2008 Annual Report

Pacific Maritime Association

Pacific Maritime Association

2008 Annual Report

A COSCO container is loaded onto a ship at the Pacific Container Terminal in Long Beach.

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 18, 2009, at 2:00 p.m. in the Plaza Room.

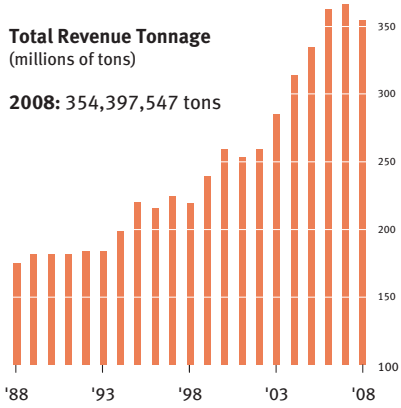
On the Cover

Evening falls as Yang Ming calls at the Port of Los Angeles.

Highlights

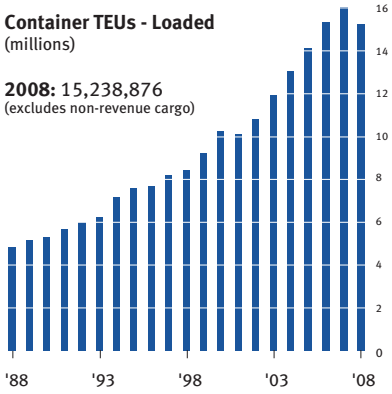
Total Revenue Tonnage
(millions of tons)

2008: 354,397,547 tons



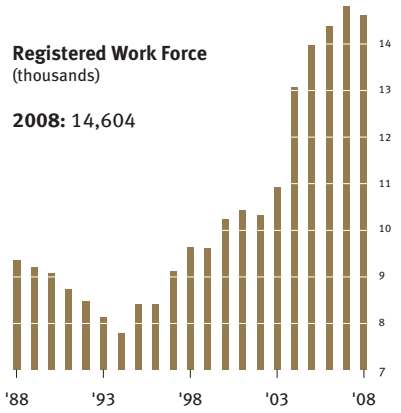
Container TEUs - Loaded
(millions)

2008: 15,238,876
(excludes non-revenue cargo)



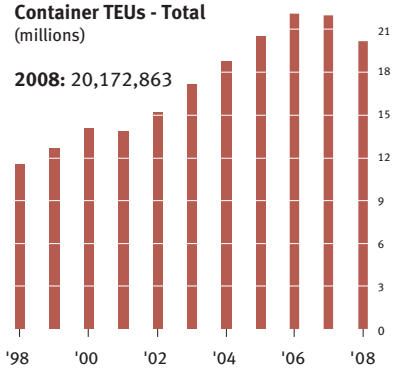
Registered Work Force
(thousands)

2008: 14,604



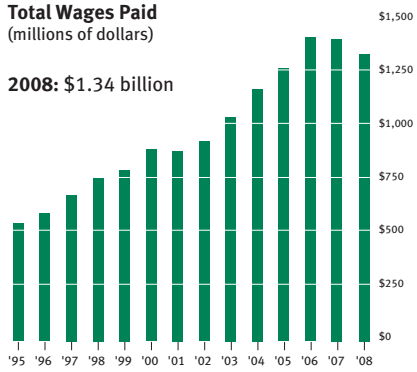
Container TEUs - Total
(millions)

2008: 20,172,863



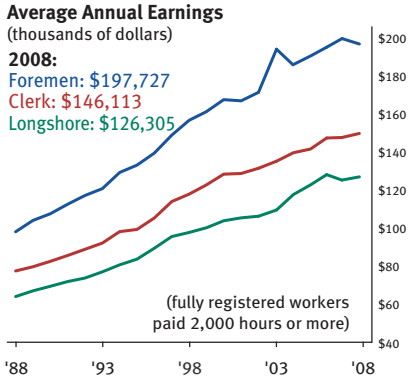
Total Wages Paid
(millions of dollars)

2008: $1.34 billion



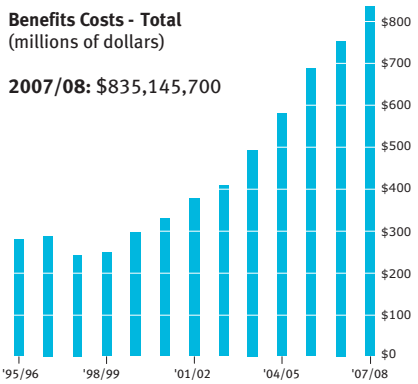
Average Annual Earnings
(thousands of dollars)

2008:
Foremen: $197,727
Clerk: $146,113
Longshore: $126,305



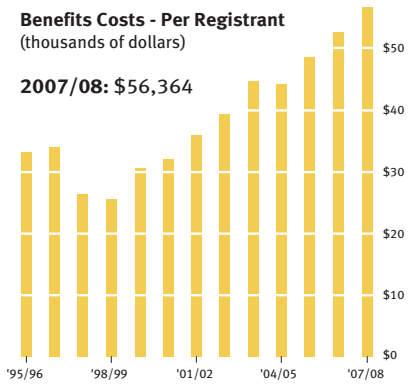
Benefits Costs - Total
(millions of dollars)

2007/08: $835,145,700



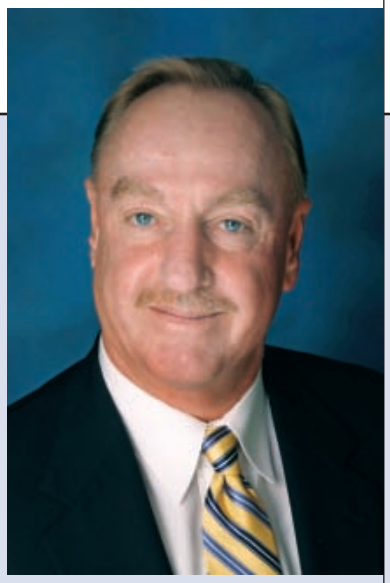
Benefits Costs - Per Registrant
(thousands of dollars)

2007/08: $56,364



Contents

APL *Columbia* sails into Seattle's Elliott Bay.



James C. McKenna
President and CEO

To Our Stakeholders:

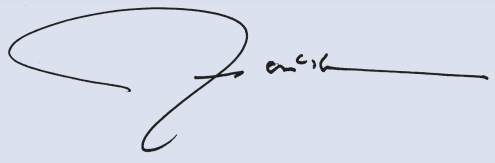
A year ago, we were just beginning our contract talks with the International Longshore and Warehouse Union, and the global economy had not yet fallen into turmoil. Needless to say, we find ourselves today in a very different environment. Yet these two major events both underscore the importance of a stable and productive West Coast waterfront.

In 2009, the maritime industry faces reduced cargo volumes and the corresponding increase in competition for discretionary goods movement.

The coast-wide contract the Pacific Maritime Association negotiated with the ILWU lays the foundation for the changes that will be necessary for West Coast ports to compete in the coming decades. The six-year agreement ensures a significant period of labor stability and provides the pathway for innovation and automation of our marine terminals.

Details of the agreement may be found inside, but in short, the employers have a clear contractual right to employ labor-saving technologies/automation that will enable us to become much more efficient. Looking ahead, such efficiencies will be essential, allowing us to compete with East Coast and Gulf Coast ports, as well as marine terminals in Canada and Mexico, in a very difficult economic climate. Our labor agreement also ensures that our workforce has a stake in continued innovation.

And make no mistake – innovation must be our watchword, and our guiding principle. Although we remain the most significant gateway for goods movement in North America, our industry continues to be impacted by the global economic climate. It is only by forward-looking action that we will stay competitive. Here's to all of us doing our part.



James C. McKenna

Membership

American President Lines, Ltd.
APM Terminals Pacific Ltd.
Benicia Port Terminal Company
Bridge Warehouse, Inc.
California United Terminals
Cargotec Services USA LLC
Ceres Terminals Incorporated
China Shipping (North America) Holding Co., Ltd.
CMA CGM (America) LLC
Coast Maritime Services
Consolidated Stevedoring Company, LLC
Cooper/T. Smith Stevedoring Company, Inc.
COSCO Container Lines Americas, Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Eagle Marine Services, Ltd.
Evergreen Marine Corp. (Taiwan) Ltd.
Foss Alaska Line, Inc.
Hanjin Shipping Company, Ltd.
Hapag Lloyd AG
Harbor Industrial Service Corporation
Horizon Lines, LLC
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America) Inc.
Innovative Terminal Services Inc.
International Transportation Service, Inc.
Jones Stevedoring Company
"K" Line (Kawasaki Kisen Kaisha, Ltd.)
Kinder Morgan Terminals
Long Beach Container Terminal, Inc.
Maersk Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation – Columbia River
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation – Puget Sound
Matson Navigation Company, Inc.
Mediterranean Shipping Company
Metro Cruise Services LLC
Metropolitan Stevedore Company
MOL (America) Inc.
National Lines Bureau, Inc.
NYK Line
Ocean Terminal Services, Inc.
OOCL (USA) Inc.
Oregon Chip Terminal Inc.
Pacific Coast Stevedoring, Inc.
Pacific Crane Maintenance Company, L.P.
Pacific Northwest Auto Terminals, LLC
Pacific Ro-Ro Stevedoring, LLC
Pasha Stevedoring & Terminals, L.P.
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
TraPac, Inc.
TransBay Container Terminal, Inc.
Transpac Terminal Services, LLC
Wallenius Wilhelmsen Logistics
Washington United Terminals
Western Stevedoring Corporation
Willamette Stevedoring LLC
Williams, Dimond & Company
Yang Ming Marine Transport Corporation
Yusen Terminals, Inc.
Zim American Integrated Shipping Service Company, Inc.

PMA Bylaws

"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…"

Board of Directors

John Bowe †
President Americas Region
APL Limited
International Carrier Class

Wesley Brunson
President
Evergreen Shipping Agency (America) Corp.
International Carrier Class

Matthew J. Cox
President
Matson Navigation Company, Inc.
Domestic Carrier Class

Edward A. DeNike *
Senior Vice President
SSA Marine, Inc.
Stevedore/Non-Carrier Class

John V. Keenan #
President
Horizon Lines, LLC
Domestic Carrier Class

Peter I. Keller
President
NYK Line
International Carrier Class

William F. Rooney
Managing Director
Hanjin Shipping Co.
International Carrier Class

Walter Schreiber
Executive Vice President
COSCO
International Carrier Class

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Sr. Vice President Labor Relations
Maersk Inc.
International Carrier Class

Douglas A. Tilden #
Senior Strategic Advisor
Ports America
Stevedore/Non-Carrier Class

*Compensation Committee Member †Audit Committee Member #Assessment Committee Member

Finance Committee

Bernard B. Druck
Director, Operations Support Services
APL Limited,
Americas Operations

William (Bill) H. Hirai
Vice President, Finance
SSA Marine, Inc.

John N. Loepprich
Senior Vice President – Finance
APM Terminals North America, Inc.

Paula Nitto
Chief Financial Officer
NYK Line (NA) Inc.

Roger Silva
Chief Financial Officer
Ports America

Coast Steering Committee:

Chairman:
Dave Adam
Executive Vice President - Operations
Ports America

Larry Bennett
Terminal Operations
Hanjin Shipping Co.

Peter D. Bennett
Vice President - Pacific Region Operations
"K" Line America, Inc.

Ronald J. Forest
Senior Vice President
Matson Navigation Company

Frank Knafelz
Vice President
Horizon Lines, LLC

Area Sub-Steering Committees:

Southern California Area

Chairman:
John DiBernardo
SSA Terminals, LLC

Rickey Childs
APL/Eagle Marine Services. Ltd.

Phil Feldhus
International Transportation Services Inc.

Kevin Hayes
Long Beach Container Terminal, Inc.

Jason Hsu
Evergreen America Corporation

Eric Kalnes
TraPac, Inc.

Eileen Kuljis
Matson Navigation Company, Inc.

George Lang
California United Terminals

Sean Lindsay
Ports America

Robert Loya
Horizon Lines, LLC

Sean Marron
Yusen Terminals, Inc.

Scott Melin
Hanjin Shipping Company LTD.

John Ochs
APM Terminals Pacific Ltd.

Tim Tess
Pasha Stevedoring & Terminals, L.P.

Rob Waterman
Metropolitan Stevedore Company

Pacific Northwest: Oregon and Columbia River Area

Chairman:
Doug Beeber
Jones Stevedoring Company

Ken Davais
"K" Line America, Inc.

Art Hayes
Rogers Terminal & Shipping Corp.

Paul Huculak
SSA Terminals, LLC

Kevin Jones
Kinder Morgan Bulk Terminals, Inc.

Shaun (Soo Hwan) Kim
Hanjin Shipping Co.

Jim Mullen
Ports America

Steering Committees

Alan McCorkle
Senior Vice President
APM Terminals Pacific Ltd.

David Mehus
Vice President
Yusen Terminals, Inc.

Michael B. Porte
Regional Vice President and General Manager
TraPac, Inc.

Jon Rosselle
Vice President
SSA Terminals, LLC

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

Pacific Northwest: Washington and Puget Sound Area

Chairman:
Lee MacGregor
SSA Terminals, LLC

K.C. Bacon
Rogers Terminal & Shipping Corporation

Steve Bassett
Husky Terminal & Stevedoring, Inc.

Rick Blackmore
Hanjin Shipping Co.

Greg Chu
Matson Navigation Company, Inc.

Ken Gill
Horizon Lines, LLC

Jonathan Goldner
APM Terminals Pacific Ltd.

Clayton R. Jones, III
Jones Stevedoring Company

Capt. Chyr-Ming Leng
Evergreen America Corporation

David A. Pickles
Eagle Marine Services, Ltd.

Blair Smith
Ports America

Northern California Area

Chairman:
Jacques Lira,
SSA Terminals, LLC

Bob Bergmann
TransBay Container Terminal, Inc.

Mike Cuffe
Yusen Terminals, Inc.

Steve Hessenauer
Eagle Marine Services, Ltd.

Lorenzo Looper
Metropolitan Stevedore Company

Brian Morgan
Matson Navigation Company, Inc.

Wayne Steinberg
Horizon Lines, LLC

Kurt Sulzbach
APM Terminals Pacific Ltd.

Dean Wilson
Hanjin Shipping Co.

Dennis Woodfork
Ports America

Jim Yanak
TraPac, Inc.

During challenging economic times, dependable West Coast trade is a huge asset to the U.S. economy.


BROMMA
H132
BC133
H150

As many as 8 million American jobs are supported by cargo flowing through West Coast ports.


EVERGREEN

The new PMA-ILWU labor agreement provides the foundation for our ports to innovate.

Looking ahead, investment in the infrastructure beyond the terminal gates is more essential than ever.

By investing in critical infrastructure, and enabling our ports to grow, the West Coast waterfront will remain strong – now, and for the future.

The Horizon *Eagle* docks at the Port of Tacoma.

The Year in Review

2008

For the West Coast waterfront, two stories led the news in 2008: the successful PMA/ILWU negotiations on a six-year, coast-wide labor contract, and the significant impacts of the global economic slowdown. As 2009 begins, a number of challenges await: reduced volumes, increased competition and major infrastructure needs. At the same time, the new contract is expected to lead to further innovation at West Coast ports, bringing the "port of the future" one step closer.

For details of these and other stories, turn the page.

Coast-wide container volume was down for 2008.

Coast Volumes Drop As Result of Global Economic Slump

For the first six months of 2008, cargo volumes followed patterns that have been the norm in recent years: near-record levels of cargo, fueling the U.S. economy to the tune of billions of dollars a year. Yet as the U.S. and global economies began to slow, so too did waterfront volume.

In fact, the fourth quarter of 2008 showed a 15 percent decline in coast-wide container volume – leading to the largest single-year drop in container volumes since 1975. For only the second time in the past decade, overall revenue tonnage fell from the previous year's total.

As 2009 begins, with economic recovery not yet in sight, cargo volumes continue to be lower than in 2008. Ports up and down the coast are reporting double-digit declines from the previous year. As of this writing, the rest of 2009 is also forecast to show declines.

While double-digit growth has been the norm, the current, changed outlook is giving many waterfront stakeholders an opportunity to reevaluate. Whatever the length of the downturn, it is clear that the current economic situation brings a host of challenges to the waterfront.

PMA and its members remain focused on restoring the economic potential of the West Coast ports – working with policymakers, Union leaders and other stakeholders to ensure that the waterfront is strong for years to come. ■

For an in-depth look at some of the most essential challenges facing the West Coast waterfront – and some of the solutions to meet those challenges – please see pages 28-29.

2008 PMA-ILWU Negotiations

Labor Talks Produce Successful Outcome

Six years following the landmark 2002 contract negotiations, which were contentious but paved the way for information technology on the waterfront, many observers looked to the 2008 PMA-ILWU contract talks as a sort of bellwether. Would the parties reach agreement without disruption at the ports? Would a deal enable the West Coast to continue to innovate? What sort of deal would be struck on wages, benefits and other key issues?

After five months of bargaining, the answers to all of these questions were clear. The 2008 talks, in both substance and tone, were far different from the 2002 negotiations. The parties conducted themselves professionally, with mutual respect, and focused on reaching their respective negotiating objectives. At the end of the process – a tentative agreement was reached in July, and ratified by both parties in October – the contract paved the way for progress on the waterfront.

Highlights of the new contract include:

- A six-year agreement that ensures greater stability than a traditional three-year deal
- The advent of automation – specific contract language provides a clear pathway for employers to introduce automated cargo-handling systems that will speed the flow of goods, improve terminal efficiency, protect the environment and enhance security
- Improvements to the administration of health care, enabling workers to continue to receive comprehensive health benefits while containing cost growth
- Streamlined arbitration process
- Mutually agreed-upon increases in wages and pensions

Further details of the contract, including the Memorandum of Understanding, are available at the PMA website, www.pmanet.org. ■

ILWU President Robert McEllrath and PMA President & CEO Jim McKenna shake hands after signing the 2008 labor agreement.

A state-of-the-art electric truck navigates through the Port of Los Angeles.

PMA Members Lead on Environment

PMA members continued to show leadership in the effort to decrease the environmental impact of port operations across the West Coast, working in conjunction with the California Air Resources Board (CARB) and the port authorities. Chief among these efforts was the landmark achievement of the Los Angeles/Long Beach vessel speed reduction program, which reached a remarkable 95 percent voluntary compliance in 2008.

This program, launched in 2001, provides incentives for vessels to decrease speeds when within 20 miles of the coast, significantly reducing the NOx, SOx, particulate and greenhouse gas emissions impacting coastal communities.

Shipping lines' voluntary efforts to decrease harmful emissions have extended far beyond the speed reduction program. Many PMA members use a cleaner, distillate fuel in auxiliary generators and diesel-electric engines when close to shore, voluntarily abiding by a CARB regulation that was overturned by the California Supreme Court in 2008. In anticipation of new regulations that will come into place in 2009, PMA members have also begun to change their vessel fuel to minimize sulfur content. During the year, carriers continued to reconfigure additional vessels to run on shore-supplied power when at berth, allowing them to turn off their engines and eliminate vessel emissions.

Joint efforts between port authorities and industry continue to create cleaner terminal operations. During the year, PMA members at Los Angeles and Long Beach worked with local port authorities to implement the Drayage Truck Regulation program, reducing the emissions associated with diesel-fueled engines, and the PierPass OffPeak program, which eased traffic congestion by providing incentives for truckers to make deliveries at off-peak hours.

In line with CARB regulations, ports across California continued to replace or retrofit thousands of pieces of cargo-handling equipment to make them cleaner. A number of terminal operators across the West Coast invested in demonstration projects to develop the next generation of clean cargo-handling equipment, exploring the possibility of deploying new fleets of equipment powered by propane, liquefied natural gas and electric motors.

PMA has also continued to focus on reducing the environmental footprint of its operations. Using a $1.6 million grant from the Port of Los Angeles, the PMA training center in Wilmington replaced all of its semi-tractors and a top-handler with 2008 models, powered by engines that are three times cleaner than the 1997 engines they replaced. ■

TWIC Program Debuts, Promises Enhanced Security

After eight years in development, the federally mandated Transportation Worker Identification Credential (TWIC) program moved toward its final stage of issuance in 2008, as PMA worked with the ILWU and Department of Homeland Security to ensure that West Coast workers obtained a TWIC card in time for upcoming deadlines.

The TWIC is a secure identification credential that all workers will be required to carry in order to enter West Coast ports. By screening entrants and keeping persons who may be potential security threats off the waterfront, the TWIC program has the potential to significantly improve port security.

PMA worked closely with the Transportation Security Administration, the Coast Guard and port authorities to help ensure a smooth roll-out of the program, and with the ILWU to mount an outreach campaign so that workers were aware of the deadline at their particular port.

These efforts helped to achieve successful implementation of the program at the Port of San Diego, which became the first port on the West Coast to require the TWIC for entrance onto the docks in December 2008.

Looking ahead to 2009, the TWIC card requirement will be adopted on a tiered schedule. Northern California and Pacific Northwest ports are scheduled to require the card in February, while the Ports of Los Angeles, Long Beach and Port Hueneme are scheduled to adopt the requirement in mid-April.

PMA is working with the Department of Homeland Security to make the TWIC card even more secure, launching a pilot program at the Ports of Los Angeles and Long Beach that will integrate biometric identification technology into the TWIC credentialing system. ■

Training Programs Updated

In 2008, PMA began a widespread effort to update its training programs and management system to better and more efficiently educate a workforce for the rapidly evolving ports of the 21st century, while continuing training operations to meet present needs at West Coast ports.

Over the first half of 2008, PMA continued casual processing in Southern California and the Pacific Northwest, in addition to overseeing robust training programs for new clerks, walking bosses and foremen, and for general safety, equipment handling and Powered Industrial Truck certification.

As part of its initiative to deploy automated external defibrillator (AED) devices on marine terminals, PMA achieved its goal of training all walking bosses and foremen in the use of AED devices while also offering CPR and first aid training to longshore workers and clerks. Diversity and security training programs were also conducted during the year.

A longshore worker practices "grinding" a hatch lid during a training session.

With the economic slowdown reducing much of the demand for training, PMA's training department began a two-part process to make its programs more efficient and to better reflect operational realities at the terminals. First, PMA streamlined the personnel, training, budget and payroll systems into one computerized database, allowing for a simpler and more accurate recording of employee attendance at training sessions. Second, PMA's training department began updating its training programs, introducing more high-tech tools into the classroom, like video and computer learning, and revising all of its training manuals, which number more than 60, to reflect new federal regulations and the ever-changing technology being used on the waterfront. ■

Waterfront Safety Remains in Focus

PMA continued serving as an industry leader to improve marine cargo-handling safety on the West Coast and across the country in 2008, working with the ILWU to negotiate new safety rules and programs, as well as advising national policymakers and regulators on safety issues.

As part of their new labor contract, the ILWU and PMA agreed to a number of rules designed to enhance safety on the waterfront. These include a provision to provide automated external defibrillators (AEDs) at all marine terminals; upgraded standards for the operation and maintenance of the air cab filtration equipment on container gantry cranes; a new requirement to equip semi-tractors with high-visibility three-point seat belts; new measures to prevent forklifts from tipping over and to reduce vehicle idling when mobile data terminals are in use; and the enactment of a rule mandating that safety shoes be worn by anyone in the terminal operating environment.

PMA improved its safety programs during the year, expanding the shoe styles and brand options available for workers participating in its safety shoe program, which provides up to $200 in free safety shoes per year for each ILWU worker on the docks. PMA also continued developing its CPR and AED training programs, establishing courses across the West Coast (see story above), as well as issuing a number of new PMA safety tip flyers, which are available for viewing at www.pmanet.org.

Safety tip flyers are distributed to the workforce.

PMA continued to serve as a prominent advisor to policymakers on issues of marine cargo-handling safety. As an active member of the National Maritime Safety Association, PMA worked in partnership with the Occupational Safety and Health Administration to produce traffic and lashing safety tip guidance documents and a series of "Live and Learn: Every Choice Counts" videos, which offer safety messages for workers on the waterfront. These can be viewed, among other places, on www.nmsa.us and YouTube.

PMA sits on the Maritime Advisory Committee for Occupational Safety and Health, which offers guidance to the U.S. Secretary of Labor. During the year the committee offered advice to the assistant secretary for occupational safety and health on a number of issues, including roll-on-roll-off traffic safety, radiation safety and crane radio safety. PMA will continue to offer advice to the incoming assistant secretary as part of this committee, which was re-chartered in 2008 for another two-year term. ■

PMA Veteran Tom Edwards Retires

Opinionated. Knowledgeable. Persuasive. These are just a few of the words used to describe Thomas Edwards, who retired in September 2008 as PMA vice president for contract administration and arbitration.

Thomas Edwards

Described by his colleagues as a "walking encyclopedia" for his sharp and nuanced understanding of ILWU-PMA labor agreements, Tom has worked in nearly every facet of PMA's business during the past 35 years. He brought a unique perspective and a wealth of knowledge to every task – from payroll processing to administration of the pay guarantee plan to senior-level labor relations management.

Tom spent most of his career in the Oakland office, where he served as Northern California Area Manager from 2001-2003. During his distinguished tenure in Oakland, Tom worked closely with member companies, as well as ILWU leadership, gaining their trust and respect. More recently, he was a senior member of the leadership team at San Francisco headquarters.

Tom's love of professional argument first showed itself during his youth as a debate team member. Years later, advocating passionately for PMA's positions, he was always at his best during arbitration hearings. Starting in 2002, with the newly negotiated Technology Framework Agreement, Tom became the architect of a new dispute resolution process that enabled the industry to bring sweeping changes to the West Coast waterfront.

Tom's insight and experience proved invaluable once again during the 2008 labor talks. His stewardship and guidance throughout the process – prior to negotiations, during five months of bargaining and afterward – helped set the stage for further innovation on the waterfront. As he embarks on the next chapter of his life, Tom Edwards leaves secure in the knowledge that his 35 years of service have left PMA a much stronger place. ■

Other PMA retirees in 2008 include:

- Simon Corneliuz
  PMA Headquarters, San Francisco
- Deborah LeCuyer
  Pacific Northwest, Seattle
- Alice M. Poe
  Southern California, Wilmington

A China Shipping vessel prepares to sail from SSA's Terminal 18 in Seattle.

Regional Developments:
Southern California

Facing increased competition fordiscretionary cargo and a significant downturn in global trade, Southern California's ports saw declining volumes in 2008. At the same time, the region made significant progress in its effort to remain competitive over the long-term, as port authorities and terminal operators worked to improve port operations by incorporating new technology, lessening environmental impacts and developing new infrastructure.

While the first nine months of the year saw Southern California's trade volumes remain roughly on par with the previous year, significant declines in the fourth quarter led to a 5.3 percent drop in revenue tonnage for 2008 and an 8.4 percent drop in overall container TEUs. In addition to the overall decline in global trade, Southern California's ports faced increased competition for goods headed east of the Mississippi, as other ports in the Southern and Eastern United States and in Canada increased their capacity.

Southern California ports made significant progress in creating more efficient and competitive operations through the use of new technology. Many terminals fully integrated the combined use of optical character recognition and electronic messaging in 2008, allowing crane operators to more efficiently locate a container on a ship and identify its final destination. At the ports of Los Angeles and Long Beach, the expanded use of Radio Frequency Identification Devices (RFID) on trucks expedited the process for admitting vehicles onto the terminal and sending them to the correct destination.

In addition to making these operational improvements, several Southern California operators moved toward improving their infrastructure during the year. At the Port of Los Angeles, TraPac completed a 10-year EIR process, receiving approval to move forward with the installation of on-dock rail and the construction of 1,600 feet of additional berth that will be able to support the use of 100-gauge cranes, allowing for an expanded and more efficient operation. The upgraded TraPac terminal will employ a number of environmentally friendly operational features, including the use of cleaner terminal-handling equipment and cold ironing for all vessels that are docked at the terminal.

These plans reflect an environmental trend that extends across Southern California—many terminal operators in the region, along with the ports themselves, have been recognized for their efforts to build more environmentally friendly operations. (See story, page 21.) Several studies released in 2008 documented the reduction of emissions at Southern California's ports, a success that prompted the U.S. Environmental Protection Agency to award a joint Clean Air Excellence Award to the Ports of Los Angeles and Long Beach. ■

An OOCL vessel docks at Pier G at the Port of Long Beach.

Regional Developments:

Northern California

Northern California ports, like the rest of the coast, felt the impact of the global economic slowdown. At the same time, the ports improved their infrastructure and safety procedures, greened operations, and enhanced trade in many key commodities.

Overall container TEUs declined by 6 percent for the year, and revenue tonnage dropped by 5.6 percent, reflecting the trend across the shipping industry. Despite the decline in overall trade as a result of the weakening global economy, particularly in the fourth quarter, several market sectors held steady or increased for the year, as did total exports, which rose significantly, buoyed by an increase in the trade of American agricultural products.

Imports of automotive vehicles and parts increased during the first half of 2008, with the Northern California trade moving primarily through the ports of Richmond and Benicia. Green technology imports, such as windmills, saw an increase for the year, as the specially equipped ports of Stockton and Sacramento helped to handle the rapidly growing demand in goods associated with alternative energy. Growing cargo volumes at Northern California's smaller ports, particularly in green technology and agriculture led Sacramento, Stockton and Eureka to expand their casual workforces by 50, 100 and 40 members, respectively.

The Port of Oakland continued plans to expand and modernize its terminals. In 2008, the port began developing a new model for awarding and managing terminal concessions in its preparation to re-lease the outer bank terminal. The new agreement will place the responsibility for building and designing terminal infrastructure onto the operator, extend the lease term to up to 66 years, and eliminate the port's percentage charge on each TEU handled by the terminal in favor of one monthly rent payment.

A longshore worker conducts a pre-shift safety inspection at APM Terminals in Oakland.

Throughout Northern California, ports continued their drive to improve port safety and reduce their environmental impact. Northern California ports continued implementation of safety training agreed upon in the new labor agreement with the ILWU, and have been actively informing the workforce about the requirements for adoption of the Transportation Worker Identification Card (TWIC), which is scheduled to become mandatory for entry onto the terminals in early 2009 (for more, see story on page 21). At the Port of Oakland, PMA members worked with other stakeholders to complete the Maritime Air Quality Improvement Plan, a major planning initiative begun in 2007 to reduce emissions that may be associated with port operations. Upon its implementation, this plan will produce comprehensive changes to green the port. ■

Regional Developments:

Pacific Northwest

As a result of the global decline in trade, the Pacific Northwest saw a 9.0 percent decrease in overall container TEUs and a 0.4 percent decrease in revenue tonnage for the year. In the midst of this downturn, the Pacific Northwest ports kept an eye toward the future, making significant investments in new technology and infrastructure, while continuing to expand their capability to handle the specialty cargo associated with the rapidly growing alternative energy trade.

Despite the decline in container TEUs, the region continued to see strength in some bulk commodities, cruise travel and the Alaska trade (see story, next page). A weak U.S. dollar stimulated exports of bulk commodities like grain and chemicals over the first three quarters of 2008. Despite the global slowdown, cruise traffic increased by 10.5 percent, departing from the Port of Seattle.

Container ships at anchor at the Port of Seattle.

A significant quantity of alternative energy imports continued to move through the Pacific Northwest's ports, many of which have become specially equipped to handle this unique cargo. Pacific Northwest ports have developed expertise at handling the windmill trade, which requires a challenging and complex unloading process because the cargo arrives on the ship in many different and odd-shaped parts. In 2008, these ports continued to acquire the unique infrastructure, such as extra-large cranes, and educate the specially trained labor force necessary to accommodate this trade, which is likely to continue its rapid growth along with the demand for clean energy.

Several developments on the Northwest waterfront will improve the environmental impact, efficiency and scope of future operations. At the ports of Seattle, Tacoma and Portland, terminal operators have begun introducing technologies – such as radio frequency identification tags and optical character recognition machines – to track the movement of containers, setting the stage for future automation of the Pacific Northwest waterfront.

Operators at the Northwest ports continue to take steps to mitigate their environmental impact. Cruise ships at the Port of Seattle are plugging into shore-side electric power instead of running their engines while at shore. With a grant from the Washington Department of Ecology, the Port of Seattle began installing diesel oxidation catalysts on eligible heavy-duty equipment and switched to an ultra-low sulfur diesel blend known as B99 to operate all of its diesel maintenance equipment. ■

Shippers Provide Vital Lifeline to States outside the Continental U.S.

SPOTLIGHT ON: Alaska and Hawaii

Despite their significant geographic distance from the rest of the United States, Alaska and Hawaii are tightly integrated into the nation's economy—a feat made possible by the West Coast ports. The maritime industry is the critical link between these two states and the rest of the U.S. economy, providing vital access to the goods that are necessary for everyday life—from groceries to textiles to automobiles.

Even in the face of declining trade volumes worldwide, the core business of these two trade routes remains strong. Alaska and Hawaii continue to demand the basic goods necessary for everyday life—and, in most cases, ocean shipping offers the most reliable and affordable transportation option for connecting the nation's economy with its two most distant states.

HAWAII:

For the Hawaiian Islands, which are separated from the West Coast by more than 2,000 miles of ocean, ship-based transportation is usually the only affordable option for moving goods into the state. Although Hawaii has a strong agricultural sector with a substantial export business, a majority of its food is imported, as are consumer goods.

Most of these goods come to Hawaii from the West Coast, heading primarily to Honolulu from ports that include Los Angeles, Long Beach, Oakland, Portland, Seattle and Tacoma. The journey takes approximately five days, with slight variation depending on route. The broad range of goods shipped to Hawaii requires the use of different ship types to handle various types of cargo, such as containers, vehicles and oversized freight.

Westbound hauls include goods such as livestock, automobiles and electronics. Eastbound hauls include many of Hawaii's signature products, like sugarcane and tropical plants. The ships that traverse the Pacific serve as an integral part of the "just-in-time" supply chain for major retailers and supermarket chains, allowing them to reduce inventory held at distribution centers, while saving money on expensive warehouse space in Hawaii.

With the islands so reliant on ship transportation, some unusual cargo has moved to Hawaii on ships over the years, such as a 50-foot Pacific Northwest Christmas tree and the stage and set equipment for a "Wheel of Fortune" broadcast from Waikiki Beach.

The Matson *Mokihana* is returning from Honolulu.

ALASKA:

Due to its northern climate and steep terrain, relatively little farming occurs in Alaska, forcing the state to import most of its food supply. The state's limited manufacturing capability also necessitates the import of most consumer goods. With thousands of miles between Alaska and the rest of the United States, truck and train transport from the Continental U.S. is a much less convenient and affordable option than ship-based transportation.

This Horizon ship in Tacoma will sail for Anchorage.

Alaska's 700,000 residents, as well as its large population of tourists and military personnel, receive many goods via ships from the Port of Tacoma, roughly 1,450 nautical miles from Anchorage. A broad base of companies — grocery chains, construction firms and big-box retailers — relies on ship transportation to move goods that range from electronics to fresh produce to motorized construction equipment.

The three-day sea journey from Washington to Alaska requires specialized ships, banded at the hull to survive icy conditions. After setting sail from Tacoma, ships arrive in Anchorage, with some continuing on to make calls at Kodiak Island and Dutch Harbor. Many ships are equipped with cold storage to transport fresh and frozen foods, and return to Washington with hauls of Alaska's famous seafood, such as salmon, pollock, cod and crab. These goods are then distributed by truck and rail throughout the United States.

WEST COAST PORTS:
A 21st Century Growth Strategy

During severe economic times, whole industries must take stock of the fundamentals that remain pivotal to their future success. Such is the case on the West Coast waterfront, where maritime trade has fueled tremendous economic growth for the Western United States – and the nation as a whole. In the past two decades, West Coast containerized cargo movement has tripled, and now supports as many as 8 million jobs across the nation.

Now, however, for the first time in a generation, cargo volumes are declining at West Coast ports. These economic jewels face challenges that extend beyond the current economic crisis – and beyond our nation's borders. With additional capacity coming on line in East Coast and Gulf Coast states, as well as expanded operations in Canada and new terminals planned in Mexico, the question on the table is:

"What must be done now to make sure the West Coast remains competitive?"

The Hanjin *Helsinki* arrives at the Port of Long Beach.

To answer that question, we must assess the strengths that enabled us to come this far, determining which building blocks must be in place to support future growth akin to the double-digit growth to which we have grown accustomed – and which has enabled the West Coast to become the preferred point of entry for imports to the United States. For experience dictates that the pall over the economy will lift, and when it does, the West Coast waterfront must be ready.

In 2008, PMA achieved a new labor agreement with the ILWU that puts some of the fundamental building blocks in place. The length of the agreement – six years – brings labor stability to the waterfront. The new contract also furthers recent gains made through the use of technology, setting the stage for automation of marine terminals. While not a panacea, nor a quick-fix solution, radically more efficient terminals will be necessary to meet the needs of the coming decades.

But many more building blocks need to be put in place for the West Coast to compete successfully for discretionary cargo, which today accounts for approximately one-half of all containers coming through its terminals. Among those building blocks are:

- **Recognition by policymakers that competition from the East Coast and Gulf states is real.** Many elected officials lack an understanding of the fundamentals that drive our industry. The result has been the promulgation of misguided initiatives that erode our competitiveness, compounded by a lack of action on issues that are most critical to our future success.
- **Investment in infrastructure beyond the terminal gates.** Shippers need certainty that their cargo will flow unimpeded onto the terminal – and beyond. Port cities along the West Coast suffer from deteriorating intermodal systems beyond the gate, yet local and state governments have largely failed to make the necessary investments to prepare for the future. The time has come for governmental decision-makers to move forward with the necessary investments to keep our industry competitive on the West Coast.

A supervisor operates a rail switch at the Port of Tacoma.

- **Innovation on the terminals.** Over the past decade, our member companies have made a huge down payment on technology in an effort to improve terminal velocity and throughput. With the agreement in the 2008 contract to move forward with automation, we are positioned to take the next step and create some of the most technologically advanced terminals in the world.
- **An evolution of the ILWU/PMA partnership.** Management and labor are jointly committed to progress at West Coast ports. Never has it been more important for the ILWU and the PMA to dedicate themselves to a shared agenda to make our ports the envy of the maritime industry, especially when considering the competition presented by the expansion of the Panama and Suez Canals, and the investments made by Mexican and Canadian ports. We understand that it's time to either unite or face the consequences.

During critical economic times like those we face today, some observers may argue that the best strategy is to "hunker down" and wait for the storm to pass. But that is not a choice the West Coast maritime industry can afford to make. Rather, investing in automation and regional infrastructure will position the West Coast to compete for another generation of cargo, long after the current economic storm clouds pass.

GENERAL SAFETY TRAINING:
AN 18-YEAR HISTORY ON THE WATERFRONT
THROUGH 12/31/2008

YEAR	GRADUATES	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	12,723
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, Everyday		
2003	3,443	3,443
2004	9,733	13,176
2005	12,332	25,508
2006	6,966	32,474
GST VI – Every Choice Counts		
2007	10,704	10,704
2008	8,523	19,227

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 2008.

The lost-time 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	Pacific Northwest Washington
1993	13	12.1	13.4	16.5	13
1994	11.2	10	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	8.67	6.64	13.7	12.6	11.2
2000	7.2	5.68	9.81	10.7	10.7
2001	8.4	6.6	13.3	9.64	12.6
2002	8.5	6.4	14.1	11.2	13.3
2003	7.5	6	10.5	10	11.9
2004	6.77	5.71	9.04	9.95	9.11
2005	7.12	6.15	9.37	9.19	9.06
2006	6.41	5.06	10.47	7.64	9.60
2007	5.79	4.45	10.32	7.03	8.58
2008	**5.75**	**4.71**	**8.68**	**9.04**	**7.09**

ACCIDENT PREVENTION "TOP TENS" FOR 2008

Most Injured Occupations		Cause of Most Injuries		Most Common Injuries		Most Injured Body Part	
Semi-Tractor	302	Strained	397	Sprain/Strain/Spasm	1035	Back	450
Lasher	290	Slip/Trip/Fall <4ft	277	Contusion	471	Knee	260
Mechanic, ILWU	227	Stuck by	187	Cut, Laceration	142	Shoulder	221
Holdman	166	Struck Against	141	Foreign Object in Eye	70	Finger	198
Auto Driver	123	Twisted	91	Scratch/Abrasion	56	Neck	167
Foreman/Walking Boss	113	Bounced in Vehicle	78	Hearing Impairment – Illness	50	Head	135
Mechanic, IAM	83	Penetrating Object	71	Fracture	44	Ankle	118
Dockman	79	Slip	68	Fainting, Dizziness	19	Arm	98
Clerk Supervisor	63	Foreign Object in Eye	66	Toxic Respiratory	18	Leg	96
Clerk Computer	57	Pinched	62	Hearing Impairment – Injury	16	Hand	92

Coast Accident Prevention Award-Winners

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

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

First Place: Ports America
Los Angeles-Long Beach – Southern California Area

Second Place: SSA Marine
Los Angeles-Long Beach – Southern California Area

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

First Place: Pasha Stevedore & Terminals, L.P.
Los Angeles-Long Beach – Southern California Area

Second Place: Metropolitan Stevedore Company
Los Angeles-Long Beach – Southern California Area

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

First Place: Ports America
Sacramento – Northern California Area

Second Place: SSA Pacific
Eureka – Northern California Area

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

Group A (1 million or more man-hours)

First Place (Tie): APM Terminals Pacific Ltd.
Los Angeles-Long Beach – Southern California Area

First Place (Tie): International Transportation Services, Inc.
Los Angeles-Long Beach – Southern California Area

Group B (500,000 to 999,999 man-hours)

First Place: Long Beach Container Terminal
Los Angeles-Long Beach – Southern California Area

Second Place: Ports America
Washington – Pacific Northwest Area

Group C (100,000 to 499,999 man-hours)

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

Second Place: APM Terminals Pacific Ltd.
Northern California Area

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

First Place: Pacific Northwest Auto Terminals Inc.
Oregon – Pacific Northwest Area

Second Place: (No Second Place Winner)

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

First Place: Tesoro Refining and Marketing Co.
Northern California Area

Second Place: Benicia Port Terminal Co.
Northern California Area

Lines Companies
(companies engaged primarily in line-handling operations with total man-hours exceeding 5,000)

First Place: Coast Maritime Services
Los Angeles-Long Beach – Southern California Area

Second Place: National Lines Bureau
Los Angeles-Long Beach – Southern California Area

ILWU WORKFORCE AWARDS

Longshore Locals

Group A (More than 400 Registered Members)
Local 13 – Los Angeles-Long Beach – Southern California Area

Group B (Fewer than 400 Registered Members and/or more than 300,000 man-hours)
Local 4 – Vancouver – Pacific Northwest Area

Group C (Fewer than 100 Registered Members and/or fewer than 100,000 man-hours)
Local 12 – North Bend, Oregon – Pacific Northwest Area

Foreman Locals

Local 94 – Los Angeles-Long Beach – Southern California Area

Clerk Locals

Local 52 – Washington – Pacific Northwest Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD
(Those companies who have achieved a zero lost-time incident rate in 2008)

Ports America
Sacramento – Northern California Area

SSA Pacific
Eureka – Northern California Area

COAST TWO-YEAR ZERO INCIDENT RATE AWARD
(Those companies who have achieved a zero lost-time incident rate 2 consecutive times over a 2-year period)

Benicia Port Terminal Co.
Northern California Area

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

Tesoro Refining and Marketing Co.
Northern California Area

COAST SEVEN-YEAR ZERO INCIDENT RATE AWARD
(Those companies who have achieved a zero lost-time incident rate 7 consecutive times over a 7-year period)

Metropolitan Stevedore Company
Anacortes – Pacific Northwest Area

COAST THREE-YEAR REDUCTION AWARD
(Those companies who have reduced their lost-time incident rate 3 consecutive times over a 4-year period)

Ports America
Southern California Area

SSA Marine
Los Angeles-Long Beach – Southern California Area

APM Terminals Pacific Ltd.
Washington – Pacific Northwest Area

THE COAST ACCIDENT PREVENTION AWARDS

Pacific Maritime Association sponsors an annual Accident Prevention Awards Program, a valuable feature of the coast-wide industry accident prevention program. To qualify for an award, a member company must actively participate in the PMA safety program and report all OSHA-recordable 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 by terminal, port or area and according to the number of man-hours paid during the year. Awards are presented to those qualifying member companies having the lowest lost-time 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 above.

An MOL container is loaded onto a ship at the Port of Los Angeles.

Industry Overview 2008

Sunset at the Port of Long Beach.

Economic Significance of West Coast Ports

Despite decreases in 2008, containerized cargo movement through the West Coast ports has tripled in the past two decades – to a total of more than 15 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from tennis shoes and personal computers to heavy equipment and produce, these containers contain many of the staples of our economy.

As the primary gateway for international trade between the United States and Asia, the economic impact of the West Coast ports is staggering. When non-containerized goods such as bulk cargo and autos are included, West Coast port activity supports 8 million U.S. jobs, from transportation and logistics to manufacturing, retail and commercial endeavors. The domestic business impact of this trade is roughly equal to the GDP of Canada or South Korea.

The National (and Global) Transportation Network

Once on land, imports moving through the West Coast ports are carried by rail and truck to destinations across the United States. Exports, too, come from around the nation. The ports, then, are one piece in a much larger transportation infrastructure: highways, rail lines, distribution centers, warehouses and final destinations such as factories, stores and homes.

The significance of West Coast cargo movement is not limited to any one region of the country, or to any one industry. The West Coast ports truly supply the nation – and in the coming years, further investment in infrastructure and technology will be essential to enabling these national assets to continue playing this vital role.

Waterfront Work: Nearly 15,000 Jobs

As of December 2008, PMA members employed nearly 15,000 registered workers at 29 West Coast ports, and thousands more "casual" workers, who typically work part-time. These workers are engaged in all kinds of cargo-handling operations – from lashing containers to driving yard equipment to operating the huge gantry cranes that line most major port terminals. Some are also involved in clerical tasks to keep track of the nearly 1 million tons of cargo that move through West Coast ports on a daily basis.

Since the 2002 labor agreement that brought widespread use of technology to West Coast ports, the registered workforce has grown by more than 4,000. This increase is despite a lack of registration in 2008, due to the current economic climate.

SUPPLEMENTARY AREA AGREEMENTS

Local	Effective
Southern California	
13 – Supplementary Agreement for Gearmen	7/1/96
13 – Sweepers' Agreement	7/1/96
13 – Lines Handling Agreement	7/1/93
13 – Mechanics' Port Supplement	7/1/08
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	1/29/09
29 – Mechanics' Port Supplement	1/25/88
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen Port Supplement	4/8/91
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	7/1/08
10 – Rotary Dispatch Rules	9/16/95
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	7/1/08
75 – Watchmen's Supplement	7/1/02
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	1/10/09
4, 8 & 21 – Shipboa d Bulk Grain Operators' Agreement	1/8/05
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	12/31/07
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' Supplement	12/12/03
19 & 23 – Shipboa d Bulk Grain Operators' Agreement	1/8/05
23 – Working and Dispatching Rules	6/17/88
23 – Lines Handling Agreement	10/15/08
23 – Gear and Locker Agreement	8/19/04
23 – Tacoma Mechanics' Supplement	10/3/08
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

Labor Agreements

The ILWU-PMA coastwise agreements remain in effect until 5:00 p.m., July 1, 2014.

Coast Agreements	EFFECTIVE
Longshore and Clerks' Agreement	7/1/08*
Walking Bosses and Foremen's Agreement	7/1/08**

* MOU was signed 07/28/2008

** MOU was signed 07/31/2008

Labor Dispatch

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 "daily" basis. A daily 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.

Daily 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 "daily" basis.

Within the West Coast longshore industry the term *casual* identifies recognized 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.

Metropolitan Stevedore Co. discharges steel coils during the maiden voyage of *Saga Pioneer*.

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.

Effective November 23, 2002, three *Skill Rates* were defined 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 & Supe cargo	$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

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
June 28 2008	0.50	1.6	31.18

* A "6 hour day, 30 hour week" was incorporated into the fi st coastwise indust y ag eement in 1934. This was the esult of a decision by a presidentially appointed arbitration boa d. Commonly refer ed to as he "6 and 2" rule, his cont act provision called for 6 hours' straight time pay and 2 hours' overtime pay for 8 hours' work for most longshore jobs on the egular day shift.

** The "6 and 2" pay provision was converted to an 8 hour pay rate effective July 4, 1987. The e was no wage increase; 6 hou s at $17.27 and 2 hou s at he overtime rate of $25.905 a e equivalent to 8 hou s at $19.43. O her cost inc eases inhe ent in he conversion were partially offset by other contract provisions.

Offloading Hyundai containers at the Washington United Terminals at the Port of Tacoma.

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 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.

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.

Recent presidents include:

- David Arian (1991-1994)
- Brian McWilliams (1994-2000)
- James Spinosa (2000-2006)

In 2006, Robert McEllrath was elected president.

The other Titled Officers are Joseph Radisich, 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 Robert McEllrath, Vice President Joseph Radisich and Committeemen Ray Ortiz, Jr., and Leal Sundet. 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 process the cargo information for delivery and shipment.

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 remaining 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 new PMA-ILWU contract brings six years of labor stability to West Coast ports.

A port pilot descends the side of a container ship at the Port of Los Angeles.

Industry Benefits 2008

Steel is offloaded by Metropolitan Stevedore Co. at Pier 80 in San Francisco.

The ILWU benefits package includes comprehensive health care coverage, a pension plan, a savings plan, and vacation and holiday leave. Following is an overview of the benefits program; more information may be found at the PMA website (www.pmanet.org) or through the ILWU-PMA Benefit Plans Office, funded by the PMA.

For health coverage, registrants and retirees (and eligible dependents) generally have a choice between HMO coverage and a self insured PPO plan; new registrants enter an HMO for the first 24 months. In either case, employees pay no premiums. The PPO covers basic hospital, medical and surgical benefits at 100% of scheduled limits, regardless of whether the treatment is received in-network or out-of-network. If there are remaining out-of-network charges, the PPO pays for those up to 80% of Usual, Customary and Reasonable limits. The PPO has an annual family deductible of $300 and out-of-pocket maximum of $1,000. The PPO also provides prescription drug coverage with a $1 co-pay per prescription.

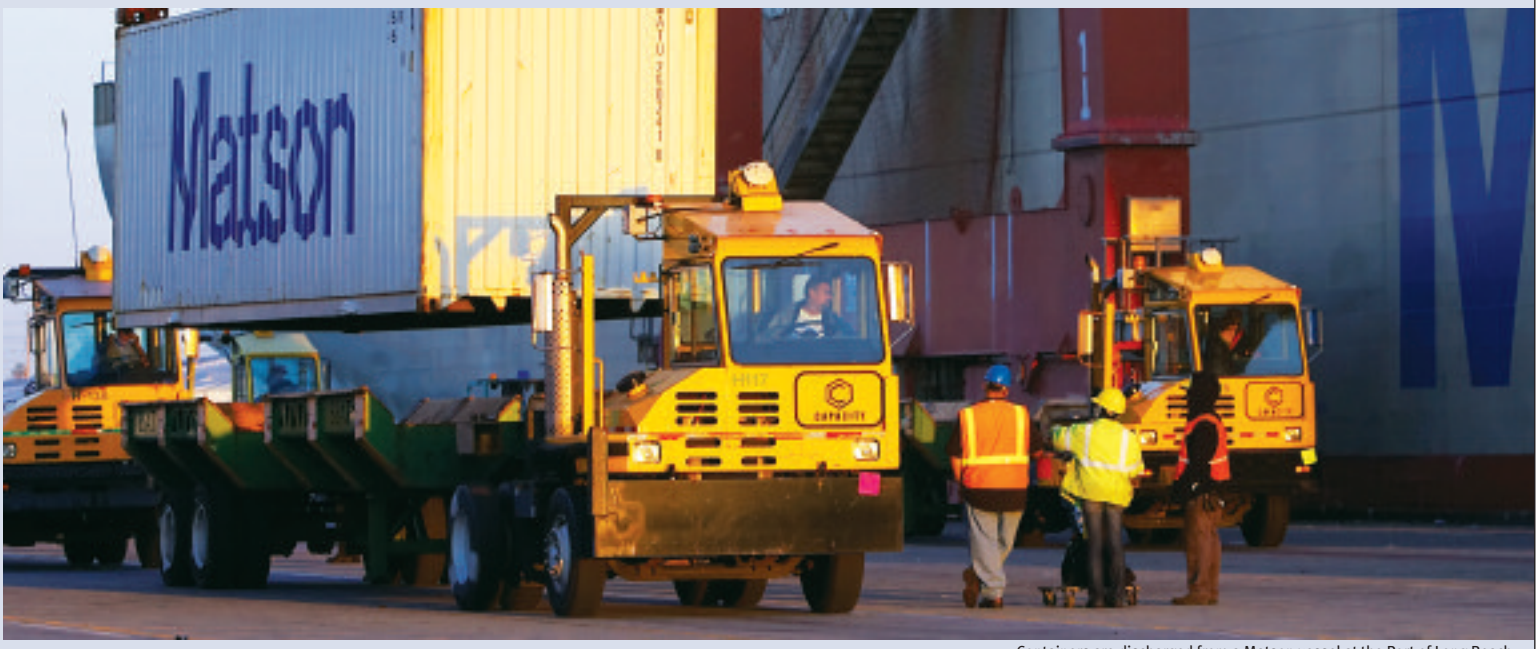
The employers spend more than $1 million per day for health coverage for registrants, retirees and their dependents. Registrants and retirees generally have access to dental and vision benefits for themselves and their dependents at little or no cost, as well as employer-paid life insurance coverage. Active registrants receive employee-paid disability coverage.

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is $66,600 – more than twice the benefit that was available one decade earlier. In addition, workers have access to a 401(k) savings program and receive a PMA contribution, which can be as much as $2,000 per year for longshore workers and marine clerks, and $11,200 per year for walking bosses and foremen.

Registrants also receive 13 paid holidays each year, and up to six weeks of paid vacation. Other worker benefits include a pay guarantee plan, an industry travel system, a CFS program fund and payments for up to 85% of the expenses of the jointly operated dispatch halls.

The graphs to the right show the total benefits costs for the industry, which were $835 million for the fiscal year ending June 30, 2008, up 122% since 2002, and the cost per active participant of $56,300 for the same period, which increased by 56% since 2002.

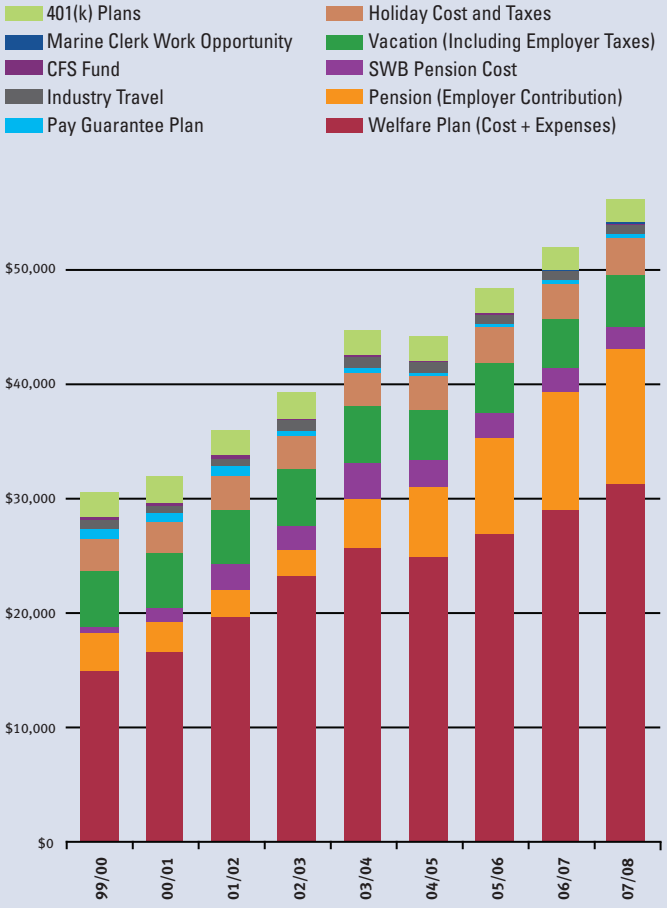
For information on specific benefits that comprise this overall program, please turn to the following pages.



Containers are discharged from a Matson vessel at the Port of Long Beach.

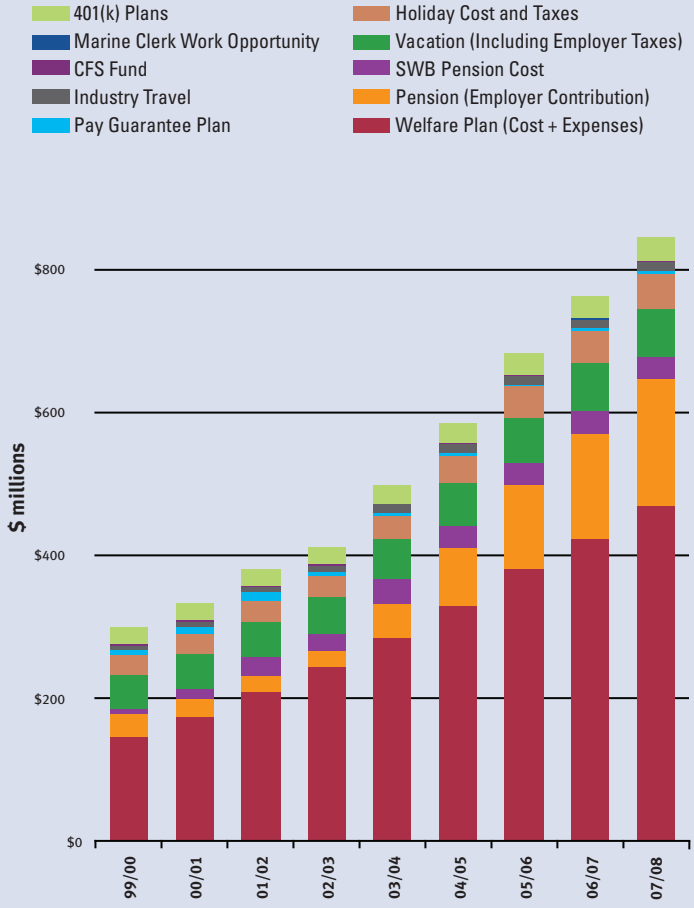
TOTAL BENEFITS COSTS PER ACTIVE REGISTRANT

1999/00 through 2007/08



TOTAL BENEFITS COSTS

1999/00 through 2007/08



RETIREES BY YEAR

Year	Normal	Early	Disability	Total
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
2004	98	162	34	294
2005	84	80	38	202
2006	102	196	43	341
2007	91	102	32	225
2008	**139**	**55**	**25**	**219**

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, 2008)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	$83	$2,075
7/81-6/84	30	83	2,490
7/84-6/87	33	83	2,739
7/87-6/93	35	83	2,905
7/93-6/99	35	84	2,940
7/99-7/02	35	100	3,500
7/02-6/08	35	150	5,250
7/08-6/09	**37**	**150**	**5,550**

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 towa d 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	$150.00
1250	144.23
1200	138.46
1150	132.69
1100	126.92
1050	121.15
1000	115.38
950	109.62
900	103.85
950	98.08
900	92.31

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, 2008. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility.

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, 2008, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2008, was $150 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $5,550 for a participant with 37 or more years of qualifying service retiring at age 62 or later. For those with at least 13 years of qualifying service taking early retirement between ages 55 and 62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

A $500 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.

During the 2008 bargaining, several improvements were agreed to including a $30 increase in the rate of pension accrual per year of service, which will become effective beginning July 1, 2011 in increments of $10 over the final three years of the contract. In addition, beginning July 1, 2008, maximum pension benefits will be based on 37 of service at retirement. Prior to July 1, 2008, 35 years of service was the recognized maximum. Surviving spouses and dependent child survivors of plan participants who die after July 1, 2008 will receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the longshoreman were he still alive. Two early retirement windows beginning 2009 and 2012 were also agreed to, along with certain other enhanced benefits, rights and features.

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, 2008, all surviving spouses of actives who retired prior to July 1, 2008, receive up to a maximum of 65% 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 had 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.

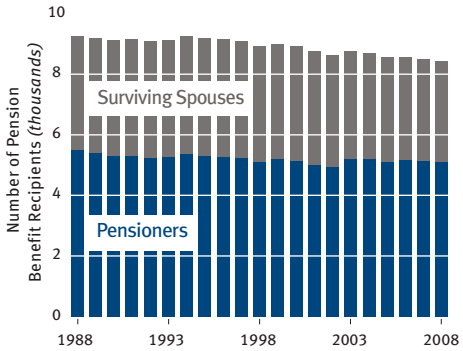
At the end of 2008, the Plan was paying $21,796,459 per month to 8,400 benefit recipients. These monthly benefits include payments from the Supplemental Welfare Benefit Plan established pursuant to the Longshore and Clerk Memorandum of Understanding of July 1, 1999.

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, 2008, the additional monthly Supplemental Welfare Benefit Plan benefit payable to these individuals is shown in the chart below. As agreed to in bargaining, the SWB Plan will be terminated as of July 1, 2011 and the Pension Plan will be amended to provide the benefits currently payable under the SWB Plan.

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
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
2004	3,731	1,136	138	195	5,200	3,004	487	3,491	8,691
2005	3,685	1,112	120	201	5,118	2,954	496	3,450	8,568
2006	3,776	1,097	96	226	5,195	2,874	502	3,376	8,571
2007	3,763	1,055	83	247	5,148	2,831	519	3,350	8,498
2008	**3,750**	**1,018**	**71**	**253**	**5,092**	**2,778**	**530**	**3,308**	**8,400**



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.

Tenure of the Agreement

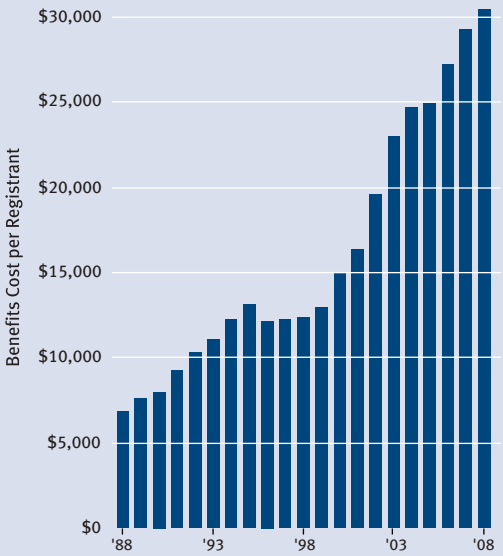
The Plan runs concurrently with the 2008-2014 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerks' Agreement extends the Plan, and the Plan remains in effect for the period of the extension or renewal. If the Plan were to be terminated, the remaining assets of the Plan would be used for payment of benefits until the assets were exhausted.

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

Date of Retirement	SWB Benefit	Pension Benefit	Combined Retirement Income
Before July 1, 1987	$32	$51	$83
July 1, 1987 to June 30, 1993	$17	$66	$83
July 1, 1993 to June 30, 1996	$11	$73	$84
July 1, 1996 to June 30, 1999	$8	$76	$84
July 1, 1999 to June 30, 2002	$5	$95	$100

ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 1988-2008



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 2007/2008 are divided by the count of active registrants at the end of 2007.

ILWU members pay no health care premiums, and receive

100 percent coverage

for standard medical benefits.

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.

Night lights at the Pierce County Terminal illuminate an Evergreen Ship at the Port of Tacoma.

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, 2008 in ports with HMO coverage will be covered by the HMO programs for the first twenty-four months of registration, with no requirement for 400 hours of work for initial eligibility coverage. Additionally, new registrants after July 1, 2008 in ports with *no* HMO coverage will be covered by the Coastwise Indemnity Plan for the first twenty-four 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).

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. Effective September 1, 2007, eligibility was expanded to include certain widows of active registrants who had previously not been eligible to receive benefits under the WILSP.

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 BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:	
2008*	**$68,648,445**
2007	67,806,760
2006	65,756,643
2005	62,413,610
2004	58,762,839

Includes vacation benefits, taxes and expenses.

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

*Estimated benefits

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

PMA and its members are working in

support of U.S. security efforts.

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 the vacation is earned 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 a basic one- or two-week vacation.

Basic one-or two-week vacation eligibility requirements are based on the age of the registrant and the average hours of the individual's registration port.

"Average port hours" are calculated separately for longshore, clerk and foreman registrants and are the average hours paid 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. After registration, service in the Armed Forces of the United States is considered qualifying time.

Service as a full-time Union official or as a joint employee of a Labor Relations Committee, Welfare Fund, Pension Fund, or of any joint entity of the ILWU and the PMA 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. Clerks receive two additional hours for each 50 hours paid in excess of 2,024 in the previous payroll year,

A Port of Portland security officer monitors the shoreline.

up to a maximum of 16 additional hours. Walking bosses and foremen receive two additional hours for each 100 hours paid in excess of 1,400 hours, up to a maximum of 20 additional hours.

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 right.

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 ten 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 registration 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.

Container operations at the Port of Long Beach.

ADDITIONAL VACATION WEEKS

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

One additional week if registrant has 8 total qualifying years

– or –

One additional week if registrant has has 5 total 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

– or –

Two additional weeks if registrant has 17 total qualifying years

– or –

Three additional weeks if registrant has 23 total qualifying years

– or –

Four additional weeks if registrant has 25 total qualifying years

HOLIDAY PLAN

2009

January	1	New Year's Day[1]
	19	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	16	Washington's Birthday
March	31	Cesar Chavez' Birthday
May	25	Memorial Day
July	4	Independence Day[2]
	5	Bloody Thursday[2]
	28	Harry Bridges' Birthday
September	7	Labor Day
November	11	Veterans' Day
	26	Thanksgiving Day[1]
December	24	Christmas Eve Day[1]
	25	Christmas Day[1]
	31	New Year's Eve Day[1]

2010

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

Holidays shown in **blue** are non-paid holidays. An employee who performs work on non-paid holidays shall receive the holiday rate of pay for time worked, with the exception of Bloody Thursday which is a no-work, non-paid holiday.

[1] No work will be performed from 1500 December 24 to 0700 December 26, 1500 December 31 to 0700 January 2, 0800 July 5 to 0700 July 6, 0800 September 7 to 0700 September 8, 0800 November 26 to 0700 November 27. The provision for no work shall not apply to passenger ships, essential military cargo, and emergencies. An extended shift may be worked from 1500 until 1700 on December 24 and from 1500 until 1700 December 31 for the purpose of finishing a ship.

[2] When a holiday falls on a Saturday or Sunday, the work schedule applies to Saturday or Sunday. However, the holiday is observed the following Monday, and payment for the holiday applies to Monday. An employee who performs work on the Monday observation date shall receive the holiday rate of pay for time worked.

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.

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 2009 and for the first six months of 2010 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR

Contract Year Ended June 30

2008	**$47,046,953**
2007	44,211,995
2006	42,462,328
2005	37,813,700
2004	32,320,236

Includes benefits and expenses.
Data obtained from Audited Financial Statements.

Pasha Stevedore Co discharges a steel plate at Outer Harbor, Berth 49 in Los Angeles.

Pay Guarantee Plan

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

A Class "A" registrant who qualifies is guaranteed an income equivalent to a 38-hour week at the basic straight time hourly wage ($31.18 per hour for Class "A" longshore, effective June 28, 2008, or $1184.84 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 ($873.04).

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 registrants for 2008/2009 is $24,960,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

A longshore worker operates a crane at the TraPac terminal, Port of Los Angeles.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30

	Longshore and Clerks	Walking Bosses and Foremen
2008	**$4,288,314**	**$110,500**
2007	3,772,035	109,005
2006	4,131,285	116,697
2005	3,891,858	152,394
2004	4,851,179	97,138

Includes benefits and expenses.

Data obtained from Audited Financial Statements.

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 $12 per hour paid each payroll week, into their 401(k) accounts. Prior to 2005, the maximum was $8 per hour. Participants age 50 and older may elect to defer, in increments of $1, up to $12 per hour paid each payroll week, an additional amount, called a Catch-up Contribution. Deferrals and Catch-up Contributions are subject to annual statutory limits. Beginning with payroll year 2009, participants may elect to defer any percentage, up to 90%, of their vacation checks into the 401(k) Plan.

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 receive $5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants 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 PAYMENTS

Contract Year Ended June 30

2008	**$12,561,299**
2007	11,178,138
2006	11,037,000
2005	12,264,008
2004	11,123,055

Data obtained from audited financial statements.

CFS PROGRAM FUND

Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2008	**$1,010,140**	**$112,238**	**$1,122,378**
2007	1,206,758	134,081	1,340,839
2006	1,131,128	125,681	1,256,809
2005	1,505,256	167,250	1,672,506
2004	1,463,510	162,612	1,626,122

Technology has fueled West Coast cargo growth.

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 long-shore 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 $90.00 per night for lodging and $20.00 per meal.

ILWU-PMA Marine Clerk Opportunity Fund

The purpose of the ILWU-PMA Marine Clerk Work Opportunity Program is to ensure a registered marine clerk will be provided full work opportunity as a marine clerk five out of seven days in any payroll week pursuant to the "Framework for Special Agreement on Application of Technologies and Preservation of Marine Clerk Jurisdiction, Item VI, November 23, 2002 Memorandum of Understanding." If the employer is unable to provide a work opportunity, a marine clerk checked into the hall on five out of seven days in any payroll week will receive a payment in lieu of work.

The Program is funded through assessments on containers as described in a membership agreement filed with the Federal Maritime Commission. When a clerk qualifies for payment through the Marine Clerk Work Opportunity Program, 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 registrants 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."

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 amounts 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.

DISPATCH HALL COSTS

Payroll Year	ILWU Portion	PMA Portion	Total
2008	**$2,887,729**	**$21,541,808**	**$24,429,537**
2007	2,796,590	20,186,851	22,983,441
2006	2,682,159	19,793,574	22,475,733
2005	2,613,138	20,206,592	22,819,730
2004	2,460,899	17,296,970	19,757,869

2005-2008 numbe s a e based on unaudited financial reports.

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. 2002 and 2008 contract negotiations maintained these dispatch hall costs.

Containers are offloaded from an OOCL ship at the Port of Long Beach.

A "K" Line container ship sets sail from the Husky Terminal in Tacoma, Washington.

Assessments


Yard trucks parked at the Port of Seattle.

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 chronicle waterborne cargo movements through West Coast ports.

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 25 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 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.

West Coast ports move nearly

1 million tons of cargo per day.

SSA Marine handles windmill components in Everett, Washington.

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 new figure.

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 ratio of hours to tonnage reflected 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.

Subsequently, the Board has recommended, and the membership has approved, the following divisors:

Fiscal Year	Divisor
2004/2005	36,067,570
2005/2006	43,578,918
2006/2007	45,456,755
2007/2008	49,212,429
2008/2009	47,334,592

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, 47,334,592. 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.

ASSESSMENT RATE HISTORY

	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	MCWO* 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	0.490	–
1993	10.010	–	–	14.790	0.870	0.870	0.070	0.017	0.350	–
1994	11.700	–	$0.50	16.700	0.982	0.982	0.080	0.019	0.880	–
1995	9.300	–	0.50	9.790	0.576	0.576	0.047	0.011	0.660	–
1996	10.870	–	0.50	11.390	0.670	0.670	0.054	0.013	0.520	–
1997	11.530	–	2.00	9.980	0.587	0.587	0.048	0.012	0.100	–
1998	10.340	–	1.84	7.350	0.433	0.433	0.035	0.009	0.310	–
1999	10.340	$1.00	3.84	7.350	0.433	0.433	0.035	0.009	0.310	–
2001	11.040	0.83	3.49	6.280	0.370	0.370	0.030	0.007	0.190	–
2002	13.110	0.84	3.49	12.120	0.713	0.713	0.058	0.014	–	–
2003	14.080	0.81	3.77	13.470	0.792	0.792	0.064	0.016	0.100	0.280
2004	15.620	0.82	3.82	13.650	0.803	0.803	0.065	0.016	0.120	–
2005	15.710	0.87	1.35	14.790	0.870	0.870	0.70	0.017	0.090	–
2006	15.960	0.88	3.65	14.180	0.840	0.840	0.068	0.017	0.050	–
2007	17.720	0.88	3.04	16.460	0.968	0.968	0.078	0.019	0.040	–
2008	**19.990**	**0.90**	**3.67**	**18.440**	**1.085**	**1.085**	**0.088**	**0.021**	**0.120**	**0.160**

* Marine Clerk Work Opportunity

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 Welfa e and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. The ates shown a e the average assessment rates for the affected Plans. Coastwise rates for all affected plans we e 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 we e assessed on a per-ton basis. Tonnage assessments were discontinued from 7/1/83 to 12/31/83 except for PMA Ca go 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 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.

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 online 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.

Boiler parts for a new power plant are discharged at the Port of San Diego.

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.

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.

Offloading a "K" Line ship at the Port of Tacoma's Husky Terminal.

Statistical Information 2008

In addition to serving as the labor relations arm of the West Coast maritime industry, and processing payroll and benefits for thousands of longshore workers each week, the Pacific Maritime Association has come to be known as a leading resource for reliable information on the waterfront. The pages that follow contain some of the most requested data sets, detailing cargo movement, the labor force and a host of other maritime issues.

The PMA strives to provide timely, reliable information to many stakeholders, including its members, customers and workforce, as well as public officials, news media and other interested third-parties. Much of the data that follows is supplied by the PMA strategic analysis group, which analyzes trends and works to forecast industry needs and capabilities.

For even more up-to-date information on the movement of cargo at West Cost ports, see the PMA website, www.pmanet.org.

Riggers work together to set up a new crane at the Port of Stockton.

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2008 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			
2008	Total	% of Coast	Chg from 2007	% Loaded: % Discharged	Total (TEUs)	% of Coast	Chg from 2007	% Loaded: % Discharged	Total	% of Coast	Chg from 2007	% Loaded: % Discharged
SOUTHERN CALIFORNIA												
San Diego	5,556,521	1.6%	-15.1%	8.3 : 91.7	50,188	0.3%	-0.5%	5.3 : 94.7	287,893	3.4%	-28.1%	19.4 : 80.6
Long Beach	94,913,967	26.8%	-6.0%	37.4 : 62.6	4,831,261	31.7%	-5.9%	34.0 : 66.0	1,009,803	11.8%	-21.6%	14.7 : 85.3
Los Angeles	106,541,913	30.1%	-3.8%	29.4 : 70.6	5,925,456	38.9%	-3.0%	30.1 : 69.9	2,789,573	32.7%	-13.7%	0.6 : 99.4
Port Hueneme	3,571,200	1.0%	-10.1%	6.5 : 93.5	23,486	0.2%	15.0%	26.2 : 73.8	757,179	8.9%	-12.2%	3.0 : 97.0
AREA TOTAL	**210,583,601**	**59.4%**	**-5.3%**	**32.1 : 67.9**	**10,830,391**	**71.1%**	**-4.3%**	**31.7 : 68.3**	**4,844,448**	**56.8%**	**-16.2%**	**5.0 : 95.0**
NORTHERN CALIFORNIA												
San Francisco	811,205	0.2%	-32.2%	0.0 :100.0	6	<0.1%	500.0%	0.0 :100.0	83,886	1.0%	-49.5%	0.0 :100.0
Redwood City	942,485	0.3%	43.9%	0.0 :100.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Oakland	28,412,570	8.0%	-3.5%	53.8 : 46.2	1,633,595	10.7%	-2.8%	53.7 : 46.3	27,913	0.3%	-23.3%	63.1 : 36.9
Richmond	1,247,246	0.4%	16.8%	0.0 :100.0	–	–	–	0.0 : 0.0	361	<0.1%	100.0%	0.0 :100.0
Crockett	760,055	0.2%	8.3%	0.0 :100.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Benicia	2,349,774	0.7%	7.1%	4.0 : 96.0	–	–	–	0.0 : 0.0	1,747	<0.1%	-77.5%	0.0 :100.0
Port Chicago	21,012	<0.1%	300.0%	8.3 : 91.7	1,236	<0.1%	404.5%	8.3 : 91.7	–	–	-100.0%	0.0 : 0.0
Pittsburg	226,868	0.1%	-56.4%	100.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Stockton	1,269,892	0.4%	-47.3%	33.0 : 67.0	50	<0.1%	100.0%	0.0 :100.0	409,039	4.8%	0.1%	37.2 : 62.8
West Sacramento	536,654	0.2%	4.6%	21.5 : 78.5	97	<0.1%	592.9%	0.0 :100.0	295,669	3.5%	20.3%	39.1 : 60.9
Eureka	165,868	<0.1%	-19.2%	0.0 :100.0	–	–	–	0.0 : 0.0	143,746	1.7%	-1.3%	0.0 :100.0
AREA TOTAL	**36,743,629**	**10.4%**	**-5.6%**	**44.0 : 56.0**	**1,634,984**	**10.7%**	**-2.8%**	**53.7 : 46.3**	**962,361**	**11.3%**	**-4.8%**	**29.7 : 70.3**
PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER												
North Bend / Coos Bay	1,799,872	0.5%	-0.9%	98.3 : 1.7	–	–	–	0.0 : 0.0	2,532	<0.1%	-87.0%	100.0 : 0.0
Portland	21,683,170	6.1%	-6.4%	66.5 : 33.5	202,657	1.3%	-5.2%	51.2 : 48.8	945,554	11.1%	-18.2%	0.0 :100.0
Vancouver	5,902,638	1.7%	-4.4%	83.5 : 16.5	77	<0.1%	-72.1%	90.9 : 9.1	318,593	3.7%	-25.2%	10.8 : 89.2
St. Helens	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Kalama	12,320,345	3.5%	28.0%	95.4 : 4.6	–	–	–	0.0 : 0.0	562,300	6.6%	57.5%	0.0 :100.0
Rainier	41,617	<0.1%	100.0%	97.7 : 2.3	–	–	–	0.0 : 0.0	12,255	0.1%	100.0%	95.6 : 4.4
Longview	2,290,330	0.6%	7.7%	85.0 : 15.0	711	<0.1%	100.0%	43.6 : 56.4	346,495	4.1%	-22.1%	66.9 : 33.1
Astoria	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	-100.0%	0.0 : 0.0
AREA TOTAL	**44,037,972**	**12.4%**	**2.6%**	**79.2 : 20.8**	**203,445**	**1.3%**	**-5.0%**	**51.2 : 48.8**	**2,187,729**	**25.6%**	**-9.0%**	**12.8 : 87.2**
PACIFIC NORTHWEST: WASHINGTON												
Aberdeen/Grays Harbor	866,498	0.2%	56.5%	77.1 : 22.9	–	–	-100.0%	0.0 : 0.0	–	–	-100.0%	0.0 : 0.0
Olympia	6,521	<0.1%	-66.1%	0.0 : 100.0	–	–	–	0.0 : 0.0	6,521	0.1%	-55.5%	0.0 : 100.0
Tacoma	34,700,616	9.8%	2.8%	59.1 : 40.9	1,419,479	9.3%	-0.1%	50.5 : 49.5	312,624	3.7%	3.9%	21.9 : 78.1
Seattle	26,732,072	7.5%	-9.4%	56.6 : 43.4	1,144,039	7.5%	-16.5%	41.4 : 58.6	142,521	1.7%	-13.0%	11.4 : 88.6
Everett	412,207	0.1%	6.5%	27.4 : 72.6	6,534	<0.1%	15.2%	51.7 : 48.3	73,503	0.9%	-35.4%	25.3 : 74.7
Port Angeles	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Anacortes	314,431	0.1%	-1.9%	99.9 : 0.1	4	<0.1%	100.0%	0.0 :100.0	299	<0.1%	-76.5%	15.1 : 84.9
AREA TOTAL	**63,032,345**	**17.8%**	**-2.4%**	**58.3 : 41.7**	**2,570,056**	**16.9%**	**-8.1%**	**46.5 : 53.5**	**535,468**	**6.3%**	**-10.2%**	**19.3 : 80.7**
COAST TOTAL	**354,397,547**	**100.0%**	**-3.9%**	**43.8 : 56.2**	**15,238,876**	**100.0%**	**-4.8%**	**36.8 : 63.2**	**8,530,006**	**100.0%**	**-12.9%**	**10.7 : 89.3**

Revenue Tonnage Loaded and Discharged by Port, CONTINUED

Total tonnage reported for the port.

Chg from 2007 shows the percent 2008 tonnage changed from 2007 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				
2008	Total	% of Coast	Chg from 2007	% Loaded: % Discharged	Total	% of Coast	Chg from 2007	% Loaded: % Discharged	Total	% of Coast	Chg from 2007	% Loaded: % Discharged
SOUTHERN CALIFORNIA												
San Diego	81,763	6.7%	-16.4%	0.0 : 100.0	3,998,948	16.9%	-9.4%	8.7 : 91.3	334,721	0.5%	-57.0%	3.0 : 97.0
Long Beach	155,556	12.8%	-14.6%	0.0 : 100.0	3,809,564	16.1%	-7.7%	5.3 : 94.7	7,807,607	12.6 %	-3.6%	92.4 : 7.6
Los Angeles	–	–	-100.0%	0.0 : 0.0	1,935,410	8.2%	12.0%	5.4 : 94.6	1,084,178	1.7%	-44.9%	81.8 : 18.2
Port Hueneme	–	–	–	0.0 : 0.0	2,295,692	9.7%	-11.5%	4.5 : 95.5	119,067	0.2%	-29.4%	0.0 : 100.0
AREA TOTAL	**237,319**	**19.5%**	**-15.6%**	**0.0 : 100.0**	**12,039,614**	**51.0%**	**-6.4%**	**6.3 : 93.7**	**9,345,573**	**15.1 %**	**-15.2%**	**86.8 : 13.2**
NORTHERN CALIFORNIA												
San Francisco	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	727,217	1.2%	-29.4%	0.0 : 100.0
Redwood City	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	942,485	1.5%	43.9%	0.0 : 100.0
Oakland	–	–	–	0.0 : 0.0	613,542	2.6%	-26.2%	59.6 : 40.4	–	–	–	0.0 : 0.0
Richmond	–	–	–	0.0 : 0.0	906,531	3.8%	-10.5%	0.0 : 100.0	340,354	0.5%	524.0%	0.0 : 100.0
Crockett	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	760,055	1.2%	8.3%	0.0 : 100.0
Benicia	–	–	–	0.0 : 0.0	2,255,170	9.5%	6.5%	0.0 : 100.0	92,857	0.1%	34.4%	100.0 : 0.0
Port Chicago	–	–	–	0.0 : 0.0	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0
Pittsburg	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	226,868	0.4%	-56.4%	100.0 : 0.0
Stockton	2,648	0.2%	45.3%	0.0 : 100.0	–	–	–	0.0 : 0.0	857,355	1.4%	-57.2%	31.1 : 68.9
West Sacramento	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	239,336	0.4%	-10.4%	0.0 : 100.0
Eureka	22,122	1.8%	-57.6%	0.0 : 100.0	–	–	–	0.0 : 0.0	–	–	-100.0%	0.0 : 0.0
AREA TOTAL	**24,770**	**2.0%**	**-54.3%**	**0.0 : 100.0**	**3,775,243**	**16.0%**	**-4.7%**	**9.7 : 90.3**	**4,186,527**	**6.8%**	**-21.1%**	**14.0 : 86.0**
PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER												
North Bend/Coos Bay	19,955	1.6%	-73.2%	0.0 : 100.0	–	–	–	0.0 : 0.0	1,777,385	2.9%	3.2%	99.4 : 0.6
Portland	–	–	–	0.0 : 0.0	4,608,061	19.5%	-11.8%	0.0 : 100.0	12,684,386	20.5%	-3.5%	99.8 : 0.2
Vancouver	2,375	0.2%	-91.4%	45.1 : 54.9	653,798	2.8%	35.6%	0.8 : 99.2	4,926,563	7.9%	-5.8%	99.2 : 0.8
St. Helens	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Kalama	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	11,758,045	19.0%	26.9%	100.0 : 0.0
Rainier	29,362	2.4%	100.0%	98.6 : 1.4	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Longview	646,102	53.0%	1.9%	98.3 : 1.7	–	–	–	0.0 : 0.0	1,285,646	2.1%	22.7%	83.6 : 16.4
Astoria	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
AREA TOTAL	**697,794**	**57.3%**	**-5.4%**	**95.3 : 4.7**	**5,261,859**	**22.3%**	**-7.8%**	**0.1 : 99.9**	**32,432,025**	**52.3%**	**6.6%**	**99.1 : 0.9**
PACIFIC NORTHWEST: WASHINGTON												
Aberdeen/Grays Harbor	103,116	8.5%	43.6%	100.0 : 0.0	–	–	–	0.0 : 0.0	763,382	1.2%	59.8%	74.0 : 26.0
Olympia	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0
Tacoma	149,649	12.3%	-17.8%	75.0 : 25.0	2,423,377	10.3%	-5.3%	19.0 : 81.0	7,683,823	12.4%	17.1%	100.0 : 0.0
Seattle	–	–	–	0.0 : 0.0	111,428	0.5%	5.2%	20.3 : 79.7	7,029,460	11.3%	18.4%	100.0 : 0.0
Everett	5,795	0.5%	-80.6%	13.6 : 86.4	5,900	<0.1%	-72.0%	100.0 : 0.0	215,931	0.3%	71.8%	14.1 : 85.9
Port Angeles	–	–	-100.0%	0.0 : 0.0	–	–	–	0.0 : 0.0	–	–	-100.0%	0.0 : 0.0
Anacortes	–	–	–	0.0 : 0.0	–	–	–	0.0 : 0.0	314,064	0.5%	-1.6%	100.0 : 0.0
AREA TOTAL	**258,560**	**21.2%**	**-13.5%**	**83.6 : 16.4**	**2,540,705**	**10.8%**	**-5.4%**	**19.2 : 80.8**	**16,006,660**	**25.8%**	**19.2%**	**97.6 : 2.4**
COAST TOTAL	**1,218,443**	**100.0%**	**-11.2%**	**72.3 : 27.7**	**23,617,421**	**100.0%**	**-6.3%**	**6.9 : 93.1**	**61,970,785**	**100.0%**	**3.0%**	**91.1 : 8.9**

Container Box Counts

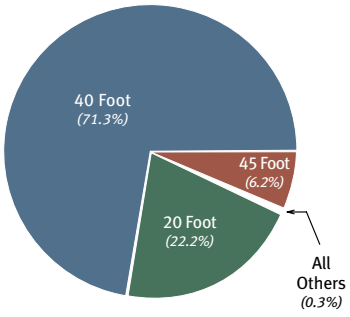
In January 2000, PMA began collecting container counts by box length. Data are reported in seven different box sizes: 20, 24, 35, 40, 45, 48 and 53-foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: 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.

2008

Box Length:	20 Feet			40 Feet			45 Feet			All Box Lengths				
	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	Discharged	Loaded	Total	% of Port	TEUs
Long Beach														
Cargo Bearing	388,960	208,050	597,010	1,292,777	696,967	1,989,744	99,541	39,642	139,183	1,782,835	946,276	2,729,111	75.7%	4,895,582
Empty	8,708	163,515	172,223	38,321	593,633	631,954	3,968	63,571	67,539	57,297	820,723	878,020	24.3%	1,603,097
TOTAL	**397,668**	**371,565**	**769,233**	**1,331,098**	**1,290,600**	**2,621,698**	**103,509**	**103,213**	**206,722**	**1,840,132**	**1,766,999**	**3,607,131**	**100.0%**	**6,498,679**
Los Angeles														
Cargo Bearing	538,662	248,328	786,990	1,639,364	735,368	2,374,732	143,377	38,419	181,796	2,327,455	1,022,124	3,349,579	76.0%	5,961,661
Empty	3,135	196,908	200,043	31,093	727,858	758,951	1,336	93,724	95,060	38,894	1,020,061	1,058,955	24.0%	1,944,802
TOTAL	**541,797**	**445,236**	**987,033**	**1,670,457**	**1,463,226**	**3,133,683**	**144,713**	**132,143**	**276,856**	**2,366,349**	**2,042,185**	**4,408,534**	**100.0%**	**7,906,463**
Oakland														
Cargo Bearing	125,219	122,456	247,675	298,907	362,452	661,359	23,752	19,716	43,468	448,338	506,738	955,076	77.1%	1,671,593
Empty	13,795	55,959	69,754	77,675	105,066	182,741	5,334	24,676	30,010	98,530	185,743	284,273	22.9%	505,031
TOTAL	**139,014**	**178,415**	**317,429**	**376,582**	**467,518**	**844,100**	**29,086**	**44,392**	**73,478**	**546,868**	**692,481**	**1,239,349**	**100.0%**	**2,176,624**
Portland														
Cargo Bearing	15,204	10,560	25,764	39,113	45,916	85,029	2,386	632	3,018	56,703	57,108	113,811	81.1%	202,657
Empty	1,695	7,885	9,580	3,864	10,169	14,033	–	2,983	2,983	5,559	21,037	26,596	18.9%	44,373
TOTAL	**16,899**	**18,445**	**35,344**	**42,977**	**56,085**	**99,062**	**2,386**	**3,615**	**6,001**	**62,262**	**78,145**	**140,407**	**100.0%**	**247,030**
Tacoma														
Cargo Bearing	83,234	52,001	135,235	275,565	315,290	590,855	33,609	21,674	55,283	392,469	388,965	781,434	82.4%	1,441,592
Empty	2,168	27,123	29,291	71,118	36,319	107,437	9,901	19,863	29,764	83,234	83,305	166,539	17.6%	311,335
TOTAL	**85,402**	**79,124**	**164,526**	**346,683**	**351,609**	**698,292**	**43,510**	**41,537**	**85,047**	**475,703**	**472,270**	**947,973**	**100.0%**	**1,752,927**
Seattle														
Cargo Bearing	95,730	51,041	146,771	262,569	205,829	468,398	23,238	3,100	26,338	383,030	265,983	649,013	78.5%	1,153,851
Empty	2,505	45,331	47,836	52,179	53,163	105,342	487	17,268	17,755	61,410	115,878	177,288	21.5%	306,287
TOTAL	**98,235**	**96,372**	**194,607**	**314,748**	**258,992**	**573,740**	**23,725**	**20,368**	**44,093**	**444,440**	**381,861**	**826,301**	**100.0%**	**1,460,138**
All Others														
Cargo Bearing	13,266	9,108	22,374	26,913	1,996	28,909	1,599	741	2,340	41,779	11,846	53,625	69.9%	85,474
Empty	585	11	596	480	21,969	22,449	–	15	15	1,065	21,995	23,060	30.1%	45,528
TOTAL	**13,851**	**9,119**	**22,970**	**27,393**	**23,965**	**51,358**	**1,599**	**756**	**2,355**	**42,844**	**33,841**	**76,685**	**100.0%**	**131,002**
COAST TOTALS														
Cargo Bearing	1,260,275	701,544	1,961,819	3,835,208	2,363,818	6,199,026	327,502	123,924	451,426	5,432,609	3,199,040	8,631,649	76.8%	15,412,410
Empty	32,591	496,732	529,323	274,730	1,548,177	1,822,907	21,026	222,100	243,126	345,989	2,268,742	2,614,731	23.2%	4,760,453
TOTAL	**1,292,866**	**1,198,276**	**2,491,142**	**4,109,938**	**3,911,995**	**8,021,933**	**348,528**	**346,024**	**694,552**	**5,778,598**	**5,467,782**	**11,246,380**	**100.0%**	**20,172,863**
% of Total	**11.5%**	**10.7%**	**22.2%**	**36.5%**	**34.8%**	**71.3%**	**3.1%**	**3.1%**	**6.2%**	**51.4%**	**48.6%**	**100.0%**	–	–

2008 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

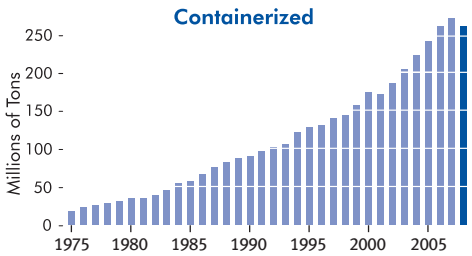
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell-to-cell and cell-dock-cell lifts. A cell-to-cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs 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.

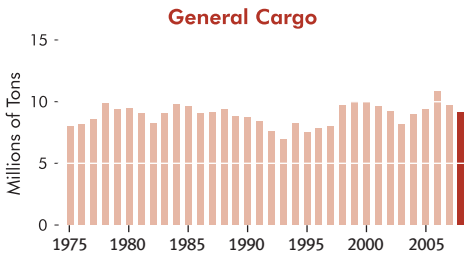
2008	Cell-to-Cell	Cell-Dock-Cell
Oakland	36	4,858
Northern California Total	**36**	**4,858**
Long Beach	292	16,346
Los Angeles	191	21,982
San Diego	0	16
Southern California Total	**483**	**38,344**
Seattle	22	14,314
Tacoma	127	5,040
Washington Total	**149**	**19,354**
Portland	17	1,662
Oregon Total	**17**	**1,662**
Coast Total	**685**	**64,218**

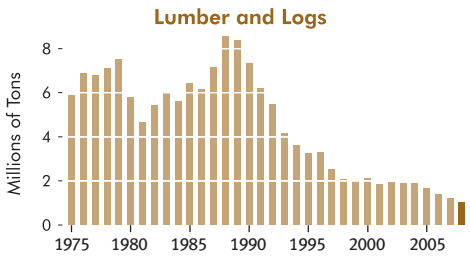
West Coast Waterborne Revenue Tonnage

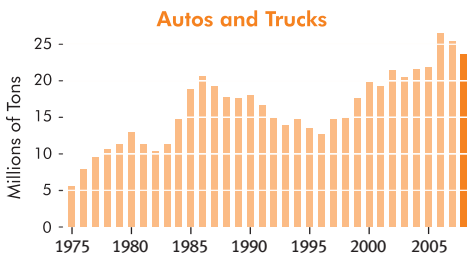
Waterborne revenue tonnage moving through California, Oregon and Washington Ports since 1975 is shown below. Beginning in 1984 containerized cargo was no longer reported as revenue tonnage, but was reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition 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.

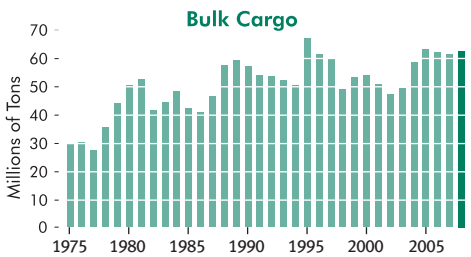
Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
1975	17,826,596	26.6%	8,033,396	12.0%	5,901,839	8.8%	5,561,014	8.3%	29,645,689	44.3%	66,968,534
1976	23,221,682	30.4%	8,134,498	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	183,998,174	69.9%	9,136,510	3.5%	1,941,066	0.7%	21,095,617	8.0%	46,955,460	17.8%	263,126,827
2003	202,664,480	71.4%	8,360,920	2.9%	1,931,998	0.7%	20,416,812	7.2%	50,324,853	17.7%	283,699,063
2004	221,541,059	70.5%	10,720,217	3.4%	1,893,393	0.6%	21,562,960	6.9%	58,318,907	18.6%	314,036,536
2005	239,807,780	71.5%	9,520,729	2.8%	1,731,207	0.5%	21,674,877	6.5%	62,475,184	18.6%	335,209,777
2006	260,040,551	72.0%	11,847,310	3.3%	1,545,957	0.4%	26,112,896	7.2%	61,590,529	17.1%	361,137,243
2007	272,101,014	73.8%	9,792,476	2.7%	1,372,263	0.4%	25,216,373	6.8%	60,173,244	16.3%	368,655,370
2008	**259,060,892**	**73.1%**	**8,530,006**	**2.4%**	**1,218,443**	**0.3%**	**23,617,421**	**6.7%**	**61,970,785**	**17.5%**	**354,397,547**

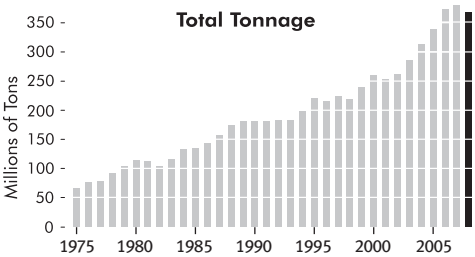












Coast Revenue Tonnage Market Share

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 88.3% of the total coast tonnage in 2008 and 99.5% 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 2003.

	2008		2007		2006		2005		2004	
	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										
Automobiles and Trucks	3,809,564	16.1%	4,127,011	16.4%	5,224,431	20.0%	4,446,607	20.5%	3,774,109	17.5%
Bulk Cargo	7,807,607	12.6%	8,101,095	13.5%	10,449,586	17.0%	8,350,281	13.4%	7,724,198	13.2%
Containerized Cargo	4,831,261	31.7%	5,133,548	32.1%	4,708,797	30.8%	4,347,790	30.8%	3,807,417	29.2%
General Cargo	1,009,803	11.8%	1,287,286	13.1%	1,385,860	11.7%	1,249,608	13.1%	1,685,979	15.7%
Logs and Lumber	155,556	12.8%	182,069	13.3%	182,070	11.8%	232,658	13.4%	263,138	13.9%
Port Total	**94,913,967**	**26.8%**	**100,967,777**	**27.4%**	**97,291,496**	**26.9%**	**88,191,584**	**26.3%**	**78,173,513**	**24.9%**
LOS ANGELES										
Automobiles and Trucks	1,935,410	8.2%	1,728,641	6.9%	2,001,884	7.7%	2,186,951	10.1%	2,683,427	12.4%
Bulk Cargo	1,084,178	1.7%	1,968,126	3.3%	3,351,582	5.4%	4,565,374	7.3%	4,183,133	7.2%
Containerized Cargo	5,925,456	38.9%	6,108,780	38.2%	6,063,527	39.6%	5,194,945	36.8%	5,193,354	39.9%
General Cargo	2,789,573	32.7%	3,232,113	33.0%	4,776,180	40.3%	3,261,157	34.3%	4,263,732	39.8%
Logs and Lumber	–	0.0%	1,483	0.1%	1,617	0.1%	13,647	0.8%	994	0.1%
Port Total	**106,541,913**	**30.1%**	**110,779,623**	**30.0%**	**113,211,222**	**31.3%**	**98,341,194**	**29.3%**	**99,418,304**	**31.7%**
OAKLAND										
Automobiles and Trucks	613,542	2.6%	830,886	3.3%	870,064	3.3%	1,046,293	4.8%	1,009,309	4.7%
Containerized Cargo	1,633,595	10.7%	1,681,319	10.5%	1,627,993	10.6%	1,573,412	11.2%	1,389,710	10.7%
General Cargo	27,913	0.3%	36,397	0.4%	50,897	0.4%	36,555	0.4%	48,946	0.5%
Port Total	**28,412,570**	**8.0%**	**29,449,706**	**8.0%**	**28,596,842**	**7.9%**	**27,830,852**	**8.3%**	**24,683,325**	**7.9%**
PORTLAND										
Automobiles and Trucks	4,608,061	19.5%	5,225,708	20.7%	5,349,975	20.5%	4,010,994	18.5%	4,071,131	18.9%
Bulk Cargo	12,684,386	20.5%	13,150,421	21.9%	11,003,186	17.9%	11,607,754	18.6%	11,804,561	20.2%
Containerized Cargo	202,657	1.3%	213,814	1.3%	166,563	1.1%	124,273	0.9%	207,418	1.6%
General Cargo	945,554	11.1%	1,155,566	11.8%	985,193	8.3%	974,466	10.2%	939,660	8.8%
Logs and Lumber	–	0.0%	–	0.0%	3,046	0.2%	21,690	1.3%	15,847	0.8%
Port Total	**21,683,170**	**6.1%**	**23,166,533**	**6.3%**	**20,172,971**	**5.6%**	**18,727,545**	**5.6%**	**20,357,305**	**6.5%**
TACOMA										
Automobiles and Trucks	2,423,377	10.3%	2,558,972	10.1%	2,413,646	9.2%	2,092,016	9.7%	2,330,448	10.8%
Bulk Cargo	7,683,823	12.4%	6,564,476	10.9%	6,577,495	10.7%	7,980,049	12.8%	7,604,111	13.0%
Containerized Cargo	1,419,479	9.3%	1,420,418	8.9%	1,355,291	8.9%	1,391,463	9.9%	1,199,017	9.2%
General Cargo	312,624	3.7%	300,753	3.1%	301,743	2.5%	273,276	2.9%	255,379	2.4%
Logs and Lumber	149,649	12.3%	182,133	13.3%	182,684	11.8%	192,916	11.1%	165,779	8.8%
Port Total	**34,700,616**	**9.8%**	**33,753,440**	**9.2%**	**32,515,515**	**9.0%**	**34,193,128**	**10.2%**	**30,739,006**	**9.8%**
SEATTLE										
Automobiles and Trucks	111,428	0.5%	105,900	0.4%	125,217	0.5%	92,221	0.4%	71,326	0.3%
Bulk Cargo	7,029,460	11.3%	5,939,508	9.9%	6,310,708	10.2%	5,556,095	8.9%	4,297,061	7.4%
Containerized Cargo	1,144,039	7.5%	1,370,864	8.6%	1,298,580	8.5%	1,393,366	9.9%	1,141,913	8.8%
General Cargo	142,521	1.7%	163,843	1.7%	180,574	1.5%	179,514	1.9%	196,050	1.8%
Logs and Lumber	–	0.0%	–	0.0%	–	0.0%	–	0.0%	353	<0.1%
Port Total	**26,732,072**	**7.5%**	**29,513,939**	**8.0%**	**28,692,359**	**7.9%**	**29,515,052**	**8.8%**	**23,977,311**	**7.6%**
ALL OTHER PORTS										
Automobiles and Trucks	10,116,039	42.8%	10,639,255	42.2%	10,127,679	38.8%	7,799,795	36.0%	7,623,210	35.4%
Bulk Cargo	25,681,331	41.4%	24,449,618	40.6%	23,897,972	38.8%	24,415,631	39.1%	22,705,843	38.9%
Containerized Cargo	82,389	0.5%	77,199	0.5%	75,752	0.5%	81,091	0.6%	92,998	0.7%
General Cargo	3,302,018	38.7%	3,616,518	36.9%	4,166,863	35.2%	3,546,153	37.2%	3,330,471	31.1%
Logs and Lumber	913,238	75.0%	1,006,578	73.4%	1,176,540	76.1%	1,270,296	73.4%	1,447,282	76.4%
Port Total	**41,413,239**	**11.7%**	**41,024,352**	**11.1%**	**40,656,838**	**11.3%**	**38,410,422**	**11.5%**	**36,687,772**	**11.7%**
COAST TOTALS										
Automobiles and Trucks	23,617,421		25,216,373		26,112,896		21,674,877		21,562,960	
Bulk Cargo	61,970,785		60,173,244		61,590,529		62,475,184		58,318,907	
Containerized Cargo	15,238,876		16,005,942		15,296,503		14,106,340		13,031,827	
General Cargo	8,530,006		9,792,476		11,847,310		9,520,729		10,720,217	
Logs and Lumber	1,218,443		1,372,263		1,545,957		1,731,207		1,893,393	
Coast Total	**354,397,547**		**368,655,370**		**361,137,243**		**335,209,777**		**314,036,536**	

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.

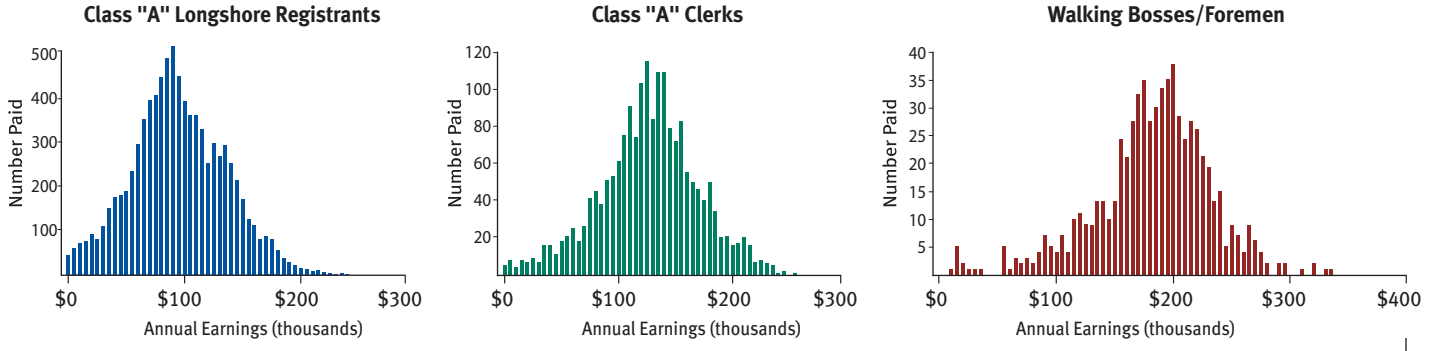
The **Average Earnings** column shows the average earnings for those registrants who were paid hours equal to or greater than the number of hours under the hours heading.

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												
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
2004 *	7,170	2,119	93,369	75.4	109,031	59.7	117,343	40.0	129,448	23.0	3,243	142,876
2005	7,070	2,123	96,332	73.5	114,219	57.5	123,464	39.0	135,658	22.4	3,243	149,550
2006	7,395	2,163	101,115	75.1	118,425	59.5	127,304	40.8	139,372	23.2	3,260	153,866
2007	8,156	2,117	99,575	75.1	115,857	57.4	125,461	37.0	138,938	20.6	3,215	153,179
2008	**8,550**	**2,043**	**$97,328**	**71.6%**	**$115,539**	**52.6%**	**$126,305**	**33.6%**	**$140,065**	**18.2%**	**3,207**	**$155,136**
CLASS "A" CLERKS												
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
2004 *	1,578	2,713	125,880	89.5	134,234	81.4	138,996	70.3	144,885	51.8	3,421	154,710
2005	1,877	2,629	124,333	87.4	134,584	77.3	140,582	64.1	148,240	45.4	3,372	159,739
2006	1,829	2,648	128,966	86.9	140,052	78.6	145,219	64.8	153,076	47.3	3,373	163,463
2007	1,933	2,622	129,447	87.8	139,862	78.2	145,731	64.1	153,212	45.1	3,351	164,223
2008	**1,897**	**2,566**	**$128,996**	**86.3%**	**$140,542**	**76.9%**	**$146,113**	**61.5%**	**$154,597**	**42.3%**	**3,334**	**$166,435**
WALKING BOSSES/FOREMEN												
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
2004 *	605	3,205	177,654	94.5	184,032	91.7	186,573	84.8	191,268	72.7	3,697	198,771
2005	654	3,180	181,217	94.0	188,789	89.8	192,463	82.3	197,930	70.9	3,650	205,018
2006	692	3,202	186,504	94.4	193,647	89.9	197,735	82.5	203,491	71.4	3,659	210,798
2007	696	3,189	189,473	94.0	196,881	90.4	200,052	83.9	204,911	72.3	3,619	212,469
2008	**674**	**3,015**	**$184,312**	**92.4%**	**$193,432**	**87.2%**	**$197,727**	**80.1%**	**$202,590**	**65.0%**	**3,524**	**$211,544**

*Data for 2004 has been annualized to 52 weeks to allow comparison with other years. This year is a 53-week payroll year.

NUMBER OF REGISTRANTS PAID BY 2008 ANNUAL EARNINGS *(grouped in $5,000 increments)*



Registered Work Force by Local – 2008

The information below shows average 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. The average ages of working registrants are also shown.

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.

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).

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.

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

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.

Local	Number Registered	Number Working	Average Hours Paid	AVERAGE DAYS OF: Vacation Paid	Paid Holidays	PGP Paid	Average Total Income	Average Age	PERCENT OF WORKING REGISTRANTS BY HOURS PAID: 800 or More	1600 or More	2000 or More	2800 or More
	#	#	Hours	Days	Days	Days	$	Years	%	%	%	%
LONGSHORE REGISTRANTS												
Southern California												
13 LA/LB	7,377	7,199	1,928	12.3	11.7	0.1	$91,420	44.2	92.3	67.1	43.0	15.0
29 San Diego	144	139	1,996	12.7	11.6	–	91,001	49.7	95.7	74.1	46.0	11.5
46 Port Hueneme	127	126	2,069	16.0	12.1	0.6	94,173	52.5	92.1	80.2	60.3	13.5
Total	**7,648**	**7,464**	**1,932**	**12.3**	**11.7**	**0.1**	**$91,458**	**44.5**	**92.3**	**67.5**	**43.4**	**14.9**
Northern California												
10 SF Bay Area	1,361	1,286	1,700	11.1	10.2	2.8	$79,144	46.3	83.2	51.5	36.9	12.7
14 Eureka	18	12	1,192	10.0	10.5	52.9	68,363	52.3	83.3	8.3	8.3	–
18 Sacramento	26	21	1,676	13.3	11.1	22.0	83,504	48.6	90.5	61.9	23.8	4.8
54 Stockton	101	91	1,669	12.7	11.9	12.0	79,602	47.4	89.0	48.4	31.9	4.4
Total	**1,506**	**1,410**	**1,693**	**11.3**	**10.3**	**4.1**	**$79,147**	**46.5**	**83.7**	**51.1**	**36.2**	**11.9**
Pacific Northwest: Oregon and Columbia River												
04 Vancouver	200	196	1,862	12.6	12.6	1.8	$83,028	41.2	94.9	67.9	42.3	6.1
08 Portland	464	436	1,909	15.0	11.8	0.3	88,777	46.5	91.7	70.2	50.7	7.6
12 North Bend	47	46	1,044	17.9	11.2	51.5	67,506	54.2	65.2	19.6	8.7	2.2
21 Longview	202	184	2,010	14.6	12.7	1.0	89,088	44.6	95.7	79.3	53.8	10.3
50 Astoria	10	9	1,649	30.0	13.0	21.9	92,360	57.4	100.0	55.6	33.3	–
53 Newport	10	10	682	10.5	9.0	100.4	62,333	50.0	20.0	20.0	10.0	–
Total	**933**	**881**	**1,858**	**14.6**	**12.1**	**4.8**	**$86,189**	**45.5**	**91.1**	**68.2**	**46.7**	**7.4**
Pacific Northwest: Washington												
07 Bellingham	16	12	377	20.5	3.6	185.3	$66,392	53.4	16.7	8.3	–	–
19 Seattle	862	817	1,747	13.0	11.3	0.5	83,364	46.7	90.7	55.3	34.3	8.7
23 Tacoma	860	849	2,069	14.1	11.6	–	97,348	45.4	93.8	70.4	52.8	18.8
24 Aberdeen	33	33	1,659	23.6	12.0	27.0	90,060	54.2	100.0	42.4	21.2	3.0
25 Anacortes	10	10	1,672	24.0	13.0	21.8	90,286	50.4	100.0	50.0	20.0	20.0
27 Port Angeles	26	26	599	29.0	4.5	154.2	72,987	56.4	34.6	15.4	7.7	–
32 Everett	41	39	1,771	13.9	11.0	4.4	78,982	44.9	84.6	61.5	35.9	10.3
47 Olympia	32	32	918	19.1	10.7	80.9	63,321	48.0	50.0	21.9	6.3	3.1
51 Port Gamble	10	9	1,193	20.0	10.1	86.4	80,286	48.8	77.8	22.2	11.1	–
Total	**1,890**	**1,827**	**1,853**	**14.2**	**11.3**	**6.2**	**$89,302**	**46.4**	**90.1**	**60.6**	**41.4**	**13.1**
Longshore Total	**11,977**	**11,582**	**1,885**	**12.7**	**11.5**	**1.9**	**$89,219**	**45.1**	**90.8**	**64.4**	**42.4**	**13.7**
CLERKS												
29 San Diego	15	14	2,576	23.1	12.1	–	$125,209	56.6	92.9	85.7	71.4	50.0
46 Port Hueneme	17	16	2,651	29.8	12.9	–	124,408	57.9	100.0	93.8	81.3	43.8
63 LA/LB	1,335	1,305	2,530	21.3	12.2	–	128,654	53.2	96.4	84.8	74.7	41.6
14 Eureka	1	1	*	32.0	13.0	–	*	70.0	100.0	100.0	100.0	–
34 SF Bay Area	222	216	2,400	21.7	12.5	–	115,920	53.5	96.8	87.0	79.2	25.5
40 Portland	105	97	2,705	24.3	12.8	0.1	135,172	52.3	99.0	93.8	85.6	46.4
23 Tacoma	98	97	2,948	27.6	12.7	–	146,600	51.5	100.0	94.8	84.5	57.7
52 Seattle	155	152	2,748	24.1	12.3	–	141,610	55.1	94.7	86.8	81.6	58.6
Clerk Total	**1,948**	**1,898**	**2,565**	**22.2**	**12.3**	**–**	**$129,422**	**53.3**	**96.6**	**86.3**	**76.9**	**42.3**
FOREMEN												
29 San Diego	7	7	2,665	30.8	12.6	–	$163,528	67.0	100.0	100.0	85.7	28.6
46 Port Hueneme	5	5	3,082	32.0	13.0	0.1	181,445	62.2	100.0	100.0	100.0	40.0
94 LA/LB	426	422	3,138	27.0	12.9	–	191,535	54.9	98.6	93.6	89.6	73.0
91 SF Bay Area	78	78	2,739	25.9	12.8	0.5	164,889	55.9	96.2	89.7	79.5	47.4
92 Portland	58	57	2,664	29.7	13.0	4.5	167,859	56.3	96.5	87.7	82.5	49.1
98 Seattle	105	105	2,938	27.2	12.6	–	185,050	52.7	96.2	91.4	85.7	58.1
Foremen Total	**679**	**674**	**3,015**	**27.2**	**12.8**	**0.4**	**$185,073**	**55.0**	**97.8**	**92.4**	**87.2**	**65.0**

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

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 year 2008.

These are the hours paid in payroll year 2007.

Pct. Chg. from 2007 shows the percent change of the 2008 hours paid from 2007.

"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.

Job Category	2008	2007	Pct. Chg. from 2007	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	1,876,565	2,137,013	-12.2%	8.6%	14.2%
- Lasher	1,267,028	1,398,409	-9.4	5.8	8.2
- Holdman	1,630,159	1,695,467	-3.9	7.5	16.5
- Auto Driver	373,796	400,483	-6.7	1.7	16.3
Skilled Wage I	390,151	432,077	-9.7	1.8	5.7
- Hatch Tender	132,574	140,574	-5.7	0.6	1.5
- Lift Truck Operator	189,452	203,518	-6.9	0.9	2.5
- Skilled Holdman	169,190	187,824	-9.9	0.8	6.7
- Tractor Driver	5,038,820	5,671,554	-11.2	23.1	5.9
Skilled Wage II	195,927	184,963	5.9	0.9	1.1
- Crane Operator	163,624	173,984	-6.0	0.7	0.1
- Heavy Lift/Payloader	521,183	573,288	-9.1	2.4	1.1
Skilled Wage III	1,271,891	1,417,585	-10.3	5.8	0.0
- Container Gantry Crane/Hammerhead	1,139,148	1,275,515	-10.7	5.2	0.0
- Top/Side Handler	1,867,202	2,103,659	-11.2	8.5	0.0
- Transtainer	448,072	502,698	-10.9	2.1	0.0
- Straddle Carrier	173,560	191,282	-9.3	0.8	0.0
CFS Agreement Rate	0	378	-100.0	0.0	0.0
Miscellaneous Dock - General	111,956	108,187	3.5	0.5	4.3
- Mechanics	2,846,544	2,827,049	0.7	13.0	1.0
- Gear	502,246	549,935	-8.7	2.3	0.7
- Lines	385,886	401,208	-3.8	1.8	0.3
- Sweepers	172,957	183,619	-5.8	0.8	0.4
Joint Dispatch	242,835	241,632	0.5	1.1	0.0
Member Company Agmts.	40,296	39,554	1.9	0.2	0.2
Grain/Whse/NonMember Agmts.	676,638	596,076	13.5	3.1	5.9
Subtotal	**21,827,700**	**23,637,531**	**-7.7%**	**99.9%**	**5.2%**
Travel Time*	29,347	29,483	-0.5	0.1	
TOTAL LONGSHORE HOURS	**21,857,047**	**23,667,014**	**-7.6%**	**100.0%**	
CLERK CATEGORIES					
Basic Clerk	468,993	608,159	-22.9%	7.7%	23.6%
Clerk Supervisor	484,264	583,818	-17.1	7.9	4.7
Kitchen/Tower/Computer Clerk	3,576,021	3,954,496	-9.6	58.3	1.3
Chief Supervisor & Supercargo					
- Chief Supervisor	804,161	903,471	-11.0	13.1	0.0
- Supercargo	422,584	452,125	-6.5	6.9	0.0
- Vessel Planner	292,783	313,241	-6.5	4.8	0.0
CFS Agreement Clerk	950	1,210	-21.5	<0.1	1.1
Joint Dispatcher	55,009	53,667	2.5	0.9	0.0
Subtotal	**6,104,765**	**6,870,187**	**-11.1%**	**99.6%**	**3.0%**
Travel Time*	25,454	21,861	7.3	0.4	
TOTAL CLERK HOURS	**6,130,219**	**6,892,048**	**-11.1%**	**100.0%**	
FOREMAN CATEGORIES					
Foreman - 20%	13,282	19,843	-33.1%	0.6%	0.0%
Foreman - 30%	2,211,895	2,398,933	-7.8	97.7	0.0
CFS Agreement Foreman	7,307	9,342	-21.8	0.3	0.0
Joint Dispatcher	22,738	22,423	1.4	1.0	0.0
Subtotal	**2,255,222**	**2,450,541**	**-8.0%**	**99.6%**	**0.0%**
Travel Time*	9,450	8,926	5.9	0.4	
TOTAL FOREMAN HOURS	**2,264,672**	**2,459,467**	**-7.9%**	**100.0%**	
ALL CATEGORIES					
Subtotal - All Job Categories	**30,187,687**	**32,958,257**	**-8.4%**	**99.8%**	**4.3%**
Travel Time*	64,251	60,270	6.6	0.2	
TOTAL HOURS	**30,251,938**	**33,018,527**	**-8.4%**	**100.0%**	

*Industry Travel hours are excluded.

SELECTED OCCUPATION CODES ASSOCIATED WITH LONGSHORE AND CLERK JOB CATEGORIES

LONGSHORE JOB CATEGORIES

Basic Rate

0001 Auto Driver
0002 Boardman
0005 Dockman
0006 Frontman/Slingman
0007 Holdman
0009 Lasher

Skill Wage I

0023 Button Pusher
0025 Combo Lift/Jitney
0026 Crane Chaser
0028 Hatch Tender
0029 Lift Truck Operator
0030 Payloader Operator
0033 Skilled Holdman
0036 Tractor – Semi-Dock
0037 Utility Lift Driver
0038 Winch Driver
0044 Mechanical Hopper Opener
0045 Monthly UTR Work – Tractor
0047 UTR Ro/Ro Ship
0070 Bulldozer/Cate pillar

Skill Wage II

0053 Payloader Over 15 Tons
0055 Lift Truck – Heavy
0080 Bulkloader Operator
0085 Crane Mobile
0087 Crane Shipboa d
0088 Crane Whirley
0092 Log Loader/Snapper
0094 Switch Engine Operator

Skill Wage III

0061 Top Handler
0062 Side Pick
0063 Reach Stacker
0068 LA/ B Steady Transtainer
0066 LA/ B Whirley/Winch
0067 Hall Crane Rated Equipment – Yard
0083 Transtainer Operator
0084 Crane Container Gant y
0093 St addle Carrier Ope ator
0095 Port Packer
0096 LA/ B Steady Hammerhead

CLERK JOB CATEGORIES

Basic Clerk

0100 Basic Clerk – Ship
0101 Basic Clerk – Dock
0108 Basic Clerk – Ship Registered
0109 Basic Clerk – Dock Registered

Clerk Supervisor

0102 Supervisor – Ship
0103 Supervisor – Dock

Kitchen/Tower/Computer Clerk

0115 Computer Kitchen/ Tower Supervisor
0116 Yard Di ecting Supervisor (Computer)
0117 Vessel Clerk Supe visor (Computer)
0118 Rail Clerk Supervisor (Computer)

Chief Supervisor & Supercargo

0104 Superca go – Bulk/Ship
0105 Superca go – Other/Ship
0106 Chief Supe visor

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
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
2004	879,867,498	148,792,441	83,241,784	191,073,284	1,302,975,008
2005	935,494,748	159,916,047	80,443,269	237,498,746	1,413,352,809
2006	1,070,853,577	172,066,760	92,490,636	233,030,949	1,568,441,922
2007	1,059,641,237	170,093,221	104,723,518	228,651,375	1,563,109,350
2008	**$ 997,407,360**	**$ 165,078,152**	**$ 107,922,962**	**$ 226,438,383**	**$ 1,496,846,857**

* 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 2008, employer FICA taxes paid were $91,785,025 and SUI taxes paid were $35,980,077.

Assessment Rates 2008/2009 ASSESSMENT RATES

		Other Assessments				
Payroll Hour Rate	**Benefits Plans**	**CFS Program**	**401(k)**	**Marine Clerk Work Opportunity**	**PMA Cargo Dues**	**Total**
L/S and Clerk	$19.99		$0.90		$0.63	$21.52
Walking Boss	$19.99		$3.67		$0.63	$24.29
Offshore and Intercoastal Tonnage Rates						
Containers (per R.U.)	$18.44	$0.12		$0.16	$3.66	$22.38
General Cargo	$1.085				$0.215	$1.300
Lumber and Logs	$1.085				$0.215	$1.300
Autos & Trucks	$0.088				$0.215	$0.303
Bulk Cargo	$0.021				$0.004	$0.025
Coastwise and Inbound from British Columbia*						
Containers (per R.U.)	$13.02	$0.08		$0.11	$3.66	$16.87
General Cargo	$0.447				$0.215	$0.662
Lumber and Logs	$0.447				$0.215	$0.662
Autos & Trucks	$0.036				$0.215	$0.251
Bulk Cargo	$0.009				$0.004	$0.013

* Inbound from B.C. applicable to General Cargo and Lumber and Logs loaded in B.C.

ILWU-PMA 401(k) Plan

For Plan Year Ended June 30:	2008*	2007	2006	2005	2004	2003
Contributions						
Employee	**$ 83,836,157**	$ 83,929,254	$ 80,763,938	$ 68,900,744	$ 56,394,942	$ 51,927,070
Employer	**31,867,678**	30,982,294	29,743,532	27,792,749	24,372,413	23,192,959
Total Contributions	**$ 115,703,835**	$ 114,911,548	$ 110,507,469	$ 96,693,493	$ 80,767,355	$ 75,120,029
Investment Income						
Net realized/unrealized appreciation	**$ (99,197,171)**	$ 62,260,606	$ 46,244,837	$ 35,250,470	$ 45,460,248	$ (487,772)
Interest and Dividends	**47,779,289**	41,777,977	1,074,142	1,261,102	1,267,223	11,759,439
Less: Investment expense	**(728,685)**	(710,749)	(683,561)	(612,843)	(631,870)	(9,846)
Total Additions	**$ 63,557,268**	$ 218,239,382	$ 157,142,887	$ 132,592,222	$ 126,862,956	$ 86,381,850
Distributions						
Distributions to participants	**(67,296,509)**	(67,439,370)	(43,957,339)	(35,254,447)	(33,401,999)	(29,493,400)
Net Change	**$ (3,739,241)**	$ 150,800,012	$ 113,185,548	$ 97,337,775	$ 93,460,957	$ 56,888,450
Net Assets available for Benefits						
Beginning of year	**907,123,861**	756,323,849	643,138,301	545,800,526	452,339,569	395,451,119
End of year	**$ 903,384,620**	$ 907,123,861	$ 756,323,849	$ 643,138,301	$ 545,800,526	$ 452,339,569

*2008 is based on unaudited financial reports.

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:	2008	2007	2006	2005	2004	2003
Benefits Paid and Expenses						
Pensions paid	**$ 221,824,522**	$ 206,499,082	$ 187,269,181	$ 178,379,753	$ 173,764,799	$ 139,658,164
Administrative expenses	**4,384,463**	4,465,862	4,108,487	4,827,321	3,950,101	3,344,014
Total Deductions	**$ 226,208,985**	$ 210,964,944	$ 191,377,668	$ 183,207,074	$ 177,714,900	$ 143,002,178
Investment Income and Employer Contributions						
Net appreciation of fair value of invest.	**$ (222,528,309)**	$ 289,716,373	$ 142,294,355	$ 143,840,483	$ 172,474,460	$ 49,774,065
Interest	**34,294,086**	23,399,794	23,361,135	20,308,595	27,118,070	61,275,332
Dividends from investments	**42,501,468**	37,427,476	34,666,044	35,660,141	29,801,798	11,107,923
Less investment expense	**(7,036,826)**	(7,630,713)	(6,823,078)	(5,104,005)	(4,761,574)	(3,776,391)
Total Income Gain (Loss)	**$ (152,769,581)**	$ 342,912,930	$ 193,498,456	$ 194,705,214	$ 224,632,754	$ 118,380,929
Contributions from Employers	**171,950,979**	146,450,398	117,283,145	80,000,000	48,035,455	24,034,798
Miscellaneous Income	**532**	364,618	415,989	15,870	215,480	–
Total Additions (Subtractions)	**$ 19,181,930**	$ 489,727,946	$ 311,197,590	$ 274,721,084	$ 272,883,689	$ 142,415,727
Net Increase (Decrease)	**(207,027,055)**	278,763,002	119,819,922	91,514,010	95,168,789	(586,451)
Net Assets Avail for Benefits: Beg. of Year	**$ 2,517,639,045**	$ 2,238,876,043	$ 2,119,056,121	$ 2,027,542,111	$ 1,932,373,322	$ 1,932,959,773
End of Year	**$ 2,310,611,990**	$ 2,517,639,045	$ 2,238,876,043	$ 2,119,056,121	$ 2,027,542,111	$ 1,932,373,322

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:	2008	2007	2006	2005	2004	2003
Retired Participants & Beneficiaries	**$ 1,854,505,823**	$ 1,784,732,194	$ 1,587,852,372	$ 1,515,625,380	$ 1,455,549,449	$ 1,305,884,979
Inactive Vested	**5,876,744**	5,563,507	5,286,272	4,686,585	3,966,396	3,683,208
Active Vested Employees	**1,186,518,865**	994,427,704	902,658,253	806,878,902	755,977,668	781,907,078
Total Present Value Vested Liabilities	**$ 3,046,901,432**	$ 2,784,723,405	$ 2,495,796,897	$ 2,327,190,867	$ 2,215,493,513	$ 2,091,475,265
Actuarial Value of Assets	**$ 2,466,948,451**	$ 2,353,789,877	$ 2,166,153,916	$ 2,047,437,313	$ 2,058,263,566	$ 2,178,348,340
Unfunded Vested Benefits Liability	**$ 579,952,981**	$ 430,933,528	$ 329,642,981	$ 279,753,554	$ 157,229,947	–

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:	2008	2007	2006	2005	2004	2003
Actuarial Value of Assets	**$ 2,466,948,451**	$ 2,353,789,877	$ 2,166,153,916	$ 2,047,437,313	$ 2,058,263,566	$ 2,178,348,340
Actuarial Liability:						
Pensioners/Survivors	**1,935,615,589**	1,884,737,419	1,678,168,958	1,567,817,904	1,488,741,632	1,325,727,760
Inactive Vested	**6,110,066**	5,876,272	5,616,495	4,871,544	4,111,317	3,813,967
Active Employees	**1,959,948,905**	1,748,626,488	1,584,701,345	1,341,173,874	1,166,475,463	1,168,283,684
Total Actuarial Liability	**$ 3,901,674,560**	$ 3,639,240,179	$ 3,268,486,798	$ 2,913,863,322	$ 2,659,328,412	$ 2,497,825,411
Unfunded Actuarial Accrued Liability	**$ 1,434,726,109**	$ 1,285,450,302	$ 1,102,332,882	$ 866,426,009	$ 601,064,846	$ 319,477,071

ILWU-PMA SUPPLEMENTAL WELFARE BENEFIT PLAN

For Plan Year Ended June 30:	2008	2007	2006	2005	2004	2003
Contributions by employer	**$ 29,713,308**	$ 30,079,040	$ 30,557,846	$ 30,696,735	$ 34,440,703	$ 22,756,913
Deductions:						
Benefits paid	**29,546,592**	29,908,680	30,385,148	30,487,265	34,269,318	22,610,299
Administrative expenses	**169,311**	172,131	172,698	209,470	171,385	146,614
Total deductions	**$ 29,715,903**	$ 30,080,811	$ 30,557,846	$ 30,696,735	$ 34,440,703	$ 22,756,913

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2008	2007	2006	2005	2004	2003
Investment Income	**$ 570,169**	$ 1,123,975	$ 697,164	$ 299,578	$ 107,689	$ 31,289
Contributions:						
Employers	**$ 451,902,286**	$ 418,929,678	$ 387,576,685	$ 325,950,687	$ 281,553,606	$237,627,798
Employees	**9,647,003**	10,236,521	8,242,478	9,317,965	8,570,383	5,505,270
WILSP/Union	**–**	21,170	249,977	223,943	195,884	194,960
COBRA/self-pay contrib.	**89,742**	171,471	85,812	83,615	54,029	239,910
Total contributions	**$ 461,639,031**	$ 429,358,840	$ 396,154,952	$ 335,576,210	$ 290,373,902	$243,567,938
Other Income	**5,880,130**	5,741,340	–	–	–	–
Total additions	**$ 468,089,330**	$ 436,224,155	$ 396,852,116	$ 335,875,788	$ 290,481,591	$243,599,227
Deductions:						
Benefits paid	**$ 458,301,089**	$ 411,814,457	$ 376,452,985	$ 319,508,128	$ 275,512,366	$235,181,687
Administrative expenses	**6,426,081**	5,673,530	5,459,589	6,142,681	4,969,605	4,362,971
Total deductions	**$ 464,727,170**	$ 417,487,987	$ 381,912,574	$ 325,650,809	$ 280,481,971	$239,544,658
Net increase	**$ 3,362,160**	$ 18,736,168	$ 14,939,542	$ 10,224,979	$ 9,999,620	$ 4,054,569
Net assets available for benefits:						
Beginning of year	**$ 115,502,305**	$ 96,766,137	$ 81,826,595	$ 71,601,616	$ 61,601,996	$ 57,547,427
End of year	**$ 118,864,465**	$ 115,502,305	$ 96,766,137	$ 81,826,595	$ 71,601,616	$ 61,601,996

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2008	2007	2006	2005	2004	2003
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	**$ 98,074,329**	$ 94,717,570	$ 98,170,162	$ 83,845,814	$ 61,256,809	$ 44,147,703
PPO and Indemnity Plan						
Hospital, medical, surgical	**$ 222,330,380**	$ 191,726,758	$ 163,651,964	$ 138,860,243	$ 132,176,612	$ 118,033,767
Prescription drug program	**56,527,535**	49,131,036	42,590,003	37,915,711	33,397,697	28,572,271
Vision service plan	**2,162,129**	2,070,488	1,892,481	1,754,828	1,825,983	1,588,888
Vision supplement (frames, contacts)	**964**	974	792	1,079	2,008	2,540
Diabetic durable equipment	**310**	352	928	1,312	1,832	1,474
Subtotal	**$ 281,021,318**	$ 242,929,608	$ 208,136,168	$ 178,533,173	$ 167,404,132	$ 148,198,940
Medicare Part B Reimbursements						
Medicare premiums reimbursements	**$ 10,595,640**	$ 10,088,161	$ 9,291,542	$ 8,044,092	$ 6,557,231	$ 6,227,975
Dental Programs: HMO and PPO Participants						
Dental services - adults	**$ 28,043,382**	$ 26,372,496	$ 23,068,925	$ 20,977,712	$ 17,768,215	$ 16,320,511
Dental services - children	**11,077,871**	10,230,361	8,813,886	7,414,952	5,722,444	5,223,581
Subtotal	**$ 39,121,253**	$ 36,602,857	$ 31,882,811	$ 28,392,664	$ 23,490,659	$ 21,544,092
Other Programs for Eligible Participants						
Life insurance, AD&D	**$ 3,514,160**	$ 2,823,553	$ 3,356,244	$ 3,349,391	$ 3,790,134	$ 3,254,040
Chiropractic	**7,141,132**	6,161,748	7,685,370	5,006,700	2,676,986	1,908,505
Social security supplement	**744,022**	927,236	939,988	1,206,882	1,866,430	1,493,464
Alcoholism/Drug Recovery Program	**3,911,118**	3,219,634	3,608,417	2,470,364	1,981,048	1,554,894
Hearing aids	**392,287**	403,606	367,959	394,623	355,796	344,043
Subsequent prosthetic device	**92,028**	38,650	20,917	42,407	–	31,277
Subtotal	**$ 15,794,747**	$ 13,574,427	$ 15,978,895	$ 12,470,367	$ 10,670,394	$ 8,586,223
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	**$ 4,434,154**	$ 4,013,404	$ 4,500,040	$ 1,737,610	$ 2,489,719	$ 2,501,566
CSDI Supplement	**–**	–	–	118	–	–
Weekly Indemnity & NIDS (OR & WA)	**9,235,148**	9,848,929	8,434,367	6,405,290	3,528,055	3,812,188
Subtotal	**$ 13,669,302**	$ 13,862,333	$ 12,934,407	$ 8,143,018	$ 6,017,774	$ 6,313,754
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	**$ 24,500**	$ 39,500	$ 59,000	$ 79,000	$ 115,367	$ 163,000
TOTAL BENEFITS	**$ 458,301,089**	$ 411,814,456	$ 376,452,985	$ 319,508,128	$ 275,512,366	$ 235,181,687
Reconciliation to Form 5500 (accrual)	**134,366**	7,017,563	4,116,815	5,686,773	(5,384,437)	2,257,443
TOTAL BENEFITS AFTER RECONCILIATION	**$ 458,435,455**	$ 418,832,019	$ 380,569,800	$ 325,194,901	$ 270,127,929	$ 237,439,130

2008 Vacations Paid and Distribution of Longshore PGP by Local

No. of Vacations shows the number of inactives, actives and employees over 60 who received vacation payments.

Avg. No. of Weeks shows the average number of vacation weeks paid to active employees in each local.

Average Payment shows the average vacation payment to to active employees with at least 1,600 qualifying hours. Payments made to 14 dispatchers 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 2008 to employees who retired during the payroll year are not included in the data shown.

No. Receiving Any PGP includes longshore registrants who received PGP and were members of the local for the entire year.

Total PGP shows the total PGP payments made to active employees of the local.

% Change from 2007 shows the percent change of 2008 PGP paid from 2007.

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

Average Payment included longshore registrants who received PGP payments.

		VACATIONS PAID				PAY GUARANTEE PAID				
Local		No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	No. Receiving Any PGP	Total PGP	% Change From 2007	% of Coast	Average Payment
LONGSHORE REGISTRANTS										
Southern California										
13	LA/LB	7,091	2.6	$ 3,843	$ 24,960,374	376	$ 165,152	893.6%	3.4%	$ 439
29	San Diego	142	2.5	4,026	510,117	1	45	-92.6%	0.0%	45
46	Port Hueneme	127	3.2	4,863	592,950	17	17,911	475.2%	0.4%	1,054
	Total	**7,360**	**2.6**	**$ 3,866**	**$ 26,063,441**	**394**	**$ 183,108**	**799.9%**	**3.7%**	**$ 465**
Northern California										
10	SF Bay Area	1,210	2.4	$ 4,097	$ 4,041,008	295	$ 563,261	238.5%	11.5%	$ 1,909
14	Eureka	13	3.1	6,319	53,717	12	135,076	22.7%	2.7%	11,256
18	Sacramento	20	3.1	4,893	87,352	16	108,646	-25.2%	2.2%	6,790
54	Stockton	89	2.6	4,093	319,511	68	226,004	296.1%	4.6%	3,324
	Total	**1,332**	**2.5**	**$ 4,119**	**$ 4,447,871**	**391**	**$ 1,032,987**	**115.7%**	**21.0%**	**$ 2,642**
Pacific Northwest: Oregon and Columbia River										
04	Vancouver	198	2.6	$ 3,901	$ 687,929	45	$ 80,689	545.1%	1.6%	$ 1,793
08	Portland	445	3.2	4,787	1,980,532	53	34,067	82.2%	0.7%	643
12	North Bend	45	4.0	6,091	247,705	41	557,093	22.8%	11.3%	13,588
21	Longview	191	3.0	4,534	777,074	54	40,878	-30.3%	0.8%	757
50	Astoria	10	6.0	7,773	68,318	7	46,336	21.7%	0.9%	6,619
53	Newport	7	3.0	2,828	25,539	9	236,010	35.2%	4.8%	26,223
	Total	**896**	**3.1**	**$ 4,593**	**$ 3,787,097**	**209**	**$ 995,073**	**31.6%**	**20.2%**	**$ 4,761**
Pacific Northwest: Washington										
07	Bellingham	16	4.8	$ 0	$ 94,015	15	$ 671,196	8.4%	13.6%	$ 44,746
19	Seattle	803	2.8	4,389	3,089,897	124	68,247	2,287.9%	1.4%	550
23	Tacoma	835	2.9	4,481	3,422,754	0	0	0.0%	0.0%	0
24	Aberdeen	36	4.8	5,473	227,126	28	209,256	-10.3%	4.3%	7,473
25	Anacortes	10	4.8	6,113	66,238	7	50,946	14.2%	1.0%	7,278
27	Port Angeles	27	5.8	7,547	194,144	24	942,421	1.4%	19.2%	39,268
32	Everett	34	3.2	5,822	151,976	17	30,120	123.2%	0.6%	1,772
47	Olympia	31	3.9	6,285	166,553	30	554,676	49.4%	11.3%	18,489
51	Port Gamble	10	3.8	4,188	46,925	9	181,010	-4.6%	3.7%	20,112
	Total	**1,802**	**3.0**	**$ 4,513**	**$ 7,459,628**	**254**	**$ 2,707,872**	**12.7%**	**55.0%**	**$ 10,661**
Longshore Total		**11,390**	**2.7**	**$ 4,041**	**$ 41,811,754**	**1,248**	**$ 4,919,040**	**34.4%**	**100.0%**	**$ 3,942**
CLERKS										
29	San Diego	15	4.3	$ 6,783	$ 97,416					
46	Port Hueneme	16	5.6	8,396	134,337					
63	LA/LB	1,325	4.1	6,501	8,219,611					
14	Eureka	1	6.0	*	*					
34	SF Bay Area	224	4.1	6,390	1,401,296					
40	Portland	85	4.7	7,235	608,147					
23	Tacoma	103	5.3	7,943	818,327					
52	Seattle	153	4.7	7,413	1,083,808					
Clerk Total		**1,922**	**4.3**	**$ 6,695**	**$ 12,372,281**					
FOREMEN										
29	San Diego	7	5.7	$10,590	$ 74,132					
46	Port Hueneme	5	6.0	11,159	54,954					
94	LA/LB	439	5.0	9,371	4,062,640					
91	SF Bay Area	85	4.9	9,147	756,800					
92	Portland	55	5.6	10,860	570,352					
98	Seattle	107	5.1	9,665	1,014,628					
Foremen Total		**698**	**5.0**	**$ 9,518**	**$ 6,533,506**					
COAST TOTAL		**14,010**	**3.0**	**$ 4,809**	**$ 60,663,824**					

*Average Payment and Total Payment for groups of fewer than five people are not shown, but the data are included in category averages.

LONGSHORE PGP PAYMENTS BY AREA

Year	AREA: Southern California	Northern California	Oregon	Washington
2004	$9,607	$383,978	$1,246,395	$2,540,945
2005	$20,645	$351,163	$1,359,010	$2,299,978
2006	$13,053	$358,488	$868,693	$2,312,446
2007	$20,347	$478,894	$756,086	$2,403,532
2008	**$183,108**	**$1,032,987**	**$995,073**	**$2,707,872**

PMA Training Graduates

All Crane training program graduates include Crane certification, simulator training (except SC) and refresher/familiarization training.

The number of Powered Industrial Truck (PIT) graduates does not include the July 1, 2007 3-year Re-evaluation records of 42,559.

Forklift graduates include Basic and Heavy Lift certification and refresher/familiarization training.

Semi-Tractor graduates include Dock and Ro-Ro certification and refresher & familiarization training. The number of graduates includes Casual applicants.

CHE graduates include Top Handler, Side Pick and Reachstacker certification and refresher/familiarization training.

The number of General Safety Training graduates includes Casual applicants.

	2008	2007	2006	2005	2004
Crane / Crane Simulator					
Container Gantry Crane (Sim)	**208**	426	314	338	200
RTG Crane - Transtainer	**89**	265	293	345	103
Ship Gantry Crane (Sim)	**44**	8	28	–	2
Ship Gantry Crane (Fam)	**31**	–	–	–	–
Ship Pedestal Crane (Sim) (Winch)	**25**	22	34	23	45
Mobile Crane (Mobile Cr Light)	**38**	65	37	85	49
Ship Unloader, Bulk Crane	**12**	18	15	12	19
Dock Whirley Crane	**5**	8	5	6	16
Subtotal	**452**	812	726	809	434
	2%	2%	3%	1%	2%
Skill Equipment / PIT					
Forklift	**1,234**	2,677	1,498	1,755	1,059
Semi-Tractor	**1,218**	3,436	2,024	5,449	3,192
Container Handling Equipment (CHE) (Log Loader)	**621**	1,449	1,019	1,129	675
Straddle Carrier	**42**	53	23	147	112
Excavator	**2**	13	2	5	15
Bulk Loader (Bucket)	**5**	–	–	–	–
Bulldozer (Front Loader) (Loci)	**66**	112	58	7	11
Subtotal	**3,188**	7,740	4,624	8,492	5,064
	16%	18%	16%	15%	18%
Job Specific / Promotions					
Basic Marine Clerk	**26**	178	132	433	73
Clerk Computer Gate (Yard)	**24**	191	88	393	83
Supercargo	**12**	17	24	13	28
Vessel Planner	**1**	7	5	11	7
Walking Boss Orientation	**23**	77	81	83	81
Powered Gangway	**12**	10	8	12	14
Walking Boss Seminar	**211**	241	212	366	150
Watchman	**7**	166	348	35	331
Holdman	**53**	44	41	212	24
Mechanic (General) (Crane)	**–**	–	–	54	–
Tank, M1 A1	**–**	39	–	–	10
Subtotal	**369**	970	939	1,612	801
	2%	2%	3%	3%	3%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness) (Orient, Skill), (Resp Eval)	**8,877**	11,537	7,512	12,332	9,733
Diversity, Employee & Supervisor	**993**	2,229	882	4,523	605
Standard First Aid / CPR	**433**	683	198	688	568
Lashing	**5**	8	137	824	742
Ammo Handling Safety	**–**	–	130	70	45
Vessel Rigging	**3**	5	–	–	8
Basic Casual Safety (LS Entry)	**62**	45	143	642	21
Instructor (Train-the-Trainer)	**–**	–	–	–	12
Subtotal	**10,373**	14,507	9,002	19,079	11,734
	53%	34%	31%	33%	41%
Testing					
Strength & Agility (Schd Practice)	**317**	424	638	1,312	1,078
Clerk Cognitive	**567**	2,936	1,640	5,635	2,810
Clerk Keyboard	**20**	126	280	252	264
Physical Exam (Physical Preemployment)	**1,956**	6,058	4,489	7,891	989
Drug & Alcohol Screen (Drug/Alcohol Preemployment)	**1,987**	6,078	4,594	7,931	1,010
Lashing Test	**336**	2,774	1,752	4,024	4,193
Subtotal	**5,183**	18,396	13,393	27,045	10,344
	26%	43%	47%	47%	36%
TOTAL	**19,565**	**42,425**	**28,684**	**57,037**	**28,377**
EXPENDITURE*	**$15,826,142**	**$27,258,104**	**$19,853,060**	**$35,906,285**	**$19,442,172**

*Certain costs of training are not included.

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

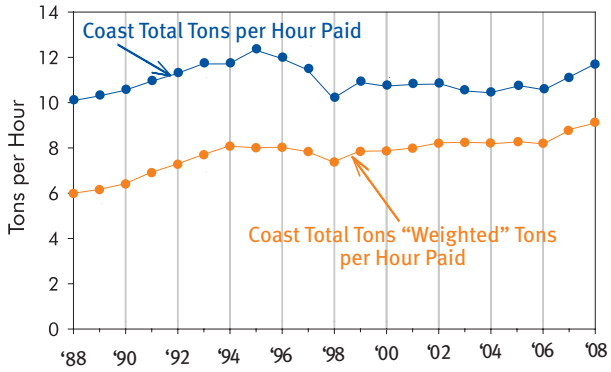
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The "Total Tonnage" data for each port table shown in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

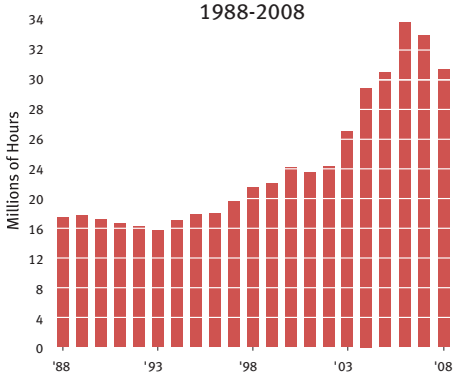
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on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



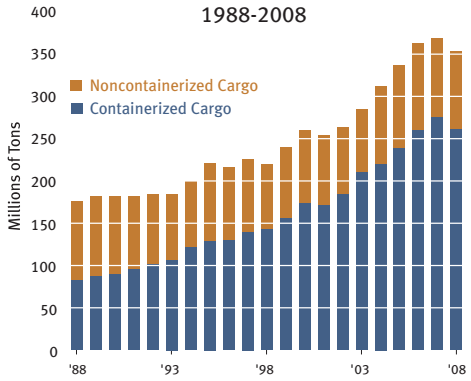
Total "Weighted" Tonnage

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.

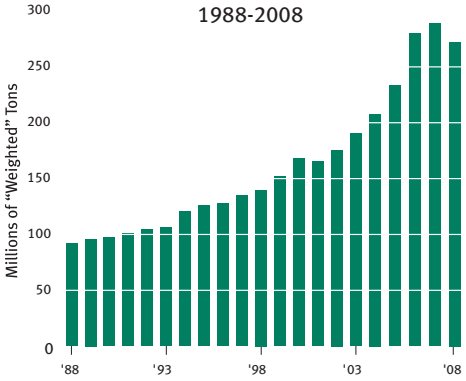
Coast Total Hours Paid
1988-2008



Coast Total Tonnage
1988-2008



Coast Total "Weighted" Tons
1988-2008



"Weighted" Tons =
Containerized + (Auto & 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 U.S. 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 2004 has been annualized to 52 weeks to allow comparison with the other payroll years shown.*

An APL container is discharged from a ship at the Port of Los Angeles.

Port Hours, Wages and Tonnage Data

Southern California

San Diego

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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: Percent of Port Total: 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
2003	291,523	1.1%	77.1%	12.4%	10.5%	$10,363	$33.47	$37.13	$49.01	4,498,257	1.6%	20.3%	4.7%	2.0%	53.3%	19.8%	5.59
2004	324,353	1.1%	77.8%	11.9%	10.2%	$11,828	$34.53	$37.65	$49.81	4,703,823	1.5%	20.8%	4.5%	2.4%	47.1%	25.2%	5.33
2005	368,111	1.2%	78.2%	12.0%	9.8%	$13,610	$34.99	$38.91	$50.36	5,308,982	1.6%	17.1%	5.9%	2.2%	48.4%	26.4%	4.87
2006	439,870	1.3%	76.8%	13.5%	9.7%	$16,321	$34.92	$39.28	$51.37	6,704,451	1.9%	12.4%	6.2%	1.4%	60.8%	19.2%	4.65
2007	467,593	1.4%	76.6%	13.7%	9.6%	$17,719	$35.70	$39.72	$52.74	6,547,715	1.8%	13.1%	6.1%	1.5%	67.4%	11.9%	4.51
2008	452,418	1.5%	75.4%	15.3%	9.3%	$18,269	$38.39	$41.43	$54.81	5,556,521	1.6%	15.4%	5.2%	1.5%	72.0%	6.0%	4.19

Los Angeles/Long Beach

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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: Percent of Port Total: 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
2003	17,455,768	65.9%	67.1%	24.2%	8.8%	$702,277	$38.54	$40.85	$51.42	163,996,211	57.8%	85.6%	2.7%	0.1%	4.3%	7.3%	8.39
2004	19,390,603	65.9%	68.7%	23.7%	7.7%	$788,163	$39.14	$41.33	$52.01	177,555,140	56.5%	86.2%	3.4%	0.1%	3.6%	6.7%	8.44
2005	19,828,634	63.8%	69.3%	23.3%	7.4%	$827,478	$40.28	$42.41	$53.15	186,528,298	55.6%	87.0%	2.4%	0.1%	3.6%	6.9%	8.49
2006	22,492,627	66.2%	69.8%	22.9%	7.2%	$955,218	$40.87	$43.40	$54.94	210,399,392	58.3%	87.0%	2.9%	0.1%	3.4%	6.6%	8.49
2007	21,571,874	65.5%	70.2%	22.5%	7.3%	$937,745	$41.71	$45.05	$55.55	211,690,522	57.4%	90.3%	2.1%	0.1%	2.8%	4.8%	9.13
2008	19,356,428	64.1%	70.9%	21.8%	7.3%	$872,185	$43.45	$46.38	$56.71	201,455,880	56.8%	90.8%	1.9%	0.1%	2.9%	4.4%	9.71

Port Hueneme

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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: Percent of Port Total: 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
2003	384,845	1.5%	76.4%	16.5%	7.1%	$13,453	$33.25	$37.04	$48.47	3,412,548	1.2%	8.0%	20.3%	–	68.8%	3.0%	3.53
2004	435,241	1.5%	76.7%	16.8%	6.5%	$15,261	$33.48	$37.25	$48.08	4,042,129	1.3%	5.9%	16.9%	–	73.8%	3.4%	3.33
2005	520,868	1.7%	77.7%	16.2%	6.1%	$19,069	$35.15	$38.52	$50.11	4,603,142	1.4%	8.3%	19.0%	–	69.5%	3.1%	3.45
2006	502,131	1.5%	77.8%	16.4%	5.7%	$18,873	$36.16	$39.41	$51.73	4,570,636	1.3%	7.5%	19.8%	–	69.4%	3.3%	3.54
2007	493,599	1.5%	78.2%	16.2%	5.6%	$19,256	$37.61	$40.80	$53.43	3,970,701	1.1%	8.7%	21.7%	–	65.3%	4.2%	3.33
2008	420,632	1.4%	78.2%	16.5%	5.2%	$16,723	$38.53	$41.00	$54.14	3,571,200	1.0%	11.2%	21.2%	–	64.3%	3.3%	3.66

Northern California

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

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: Percent of Port Total: 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
2003	2,619,937	9.9%	67.7%	24.2%	8.1%	$101,882	$37.27	$39.32	$51.11	26,151,746	9.2%	83.5%	0.6%	<0.1%	6.1%	9.8%	8.52
2004	2,897,798	9.8%	69.2%	22.9%	8.0%	$114,106	$37.74	$39.92	$51.99	29,944,815	9.5%	80.0%	1.0%	<0.1%	9.6%	9.3%	8.73
2005	3,069,920	9.9%	70.2%	21.9%	7.9%	$122,910	$38.36	$40.85	$52.76	32,795,890	9.8%	81.5%	0.8%	–	7.9%	9.8%	8.96
2006	3,172,956	9.3%	71.1%	20.9%	8.0%	$130,229	$39.39	$41.95	$53.39	33,975,539	9.4%	81.4%	0.9%	–	9.7%	7.9%	9.01
2007	3,052,380	9.3%	71.9%	20.1%	8.0%	$128,689	$40.64	$42.84	$54.07	35,267,556	9.6%	81.1%	0.6%	–	11.2%	7.1%	9.67
2008	2,841,251	9.4%	72.9%	18.9%	8.2%	$123,205	$41.97	$43.66	$55.12	34,544,347	9.7%	80.5%	0.3%	–	10.9%	8.3%	10.06

Stockton/Pittsburg

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: Percent of Port Total: 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
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
2004	176,534	0.6%	74.6%	16.6%	8.8%	$6,760	$36.38	$39.65	$51.87	2,359,031	0.8%	<0.1%	12.4%	<0.1%	–	87.5%	1.93
2005	212,352	0.7%	75.2%	15.8%	9.0%	$8,248	$36.93	$39.76	$53.12	3,226,298	1.0%	–	11.0%	–	–	89.0%	1.95
2006	253,433	0.7%	74.7%	15.9%	9.5%	$10,022	$37.81	$38.77	$54.46	3,946,393	1.1%	–	11.8%	<0.1%	–	88.2%	2.12
2007	238,941	0.7%	76.4%	15.0%	8.7%	$9,676	$38.92	$40.05	$55.15	2,931,700	0.8%	–	13.9%	0.1%	–	86.0%	1.93
2008	199,756	0.7%	76.9%	14.9%	8.2%	$8,151	$39.26	$40.87	$55.24	1,496,760	0.4%	0.1%	27.3%	0.2%	–	72.4%	2.17

West Sacramento

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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: Percent of Port Total: 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
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
2004	98,893	0.3%	68.5%	25.7%	5.9%	$3,539	$33.46	$38.65	$50.35	493,006	0.2%	0.1%	61.6%	3.1%	–	35.1%	3.33
2005	103,022	0.3%	69.4%	24.8%	5.8%	$3,762	$34.32	$39.09	$51.61	556,394	0.2%	–	60.2%	1.8%	–	37.9%	3.39
2006	98,728	0.3%	69.7%	24.3%	6.1%	$3,603	$34.15	$39.33	$52.02	469,589	0.1%	<0.1%	85.6%	2.0%	–	12.3%	4.18
2007	77,844	0.2%	69.6%	22.3%	8.1%	$3,091	$37.43	$41.61	$53.95	512,924	0.1%	–	47.9%	–	–	52.1%	3.23
2008	98,404	0.3%	71.7%	19.8%	8.4%	$4,025	$38.76	$42.74	$54.75	536,654	0.2%	0.3%	55.1%	–	–	44.6%	3.07

Eureka

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: Percent of Port Total: 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
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
2004	23,797	<0.1%	79.0%	12.0%	9.0%	$852	$34.21	$35.39	$50.23	362,266	0.1%	–	56.3%	43.7%	–	<0.1%	15.52
2005	15,617	<0.1%	80.0%	13.3%	6.7%	$578	$36.01	$35.80	$51.05	279,795	0.1%	–	37.1%	48.2%	–	14.7%	15.34
2006	23,894	0.1%	75.5%	17.6%	6.9%	$886	$35.70	$36.85	$52.60	286,110	0.1%	–	54.6%	31.1%	–	14.4%	10.29
2007	17,663	0.1%	72.6%	20.6%	6.8%	$702	$38.59	$38.22	$56.33	205,224	0.1%	–	71.0%	25.4%	–	3.6%	11.21
2008	18,885	0.1%	68.1%	22.3%	9.6%	$756	$37.99	$38.99	$56.86	165,868	<0.1%	–	86.7%	13.3%	–	–	8.78

Port Hours, Wages and Tonnage Data

Pacific Northwest: Oregon and Columbia River

North Bend/Coos Bay

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: Percent of Port Total: 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
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
2004	57,125	0.2%	87.0%	6.2%	6.8%	$2,172	$36.51	$44.22	$51.83	1,672,350	0.5%	<0.1%	1.6%	6.9%	–	91.5%	3.09
2005	50,693	0.2%	85.2%	7.3%	7.5%	$1,995	$37.65	$45.14	$53.01	2,000,930	0.6%	–	1.3%	5.0%	–	93.8%	3.20
2006	41,626	0.1%	84.5%	7.6%	7.8%	$1,720	$39.45	$47.46	$55.42	1,888,709	0.5%	–	1.3%	4.7%	–	94.0%	3.56
2007	36,240	0.1%	84.9%	7.4%	7.7%	$1,496	$39.50	$47.16	$55.38	1,817,948	0.5%	–	1.1%	4.2%	–	94.7%	3.59
2008	33,454	0.1%	84.4%	8.0%	7.6%	$1,431	$40.92	$48.17	$57.70	1,799,872	0.5%	–	0.1%	1.1%	–	98.8%	1.73

Newport

2003	475	<0.1%	99.9%	–	–	$17	$35.55	–	–	–	–	–	–	–	–	–	–
2004	507	<0.1%	100.0%	–	–	$18	$35.83	–	–	–	–	–	–	–	–	–	–
2005	618	<0.1%	100.0%	–	–	$21	$34.58	–	–	–	–	–	–	–	–	–	–
2006	475	<0.1%	100.0%	–	–	$18	$38.18	–	–	–	–	–	–	–	–	–	–
2007	467	<0.1%	100.0%	–	–	$18	$38.87	–	–	–	–	–	–	–	–	–	–
2008	502	<0.1%	100.0%	–	–	$19	$38.84	–	–	–	–	–	–	–	–	–	–

Astoria

2003	4,811	<0.1%	95.9%	2.2%	1.9%	$166	$34.10	$38.29	$46.95	–	–	–	–	–	–	–	–
2004	6,188	<0.1%	91.6%	3.8%	4.6%	$231	$36.24	$45.89	$53.43	51	<0.1%	100.0%	<0.1%	<0.1%	<0.1%	<0.1%	0.01
2005	5,024	<0.1%	96.0%	2.0%	2.0%	$186	$36.48	$44.07	$52.30	–	–	–	–	–	–	–	–
2006	5,842	<0.1%	94.2%	3.0%	2.8%	$232	$38.39	$55.31	$66.62	4,488	<0.1%	–	–	100.0%	–	–	0.77
2007	5,630	<0.1%	96.7%	1.9%	1.3%	$215	$37.85	$43.23	$56.09	2,114	<0.1%	–	36.0%	64.0%	–	–	0.38
2008	4,870	<0.1%	99.5%	0.2%	0.2%	$185	$37.87	$41.45	$48.91	–	–	–	–	–	–	–	–

Portland/St. Helens

2003	1,087,538	4.1%	76.0%	16.0%	8.0%	$41,164	$36.23	$39.23	$50.51	18,996,782	6.7%	19.4%	3.4%	0.2%	21.6%	55.4%	4.84
2004	1,123,393	3.8%	76.9%	15.3%	7.8%	$43,402	$36.97	$40.29	$51.79	20,360,025	6.5%	17.3%	4.6%	<0.1%	20.0%	58.0%	4.90
2005	934,220	3.0%	78.1%	14.1%	7.8%	$37,582	$38.54	$42.03	$53.80	18,734,147	5.6%	11.3%	5.2%	0.2%	21.4%	62.0%	4.30
2006	1,075,751	3.2%	77.5%	14.4%	8.2%	$44,158	$39.23	$42.86	$55.07	20,175,930	5.6%	14.0%	4.9%	–	26.5%	54.5%	4.59
2007	1,237,068	3.8%	77.3%	14.6%	8.1%	$51,786	$40.04	$43.49	$56.28	23,166,533	6.3%	15.7%	5.0%	–	22.6%	56.8%	4.79
2008	1,225,401	4.1%	77.7%	14.8%	7.5%	$52,781	$41.31	$44.92	$57.62	21,683,170	6.1%	15.9%	4.4%	–	21.3%	58.5%	4.42

Vancouver

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
2004	347,479	1.2%	78.5%	15.3%	6.2%	$12,784	$35.62	$36.96	$51.06	5,021,408	1.6%	<0.1%	6.8%	1.4%	10.8%	81.0%	1.71
2005	389,660	1.3%	77.2%	16.2%	6.6%	$14,722	$36.38	$38.48	$52.37	4,101,194	1.2%	–	9.3%	1.7%	11.8%	77.2%	1.52
2006	454,630	1.3%	78.5%	15.0%	6.5%	$17,605	$37.39	$39.07	$54.02	5,440,590	1.5%	0.1%	8.3%	1.1%	8.1%	82.5%	1.49
2007	511,180	1.6%	80.1%	13.3%	6.7%	$20,292	$38.37	$40.03	$54.90	6,172,667	1.7%	0.1%	6.9%	0.4%	7.8%	84.8%	1.26
2008	432,512	1.4%	81.0%	12.4%	6.6%	$17,821	$39.94	$41.63	$55.96	5,902,638	1.7%	–	5.4%	–	11.1%	83.5%	1.22

Longview/Kalama

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
2004	337,285	1.1%	82.2%	8.3%	9.5%	$12,777	$35.90	$41.33	$52.03	11,651,094	3.7%	<0.1%	7.4%	5.9%	–	86.6%	5.33
2005	374,548	1.2%	82.1%	8.6%	9.4%	$14,490	$36.71	$41.81	$53.17	12,011,400	3.6%	0.2%	6.5%	5.3%	–	87.9%	4.43
2006	415,198	1.2%	82.9%	8.5%	8.7%	$16,290	$37.40	$41.75	$54.29	10,856,570	3.0%	0.2%	8.7%	6.0%	–	85.1%	4.33
2007	428,390	1.3%	83.6%	7.9%	8.6%	$16,990	$37.80	$42.62	$55.10	11,750,852	3.2%	–	6.8%	5.4%	–	87.8%	3.83
2008	502,174	1.7%	83.3%	8.0%	8.7%	$20,688	$39.25	$44.55	$56.78	14,652,292	4.1%	0.1%	6.3%	4.6%	–	89.0%	3.72

Pacific Northwest: Washington

Aberdeen/Grays Harbor

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
2004	62,320	0.2%	86.7%	9.1%	4.2%	$2,338	$36.46	$41.00	$51.60	535,813	0.2%	–	3.4%	34.7%	–	61.9%	3.45
2005	66,201	0.2%	86.3%	8.6%	5.1%	$2,630	$38.56	$43.63	$52.97	793,294	0.2%	–	2.5%	21.9%	–	75.6%	3.11
2006	45,125	0.1%	89.3%	5.6%	5.1%	$1,773	$38.13	$45.27	$52.94	454,469	0.1%	–	–	31.2%	–	68.8%	3.28
2007	38,765	0.1%	85.3%	8.3%	6.4%	$1,629	$40.41	$47.07	$56.81	553,548	0.2%	0.4%	0.3%	13.0%	–	86.3%	2.20
2008	62,878	0.2%	87.9%	5.6%	6.5%	$2,725	$41.86	$49.90	$57.88	866,498	0.2%	–	–	11.9%	–	88.1%	1.88

Port Hours, Wages and Tonnage Data

Pacific Northwest: Washington (continued)

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: Percent of Port Total: 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
Port Angeles																	
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
2004	6,746	<0.1%	97.3%	1.3%	1.3%	$257	$37.77	$46.01	$53.80	33,554	<0.1%	<0.1%	<0.1%	3.8%	–	96.2%	0.29
2005	4,911	<0.1%	100.0%	0.0%	0.0%	$190	$38.68	–	–	–	–	–	–	–	–	–	–
2006	6,098	<0.1%	98.2%	0.7%	1.1%	$241	$39.30	$45.34	$52.98	20,649	<0.1%	–	–	10.1%	–	89.9%	0.40
2007	5,560	<0.1%	100.0%	–	–	$219	$39.37	–	–	15,097	<0.1%	–	–	69.9%	–	30.1%	1.91
2008	4,363	<0.1%	100.0%	–	–	$179	$41.07	–	–	–	–	–	–	–	–	–	–
Port Gamble																	
2003	832	<0.1%	100.0%	–	–	$30	$36.47	–	–	–	–	–	–	–	–	–	–
2004	848	<0.1%	100.0%	–	–	$31	$37.12	–	–	–	–	–	–	–	–	–	–
2005	832	<0.1%	100.0%	–	–	$32	$38.10	–	–	–	–	–	–	–	–	–	–
2006	832	<0.1%	100.0%	–	–	$33	$39.21	–	–	–	–	–	–	–	–	–	–
2007	832	<0.1%	100.0%	–	–	$33	$39.74	–	–	–	–	–	–	–	–	–	–
2008	840	<0.1%	100.0%	–	–	$34	$40.22	–	–	–	–	–	–	–	–	–	–
Olympia																	
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
2004	62,898	0.2%	72.7%	11.6%	15.7%	$2,322	$34.46	$36.94	$48.28	207,184	<0.1%	2.2%	55.4%	36.8%	–	5.6%	3.17
2005	38,604	0.1%	63.7%	19.2%	17.0%	$1,476	$35.72	$36.76	$49.32	100,821	<0.1%	15.3%	65.0%	17.2%	–	2.5%	2.55
2006	36,653	0.1%	70.6%	14.1%	15.4%	$1,394	$35.39	$37.92	$50.25	76,644	<0.1%	12.2%	74.7%	13.1%	–	–	2.09
2007	28,288	0.1%	73.7%	8.9%	17.3%	$1,076	$35.45	$36.71	$49.82	19,263	<0.1%	–	76.1%	23.9%	–	–	0.68
2008	14,240	<0.1%	74.4%	3.5%	22.1%	$547	$35.46	$35.77	$48.76	6,521	<0.1%	–	100.0%	–	–	–	0.46
Tacoma																	
2003	1,919,194	7.2%	70.3%	21.5%	8.2%	$76,483	$38.07	$40.75	$52.76	27,593,684	9.7%	70.5%	0.8%	0.7%	8.4%	19.6%	10.61
2004	2,044,886	6.9%	71.3%	20.3%	8.4%	$83,948	$39.22	$42.11	$54.07	30,737,823	9.8%	66.3%	0.8%	0.5%	7.6%	24.7%	10.64
2005	2,689,203	8.6%	73.6%	18.8%	7.6%	$111,903	$39.77	$43.16	$55.62	34,193,128	10.2%	69.2%	0.8%	0.6%	6.1%	23.3%	9.16
2006	2,622,810	7.7%	74.5%	18.2%	7.4%	$110,826	$40.58	$43.58	$55.93	32,515,515	9.0%	70.9%	0.9%	0.6%	7.4%	20.2%	9.17
2007	2,416,594	7.3%	75.0%	17.9%	7.2%	$103,333	$41.19	$43.92	$56.26	33,753,440	9.2%	71.5%	0.9%	0.5%	7.6%	19.4%	10.42
2008	2,367,826	7.8%	74.5%	18.4%	7.2%	$104,182	$42.52	$44.83	$57.27	34,700,616	9.8%	69.5%	0.9%	0.4%	7.0%	22.1%	10.62
Seattle																	
2003	1,623,566	6.1%	69.8%	22.9%	7.3%	$65,200	$38.47	$41.05	$53.50	19,815,487	7.0%	81.4%	0.6%	<0.1%	0.4%	17.6%	10.06
2004	1,999,276	6.8%	70.6%	22.0%	7.5%	$80,710	$38.37	$41.84	$54.91	23,975,324	7.6%	81.0%	0.8%	<0.1%	0.3%	17.9%	10.05
2005	2,341,941	7.5%	70.7%	22.2%	7.1%	$95,178	$38.49	$42.56	$55.97	29,515,052	8.8%	80.3%	0.6%	–	0.3%	18.8%	10.25
2006	2,169,133	6.4%	70.9%	21.9%	7.2%	$91,713	$40.30	$43.86	$57.02	28,692,359	7.9%	76.9%	0.6%	–	0.4%	22.0%	10.33
2007	2,217,223	6.7%	71.6%	21.2%	7.2%	$95,321	$41.06	$44.53	$57.69	29,513,939	8.0%	79.0%	0.6%	–	0.4%	20.1%	10.65
2008	2,046,008	6.8%	71.6%	20.9%	7.5%	$91,426	$42.92	$45.73	$58.58	26,732,072	7.5%	72.8%	0.5%	–	0.4%	26.3%	9.65
Everett																	
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
2004	26,572	<0.1%	77.4%	11.1%	11.5%	$932	$33.13	$37.09	$46.16	27,002	<0.1%	20.4%	24.5%	55.1%	<0.1%	<0.1%	1.04
2005	72,174	0.2%	75.1%	12.8%	12.2%	$2,672	$34.14	$41.11	$50.54	169,486	0.1%	22.6%	37.2%	3.1%	7.6%	29.5%	1.52
2006	87,285	0.3%	74.6%	14.3%	11.0%	$3,259	$34.59	$41.31	$50.79	242,039	0.1%	27.8%	51.7%	6.7%	13.8%	–	2.45
2007	96,689	0.3%	74.8%	15.0%	10.2%	$3,671	$35.46	$41.30	$51.55	386,984	0.1%	24.9%	29.4%	7.7%	5.5%	32.5%	2.55
2008	89,525	0.3%	72.7%	15.6%	11.7%	$3,630	$37.75	$43.74	$53.70	412,207	0.1%	26.9%	17.8%	1.4%	1.4%	52.4%	2.19
Anacortes																	
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
2004	11,744	<0.1%	69.3%	10.9%	19.8%	$476	$36.91	$43.43	$51.69	311,013	<0.1%	<0.1%	<0.1%	0.6%	–	99.4%	0.71
2005	11,023	<0.1%	69.0%	10.9%	20.1%	$445	$36.51	$43.56	$51.99	278,342	0.1%	–	0.2%	–	–	99.8%	0.54
2006	16,807	<0.1%	75.5%	8.6%	15.9%	$715	$39.80	$45.34	$53.87	348,478	0.1%	–	0.3%	–	–	99.7%	0.47
2007	13,158	<0.1%	67.9%	11.1%	21.1%	$576	$39.99	$46.09	$54.88	320,545	0.1%	–	0.4%	–	–	99.6%	0.58
2008	13,239	<0.1%	72.2%	9.7%	18.1%	$584	$40.82	$46.97	$55.91	314,431	0.1%	–	0.1%	–	–	99.9%	0.50

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: Percent of Port Total: 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
Pacific Northwest: Washington (continued)																	
Bellingham																	
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
2004	2,501	<0.1%	98.9%	0.4%	0.7%	$91	$36.25	$37.38	$42.10	–	–	–	–	–	–	–	–
2005	2,179	<0.1%	99.6%	–	0.4%	$81	$37.31	–	$41.05	–	–	–	–	–	–	–	–
2006	2,433	<0.1%	99.7%	0.3%	–	$91	$37.55	$29.68	–	–	–	–	–	–	–	–	–
2007	2,281	<0.1%	100.0%	–	–	$88	$38.74	–	–	–	–	–	–	–	–	–	–
2008	2,081	<0.1%	99.8%	–	0.2%	$82	$39.51	–	$43.00	–	–	–	–	–	–	–	–

Area Summaries

SOUTHERN CALIFORNIA SUMMARY

2003	18,132,136	68.4%	67.4%	23.8%	8.8%	$726,093	$38.32	$40.76	$51.33	171,907,016	60.6%	82.4%	3.1%	0.2%	6.9%	7.5%	8.24
2004	20,150,197	68.5%	69.0%	23.3%	7.7%	$815,251	$38.92	$41.24	$51.89	186,301,092	59.3%	82.8%	3.7%	0.2%	6.3%	7.1%	8.28
2005	20,717,612	66.6%	69.7%	22.9%	7.4%	$860,156	$40.03	$42.30	$53.02	196,440,422	58.6%	83.2%	2.9%	0.2%	6.3%	7.4%	8.30
2006	23,434,628	69.0%	70.2%	22.6%	7.3%	$990,412	$40.63	$43.30	$54.80	221,674,479	61.4%	83.1%	3.4%	0.1%	6.5%	6.9%	8.31
2007	22,533,066	68.4%	70.5%	22.2%	7.3%	$974,720	$41.47	$44.91	$55.44	222,208,938	60.3%	86.5%	2.6%	0.1%	5.8%	5.0%	8.91
2008	20,229,478	67.0%	71.1%	21.5%	7.3%	$907,177	$43.21	$46.22	$56.62	210,583,601	59.4%	87.4%	2.3%	0.1%	5.7%	4.4%	9.46

NORTHERN CALIFORNIA SUMMARY

2003	2,904,176	11.0%	68.0%	23.9%	8.0%	$112,128	$36.94	$39.21	$50.97	28,964,761	10.2%	75.5%	3.2%	0.8%	5.5%	15.0%	8.05
2004	3,197,022	10.9%	69.5%	22.5%	8.0%	$125,256	$37.50	$39.84	$51.93	33,159,118	10.6%	72.3%	3.3%	0.5%	8.7%	15.1%	8.24
2005	3,400,911	10.9%	70.5%	21.6%	7.9%	$135,497	$38.13	$40.72	$52.76	36,858,377	11.0%	72.6%	2.9%	0.4%	7.0%	17.2%	8.38
2006	3,549,011	10.4%	71.4%	20.6%	8.0%	$144,740	$39.10	$41.66	$53.45	38,677,631	10.7%	71.5%	3.4%	0.3%	8.5%	16.2%	8.39
2007	3,386,828	10.3%	72.1%	19.8%	8.1%	$142,157	$40.43	$42.64	$54.16	38,917,404	10.6%	73.5%	2.6%	0.1%	10.2%	13.6%	8.98
2008	3,158,296	10.5%	73.1%	18.7%	8.2%	$136,137	$41.67	$43.46	$55.13	36,743,629	10.4%	75.6%	2.6%	0.1%	10.3%	11.4%	9.34

PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY

2003	1,763,119	6.7%	78.2%	13.8%	8.0%	$66,057	$35.86	$39.02	$50.59	34,575,821	12.2%	10.7%	5.0%	2.5%	13.2%	68.7%	4.26
2004	1,871,976	6.4%	78.5%	13.7%	7.8%	$71,384	$36.70	$40.51	$51.86	38,704,928	12.3%	9.1%	5.6%	2.3%	11.9%	71.0%	4.31
2005	1,754,682	5.6%	79.0%	13.1%	7.9%	$68,995	$37.63	$41.08	$53.35	36,847,671	11.0%	5.8%	5.9%	2.3%	12.2%	73.9%	3.67
2006	1,993,522	5.9%	79.0%	13.1%	7.9%	$80,023	$38.42	$41.79	$54.71	38,366,287	10.6%	7.4%	6.3%	2.1%	15.1%	69.1%	3.79
2007	2,218,975	6.7%	79.3%	12.8%	7.8%	$90,798	$39.18	$42.60	$55.75	42,910,114	11.6%	8.5%	5.6%	1.7%	13.3%	70.9%	3.76
2008	2,198,913	7.3%	79.8%	12.7%	7.6%	$92,925	$40.53	$44.26	$57.12	44,037,972	12.4%	7.9%	5.0%	1.6%	11.9%	73.6%	3.58

PACIFIC NORTHWEST: WASHINGTON SUMMARY

2003	3,692,353	13.9%	70.5%	21.6%	7.9%	$147,108	$38.08	$40.86	$52.81	48,290,201	17.0%	73.7%	0.9%	1.1%	5.0%	19.3%	10.06
2004	4,217,790	14.3%	71.3%	20.7%	8.0%	$171,105	$38.65	$41.91	$54.16	55,827,713	17.8%	71.3%	1.1%	0.8%	4.3%	22.5%	10.03
2005	5,227,068	16.8%	72.4%	20.1%	7.5%	$214,608	$39.08	$42.80	$55.51	65,050,123	19.4%	72.9%	0.9%	0.6%	3.4%	22.2%	9.38
2006	4,987,176	14.7%	73.1%	19.5%	7.4%	$210,045	$40.28	$43.67	$56.14	62,350,153	17.3%	72.5%	1.1%	0.6%	4.1%	21.8%	9.41
2007	4,819,390	14.6%	73.5%	19.2%	7.3%	$205,947	$40.97	$44.19	$56.68	64,562,816	17.5%	73.6%	0.9%	0.5%	4.2%	20.8%	10.20
2008	4,601,000	15.2%	73.4%	19.2%	7.5%	$203,391	$42.56	$45.27	$57.67	63,032,345	17.8%	69.3%	0.8%	0.4%	4.0%	25.4%	9.83

COAST SUMMARY

2003	26,491,784	100.0%	68.6%	22.9%	8.5%	$1,051,386	$37.95	$40.53	$51.44	283,737,799	100.0%	71.4%	3.0%	0.7%	7.2%	17.7%	8.21
2004	29,436,985	100.0%	70.0%	22.2%	7.8%	$1,182,997	$38.55	$41.12	$52.22	313,992,851	100.0%	70.5%	3.4%	0.6%	6.9%	18.6%	8.27
2005	31,100,354	100.0%	70.8%	21.7%	7.5%	$1,279,256	$39.51	$42.17	$53.43	335,196,593	100.0%	71.5%	2.8%	0.5%	6.5%	18.6%	8.23
2006	33,964,337	100.0%	71.2%	21.4%	7.4%	$1,425,220	$40.28	$43.13	$54.84	361,068,550	100.0%	72.0%	3.3%	0.4%	7.2%	17.1%	8.21
2007	32,958,259	100.0%	71.7%	20.8%	7.4%	$1,413,622	$41.12	$44.50	$55.50	368,599,272	100.0%	73.8%	2.7%	0.4%	6.8%	16.3%	8.76
2008	30,187,687	100.0%	72.3%	20.2%	7.5%	$1,339,629	$42.73	$45.72	$56.64	354,397,547	100.0%	73.1%	2.4%	0.3%	6.7%	17.5%	9.08

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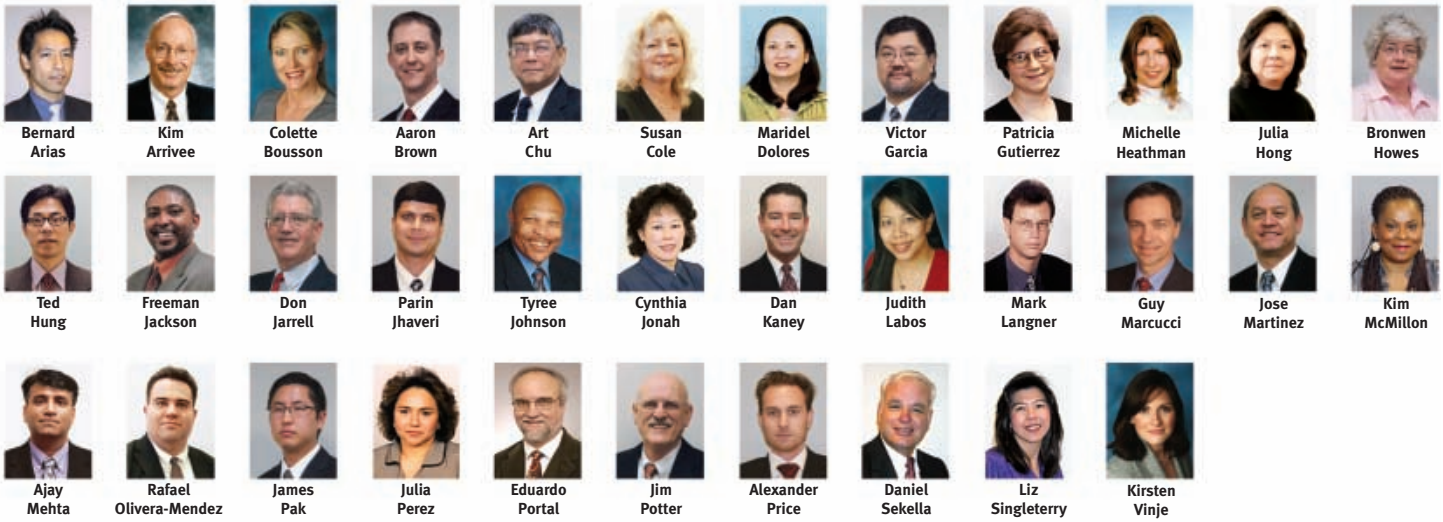

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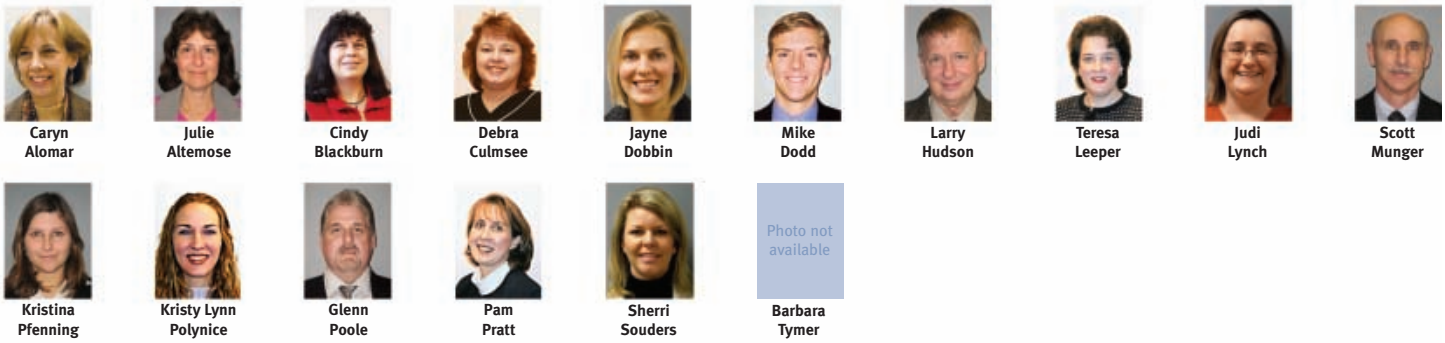

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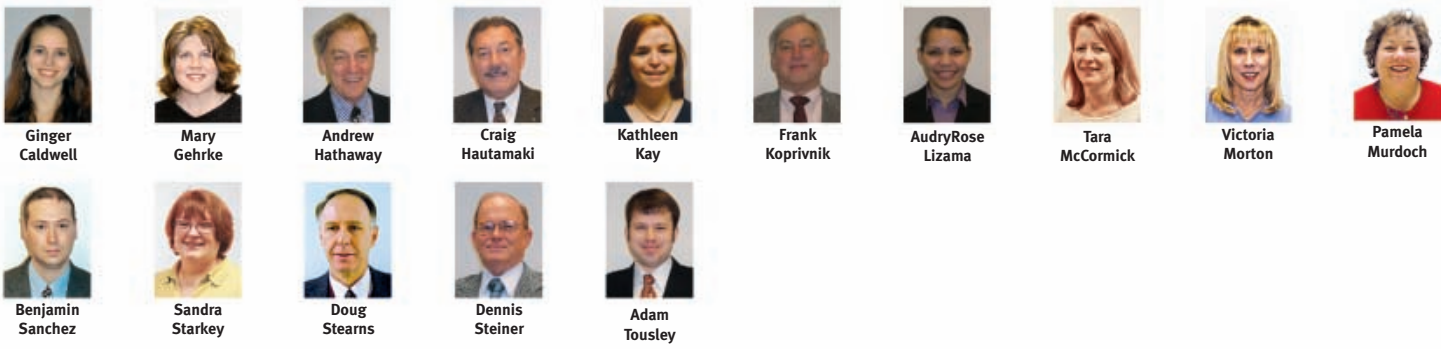

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ABOVE: Workers in silhouette at the Port of Long Beach.

ON THE BACK COVER: The NYK *Argus* arrives at the Port of Long Beach.

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