Pacific Maritime Association

2003 Annual Report

PMA

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 17, 2004 at 2:00 p.m. in Conference Room 1.

For three decades, **Bob Dockendorff** was the creator, producer and director of the PMA Annual Report.

Despite his retirement, he continues to spur the spirit, style and content of these pages.

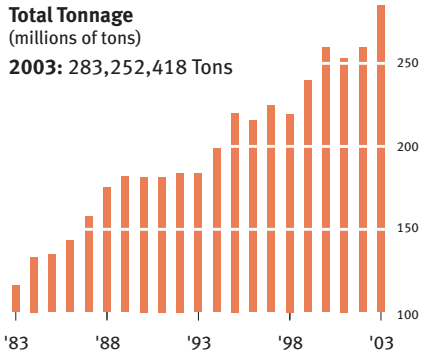
We thank him, as ever, for his service to the industry and to us all.

— See page 29 for reports on PMA's major retirements last year.

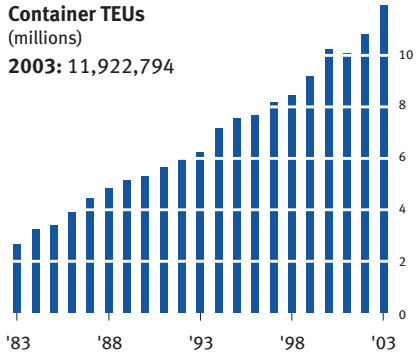
A view from ship's deck of a container being loaded at APM Terminals' Pier 400 in Los Angeles.

Highlights

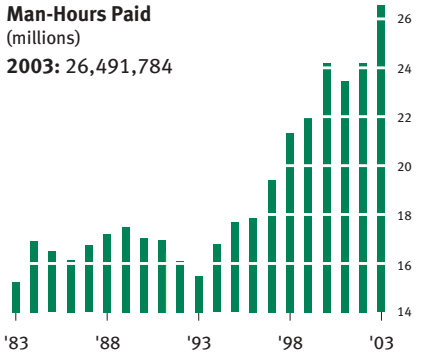
Total Tonnage
(millions of tons)
2003: 283,252,418 Tons



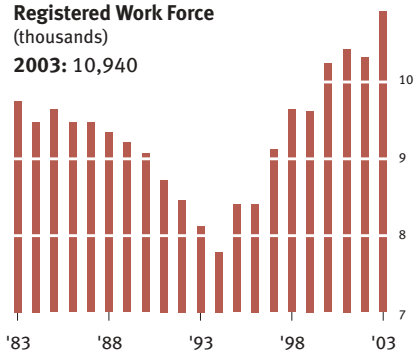
Container TEUs
(millions)
2003: 11,922,794



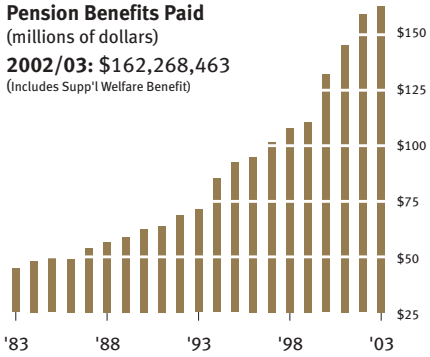
Man-Hours Paid
(millions)
2003: 26,491,784



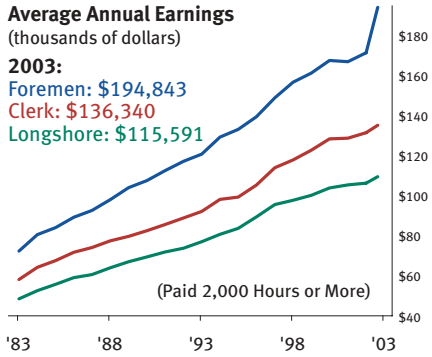
Registered Work Force
(thousands)
2003: 10,940



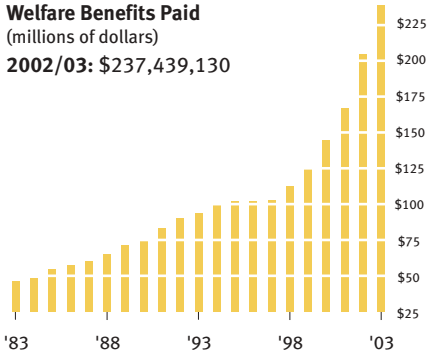
Pension Benefits Paid
(millions of dollars)
2002/03: $162,268,463
(Includes Supp'l Welfare Benefit)



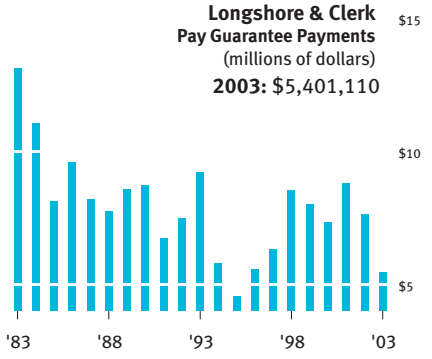
Average Annual Earnings
(thousands of dollars)
2003:
Foremen: $194,843
Clerk: $136,340
Longshore: $115,591



Welfare Benefits Paid
(millions of dollars)
2002/03: $237,439,130



Longshore & Clerk
Pay Guarantee Payments
(millions of dollars)
2003: $5,401,110



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HL
HORIZON PACIFIC

To Our Stakeholders:

Joseph N. Miniace
President and CEO

I am more optimistic now than at any time in our organization's recent history. We have a strong workforce, an essential position in world trade and an exceptional opportunity to capitalize on our many assets. Furthermore, we look forward to continued partnership with our many stakeholders: the ILWU, the ports, our members, the shipping community, our customers, government officials and the public.

A year ago, I wrote in this space about the just-completed Coast Labor Agreement with the International Longshore and Warehouse Union. That agreement – reached through hard bargaining on both sides – laid the foundation for the West Coast ports to retain their position as world leaders for years to come.

Let there be no doubt: We have a long road ahead of us, and a great deal of work to do. But the first year of our six-year contract has been a fruitful one:

- Coastwide container throughput was up 10 percent in 2003. This increase – and the promise of future growth in the years ahead – means jobs not only on the waterfront, but in factories, stores and distribution centers throughout America.
- As a result of increased volume, more than 800 new longshore workers were registered in Southern California last year. This represents an increase of 16 percent. As technology speeds the flow of goods, we expect further growth.
- Already, some terminals are bringing modern-day technology to our ports: optical character recognition and GPS systems; updated hardware, software and systems solutions; the ability to track containers and change data with the push of a button.
- An enhanced arbitration process is providing the framework to resolve detailed, specific issues related to technology implementation. This means that we can bring our ports into the 21st century while bringing our workers along with us.

As most Americans are aware, we already face a new environment on the waterfront. Enacted and proposed regulations on security, along the industry's own measures to ensure the safety of both cargo and workers, are driving forces in how we think about tomorrow's ports. Looking ahead to 2004, we aim to continue to provide the shipping community with safe, reliable, efficient, competitive service.

The contents of this year's annual report reflect the shifts taking place in our industry: increased demand for our services; a new security environment; a need to work smarter and continue to provide our workers with a world-class compensation package. As we meet each challenge, we move closer to the "new era" that we sought in reaching our latest labor agreement.

Joseph N. Miniace

FACING PAGE: The Horizon Pacific prepares to leave Tacoma, WA, headed for Hawaii/Guam.

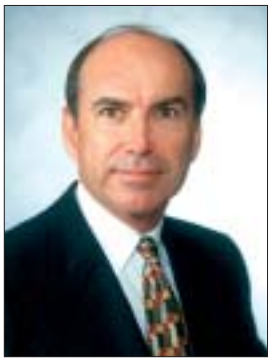
Membership

American President Lines, Ltd.
Benicia Port Terminal Company
Bridge Warehouse, Inc.
California United Terminals
Centennial Stevedoring Services
Coast Maritime Services
Coastal Great Southern
Consolidated Stevedoring Company, LLC
Cooper/T. Smith Stevedoring Company, Inc.
COSCO North America, Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Deep Pacific, L.L.C.
Eagle Marine Services, Ltd.
Evergreen Marine Corporation (Taiwan) Ltd.
Foss Alaska Line, Inc.
Hanjin Shipping Company, Ltd.
Hapag-Lloyd AG
Harbor Industrial Northwest Corporation
Harbor Industrial Service Corporation
Horizon Lines, LLC
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America) Inc.
International Transportation Service, Inc.
Italia Line
Jones Stevedoring Company
"K" Line (Kawasaki Kisen Kaisha, Ltd.)
Kinder Morgan Bulk Terminals, Inc.
Long Beach Container Terminal, Inc.
Maersk Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation – Columbia River
Marine Terminals Corporation – Puget Sound
Marine Terminals Corporation of Los Angeles
Matson Navigation Company, Inc.
Metropolitan Stevedore Company
MOL (America) Inc.
National Lines Bureau, Inc.
Norsk Pacific Steamship Company, Ltd.
NYK Line
OOCL (USA) Inc.
Oregon Chip Terminal Inc.
P&O Nedlloyd B.V.
Pacific Coast Stevedoring, Inc.
Pacific Coast Terminals, Ltd.
Pacific Crane Maintenance Company, Inc.
Pacific Northwest Auto Terminals
Pacific Ro-Ro Stevedoring, LLC
Pasha Maritime Services, Inc.
Pasha Stevedoring & Terminals, LP
Pier Maintenance Incorporated
Portland Lines Bureau
Reliable Line Service
Rogers Terminal & Shipping Corporation
Sea Star Stevedore Company
SSA Marine, Inc.
SSA Terminals, LLC
Tacoma Line Handling Company
Terminal Maintenance Company, LLC
Terminal Maintenance Corporation
Tesoro Refining and Marketing Company
Trans Pacific Container Service Corporation
TransBay Container Terminal, Inc.
Transpac Terminal Services
Wallenius Wilhelmsen Lines AS
Washington United Terminals
Western Stevedoring Corporation
Westfall Stevedore Company
Williams, Dimond & Company
Yangming Marine Transport Corporation
Yusen Terminals, Inc.
Zim American Israeli Shipping Company

"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

Board of Directors



James S. Andrasick
President and CEO
Matson Navigation Company, Inc.
Domestic Carrier Class

William A. Hamlin
President (Americas)
American President Lines, Ltd.
International Carrier Class

T. F. Hau
Senior Vice President, Operations and Logistics
OOCL (USA) Inc.
International Carrier Class

Joji "George" Hayashi
Chairman, President and CEO
MOL (America) Inc.
International Carrier Class

Jon Hemingway
President and CEO
SSA Marine, Inc.
Stevedore/Non-carrier class

Gerhard "Tony" Hupfeld
Senior Vice President
"K" Line America, Inc.
International Carrier Class

Charles G. Raymond
President and CEO
Horizon Lines, LLC
Domestic Carrier Class

Anthony Scioscia
President
APM Terminals North America, Inc.
International Carrier Class

Ole A. Sweedlund
Deputy Managing Director and Vice President
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

Board Representative:
T. F. Hau
Senior Vice President
Operations and Logistics
OOCL (USA) Inc.

Steve Hayes
Vice President,
Controller - Liner (Americas)
American President Lines, Ltd.

John Loepprich
Sr. Vice President & CFO
APM Terminals North America, Inc.

Gail A. Parris
Chief Financial Officer
Marine Terminals Corporation & MTC Holdings

Charlie Sadoski
Chief Financial Officer
SSA Marine, Inc.

Coast Steering Committee List

Chairman:
Ray P. Holbrook
Vice President
SSA Marine, Inc.

Dave Adam
Executive Vice President
Marine Terminals Corporation

Peter D. Bennett
Vice President - Pacific Region/Operations
"K" Line (Kawasaki Kisen Kaisha, Ltd.)

Wesley Brunson
Executive Vice President
Evergreen Marine Corporation (Taiwan) Ltd.

Area Sub-Steering Committees

Southern California Area

Chairman:
John DiBernardo
SSA Marine, Inc.

Scott Axelson
Trans Pacific Container Service Corporation

Robert Clark
Eagle Marine Services. Ltd.

Joe DiMassa
NYK Line

Michael Fogarty
International Transportation Service, Inc.

Albert Garnier
Metropolitan Stevedore Company

Jason Hsu
Evergreen Marine Corp. (Taiwan) Ltd.

Eileen Kuljis
Matson Navigation Company, Inc.

George Lang
California United Terminals

Chad Lindsay
APM Terminals North America, Inc.

Sean Lindsay
Marine Terminals Corporation

Robert Loya
Horizon Lines, LLC

Anthony Otto
Container Terminal, Inc.

Tim Tess
Pasha Stevedoring & Terminals, L.P.

Pacific Northwest: Oregon and Columbia River Area

Chairman:
Ken Mishler,
"K" Line (Kawasaki Kisen Kaisha, Ltd.)

Doug Beeber
Jones Stevedoring Company

Art Hayes
Rogers Terminal & Shipping Corporation

Paul Huculak
SSA Marine, Inc.

Steve Johnson
Hanjin Shipping Company, Ltd.

Kevin Jones
Kinder Morgan Bulk Terminals, Inc.

Mike Morgan
Marine Terminals Corporation

Glenn Eddy
Senior Vice President
APM Terminals Pacific, Ltd.

Ronald J. Forest
Senior Vice President
Matson Navigation Company

John V. Keenan
Senior Vice President/Chief Operating Officer
Horizon Lines LLP

David Mehus
Vice President - Operations
Yusen Terminals, Inc.

Robert L. Stephens
Vice President - Labor Relations
American President Lines, Ltd.

Northern California Area

Chairman:
Jacques Lira,
SSA Terminals, LLC

Bill Alverson
Horizon Lines, LLC

Bob Bergmann
TransBay Container Terminal, Inc.

Mike Cuffe
Yusen Terminals, Inc.

Peter Ford
APM Terminals Pacific, Ltd.

Leif Gistrand
Metropolitan Stevedore Company

Brian Morgan
Matson Navigation Company, Inc.

Mike Ogieglo
Eagle Marine Services, Ltd.

Mike Porte
Trans Pacific Container Service Corporation

Blair Smith
Marine Terminals Corporation

Dean Wilson
Total Terminals International, LLC

Pacific Northwest: Washington and Puget Sound Area

Chairman:
Lee MacGregor
SSA Terminals, LLC

Tom Clay
Marine Terminals Corporation – PS

Kevin Dietsch
Horizon Lines, LLC

Clayton R. Jones, III
Jones Stevedoring Company

Richard Kinney
Matson Navigation Company, Inc.

Mike Lingerfelt
Washington United Terminals

Edward McCarthy
APM Terminals Pacific Ltd. – Tacoma

George F. Osborn
Husky Terminal & Stevedoring, Inc.

David A. Pickles
Eagle Marine Services, Ltd.


APL
APL
APL

The K Line Rhein Bridge works at the Husky Terminal, Port of Tacoma.

The West Coast ports move the nation's commerce.

Across the nation, four million jobs depend on the trade that moves through California, Oregon and Washington. Seven percent of the nation's GDP — three-quarters of a trillion dollars — is tied to the loading and unloading of cargo from West Coast ports. It is hard to imagine our modern-day economy without this engine of growth.

Rigging slings to prepare steel pipes from Japan for discharge.

Three SSA container cranes grace the sky at the Port of Long Beach.

FACING PAGE: Containers are loaded at APL's terminal in Los Angeles, part of the nation's busiest container port complex.

Technology innovations range from computer system upgrades ...

Yet this engine, like all engines, requires routine maintenance. That is why the Pacific Maritime Association worked hard to negotiate an agreement with the International Longshore and Warehouse Union to bring new technology to the ports. One year later, this technology "tune-up" is only just beginning to show results.

In the next two decades, West Coast trade is expected to more than double in volume. For that reason, the changes being undertaken today will have a profound effect tomorrow. And those changes — bar-code scanners; optical character recognition devices; GPS systems; Internet solutions; information sharing tools — are all designed to speed the flow of cargo, enhancing the ability of ports to move goods efficiently and safely.

... to automated truck gate operations.

While new technology is the most visible change on the waterfront, it is by no means the only one. A changing security environment has produced regulations and mandates to protect our ports. PMA members are working diligently to ensure the safety of cargo and people. Those efforts continue, in partnership with government, industry and labor.

Cargo operations at the Evergreen Terminal, Port of Los Angeles.

A new Liebherr crane at Port Hueneme, CA, is used by Metropolitan Stevedore Company to load everything from cargo containers to bulk citrus fruit.

In the coming year, more terminals will "flip the switch" on new technology. Others will seek modern workplace practices to make operations more effective. In all cases, these actions are undertaken with the knowledge that the status quo is not an option. Both the shipping community and the American public demand results. We must continue to modernize our ports for the 21st century.

Two ships work under the lights at SSA Terminal, Pier A, Long Beach.

We are also facing changes in health care, whose costs continue to spiral upward. In order to fund full maintenance of benefits for all ILWU members, the PMA is stretching and striving to ensure that every health care dollar is well-spent.

Finally, the coast arbitration system — the backbone of dispute resolution for 70-plus years — is adapting to the needs of the modern age. As technology issues work their way through the system, both parties are learning how to ensure fairness and good results.

All told, it is indeed a "new era" that has begun on the West Coast Waterfront — an era that promises efficiency, reliability, security and a forward-looking outlook for the years to come. Working with all of our stakeholders, we will continue to make this new era an everyday reality.

The Axel Maersk in front of Mt. Rainier, Washington.

The Year in Review

Whereas 2002 was a year of national headlines, 2003 was a year of quieter progress. With labor talks complete and a new contract in hand, the PMA set its sights on laying the groundwork for modernizing the ports. That meant meetings with the ILWU to clarify points in the contract and internal discussions about the best ways to bring technology to the terminals.

At the same time, there was still a great deal of cargo to move. More cargo, in fact, than ever before. Coast-wide container volume rose 10 percent, with overall tonnage rising 7.7 percent. As a result of the surge in volume, more than 800 new longshore workers were registered in Southern California, and additional registrants are expected to be added in early 2004.

The rising volumes reflect the ongoing trend of increased demand for cargo shipping through the West Coast ports. Current estimates suggest a doubling of container volume within two decades – some say even sooner. As a result, PMA and its member companies are hard at work in readying their operations to meet the challenge.

On the following pages are some of the highlights of the past year.

2003 saw record-setting container volumes coast-wide.

Contract Updates

The 2002 labor agreement between the PMA and the ILWU provided for the following:

- A framework agreement to guide the introduction of new technologies
- Major enhancements to the ILWU pension plan, increasing the maximum benefit by nearly 58 percent
- Full maintenance of benefits for ILWU members, including fully paid health care with no premiums and no deductibles
- An overall wage increase and enhanced skill rate levels within the longshore division
- A new coast arbitrator with a process for selecting future coast arbitrators

PMA further agreed that no registered clerk would lose a job as a result of technology, and that all new jobs created within the ILWU's jurisdiction would remain Union jobs.

The following are updates to some of the specific contract provisions:

Arbitration Decisions Handed Down

One of the most significant aspects of the technology framework agreed to by the parties during the 2002 negotiations was the dispute resolution process to guide the introduction of new technologies. In the spring of 2003, the coast-wide arbitrator, John Kagel, handed down a series of decisions to govern that process. In essence, these rulings clarify the manner in which disputes will be resolved, and pave the way for a transparent process that will enable both sides to present their cases in a timely manner. It is expected that a number of cases involving specific technologies will reach the arbitrator's desk in 2004.

New PPO Network: Great-West Healthcare

With the cost of health care rising, a number of administrative changes have been made to ensure that PMA can continue to provide ILWU workers with comprehensive health care benefits. During the past year, the ILWU-PMA welfare plan switched to a new PPO provider, Great-West Healthcare, whose network includes a full array of hospitals, doctors, mental health providers, chiropractors, x-rays, laboratories and other facilities. New ILWU registrants are provided health care coverage in an HMO plan. In either case, members using in-network services receive 100 percent coverage with no health care premiums and no deductibles.

Early Retirement Window Opens

Given the substantial upgrades to the ILWU pension benefit that were agreed to during the 2002 negotiations, two early retirement windows were established: one that began August 1, 2003, ending March 1, 2004, and one that starts August 1, 2006, ending January 31, 2007. During the initial window, more than 200 workers took advantage of the opportunity to retire early with full pension benefits.

By the end of the six-year contract, the full pension benefit for longshore, clerk and walking boss/foreman registrants will be $150 per month per year of qualifying service. The maximum monthly pension benefit will be $5,250 per month, or $63,000 per year. This is an increase of $1,925 per month over the rate in effect prior to bargaining – almost 58 percent higher.

WAGES

The longshore and clerk basic straight-time hourly wage rate was increased as follows:

	From	Increase	To
Effective 8:00 A.M., June 28, 2003	$27.68	$0.50	$28.18
Effective 8:00 A.M., July 3, 2004	$28.18	$0.50	$28.68
Effective 8:00 A.M., July 5, 2005	$28.68	$1.00	$29.68
Effective 8:00 A.M., July 1, 2006	$29.68	$0.50	$30.18
Effective 8:00 A.M., June 30, 2007	$30.18	$0.50	$30.68

Longshore skill rates were also increased. Skill I adds $2.40 to the basic rate. Skill II adds $4.67 to the basic rate, and a new Skill III adds $5.80 to the longshore basic rate. These increases in skill rates are paid retroactive to November 23, 2002.

Record-setting Volumes Hit West Coast Shores

As previously noted, cargo volume surged in 2003, with coast-wide totals of 11,922,794 container TEUs (vs. 10,823,054 in 2002) and 283,252,418 revenue tons (vs. 263,120,612 in 2002). Both of these figures were all-time highs. Furthermore, the ports of Los Angeles, Oakland and Tacoma each recorded record levels of both container TEUS and overall throughput. Full details of cargo movement are available on pages 52-72 of this report.

New Worker Training Program: Awareness is Key

The General Safety Training program, known as GST, underwent its fourth revision since its 1991 unveiling. The GST V program, "Aware today – Every day" is the core training program for more than 15,000 workers on the waterfront, casuals and veterans alike. It is designed to increase awareness, reduce accidents and promote workforce safety.

The program, jointly developed by the ILWU and PMA, includes videos, a workbook and a brand-new course curriculum. Trainees spend a full day in the classroom, learning or refreshing their knowledge of a range of safety issues. Areas of focus include: avoiding back injuries; operating equipment safely; hazardous cargo awareness; and enhancing waterfront security.

Students have shown a great liking toward the program, which follows on the heels of the award-winning "Going Home Safe" program, GST IV. All registered longshore workers, clerks, walking bosses and casuals are trained or re-trained during each three-year period.

Information about other training programs may be found on page 66.

GENERAL SAFETY TRAINING: A THIRTEEN-YEAR HISTORY

YEAR	PASS	CUMULATIVE
GST I – Safety First		
1991	552	552
1992	5,246	5,798
1993	4,512	10,310
GST II – Your Right, Your Life		
1994	1,068	1,068
1995	6,867	7,935
1996	4,798	12,724
GST III – What Counts		
1997	2,993	2,993
1998	7,788	10,781
1999	4,059	14,840
GST IV – Going Home Safe		
2000	4,007	4,007
2001	6,675	10,682
2002	5,464	16,146
GST V – Aware Today, Every Day		
2003	**3,442**	**3,442**

Matson's new ship, the MV Manukai, arrives in Southern California following its delivery from the Kaverner Shipyard in Philadelphia.

Security Issues Take Center Stage

Few challenges are receiving greater attention than the need to secure marine terminals and the cargo coming into U.S. ports. It is becoming increasingly clear that port security is only one piece of a much larger issue: ensuring the integrity of the global supply chain. Security experts like to point out that if a problem reaches a terminal, it's already too late.

It is generally agreed that there are three significant aspects of security: cargo chain security; physical security of the terminals; and personnel security.

Government security initiatives continue to be focused on marine terminals and vessels, leading to a significant effect on the operation of terminals coast-wide.

- Final security rules for vessels, ports and port facilities required by the Marine Transportation Security Act (MTSA) were published on October 22, 2003.
- These regulations required submission of a comprehensive terminal security plan by December 31, 2003, and operation in compliance with the plan by July 1, 2004.

Three ships at SSA Terminal, Pier A, Berths 90-94, Long Beach.

- In addition, the Coast Guard has issued and/or updated several Navigation and Vessel Inspection Circulars (NVIC) to provide guidance on area, ports, vessel and facility security implementation.
- The Transportation Security Administration continues prototype testing of the Transportation Workers Identification Card (TWIC) at major ports on both coasts.
- Customs has implemented and is studying various programs to enhance cargo security. Some of these initiatives include: Customs Trade Partnership Against Terrorism (C-TPAT); Operation Safe Commerce (OSC); Container Security Initiatives (CSI); 24-hour manifest rules; Vehicle and Container Inspection and Screening (VACIS) devices; and Radiation Portal Monitors (RPMs).
- Customs is expected to publish additional cargo chain security rules and initiatives in the future regarding electronic seals and "smart" containers.

General Safety Training V contains the general security awareness training outlined in Coast Guard Regulations. In addition, the PMA distributed four Joint Safety Tip Flyers that address the Coast Guard Security Awareness requirements in a simple and easy to understand way. These flyers have been mailed as a series of "payroll stuffers" and are also available on the PMA website.


Longshore Safety Tip

SECURITY AWARENESS # 1

BASIC SECURITY AWARENESS ON THE WATERFRONT

ILWU/PMA
PACIFIC COAST MARINE SAFETY COMMITTEE
DEDICATED TO SAFETY

Safety tips are regularly communicated to ILWU members.

ACCIDENT PREVENTION "TOP TENS" FOR 2003

Most Injured Occupations

Lasher	458
Semi-Tractor	339
Mechanic, ILWU	217
Holdmen	215
Foremen/Walking Boss	148
Mechanic, IAM	139
Dockmen	127
Clerk Supervisor	110
Auto Driver	82
Clerk, Spotter	55

Cause of most Injuries

Slip/Trip/Fall <4ft	345
Strained	330
Stuck by	320
Struck Against	195
Onset of Pain	105
Object in Eye	104
Twisted	100
Bounced in Vehicle	92
Slip	77
Caught Between	63

Most Common Injuries

Sprain/Strain/Spasm	1186
Contusion	631
Cut, Laceration	191
Foreign Obj. in Eye	106
Hearing Impair (ill)	85
Unclass/Undetermined	76
Fracture	59
Scratch/Abrasion	45
Crushing	33
Toxic Respiratory	32

Most Injured Body Part

Back	541
Knee	331
Shoulder	271
Neck	227
Finger	226
Ankle	152
Eye	147
Head	144
Hand	137
Ear, Internal	110

Safety: Now, More Than Ever!

Safety stickers remind workers to stay vigilant.

One of the most successful areas of collaboration between the Pacific Maritime Association and the International Longshore and Warehouse Union over the years has been in the area of health and safety.

Because human beings by nature do not perform the same task over and over again flawlessly, workers and supervision must continually practice and reinforce accident prevention awareness on the job and when an accident does happen, continue to educate ourselves to prevent a recurrence.

Accident awareness on the waterfront must necessarily be at a higher level as the consequences can be much more serious due to the unique mix of people in close proximity with large heavy equipment, cranes, containers, large trucks and other vehicles.

As a result of these efforts, the occurrence of injuries and illnesses at West Coast Ports continues to decrease overall. The OSHA "lost time injury and illness rate" provides a uniform comparison of the number of injuries and illnesses reported by industries per 100 people each working 2000 hours annually. Between 1992 and 2000 that number decreased almost 50 percent, from 14.0 to 7.2, for PMA member companies. After a two-year upturn, the 2003 injury and illness rate has declined to 7.5. This puts the indicator back on the historic downward trend.

Other significant developments in accident prevention this past year:

- **Safety shoes:** The third year of the PMA safety shoe program ended in June 2003 with 13,407 certificates redeemed, having a value of approximately $2.5 million. So far in the fourth year, which continues


Dockmen load large sacks of rice aboard the vessel Glory Forwarder at the Port of Sacramento.

until June 2004, 6,462 certificates have been redeemed. The program provides waterfront workers with vouchers each year for free safety shoes – footwear with molded steel or plastic toes to guard against injury.

- **Mounting and dismounting safely:** New equipment mounting and dismounting safety stickers were developed and placed into open stock as outlined in PMA Safety Bulletin 09-03. Steps "nosings" were painted to make them more visible.
- **Lifting and landing the load safely:** It was agreed that the interior flanges of bombcarts would be painted for better visibility. It was also recommended that pool owners and lessors paint front bolsters and rear pins on chassis a contrasting color. These requirements were documented in PMA Safety Bulletins 1-03 and 11-03. Due to the industry's focus on lifting and landing the load safely in 2003, there was a 54 percent decrease in crane-dropped vehicle incidents and injuries.
- **Employee exposures:** Exposure to diesel emissions continues to be of great concern to the work force. In conjunction with the National Institute of Occupational Safety and Health (NIOSH), air testing was conducted on one terminal in the Los Angeles/Long Beach area to determine and document employee exposure to diesel emissions. The NIOSH report documented no significant exposures.

- **Addressing questions about the VACIS device:** Expanded use by the U.S. Customs and Border Service has caused concern to the work force. As a result, PMA arranged demonstrations with radiation safety experts in Seattle and Long Beach in order to allay fears and answer questions. Reports by independent safety experts showed that, by comparison, persons get far greater doses of natural radiation at high altitudes in cities like Colorado Springs or while flying in aircraft than they could from exposure to a VACIS device.
- **Hard hats and vests:** ANSI approved hard hats and ANSI Class II retro reflective vests are to be provided without cost to each employee during General Safety Training. Delivery has begun with GST V classes but has also been expedited in several port areas.

SHORESIDE OCCUPATIONAL INJURY AND ILLNESS INCIDENCE RATES

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

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 2003.

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

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

Year	Coast	Southern California	Northern California	Pacific Northwest	
				Oregon	Washington
1989	12.7	12.1	12.2	16.4	15.4
1990	12.5	12.1	13.6	14.1	11.9
1991	13.6	12.7	13.0	16.0	14.8
1992	14.0	14.6	12.3	14.1	14.1
1993	13.0	12.1	13.4	16.5	13.0
1994	11.2	10.0	14.6	11.9	11.2
1995	10.9	8.9	15.6	11.5	12.8
1996	10.4	9.3	14.3	12.7	9.9
1997	9.4	8.2	11.6	11.2	11.2
1998	9.2	6.8	15.1	13.9	12.4
1999	8.7	6.6	13.7	12.6	11.2
2000	7.2	5.7	9.8	10.7	10.7
2001	8.4	6.6	13.3	9.6	12.6
2002	8.5	6.4	14.1	11.2	13.3
2003	**7.5**	**6.0**	**10.5**	**10.0**	**11.9**

THE COAST ACCIDENT PREVENTION AWARDS

Pacific Maritime Association sponsors an annual Accident Prevention Awards Program, a valuable feature of the coast-wise 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.

Winners are listed below.

Web-based Systems Provide Timely Data

Internet-based reporting saves time and improves productivity.

In early 2003, PMA updated its payroll to a web-based system that provides instant reporting via Internet to member companies. This changeover was no small feat, given the payroll's complexity: approximately 14,000 employees are paid each week, in three different states, working at varying wage rates for dozens of different companies. Now any terminal on the coast can access the password-protected system, which also provides quarterly electronic reports in a much more timely fashion. This contrasts with the old system of printing large reams of paper and sending reports via courier.

Looking ahead to 2004, an electronic document archive containing arbitration awards, minutes of meetings and other important documents is set to go online in March. When complete, the archive will extend back as far as 1960. All told, these changes support the goals of providing more meaningful and timely information to the industry, and customizing that information so it is most useful.

Coast Accident Prevention Award-Winners

Stevedoring Companies
(companies engaged in one or more types of cargo handling operations)

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

First Place: SSA Marine, Inc.
Los Angeles - Long Beach - Southern California

Second Place: Marine Terminals Corporation
Los Angeles - Long Beach - Southern California

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

First Place: Marine Terminals Corporation
Port Huneme- Southern California

Second Place: Pasha Stevedoring & Terminal, LP
Los Angeles - Long Beach - Southern California

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

First Place: Pasha Maritime Services, Inc.
Long Beach - Southern California

Second Place: Marine Terminals Corporation
Stockton - Northern California

Container Operators
(companies that predominantly handle intermodal containers to and from ships)

Group A (300,000 or more man-hours)

First Place: Long Beach Container Terminal, Inc.
Long Beach - Southern California

Second Place: California United Terminals
Long Beach - Southern California

Group B (50,000 to 299,999 man-hours)

First Place: Husky Terminal & Stevedoring, Inc.
Washington Area, Pacific Northwest

Second Place: APM Terminals Pacific, Ltd.
Oakland - Northern California

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

First Place: Norsk Pacific Steamship
Los Angeles - Long Beach - Southern California

Second Place: Pacific Northwest Auto Terminals
Oregon Area - Pacific Northwest

Bulk Operators
(companies engaged primarily in bulk cargo operations with total man-hours exceeding 9,000)

First Place: Roger Terminals & Shipping Corporation
Washington Area - Pacific Northwest

Second Place: Metropolitan Stevedore
Stockton - Northern California

Coast Award - Lines Companies
(companies engaged primarily in bulk cargo operations with total man-hours exceeding 9,000)

First Place: National Lines Bureau, Inc.
Los Angeles - Long Beach - Southern California

Second Place: Coast Maritime Services
Los Angeles - Long Beach - Southern California

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 54 - Stockton (Northern California)

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

Foreman Locals

Local 92 (Pacific Northwest: Oregon)

Clerk Locals

Local 40 - Oregon (Pacific Northwest: Oregon)

COAST THREE YEAR ZERO INCIDENT RATE AWARD
(companies who have achieved a zero lost time incident rate 3 consecutive times over a 4 year period)

Roger Terminals & Shipping Corporation - Washington

COAST FOUR YEAR ZERO INCIDENT RATE AWARD
(companies who have achieved a zero lost time incident rate 4 consecutive times over a 4 year period)

Pasha Maritime Services - Los Angeles & Long Beach

Pacific Northwest Auto Terminals - Pacific Northwest

McKenna Named Chief Operating Officer

Jim C. McKenna
Senior Vice President
Chief Operating Officer

In July 2003, Jim McKenna was named senior vice president and chief operating officer. In that role, he has full responsibility for the labor relations management goals and objectives of PMA. A former vice president at CSX, he has nearly 30 years of domestic and international industry experience that includes overseeing vessel operations, procurement, terminal operations, labor relation activities and working with various unions. He is a graduate of Chico State University and holds an MBA from the University of Tennessee.

Legal Issues and Developments

PMA and its member companies continue to litigate claims and respond to developing legal obligations. As in the past, the parties have defended and will continue to defend their long-standing collectively agreed practices where appropriate. The parties have also reviewed and modified their practices where such changes are warranted, and will continue to do so.

In two cases arising out of the Pacific Northwest, the Ninth Circuit Court of Appeals ruled that PMA is not responsible for harassment or discrimination of longshore workers that occurs on member company sites, where the alleged perpetrators are not PMA employees and where PMA doesn't control the day-to-day labor relations decisions and actions of those companies.

PMA successfully defended at trial a lawsuit arising out of a mechanic training program that was offered by Long Beach Community College. The plaintiffs claimed that PMA and ILWU Local 13 falsely represented that completing the program would lead to getting jobs as longshore mechanics. After a trial lasting more than two weeks, a jury found that PMA and Local 13 did not make any false representations in connection with the program.

A complaint filed by the San Diego Unified Port District with the Federal Maritime Commission against PMA, alleging a violation of the Shipping Act based on a change to the allocations priority for refrigerated cargo in the Port of San Diego, was dismissed. An Administrative Law Judge granted PMA's motion to dismiss the complaint on the grounds that the Shipping Act did not confer jurisdiction over PMA, and that the Maritime Labor Agreements Act barred the Port's complaint.

In Washington, PMA coordinated a defense to charges made against several member companies, alleging that longshore equipment operators were working consecutive hours in excess of what is legally permissible. The industry was able to successfully resolve these charges before the state administrative agencies.

In July 2003, the PMA and ILWU jointly agreed to revise the industry's policy for implementing the Federal Uniformed Services Employment and Reemployment Rights Act ("USERRA"), which protects the rights of individuals in active military service to return to their employment following their periods of service. The joint parties are now using the revised policy to address and resolve claims brought by longshore workers under the most recent changes to the law.

The Horizon Anchorage on its way from Tacoma, WA, to Alaska.


ZPMC
HANJIN
SWL FOR SINGLE CONTAINER
SWL FOR TWIN-TWENTY CONTA
SWL UNDER CARGO BEAM
HANJIN SHIPPING
ZPMC
HANJIN
9

Regional News: Southern California

Dispatch system completed

Two and a half years in the making, the Joint Longshore Dispatch Hall automation program was completed in January 2003. As a result of this system, job orders are entered into computers at the dispatch hall and displayed on monitors above dispatch windows. This allows workers to view and select from the jobs available, and job tickets are printed with complete information, rather than all transactions being generated by hand.

The electronic transfer of extra jobs to the casual hall has brought the system to completion, enabling the full automation of the process and ensuring that longshore workers receive assignments in an efficient, timely manner.

News from ports and terminals:

- **Port of Long Beach:** Mediterranean Shipping Company is now calling at Pier A, along with Zim. Previously, this location serviced Hanjin, which has gone to the new Terminal T.

  Matson, which was formerly at the Port of Los Angeles, is now at berth 60. ITS has assumed the former Sealand property. PCT has expanded its property to include the former Maersk property at berth 270.

- **Port of Los Angeles:** Settlement was reached between the port, China Shipping Company and local activists regarding the opening of the new China Shipping Company terminal, which is expected to be the first "green" port terminal in the U.S.

Regional News: Northern California

New registrants, promotions at Port of Oakland

The Port of Oakland has had several cycles of employment opportunity to replace retiring workers. In the past six years, there have been nearly 600 new Class B registrants admitted into Local 10, out of a total work force of approximately 1,100. Similar employment cycles occurred in the late 1960s and the late 1980s.

The past two years have seen 127 new class B registrants, while 133 longshore workers were promoted from Class B status to Class A status in 2003 alone. With retirements continuing, further additions to the registered work force are expected.

The OOCL California calls at the Long Beach Container Terminal.

An APL container ship at Global Gateway South, Port of Los Angeles.

The view from a crane overlooking SSA's Terminal 57-59 in Oakland.

FACING PAGE: MTC works several ships at the Hanjin Terminal, Port of Long Beach.

MTC loads a Stryker at the Blair Terminal, Tacoma. See story at right.

Regional News: Pacific Northwest

Military cargo contributes to rise in Tacoma work opportunity

Along with rising container traffic, 2003 saw an increase in the level of military cargo moving through the Port of Tacoma. Following the Army's introduction of a new piece of equipment, the Stryker vehicle, dozens of longshore workers were trained in its operation in order to facilitate loading and off-loading the vehicles. Other military cargo has moved through the port, to nearby Ft. Lewis and out to sea, and all indications are that this traffic will continue.

Hiring program increases diversity in Portland

In Portland, an affirmative action hiring program was instituted to bring in a diverse applicant pool. This program included outreach and advertising designed to reach minority applicants, resulting in the hiring of a more diverse group of new casuals.

Moving to meet the cargo: travel program gives flexibility to meet demand

As a result of increased volumes in Tacoma and the passenger ship trade in Seattle, the past year has seen a significant rise in the use of the industry travel program. This program provides additional work opportunity for ILWU members and ensures that spikes in demand at particular ports can be met. Details of the program are on page 43.

News from ports and terminals:

- In Aberdeen, Washington, a state-of-the-art grain terminal was installed by Marine Terminals Corporation. This terminal is the first of its kind in North America.
- Portland's Terminal Six had its biggest year ever, moving more than 200,000 TEUs.
- In Seattle, MTC installed a new series of modern cranes at Terminal 46 (Hanjin/TTI), which is currently undergoing major renovations.
- In Tacoma, Evergreen brought in a third ship each week. There has been an overall increase in the number of calls and routes at the port. The Pierce County Terminal is being improved, as a full-size container dock with on-dock rail.
- At the port of Everett, three cranes were installed in anticipation of handling containers from Boeing. These are the first modern container gantry cranes at the port.

At the Port of Seattle, passenger ship trade doubled in size from 2002. Another large increase is expected in 2004.

The End of an Era: Three All-Stars Retire

Together, Robert D. Dockendorff, Craig T. Johnson and Charles J. Wallace logged nearly 100 years of service to the Pacific Maritime Association. Bob and Chuck each began work for PMA in 1968, while Craig joined six years later. All three men retired in 2003, leaving a legacy of achievement to their colleagues and to the industry.

It was noteworthy that each ended his career following the landmark 2002 labor talks, in which all three men played significant roles. Those negotiations led to an agreement with the ILWU that is expected to modernize the West Coast ports and create jobs both on the waterfront and around the nation.

The Pacific Maritime Association offers heartfelt thanks to each of these men, for their service, for their dedication and for their accomplishments.

Bob Dockendorff

Bob Dockendorff spent 35 years working for the PMA, beginning as an assistant area supervisor in the Northern California Accident Prevention Department and ending his career as vice president of communications and research. But titles cannot adequately describe his role as both innovator and information resource. He will be remembered for both his dry sense of humor and his encyclopedic knowledge of the industry.

Through the decades, he was responsible for updating the PMA assessments system; purchasing PMA's first personal computer in 1983; devising the online tonnage reporting system; developing an information and data system to provide on-demand answers to complex questions; creating and updating PMA's website; and turning the PMA annual report into a trusted resource for PMA staff, member companies, government agencies and the news media.

Craig Johnson

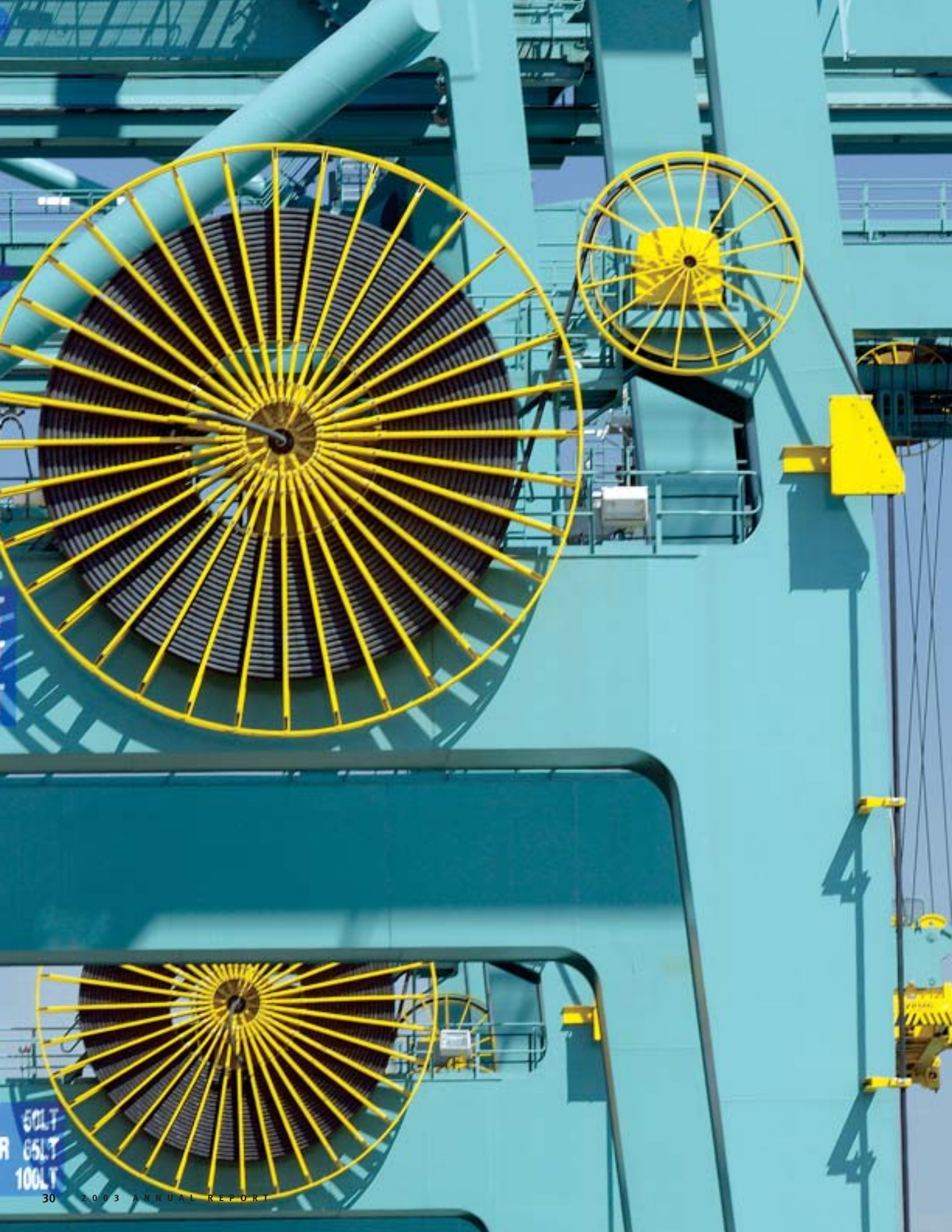
Known to some as "Mr. Washington State," Craig Johnson spent most of his 29 years at PMA working in the Pacific Northwest, where he was respected and trusted by PMA staff, industry officials and the ILWU alike. He understood the people and the industry in that region as well as anyone, and served as a resource to his colleagues needing to share in that knowledge.

Craig was the youngest area manager in PMA's history, managing the Seattle Office for 17 years. Later in his career, he was vice president for labor relations with responsibility for the Pacific Northwest region, served on a number of key committees, and was a lead participant in the 2002 negotiations with the ILWU.

Chuck Wallace

Chuck Wallace may have been PMA's most traveled employee, holding numerous posts in Los Angeles, San Francisco and Portland. As a result of his wide-ranging experience and his straight-shooting demeanor, he was known as an anchor for the organization. Chuck capped his career as vice president of labor relations for the Southern California region, and in that role was called on for leadership and support during the 2002 labor talks.

Chuck served under five PMA presidents, witnessed the 134-day strike of 1971 and participated in 12 successful contract negotiations with five ILWU presidents, including the late Harry Bridges. From 2000 to retirement he was a member of the coast labor relations committee.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Industry Overview

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2008. 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	7/1/02*
Walking Bosses and Foremen's Agreement	7/1/02**

* MOU was signed 11/23/2002 ** MOU was signed 12/18/2002

Labor Allocations and Dispatching

Work on the waterfront, both 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 several decades, more regular or steady employees have been added to company payrolls, but the majority of the work is still performed by registered members of the ILWU who are dispatched on a "casual" basis.

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

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

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

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

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

FACING PAGE: An unusual view of a container crane at the Port of Los Angeles.

SUPPLEMENTARY 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	7/1/93
13 - Mechanics' Port Supplement	7/1/93
13, 29 & 46 - Industry Travel Agreement	5/17/88
26 - Watchmen's Agreement	7/1/02
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	7/1/02
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	7/1/02
75 - Watchmen's Supplement	1/19/00
91 - Walking Boss Port Supplement	11/1/99
92 - Walking Boss Supplement (Eureka)	7/1/81
Pacific Northwest: Oregon	
4 - Mechanics Port Supplement	4/9/01*
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	4/12/03*
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 - Gearmen, Mechanics' and Millwrights' Agreement	11/4/00*
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	7/1/00*
40 - Clerks' Port Supplement	3/31/58*
50 - Lines Agreement	11/5/96
92 - Walking Boss Supplement	7/1/78*
Pacific Northwest: Washington	
7 - Working and Dispatching Rules	6/1/60*
19 - Working and Dispatching Rules	6/20/60*
19 - Lines Handling Agreement	12/12/03*
19 - Gear and Locker Agreement	12/12/03*
19 - Seattle Mechanics Agreement	12/12/03*
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 7/1/2008 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
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
June 28 2003	0.50	1.8	28.18
July 3 2004	0.50	1.8	28.68
July 2 2005	1.00	3.5	29.68
July 1 2006	0.50	1.7	30.18
June 30 2007	0.50	1.7	30.68

* 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.

Working Times and Wage Rates

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

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

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

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

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

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

Effective November 23, 2002, three *Skill Rates* are defined that are paid for several specific types of longshore and clerk work. Skill Rates are calculated by adding specific amounts to the appropriate base wage rate, and all shift and overtime rates are calculated from this adjusted base rate. Those amounts are shown in the following table.

Longshore & Clerk Skills

	SKILL RATE
Longshore Skill I & Clerk Supervisor	$2.40
Longshore Skill II & Kitchen/Tower/Computer Clerk	4.67
Longshore Skill III & Chief Supervisor & Supercargo	5.80

Longshore mechanics' skill rates, referred to as 20% and 30% skills, are calculated by applying the appropriate skill percentage to the longshore base wage rate.

The straight time hourly wage rate paid for longshore and clerk work is based on the total number of hours (work experience) that have been paid previously to the individual performing the work. The basic straight time hourly longshore and clerk wage rate is paid to those individuals who have accumulated more than 4,000 hours prior to the week for which the payment is being made. Experience rates of pay are paid to those with less than 4,000 hours work experience in accordance with the following formulas.

Work Experience Group

4,001 or more hours	Basic Straight Time Rate of Pay
2,001 through 4,000 Hours	Basic S/T Rate x 0.72053526 + $3.00
1,001 through 2,000 Hours	Basic S/T Rate x 0.72053526 + $1.00
0 through 1,000 Hours	Basic S/T Rate x 0.72053526

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 equivalent to the base straight time rate), 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.

OCCUPATIONAL CODE RANGES

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
0125-0143	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

A trucker scans his ID at a terminal gate in Long Beach.

Thus, the payroll year does not coincide exactly with a calendar year; the 2003 payroll year began on December 21, 2002, and ended December 26, 2003. (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.

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 William E. Adams, 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.

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.

The Evergreen Hatsu Ethic in Tacoma, WA.

Industry Benefits

The PMA coastwise agreements with the ILWU provide for comprehensive benefits programs for jointly registered members of the work force. These programs include generous pension and health care benefits that are administered through the ILWU-PMA Benefit Plans Office.

The operation of the ILWU-PMA Benefit Plans Office is funded by PMA. The Benefit Plans Office Executive Director, Hollis Greenwood, reports to the Trustees of the ILWU-PMA Pension, Welfare, Watchmen Pension, and Supplemental Welfare Benefit Plans. The trustees consist of four employer trustees and four Union trustees.

Other benefits programs are administered by PMA and include the paid holiday benefits program (13 paid holidays), the vacation benefits program (up to 6 weeks of paid vacation), a Savings 401(k) employee savings plan to which the employers contribute, and a Pay Guarantee Plan (PGP) which provides for an income supplement. Other PMA administered programs covered under the Longshore and Clerk's Agreement include an industry travel system, a CFS Program Fund, and payments for up to 85% of the expenses of the jointly operated dispatch halls.

An overview of the various benefits, including analysis of benefits costs and utilization, follows. For further information on all plans, refer to the PMA website (www.pmanet.org) for various benefit agreements, contract documents, and other related materials or contact the ILWU-PMA Benefit Plans Office for specific questions concerning pensions or health care.

Maintenance worker Tom Roper, ILWU Local 23, keeps a crane in good working order.

ILWU-PMA Pension Plan

The "Normal Retirement Date" is age 65 or the fifth anniversary of the date of participation, whichever is later. Reduced retirement benefits are payable for Early Retirement as early as age 55 with 13 years of service.

Effective July 1, 2003, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2002, was $105 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $3,675 for a participant with 35 or more years of qualifying service retiring at

RETIREES BY YEAR

Year	Normal	Early	Disability	Total
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
2001	36	53	41	130
2002	78	103	40	221
2003	**166**	**309**	**57**	**532**

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.

PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2002)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	$65	$1,625
7/81-6/84	30	65	1,950
7/84-6/87	33	65	2,145
7/87-6/93	35	65	2,275
7/93-6/96	35	69	2,415
7/96-6/99	35	72	2,520
7/99-6/02	35	95	3,325
7/02-6/03	35	100	3,500
7/03-6/04	**35**	**105**	**3,675**

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

FRACTIONAL BENEFIT ACCRUAL

Credited Annual Hours	Monthly Benefit Accrued
1,300	$105.00
1,250	$100.96
1,200	$96.92
1,150	$92.88
1,100	$88.85
1,050	$84.81
1,000	$80.77
950	$76.73
900	$72.69
850	$68.65
800	$64.62

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, 2003. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility

A crane's-eye view of a Matson ship at the Port of Oakland.

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 and 62, this "bridge" supplement is reduced by an amount determined by the retiree's exact age (in years and months) at retirement.

An early retirement incentive window was available to any registered longshore and marine clerk participant who submitted an application for retirement with all required documentation completed between August 1, 2003 and March 1, 2004. The applicant for an early unreduced pension benefit without the actuarial reduction that otherwise applies must, as of the date of application, be at least 59½ years old and have accrued at least 13 qualifying years of service under the Plan.

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.

Effective July 1, 2003, all surviving spouses of actives who retired prior to July 1, 2002, receive $52.80 per month per qualifying year of service. Survivors of actives who retire after June 30, 2002 will 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 determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to 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

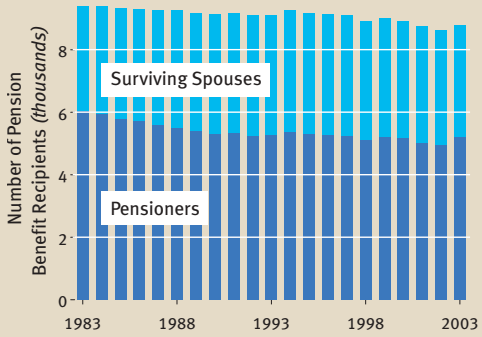
The table to the right shows the number of pension benefit recipients by calendar year.

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. The in-service distribution rules under the Plan were eliminated for participants reaching age 70½ after the end of the 2002 calendar year.

Effective with plan year 1996, 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 2003, the Plan was paying $16,567,916.07 per month to 8,745 benefit recipients. These monthly benefits include payments from the Supplemental Welfare Benefit Plan established pursuant to the Longshore and Clerk Memorandum of Understanding of July 1, 1999.

NUMBER OF BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			
	Normal/ Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	Total
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
2001	3,510	1,212	149	143	5,014	3,337	400	3,737	8,751
2002	3,463	1,180	161	159	4,963	3,237	430	3,667	8,630
2003	**3,699**	**1,168**	**158**	**179**	**5,204**	**3,085**	**456**	**3,541**	**8,745**



ILWU-PMA Supplemental Welfare Benefit Plan

An additional income supplement is paid from the ILWU-PMA Supplemental Welfare Benefit Plan for registrants who retired before July 1, 2002 under the ILWU-PMA Pension Plan. Effective July 1, 2003, the additional monthly Supplemental Welfare Benefit Plan benefit payable to these individuals is shown in the chart below.

Date of Retirement	SWB Benefit	Pension Benefit	Combined Retirement Income
Before July 1, 1993	$20	$48	$68
July 1, 1993 to June 30, 1996	$2	$69	$71
July 1, 1996 to June 30, 1999	$1	$72	$73
July 1, 1999 to June 30, 2002	$1	$95	$96

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.

Plan Funding

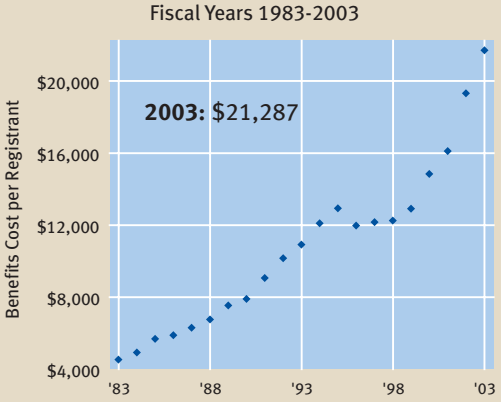
The Plan is primarily funded by PMA through employer assessments on tonnage and payroll hours. If an employee is required to contribute to the California State Disability Insurance Program, the employee's contribution to the Plan is reduced by the amount of the employee's payment to that Program.

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 1983-2003



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 2002/2003 are divided by the count of active registrants at the end of 2002.

APL containers are stacked for rail departure from the Port of Los Angeles.

Tenure of the Agreement

The Plan runs concurrently with the 2002-2008 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 arbiters of eligibility.

Active Registrants: 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 registrant's record of covered employment for the preceding payroll year is used to determine whether the registrant has established eligibility for the succeeding 12 months (July through June).

In major ports, a registrant 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 active registrants who do not hold 12-month eligibility from the previous July 1. An active registrant may receive eligibility for January through June if sufficient hours of covered employment have been credited for the registrant in the first half of the preceding payroll year. In major ports, at least 400 hours must have been worked or credited in the first half of the preceding payroll year. In minor ports, at least 240 hours must have been worked or credited in the first half of the preceding payroll year. No port has qualified for Minor Port status for Welfare Plan eligibility purposes since the disestablishment of Local 49 in Crescent City.

New Registrants: Longshore and clerk registrants who were registered after July 1, 2002 in ports with HMO coverage will be covered by the HMO programs for the first eighteen months of registration, with no requirement for 400 hours of work for initial eligibility coverage. Additionally, new registrants after July 1, 2002 in ports with *no* HMO coverage will be covered by the Coastwise Indemnity Plan for the first eighteen months of eligibility. Thereafter, the Welfare Plan's normal eligibility requirements for continuation of coverage will apply.

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 registrant'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 registrant has Welfare Plan eligibility for four years immediately following the registrant's death. Welfare Plan eligibility ends when the surviving dependent spouse remarries.

The four-year limitation is eliminated if the deceased eligible active registrant 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).

A marine gate checker and a trucker at the Pacific Container Terminal, Long Beach.

Dependents: The qualified dependent spouse and qualified dependent children of an eligible active registrant 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 registrants who died prior to July 1, 1975, and satisfied other requirements.

Payment for Benefit Coverage

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

Vacation Plan

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

Payment is made at the straight time hourly rate prevailing on January 1 of the calendar year in which the vacation is paid. Each week of vacation is paid at 40 times the registrant's applicable straight time hourly rate or appropriate skilled straight time rate. Vacation payments are made in early February.

A skilled rate applies when at least half of the qualifying hours are paid at a skilled rate. The skilled rate payable is the highest skill rate at which accumulated skilled hours equal at least 25% of the qualifying hours for the basic vacation.

VACATION BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:

2003*	$53,052,746
2002	50,137,652
2001	48,766,271
2000	48,556,598
1999	46,937,106

*Estimated benefits

Vacation benefits are paid in the first full payroll week in February for vacations earned in the prior payroll year.

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

ADDITIONAL VACATION WEEKS

Registrants who qualify for a basic one-week vacation may qualify for additional vacation weeks based on total qualifying years:

One additional week
if registrant has 17 total qualifying years

– or –

Two additional weeks
if registrant has 23 total qualifying years

– or –

Three additional weeks
if registrant has 25 total qualifying years

Registrants who qualify for a basic two-week vacation may also qualify for one additional vacation week independent of weeks paid above:

if registrant has 8 total vacation qualifying years

– or –

if registrant has 5 total vacation qualifying years in the last 10, and was registered before July 1, 1990 in ports other than Seattle, Portland, San Francisco and Los Angeles, and has been available for employment 10 or more years

One-week or two-week vacation benefit eligibility requirements depend on the age of the registrant and the average hours of the port in which the individual is registered.

The "average port hours" are calculated separately for longshore registrants, clerks and foremen and are the average hours paid to registrants in the "port of registration" during the payroll year, excluding those with fewer than 100 hours.

Description of Year of Service for Vacation

A Year of Service for vacation eligibility is a payroll year in which the registrant is credited with at least 800 combined hours paid and equivalenced hours of Pay Guarantee Plan payments.

Service as a full-time Union official or as a joint employee of a Labor Relations Committee, Welfare Fund, Pension Fund, or of another joint entity of the ILWU and the PMA is considered qualifying time.

After registration, service in the Armed Forces of the United States or as a civilian in longshore operations during World War II, the Korean or Vietnam War is considered qualifying time.

Continuous absence due to work-related injury for which an employee received Worker's Compensation is considered qualifying time. Temporary absence due to compensable temporary partial disability because of industrial illness or injury shall also be considered qualifying time.

Extra Benefits for Clerks and Foremen

Clerks and walking bosses/foremen receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year.

Two additional hours of vacation are accrued for each 50 paid hours a clerk accumulates per year in excess of 2,024, up to a maximum of 16 hours additional vacation pay.

Walking bosses and foremen accrue 2 additional hours of vacation pay for every 100 hours of pay accumulated over 1,400 hours, up to a maximum of 20 additional hours of vacation pay.

Additional Weeks of Vacation

Up to four additional weeks of vacation may be earned and paid, based on the number of past years of service in which a registrant received a basic one-week vacation. The requirements are shown in the table on the left.

To receive a third week of vacation, a registrant must have qualified for a two-week basic vacation in the previous payroll year and must also have eight total years of service with a one-week vacation. Individuals registered prior to July 1, 1990, in ports other than Seattle, Portland, San Francisco, and Los Angeles, may receive a third week of vacation if they have qualified for a two-week basic vacation in the previous payroll year, have qualified for at least a one-week basic vacation in five of the previous ten payroll years, and have been available for employment for 10 or more years. "Available for employment," in this instance, means any year that the individual has been paid at least 100 longshore hours, regardless of registrations status.

Eligible registrants may also receive extra weeks of vacation independent of having received a third week of vacation. For these extra weeks of vacation, the registrant must have earned one week of basic vacation and have 17 or more years of service. After 17, 23, and 25 years of service with one week of vacation, one, two, or three extra weeks of vacation are earned, respectively. Therefore, an individual with sufficient years of service may earn extra weeks of vacation without qualifying for a two-week basic vacation.

The Joint Labor Relations Committee in each port schedules vacations.

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.

Registrants 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 one-week vacation. To receive a paid holiday benefit, eligible registrants 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 two-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.

HOLIDAY PAYMENTS BY CONTRACT YEAR*

Contract Year Ended June 30

2003	**$29,938,741**
2002	30,381,249
2001	28,848,182
2000	27,027,030
1999	25,468,321

* includes taxes and expenses

Those eligible for paid holidays receive pay equivalent to eight 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 2004 and for the first six months of 2005 are shown to the left.

HOLIDAY PLAN

2004

January	1	New Year's Day[1]
	19	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	16	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	31	Memorial Day
July	4	Independence Day[2]
	5	Bloody Thursday[1]
	28	Harry Bridges' Birthday
September	6	Labor Day[1]
November	11	Veterans' Day
	25	Thanksgiving Day[1]
December	24	Christmas Eve Day[1]
	25	Christmas Day[1]
	31	New Year's Eve Day[1]

2005

January	1	New Year's Day[1]
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	21	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	30	Memorial Day

Holidays shown in **blue** 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.

[2] When a holiday falls on a Sunday, the holiday is observed on the following Monday.

Firefighters from Vancouver, WA, practice rescue drills at the Port of Longview.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30

	Longshore and Clerks	Walking Bosses and Foremen
2003	**$5,671,239**	**$162,722**
2002	9,050,662	227,387
2001	7,734,511	201287
2000	8,256,649	193,769
1999	7,880,783	224,300

A longshore worker unloads steel rails direct to a rail car at the Port of Portland, Terminal 2.

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 ($28.18 per hour, effective June 28, 2003, or $1,070.84 per week). Class "B" registrants with 5 or more vacation qualifying years receive the same guarantee. Those Class "B" registrants with fewer than five vacation qualifying years are guaranteed income equivalent to a 28-hour week ($789.04).

In general, to be eligible, a Class "A" or "B" registrant 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 registrant is qualified. Class "B" registrants are not eligible for benefits until after one year of registration.

The actual amount guaranteed an eligible individual each week is the difference between the four-week guarantee and the sum of earnings and other compensation received over the most recent four weeks.

The contingent PGP liability for longshore and clerk registrants for 2003/2004 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 registrant's quarterly earnings exceed a negotiated limit.

ILWU-PMA Savings 401(k) Plan

The ILWU-PMA Savings 401(k) 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.

Longshore, clerk, and foreman registrants 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 registrant, who has 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 $5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants 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 longshore and clerk registrants was negotiated in the 1999-2002 agreement.

Industry Travel System

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.

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.

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.

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. For any intervening days, travelers are paid the lesser of travel time plus transportation and subsistence. Subsistence rates are $80.00 per night for lodging and $20.00 per meal.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30

2003	**$8,904,541**
2002	7,573,827
2001	6,423,758
2000	6,495,549
1999	5,637,171

ILWU-PMA Marine Clerk Opportunity Fund

The purpose of the ILWU-PMA Marine Clerk Opportunity program is to assure a registered marine clerk will be provided full work opportunity to work as a marine clerk. A registered marine clerk checked into the hall will be assigned clerk work in five of seven days in any payroll week. The fund will pay a qualified registered clerk employee at the prevailing supervisory skill rate if the clerk has checked into the hall, is otherwise qualified, and is not assigned work as described above.

The fund was established as part of the *Framework for New Technology* agreed to during the 2002 negotiations, in which Employers are given the right to implement technologies that may impact marine clerks. The program is funded through assessments on containers as described in a membership agreement filed with the Federal Maritime Commission in June 2003. When a clerk qualifies for payment through the Marine Clerk Opportunity Fund, the fund pays wages, taxes and appropriate hourly benefits assessments.

CFS Program Fund

The purpose of the Container Freight Station (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 collected on containerized cargo are used to reimburse PMA member employers operating designated CFS facilities for payments they have made for payroll hour assessments. CFS hours are hours that are paid to certain longshore, clerk, and walking boss/foreman for job assignments in designated CFS facilities.

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

CFS PROGRAM FUND

Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2003	**$1,610,028**	**178,892**	**$1,788,920**
2002	1,289,830	143,314	1,433,144
2001	1,824,879	202,764	2,027,643
2000	2,377,011	264,112	2,641,123
1999	2,560,138	284,459	2,844,597

The A-Credit is an amount equal to 90% of the hourly benefit assessment rate excluding that portion of the vacation assessment that is collected to cover insurance and taxes. The I-Credits are an amount that equal 11.1% of the sum of A-Credits paid in a PMA administrative area. Therefore, the sum of A Credits and I-Credits equals the total hourly assessments paid less the vacation insurance and taxes portion.

Payments for A-Credits are made on a regular basis. However, I-Credit payments are made only after the close of the payroll year. Each employer's share of I-Credits is to be the same proportion, 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 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 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 that of 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 to 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.

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.

DISPATCH HALL COSTS

Payroll Year	ILWU Portion	PMA Portion	Total
2003*	**$2,541,687**	**$17,062,723**	**$19,604,410**
2002*	2,160,373	15,214,066	17,374,439
2001	2,150,519	14,426,940	16,577,459
2000	1,978,090	12,287,232	14,265,322
1999	3,741,651	8,440,638	12,182,289

* Based on unaudited financial reports

Marine Terminals Corp. discharges the Hanjin Washington at the Port of Long Beach.

Assessments

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

Cargo operations at the Yang Ming Terminal, Port of Los Angeles.

Funding of Benefits

Methods designed to assess funds to pay for collectively bargained fringe benefits and other programs have increased in complexity over the years because of the increasing amounts of money required and the changing structure of the industry. Benefits and other Industry obligations historically have been funded by assessments levied on hours paid or on tons handled or on a combination of the two. As assessment systems have changed, responsibility for paying for benefits programs have shifted between stevedores and vessel operators.

Funding Benefits with Hours and Tonnage Contributions

The genesis of the current benefits funding assessment system was an agreement among the PMA membership dated December 14, 1983. Although the agreement has been amended a number of times over the last 19 years, the basic structure remains.

The 1983 assessment agreement was based on the premise that all benefits will be funded by an assessment on hours paid unless the total hours paid falls below a defined number, which is referred to as the divisor. When paid hours fall below the divisor, a portion of the benefits funding obligation shifts to the tonnage sector.

The hours portion of the benefits obligation is derived by first dividing the total benefits costs by the divisor. The result is the hourly benefits assessment rate. This rate is then multiplied by the number of hours expected to be paid to determine the total amount that will be raised by the hours sector. If total benefits costs exceed the amount raised by the hours sector then the difference will be raised by the tonnage sector.

The process of achieving an agreement on the divisor that was used in the assessment formula was a formidable undertaking. 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 would be deployed.

After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board, however, demanded a further refinement of the divisor, and after further deliberations, a compromise was reached and the number 24,800,546 was agreed upon.

The divisor that was first proposed in September 1983 was 26,021,071. This number was the total number of payroll hours reported for calendar year 1962. The number was "brokered" down because some PMA members felt that the higher number shifted too much of the benefits costs to the tonnage sector.

On November 9, 1983, the Board adopted a resolution recommending approval of the proposed assessment system by the PMA membership. The membership adopted the proposal on December 14, 1983. The agreement was filed with the Federal Maritime Commission on December 22, 1983 and was designated LM-84.

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.

By early 1999, the number of hours paid was approaching the 24,800,546. The Coast Executive Committee (CEC) appointed a subcommittee to examine the applicability of the assessment system in relation to cargo volume and hours paid. The subcommittee, recommended to the CEC that the divisor be increased in a three-step process beginning with a change to 28,556,221. The CEC in turn recommended to the Board of Directors that the divisor be increased. At the June 28, 2000 Membership Meeting, the membership voted unanimously to adopt the 28,556,221 divisor.

In October 2000, the PMA membership approved amended and restated bylaws and the following month a new Board of Directors was elected. By the Spring of 2002 the Board was ready for another review of the assessment system. A subcommittee was appointed. The first task was to review the work performed by the previous subcommittee on the proposal for a three-step phase-in of a new divisor. The first step was in place and the question was whether to do a delayed second step or move to the third step. After deliberation, the subcommittee recommended to the Board that the divisor be increased to 32,311,896 - the third step. The membership approved the new divisor on August 23, 2002.

Several months after the August 2002 divisor change, a new six-year longshore agreement was reached that resulted in greater than expected increases in benefits costs. The benefits increases, coupled with a projected increase in assessable hours again raised the percentage of the benefits costs paid by the hours sector higher than the 64/36 ratio of hours to tonnage documented in the original appendix to the Membership agreement dated December 14, 1983. In order to bring the hours and tonnage cost distribution within the target range established in 1983, the Board, after careful study, recommended to the Membership that the divisor be increased to 34,189,733, using the previous incremental increase. The Membership approved the change on June 3, 2003 to be effective for benefits assessments rates calculated for the 2003/04 fiscal year.

Jones Stevedoring Company loads logs on deck of the M/V Ocean Harmony in Longview, WA.

Calculation of Assessment Rates

Assessments are calculated based on projected tonnage, payroll hours, and benefits plans costs applicable to the future period for which the rate calculations will be applicable.

The first step is to determine the projected benefits costs for each plan. After adjusting each of these numbers to reflect prior year experience, anticipated interest earnings, and a prudent level of reserves, a "net funding requirement" is determined.

The payroll hourly assessment rate is calculated by dividing the sum of the plan's net funding requirements by the divisor, 34,189,733. The result is the hourly assessment rate. The hourly assessment rate is then multiplied by the estimated number of assessable hours that will be paid in the fiscal year for which the rates will be applicable. If the result equals the total "net funding requirement" there will be no tonnage assessments. If the hourly assessment rate generates insufficient funds, the remainder of the needed money is collected from the tonnage sector. The tonnage rates are calculated in accordance with formulas described in detail on pages 32 and 33 of the 1989 PMA Annual Report.

Rate Components

The number of hours expected to be paid during a time period has no impact on the hourly assessment rate; only the total net funding requirement

affects the hourly assessment rate. The greater the net funding requirements, the higher the hourly assessment rate becomes.

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 will increase as the estimated number of hours paid decreases, but if the estimated tonnage handled increases sufficiently, 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. The Board also approves PMA Cargo Dues assessment rates that fund the operations of PMA. The PMA portion also pays for operation of the Joint Port Labor Relations Committees' expenses (dispatch halls), industry training programs, legal settlements, and other industry expenses.

Assessment Rate History

The waterfront organizations that preceded PMA used tonnage as a means of funding the internal operations of their organizations well before the turn of the last century. The first ILWU employee benefit was a paid vacation that was funded based upon an hourly assessment paid by each employer. The vacation plan for longshore workers, was instituted on January 1, 1946 with a 7.3¢ hourly assessment. A welfare benefits plan, the first under the auspices of the newly formed PMA, was added 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 tonnage assessment for a benefit was collected to fund the Walking Bosses/Foremen's Mechanization Fund effective August 10, 1959. Additional "Mechanization & Modernization" (M&M) tonnage assessments were collected for the Longshoremen's and Clerks' Mechanization Fund effective 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.

	Hourly Assessment			Offshore and Intercoastal Assessment Rates					
	401(k)			Benefits Plans					
	Benefit Plans	L/S and Clerk	Walking Boss	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	10.340	$1.00	3.84	7.35	0.433	0.433	0.035	0.009	0.31
2001	11.040	0.83	3.49	6.28	0.370	0.370	0.030	0.007	0.19
2002	13.110	0.84	3.49	12.12	0.713	0.713	0.058	0.014	0.19
2003	**14.080**	**0.81**	**3.77**	**13.47**	**0.792**	**0.792**	**0.064**	**0.016**	**0.10**

The assessment system formula was changed effective 12/24/83 to allow rates to vary for certain benefit plans by PMA area while maintaining a single coastwise rate. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. The rates shown are the average assessment rates for the affected Plans. Coastwise rates for all affected plans were established on September 28, 1991. Tonnage assessments discontinued from 7/1/83 to 12/31/83 except for PMA Cargo Dues and CFS Program Fund.

Prior to 1984, Container rates for benefits and the CFS Fund were assessed on a per ton basis. Tonnage assessments were discontinued from 7/1/83 to 12/31/83 except for PMA Cargo Dues and the CFS Program Fund.

Revenue Tonnage Reporting

All waterborne cargo revenue 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 revenue tonnage is subject to assessments to fund that portion of the collectively bargained fringe benefits costs that are not funded by hourly assessments and to fund other industry obligations. Data generated by the tonnage reporting system is used to determine membership voting strength, to measure

Many of the smaller ports on the West Coast move general cargo such as these rolls of newsprint in Longview.

terminal and port productivity, to compile statistics necessary for the collective bargaining process, and to assist in projecting short term work force and training requirements.

An Internet based tonnage reporting system was introduced in February 2000 that replaced a paper based reporting system. The Internet tonnage reporting system provides many additional features such as automatic conversion from metric to common U.S. measurement and automatic container box conversion to twenty-foot-equivalent-units. The metric conversion was a particularly important feature for reporting companies since nearly all import and export manifests record cargo weight and/or volume in metric units.

Tonnage data published by PMA includes cargo moving in international (foreign) trade and in domestic trade (Alaska, Hawaii, coastwise, and intercoastal). For this reason PMA's data will generally differ from data published by government agencies, PIERS™, and other reporting entities. In general, the PMA tonnage data will be greater.

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

Reporting Responsibilities

PMA Members and other companies that 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 tonnage assessments may be further liable for penalties and interest.

Cargo Movement

Revenue tonnage is identified by the geographic movement of the cargo. Cargo assessment rates differ according to the geographic movement of cargo and the type of cargo. The geographic movement of waterborne cargo may be:

- 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

Container cargo is assessed on the basis of a revenue unit or a TEU (twenty-foot equivalent unit), and Non-Containerized Cargo is reported in revenue tons.

Containers

Containers are reported according to the outside length of the container in feet, specifically in 20', 24', 35', 40', 45', 48' and 53' lengths. The tonnage reporting system automatically converts the container length to TEUs: one TEU for each 20 feet of outside container length.

Containers reported as Assessable are subject to assessment. Containers reported as Empty, Transshipped, and Exempt are not assessed. Containers

reported as "containerized autos" are not assessed as containers, but the cubic measurement of the autos in the containers are reported and assessed under the Auto & Truck category. A company that reports tonnage also has the option of reporting containers loaded with autos in the Assessable container category.

A cargo bearing container is assessed one time as it moves through California, Oregon, and Washington ports from its point of origin to 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 the cargo in a container causes a new assessment cycle to begin.

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, 40 cubic feet equals one revenue ton;
- weight, 2,000 pounds equals one revenue ton; or
- board feet, 1,000 board feet equals one revenue ton.

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

General Cargo is reported as manifested. General cargo includes all non-containerized cargo that is not reported in the Lumber & Logs, Autos, and Bulk categories. Examples of such cargo include truck trailers, live animals, livestock, yachts, bagged and baled commodities, locomotives, newsprint, and other types of cargo.

Two of the most frequently asked questions, how are "livestock in pens" and "yachts" reported? Livestock in pens is converted to cubic feet by multiplying the outside width by the outside depth, by the outside height of the pens or stalls. Yachts are converted to cubic feet by multiplying the length by the width by the height of the yacht, including the cradle on which it is transported.

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

Logs are converted to board feet using the Brereton Log Scale. The Brereton Log Scale is used to calculate the volume of a log directly into board feet by approximating its shape as a truncated cone. Although today the Scribner Log Scale is the most commonly used method for scaling logs, the Brereton scaling method remains the basis for log conversion to board feet. 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 revenue tonnage.

Automobiles (including light trucks), regardless of how manifested, are reported based on the cubic measurement of the vehicle. Nearly all automobile shipments are correctly manifested with cubic measurements. In instances where cubic measurement is not available, marine and cargo surveyors compile listings of cubes and weights for each automobile model and type by year.

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, by 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.

Automobiles account for more than 7 percent of revenue tonnage at West Coast ports.

Pacific Coast Tonnage Statistics

The revenue tonnage data submitted to PMA by tonnage reporting companies are subject to audit by an independent auditing firm. Such periodic reviews as well as updated information from reporting companies sometimes require changes to previously published tonnage data. Current West Coast revenue tonnage data is always available on-line at www.pmanet.org.

It is important to note that PMA data include all "dry" cargo handled in ports in California, Oregon, and Washington. The official U.S. Waterborne Transportation Statistics published by the U.S. Maritime Administration show foreign trade by type of carrier (liner, tanker, and tramp), and do not include domestic tonnage moved to and from Alaska and Hawaii, nor do they contain PMA tonnage described as coastwise and U.S. intercoastal tonnage. PMA data do not include tanker liquid bulk or LPG carrier cargo. The U.S. Army Corps of Engineers publishes domestic cargo tonnage data. Government agencies report tonnage based upon reported actual weight and not in terms of revenue tonnage used by PMA.

The official U.S. Waterborne Transportation Statistics show import and export cargo data summarized by port by customs district, whereas PMA data are summarized by port, port area, and PMA administrative area. The Maritime Administration data provide detail regarding the cargo type, cargo origin, carrier type, value, and the country of import or export, in addition to other information.

Changes in Reporting Categories

Revenue tonnage reporting categories have changed over the years. For example, 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 tonnage is reported separately.

Beginning in 1984, cargo in containers is reported as TEUs and converted into tonnage at the rate of 17 revenue tons for each TEU. A TEU is defined as 20 linear feet of outside container length and is equivalent to a Revenue Unit (RU) described in the PMA Tonnage Reporting Manual distributed to reporting companies.

Hitachi, using the ECL shipping line, moves an over-sized coal grinder from Japan to Northern Alberta via the Port of Tacoma.

Coastwise Tonnage

Coastwise revenue 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, however, coastwise loaded cargo is reported for statistical and auditing purposes. Cargos inbound from British Columbia represent another subset of total revenue tonnage. General Cargo and Lumber & Logs were reported inbound from British Columbia in 2002 and were discharged in Eureka, Long Beach, North Bend/Coos Bay, Oakland, Olympia, San Diego, San Francisco, and Tacoma.

Statistical Information

Fresh produce is imported through the Port of Los Angeles.

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2003 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 REVENUE TONNAGE				CONTAINERS				GENERAL CARGO			
	Total	% of Coast	Chg from 2002	% Loaded: % Discharged	Total (TEUs)	% of Coast	Chg from 2002	% Loaded: % Discharged	Total	% of Coast	Chg from 2002	% Loaded: % Discharged
SOUTHERN CALIFORNIA												
San Diego	4,478,039	1.6%	9.4%	8.7: 91.3	53,582	0.4%	453.5%	19.3: 80.7	211,263	2.5%	33.0%	25.8: 74.2
Long Beach	65,593,363	23.2	-3.3	28.2: 71.8	3,138,821	26.3	-3.9	24.4: 75.6	1,562,824	18.7	9.0	3.1: 96.9
Los Angeles	98,434,111	34.8	16.6	26.8: 73.2	5,118,270	42.9	20.7	24.7: 75.3	2,798,087	33.4	-18.7	2.3: 97.7
Port Hueneme	3,401,685	1.2	-5.2	6.0: 94.0	16,007	0.1	26.9	20.6: 79.4	690,423	8.3	-4.5	17.9: 82.1
AREA TOTAL	**171,907,198**	**60.7%**	**7.5%**	**26.4: 73.6**	**8,326,680**	**69.8%**	**10.6%**	**24.5: 75.5**	**5,262,597**	**62.9%**	**-8.6%**	**5.5: 94.5**
NORTHERN CALIFORNIA												
San Francisco	775,699	0.3%	-33.5%	18.2: 81.8	15,836	0.1%	-17.1%	52.4: 47.6	78,760	0.9%	21.5%	0.1: 99.9
Redwood City	788,144	0.3	125.7	4.7: 95.3	-		-		-		-	
Oakland	22,474,931	7.9	10.0	57.9: 42.1	1,269,065	10.6	10.1	57.2: 42.8	38,395	0.5	-60.5	79.9: 20.1
Richmond	36,945	<0.1	-27.6	0.0:100.0	-		-100.0		36,945	0.4	-24.1	0.0:100.0
Crockett	728,831	0.3	-4.9	0.0:100.0	-		-		-		-	
Pittsburg	237,230	0.1	-34.2	100.0: 0.0	-		-100.0		-		-	
Stockton	1,496,566	0.5	-24.0	32.0: 68.0	872	<0.1	2,906.9	0.0:100.0	202,332	2.4	-46.8	70.2: 29.8
Sacramento	678,687	0.2	11.5	49.8: 50.2	120	<0.1	185.7	0.0:100.0	361,503	4.3	83.1	48.1: 51.9
Benicia	863,125	0.3	3.9	15.2: 84.8	-		-		-		-	
Eureka	400,532	0.1	7.6	52.6: 47.4	-		-		217,789	2.6	17.9	96.8: 3.2
AREA TOTAL	**28,480,690**	**10.1%**	**5.9%**	**51.2: 48.8**	**1,285,893**	**10.8%**	**9.6%**	**57.1: 42.9**	**935,724**	**11.2%**	**-3.9%**	**59.6: 40.4**
PACIFIC NORTHWEST: Oregon												
Coos Bay, North Bend	1,692,557	0.6%	-10.5%	97.7: 2.3	14	<0.1%	-	100.0: 0.0	20,807	0.2%	14.9%	96.7: 3.3
Portland/St. Helens	18,997,989	6.7	8.8	69.1: 30.9	217,079	1.8	15.5%	70.3: 29.7	642,693	7.7	-17.3	0.2: 99.8
Vancouver, WA	3,991,008	1.4	-17.9	80.1: 19.9	268	<0.1	56.7	2.6: 97.4	288,882	3.5	-8.6	24.1: 75.9
Kalama, WA	7,331,061	2.6	19.0	94.8: 5.2	-		-		378,235	4.5	-9.1	0.0:100.0
Longview, WA	2,564,413	0.9	4.5	93.4: 6.6	-		-100.0		388,755	4.6	-5.5	68.8: 31.2
AREA TOTAL	**34,577,028**	**12.2%**	**5.3%**	**79.0: 21.0**	**217,361**	**1.8%**	**15.5%**	**70.2: 29.8**	**1,719,372**	**20.6%**	**-11.3%**	**20.9: 79.1**
PACIFIC NORTHWEST: Washington												
Aberdeen	293,499	0.1%	-24.5%	63.1: 36.9	16	<0.1%	-40.7%	100.0: 0.0	24,183	0.3%	-73.0%	44.7: 55.3
Port Angeles	18,435	<0.1	-48.7	0.0:100.0	-		-		-		-	
Olympia	143,158	0.1	142.1	44.2: 55.8	-		-		64,343	0.8	682.6	0.0:100.0
Tacoma	27,591,178	9.7	13.7	55.7: 44.3	1,144,616	9.6	16.2	48.2: 51.8	229,774	2.7	6.8	37.5: 62.5
Seattle	19,815,294	7.0	8.6	52.2: 47.8	948,180	8.0	-0.2	42.2: 57.8	120,240	1.4	-17.4	15.2: 84.8
Everett	25,641	<0.1	-64.3	67.3: 32.7	48	<0.1	-73.3	100.0: 0.0	8,900	0.1	279.7	11.2: 88.8
Anacortes	399,057	0.1	8.0	100.0: 0.0	-		-		-		-100.0	
Bellingham	1,240	<0.1	-97.3	0.0:100.0	-		-		1,240	<0.1	-	0.0:100.0
AREA TOTAL	**48,287,502**	**17.0%**	**11.1%**	**54.6: 45.4**	**2,092,860**	**17.6%**	**8.2%**	**45.4 54.6**	**448,680**	**5.4%**	**-3.6%**	**25.9: 74.1**
COAST TOTAL	**283,252,418**	**100.0%**	**7.7%**	**40.1: 59.9**	**11,922,794**	**100.0%**	**10.2%**	**32.6 67.4**	**8,366,373**	**100.0%**	**-8.4%**	**15.8: 84.2**

Revenue Tonnage Loaded and Discharged by Port, CONTINUED

Total tonnage reported for the port.

Chg from 2002 shows the percent 2003 tonnage changed from 2002 tonnage.

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

% Loaded: % Discharged shows the ratio of the percentage of total tons or TEUs loaded in the port to the corresponding percentage of tons or TEUs discharged. 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 2002	% Loaded: % Discharged	Total	% of Coast	Chg from 2002	% Loaded: % Discharged	Total	% of Coast	Chg from 2002	% Loaded: % Discharged	
SOUTHERN CALIFORNIA													
San Diego	91,327	4.7%	2.6%	0.0:100.0	2,395,525	11.7%	-9.5%	1.0: 99.0	869,030	1.7%	-16.0%	15.7: 84.3	
Long Beach	229,683	11.9	15.6	0.0:100.0	3,171,592	15.5	-7.3	1.0: 99.0	7,269,307	14.6	0.3	74.4: 25.6	
Los Angeles	-		-		3,923,374	19.2	19.6	19.7: 80.3	4,702,060	9.4	-16.4	85.3: 14.7	
Port Hueneme	56	<0.1	-52.1	0.0:100.0	2,337,508	11.5	-9.2	1.1: 98.9	101,579	0.2	34.5	0.0:100.0	
AREA TOTAL	**321,066**	**16.6%**	**11.6%**	**0.0:100.0**	**11,827,999**	**58.0%**	**-0.8%**	**7.2: 92.8**	**12,941,976**	**26.0%**	**-7.5%**	**73.8: 26.2**	
NORTHERN CALIFORNIA													
San Francisco	9,242	0.5%	101.7%	0.0:100.0	-		-100.0%		418,485	0.8%	-45.8%	0.0:100.0	
Redwood City	-		-		-		-		788,144	1.6	125.7	4.7: 95.3	
Oakland	-		-100.0		862,431	4.2%	16.8	75.0: 25.0	-		-		
Richmond	-		-		-		-		-		-		
Crockett	-		-		-		-		728,831	1.5	-4.9	0.0:100.0	
Pittsburg	-		-		-		-		237,230	0.5	-29.2	100.0: 0.0	
Stockton	-		-		-		-		1,279,410	2.6	-19.5	26.3: 73.7	
Sacramento	36,783	1.9	-37.6	0.0:100.0	-		-		278,361	0.6	-20.9	58.8: 41.2	
Benicia	-		-		734,092	3.6	2.9	0.3: 99.7	129,033	0.3	9.4	100.0: 0.0	
Eureka	174,297	9.0	39.5	0.0:100.0	-		-		8,446	<0.1	-86.5	0.0:100.0	
AREA TOTAL	**220,322**	**11.4%**	**16.2%**	**0.0:100.0**	**1,596,523**	**7.8%**	**10.0%**	**40.7: 59.3**	**3,867,940**	**7.8%**	**-11.0%**	**23.4: 76.6**	
PACIFIC NORTHWEST: Oregon													
Coos Bay, North Bend	116,655	6.0%	-1.9%	67.1: 32.9	1,602	<0.1%	-	100.0: 0.0	1,553,255	3.1%	-11.4%	100.0 0.0	
Portland/St. Helens	32,585	1.7	-56.0	10.2: 89.8	4,099,823	20.1	-7.2	1.3: 98.7	10,532,545	21.1	17.1	99.4: 0.6	
Vancouver, WA	48,431	2.5	183.3	0.0:100.0	469,588	2.3	-23.2	0.0:100.0	3,179,551	6.4	-18.8	98.4: 1.6	
Kalama, WA	-		-		-		-		6,952,826	13.9	21.0	100.0: 0.0	
Longview, WA	655,794	33.9	10.0	99.8: 0.2	683	<0.1	-	100.0: 0.0	1,519,181	3.0	5.0	96.9: 3.1	
AREA TOTAL	**853,465**	**44.2%**	**5.1%**	**86.3: 13.7**	**4,571,696**	**22.4%**	**-9.1%**	**1.3: 98.7**	**23,737,358**	**47.6%**	**8.6%**	**99.3: 0.7**	
PACIFIC NORTHWEST: Washington													
Aberdeen	243,635	12.6%	-18.5%	61.0: 39.0	-		-		25,409	0.1%	-	100.0: 0.0	
Port Angeles	3,312	0.2	-66.4	0.0:100.0	-		-		15,123	<0.1	-42.1%	0.0:100.0	
Olympia	78,815	4.1	54.8	80.3: 19.7	-		-		-		-		
Tacoma	184,753	9.6	-23.3	62.0: 38.0	2,320,213	11.4%	-10.6%	19.8: 80.2	5,397,966	10.8	20.8	98.7: 1.3	
Seattle	3,314	0.2	20.3	100.0: 0.0	85,680	0.4	-9.4	43.6: 56.4	3,487,000	7.0	88.7	100.0: 0.0	
Everett	15,925	0.8	-49.7	96.9: 3.1	-		-		-		-100.0		
Anacortes	7,395	0.4	-52.5	100.0: 0.0	-		-		391,662	0.8	12.2	100.0: 0.0	
Bellingham	-		-		-		-		-		-100.0		
AREA TOTAL	**537,149**	**27.8%**	**-17.4%**	**65.7: 34.3**	**2,405,893**	**11.8%**	**-10.6%**	**20.7: 79.3**	**9,317,160**	**18.7%**	**37.6%**	**99.1: 0.9**	
COAST TOTAL	**1,932,002**	**100.0%**	**-0.4%**	**56.4: 43.6**	**20,402,111**	**100.0%**	**-3.3%**	**10.1: 89.9**	**49,864,434**	**100.0%**	**6.2%**	**86.8: 13.2**	

Container Box Counts

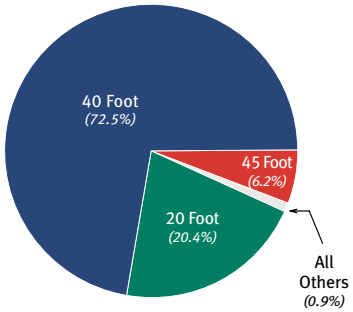
In January 2000, PMA began collecting container counts by box length. Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48 and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing cargo exempt from assessments, auto-bearing containers and transshipped containers.

All Box Lengths is the total of all containers reported including 24, 35, 48 and 53 foot containers, which are not shown in the columns to the left.

2003

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				
	Discharge	Load	Total	Discharge	Load	Total	Discharge	Load	Total	Discharge	Load	Total	% of Port	TEUs
Long Beach														
Cargo Bearing	275,338	114,963	390,301	979,296	308,675	1,287,971	62,122	15,013	77,135	1,316,756	438,651	1,755,407	71.6%	3,139,797
Empty	1,659	129,393	131,052	8,960	509,848	518,808	325	42,085	42,410	13,180	681,438	694,618	28.4%	1,270,119
TOTAL	**276,997**	**244,356**	**521,353**	**988,256**	**818,523**	**1,806,779**	**62,447**	**57,098**	**119,545**	**1,329,936**	**1,120,089**	**2,450,025**	**100.0%**	**4,409,916**
Los Angeles														
Cargo Bearing	429,596	180,967	610,563	1,550,046	535,127	2,085,173	153,705	39,472	193,177	2,140,464	764,710	2,905,174	70.0%	5,240,127
Empty	7,439	196,958	204,397	59,467	862,962	922,429	8,561	95,795	104,356	85,613	1,160,314	1,245,927	30.0%	2,312,806
TOTAL	**437,035**	**377,925**	**814,960**	**1,609,513**	**1,398,089**	**3,007,602**	**162,266**	**135,267**	**297,533**	**2,226,077**	**1,925,024**	**4,151,101**	**100.0%**	**7,552,934**
Oakland														
Cargo Bearing	96,213	83,278	179,491	226,554	321,671	548,225	11,207	14,753	25,960	335,749	428,101	763,850	73.6%	1,346,565
Empty	8,900	41,209	50,109	86,561	107,385	193,946	4,656	19,332	23,988	106,577	168,102	274,679	26.4%	500,142
TOTAL	**105,113**	**124,487**	**229,600**	**313,115**	**429,056**	**742,171**	**15,863**	**34,085**	**49,948**	**442,326**	**596,203**	**1,038,529**	**100.0%**	**1,846,707**
Portland														
Cargo Bearing	9,707	16,080	25,787	26,237	66,412	92,649	992	1,657	2,649	36,936	84,149	121,085	63.9%	217,045
Empty	1,315	14,211	15,526	3,909	42,643	46,552	1	6,301	6,302	5,225	63,155	68,380	36.1%	122,810
TOTAL	**11,022**	**30,291**	**41,313**	**30,146**	**109,055**	**139,201**	**993**	**7,958**	**8,951**	**42,161**	**147,304**	**189,465**	**100.0%**	**339,855**
Tacoma														
Cargo Bearing	82,164	45,945	128,109	235,544	235,469	471,013	24,124	19,602	43,726	341,832	301,020	642,852	73.9%	1,168,529
Empty	771	39,857	40,628	48,413	111,497	159,910	8,762	17,800	26,562	57,946	169,157	227,103	26.1%	420,220
TOTAL	**82,935**	**85,802**	**168,737**	**283,957**	**346,966**	**630,923**	**32,886**	**37,402**	**70,288**	**399,778**	**470,177**	**869,955**	**100.0%**	**1,588,749**
Seattle														
Cargo Bearing	72,882	49,995	122,877	212,086	165,234	377,320	22,688	4,179	26,867	312,017	232,643	544,660	74.8%	962,412
Empty	1,866	26,348	28,214	37,618	88,880	126,498	376	15,774	16,150	51,527	132,247	183,774	25.2%	334,514
TOTAL	**74,748**	**76,343**	**151,091**	**249,704**	**254,114**	**503,818**	**23,064**	**19,953**	**43,017**	**363,544**	**364,890**	**728,434**	**100.0%**	**1,296,926**
All Others														
Cargo Bearing	7,029	4,684	11,713	29,425	9,221	38,646	69	79	148	36,523	13,990	50,513	67.5%	89,354
Empty	345	1,175	1,520	861	21,957	22,818	0	0	0	1,206	23,132	24,338	32.5%	47,156
TOTAL	**7,374**	**5,859**	**13,233**	**30,286**	**31,178**	**61,464**	**69**	**79**	**148**	**37,729**	**37,122**	**74,851**	**100.0%**	**136,510**
COAST TOTALS														
Cargo Bearing	972,929	495,912	1,468,841	3,259,188	1,641,809	4,900,997	274,907	94,755	369,662	4,520,277	2,263,264	6,783,541	71.4%	12,163,829
Empty	22,295	449,151	471,446	245,789	1,745,172	1,990,961	22,681	197,087	219,768	321,274	2,397,545	2,718,819	28.6%	5,007,767
TOTAL	**995,224**	**945,063**	**1,940,287**	**3,504,977**	**3,386,981**	**6,891,958**	**297,588**	**291,842**	**589,430**	**4,841,551**	**4,660,809**	**9,502,360**	**100.0%**	**17,171,596**
% of Total	**10.5%**	**9.9%**	**20.4%**	**36.9%**	**35.6%**	**72.5%**	**3.1%**	**3.1%**	**6.2%**	**51.0%**	**49.0%**	**100.0%**	—	—

2003 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

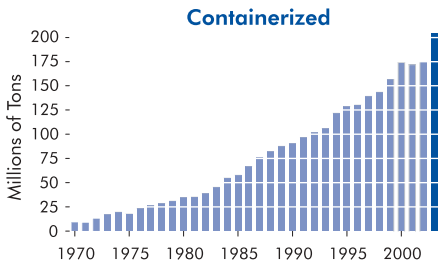
2003	Cell to Cell	Cell-Dock-Cell
Long Beach	213	11,810
Los Angeles	848	33,098
Port Hueneme	13	-
San Diego	-	6
San Francisco	9	1,174
Oakland	207	80,386
Portland	93	3,880
Tacoma	144	9,242
Seattle	109	10,386
Coast Total	1,636	149,982

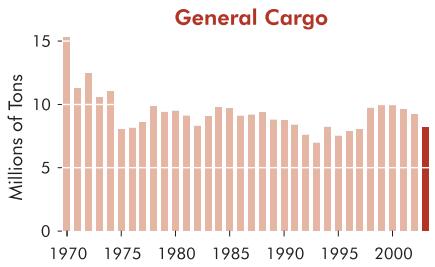
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell to cell and cell-dock-cell lifts. A cell to cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs when a container is moved off a vessel, placed on the dock so that other cargo may be moved, and then the container is restowed onto the vessel. A cell to cell move counts as one lift, and a cell-dock-cell move as two lifts. About one overstow/rehandle lift has been reported for every 100 containers reported.

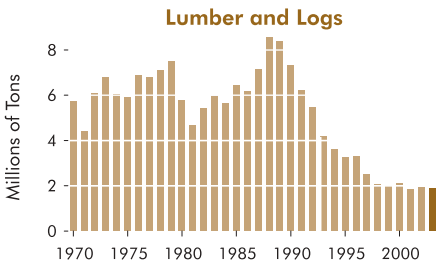
West Coast Waterborne Revenue Tonnage

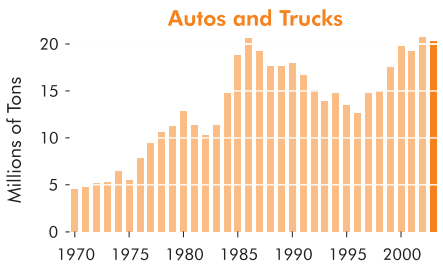
Waterborne revenue tonnage moving through California, Oregon and Washington ports since 1971 is shown below. Beginning in 1984, containerized cargo was no longer reported as revenue tonnage, but was reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. The percent that each tonnage sector represents of the total for each year is shown in the column to the right of the revenue tonnage.

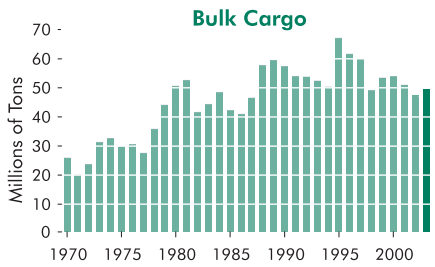
Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
1971	8,237,217	17.0%	11,282,218	23.3%	4,390,446	9.1%	4,805,033	9.9%	19,762,760	40.8%	48,477,674
1972	12,427,891	20.8	12,432,221	20.8	6,103,609	10.2	5,233,750	8.8	23,435,590	39.3	59,633,061
1973	17,286,133	24.4	10,542,056	14.9	6,771,119	9.5	5,302,086	7.5	31,053,499	43.8	70,954,893
1974	19,645,497	26.0	11,022,499	14.6	6,045,637	8.0	6,502,908	8.6	32,320,845	42.8	75,537,386
1975	17,826,596	26.6	8,033,396	12.0	5,901,839	8.8	5,561,014	8.3	29,645,689	44.3	66,968,534
1976	23,221,682	30.4	8,134,498	10.7	6,877,271	9.0	7,828,243	10.3	30,228,242	39.6	76,289,936
1977	26,414,368	33.6	8,563,580	10.9	6,805,138	8.7	9,457,329	12.0	27,330,016	34.8	78,570,431
1978	28,819,244	31.3	9,844,671	10.7	7,116,000	7.7	10,571,245	11.5	35,622,335	38.7	91,973,495
1979	31,004,124	30.1	9,402,025	9.1	7,512,088	7.3	11,243,783	10.9	43,973,689	42.6	103,135,709
1980	34,961,122	30.8	9,485,736	8.3	5,778,206	5.1	12,889,020	11.3	50,568,290	44.5	113,682,374
1981	35,285,833	31.2	9,101,434	8.1	4,663,983	4.1	11,361,442	10.1	52,547,465	46.5	112,960,157
1982	38,698,403	37.1	8,297,299	8.0	5,428,609	5.2	10,298,415	9.9	41,483,760	39.8	104,206,486
1983	45,429,483	39.2	9,047,558	7.8	5,981,043	5.2	11,317,759	9.8	44,204,444	38.1	115,980,287
1984	54,865,052	41.2	9,756,682	7.3	5,636,415	4.2	14,731,180	11.1	48,293,596	36.2	133,282,925
1985	57,766,646	42.8	9,674,183	7.2	6,438,557	4.8	18,849,314	14.0	42,106,859	31.2	134,835,559
1986	66,718,404	46.5	9,094,687	6.3	6,178,052	4.3	20,642,032	14.4	40,777,087	28.4	143,410,262
1987	75,658,551	48.0	9,185,331	5.8	7,153,443	4.5	19,209,803	12.2	46,483,967	29.5	157,691,095
1988	82,177,507	46.9	9,348,783	5.3	8,568,982	4.9	17,657,367	10.1	57,635,530	32.9	175,388,169
1989	87,685,303	48.2	8,783,588	4.8	8,370,546	4.6	17,591,459	9.7	59,506,199	32.7	181,937,095
1990	90,273,077	49.7	8,725,931	4.8	7,328,202	4.0	17,981,501	9.9	57,355,691	31.6	181,664,402
1991	96,273,125	53.1	8,384,586	4.6	6,225,273	3.4	16,692,545	9.2	53,881,933	29.7	181,457,462
1992	101,978,206	55.5	7,591,757	4.1	5,489,640	3.0	15,063,006	8.2	53,699,428	29.2	183,822,037
1993	106,219,196	57.9	6,954,623	3.8	4,167,694	2.3	13,915,249	7.6	52,344,375	28.5	183,601,137
1994	121,870,484	61.3	8,216,857	4.1	3,609,270	1.8	14,770,607	7.4	50,305,273	25.3	198,772,491
1995	128,775,816	58.5	7,510,216	3.4	3,251,827	1.5	13,530,428	6.1	67,172,576	30.5	220,240,863
1996	130,286,300	60.4	7,879,062	3.7	3,304,565	1.5	12,611,072	5.8	61,600,326	28.6	215,681,325
1997	139,362,736	62.0	8,032,536	3.6	2,523,657	1.1	14,761,793	6.6	59,934,309	26.7	224,615,031
1998	143,548,068	65.4	9,719,501	4.4	2,071,769	0.9	14,944,308	6.8	49,101,074	22.4	219,384,720
1999	156,545,401	65.3	10,010,412	4.2	2,005,755	0.8	17,570,694	7.3	53,456,900	22.3	239,589,162
2000	174,037,823	67.0	9,953,279	3.8	2,116,780	0.8	19,720,596	7.6	53,874,796	20.7	259,703,274
2001	171,727,013	67.8	9,596,293	3.8	1,851,419	0.7	19,288,262	7.6	50,914,801	20.1	253,377,788
2002	183,991,918	69.9	9,136,577	3.5	1,941,063	0.7	21,095,589	8.0	46,955,465	17.8	263,120,612
2003	**202,687,498**	**71.6%**	**8,366,373**	**3.0%**	**1,932,002**	**0.7%**	**20,402,111**	**7.2%**	**49,864,434**	**17.6%**	**283,252,418**

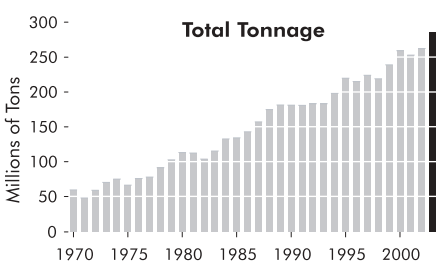












Coast Revenue Tonnage Market Share

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 89.3 percent of the total coast tonnage in 2003 and 99.6 percent of the containerized cargo.

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

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 1999.

	2003		2002		2001		2000		1999	
	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	3,138,821	26.3%	3,265,213	30.2%	3,338,632	33.1%	3,438,433	33.6%	3,224,722	35.0%
General Cargo	1,562,824	18.7%	1,433,486	15.7%	1,906,338	19.9%	1,741,811	17.5%	1,702,461	17.0%
Lumber & Logs	229,683	11.9%	198,647	10.2%	187,719	10.1%	170,222	8.0%	129,633	6.5%
Autos & Trucks	3,171,592	15.5%	3,422,961	16.2%	3,140,650	16.3%	3,219,578	16.3%	2,984,514	17.0%
Bulk Cargo	7,269,307	14.6%	7,251,011	15.4%	6,347,283	12.5%	6,803,155	12.6%	6,209,675	11.6%
Port Total	**65,593,363**	**23.2%**	**67,814,726**	**25.8%**	**68,338,734**	**27.0%**	**70,388,127**	**27.1%**	**65,846,557**	**27.5%**
LOS ANGELES										
Container TEUs	5,118,270	42.9%	4,239,230	39.2%	3,643,162	36.1%	3,395,078	33.2%	2,694,626	29.3%
General Cargo	2,798,087	33.4%	3,443,311	37.7%	3,046,750	31.7%	3,616,824	36.3%	3,545,426	35.4%
Lumber & Logs	-	0.0%	-	0.0%	-	0.0%	-	0.0%	4,140	0.2%
Autos & Trucks	3,923,374	19.2%	3,281,326	15.6%	2,585,306	13.4%	2,889,854	14.7%	3,111,451	17.7%
Bulk Cargo	4,702,060	9.4%	5,624,351	12.0%	6,454,034	12.7%	6,748,296	12.5%	6,640,284	12.4%
Port Total	**98,434,111**	**34.8%**	**84,415,898**	**32.1%**	**74,019,844**	**29.2%**	**70,971,300**	**27.3%**	**59,109,943**	**24.7%**
OAKLAND										
Container TEUs	1,269,065	10.6%	1,152,619	10.6%	1,125,471	11.1%	1,188,134	11.6%	1,130,862	12.3%
General Cargo	38,395	0.5%	97,242	1.1%	500,548	5.2%	294,589	3.0%	310,604	3.1%
Lumber & Logs	-	0.0%	-	0.0%	1,283	0.1%	15	0.0%	-	0.0%
Autos & Trucks	862,431	4.2%	738,609	3.5%	778,691	4.0%	952,443	4.8%	768,711	4.4%
Bulk Cargo	-	0.0%	-	0.0%	66,306	0.1%	-	0.0%	65,644	0.1%
Port Total	**22,474,931**	**7.9%**	**20,430,374**	**7.8%**	**20,479,835**	**8.1%**	**21,445,325**	**8.3%**	**20,369,613**	**8.5%**
PORTLAND										
Container TEUs	217,079	1.8%	188,027	1.7%	210,707	2.1%	216,213	2.1%	219,294	2.4%
General Cargo	642,693	7.7%	777,088	8.5%	779,342	8.1%	633,694	6.4%	796,744	8.0%
Lumber & Logs	31,140	1.6%	65,706	3.4%	52,099	2.8%	31,146	1.5%	33,126	1.7%
Autos & Trucks	4,099,823	20.1%	4,418,520	20.9%	3,834,877	19.9%	3,658,980	18.6%	3,316,992	18.9%
Bulk Cargo	10,532,545	21.1%	8,993,185	19.2%	9,890,487	19.4%	11,311,424	21.0%	11,099,680	20.8%
Port Total	**18,996,544**	**6.7%**	**17,450,958**	**6.6%**	**18,138,824**	**7.2%**	**19,310,865**	**7.4%**	**18,974,540**	**7.9%**
TACOMA										
Container TEUs	1,144,616	9.6%	984,691	9.1%	869,347	8.6%	902,410	8.8%	841,114	9.1%
General Cargo	229,774	2.7%	215,120	2.4%	197,341	2.1%	181,001	1.8%	249,248	2.5%
Lumber & Logs	184,753	9.6%	240,780	12.4%	259,388	14.0%	355,116	16.8%	332,314	16.6%
Autos & Trucks	2,320,213	11.4%	2,596,336	12.3%	2,355,211	12.2%	2,097,418	10.6%	1,829,786	10.4%
Bulk Cargo	5,397,966	10.8%	4,469,982	9.5%	5,470,830	10.7%	6,211,192	11.5%	6,627,203	12.4%
Port Total	**27,591,178**	**9.7%**	**24,261,965**	**9.2%**	**23,061,669**	**9.1%**	**24,185,697**	**9.3%**	**23,337,489**	**9.7%**
SEATTLE										
Container TEUs	948,180	8.0%	949,859	8.8%	877,441	8.7%	1,043,481	10.2%	1,055,283	11.5%
General Cargo	120,240	1.4%	145,518	1.6%	175,323	1.8%	244,479	2.5%	255,367	2.6%
Lumber & Logs	3,314	0.2%	2,754	0.1%	4,384	0.2%	4,711	0.2%	20,518	1.0%
Autos & Trucks	85,680	0.4%	94,546	0.4%	461,399	2.4%	711,373	3.6%	709,830	4.0%
Bulk Cargo	3,487,000	7.0%	1,848,218	3.9%	2,982,183	5.9%	2,251,807	4.2%	2,099,443	3.9%
Port Total	**19,815,294**	**7.0%**	**18,238,639**	**6.9%**	**18,539,786**	**7.3%**	**20,951,547**	**8.1%**	**21,024,969**	**8.8%**
ALL OTHER PORTS										
Container TEUs	86,763	0.7%	43,415	0.4%	36,829	0.4%	53,770	0.5%	42,652	0.5%
General Cargo	2,974,360	35.6%	3,024,812	33.1%	2,990,651	31.2%	3,240,881	32.6%	3,150,562	31.5%
Lumber & Logs	1,483,112	76.8%	1,433,176	73.8%	1,346,546	72.7%	1,555,570	73.5%	1,486,024	74.1%
Autos & Trucks	5,938,998	29.1%	6,543,291	31.0%	6,132,128	31.8%	6,190,950	31.4%	4,849,410	27.6%
Bulk Cargo	18,475,556	37.1%	18,768,718	40.0%	19,703,678	38.7%	20,548,922	38.1%	20,714,971	38.8%
Port Total	**30,346,997**	**10.7%**	**30,508,052**	**11.6%**	**30,799,096**	**12.2%**	**32,450,413**	**12.5%**	**30,926,051**	**12.9%**
COAST TOTALS										
Container TEUs	11,922,794		10,823,054		10,101,589		10,237,519		9,208,553	
General Cargo	8,366,373		9,136,577		9,596,293		9,953,279		10,010,412	
Lumber & Logs	1,932,002		1,941,063		1,851,419		2,116,780		2,005,755	
Autos & Trucks	20,402,111		21,095,589		19,288,262		19,720,596		17,570,694	
Bulk Cargo	49,864,434		46,955,465		50,914,801		53,874,796		53,456,900	
Coast Total	**283,252,418**		**263,120,612**		**253,377,788**		**259,703,274**		**239,589,162**	

Average Annual Earnings

The table below shows the average annual earnings of Class "A" longshore and clerk registrants and of walking bosses/foremen. The data include hours paid, holiday pay, vacation pay, pay for travel hours, and taxable travel-related meals, fares and lodging. The earnings data do NOT include Pay Guarantee Plan (PGP) payments; taxable mileage; and nontaxable travel-related meals, fares and lodging. Data for Class "B" registrants are NOT included.

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

The **% of Registrants** column shows the percent of the total number of registrants 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.

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

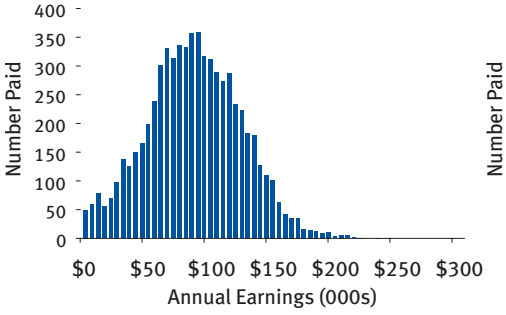
The **Average Earnings** column shows the average earnings for those registrants who were paid hours equal to or greater than the number of hours under the hours heading.

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

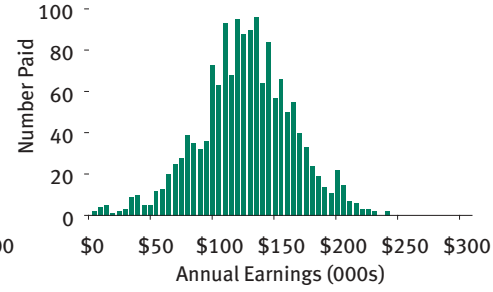
	1 or More Hours			1600 or More Hours		2000 or More Hours		2400 or More Hours		2800 or More Hours		
Year	Number Paid	Average Hours	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Earnings	% of Registrants	Average Hours	Average Earnings
CLASS "A" LONGSHORE REGISTRANTS												
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
2001	6,463	2,006	82,895	71.7	98,585	53.8	106,883	31.8	118,613	13.8	3,208	135,379
2002	6,628	1,973	83,116	70.4	99,662	53.0	107,781	30.3	119,825	13.0	3,165	135,548
2003	**6,676**	**2,066**	**$89,484**	**72.3%**	**$106,520**	**55.2%**	**$115,591**	**36.2%**	**$127,084**	**19.1%**	**3,196**	**$141,058**
CLASS "A" CLERKS												
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
2001	1,583	2,662	118,844	91.7	124,563	83.3	128,421	67.5	135,258	44.0	3,302	147,046
2002	1,568	2,633	119,404	90.1	126,593	80.9	131,131	65.9	138,209	44.0	3,308	149,351
2003	**1,529**	**2,719**	**$124,519**	**90.4%**	**$131,860**	**82.1%**	**$136,340**	**68.0%**	**$143,343**	**50.2%**	**3,356**	**$152,586**
WALKING BOSSES/FOREMEN												
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
2001	616	3,130	157,352	93.8	163,609	89.6	166,508	80.4	171,928	66.1	3,638	179,754
2002	591	3,088	158,507	92.6	166,296	86.5	170,975	76.1	177,447	64.5	3,671	184,565
2003	**556**	**3,317**	**$182,965**	**93.5%**	**$191,454**	**89.7%**	**$194,843**	**83.3%**	**$199,894**	**69.1%**	**3,871**	**$210,609**

NUMBER OF REGISTRANTS PAID BY 2003 ANNUAL EARNINGS *(grouped in $5,000 increments)*

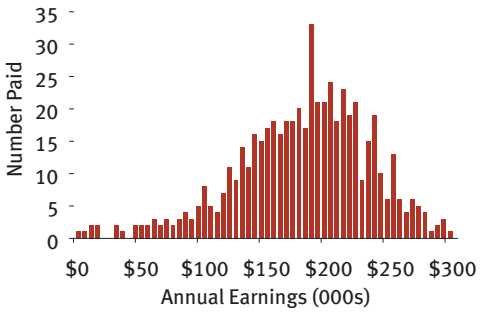
Class "A" Longshore Registrants



Class "A" Clerks



Walking Bosses/Foremen*



* Eight walking/bosses/foremen made over $300,000 in 2003.

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.

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

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

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

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

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

Average Total Income shows pay for hours paid; vacation pay; holiday pay; PGP; and taxable and non taxable travel-related meals, fares, lodging, and mileage for all Class "A" and Class "B" registrants combined.

Local	No. Registered	NUMBER WORKING		Average Hours Paid	AVERAGE DAYS OF:			PERCENT OF EARNINGS FROM:				Average Total Income
		Total Local	Class "B" Only		Vacation Paid	Paid Holidays	PGP Paid	Hours Paid	Vacation Pay	Paid Holidays	PGP Payments	
	#	#	#	Hours	Days	Days	Days	%	%	%	%	$
Longshore Registrants												
Southern California												
13 LA/LB	5,217	4,199	221	2,170	13.1	11.8		93.6	3.5	2.8		$94,930
29 San Diego	90	70	22	2,166	15.7	11.9		91.4	4.4	2.9		91,179
46 Port Hueneme	83	66	4	2,261	17.3	11.9	0.1	91.1	4.7	2.8		95,725
Total	**5,390**	**4,335**	**247**	**2,171**	**13.2**	**11.8**		**93.5**	**3.5**	**2.8**		**$94,882**
Northern California												
10 SF Bay Area	1,144	1,024	217	1,758	11.1	9.2	0.3	92.3	3.8	2.8	0.1	$72,216
14 Eureka	16	16	-	1,650	24.4	12.9	41.1	63.6	7.6	3.5	10.5	82,829
18 Sacramento	26	26	3	1,913	14.9	12.1	22.9	85.0	4.6	3.3	5.9	82,491
54 Stockton	63	51	12	1,734	14.1	12.2	12.8	84.6	4.7	3.6	3.5	75,269
Total	**1,249**	**1,117**	**232**	**1,759**	**11.6**	**9.5**	**2.0**	**91.3**	**4.0**	**2.8**	**0.6**	**$72,746**
Pacific Northwest: Oregon												
04 Vancouver, WA	146	138	28	1,714	15.2	12.1	4.8	84.8	5.3	3.8	1.4	$70,624
08 Portland	427	368	28	1,888	16.2	11.8	0.4	89.7	5.1	3.3	0.1	79,334
12 North Bend	67	64	-	1,266	17.2	11.4	44.4	58.9	6.3	3.8	14.2	66,333
21 Longview, WA	189	157	8	1,984	15.9	12.2	3.0	86.7	4.8	3.4	0.8	80,674
50 Astoria	22	20	-	1,166	17.0	7.4	64.0	49.1	5.5	2.4	19.6	69,267
53 Newport	10	10	-	948	8.0	9.6	107.2	36.2	2.7	3.2	33.7	64,852
Total	**861**	**757**	**64**	**1,792**	**15.9**	**11.7**	**8.6**	**84.4**	**5.1**	**3.4**	**2.4**	**$76,467**
Pacific Northwest: Washington												
07 Bellingham	24	24	-	1,013	21.3	8.3	97.3	40.7	6.8	2.6	29.4	$70,266
19 Seattle	576	490	44	1,882	16.6	11.8	0.1	90.8	5.1	3.2		82,986
23 Tacoma	568	504	119	2,168	16.9	12.0		92.4	4.5	2.8		95,360
24 Aberdeen	46	46	1	1,546	26.0	11.6	33.2	66.6	8.2	3.4	9.1	77,212
25 Anacortes	10	10	-	1,156	25.5	12.9	45.8	67.5	9.4	4.4	14.7	65,888
27 Port Angeles	43	42	-	885	28.6	5.6	137.3	34.3	8.5	1.7	38.8	75,118
32 Everett	26	26	-	995	26.0	6.1	55.6	60.9	11.7	2.5	21.9	53,816
47 Olympia	24	24	-	1,190	22.9	6.1	83.2	61.8	8.1	2.0	26.0	67,989
51 Port Gamble	10	8	-	557	25.6	2.6	191.4	24.1	8.4	0.9	59.7	68,048
Total	**1,327**	**1,174**	**164**	**1,889**	**18.1**	**11.3**	**12.9**	**86.7**	**5.2**	**2.9**	**3.2**	**$86,330**
Longshore Total	**8,827**	**7,383**	**707**	**2,025**	**14.0**	**11.4**	**3.2**	**91.4**	**4.0**	**2.9**	**0.8**	**$88,285**
Clerks												
29 San Diego	4	4	-	*	31.0	12.3	*	89.6	7.0	2.3		*
46 Port Hueneme	15	15	-	3,025	29.1	12.9		91.3	5.8	2.2		$128,579
63 LA/LB	1,045	1,036	-	2,780	22.3	12.5		93.3	4.5	2.2		128,351
14 Eureka	1	1	-	*	30.0	13.0	*	66.7	10.8	3.9		*
34 SF Bay Area	219	212	2	2,446	24.6	12.5	0.1	90.8	5.9	2.6		108,379
40 Portland	77	75	-	2,588	24.4	12.8		89.4	5.5	2.5		116,319
23 Tacoma	71	70	-	2,902	29.2	12.8		92.2	5.6	2.1		133,925
52 Seattle	120	118	-	2,617	27.7	12.7		90.0	5.9	2.3		123,114
Clerk Total	**1,552**	**1,531**	**2**	**2,718**	**23.5**	**12.5**		**92.5**	**4.9**	**2.2**		**$124,788**
Foremen												
29 San Diego	5	5	-	2,274	30.5	12.0		89.7	7.4	2.9		$128,783
46 Port Hueneme	5	5	-	3,452	32.5	13.0		92.1	5.6	2.3		180,819
94 LA/LB	345	342	-	3,646	28.3	12.7		93.6	4.4	2.0		200,439
91 SF Bay Area	69	68	-	2,837	28.6	13.0	1.5	91.2	5.6	2.5	0.3	157,452
92 Portland	48	48	-	2,490	30.4	12.9	4.3	88.5	6.7	2.8	0.9	138,257
98 Seattle	89	88	-	2,915	28.5	12.8	1.3	90.6	5.2	2.3	0.2	166,721
Foremen Total	**561**	**556**	**-**	**3,317**	**28.6**	**12.8**	**0.8**	**92.5**	**4.8**	**2.2**	**0.1**	**$183,656**

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

Registered Work Force by Local, CONTINUED

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

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

PERCENT OF WORKING REGISTRANTS BY HOURS PAID shows the percentage of those working registrants 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 REGISTRANTS BY AGE GROUP										PERCENT OF WORKING REGISTRANTS BY HOURS PAID							
Local	Average Age	Under 30	30-34	35-39	40-44	45-49	50-54	55-61	62-64	65-70½	Over 70½	400 or More	800 or More	1200 or More	1600 or More	2000 or More	2400 or More	2800 or More	3200 or More
	Years	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
13	45.1	7.1	10.6	15.6	17.8	16.1	12.6	12.0	3.4	3.5	1.3	97.4	93.9	87.4	76.5	60.2	40.8	22.8	8.9
29	52.0	1.4	5.7	10.0	18.6	10.0	10.0	18.6	10.0	12.9	2.9	98.6	94.3	91.4	82.9	64.3	38.6	21.4	4.3
46	49.2	1.5	1.5	9.1	21.2	24.2	19.7	12.1	4.5	4.5	1.5	97.0	90.9	84.8	81.8	69.7	54.5	30.3	10.6
	45.3	**7.0**	**10.4**	**15.4**	**17.9**	**16.1**	**12.6**	**12.1**	**3.5**	**3.7**	**1.4**	**97.4**	**93.8**	**87.4**	**76.7**	**60.4**	**41.0**	**22.9**	**8.9**
10	45.2	6.9	11.9	17.3	18.0	12.6	8.9	14.2	4.7	3.9	1.7	94.0	87.8	74.5	57.1	38.8	24.0	12.0	2.4
14	54.6		6.3	6.3	12.5			56.3	12.5	6.3		100.0	87.5	75.0	37.5	18.8	18.8	12.5	6.3
18	49.6		3.8	11.5	23.1	23.1	3.8	15.4	11.5	3.8	3.8	100.0	92.3	88.5	69.2	42.3	30.8	7.7	
54	48.9		3.9	13.7	13.7	23.5	19.6	15.7	5.9	2.0	2.0	100.0	98.0	72.5	54.9	33.3	15.7	7.8	
	45.6	**6.4**	**11.3**	**16.8**	**17.8**	**13.2**	**9.1**	**14.9**	**5.0**	**3.8**	**1.7**	**94.5**	**88.4**	**74.8**	**57.0**	**38.3**	**23.7**	**11.7**	**2.3**
04	44.0	8.0	15.9	15.2	17.4	6.5	13.0	23.2	0.7			97.8	93.5	81.2	60.1	34.1	10.9	1.4	
08	47.4	3.0	4.9	9.5	19.0	22.8	17.4	20.4	1.1	1.9		96.7	92.4	85.1	69.3	45.7	26.6	6.5	1.1
12	51.5			7.8	10.9	18.8	23.4	35.9	3.1			95.3	78.1	46.9	21.9	14.1	9.4	3.1	1.6
21	46.5	1.9	10.8	11.5	14.6	22.3	21.7	14.0	2.5	0.6		96.2	94.9	89.8	74.5	52.9	24.2	9.6	2.5
50	55.0					10.0	35.0	50.0	5.0			95.0	70.0	50.0	20.0	10.0	5.0		
53	49.0		10.0		20.0	20.0	20.0	30.0				100.0	50.0	20.0	10.0				
	47.2	**3.3**	**7.7**	**10.4**	**16.6**	**19.0**	**18.5**	**21.8**	**1.6**	**1.1**		**96.7**	**90.8**	**80.3**	**62.6**	**40.8**	**20.9**	**5.7**	**1.2**
07	50.5	4.2	4.2		12.5	20.8	25.0	25.0	4.2	4.2		87.5	58.3	41.7	12.5	8.3			
19	49.0	2.0	6.1	8.0	18.8	20.2	13.3	22.9	4.5	3.1	1.2	97.6	92.7	85.5	68.2	45.1	22.0	7.8	1.8
23	45.0	5.2	9.3	15.5	21.8	17.5	12.7	12.7	2.6	1.8	1.0	97.6	95.8	90.1	79.2	62.1	39.1	19.6	7.5
24	51.6	2.2	6.5		4.3	15.2	30.4	39.1	2.2			91.3	73.9	63.0	47.8	30.4	21.7	8.7	
25	58.1					20.0	10.0	40.0	20.0		10.0	100.0	80.0	30.0	20.0	10.0			
27	53.8				4.8	14.3	38.1	33.3	7.1	2.4		54.8	35.7	28.6	21.4	14.3	9.5	9.5	
32	57.5		3.8	3.8		3.8	7.7	65.4	3.8	3.8	7.7	88.5	57.7	34.6	11.5	7.7	3.8	3.8	
47	49.3			12.5	20.8	20.8	12.5	29.2	4.2			100.0	58.3	29.2	25.0	16.7	8.3		
51	49.6		12.5			37.5	12.5	37.5				25.0	25.0	12.5	12.5	12.5	12.5	12.5	
	47.8	**3.2**	**7.1**	**10.3**	**18.2**	**18.4**	**14.7**	**20.9**	**3.7**	**2.3**	**1.2**	**95.0**	**88.5**	**80.4**	**66.4**	**48.0**	**27.5**	**12.5**	**4.0**
	45.9	**5.9**	**9.7**	**14.3**	**17.8**	**16.3**	**13.0**	**14.9**	**3.6**	**3.2**	**1.2**	**96.5**	**91.8**	**83.6**	**70.6**	**53.1**	**34.2**	**17.8**	**6.3**
29	61.5						25.0		50.0		25.0	100.0	100.0	100.0	100.0	75.0	50.0	25.0	25.0
46	55.5				26.7			46.7	13.3	6.7	6.7	100.0	100.0	100.0	100.0	100.0	80.0	60.0	40.0
63	52.7	0.6	1.7	4.9	11.5	15.7	21.2	28.0	7.6	7.1	1.5	98.9	97.8	95.8	90.3	82.6	69.4	55.6	34.1
14	65.0									100.0		100.0	100.0	100.0					
34	54.4	1.4	2.4	7.5	8.5	9.9	8.5	41.0	9.9	5.7	5.2	99.5	97.6	94.3	90.6	75.9	60.8	31.6	8.5
40	51.5	1.3	1.3	6.7	9.3	22.7	17.3	30.7	6.7	4.0		100.0	100.0	100.0	93.3	88.0	69.3	30.7	12.0
23	54.1				7.1	18.6	24.3	44.3	1.4	4.3		100.0	100.0	97.1	88.6	84.3	72.9	55.7	37.1
52	55.9	1.7	1.7	2.5	2.5	15.3	11.9	41.5	11.0	7.6	4.2	99.2	97.5	94.1	89.8	81.4	64.4	45.8	18.6
	53.3	**0.8**	**1.7**	**4.9**	**10.2**	**15.2**	**18.5**	**31.8**	**8.0**	**6.7**	**2.2**	**99.2**	**98.0**	**95.8**	**90.4**	**82.0**	**68.0**	**50.2**	**28.4**
29	65.4							40.0		40.0	20.0	100.0	100.0	100.0	100.0	80.0	40.0		
46	59.0							80.0	20.0			100.0	100.0	100.0	100.0	100.0	100.0	80.0	60.0
94	56.6			1.8	10.5	9.4	17.0	32.7	10.2	10.8	7.6	99.7	99.1	97.7	94.7	91.5	87.1	79.8	71.1
91	58.5			5.9	7.4	7.4	2.9	41.2	13.2	13.2	8.8	98.5	95.6	94.1	94.1	86.8	76.5	50.0	38.2
92	58.9					2.1	14.6	54.2	16.7	10.4	2.1	95.8	93.8	87.5	81.3	79.2	70.8	43.8	16.7
98	53.3			1.1	14.8	26.1	10.2	30.7	9.1	5.7	2.3	97.7	96.6	96.6	94.3	90.9	81.8	60.2	36.4
	56.6			**2.0**	**9.7**	**11.0**	**13.7**	**35.8**	**11.0**	**10.4**	**6.5**	**98.9**	**97.8**	**96.2**	**93.5**	**89.7**	**83.3**	**69.2**	**56.1**

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.

These are the hours paid in payroll years 2003 and 2002.

Job Category	2003	2002	Pct. Chg. from 2002	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	**1,437,820**	1,350,583	6.5%	7.9%	19.7%
- Lasher	**1,204,077**	1,074,781	12.0	6.6	24.8
- Holdman	**1,588,580**	1,557,002	2.0	8.7	23.6
- Auto Driver	**297,208**	302,046	-1.6	1.6	43.5
Skilled Wage I	**372,429**	389,738	-4.4	2.0	10.4
- Hatch Tender	**101,654**	107,217	-5.2	0.6	1.1
- Lift Truck Operator	**167,800**	144,099	16.4	0.9	7.3
- Skilled Holdman	**195,778**	182,304	7.4	1.1	12.6
- Tractor Driver	**4,332,088**	3,810,659	13.7	23.8	36.2
Skilled Wage II	**141,349**	103,556	36.5	0.8	0.5
- Crane Operator	**133,992**	167,598	-20.1	0.7	0.6
- Top Handler/Heavy Lift	**392,378**	399,645	-1.8	2.2	3.3
Skilled Wage III	**1,160,487**	1,078,010	7.7	6.4	0.0
- Crane Gantry/Hammerhead	**1,020,988**	978,406	4.4	5.6	0.0
- Top Handler/Heavy Lift	**1,435,244**	1,082,315	32.6	7.9	0.1
- Transtainer	**293,847**	227,301	29.3	1.6	0.0
- Straddle Carrier	**204,802**	153,874	33.1	1.1	2.0
CFS Agreement Rate	**10,804**	14,024	-23.0	0.1	8.3
Miscellaneous Dock - General	**89,436**	77,671	15.1	0.5	8.5
- Mechanics	**2,010,669**	1,724,465	16.6	11.0	7.2
- Gear	**422,009**	374,188	12.8	2.3	0.9
- Lines	**374,432**	355,751	5.3	2.1	0.2
- Sweepers	**153,558**	136,670	12.4	0.8	2.7
Joint Dispatch	**213,297**	201,619	5.8	1.2	0.0
Member Company Agmts.	**31,654**	34,613	1.2	0.2	3.1
Grain/Whse/NonMember Agmts.	**397,527**	361,294	10.0	2.2	9.3
Subtotal	**18,183,907**	**16,389,429**	**10.9%**	**99.9%**	**16.2%**
Travel	**18,283**	17,736	3.1%	0.1%	
TOTAL LONGSHORE HOURS	**18,202,190**	**16,407,165**	**10.9%**	**100.0%**	
CLERK CATEGORIES					
Basic Clerk	**516,437**	478,559	7.9%	8.5%	64.8%
- 15% Skilled Wage	**495,553**	569,034	-12.9	8.2	38.0
- 25% Skilled Wage	**3,495,085**	3,340,644	4.6	57.5	9.3
Chief Supervisor	**795,287**	717,761	10.8	13.1	0.0
Supercargo	**419,059**	399,012	2.7	5.0	0.0
Vessel Planner	**282,515**	271,833	3.9	4.7	0.0
CFS Agreement Clerk	**5,227**	7,275	-28.1	0.1	1.7
Joint Dispatcher	**44,688**	43,098	3.7	0.7	0.0
Subtotal	**6,053,851**	**5,827,216**	**3.9%**	**99.7%**	**14.0%**
Travel Time	**20,537**	20,353	0.9%	0.3%	
TOTAL CLERK HOURS	**6,074,388**	**5,847,569**	**3.9%**	**100.0%**	
FOREMAN CATEGORIES					
Foreman - 20%	11,336	13,033	-13.0%	0.5%	0.0%
Foreman - 30%	2,208,937	2,060,527	7.2	97.7	0.0
CFS Agreement Foreman	14,435	14,278	1.1	0.6	0.0
Joint Dispatcher	19,318	19,182	0.7	0.9	0.0
Subtotal	**2,254,026**	**2,107,020**	**7.0%**	**99.6%**	**0.0%**
Travel Time	8,067	6,429	25.5%	0.4%	
TOTAL FOREMAN HOURS	**2,262,093**	**2,113,449**	**7.0%**	**100.0%**	
ALL CATEGORIES					
Subtotal - All Job Categories	**26,491,784**	**24,323,665**	**8.9%**	**99.8%**	**14.3%**
Travel Time	**46,887**	44,518	5.3%	0.2%	
TOTAL HOURS	**26,538,671**	**24,368,183**	**8.9%**	**100.0%**	

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

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

"Pct. Chg. from 2002" shows the percent change of the 2003 hours paid from the 2002 hours.

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

Basic Rate

General

0001 Auto Driver
0002 Boardman
0005 Dockman
0006 Frontman/Slingman
0007 Holdman
0009 Lasher
0150 CFS Utility Man

Skill I Rate

0021 Boom Man/Raft Man
0023 Button Pusher
0025 Combo Lift/Jitney
0026 Crane Chaser
0027 Dock Gang Leader
0028 Hatch Tender
0029 Lift Truck Operator
0030 Payloader Operator
0032 Side Runner
0033 Skilled Holdman
0036 Tractor - Semi-Dock
0037 Utility Lift Driver
0038 Winch Driver
0044 Mechanical Hopper Opener
0045 Monthly UTR Work - Tractor
0052 Gang Boss
0054 Hatch Boss Tender
0070 Bulldozer/Caterpillar

Skill II Rate

0053 Payloader Over 15 Tons
0055 Lift Truck - Heavy
0078 Rail Car Pusher - Container
0080 Bulkloader Operator
0081 Crane Barge Operator
0085 Crane Mobile
0087 Crane Shipboard
0088 Crane Whirley
0092 Log Loader - Snapper
0094 Switch Engine Operator

Skill III Rate

066 LA/LB Whirley/Winch
067 Hall Crane Rated Equipment - Yard
072 Top Handler/Side Pick
079 Monthly UTR Work - Top/Side Pick
083 Transtainer Operator
084 Crane Container Gantry
093 Straddle Carrier Operator
095 Port Packer
098 SF Steady Skill

CLERK JOB CATEGORIES

Basic clerk

100 Basic Clerk - Ship
101 Basic Clerk - Dock
108 Basic Clerk - Ship Registered
109 Basic Clerk - Dock Registered

Clerk Supervisor

102 Supervisor - Ship
103 Supervisor - Dock
170 CFS Supervisor Clerk

Kitchen/Tower/Computer Clerk

115 Computer Kitchen/ Tower Supervisor
116 Yard Directing Supervisor (Computer)
117 Vessel Clerk Supervisor (Computer)
118 Rail Clerk Supervisor Computer

Chief Supervisor & Supercargo

104 Supercargo/Bulk/Ship
105 Supercargo/Other/Ship
106 Chief Supervisor
120 Vessel Planner

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
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
2001	654,975,466	128,077,721	79,182,058	141,929,443	1,004,164,688
2002	700,565,895	124,649,275	73,682,073	149,444,144	1,048,341,387
2003	**$782,186,349**	**$135,007,505**	**$78,203,842**	**$168,844,117**	**$1,164,241,813**

* 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 2003, employer FICA taxes paid were $71,399,612 and SUI taxes paid were $28,369,239.

Assessment Rates

2003/2004 ASSESSMENT RATES

		Other Assessments				
	Benefits Plans	CFS Program	401(k)	Marine Clerk Work Opportunity	PMA Cargo Dues	Total
Payroll Hour Rate						
L/S & Clk	$ 14.08		$ 0.81		$ 0.74	$ 15.63
Walking Boss	14.08		3.77		0.74	18.59
Offshore and Intercoastal Tonnage Rates						
Containers (per R.U.)	$ 13.47	$ 0.10		$ 0.28	$ 4.28	$ 18.13
General Cargo	0.792				0.252	1.044
Lumber & Logs	0.792				0.252	1.044
Autos & Trucks	0.064				0.252	0.316
Bulk Cargo	0.016				0.005	0.021
Coastwise and Inbound from British Columbia						
Containers (per R.U.)	$ 9.51	$ 0.07		$ 0.20	$ 4.28	$ 14.06
General Cargo	0.327				0.252	0.579
Lumber & Logs	0.327				0.252	0.579
Autos & Trucks	0.026				0.252	0.278
Bulk Cargo	0.006				0.005	0.011

ILWU-PMA 401(k) Plan

For Plan Year Ended June 30:	2003	2002	2001	2000	1999	1998
Contributions						
Employee	**$ 51,927,070**	$ 51,365,289	$ 51,434,326	$ 45,375,991	$ 34,917,117	$ 30,858,774
Employer	**23,192,959**	23,212,183	23,224,484	21,772,978	3,027,842	2,905,413
Total Contributions	**75,120,029**	$ 74,577,472	$ 74,658,810	$ 67,148,969	$ 37,944,959	$ 33,764,187
Investment Income						
Net realized/unrealized appreciation	**(487,772)**	(46,177,189)	(63,907,440)	50,443,128	44,755,482	31,770,851
Interest	**9,041,270**	8,371,592	6,364,103	4,615,891	3,360,633	2,405,993
Dividends	**2,718,169**	2,753,326	1,941,927	992,593	600,566	484,287
Less: Investment expense	**(9,846)**	(548,369)	(337,169)	(354,885)	(237,800)	(324,461)
	$ 11,261,821	$ (35,600,640)	$ (55,938,579)	$ 55,696,727	$ 48,478,881	$ 34,336,670
Total Additions	**$ 86,381,850**	$ 38,976,832	$ 18,720,231	$122,845,696	$ 86,423,840	$ 68,100,857
Distributions						
Distributions to participants	**(29,493,400)**	(16,693,578)	(18,407,013)	(19,061,355)	(5,053,966)	(3,775,593)
Net Change	**$56,888,450**	$ 22,283,254	$ 313,218	$103,784,341	$ 81,369,874	$ 64,325,264
Net Assets available for Benefits						
Beginning of year	**395,451,119**	373,167,866	372,854,648	269,070,307	187,700,433	123,375,169
End of year	**$452,339,569**	$395,451,119	$373,167,866	$372,854,648	$269,070,307	$187,700,433

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:	2003	2002	2001	2000	1999	1998
Benefits Paid and Expenses						
Pensions paid	**$ 139,658,164**	$ 134,001,085	$ 132,944,103	$ 126,396,608	$ 110,559,864	$ 107,984,312
Admin. expenses	**3,344,014**	3,352,482	2,824,335	2,628,159	2,227,295	2,067,657
Total Deductions	**$ 143,002,178**	$ 137,353,567	$ 135,768,438	$ 129,024,767	$ 112,787,159	$ 110,051,969
Investment Income and Employer Contributions						
Net appreciation of fair value of invest.	**$ 82,292,618**	$ (119,953,321)	$ (281,126,613)	$ (42,530,552)	$ 78,179,002	$ (17,319,232)
Net gain (loss) on sale/redemption of sec.	**(32,518,553)**	(121,625,469)	86,954,171	305,846,746	183,174,034	306,283,240
Interest	**61,275,332**	67,678,012	113,771,260	79,056,057	60,935,133	52,104,429
Dividends from investments	**11,107,923**	8,998,088	5,912,417	6,166,643	13,067,021	14,625,519
Less investment expense	**(3,776,391)**	(4,458,572)	(4,312,251)	(4,358,152)	(3,389,704)	(4,513,767)
Total Income Gain (Loss)	**$ 118,380,929**	$ (169,361,262)	$ (78,801,016)	$ 344,180,742	$ 331,965,486	$ 351,180,189
Contributions from Employers	**24,034,798**	23,949,998	26,944,908	32,486,144	28,796,000	35,040,507
Total Additions (Subtractions)	**$ 142,415,727**	$ (145,411,264)	$ (51,856,108)	$ 376,666,886	$ 360,761,486	$ 386,220,696
Net Increase (Decrease)	**(586,451)**	(282,764,831)	(187,624,546)	247,642,119	247,974,327	276,168,727
Net Assets Avail for Benefits: Beg. of Year	**$1,932,959,773**	$2,215,724,604	$2,403,349,150	$2,155,707,031	$1,907,732,704	$1,631,563,977
End of Year	**$1,932,373,322**	$1,932,959,773	$2,215,724,604	$2,403,349,150	$2,155,707,031	$1,907,732,704

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 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:	2003	2002	2001	2000	1999	1998
Retired Participants & Beneficiaries	**$1,305,884,979**	$1,055,302,845	$1,058,353,547	$1,019,710,333	$ 865,191,983	$ 884,271,911
Inactive Vested	**3,683,208**	3,298,116	3,742,209	3,558,643	3,637,770	3,751,233
Active Vested Employees	**781,907,078**	784,705,118	929,737,426	808,569,339	762,590,010	771,985,796
Total Present Value Vested Liabilities	**$2,091,475,265**	$1,843,306,079	$1,991,833,182	$1,831,838,315	$1,631,419,763	$1,660,008,940
Actuarial Value of Assets	**$2,178,348,340**	$2,262,121,466	$2,265,007,122	$2,106,388,802	$1,891,175,004	$1,728,124,401
Unfunded Vested Benefits Liability	-	-	-	-	-	-

ACTUARIAL ACCRUED LIABILITY

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

Actuarial Accrued Liability July 1:	2003	2002	2001	2000	1999	1998
Actuarial Value of Assets	**$2,178,348,340**	$2,262,121,466	$2,265,007,122	$2,106,388,802	$1,891,175,004	$1,728,124,401
Actuarial Liability:						
Pensioners/Survivors	**1,325,727,760**	1,185,052,148	1,070,787,479	1,041,933,471	940,024,193	872,253,965
Inactive Vested	**3,813,967**	3,413,671	3,912,595	3,753,100	4,059,736	3,607,645
Active Employees	**1,168,283,684**	1,149,258,226	1,260,166,108	1,171,885,186	1,085,318,929	922,413,451
Total Actuarial Liability	**$2,497,825,411**	$2,337,724,045	$2,334,866,182	$2,217,571,757	$2,029,402,858	$1,798,275,061
Unfunded Actuarial Accrued Liability	**$ 319,477,071**	$ 75,602,579	$ 69,859,060	$ 111,182,955	$ 138,227,854	$ 70,150,660

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30:	2003	2002	2001
Contributions by employer	**$22,756,913**	$25,202,778	$12,642,303
Benefits paid	**$22,610,299**	$25,058,910	$12,500,640
Administrative expenses	**146,614**	143,868	141,663
Total deductions	**$22,756,913**	$25,202,778	$12,642,303

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2003	2002	2001	2000	1999	1998
Investment Income	**$ 31,289**	$ 194,555	$ 723,921	$ 497,272	$ 628,847	$ 1,658,425
Contributions:						
Employers	**$237,627,798**	$191,467,575	$198,696,752	$139,675,684	$125,435,837	$113,477,370
Employees	**5,505,270**	4,304,387	3,939,445	3,132,661	3,121,751	3,424,816
WILSP/Union	**194,960**	187,959	199,253	174,591	156,599	187,643
COBRA/self-pay contrib.	**239,910**	146,635	168,126	168,094	139,306	106,918
Total contributions	**$243,567,938**	$196,106,556	$203,003,576	$143,151,030	$128,853,493	$117,196,747
Total additions	**$243,599,227**	$196,301,111	$203,727,497	$143,648,302	$129,482,340	$118,855,172
Deductions:						
Benefits paid	**$235,181,687**	$200,546,643	$165,913,818	$139,329,193	$124,640,060	$116,301,083
Administrative expenses	**4,362,971**	4,573,239	4,309,264	3,696,554	2,803,639	2,571,617
Total deductions	**$239,544,658**	$205,119,882	$170,223,082	$143,025,747	$127,443,699	$118,872,700
Net increase(decrease)	**$ 4,054,569**	$ (8,818,771)	$ 33,504,415	$ 622,555	$ 2,038,641	$ (17,528)
Net assets available for benefits:						
Beginning of year	**$ 57,547,427**	$ 66,366,198	$ 32,861,783	$ 32,239,228	$ 30,200,587	$ 30,218,115
Watchmen asset transfer	-	-	-	-	-	
End of year	**$ 61,601,996**	$ 57,547,427	$ 66,366,198	$ 32,861,783	$ 32,239,228	$ 30,200,587

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2003	2002	2001	2000	1999	1998
Health Maintenance Organizations						
Hospital, medical, surgery, vision, and prescription drugs	**$ 44,147,703**	$ 37,109,464	$ 34,415,405	$ 30,313,962	$ 29,822,161	$ 28,275,976
PPO and Indemnity Plan						
Hospital, medical, surgical	**$ 118,033,767**	$ 98,594,333	$ 72,690,391	$ 58,084,936	$ 49,023,220	$ 47,094,462
Prescription drugs	**28,572,271**	25,109,446	19,238,147	16,363,843	13,270,881	10,836,628
Vision service plan	**1,588,888**	1,566,451	1,667,218	1,542,410	1,260,008	1,200,127
Vision supplement (frames, contacts)	**2,540**	2,149	2,011	2,664	2,679	4,400
Diabetic durable equipment	**1,474**	1,298	1,186	774	1,133	1,774
Subtotal	**$ 148,198,940**	$125,273,677	$ 93,598,953	$ 75,994,627	$ 63,557,921	$ 59,137,391
Medicare Part B Reimbursements						
Medicare premiums reimbursements	**$ 6,227,975**	$ 5,828,498	$ 5,476,063	$ 5,240,115	$ 5,209,411	$ 5,160,021
Dental Programs: HMO and PPO Participants						
Dental services - adults	**$ 16,320,511**	$ 14,860,557	$ 15,248,089	$ 13,729,466	$ 12,818,400	$ 11,616,915
Dental services - children	**5,223,581**	4,921,700	5,049,409	3,873,627	4,015,074	2,544,559
Subtotal	**$ 21,544,092**	$ 19,782,257	$ 20,297,498	$ 17,603,093	$ 16,833,474	$ 14,161,474
Other Programs for Eligible Participants						
Life insurance, AD&D	**$ 3,254,040**	$ 3,083,341	$ 3,094,598	$ 2,747,312	$ 3,324,027	$ 3,330,967
Chiropractic	**1,908,505**	2,017,310	1,716,737	1,471,866	1,245,363	1,046,022
Payment for reduced social security/PGP	**1,493,464**	617,558	1,209,986	1,658,079	794,531	1,065,134
Alcoholism/Drug Recovery Program	**1,554,894**	1,030,473	1,304,170	874,238	916,370	1,043,815
Hearing aids	**344,043**	364,831	438,302	388,505	406,772	417,205
Subsequent prosthetic device	**31,277**	-	-	-	-	-
Subtotal	**$ 6,313,754**	$ 5,232,734	$ 4,126,710	$ 2,779,413	$ 2,468,743	$ 2,588,6783
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	**$ 2,501,566**	$ 2,063,397	$ 1,920,680	$ 1,401,906	$ 1,256,873	$ 1,289,117
Weekly Indemnity & NIDS (OR & WA)	**3,812,188**	3,169,337	2,206,030	1,377,507	1,211,870	1,299,561
Subtotal	**$ 5,232,734**	$ 4,126,710	$ 2,779,413	$ 2,468,743	$ 2,588,678	$ 3,030,117
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	**$ 163,000**	$ 206,500	$ 235,396	$ 257,983	$ 61,287	$ 74,400
TOTAL BENEFITS	**$ 235,181,687**	$200,546,643	$165,913,818	$139,329,193	$124,640,060	$116,301,083
Reconciliation to Form 5500 (accrual)	**2,257,443**	3,745,292	1,360,897	5,286,441	646,357	(3,777,592)
TOTAL BENEFITS AFTER RECONCILIATION	**$ 237,439,130**	$204,291,935	$167,274,715	$144,615,634	$125,286,417	$112,523,491

Vacations Paid EARNED IN PAYROLL YEAR 2002 AND PAID IN 2003

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

NUMBER OF VACATIONS PAID TO shows the number of inactives, actives, and employees over 60 who received vacation payments. **Inactives** are employees who are inactive at the end of 2003.

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

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

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

No. Pd. shows the number of vacations paid to active employees based on the number of qualifying hours paid for work in payroll year 2002: those with **FEWER THAN 1,300 HOURS**, those with **1,300-1,599 HOURS**, and those with **1,600 HOURS OR MORE**. **Pct of Actives** shows the percent of active employees with 1,600 qualifying hours or more. **Average Payment** shows the average vacation payment made to active employees with at least 1,600 qualifying hours. Payments made to 11 dispatchers and one mechanic were discarded from the average payment calculation.

Total Payments includes only the monies actually paid directly to active employees; other costs to the Vacation Plan such as the various employment taxes are *not* included. Payments made in August and December 2003 to employees who retired during the payroll year are not included in the data shown.

Local	NUMBER OF VACATIONS PAID TO: Total	Inactives	Actives	>60	NUMBER OF ACTIVES PAID: 1 Wk.	2 Wks.	3 Wks.	4 Wks.	5 Wks.	6 Wks.	Avg. Wks.	Avg. Add'l Hours	FEWER THAN 1,300 HOURS No. Pd.	1,300 TO 1,599 HOURS No. Pd.	1,600 HOURS OR MORE No. Pd.	Pct of Actives	Average Payment	Vacation Payments
Longshore																		
Southern California																		
13 LA/LB	4,147	86	4,061	457	235	2,177	892	359	49	349	2.7	0.4	423	380	3,258	80.2%	$ 3,656	$14,042,746
29 San Diego	72	4	68	27	4	31	13	3	2	15	3.2	1.7	5	5	58	85.3	4,417	283,631
46 Port Hueneme	69	2	67	11	4	9	20	24	6	4	3.5	1.5	12	4	51	76.1	5,048	304,148
Total	**4,288**	**92**	**4,196**	**495**	**243**	**2,217**	**925**	**386**	**57**	**368**	**2.7**	**0.4**	**440**	**389**	**3,367**	**80.2%**	**$ 3,690**	**$14,630,525**
Northern California																		
10 SF Bay Area	916	65	851	173	153	379	160	29	5	125	2.7	0.4	223	153	475	55.8%	$ 4,285	$ 2,852,368
14 Eureka	19	3	16	10	1	2	1	1	-	11	4.9	0.0	10	1	5	31.3	5,748	101,331
18 Sacramento	29	4	25	7	5	5	8	2	-	5	3.1	0.6	7	4	14	56.0	4,639	99,698
54 Stockton	55	8	47	12	3	14	23	1	-	6	3.0	1.6	3	7	37	78.7	4,171	179,981
Total	**1,019**	**80**	**939**	**202**	**162**	**400**	**192**	**33**	**5**	**147**	**2.7**	**0.4**	**243**	**165**	**531**	**56.5%**	**$ 4,300**	**$ 3,233,378**
Pacific Northwest: Oregon																		
04 Vancouver, WA	141	9	132	9	16	37	43	4	5	27	3.2	0.6	30	29	73	55.3%	$ 4,228	$ 521,150
08 Portland	397	38	359	53	27	80	117	47	38	50	3.4	0.2	78	60	221	61.6	4,675	1,522,620
12 North Bend	65	5	60	9	5	9	14	18	1	13	3.7	0.0	43	6	11	18.3	4,222	266,188
21 Longview, WA	170	16	154	17	10	40	52	21	11	20	3.3	0.0	22	22	110	71.4	4,330	621,952
50 Astoria	19	4	15	6	-	-	-	9	-	6	4.8	0.0	10	1	4	26.7	6,256	80,383
53 Newport	10	-	10	-	6	2	2	-	-	-	1.6	0.0	9	1	0	0.0	0	17,245
Total	**802**	**72**	**730**	**94**	**64**	**168**	**228**	**99**	**55**	**116**	**3.4**	**0.2**	**192**	**119**	**419**	**57.4%**	**$ 4,510**	**$ 3,029,539**
Pacific Northwest: Washington																		
07 Bellingham	25	2	23	4	-	4	4	-	8	7	4.4	1.0	19	4	0	0.0%	$ 0	$ 114,617
19 Seattle	506	41	465	93	31	95	174	26	48	91	3.5	0.2	77	91	297	63.9	4,818	2,067,576
23 Tacoma	506	29	477	55	20	123	142	81	37	74	3.4	0.2	67	67	343	71.9	4,694	2,075,861
24 Aberdeen	51	7	44	6	1	1	2	3	10	27	5.3	1.0	18	6	20	45.5	6,696	286,679
25 Anacortes	11	1	10	3	-	-	-	-	9	1	5.1	0.0	9	-	1	10.0	6,470	$62,071
27 Port Angeles	43	2	41	7	-	-	2	-	-	39	5.9	0.0	32	2	7	17.1	6,820	267,634
32 Everett	35	11	24	14	-	-	3	-	-	21	5.7	0.4	20	-	4	16.7	5,618	163,608
47 Olympia	26	2	24	2	1	1	5	2	6	9	4.6	0.0	20	2	2	8.3	6,280	132,065
51 Port Gamble	10	2	8	3	-	-	1	-	4	3	5.1	0.0	7	-	1	12.5	6,090	45,949
Total	**1,213**	**97**	**1,116**	**187**	**53**	**224**	**333**	**112**	**122**	**272**	**3.8**	**0.2**	**269**	**172**	**675**	**60.5%**	**$ 4,845**	**$ 5,216,060**
Longshore Total	**7,322**	**341**	**6,981**	**978**	**522**	**3,009**	**1,678**	**630**	**239**	**903**	**3.0**	**0.4**	**1,144**	**845**	**4,992**	**71.5%**	**$ 3,980**	**$26,109,502**
Clerk																		
14 San Diego	1	-	1	1	-	-	-	-	-	1	6.0	0.0	-	-	1	100.0%	$ 8,035	$ 8,035
23 Port Hueneme	101	17	84	26	-	1	7	12	14	50	5.3	12.9	1	5	78	92.9	7,045	613,564
29 LA/LB	4	-	4	3	-	-	-	-	-	4	6.0	8.0	-	-	4	100.0	8,303	33,212
34 Eureka	256	47	209	102	2	10	54	19	5	119	4.8	10.7	6	11	192	91.9	6,693	1,372,669
40 SF Bay Area	87	13	74	18	-	6	5	23	14	26	4.7	11.7	-	3	71	95.9	6,569	478,933
46 Portland	17	2	15	6	-	-	1	3	1	10	5.3	12.9	1	1	13	86.7	7,856	112,135
52 Tacoma	154	32	122	61	1	2	8	19	21	71	5.2	11.7	5	6	111	91.0	7,305	877,685
63 Seattle	1077	50	1027	257	3	29	293	387	45	270	4.2	11.6	40	50	937	91.2	5,988	6,066,578
Clerk Total	**1697**	**161**	**1,536**	**474**	**6**	**48**	**368**	**463**	**100**	**551**	**4.5**	**11.6**	**53**	**76**	**1,407**	**91.6%**	**$ 6,301**	**$ 9,562,812**
Foreman																		
29 San Diego	5	-	5	3	-	-	-	1	-	4	5.6	20.0	-	-	5	100.0%	$ 9,540	$ 47,702
46 Port Hueneme	6	1	5	2	-	-	-	-	-	5	6.0	20.0	-	-	5	100.0	10,166	50,830
91 LA/LB	85	16	69	46	-	-	10	9	-	50	5.3	16.5	-	4	65	94.2	8,912	611,828
92 SF Bay Area	59	11	48	26	-	-	-	5	1	42	5.8	12.8	6	1	41	85.4	9,438	443,704
94 Portland	375	33	342	138	-	-	14	101	24	203	5.2	18.8	6	7	329	96.2	8,915	3,041,354
98 Seattle	108	21	87	33	-	-	3	17	16	51	5.3	16.4	2	4	81	93.1	8,904	768,185
Foreman Total	**638**	**82**	**556**	**248**	**-**	**-**	**27**	**133**	**41**	**355**	**5.3**	**17.6**	**14**	**16**	**526**	**94.6%**	**$ 8,971**	**$ 4,963,603**
COAST TOTAL	**9,657**	**584**	**9,073**	**1,700**	**528**	**3,057**	**2,073**	**1,226**	**380**	**1,809**	**3.4**	**3.3**	**1,211**	**937**	**6,925**	**76.3%**	**$ 4,831**	**$40,635,917**

Distribution of Longshore PGP by Local

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

Total PGP shows the total PGP payments made to the local. **% Chg from '02** shows the percent change of 2003 PGP paid from 2002. **% of Coast** shows the total PGP paid to the local as a percent of the total paid to the Coast. **RECEIVING ANY PGP** includes longshore registrants who received PGP payments. **MORE THAN 1 WEEK** includes longshore registrants with PGP payments greater than a calculated weekly average of $1,061.34. **MORE THAN 6 WEEKS** includes longshoremen receiving payments greater than $6,368.04.

Local (Number Working)	Total	% Chg from '02	% of Coast	RECEIVING ANY PGP No.	RECEIVING ANY PGP % of Local	RECEIVING ANY PGP Average Payment	MORE THAN 1 WEEK No.	MORE THAN 1 WEEK % of Local	MORE THAN 1 WEEK Average Payment	MORE THAN 6 WEEKS No.	MORE THAN 6 WEEKS % of Local	MORE THAN 6 WEEKS Average Payment
SOUTHERN CALIFORNIA												
13 LA/LB (4,199)	$ 14,902	0.8%	0.3%	72	1.7%	$207	1	0.0%	$1,463	0	-	-
29 San Diego (70)	0	-100.0	-	0	-	-	0	-	-	0	-	-
46 Port Hueneme (66)	759	26.9	0.0	2	3.0	379	0	-	-	0	-	-
Total (4,335)	**$ 15,660**	**-22.5%**	**0.3%**	**74**	**1.7%**	**$212**	**1**	**0.0%**	**$1,463**	**0**	**-**	**-**
NORTHERN CALIFORNIA												
10 SF Bay Area (1,024)	$ 48,889	-86.0%	1.0%	132	12.9%	$370	4	0.4%	$1,378	0	-	-
14 Eureka (16)	139,676	-25.8	2.8	14	87.5	9,977	14	87.5	9,977	12	75.0%	11,125
18 Sacramento (26)	126,237	10.7	2.5	22	84.6	5,738	21	80.8	5,992	7	26.9	10,887
54 Stockton (51)	135,863	1332.3	2.7	34	66.7	3,996	29	56.9	4,616	5	9.8	9,518
Total (1,117)	**$ 450,665**	**-31.8%**	**8.9%**	**202**	**18.1%**	**$2,231**	**68**	**6.1%**	**$5,954**	**24**	**2.1%**	**$10,721**
OREGON												
04 Vancouver, WA (138)	$ 140,681	-39.7%	2.8%	71	51.4%	$1,981	41	29.7%	$3,134	2	1.4%	$7,611
08 Portland (368)	32,062	-85.8	0.6	63	17.1	509	7	1.9	1,977	0	-	-
12 North Bend (64)	602,457	-36.7	12.0	62	96.9	9,717	58	90.6	10,345	39	60.9	13,723
21 Longview, WA (157)	100,114	-52.0	2.0	66	42.0	1,517	32	20.4	2,590	1	0.6	7,950
50 Astoria (20)	271,346	-64.4	5.4	19	95.0	14,281	16	80.0	16,851	15	75.0	17,660
53 Newport (10)	218,638	2.6	4.3	10	100.0	21,864	10	100.0	21,864	9	90.0	23,690
Total (757)	**$1,365,298**	**-47.4%**	**27.1%**	**291**	**38.4%**	**$4,692**	**164**	**21.7%**	**$8,009**	**66**	**8.7%**	**$15,704**
WASHINGTON												
07 Bellingham (24)	$ 495,363	5.0%	9.8%	23	95.8%	$21,538	23	95.8%	$21,538	23	95.8%	$21,538
19 Seattle (490)	14,407	-86.0	0.3	50	10.2	288	1	0.2	2,172	0	-	-
23 Tacoma (504)	-	-100.0	-	0	-	-	0	-	-	0	-	-
24 Aberdeen (46)	323,776	-20.4	6.4	37	80.4	8,751	32	69.6	10,041	17	37.0	16,066
25 Anacortes (10)	97,182	-25.1	1.9	9	90.0	10,798	9	90.0	10,798	7	70.0	13,021
27 Port Angeles (42)	1,222,867	-4.1	24.3	38	90.5	32,181	38	90.5	32,181	35	83.3	34,618
32 Everett (26)	307,097	-47.4	6.1	19	73.1	16,163	19	73.1	16,163	14	53.8	20,422
47 Olympia (24)	423,682	-29.7	8.4	22	91.7	19,258	21	87.5	20,137	19	79.2	22,126
51 Port Gamble (8)	325,167	-11.6	6.5	7	87.5	46,452	7	87.5	46,452	7	87.5	46,452
Total (1,174)	**$3,209,541**	**-18.6%**	**63.7%**	**205**	**17.5%**	**$15,656**	**150**	**12.8%**	**$21,294**	**122**	**10.4%**	**$25,432**
COAST TOTAL (7,383)	**$5,041,164**	**-30.1%**	**100.0%**	**772**	**10.5%**	**$6,530**	**383**	**5.2%**	**$12,830**	**212**	**2.9%**	**$20,738**

PGP Payments

BY REGISTRATION CATEGORY: Coast Summaries

Payroll Year:	2003	2002	2001	2000	1999	1998
Longshore PGP						
Class "A"	**$ 5,284,770**	$6,832,570	$7,981,504	$7,073,068	$7,636,548	$8,144,125
Class "B"	**109,101**	543,953	533,750	214,292	322,088	299,034
Total	**$ 5,393,871**	$7,376,522	$8,515,254	$7,287,360	$7,958,636	$8,443,159
Clerk PGP						
Class "A"	**$7,239**	$ 25,857	$ 36,171	$ 42,663	$ 68,195	$ 87,567
Class "B"	**-**	-	-	-	-	-
Total	**$ 7,239**	$ 25,857	$ 36,171	$ 42,663	$ 68,195	$ 87,567
Walking Boss/Foreman PGP	**$ 113,433**	$ 232,497	$ 232,413	$ 169,911	$ 195,033	$ 236,633
BY AREA (Longshore and Clerk Payments)						
Southern California	**$ 15,942**	$ 21,098	$ 27,658	$ 41,000	$ 21,505	$ 17,580
Northern California	**468,903**	648,379	770,643	426,063	720,832	1,177,534
Oregon	**1,515,729**	2,677,170	2,837,098	2,597,985	3,015,683	3,030,454
Washington	**3,400,536**	4,055,732	4,916,025	4,264,975	4,268,811	4,305,158
Total	**$ 5,401,110**	$7,402,379	$8,551,425	$7,330,023	$8,026,832	$8,530,726

PMA Training Graduates

	2003	2002	2001
Crane / Crane Simulator			
Container Gantry Crane	**239**	92	175
RTG Crane (Transtainer)	**91**	86	83
Ship Gantry Crane	**10**	56	39
Ship Pedestal Crane	**71**	19	86
Mobile Crane	**168**	2	-
Ship Unloader, Bulk Crane	**31**	-	13
Dock Whirley Crane	**10**	3	16
Subtotal	**620**	258	412
	4%	2%	2%
Skill Equipment / PIT			
Forklift	**1,305**	612	4,887
Semi-Tractor	**857**	845	3,074
Container Handling Equipment (CHE)	**356**	702	2,048
Locomotive	**16**	7	165
Log Loader	**15**	26	123
Straddle Carrier	**62**	4	44
Stryker Vehicle	**43**	-	-
Subtotal	**2,654**	2,196	10,341
	18%	15%	41%
Job Specific / Promotions			
Basic Marine Clerk	**98**	73	49
Clerk Computer Gate	**80**	72	76
Supercargo	**-**	-	33
Vessel Planner	**4**	4	8
Walking Boss Orientation	**27**	-	-
Walking Boss Seminar	**640**	266	179
Gearman	**20**	23	-
Watchman	**102**	94	15
Holdman	**5**	13	-
Subtotal	**976**	545	360
	7%	4%	1%
Safety / Technical / Employee Development			
General Safety Training (GST)	**3,442**	5,466	6,675
Diversity, Employee & Supervisor	**2,954**	4,215	1,862
Standard First Aid / CPR	**369**	273	685
Lashing	**323**	135	262
Ammo Handling Safety	**118**	52	106
Vessel Rigging	**10**	-	34
Basic Casual Safety	**102**	104	64
Respirator Evaluation	**104**	6	96
Instructor (Train-the-Trainer)	**5**	13	23
Subtotal	**7,427**	10,264	9,807
	50%	70%	39%
Testing			
Strength & Agility	**637**	419	527
Clerk Cognitive	**450**	201	185
Clerk Keyboard	**236**	79	16
Physical Exam	**831**	293	983
Drug & Alcohol Screen	**844**	345	1,013
Lashing Test	**100**	37	1,432
Subtotal	**3,098**	1,374	4,156
	21%	9%	17%
TOTAL	**14,775**	14,637	25,076
EXPENDITURE	**$13,462,861**	$12,997,266	$17,102,535

Crane Programs include certification, simulator (except SC), refresher and familiarization training.

Forklift includes Basic and Heavy Lift certification, refresher and familiarization training.

Semi-Tractor includes Dock and Ro-Ro certification, refresher and familiarization training.

CHE includes Side Pick, Top Handler and Reachstacker certification, refresher and familiarization training.

2001 students include PIT settlement training.

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

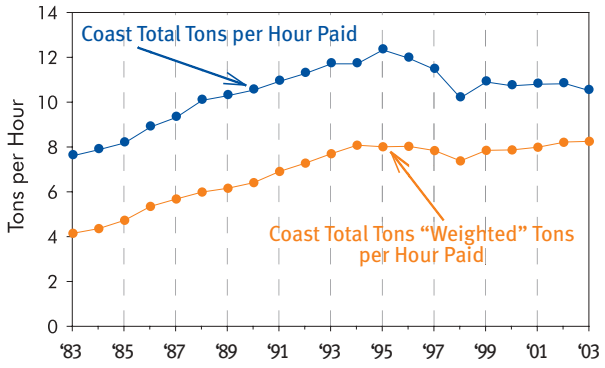
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The "Total Tonnage" data for each port table shown in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

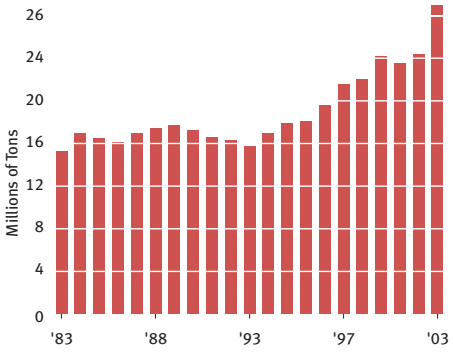
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on 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.



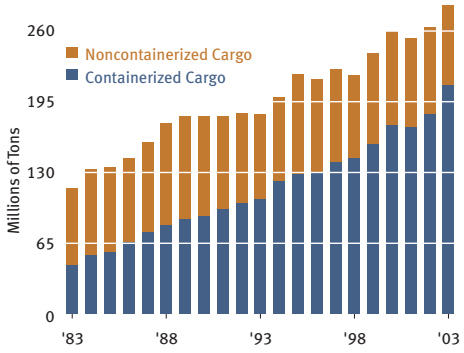
Total "Weighted" Tonnage

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.

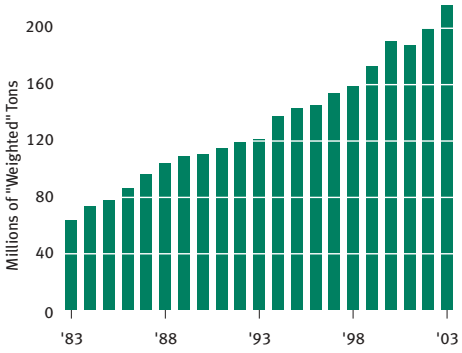
Coast Total Hours Paid
1983 - 2003



Coast Total Tonnage
1983- 2003



Coast Total "Weighted" Tons
1983 - 2003



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

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							
			Percent of Port Total				Average Hourly Wage					Percent of Port Total					
Year	Total Hours	Percent of Coast Total	L/S Jobs	Clk Jobs	Fmn Jobs	Total Wages Paid (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

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.

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

The **Total Wages Paid** 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.

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.

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

The ECL Paragon Pescadores is pulled by a Foss tug in the Sitcum Waterway at Tacoma.

Port Hours, Wages and Tonnage Data

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 Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
Southern California																	
San Diego																	
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	4,889,979	1.9	<0.1	3.9	1.7	58.2	36.2	3.42
2001	217,694	0.9	78.2	9.4	12.4	7,520	32.72	36.73	44.41	4,890,999	1.9	<0.1	4.7	1.7	55.5	38.2	3.37
2002	229,839	0.9	79.0	9.6	11.4	8,083	33.50	36.80	45.33	4,093,178	1.6	4.0	3.9	2.2	64.6	25.3	3.80
2003	**291,523**	**1.1%**	**77.1%**	**12.4%**	**10.5%**	**$10,363**	**$33.47**	**$37.13**	**$49.01**	**4,478,039**	**1.6%**	**20.3%**	**4.7%**	**2.0%**	**53.5%**	**19.4%**	**5.59**
Los Angeles/Long Beach																	
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	141,359,427	54.4	82.2	3.8	0.1	4.3	9.6	8.13
2001	14,993,304	63.9	65.5	25.3	9.2	581,034	37.29	39.74	46.50	142,358,578	56.2	83.4	3.5	0.1	4.0	9.0	8.34
2002	16,004,796	65.8	65.8	25.3	8.9	624,609	37.50	40.06	47.34	152,230,624	57.9	83.8	3.2	0.1	4.4	8.5	8.37
2003	**17,455,768**	**65.9%**	**67.1%**	**24.2%**	**8.8%**	**$702,277**	**$38.54**	**$40.85**	**$51.42**	**164,027,474**	**57.9%**	**85.6%**	**2.7%**	**0.1%**	**4.3%**	**7.3%**	**8.39**
Port Hueneme																	
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	3,403,486	1.3	6.8	19.4	-	71.6	2.2	3.65
2001	370,398	1.6	75.8	16.8	7.3	12,184	31.39	35.16	43.25	3,308,110	1.3	6.2	21.6	-	70.8	1.4	3.54
2002	390,255	1.6	76.3	16.4	7.3	13,140	32.18	35.87	44.25	3,586,456	1.4	6.0	20.2	-	71.7	2.1	3.51
2003	**384,845**	**1.5%**	**76.4%**	**16.5%**	**7.1%**	**$13,453**	**$33.25**	**$37.04**	**$48.47**	**3,401,685**	**1.2%**	**8.0%**	**20.3%**	**-**	**68.7%**	**3.0%**	**3.52**
Northern California																	
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia																	
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	24,047,751	9.3	86.6	2.8	<0.1	5.3	5.3	7.81
2001	2,579,338	11.0	65.2	26.5	8.3	94,920	35.11	38.17	45.75	23,068,137	9.1	84.6	3.1	<0.1	5.9	6.4	7.94
2002	2,392,108	9.8	65.3	26.3	8.4	90,380	36.18	38.84	46.96	23,594,105	9.0	84.4	0.9	<0.1	6.2	8.5	8.54
2003	**2,619,937**	**9.9%**	**67.7%**	**24.2%**	**8.1%**	**$101,882**	**$37.27**	**$39.32**	**$51.11**	**25,667,675**	**9.1%**	**85.1%**	**0.6%**	**<0.1%**	**6.2%**	**8.0%**	**8.52**
Stockton/Pittsburg/Antioch																	
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
2001	165,489	0.7	73.2	18.0	8.8	6,004	34.38	38.98	46.52	2,143,741	0.8	<0.1	7.4	-	-	92.6	1.20
2002	217,727	0.9	73.5	18.2	8.4	7,772	34.00	37.58	46.53	2,330,667	0.9	1.1	16.3	<0.1	-	82.6	2.05
2003	**133,712**	**0.5%**	**71.8%**	**20.2%**	**8.0%**	**$4,946**	**$34.92**	**$39.10**	**$50.25**	**1,733,796**	**0.6%**	**0.9%**	**11.7%**	**-**	**-**	**87.5%**	**1.85**
Sacramento																	
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	963,224	0.4	-	22.2	0.9	-	77.0	2.89
2001	95,996	0.4	68.1	25.6	6.4	3,282	32.65	35.70	44.66	688,263	0.3	<0.1	33.7	6.0	-	60.3	2.94
2002	92,180	0.4	65.9	27.4	6.7	3,203	33.22	35.84	45.19	608,867	0.2	0.1	32.4	9.7	-	57.8	2.87
2003	**124,732**	**0.5%**	**69.0%**	**24.3%**	**6.8%**	**$4,355**	**$32.81**	**$37.13**	**$48.38**	**678,687**	**0.2%**	**0.3**	**53.3%**	**5.4%**	**-**	**41.0%**	**3.25**
Eureka/Crescent City																	
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	627,437	0.2	-	27.7	27.9	-	44.4	9.96
2001	27,868	0.1	78.1	11.6	10.3	1,023	34.76	39.89	47.72	453,769	0.2	-	38.5	28.3	-	33.1	11.00
2002	24,481	0.1	76.8	12.9	10.3	888	34.30	38.41	48.27	372,286	0.1	-	49.6	33.6	-	16.8	12.70
2003	**25,795**	**<0.1%**	**77.3%**	**12.6%**	**10.0%**	**$946**	**$34.58**	**$37.81**	**$51.22**	**400,532**	**0.1%**	**-**	**54.4%**	**43.5%**	**-**	**2.1%**	**15.21**

Port Hours, Wages and Tonnage Data

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 Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
Pacific Northwest: Oregon and Columbia River																	
North Bend/Coos Bay/Reedsport/Gardiner/Bandon																	
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	2,148,520	0.8	-	0.6	7.8	-	91.6	3.60
2001	58,128	0.2	85.4	7.0	7.5	2,141	35.36	43.51	47.26	1,696,256	0.7	<0.1%	1.0	7.7	-	91.3	3.08
2002	55,308	0.2	83.8	8.0	8.2	2,100	36.43	43.71	48.14	1,890,554	0.7	-	1.0	6.3	-	92.8	3.11
2003	**52,438**	**0.2%**	**86.9%**	**6.1%**	**7.0%**	**$1,989**	**$36.42**	**$43.87**	**$51.36**	**1,692,557**	**0.6%**	**<0.1%**	**1.2%**	**6.9%**	**<0.1%**	**91.8%**	**3.22**
Newport/Toledo																	
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
2001	561	<0.1	100.0	-	-	20	35.54	-	-	0	-	-	-	-	-	-	-
2002	700	<0.1	100.0	-	-	24	34.91	-	-	1,360	<0.1	-	-	100.0	-	-	1.94
2003	**475**	**<0.1%**	**99.9%**	**-**	**-**	**$17**	**$35.55**	**-**	**-**	**0**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Astoria/Warrenton																	
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	15,433	<0.1	-	-	100.0	-	-	3.83
2001	3,949	<0.1	99.8	-	0.2	142	35.95	-	35.90	12,891	<0.1	-	-	100.0	-	-	3.26
2002	3,877	<0.1	99.4	0.3	0.3	141	36.28	39.06	42.58	5,580	<0.1	-	-	100.0	-	-	1.44
2003	**4,811**	**<0.1%**	**95.9%**	**2.2%**	**1.9%**	**$166**	**$34.10**	**$38.29**	**$46.95**	**0**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Portland/Columbia City/St. Helens																	
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	19,245,826	7.4	19.1	3.3	0.2	19.0	58.4	4.70
2001	1,040,578	4.4	75.6	16.6	7.8	38,121	35.32	38.16	46.07	18,140,975	7.2	19.8	4.3	0.3	21.1	54.5	5.05
2002	974,997	4.0	75.7	16.2	8.2	35,952	35.55	38.31	46.26	17,459,379	6.6	18.3	4.5	0.4	25.3	51.5	5.09
2003	**1,087,538**	**4.1%**	**76.0%**	**16.0%**	**8.0%**	**$41,164**	**$36.23**	**$39.23**	**$50.51**	**18,997,989**	**6.7%**	**19.4%**	**3.4%**	**0.2%**	**21.6%**	**55.4%**	**4.84**
Vancouver, WA																	
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	4,561,945	1.8	0.2	8.4	0.3	12.9	78.1	1.81
2001	330,816	1.4	79.4	14.0	6.6	11,799	34.66	36.42	46.08	5,219,799	2.1	0.2	7.8	0.2	13.7	78.2	1.89
2002	284,315	1.2	79.7	13.8	6.5	10,161	34.77	36.45	46.18	4,861,091	1.8	<0.1	6.5	0.4	12.6	80.5	1.82
2003	**265,948**	**1.0%**	**79.3%**	**14.3%**	**6.4%**	**$9,623**	**$35.04**	**$36.43**	**$49.90**	**3,991,008**	**1.4%**	**0.1%**	**7.2%**	**1.2%**	**11.8%**	**79.7%**	**1.82**
Longview, WA/Kalama, WA/Rainier																	
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	9,539,425	3.7	<0.1%	9.3	7.2	-	83.5	3.90
2001	382,314	1.6	82.6	8.8	8.6	13,539	33.99	37.59	46.87	8,949,031	3.5	-	8.8	6.6	-	84.5	4.02
2002	338,258	1.4	82.2	8.4	9.4	12,218	34.61	38.96	46.86	8,615,564	3.3	-	9.6	6.9	-	83.5	4.63
2003	**351,909**	**1.3%**	**82.7%**	**8.0%**	**9.3%**	**$13,099**	**$35.33**	**$40.66**	**$51.09**	**9,895,474**	**3.5%**	**-**	**7.8%**	**6.6%**	**<0.1%**	**85.6%**	**4.52**
Pacific Northwest: Washington																	
Aberdeen/Raymond																	
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	305,511	0.1	1.8	10.4	87.8	-	-	4.50
2001	65,930	0.3	89.9	4.1	5.9	2,287	33.96	38.61	42.96	329,782	0.1	<0.1	19.5	80.4	-	-	5.00
2002	76,766	0.3	89.7	5.7	4.7	2,677	34.13	38.57	44.67	388,889	0.1	0.1	23.0	76.9	-	-	5.07
2003	**58,978**	**0.2%**	**88.3%**	**7.3%**	**4.4%**	**$2,136**	**$35.28**	**$39.43**	**$49.63**	**293,499**	**0.1%**	**<0.1%**	**8.2%**	**83.0%**	**-**	**8.7%**	**4.55**

Port Hours, Wages and Tonnage Data

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 Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	Tonnage: "Weighted Tons" Per Hour Paid
Pacific Northwest: Washington (continued)																	
Port Angeles/Port Townsend																	
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	211,406	<0.1	-	-	9.8	-	90.2	2.22
2001	6,948	<0.1	90.1	4.9	5.0	257	36.15	42.96	46.46	165,138	<0.1	-	-	3.2	-	96.8	1.22
2002	6,384	<0.1	96.5	0.9	2.6	234	36.41	42.76	44.74	35,960	<0.1	-	-	27.4	-	72.6	1.62
2003	**5,763**	**‹0.1%**	**98.6%**	**0.7%**	**0.7%**	**$212**	**$36.73**	**$42.99**	**$49.74**	**18,435**	**‹0.1%**	**-**	**-**	**18.0%**	**-**	**82.0%**	**0.63**
Port Gamble																	
1998	918	<0.1%	98.7%	-	1.3%	$24	$26.36	-	$51.00	0	-	-	-	-	-	-	-
1999	853	<0.1	99.9	-	-	24	27.85	-	-	0	-	-	-	-	-	-	-
2000	899	<0.1	99.9	-	-	32	35.22	-	-	0	-	-	-	-	-	-	-
2001	832	<0.1	100.0	-	-	30	35.82	-	-	0	-	-	-	-	-	-	-
2002	908	<0.1	100.0	-	-	32	35.55	-	-	0	-	-	-	-	-	-	-
2003	**832**	**‹0.1%**	**100.0%**	**-**	**-**	**$30**	**$36.47**	**-**	**-**	**0**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Olympia																	
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
2001	14,559	<0.1	80.4	3.1	16.5	493	32.04	39.95	41.65	43,412	<0.1	-	-	100.0	-	-	2.98
2002	15,846	<0.1	73.7	3.2	23.1	570	33.74	41.35	42.34	59,123	<0.1	-	13.9	86.1	-	-	3.73
2003	**35,662**	**0.1%**	**71.6%**	**9.9%**	**18.5%**	**$1,270**	**$32.95**	**$35.42**	**$46.08**	**143,158**	**‹0.1%**	**-**	**45.0%**	**55.1%**	**-**	**-**	**4.01**
Tacoma																	
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	24,185,697	9.3	63.4	0.8	1.5	8.7	25.7	9.54
2001	1,582,053	6.7	69.9	22.3	7.8	58,983	35.66	38.88	47.19	23,061,669	9.1	64.1	0.9	1.1	10.2	23.7	9.95
2002	1,636,725	6.7	68.8	23.0	8.3	62,839	36.77	39.76	48.15	24,261,965	9.2	69.0	0.9	1.0	10.7	18.4	10.83
2003	**1,919,194**	**7.2%**	**70.3%**	**21.5%**	**8.2%**	**$76,483**	**$38.07**	**$40.75**	**$52.76**	**27,591,178**	**9.7%**	**70.5%**	**0.8%**	**0.7%**	**8.4%**	**19.6%**	**10.61**
Seattle																	
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	20,951,547	8.1	84.7	1.2	<0.1	3.4	10.8	11.28
2001	1,470,056	6.3	67.0	25.1	7.9	56,957	37.28	39.82	47.77	18,539,786	7.3	80.5	1.0	<0.1	2.5	16.1	10.36
2002	1,531,454	6.3	67.8	24.4	7.8	60,636	38.10	40.71	49.07	18,238,639	6.9	88.5	0.8	<0.1	0.5	10.1	10.68
2003	**1,623,566**	**6.1%**	**69.8%**	**22.9%**	**7.3%**	**$65,200**	**$38.47**	**$41.05**	**$53.50**	**19,815,294**	**7.0%**	**81.4%**	**0.6%**	**‹0.1%**	**0.4%**	**17.6%**	**10.06**
Everett																	
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
2001	25,832	0.1	81.5	8.7	9.8	898	33.36	38.51	43.02	87,862	<0.1	20.4	6.5	22.8	-	50.2	1.73
2002	26,675	0.1	84.6	7.2	8.2	951	34.41	39.59	45.08	71,818	<0.1	4.3	3.3	44.1	-	48.4	1.42
2003	**29,106**	**0.1%**	**83.7%**	**8.1%**	**8.3%**	**$1,000**	**$33.05**	**$36.57**	**$45.57**	**25,641**	**‹0.1%**	**3.2%**	**34.7%**	**62.1%**	**-**	**-**	**0.88**
Anacortes																	
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	298,802	0.1	-	-	7.8	-	92.2	1.75
2001	19,652	<0.1	70.0	11.2	18.8	753	35.48	42.37	46.54	416,787	0.2	<0.1	<0.1%	4.2	-	95.7	1.31
2002	16,141	<0.1	70.0	11.4	18.6	627	36.04	42.62	47.23	369,410	0.1	-	1.3	4.2	-	94.5	1.70
2003	**15,609**	**‹0.1%**	**66.1%**	**11.6%**	**22.3%**	**$649**	**$37.70**	**$43.92**	**$51.97**	**399,057**	**0.1%**	**-**	**-**	**1.9%**	**-**	**98.2%**	**0.98**

Port Hours, Wages and Tonnage Data

Pacific Northwest: Washington (continued)

Bellingham

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 Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: Total Tonnage	Tonnage: Percent of Coast Total	Tonnage: Containerized	Tonnage: Percent of Port Total: General Cargo	Tonnage: Percent of Port Total: Lumber & Logs	Tonnage: Percent of Port Total: Autos & Trucks	Tonnage: Percent of Port Total: Bulk Cargo	"Weighted Tons" Per Hour Paid
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	644,538	0.2	-	9.3	-	-	90.7	2.51
2001	11,972	<0.1	86.0	4.7	9.3	432	34.63	45.76	44.87	203,563	<0.1	-	6.7	-	-	93.3	1.46
2002	3,927	<0.1	93.7	3.2	3.0	142	35.27	50.43	51.69	45,097	<0.1	-	-	-	-	100.0	0.23
2003	**3,643**	**<0.1%**	**96.5%**	**1.2%**	**2.3%**	**$126**	**$34.33**	**$39.84**	**$45.77**	**1,240**	**<0.1%**	**-**	**100.0%**	**-**	**-**	**-**	**0.34**

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

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	149,653,912	57.6	77.8	4.2	0.2	7.6	10.3	7.96
2001	15,581,396	66.4	65.9	24.9	9.2	600,738	37.05	39.65	46.40	150,156,927	59.3	79.2	3.9	0.2	7.0	9.7	8.16
2002	16,624,890	68.3	66.2	24.9	8.9	645,832	37.29	39.98	47.24	159,910,258	60.8	80.0	3.6	0.2	7.5	8.8	8.20
2003	**18,132,136**	**68.4%**	**67.4%**	**23.8%**	**8.8%**	**$726,093**	**$38.32**	**$40.76**	**$51.33**	**171,907,198**	**60.7%**	**82.3%**	**3.1%**	**0.2%**	**6.9%**	**7.5%**	**8.24**

NORTHERN CALIFORNIA SUMMARY

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	27,414,837	10.6	76.0	4.8	0.7	4.6	14.0	7.41
2001	2,868,691	12.2	65.9	25.8	8.3	105,229	34.97	38.12	45.79	26,353,910	10.4	74.1	4.8	0.7	5.2	15.3	7.42
2002	2,726,496	11.2	66.1	25.6	8.3	102,243	35.87	38.66	46.89	26,905,925	10.2	74.1	3.6	0.7	5.4	16.1	7.86
2003	**2,904,176**	**11.0%**	**68.0%**	**23.9%**	**8.0%**	**$112,128**	**$36.94**	**$39.21**	**$50.97**	**28,480,690**	**10.1%**	**76.8%**	**3.3%**	**0.8%**	**5.6%**	**13.6%**	**8.04**

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

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	35,579,078	13.7	10.4	5.4	2.6	11.9	69.7	4.00
2001	1,816,346	7.7	78.1	14.1	7.7	65,762	34.91	37.86	46.30	34,018,952	13.4	10.6	5.9	2.4	13.4	67.9	4.19
2002	1,657,455	6.8	78.0	13.9	8.1	60,596	35.25	38.18	46.46	32,833,528	12.5	9.7	5.9	2.5	15.3	66.6	4.36
2003	**1,763,119**	**6.7%**	**78.2%**	**13.8%**	**8.0%**	**$66,057**	**$35.86**	**$39.02**	**$50.59**	**34,577,028**	**12.2%**	**10.7%**	**5.0%**	**2.5%**	**13.2%**	**68.7%**	**4.26**

PACIFIC NORTHWEST: WASHINGTON SUMMARY

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	47,055,447	18.1	70.4	1.1	1.6	6.0	20.9	9.98
2001	3,197,834	13.6	69.2	22.8	7.9	121,090	36.29	39.37	47.27	42,847,999	16.9	69.4	1.1	1.4	6.6	21.6	9.83
2002	3,314,824	13.6	69.1	22.9	8.1	128,710	37.25	40.23	48.40	43,470,901	16.5	75.7	1.1	1.5	6.2	15.6	10.44
2003	**3,692,353**	**13.9%**	**70.5%**	**21.6%**	**7.9%**	**$147,108**	**$38.08**	**$40.86**	**$52.81**	**48,287,502**	**17.0%**	**73.7%**	**0.9%**	**1.1%**	**5.0%**	**19.3%**	**10.06**

COAST SUMMARY

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	259,703,274	100.0	67.0	3.8	0.8	7.6	20.7	7.87
2001	23,464,267	100.0	67.3	23.9	8.8	892,819	36.50	39.33	46.43	253,377,788	100.0	67.8	3.8	0.7	7.6	20.1	7.99
2002	24,323,665	100.0	67.4	24.0	8.7	937,380	36.97	39.78	47.30	263,120,612	100.0	69.9	3.5	0.7	8.0	17.9	8.20
2003	**26,491,784**	**100.0%**	**68.6%**	**22.9%**	**8.5%**	**$1,051,386**	**$37.95**	**$40.53**	**$51.44**	**283,252,418**	**100.0%**	**71.6%**	**3.0%**	**0.7%**	**7.2%**	**17.6%**	**8.21**

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A top pick stacks containers at Long Beach's Pacific Container Terminal.

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- Report written and edited by Sugerman Communications Group.
- Research conducted by PMA staff.
- Graphic design by JJLA Associates.
- Printed by Kater Litho, Inc., on Centura Gloss 100 Cover, Centura Gloss 100 Book.

Front and Back Cover: The MOL Encore calls at the TraPac terminal, Port of Los Angeles

Inside Back Cover: The sun shines through cranes at SSA Terminal 18, Seattle.

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

2003 Annual Report

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ISSN 8756-3622