PMA 401(k) PLAN

For Plan Year Ended June 30:	2000	1999	1998	1997
Contributions				
Employee	$ 45,375,991	$ 34,917,117	$ 30,858,774	$ 25,069,169
Employer	21,772,978	3,027,842	2,905,413	2,780,086
Total Contributions	$ 67,148,969	$ 37,944,959	$ 33,764,187	$ 27,849,255
Investment Income				
Net realized/unrealized appreciation	50,443,128	44,755,482	31,770,851	18,983,504
Interest	4,615,891	3,360,633	2,405,993	1,908,758
Dividends	992,593	600,566	484,287	401,928
Investment expense	(354,885)	(237,800)	(324,461)	(199,466)
	$ 55,696,727	$ 48,478,881	$ 34,336,670	$ 21,094,724
Total Additions	$122,845,696	$ 86,423,840	$ 68,100,857	$ 48,943,979
Distributions				
Distributions to participants	(19,061,355)	(5,053,966)	(3,775,593)	(3,563,877)
Net Change	$103,784,341	$ 81,369,874	$ 64,325,264	$ 45,380,102
Net Assets available for Benefits				
Beginning of year	269,070,307	187,700,433	123,375,169	77,995,067
End of year	$372,854,648	$269,070,307	$187,700,433	$123,375,169

VACATIONS: BENEFITS AND EXPENSES

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 2000 are to be paid in March 2001 for vacations earned in payroll year 2000.

Payroll Year in Which Vacation Earned	2000	1999	1998	1997	1996	1995
Total Payments	$47,212,941*	$46,937,106	$44,898,744	$44,109,545	$41,954,936	$36,385,771

* Estimated

HOLIDAY PAYMENTS

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Benefits Paid	$27,027,030	$25,468,321	$23,950,707	$23,611,718	$21,503,195	$20,505,202

PAY GUARANTEE PLAN: BENEFITS AND EXPENSES

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Longshore and Clerks	$8,256,649	$7,880,783	$7,599,881	$5,756,611	$5,199,868	$4,988,422
Walking Bosses and Foremen	193,769	224,300	288,033	197,763	237,230	202,098

INDUSTRY TRAVEL PAYMENTS

Fiscal Year Ended June 30	2000	1999	1998	1997	1996	1995
Total Reimbursements	$6,495,549	$5,637,171	$5,961,471	$6,432,519	$5,583,177	$6,647,400

CFS PROGRAM FUND: Total "Assessment" and "Incentive" Credits Paid by Year

Payroll Year	2000	1999	1998	1997	1996	1995
A-Credit	$2,630,118	$2,575,304	$3,194,190	$3,571,644	$3,100,883	$4,827,779
I-Credit*	284,459	329,980	354,910	396,849	344,539	511,346
Total Reimbursements	$2,914,577	$2,905,284	$3,549,100	$3,968,493	$3,445,422	$5,339,125

* 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 HALL COSTS

Payroll Year	2000	1999	1998	1997	1996	1995
ILWU Share	$ 1,978,090	$ 3,741,651	$ 4,542,745	$ 4,173,700	$ 4,954,861	$ 4,499,776
PMA Share	12,287,232	8,440,638	8,105,565	7,374,680	5,256,681	6,110,979
Total Cost	$14,265,322	$12,182,289	$12,648,310	$11,548,380	$10,211,542	$10,610,755

TRAINING PROGRAMS

	2000		1999		1998		1997		1996	
Terminal Equipment										
Container Handling Equipment (CHE)*	-	-	320	3.5%	368	2.1%	139	1.7%	122	1.5%
Forklift	246	1.6%	363	4.0%	460	2.6%	119	1.4%	17	0.2%
Heavy Lift	230	1.5%	47	0.5%	59	0.3%	-	-	-	-
Reach Stacker	40	0.3%	-	-	-	-	-	-	-	-
Semi-Tractor	1,201	7.6%	552	6.1%	3,219	18.4%	2,209	26.4%	390	4.9%
Side-Pick	180	1.1%	-	-	-	-	-	-	-	-
Straddle Truck	18	0.1%	30	0.3%	61	0.3%	-	-	-	-
Top Handler	272	1.7%	-	-	-	-	-	-	-	-
Subtotal	2,187	13.8%	1,312	14.4%	4,167	23.9%	2,467	29.4%	529	6.7%
Other Ship & Dock Equipment										
Commercial Driver's License (CDL)	119	0.8%	-	-	-	-	-	-	-	-
Crane Bulk, Ship Unloader	21	0.1%	24	0.3%	5	-	-	-	-	-
Crane Program**	-	-	195	2.1%	188	1.1%	176	2.1%	210	2.7%
Crane Simulator***	48	0.3%	-	-	-	-	-	-	-	-
Crane, Container Gantry	143	0.9%	-	-	-	-	-	-	-	-
Crane, Mobile	55	0.3%	-	-	-	-	-	-	-	-
Crane, Rubber-Tired Gantry (RTG)	99	0.6%	-	-	-	-	-	-	-	-
Crane, Ship Gantry	11	0.1%	-	-	-	-	-	-	-	-
Excavator	7	-	3	-	-	-	16	0.2%	8	0.1%
Frontloader	32	0.2%	14	0.2%	-	-	-	-	-	-
Lashing	1,443	9.1%	1,078	11.8%	2,894	16.6%	1,219	14.5%	660	8.3%
Ship Pedestal Crane	32	0.2%	85	0.9%	161	0.9%	8	0.1%	32	0.4%
Subtotal	2,010	12.7%	1,399	15.4%	3,248	18.6%	1,419	16.9%	910	11.5%
Clerk Training										
Basic Marine Clerk	124	0.8%	45	0.5%	78	0.4%	158	1.9%	130	1.6%
Clerk Computer	210	1.3%	5	0.1%	118	0.7%	153	1.8%	130	1.6%
Supercargo	22	0.1%	25	0.3%	-	-	-	-	-	-
Vessel Planner	23	0.1%	24	0.3%	14	0.1%	-	-	-	-
Subtotal	379	2.4%	99	1.1%	210	1.2%	311	3.7%	260	3.3%
Walking Boss Training										
Walking Boss Orientation	80	0.5%	24	0.3%	56	0.3%	20	0.2%	75	0.9%
Walking Boss Seminar	198	1.2%	289	3.2%	527	3.0%	416	5.0%	413	5.2%
Subtotal	278	1.8%	313	3.4%	583	3.3%	436	5.2%	488	6.2%
Safety, Diversity, First Aid, Other										
Alcohol/Drug Awareness	65	0.4%	244	2.7%	131	0.8%	-	-	-	-
Ammo Handling Safety	119	0.8%	-	-	-	-	-	-	-	-
Basic Safety Orientation	114	0.7%	164	1.8%	48	0.3%	108	1.3%	326	4.1%
Clerk Cognitive	1,546	9.8%	-	-	-	-	-	-	-	-
Clerk Keyboard	561	3.5%	-	-	-	-	-	-	-	-
Diversity Training	1,383	8.7%	944	10.4%	635	3.6%	350	4.2%	-	-
General Safety Training	4,269	26.9%	4,063	44.6%	7,798	44.7%	2,993	35.7%	4,789	60.5%
Instructor Training	15	0.1%	-	-	-	-	-	-	-	-
Powered Gangway	45	0.3%	-	-	-	-	-	-	-	-
Respirator Evaluation	190	1.2%	188	2.1%	-	-	-	-	-	-
Standard First Aid	483	3.0%	279	3.1%	634	3.6%	225	2.7%	618	7.8%
Strength and Agility	2,166	13.7%	-	-	-	-	-	-	-	-
Watchman	36	0.2%	107	1.2%	-	-	73	0.9%	-	-
Subtotal	10,992	69.4%	5,989	65.7%	9,246	53.0%	3,749	44.7%	5,733	72.4%
TOTAL	15,846	100.0%	9,112	100.0%	17,454	100.0%	8,382	100.0%	7,920	100.0%
EXPENDITURES	$14,035,747		$9,078,602		$14,346,740		$8,625,764		$4,770,842	

* Prior to 2000, Top Handler, Side Pick, and Reach Stacker were combined in the Container Handling Equipment (CHE) category.
** Prior to 2000, Container Gantry, Crane Simulator, Mobile, RTG, and Ship Gantry were combined under the Crane Program category.
*** Crane Simulator training included Container Gantry Crane, Ship Pedestal Crane, and Ship Gantry Crane simulation training.

TONNAGE LOADED AND DISCHARGED BY PORT

The data on these two pages represent the revenue tonnage reported to PMA in 2000 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				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	Total (TEUs)	% of Coast	Chg from 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded
SOUTHERN CALIFORNIA												
San Diego	4,889,973	1.9%	14.2%	15.0: 85.0	63	<0.1%	*	41.3: 58.7	190,062	1.9%	-9.1%	4.4: 95.6
Long Beach	70,353,649	27.1	6.8	32.1: 67.9	3,436,927	33.6	6.6	29.0: 71.0	1,741,767	17.5	2.3	1.9: 98.1
Los Angeles	70,998,045	27.4	20.1	31.6: 68.4	3,397,016	33.2	26.1	27.6: 72.4	3,610,631	36.3	1.8	2.1: 97.9
Port Hueneme	3,426,390	1.3	19.8	7.6: 92.4	13,506	0.1	18.1	24.4: 75.6	671,178	6.7	0.1	19.8: 80.2
AREA TOTAL	149,668,057	57.7%	13.3%	30.8: 69.2	6,847,512	66.9%	15.5%	28.3: 71.7	6,213,638	62.5%	1.4%	4.0: 96.0
NORTHERN CALIFORNIA												
San Francisco	641,274	0.2%	28.0%	32.8: 67.2	36,865	0.4%	28.2%	33.5: 66.5	14,569	0.1%	19.5%	3.2: 96.8
Redwood City	368,611	0.1	35.1	0.0: 100.0	-				169	<0.1		0.0: 100.0
Oakland	21,440,847	8.3	5.3	62.1: 37.9	1,187,887	11.6	5.0	62.4: 37.6	294,318	3.0	-5.2	13.2: 86.8
Richmond	306,411	0.1	5.6	0.0: 100.0	-				303,732	3.1	6.3	0.0: 100.0
Crockett	651,848	0.3	-6.0	0.0: 100.0	-				-			
Pittsburg	267,860	0.1	-5.7	100.0: 0.0	-				-			
Stockton	1,508,565	0.6	15.1	24.3: 75.7	4	<0.1		0.0: 100.0	238,058	2.4	178.1	11.3: 88.7
Sacramento	941,730	0.4	12.3	73.2: 26.8	-				213,538	2.1	-8.8	97.3: 2.7
Benicia	636,066	0.2	73.6	65.6: 34.4	-				63,937	0.6	-6.8	100.0: 0.0
Eureka	627,431	0.2	-10.5	64.5: 35.5	-				173,541	1.7	-22.4	99.7: 0.3
AREA TOTAL	27,390,643	10.6%	6.9%	57.2: 42.8	1,224,756	12.0	5.5	61.6: 38.4	1,301,862	13.1%	6.7%	39.2: 60.8
OREGON												
Coos Bay/No. Bend	2,148,514	0.8%	-4.6%	96.3: 3.7	3	<0.1%		33.3: 66.7	12,654	0.1%	9.0%	100.0: 0.0
Newport	2,890	<0.1	-66.7	0.0: 100.0	-				-			
Astoria	15,429	<0.1	-24.0	0.0: 100.0	-				-			
Portland	19,216,518	7.4	1.2	72.5: 27.5	216,202	2.1	-1.4%	82.1: 17.9	632,898	6.4	-20.6	2.4: 97.6
Vancouver, WA	4,561,939	1.8	-8.7	78.6: 21.4	647	<0.1	*	3.6: 96.4	384,095	3.9	-2.0	18.7: 81.3
Kalama, WA	6,922,033	2.7	5.6	94.0: 6.0	-				414,718	4.2	24.2	0.0: 100.0
Longview, WA	2,617,383	1.0	7.2	90.1: 9.9	71	<0.1	*	0.0: 100.0	475,577	4.8	18.2	78.8: 21.2
AREA TOTAL	35,484,706	13.7%	0.6%	80.1: 19.9	216,923	2.1%	-1.1%	81.8: 18.2	1,919,942	19.3%	-0.9%	24.7: 75.3
WASHINGTON												
Aberdeen	305,509	0.1%	-20.6%	85.4: 14.6	314	<0.1%	-2.2%	0.0: 100.0	31,863	0.3%	-60.1%	93.2: 6.8
Port Angeles	211,407	0.1	-21.9	95.1: 4.9	-				-			
Olympia	39,798	<0.1	1.9	64.2: 35.8	13	<0.1		0.0: 100.0	274	<0.1	-92.3	0.0: 100.0
Tacoma	24,180,598	9.3	3.6	58.4: 41.6	902,310	8.8	7.3	52.8: 47.2	180,564	1.8	-27.6	30.0: 70.0
Seattle	20,934,088	8.1	-0.4	46.3: 53.7	1,042,471	10.2	-1.2	41.6: 58.4	244,212	2.5	-4.4	11.9: 88.1
Everett	418,148	0.2	-12.6	18.0: 82.0	2,251	<0.1	*	46.6: 53.4	3,916	<0.1	-75.5	49.9: 50.1
Anacortes	298,805	0.1	11.1	100.0: 0.0	-				-			
Bellingham	637,045	0.2	-19.9	4.6: 95.4	-				52,630	0.5	-56.9	56.1: 43.9
AREA TOTAL	47,025,398	18.1%	0.9%	52.6: 47.4	1,947,359	19.0%	2.6%	46.8: 53.2	513,459	5.2%	-29.3%	28.1: 71.9
COAST TOTAL	259,568,804	100.0%	8.3%	44.3: 55.7	10,236,550	100.0%	11.2%	36.9: 63.1	9,948,901	100.0%	-0.6%	13.9: 86.1

Total tonnage reported for the port.

Chg from 1999 shows the percent 2000 tonnage changed from 1999 tonnage.
* denotes change greater than 200%

% 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 TEUs discharged in the port to the corresponding percentage of tons or TEUs 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 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	Total	% of Coast	Chg from 1999	% Discharged: % Loaded	
SOUTHERN CALIFORNIA												
84,066	4.0%	-0.4%	0.0: 100.0	2,844,998	14.4%	27.7%	2.7: 97.3	1,769,776	3.3%	0.4%	36.6: 63.4	San Diego
165,799	7.9	27.9	0.0: 100.0	3,215,168	16.3	7.7	6.9: 93.1	6,803,156	12.7	9.6	79.1: 20.9	Long Beach
-				2,889,848	14.6	-7.1	13.7: 86.3	6,748,294	12.6	1.6	89.5: 10.5	Los Angeles
-				2,449,284	12.4	25.4	2.4: 97.6	76,326	0.1	83.6	13.7: 86.3	Port Hueneme
249,865	11.8%	14.5%	0.0: 100.0	11,399,298	57.8%	10.9%	6.6: 93.4	15,397,552	28.6%	5.1%	78.4: 21.6	AREA TOTAL
NORTHERN CALIFORNIA												
-				-				-				San Francisco
-				-				368,442	0.7%	35.0%	0.0: 100.0	Redwood City
15	<0.1%		0.0: 100.0	952,435	4.8%	23.9%	70.9: 29.1	-				Oakland
2,679	0.1	25.2%	0.0: 100.0	-				-				Richmond
-				-				651,848	1.2	-4.8	0.0: 100.0	Crockett
-				-				267,860	0.5	-5.7	100.0: 0.0	Pittsburg
5,592	0.3		0.0: 100.0	-				1,264,847	2.4	3.3	26.8: 73.2	Stockton
8,412	0.4	*	12.3: 87.7	-				719,780	1.3	19.4	66.8: 33.2	Sacramento
-				320,293	1.6	156.5	31.7: 68.3	251,836	0.5	45.7	100.0: 0.0	Benicia
175,042	8.3	52.5	2.2: 97.8	-				278,848	0.5	-22.3	81.8: 18.2	Eureka
191,740	9.1%	61.2%	2.6: 97.4	1,272,728	6.5%	42.4%	61.0: 39.0	3,803,461	7.1%	3.7%	41.2: 58.8	AREA TOTAL
OREGON												
167,828	8.0%	22.5%	52.7: 47.3	-				1,967,981	3.7%	-6.5%	100.0: 0.0	No. Bend/Coos Bay
2,890	0.1	-66.7	0.0: 100.0	-				-				Newport/Garibaldi
15,429	0.7	-24.0	0.0: 100.0	-				-				Astoria/Warrenton
30,477	1.4	-31.2	21.6: 78.4	3,658,896	18.5%	10.3%	3.4: 96.6	11,218,813	20.9	1.1	95.9: 4.1	Portland
15,060	0.7		6.6: 93.4	590,499	3.0	11.3	0.0: 100.0	3,561,286	6.6	-12.6	98.6: 1.4	Vancouver, WA
1,080	0.1		0.0: 100.0	-				6,506,235	12.1	4.6	100.0: 0.0	Kalama
681,505	32.3	9.3	99.3: 0.7	-				1,459,094	2.7	3.1	89.6: 10.4	Longview, WA
914,269	43.3%	9.6%	84.5: 15.5	4,249,395	21.5%	10.4%	2.9: 97.1	24,713,409	46.0%	-0.8%	97.3: 2.7	AREA TOTAL
WASHINGTON												
268,308	12.7%	-10.5%	86.2: 13.8	-				-				Aberdeen
20,748	1.0	-38.9	50.3: 49.7	-				190,659	0.4%	-19.5%	100.0: 0.0	Port Angeles
25,533	1.2	20.2	100.0: 0.0	-				13,770	<0.1	-3.4	0.0: 100.0	Olympia
355,114	16.8	6.9	92.9: 7.1	2,094,456	10.6%	14.5%	25.6: 74.4	6,211,194	11.6	-6.3	82.4: 17.6	Tacoma
4,711	0.2	-77.0	86.7: 13.3	711,351	3.6	0.2	6.2: 93.8	2,251,807	4.2	7.3	100.0: 0.0	Seattle
57,156	2.7	-45.1	97.0: 3.0	-				318,809	0.6	-9.5	0.0: 100.0	Everett
23,205	1.1	4.8	100.0: 0.0	-				275,600	0.5	21.2	100.0: 0.0	Anacortes
-				-				584,415	1.1	-12.1	0.0: 100.0	Bellingham/Blaine
754,775	35.8%	-9.6%	90.1: 9.9	2,805,807	14.2%	9.9%	20.7: 79.3	9,846,254	18.3%	-3.7%	79.6: 20.4	AREA TOTAL
2,110,649	100.0%	5.2%	69.0: 31.0	19,727,228	100.0%	12.3%	11.3: 88.7	53,760,676	100.0%	0.6%	84.7: 15.3	COAST TOTAL

PORT HOURS, WAGES, AND TONNAGE DATA

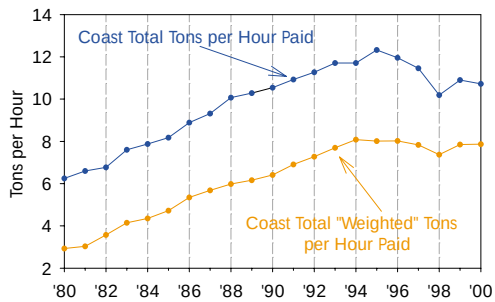
CALCULATION OF TOTAL TONNAGE AND " WEIGHTED TONNAGE"

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

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

TOTAL TONNAGE

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



"WEIGHTED" TONNAGE

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

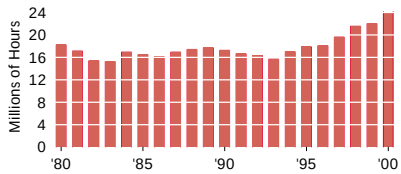
Applying a "weighting" factor to bulk tonnage has been a common approach to measuring productivity for decades. Bulk tonnage is currently weighted at 50 to 1. The reason for greatly reducing the amount of the Bulk tonnage used in studies about productivity is that Bulk Cargo, because of the methods of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

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

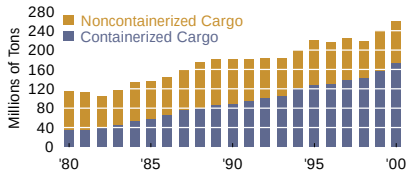
TOTAL "WEIGHTED" TONNAGE

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

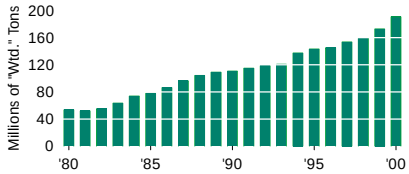
Coast Total Hours Paid
1980 - 2000



Coast Total Tonnage
1980- 2000



Coast Total "Weighted" Tons
1980 - 2000



"Weighted" Tons = Containerzed + (Autos & Trucks)/6 + Lumber & Logs + Gerneral Cargo + Bulk/50

View of Terminal 30 with Mt. Rainier in the background from Terminal 18, Seattle.

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 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 74.) The Total Hours value in 1998 has been annualized to 52 weeks to allow comparison with the other payroll years shown.*

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

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

	HOURS					WAGES				TONNAGE								
			Percent of Port Total				Avg. Hourly Wage					Percent of Port Total						
Year	Total Hours	*Percent of Coast Total*	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	L/S	Clk	Fmn	Total Tonnage	*Percent of Coast Total*	Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
SOUTHERN CALIFORNIA																		
San Diego																		
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	$42.99	4,283,309	*1.8*	-	4.9	2.0	52.0	41.2	3.36
2000	229,821	*0.9*	78.1	9.2	12.6	$7,673	$31.52	$35.64	$43.31	4,889,973	*1.9*	<0.1	3.9	1.7	58.2	36.2	3.41
Los Angeles/Long Beach																		
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	13,310,915	*60.5*	66.0	24.5	9.4	$496,338	$35.64	$38.96	$44.42	124,956,500	*52.2*	80.5	4.2	0.1	4.9	10.3	8.06
2000	15,122,266	*62.5*	65.6	25.0	9.4	$572,038	$36.27	$38.94	$45.74	141,351,694	*54.5*	82.2	3.8	0.1	4.3	9.6	8.13
Port Hueneme																		
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	2,860,025	*1.2*	6.8	23.4	-	68.3	1.5	3.76
2000	355,684	*1.5*	76.3	17.1	6.6	$11,481	$30.75	$34.99	$42.83	3,426,390	*1.3*	6.7	19.6	-	71.5	2.2	3.68
NORTHERN CALIFORNIA																		
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia																		
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	2,577,386	*11.7*	65.2	26.5	8.2	$91,299	$33.60	$37.21	$44.12	22,493,872	*9.4*	87.7	3.0	<0.1	4.0	5.3	7.98
2000	2,783,306	*11.5*	65.5	26.1	8.4	$100,437	$34.21	$37.78	$45.40	24,045,057	*9.3*	86.6	2.8	<0.1	5.3	5.3	7.81
Stockton/Pittsburg/Antioch																		
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	$3,982	$33.08	$38.49	$43.83	1,594,555	*0.7*	-	5.4	-	-	94.6	1.02
2000	150,910	*0.6*	73.4	18.7	7.8	$5,301	$33.44	$37.53	$45.18	1,776,425	*0.7*	-	13.4	0.3	-	86.3	1.82
Sacramento																		
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	$36.19	$42.58	838,883	*0.4*	-	27.9	0.2	-	71.9	3.11
2000	81,894	*0.3*	70.0	22.3	7.7	$2,905	$33.76	$37.45	$45.45	941,730	*0.4*	-	22.7	0.9	-	76.4	2.89
Eureka/Crescent City																		
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
2000	35,571	*0.1*	78.2	11.6	10.2	$1,268	$33.54	$39.89	$46.87	627,431	*0.2*	-	27.7	27.9	-	44.4	9.96

	HOURS					WAGES				TONNAGE								
			Percent of Port Total				Avg. Hourly Wage					Percent of Port Total						
Year	Total Hours	*Percent of Coast Total*	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	L/S	Clk	Fmn	Total Tonnage	*Percent of Coast Total*	Contain-erized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
OREGON AND COLUMBIA RIVER																		
North Bend/Coos Bay/Reedsport/Gardiner/Bandon																		
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	2,022	34.52	43.40	45.95	2,252,699	*0.9*	-	0.5	6.1	-	93.4	3.43
2000	61,076	*0.3*	84.2	7.6	8.1	2,238	35.07	43.27	46.75	2,148,514	*0.8*	-	0.6	7.8	-	91.6	3.60
Newport/Toledo																		
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	31.23	25.69	39.17	8,673	*<0.1*	-	-	100.0	-	-	4.19
2000	987	*<0.1*	100.0	-	-	35	35.41	-	-	2,890	*<0.1*	-	-	100.0	-	-	2.93
Astoria/Warrenton																		
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	151	34.80	-	52.95	20,306	*<0.1*	-	-	100.0	-	-	4.69
2000	4,034	*<0.1*	99.5	-	0.5	146	36.05	-	40.17	15,429	*<0.1*	-	-	100.0	-	-	3.82
Portland/Columbia City/St. Helens																		
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	39,708	33.56	37.58	44.46	18,985,738	*7.9*	19.6	4.2	0.2	17.5	58.5	4.71
2000	1,101,666	*4.6*	76.5	15.9	7.6	38,989	33.90	37.82	45.26	19,216,518	*7.4*	19.1	3.3	0.2	19.0	58.4	4.70
Vancouver, WA																		
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	31.99	35.62	43.83	4,998,814	*2.1*	<0.1	7.8	-	10.6	81.5	1.72
2000	320,856	*1.3*	78.8	14.5	6.7	11,025	33.11	36.03	45.37	4,561,939	*1.8*	0.2	8.4	0.3	12.9	78.1	1.81
Longview, WA/Kalama, WA/Rainier																		
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	14,915	32.86	36.93	44.47	8,994,670	*3.8*	-	8.2	6.9	-	84.9	3.46
2000	444,656	*1.8*	83.0	8.6	8.4	15,371	33.20	37.22	45.47	9,539,416	*3.7*	<0.1	9.3	7.2	-	83.5	3.90
WASHINGTON COAST AND PUGET SOUND																		
Aberdeen/Raymond																		
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	3,077	32.53	36.78	43.51	384,856	*0.2*	1.4	20.7	77.9	-	-	4.19
2000	67,876	*0.3*	89.7	4.8	5.6	2,320	33.41	37.30	43.83	305,509	*0.1*	1.8	10.4	87.8	-	-	4.50

Year	HOURS: Total Hours	HOURS: Percent of Coast Total	HOURS: Percent of Port Total L/S Jobs	HOURS: Percent of Port Total Clk Jobs	HOURS: Percent of Port Total Fmn Jobs	WAGES: Total Wages Pd (000s)	WAGES: Avg. Hourly Wage L/S	WAGES: Avg. Hourly Wage Clk	WAGES: Avg. Hourly Wage Fmn	TONNAGE: Total Tonnage	TONNAGE: Percent of Coast Total	TONNAGE: Percent of Port Total Containerized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
WASHINGTON (continued)																	
Port Angeles/Port Townsend*																	
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	500	33.95	40.48	44.65	270,660	0.1	-	-	12.5	-	87.5	2.72
2000	11,048	<0.1	86.8	6.1	7.1	397	34.75	41.46	45.31	211,407	<0.1	-	-	9.8	-	90.2	2.22
Port Gamble																	
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	<0.1	-	-	-	-	-	-
1998	918	<0.1	98.7	-	1.3	24	26.36		51.00	0	<0.1	-	-	-	-	-	-
1999	853	<0.1	99.9	-	-	24	27.85	-	-	0	<0.1	-	-	-	-	-	-
2000	899	<0.1	99.9	-	-	32	35.22	-	-	0	<0.1	-	-	-	-	-	-
Olympia																	
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	31.26	39.97	39.50	39,071	<0.1	-	9.1	54.4	-	36.5%	1.84
2000	11,166	<0.1	77.4	2.9	19.7	392	33.48	41.64	40.53	39,798	<0.1	0.6	0.7	64.2	-	34.6	2.36
Tacoma																	
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	53,806	34.22	38.10	45.52	23,337,489	9.7	61.3	1.1	1.4	7.8	28.4	10.25
2000	1,713,168	7.1	70.2	21.8	8.0	62,646	34.77	38.66	46.62	24,180,598	9.3	63.4	0.8	1.5	8.7	25.7	9.54
Seattle																	
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	60,540	34.97	38.75	45.66	21,024,969	8.8	85.3	1.2	0.1	3.4	10.0	11.17
2000	1,609,503	6.6	67.0	25.0	7.9	61,217	36.39	39.51	47.25	20,934,088	8.1	84.7	1.2	<0.1	3.4	10.8	11.27
Everett																	
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	2,138	32.12	40.93	43.30	478,220	0.2	<0.1	3.4	21.8	1.2	73.7	2.02
2000	53,280	0.2	82.7	8.2	9.1	1,857	33.34	40.19	43.73	418,148	0.2	9.2	0.9	13.7	-	76.2	1.98
Anacortes																	
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	491	32.40	40.05	43.74	269,058	0.1	7.3%	-	8.2	-	84.5	3.28
2000	16,445	<0.1	74.0	10.4	15.6	602	34.08	41.14	45.63	298,805	0.1	-	-	7.8	-	92.2	1.75

	HOURS					WAGES				TONNAGE							
			Percent of Port Total				Avg. Hourly Wage					Percent of Port Total					
Year	Total Hours	*Percent of Coast Total*	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Pd (000s)	L/S	Clk	Fmn	Total Tonnage	*Percent of Coast Total*	Contain-erized	General Cargo	Lumber & Logs	Autos & Trucks	Bulk Cargo	"Weighted Tons" per Hour Paid
WASHINGTON (continued)																	
Bellingham																	
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	45,340	*0.2*	80.3	8.3	11.4	1,667	34.66	43.88	46.49	795,539	*0.3*	-	15.3	0.1	1.0	83.6	3.03
2000	28,623	*0.1*	80.1	9.0	10.9	1,090	35.84	45.27	48.57	637,045	*0.2*	-	8.3	-	-	91.7	2.25
AREA SUMMARIES																	
Southern California Area Summary																	
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	13,836,229	*62.9*	66.4	24.1	9.4	513,285	35.42	38.87	44.35	132,099,834	*55.1*	76.3	4.6	0.2	7.8	11.1	7.89
2000	15,707,771	*64.9*	66.1	24.6	9.4	591,191	36.05	38.86	45.64	149,668,057	*57.7*	77.8	4.2	0.2	7.6	10.3	7.96
Northern California Area Summary																	
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	2,803,777	*12.8*	65.8	26.0	8.2	99,097	33.51	37.24	44.09	25,628,566	*10.7*	77.0	4.8	0.5	3.5	14.3	7.59
2000	3,051,681	*12.6*	66.1	25.5	8.4	109,911	34.15	37.77	45.41	27,390,643	*10.6*	76.0	4.8	0.7	4.7	13.9	7.41
Pacific Northwest Area: Oregon and Columbia River Summary																	
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	67,765	33.16	37.23	44.42	35,260,900	*14.7*	10.6	5.5	2.4	10.9	70.7	3.89
2000	1,933,275	*8.0*	78.7	13.7	7.6	67,803	33.65	37.51	45.38	35,484,706	*13.7*	10.4	5.4	2.6	12.0	69.7	4.00
Pacific Northwest Area: Washington Coast and Puget Sound Summary																	
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	3,383,390	*15.4*	69.4	22.3	8.3	122,696	34.44	38.51	45.44	46,599,862	*19.4*	69.2	1.6	1.8	5.5	21.9	10.18
2000	3,512,008	*14.5*	69.5	22.5	8.0	130,551	35.43	39.13	46.78	47,025,398	*18.1*	70.4	1.1	1.6	6.0	20.9	9.98
COAST SUMMARY																	
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	21,984,686	*100.0*	68.0	23.1	8.9	802,843	34.80	38.50	44.48	239,589,162	*100.0*	65.3	4.2	0.8	7.3	22.3	7.85
2000	24,204,735	*100.0*	67.6	23.5	8.9	899,457	35.50	38.69	45.75	259,568,804	*100.0*	67.0	3.8	0.8	7.6	20.7	7.87

PHOTO CREDITS AND DESCRIPTIONS

Front Cover

Artist's rendering of *Ever Right* at berth, Evergreen Terminal, Port of Los Angeles. The original photograph is shown below.
Credit: Port of Los Angeles

Back Cover

Container handling at Evergreen Terminal operated by Marine Terminals Corporation, Port of Los Angeles.
Credit: Port of Los Angeles

Inside Front Cover and Page 1

Top: Aerial View of Port of Los Angeles
Credit: Port of Los Angeles

Bottom left: A container is being worked at the SSAT Terminal in Oakland.
Credit: Art Chu

Bottom center and right: Trucks at the Port of Seattle.
Credit: Port of Seattle (Don Wilson)

Pages 2 and 3

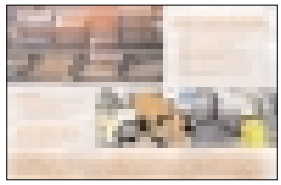
Left: Hapag-Lloyd *Hong Kong Express* at Port of Seattle.
Credit: Hapag-Lloyd

Right: Aircraft on flatrack being loaded onto a Maersk Sealand vessel.
Credit: Nick Souza/Maersk Sealand

Pages 4 and 5

Left: Discharging steel slabs by Jones Stevedoring at Port of Portland Terminal 4.
Credit: Jones Stevedoring Company

Right: Evergreen vessels operate in Tacoma beneath the grandeur of Mt. Rainier.
Credit: Port of Tacoma



Pages 6 and 7

Top: A straddle carrier loads container onto doublestack railcars at Tacoma's North Intermodal Yard.
Credit: Port of Tacoma

Bottom left: Containers being processed after discharge. Rio Doce Pasha Terminal, Los Angeles.
Credit: Colby Communications

Bottom right: Discharge of new Siwertell cement unloading crane from the *Wilma*, Metropolitan Stevedoring Company, Stockton.
Credit: Colby Communications

Pages 8 and 9

Left: Aerial view of facilities on Seattle's East Waterway.
Credit: Ken Root

Right: Container being lowered into position on deck. SSAT Terminal, Port of Oakland.
Credit: Hung Hua/SSAT

Pages 10 and 11

Upper left & right: Siwertell crane training, Port of Stockton.
Credit: Art Chu

Lower left: Diversity Training class attended by Local 91 walking bosses in Oakland. Course being conducted by James Champion, Champion Services.
Credit: Art Chu

Lower right: Lasher training at PMA Ninth Avenue Terminal training site, Oakland.
Credit: Art Chu

Pages 12 and 13

Left: Autos being discharged at Port of Vancouver, Washington.
Credit: Oregon Department of Transportation Photo/Video Services

Right: View of crane operator working vessel at SSAT's Howard Terminal, Port of Oakland.
Credit: Luis Anguiano/SSAT

Pages 14 and 15

Left: Crane at SSAT Terminal, Terminal Island, CA.
Credit: Vince Davi/SSAT

Right: Main gate traffic flow at SSAT Terminal, C-60, Port of Long Beach.
Credit: SSAT

SSA Terminals, LLC - pages 20 and 41
Port of Tacoma - pages 21 and 51
Port of Portland (courtesy of Jim Douglas) - pages 22-23
Colby Communications - pages 25, 47, 56-57, and 67
Art Chu - pages 28, 42, and 55
Port of Kalama - page 29
Opp*tion Photographics - page 30
Nick Souza/Maersk Sealand - pages 31, 38, and 61
PMA Staff - page 43
Jones Stevedoring Co. - pages 44 and 59
Northern Light Studio, Inc. - page 48
Hapag-Lloyd AG - page 50
Port of Los Angeles - page 53
Port of Longview - page 58
Joey Arnold - page 75
Dave Davidson - Inside Back Cover

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Container crane arriving by barge at the Port of Vancouver, WA.

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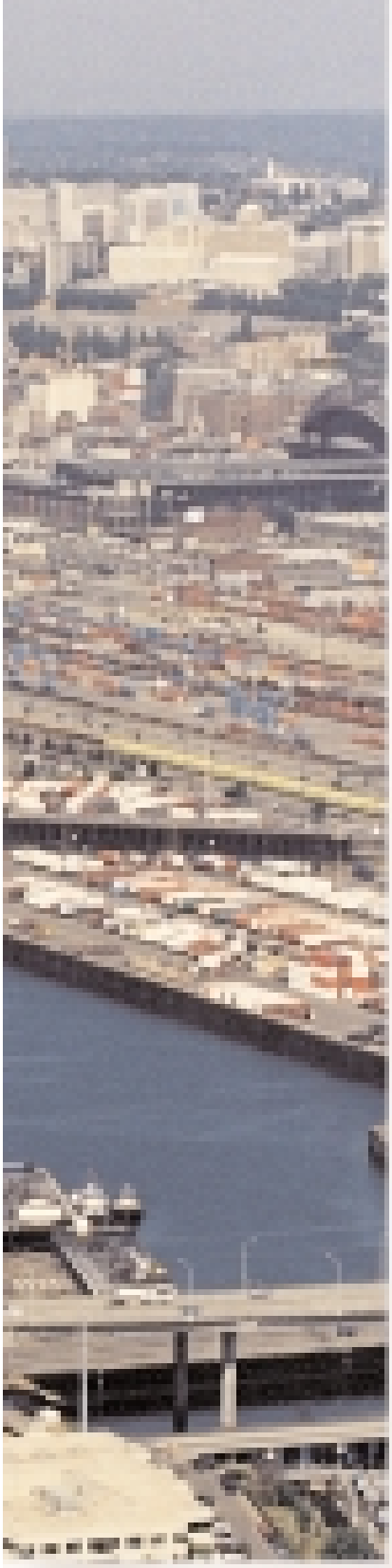
GREEN
NTC

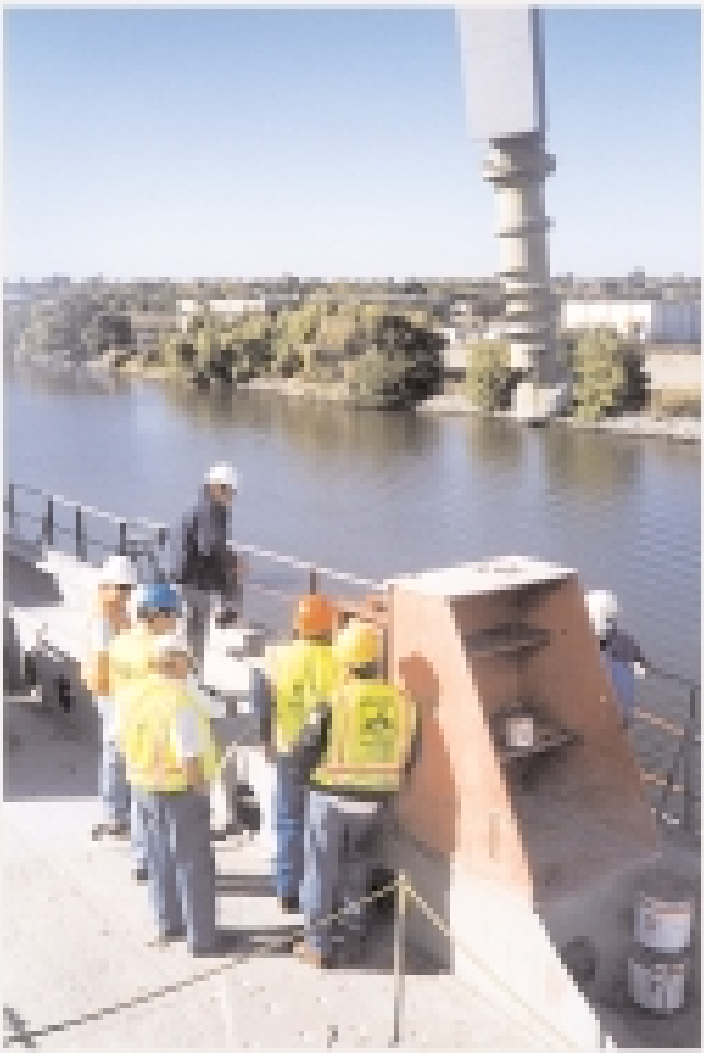
Increasing Efficiency and



"DUAL OBJECTIVES CONSTITUTE THE SUPPORTING PILLARS OF PMA'S INITIATIVES:

- **One is that cargo data will be allowed to flow freely from the transportation system and throughout the cargo terminal, increasing efficiency and reducing costs.**
- **The second objective is that every worker registered today—whether longshore, clerk, or walking boss—will be guaranteed the opportunity to work."**

Reducing Costs



“THE INTRODUCTION OF NEW TECHNOLOGY SOLUTIONS WILL MEAN THAT MEMBERS OF THE WORK FORCE
will learn new skills and that additional computerization will take place in the work environment.

“WE CALL THIS TLC: Technology, Learning, and Computerization.”

Technology, Learning, a

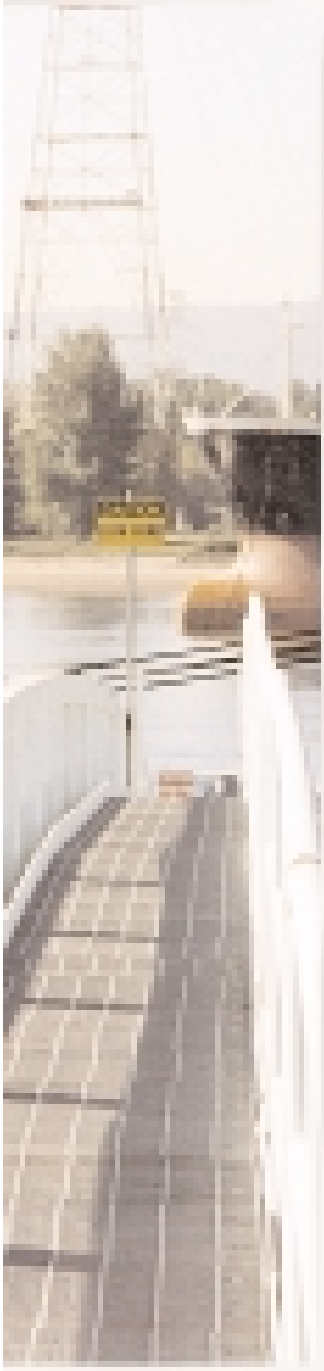
“HISTORY TEACHES VALUABLE LESSONS.

“The Mechanization and Modernization Agreement in 1960 paved the way for the implementation of containerization on the West Coast and led to nearly 35 years of improving productivity, but in 1994, the door to increased productivity closed.

“The doorway to the introduction of new technologies on the waterfront must be reopened if we are to continue to be a key part of the Maritime Transportation System and remain the ports of choice for U.S. foreign trade.”

nd Computerization

Develop Strong Partner



“OUR MEMBERS EXPECT ACCOUNTABILITY FROM US JUST AS THEY ARE ACCOUNTABLE TO THEIR customers, the shippers; and we expect accountability on the part of the union.

“WE ARE WORKING IN A UNIFIED FASHION TO DEVELOP STRONG PARTNERSHIPS between the various stakeholders in the industry—our members, shippers, ports, service providers, and the labor force.”

Meeting the Challenges of

"NOW IS THE TIME!

"We have a unique opportunity to move our industry forward with vision and leadership. We cannot allow ourselves to drift further into complacency. Implementing new technology now will insure a competitive edge that is imperative for meeting the challenges of the future."

the Future