PACIFIC MARITIME ASSOCIATION

2019
ANNUAL REPORT

COSCO *Denmark* heads for WBCT at the Port of Los Angeles.

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Pacific Maritime Association

On the Cover

MSC *Eloane* – the largest container ship to call on a U.S. port – en route to the Port of Los Angeles.

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.

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…"

Annual Report

This award-winning report is written for the industry, its workforce, journalists and policy makers; it is typically published in the spring each year. Archives are available online at www.pmanet.org.

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SSA Terminals cranes at the Port of Long Beach.

2019 brought greater clarity to the long-term challenges and opportunities facing West Coast ports.

For the first time in years, volumes of Asian imports dropped on a coastwide basis, while West Coast ports continued losing market share of discretionary cargo. These facts underscore the increasingly competitive environment the ports find themselves in, and the reality that shippers have many alternatives available.

Despite the market share losses, West Coast ports continue to be America's leading gateway for international trade and a driving force supporting millions of jobs and businesses in the local, regional and national economies.

New investments in terminal modernization and automation continued in 2019 – actions that are enhancing productivity while extending the West Coast ports' lead as the most environmentally sustainable maritime gateways in the world.

This past year, we successfully defended the right of PMA member companies to automate terminal operations, while reaching an important new agreement in Southern California to expand training opportunities to prepare longshore workers for the port jobs of the future.

The past year also saw a cruise business boom from Seattle to San Diego – a trend that is expected to continue in 2020 and beyond. And through continued partnership with the ILWU, worker safety hit new heights throughout the Coast.

As we look to the future, we must be ready to confront the challenge of winning back discretionary cargo that has been lost to competing ports on the East Coast, Gulf Coast and in Canada. We explore a variety of strategies to accomplish this goal in the pages ahead.

Regaining lost market share is vital not only to our member companies, but also to their customers, and to the millions of workers and businesses that depend on healthy West Coast ports.

Sincerely,

James C. McKenna
President and CEO

PMA MEMBERSHIP & BOARD OF DIRECTORS

Terminal operations at LBCT at the Port of Long Beach.

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APM Terminals Pacific LLC
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Benicia Port Terminal Company
Ceres Terminals Incorporated
CMA CGM (America) LLC
Coast Maritime Services
Consolidated Stevedoring Company LLC
Cosco Shipping Lines (North America) Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Evergreen Marine Corp. (Taiwan) Ltd.
Everport Terminal Services, Inc.
Fenix Marine Services, Ltd.
Hamburg Sud North America, Inc.
Hapag Lloyd AG
Harbor Industrial Services Corporation
Husky Terminal & Stevedoring, Inc.
Hyundai Merchant Marine (America) Inc.
Innovative Terminal Services Inc.
International Transportation Service, Inc.
Jones Stevedoring Company
"K" Line America, Inc.
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LBCT LLC
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Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation – Columbia River
Marine Terminals Corporation of Los Angeles
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Metropolitan Stevedore Company
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NYK Line
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Ocean Terminal Services, Inc.
OOCL (USA) Inc.
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Pacific Northwest Auto Terminals, LLC
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Port Service Group, LLC
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Siem Car Carriers AS
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SSA Terminals, LLC
Tacoma Line Handling Company
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Transpac Terminal Services, LLC
TraPac, LLC
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Washington United Terminals
Watermark Terminal Solutions, LLC
West Coast Crane Services, LLC
West Coast Terminal and Stevedore, Inc.
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Yusen Terminals, LLC
Zim American Integrated Shipping Services Company, Inc.

CMA-CGM *Norma* arrives at the Port of Los Angeles.

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SSA-SSAT Seattle

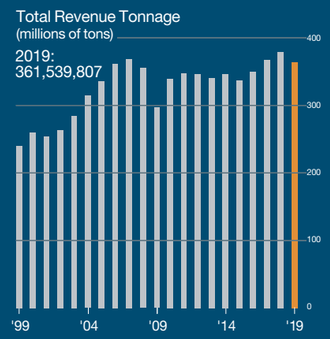
Lyle Kagey
Pacific Crane Maintenance Company LLC

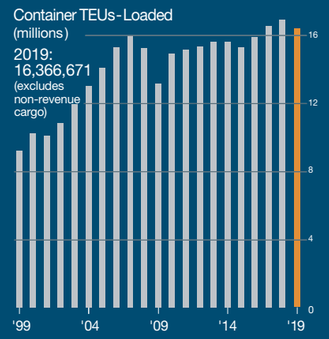
Brandon Olivas
Everport Terminal Services, Inc.

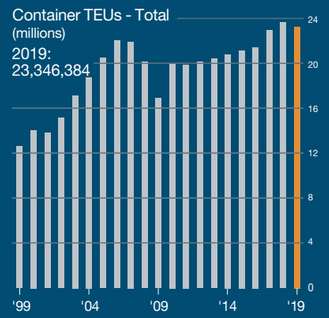
2019
THE YEAR IN REVIEW

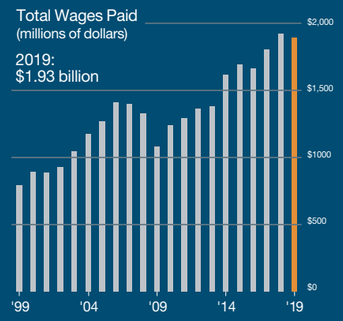
ONE *Commitment* arriving at Husky Terminal at the Port of Tacoma.

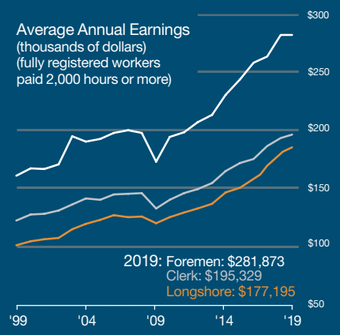
2019 HIGHLIGHTS

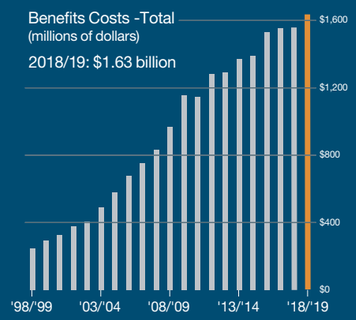


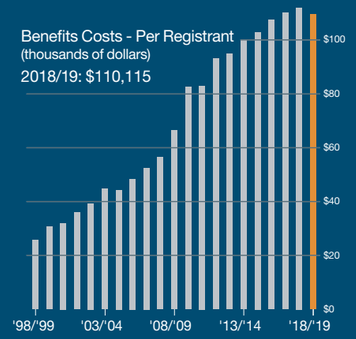












THE COAST

A variety of momentous events played out at ports throughout the West Coast in 2019. Despite year-over-year volume declines, ILWU members experienced ample waterfront work opportunities. Health care costs continued to be reined in by tackling fraud and abuse. A new agreement with the ILWU was reached on a “jobs of the future” training program in Southern California. And the nation’s largest terminal automation project was launched at the Port of Los Angeles.

Meanwhile, the cruise business continued to grow in San Francisco and the Pacific Northwest, with Seattle marking the 20th anniversary of its cruise operation which now supports more than one million passengers a year.

PMA-ILWU training programs also continued to see positive results in 2019, with lost-time injury rates falling to record lows. And a new lashing training effort in Southern California ushered in a new approach to preparing workers for this important work.

During the year, PMA launched a Twitter account – @WestCoastPorts – to connect with stakeholders and inform them of our latest developments.

While there were many positive developments over the course of the year, the unmistakable and dominant trend of 2019 was the West Coast ports’ continued loss of market share, and the pressing need to develop strategies to address it.

Please read on.

APL’s *President Kennedy* departing the Port of Oakland.

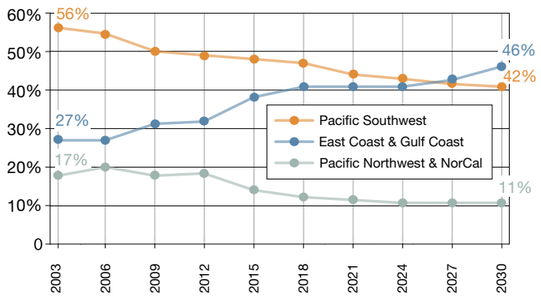
ADDRESSING COMPETITION

While West Coast ports continue to be #1 in North America, competition from ports in Canada, the East Coast and the Gulf of Mexico is intensifying.

Nowhere is the evidence of this growing competition more dramatic than in Southern California. The chart on the right shows the Los Angeles and Long Beach ports' share of U.S.-bound containerized cargo imported from Asia fell from 56% in 2003 to 46% in 2018. Conversely, the East Coast and Gulf Coast ports now handle about 41% of U.S. Asian imports, up from just 27% in 2003. The market share losses are expected to continue, with Southern California's share dropping to 42% by 2030, according to a report by University of California Professor Dr. Michael Nacht.

The American Association of Port Authorities released a port cargo growth chart showing a 12-year trend, from 2006 to 2018. That chart, seen below, shows that annual growth at the San Pedro ports has lagged behind the competition while ports including Savannah, the Canadian West Coast and Houston have soared.

Market Share of Total U.S. Asian Imported Containerized Cargo, 2003-2030
(Projected 2019 To 2030)

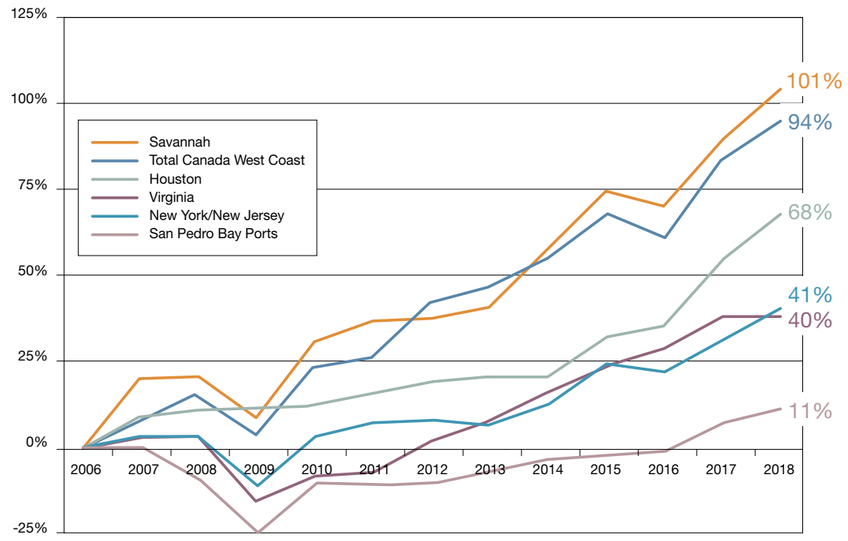


Source: Martin Associates

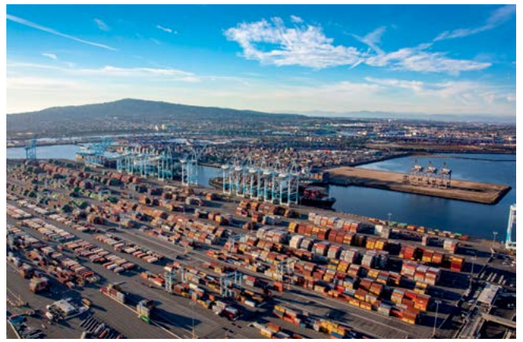
Data from FreightWaves SONAR platform underscores the severity of the problem. One metric showed a *one-third decline* in 40-foot containers moving via rail from L.A. to Chicago in 2019. Another showed that customs filings were down 18% in Southern California – a sobering contrast to the 21% increase in New Jersey. In another revealing development, the Port of New York and New Jersey overtook Long Beach as the nation's #2 container port in 2019 as measured by loaded containers handled – the first such change in ranking in 20 years.

Port Cargo Growth (2006-2018)
Selected Gateways

(Based on Total Container Volumes, Loaded Imports, Loaded Exports, and Empties)



Source: American Association of Port Authorities (AAPA), NAFTA Port Container Traffic Data Official Port Website



Terminal operations at the Port of Los Angeles.

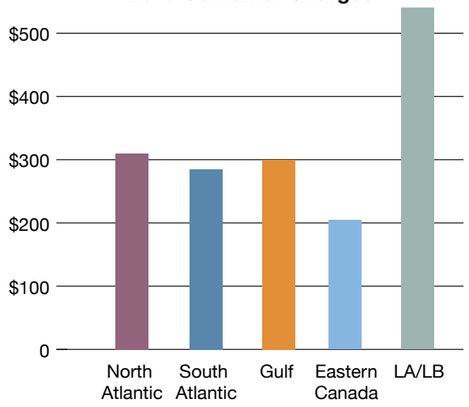
Cost Differentials are Significant

The sustained market share losses of discretionary cargo have also become a rallying call for West Coast ports, with intense focus on strategies for winning back the business that is so vital to hundreds of thousands of local workers whose livelihoods depend on healthy West Coast ports.

Our ports lead the nation in world-class infrastructure – deep water ports, rail connectivity and overall capacity for containerized and break bulk cargo. Yet the costs of doing business along the West Coast continue to increase at a more accelerated pace than the competition.

Current container charges at the Ports of Los Angeles and Long Beach, for example, are 74% to 165% higher than competing ports. Such cost differentials are due to environmental fees and regulations, cost of land, infrastructure fees and more.

2019 Container Charges



Source: Sustaining the San Pedro Bay Community Ports of Los Angeles & Long Beach, Nacht, Henry & Martin, 2019

In addition to charges at the ports, costs to move cargo from Seattle or Tacoma to Chicago can be as much as $400-$600 more per container than shipping through Vancouver due in large part to the difference in intermodal rates charged by the Canadian railroads, according to the Journal of Commerce.

And while California ports are setting a new standard for environmental sustainability, these costs are not shared by terminal operators in other parts of the country where ports have yet to adopt similar measures such as zero-emission terminal equipment and electrification requirements for docked vessels.

Strategies for the Future

Going forward, these significant cost differentials must be confronted not just by PMA and its member companies, but by the port authorities, supply chain, and regulators who are partners in helping West Coast ports compete.

Strategies to reduce per container costs must be aggressively studied. Employing a national environmental standard for port terminals should be evaluated. Engagement with the rail lines to improve competitiveness with the East, Gulf Coast and Canadian ports is also important.

Further, it is vital to educate the many industry sectors who rely on West Coast ports to become part of the conversation. This includes truckers, logistics professionals, real estate leaders involved in warehousing, retailers, manufacturers, agricultural interests and many more whose livelihoods depend on healthy, strong and reliable West Coast ports. We welcome the participation of the ILWU in this effort.

West Coast ports are still #1 in North America, and we benefit from a range of natural, built-in advantages over our competitors. We have the opportunity to regain lost market share and grow our business. The stakes are high. Hundreds of thousands of workers in West Coast cities rely on healthy ports, and our local economies depend on these ports to fuel economic growth. We can tackle these tough issues together.

INDUSTRY BENEFITS HIGHLIGHTS

Matson's *Kaimana Hila* departs the Port of Seattle for the first time.

WORLD-CLASS BENEFITS FOR ILWU MEMBERS

The ILWU benefits package includes:

- Comprehensive healthcare coverage with no premiums for both actives and retirees: 100% in-network medical coverage, prescription drug coverage with a $1 copay, vision, dental, alcohol and substance use disorder treatment and life insurance;
- A pension plan up to $95,460 annually and a 401(k) savings plan with employer contributions;
- Disability benefits covering up to $1,250 per week for up to 52 weeks;
- Up to 6 weeks paid vacation per year;
- 15 holidays (including 13 paid holidays) per year; and
- Guaranteed pay for up to 40 hours of work per week.

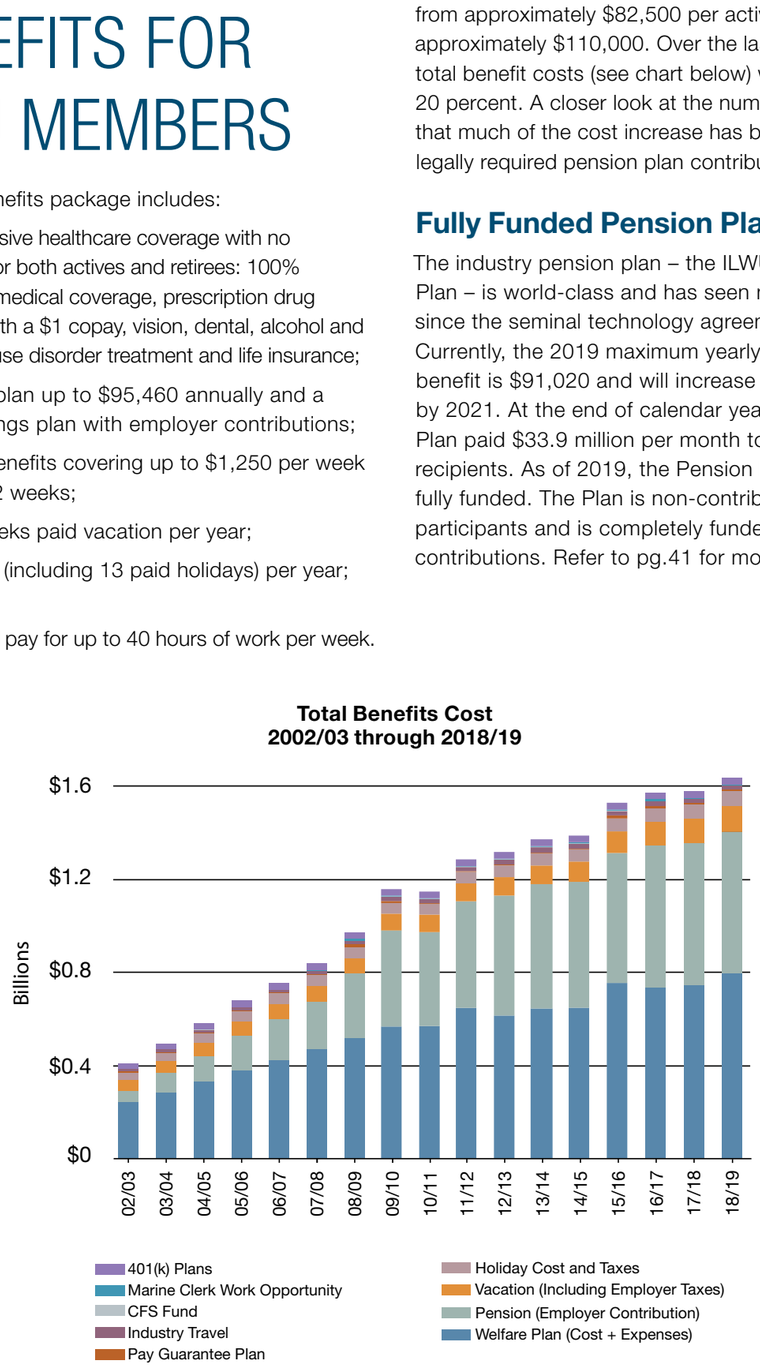
Stabilizing Overall Benefit Costs

Over the past decade, benefit costs have increased from approximately $82,500 per active registrant to approximately $110,000. Over the last five years, the total benefit costs (see chart below) were up nearly 20 percent. A closer look at the numbers indicates that much of the cost increase has been due to legally required pension plan contributions.

Fully Funded Pension Plan

The industry pension plan – the ILWU-PMA Pension Plan – is world-class and has seen major upgrades since the seminal technology agreement of 2002. Currently, the 2019 maximum yearly retirement benefit is $91,020 and will increase to $95,460 by 2021. At the end of calendar year 2019, the Plan paid $33.9 million per month to 9,025 benefit recipients. As of 2019, the Pension Plan became fully funded. The Plan is non-contributory for the participants and is completely funded by employer contributions. Refer to pg.41 for more information.

Total Benefits Cost
2002/03 through 2018/19



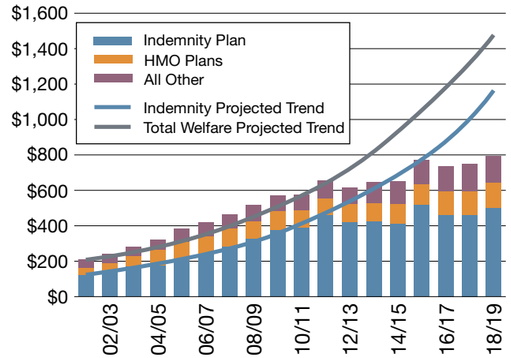
Healthcare Benefits

The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America, with no employee premiums and low out-of-pocket costs for out-of-network services. In the 2019 fiscal year the healthcare cost per ILWU registrant was $53,461.

Tackling Healthcare Fraud, Waste, and Abuse

In recent years, employers have intensified focus on addressing fraud, waste and abuse of the healthcare plan. Since 2013, new third-party claims administrators have led a more rigorous review of medical bills and identification of fraud and abuse. Through strong management and rooting out fraud and abuse, the plan costs stabilized despite a projected trend that showed welfare costs increasing to well over $1 billion in the 2019 fiscal year.

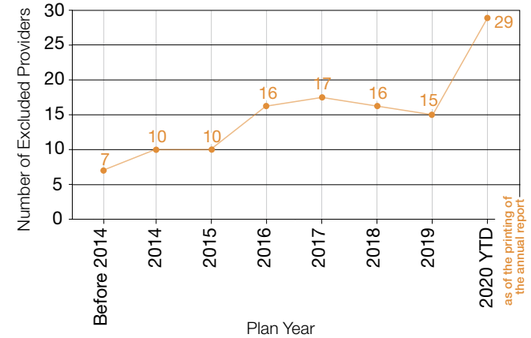
ILWU-PMA Actual vs. Projected
Total Welfare Costs (Millions)



Since 2014, due to suspected fraud and/or abuse, the number of providers that have been excluded from billing the plan has continued to increase. Fifteen providers were excluded in 2019, compared to just 7 before 2014. A total of 120 providers have been excluded from billing the plan and medical care costs are more than 40 percent below what they would have been had they grown at the rate of healthcare inflation.

Employers are committed to continuing to provide comprehensive healthcare benefits and ensuring that providers are accurately billing the plan for only covered services that have been provided in accordance with Plan terms. Going forward, we will continue to exclude providers, press investigations, and where appropriate, initiate litigation and recover losses.

Excluded Providers - Before 2014-2020



Other Healthcare Benefits

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit ($300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

SAFETY & TRAINING

The San Francisco skyline behind Evergreen's *Ever Superb* at the Port of Oakland.

SAFETY AND TRAINING ON THE WATERFRONT

2019 was the safest year on record at West Coast ports, and brought an increase in training for ILWU workers coastwide.

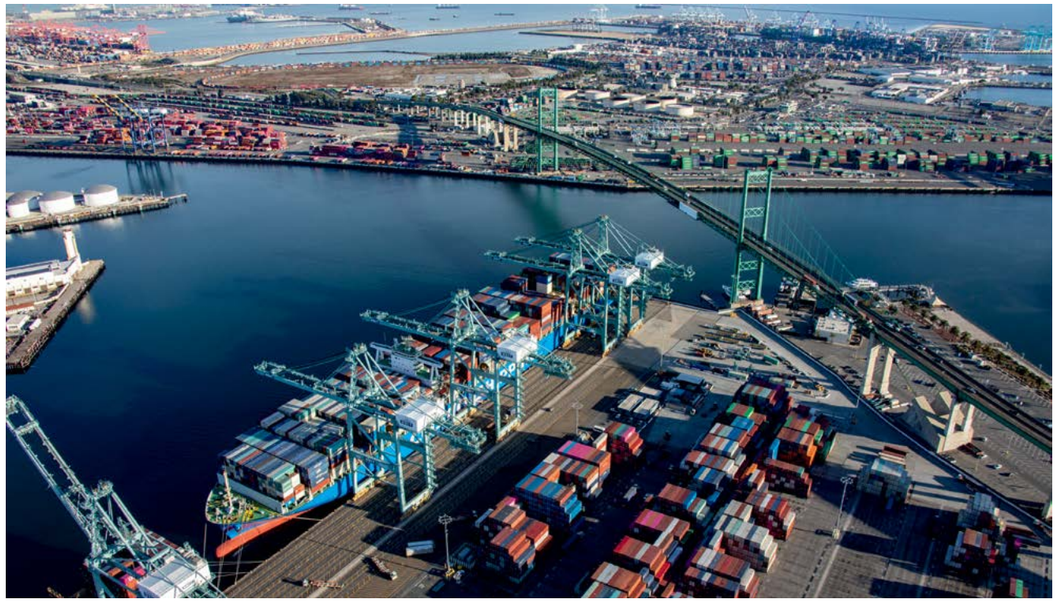
Loss Time Incident Rate Compared to Man-Hours

In 2019, the Coastwise Lost Time Injury Rate (LTIR) continued its downward trend to a record low. Since 2012, the LTIR has fallen by nearly two-thirds even as registered longshore workers, clerks and foremen have increased the hours worked at the terminals. Importantly, the LTIR for the three work classifications were reduced from 2018, which had been the safest year on record. The three largest regions – Northern California, Southern California, Washington – experienced LTIR reductions, while there was an uptick in Oregon.

In 2019, the PMA initiated and updated many safety programs, including:

- Fully updated the General Safety Training (GST) courseware of printed materials and slides
- Deployed new fall prevention awareness courseware for GST
- Developed dock signaling courseware
- Initiated mechanics safety video series
- Conducted a *Train the Trainer* program for PMA area training staff
- Developed a 4-8 hour fall prevention training program
- Developed line handling courseware
- Developed 3-day holdman pilot curriculum
- Updated watchman security courseware
- Developed Joint Accident Prevention Committee initiative in Southern California to pilot test new hardhats

Operations at the Port of Los Angeles.



Training: By the Numbers

For the second consecutive year, there was an increase in training across the coast. The number of training classes — which include certifications, online courses and hands-on training classes such as forklift and semi-tractor operations — more than doubled from the prior year, bringing the total number of training classes completed to nearly 73,000.

A longshore worker moves cargo at the Port of Oakland.

Safety Videos

Building off the successful safety training videos launched in 2018, PMA produced five additional videos in 2019 as the result of a collaboration between the members of the ILWU-PMA Joint Coast Safety Committee.

The 2019 videos, which emphasize safety practices to prevent falls, were utilized in classroom training sessions, with instructors pausing videos for questions and discussion. ILWU members were also able to access current and past videos from phones, tablets or computers to supplement the curriculum from each training module. The 2020 series is already underway and will offer videos focused on chassis shop safety, reefer shop safety, crane shop safety, power shop safety and personal protective equipment.

ILWU workers conducting a demonstration in a safety training video produced by PMA.

Log Operations Safety Collaboration

PMA was one of many stakeholders that participated in an intensive focus on enhancing safety practices related to the deck-edge portion of log loading operations that take place at many terminals in the Pacific Northwest. Deck edge safety applies to tasks performed within three feet of unguarded edges.

More than one hundred individuals participated in dozens of meetings throughout 2019. These meetings included members of the Joint Coast Safety Committee, Pacific Northwest Joint Accident Prevention Committees, management teams and many volunteer participants from ILWU Locals in Longview, Olympia, Port Angeles, Astoria, Coos Bay, Eureka and Tacoma. Shipping lines that transport logs to Asia also played a collaborative role.

New workplace practices have been implemented to protect worker safety, with more ideas continuing to be evaluated to address this important issue.

Log loading operations at the Port of Astoria, OR.

REGIONAL REPORTS

Sea lions rest on a buoy as Maersk *Essen* enters the Port of Los Angeles.

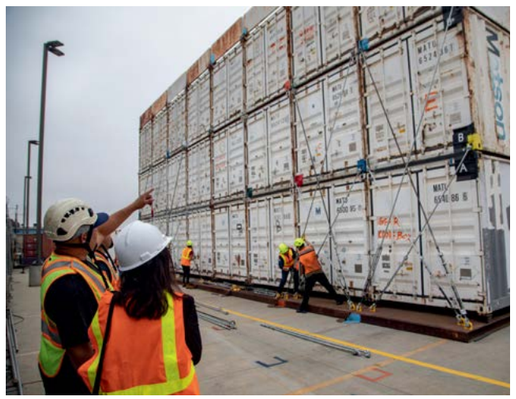
SOUTHERN CALIFORNIA

Investments in terminal modernization and training programs at the Ports of Los Angeles and Long Beach reaffirmed the Ports' commitment to efficient operations.

PMA Debuts Container Lashing Training Pilot Program

PMA launched a pilot program to train casual longshore workers on container lashing. This new program goes well beyond the traditional "strength and agility test" by simulating on-vessel conditions with stacked containers and providing expert instruction to program participants through classroom learning and hands-on practice. This program was created in partnership with the Port of Los Angeles and the ILWU, and was funded in part by a $100,000 grant from the State of California. By the end of 2019, 150 casual part-time workers completed the two-day training, with the goal of training 150 more workers in 2020.

Casual longshore workers participate in lashing training.



Groundbreaking M&R Training Partnership Announced

The PMA reached an agreement to introduce a worker training program in Southern California that will empower local members of the ILWU to keep pace with the rapid changes in the global container shipping industry by providing specialized technical training to maintain and repair environmentally friendly, zero-emission terminal equipment.

The PMA will fund and administer the training program and is taking the lead in creating its curriculum. The program will re-skill ILWU longshoremen to become mechanics and provide up-skill training to current ILWU mechanics. The program will also enable eligible ILWU workers to earn full-pay and benefits while being re-skilled and up-skilled for the in-demand longshore jobs of the future.

The PMA and ILWU are working with the Port of Los Angeles to identify potential sites on Port property for the development of a permanent, state-of-the-art longshore training facility.

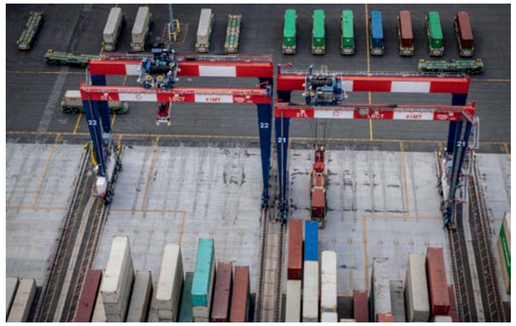
Terminal Automation Project Moves Forward

APMT and PMA jointly defended an attempt to block a coastal development permit that was crucial to automating Pier 400. The PMA testified at public hearings and submitted into the public record vital information about the coastwide contract that specifically allows for automation at West Coast ports. Ultimately, the Los Angeles Board of Harbor Commissioners denied the appeal and the permit was issued.

Among the information provided to decision-makers were provisions of the Pacific Coast Longshore Contract Document specifically addressing employers' right to automate, as well as a 2008 Letter of Understanding which established the quid pro quo on implementation of Robotic Operated Marine Terminals in which the ILWU recognized employers' right to automate in exchange for assignment of maintenance and repair work.

Clean Air Pilot Programs Introduced

In order to meet requirements in the Port of Los Angeles and Long Beach's Clean Air Action Plan, several terminals introduced new, lower-emission technologies at Southern California terminals. The Everport Terminal at the Port of Los Angeles installed two zero-emission electric top handlers – prototypes that are being tested on the terminal for two years. LBCT at the Port of Long Beach began utilizing battery-charged electric yard tractors thanks to a $5.3 million grant from CARB. The Port of Long Beach also unveiled battery-electric top handlers which are in use at Piers E and J.



Automated cranes move containers at the LBCT terminal at the Port of Long Beach.

New Studies Highlight LA/LB Ports' Economic Impact

A PMA-commissioned study conducted by U.C. Berkeley Professor Dr. Michael Nacht, Larry Henry and Dr. John Martin found that the Ports of Los Angeles and Long Beach support 179,000 jobs and represent more than 30% of the region's $1 trillion Gross Metropolitan Product. This study also found that terminal automation is essential to maintaining cargo volumes on the West Coast.

A separate study for PMA conducted by Mercator International determined that cargo declines in Southern California could lead to significant financial shortfalls in the region, especially to communities and industries that reap downstream benefits from cargo passing through Southern California ports. These studies reaffirm the importance of attracting cargo and maintaining productive ports. Looking to the future, Southern California's ports must continue to attract and efficiently move containers to remain a vital piece of the region's economy.

Workforce Promotions

For the second year in a row, PMA made promotions from both longshore and clerk ranks. In 2019, 60 ILWU members were promoted to foremen and walking bosses, with more promotions planned for 2020.

Port of Long Beach Study of Automation

The Long Beach City Council voted to direct the Port Authority to conduct a study on the impact of terminal automation. The PMA, through public testimony and written comments, encouraged Long Beach officials to evaluate the impact of automation on the competitive standing of the Port, including its ability to maintain and expand the discretionary portion of the Port's throughput, its ability to secure new tenants and retain existing ones, and its ability to achieve goals for volume growth. The PMA also suggested the study consider the role of automation in enabling the Port to meet its environmental goals while remaining competitive with other ports. The City of Los Angeles and Los Angeles County also authorized studies on terminal automation impacts.

Increased Cruise Activity

Cruise activity was up again this year across Southern California. In December, Carnival Cruises began winter cruises from San Diego to Mexico and Hawaii for the first time in seven years. In Long Beach, Carnival debuted a new vessel, the *Carnival Panorama*, on the West Coast for the first time in 20 years. The Port of Los Angeles announced an opportunity to develop the Outer Harbor Cruise Terminal which is intended to expand the cruise business in Southern California for the future.

Two ships at berth at the Port of L.A.'s cruise terminal.

NORTHERN CALIFORNIA

Increased training and registrations in Northern California prepared the region for expanded cruise business in 2019, with even more growth projected into 2020.

Training

A new six-acre UTR training facility was activated at Berth 34 in Oakland to help Class B registrants get tractor trained. Approximately 20 students a week were trained, which enabled PMA to adapt to an increase in labor demand for UTR drivers. The training program took five days for each student to complete.

San Francisco Sees Cruise Business Growth

The cruise business continued its growth at the Port of San Francisco, with projections of as much as a 30 percent increase in 2020 with the announcement that Carnival Cruises plans to launch new round-trip routes to Alaska, Hawaii and Mexico. According to the port, 80 cruise ships carrying nearly 300,000 passengers called at two terminals: the James R. Herman Cruise Terminal at Pier 27, and the terminal at Pier 35. In 2019, Princess Cruises also announced a new route originating and concluding at the Port of San Francisco. The *Ruby Princess* will operate its 10-day Mexican Riviera cruise for the 2020-21 season.

Registrations

In Northern California, PMA registered 234 new Class-B registrants and added 400 Casuals during a busy first half of the year. The growth in registrants was due, in part, to the continued expansion of the cruise business which is projected to experience continued growth in 2020.

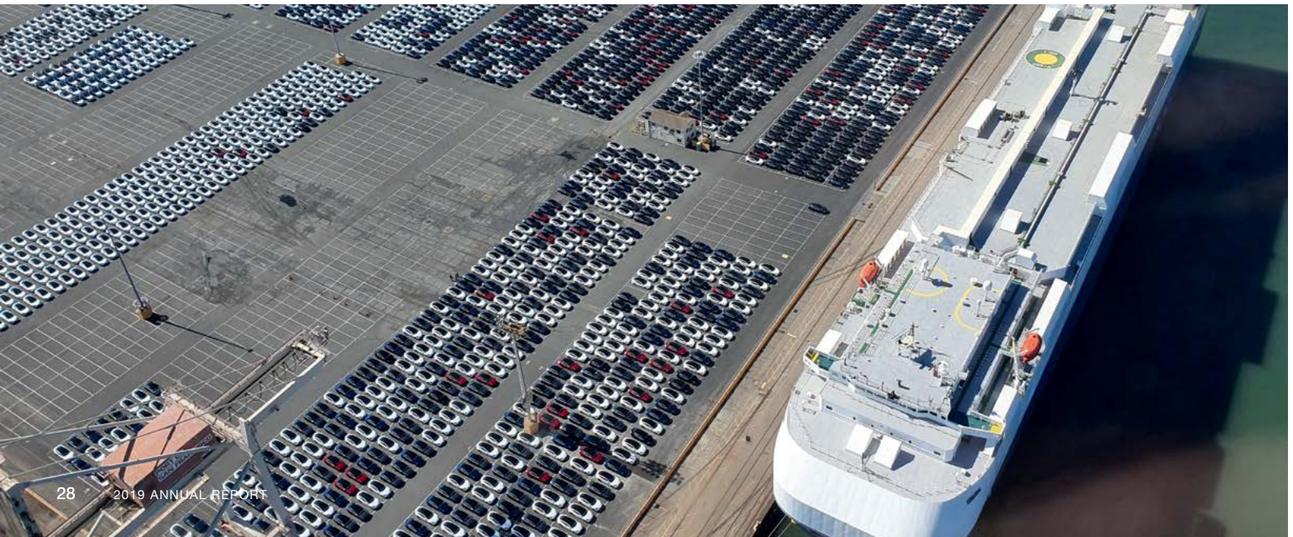
Vessels at Port of Oakland Expand Use of Shore Power

Continuing a trend seen over the past few years, 83% of vessels that called the Port of Oakland utilized shore power in 2019. All but one vessel equipped for shore power utilized the grid while at berth. PMA member companies ONE and Evergreen plugged 100% of their vessels into the grid. By turning off their diesel-powered engines at berth and using electricity, vessels at the Port of Oakland are helping to improve air quality.

Battery-Powered Hybrid Gantry Cranes at Port of Oakland

In Oakland, SSA Terminals made a $6 million investment to convert its 13 rubber-tired gantry cranes from diesel to battery-powered hybrids – a move that is expected to reduce emissions by 96%. Three cranes have been retrofitted and in use since March, with the remaining cranes projected to be completed by June 2020.

Thousands of Tesla Model 3s await export at Pasha's Pier 80 at the Port of San Francisco.



One of 13 retrofitted battery-powered hybrid gantry cranes.

Port of Oakland Terminal News

The Port of Oakland saw significant progress on various real estate development projects. In 2019, the Port and CenterPoint Properties broke ground on the first building for the proposed CenterPoint Landing logistics complex. The new $52 million facility is being constructed on a former Army Supply Depot and is expected to reduce truck travel time, distance and cost.

The Port of Oakland also entered an exclusive negotiating agreement with the Oakland Athletics baseball club for a new ballpark complex, including a new 35,000 seat stadium, 6,000 residential units and other uses at the site of the Charles P. Howard Terminal. The Board of Port Commissioners have directed Port staff to develop Seaport Compatibility Measures. The proposal, according to American Shipper, "is hugely controversial, with many members of the maritime community believing it is wrong to use scarce waterfront property for non-maritime uses…"

New Port Leadership in Northern California

The Port of Oakland appointed Danny Wan as executive director in 2019. He previously served as the Port's attorney and interim director. Across the Bay, the Port of San Francisco Executive Director announced the appointment of Andre Coleman as Maritime Director, with responsibility "…for the strategic oversight and implementation of the Port's maritime portfolio including assets, services, operations, and labor and client relations for the 7½ miles of San Francisco waterfront that extends from Fisherman's Wharf to Islais Creek," according to the Port's news release. Coleman previously worked for the PMA as the Northern California Area Associate Director.

Danny Wan

Andre Coleman

Fleet Week

Fleet Week took place at several piers at the Port of San Francisco in October. The Port welcomed all branches of the military, with visits by many impressive vessels, including *USCG Terrell Horne*, *USS Somerset*, *USS Zumwalt*, *USS Princeton* and *USS Charleston*. Fleet Week may be based at port terminals, but it's a look to the sky that marks an exciting moment – the flying of the U.S. Navy's Blue Angels.

Blue Angels participate in Fleet Week at the Port of San Francisco.

PACIFIC NORTHWEST

Booming cruise business and continued improvements to terminal efficiency cemented the NWSA's role as an economic engine that supports tens of thousands of jobs.

Terminal 5 Modernization Project

In April, the Northwest Seaport Alliance (NWSA) paved the way for $500 million in public and private investment to enable the 185-acre Terminal 5 at the Port of Seattle to handle Ultra Large Container Vessels and enhance the Port's competitiveness for containerized cargo and agricultural exports. The Seaport Alliance also approved a lease package in which SSA Terminals and Terminal Investment Limited will begin operating at Terminal 5 upon completion of the first phase of construction, estimated for completion in 2021.

The project is expected to create $2 billion in business activity and support 6,600 new direct jobs, according to the NWSA. Environmental aspects of the terminal transformation include the installation of shore power infrastructure to enable vessels to plug into the electrical grid while in port, as well as the introduction of technology to enhance the flow of trucks at the terminal.

Construction underway on the Terminal 5 modernization project at the Port of Seattle.

Matson's *Kaimana Hila* Calls at the Port of Seattle

The Port of Seattle welcomed Matson's brand-new containership, the *Kaimana Hila*, on its first visit in May 2019. The 850-foot-long vessel, along with its sister vessel *Daniel K. Inouye*, are the two largest container ships ever built in the U.S. *Kaimana Hila* is named for one of the island's best-known locations, known to many Oahu visitors as Diamond Head. The vessel, which has a 3,600 TEU capacity, travels a route from Hawaii to the West Coast. Along with *Daniel K. Inouye*, the *Kaimana Hila* is the largest, fastest and most environmentally friendly vessel in Matson's fleet. This vessel is the second of four new vessels Matson is incorporating into their Hawaii service.

SSA Terminals at the Port of Seattle.

Terminal Investment in Tacoma

For the second year in a row, the Husky Terminal Operations at the Port of Tacoma welcomed four new 295-foot super-post-Panamax cranes, bringing the total to eight. With these new cranes in place, the terminal can now serve four 18,000-TEU container ships in port concurrently.

Four super-post-Panamax cranes en route to Husky Terminal at the Port of Tacoma.

Increased Gate Efficiency

In 2019, the NWSA launched the Gate Efficiency Program, which offers extended gate hours to reduce congestion, lessen truck emissions and keep cargo flowing efficiently through the Port. These extended hours began operation in July, allowing trucks to pick up and drop off between the hours of 6:00 p.m. and 2:30 a.m. The program runs through the end of 2020.

Seattle Cruise Business Hits Important Milestones

The Port of Seattle earned the distinction as the *Cruise Critic* Best North American Seaport in 2019. This honor coincided with the Port's celebration of its 20th year as a homeport. The cruise business in Seattle has grown exponentially over the past two decades, with the Port of Seattle achieving its third consecutive year of one million passengers, with continued growth projected. In fact, the Port projected that 2019 would be a record-setting year with over 1.2 million passengers. Helping to fuel that growth is the increasingly large cruise ships calling at the Port. This includes a call in 2019 by the Royal Caribbean *Ovation of the Seas*, which with its 4,180 passengers, was the largest cruise ship to visit the West Coast in 2019, according to the Port.

A Warm Welcome to Port of Tacoma's New Executive Director

In April, the Port of Tacoma selected Eric Johnson as executive director. According to a news release from the Port, Johnson's responsibilities include "… developing and implementing new business and partnership opportunities, identifying economic development strategies, managing and creating opportunities for real estate holdings (both developed and undeveloped), helping to improve and manage transportation corridors within the port complex, and working with key stakeholders to ensure and promote environmental stewardship and sustainable growth."

Report: Northwest Seaport Alliance Supports 20,100 Jobs

A report released by the NWSA highlights the vast economic impact of the Ports of Tacoma and Seattle. The report, conducted for NWSA by Seattle-based Community Attributes, Inc., estimates that operations at the two ports support over 20,000 jobs, $1.9 billion in labor income and nearly $6 billion in business output. The analysis, released at the beginning of 2019, evaluated port activities in 2017. The report also showed that auto imports supported 1,330 direct jobs, with breakbulk supporting 3,880 direct jobs and over $1 billion in business output.

Longshore workers set up a spreader for a heavy lift in Vancouver, WA.

INDUSTRY OVERVIEW

OOCL *Tokyo* at the Port of Long Beach.

Economic Significance of West Coast Ports

Containerized cargo movement through West Coast ports has risen dramatically in recent decades—to a total of more than 16 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from tennis shoes and personal computers to heavy equipment and produce, these containers carry 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 ports support an estimated 9.2 million U.S. jobs, from transportation and logistics to manufacturing, retail and commercial endeavors, according to a recent economic report. The domestic business impact of this trade is more than $2 trillion annually, or 12.5 percent of U.S. GDP.

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—including new cargo-handling technology—will be essential to enabling these national assets to continue playing this vital role.

Waterfront Work: More Than 15,000 Registered Workers

As of December 2019, PMA members employed more than 15,000 registered longshore, clerk and foreman 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, which was later complemented by the 2008 agreement that brought automation to the waterfront, the registered workforce has grown by 46 percent.

Hyundai *Long Beach* at berth at Total Terminals International at the Port of Long Beach.

SUPPLEMENTARY AREA AGREEMENTS

Local	Effective
Southern California	
13 – Sweepers' Agreement	7/1/14
13 – Lines Handling Agreement	7/1/14
13 – Gearmen's Port Supplement	7/1/14
13 – Mechanics' Port Supplement	7/1/08
13 – Bulk Loading Supplement	5/27/15
13, 29 & 46 – Industry Travel Agreement	5/17/88
26 – Watchmen's Agreement	7/1/14
29 – Lines Handling Agreement	1/25/88
29 – Gearmen's Port Supplement	1/28/88
29 – Mechanics' Port Supplement	1/25/88
46 – Gearman's Port Supplement	4/28/17
46 – Mechanics' Port Supplement	3/17/97
46 – Mechanics'/Gearmen's Port Supplement	4/8/91
63 – Clerks' Port Supplement	11/10/53
63 – Vessel Planner Supplement	2/12/98
94 – Foremen's Port Supplement	2/26/15
94 – Bulk Loading Supplement	4/14/05
Northern California	
10 – Crockett Gantry Maintenance Agreement	7/1/99
10 – Miscellaneous Dock Workers	3/3/10
10 – Mechanics Port Supplement	7/1/08
10 – Rotary Dispatch Rules	9/16/95
14 – Working and Dispatching Rules	7/1/81
18 – Millwright Supplement	6/20/14
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	7/1/14
75 – Watchmen's Supplement	7/1/14
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 – Shipboard Bulk Grain Operators' Agreement	3/8/10
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's, Mechanics' and Millwrights' Agreement	6/27/09
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	6/17/60
19 – Lines Handling Agreement	11/19/15
19 – Gear and Locker Agreement	12/3/09
19 – Seattle Mechanics' Supplement	12/12/03
19 & 23 – Shipboard Bulk Grain Operators' Agreement	3/8/10
23 – Working and Dispatching Rules	6/17/88
23 – Lines Handling Agreement	10/15/08
23 – Gear and Locker Agreement	10/21/10
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	1/1/69
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	10/18/11
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, 2022.

Coast Agreements	EFFECTIVE
Longshore and Clerks' Agreement	7/1/14 *
Walking Bosses and Foremen's Agreement	7/1/14 *

* Extension signed on 5/7/2018

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.

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. 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. 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 1.333 times the straight time rate, is to be paid for the first 8 hours worked on the second shift Monday through Friday.

ILWU members offload baggage at the Port of San Francisco cruise ship terminal.

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 & Supercargo	$5.80

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

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

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

For the handling of certain specified cargos, cargo conditions, or working conditions, cargo penalty rates are paid. These penalty rates, which range from 15¢ to $1.20 per hour (the explosives penalty is equivalent to the base straight time rate), are also added to the straight time rate. All second shift work under penalty conditions is paid at the appropriate shift or overtime rate plus 1.333 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.

Skill rates, along with shift and overtime multipliers, all serve to increase the basic straight time rate. For details on how these increases impact the hourly rate of pay, please see page 62.

HISTORY OF LONGSHORE STRAIGHT TIME WAGE RATES

Effective Date		Hourly Rate Increase	Hourly Rate Rate
July 1	1934*	0.10	0.95
February 20	1941	0.05	1.00
February 4	1942	0.10	1.10
October 1	1944	0.05	1.15
October 1	1945	0.22	1.37
November 17	1946	0.15	1.52
January 1	1947	0.05	1.57
December 15		0.08	1.65
February 10	1948	0.02	1.67
December 6		0.15	1.82
September 30	1950	0.10	1.92
June 18	1951	0.05	1.97
June 16	1952	0.13	2.10
June 15	1953	0.06	2.16
December 20	1954	0.05	2.21
June 13	1955	0.06	2.27
June 18	1956	0.02	2.29
October 1		0.16	2.45
June 17	1957	0.08	2.53
June 16	1958	0.10	2.63
June 15	1959	0.11	2.74
June 13	1960	0.08	2.82
June 12	1961	0.06	2.88
July 30	1962	0.18	3.06
June 17	1963	0.13	3.19
June 15	1964	0.13	3.32
June 14	1965	0.06	3.38
July 1	1966	0.50	3.88
June 28	1969	0.20	4.08
June 27	1970	0.20	4.28
December 25	1971	0.42	4.70
July 1	1972	0.40	5.10
June 2	1973	0.25	5.35
June 30		0.15	5.50
June 1	1974	0.30	5.80
June 29		0.30	6.10
January 4	1975	0.12	6.22
June 28		0.70	6.92
July 3	1976	0.60	7.52
July 2	1977	0.85	8.37
July 1	1978	0.85	9.22
June 30	1979	0.85	10.07
June 28	1980	0.85	10.92
July 4	1981	1.30	12.22
July 3	1982	1.30	13.52
July 2	1983	1.25	14.77
June 30	1984	0.80	15.57
June 29	1985	0.85	16.42
June 28	1986	0.85	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
July 4	2009	0.50	1.6 31.68
July 3	2010	1.00	3.2 32.68
July 2	2011	1.00	3.1 33.68
June 30	2012	1.00	3.0 34.68
June 29	2013	1.00	2.9 35.68
June 28	2014	1.00	2.8 36.68
July 4	2015	1.50	4.1 38.18
July 2	2016	1.25	3.3 39.43
July 1	2017	1.50	3.8 40.93
June 30	2018	1.25	3.1 42.18
June 29	2019	1.31	3.1 43.49

* A "6 hour day, 30 hour week" was incorporated into the first coastwide industry agreement in 1934. This was the result of a decision by a presidentially appointed arbitration board. Commonly referred to as the "6 and 2" rule, this contract provision called for 6 hours' straight time pay and 2 hours' overtime pay for 8 hours' work for most longshore jobs on the regular day shift.

** The "6 and 2" pay provision was converted to an 8 hour pay rate effective July 4, 1987. There was no wage increase; 6 hours at $17.27 and 2 hours at the overtime rate of $25.905 are equivalent to 8 hours at $19.43. Other cost increases inherent in the conversion were partially offset by other contract provisions.

The International Longshore and Warehouse Union

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

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.

Subsequent presidents include:
- David Arian (1991-1994)
- Brian McWilliams (1994-2000)
- James Spinosa (2000-2006)
- Bob McEllrath (2006-2018)

William E. Adams was elected President in 2018 and continues to hold that position. Other titled officers include Vice President (Mainland) Robert "Bobby" Olvera, Jr., Vice President (Hawaii) Wesley Furtado, and Secretary-Treasurer Edwin "Ed" Ferris.

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, at least 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 William E. Adams, Vice President Robert Olvera, Jr. and Committeemen Frank Ponce de Leon and Cameron Williams. 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 un-stuff 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.

Hapag Lloyd's *Kobe Express* works at the SSA Terminal at the Port of Long Beach.

Coast Accident Prevention Award-Winners

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

Group A (1 million or more man-hours)
- FIRST PLACE: Everport Terminal Services, Los Angeles – Long Beach – Southern California Area
- SECOND PLACE: APM Terminals, 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: West Coast Terminal & Stevedore, Los Angeles – Long Beach – Southern California Area

Group C (100,000 to 499,999 man-hours)
- FIRST PLACE: Everport Terminal Services, Oakland – Northern California Area
- SECOND PLACE: Everport Terminal Services, Tacoma – Washington Area

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

Group A (400,000 or more man-hours)
- FIRST PLACE: SSA Marine, Inc., Los Angeles – Long Beach – Southern California Area
- SECOND PLACE: Ports America, Los Angeles – Long Beach – Southern California Area

Group B (100,000 to 399,999 man-hours)
- FIRST PLACE: Metro Cruise, Los Angeles – Long Beach – Southern California Area
- SECOND PLACE: SSA Marine, Inc., Stockton – Northern California Area

Group C (25,000 to 99,999 man-hours)
- FIRST PLACE: SSA Marine, Inc., Everett – Washington Area
- SECOND PLACE: APS Stevedoring, Tacoma – Washington Area

BULK OPERATORS
(companies engaged primarily in bulk cargo operations with total man-hours exceeding 10,000)
- FIRST PLACE: Metropolitan Stevedore, Anacortes – Washington Area
- SECOND PLACE: Oregon Chip Terminal, Coos Bay – Oregon Area

ILWU WORKFORCE AWARDS

Longshore Locals

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

Group B (100 to 399 Registered Members)
Local 46: Port Hueneme – Southern California Area

Group C (25 to 99 Registered Members)
Local 18: Sacramento – Northern California Area

Foreman – Walking Boss Group
Local 94: Southern California Area

Clerk Group
Local 52: Seattle – Washington Area

MECHANIC COMPANIES
(companies that employ ILWU mechanics in maintenance and repair operations)

Group A (100,00 or more man-hours)
- FIRST PLACE: Harbor Industrial, Los Angeles – Long Beach – Southern California Area
- SECOND PLACE: Everport Terminal Services, Oakland – Northern California Area

Group B (25,000 to 99,999 man-hours)
- FIRST PLACE: Innovative Terminal Services, Los Angeles - Long Beach – Southern California Area
- SECOND PLACE: SSA Marine, San Diego – Southern California Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD
(companies that achieved a zero lost-time incident rate in 2019) (50,000 minimum hours)

Everport Terminal Services - Mechanics
Oakland – Northern California Area

Harbor Industrial
Los Angeles – Long Beach – Southern California Area

Innovative Terminal Services – Mechanics
Los Angeles – Long Beach – Southern California Area

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

SSA Marine, Inc.
Seattle – Tacoma – Washington Area

Pasha Stevedoring & Terminals
Aberdeen/Grays Harbor – Washington Area

Total Terminals International
Los Angeles – Long Beach – Southern California Area

Everport Terminal Services
Los Angeles – Long Beach – Southern California Area

THE COAST ACCIDENT PREVENTION AWARDS

PMA sponsors an annual accident prevention awards program as part of the coastwide industry accident prevention program. To qualify, member companies must participate in the PMA safety program and report all OSHA-recordable occupational injuries and illnesses and applicable man-hours for the previous year.

Member companies are divided into four categories according to the type of operation in which they are primarily involved. Within each category, companies are grouped by terminal, port or area and based on man-hours paid. Awards are presented to qualifying companies having the lowest lost-time injury/illness incidence rate within their respective category and group. Awards are also presented to the ILWU longshore, clerk and foreman locals based on similar criteria. Winners are listed above.

INDUSTRY BENEFITS

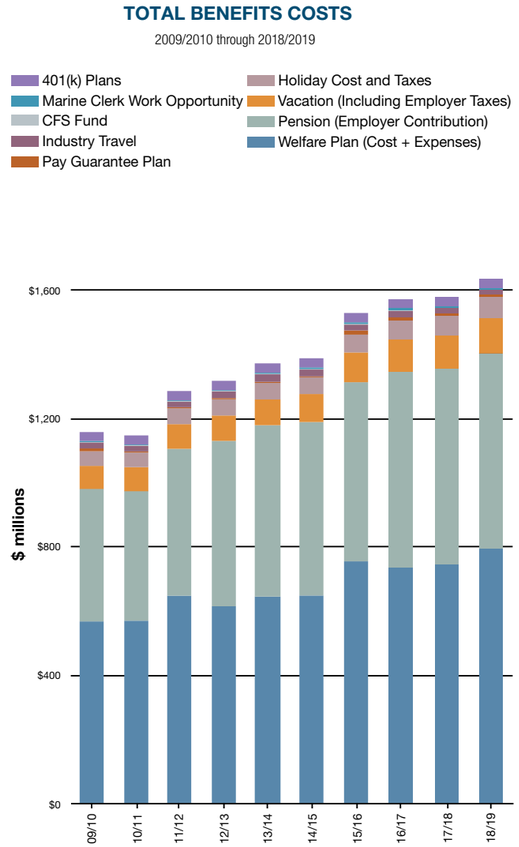
Pasha Hawaii's *Horizon Pacific* approaches the shore at the Port of Los Angeles.

ILWU Benefits Package

The ILWU benefits package includes comprehensive healthcare coverage, a pension plan, a 401(k) savings plan, and vacation and holiday pay. Following is a detailed overview of the ILWU-PMA benefits program; more information may be found at the PMA website (www.pmanet.org) or through the ILWU-PMA Benefit Plans Office (www.benefitplans.org), funded by the PMA.

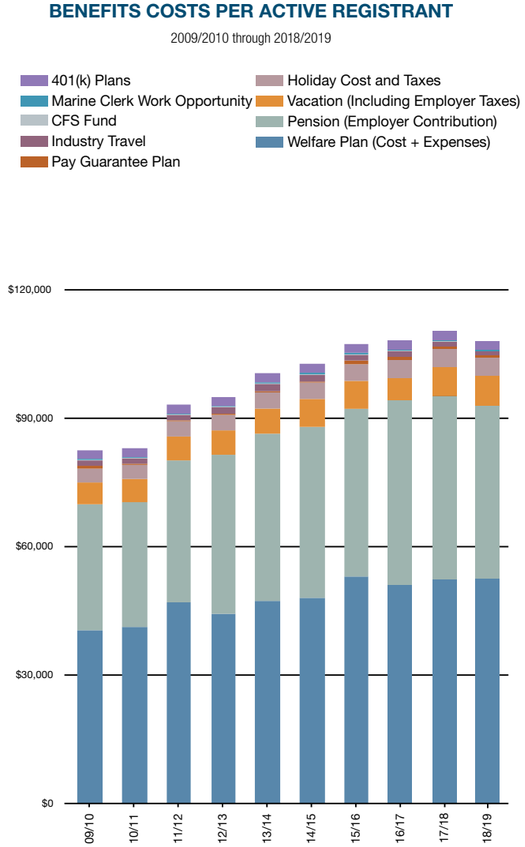
TOTAL BENEFITS COSTS

2009/2010 through 2018/2019



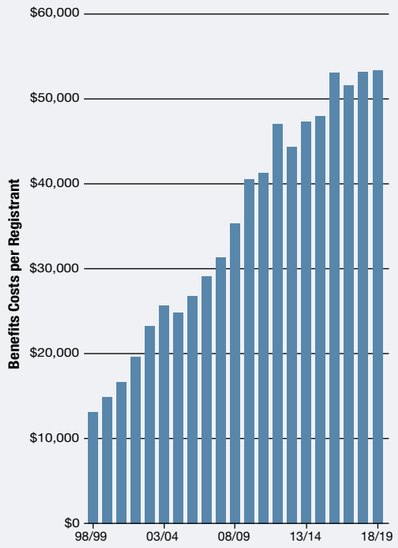
BENEFITS COSTS PER ACTIVE REGISTRANT

2009/2010 through 2018/2019



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 1999-2019



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 (mid-point of the fiscal year). For example, costs for 2018/2019 are divided by the count of active registrants at the end of 2018.

RETIREES BY YEAR

Year	Normal	Early	Disability	Total
2010	134	100	52	286
2011	132	52	42	226
2012	139	154	38	331
2013	138	122	49	309
2014	172	76	42	290
2015	172	79	55	306
2016	181	93	63	337
2017	201	103	60	364
2018	198	110	46	354
2019	**199**	**178**	**51**	**428**

This table 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.

ILWU-PMA Welfare Plan

The ILWU-PMA Welfare Plan provides health care and related benefits to qualified actives and retirees and their qualified dependents and survivors.

For health coverage, registrants and retirees (and their eligible dependents) generally have a choice between an HMO plan and a self-insured PPO plan. As long as participants utilize in-network providers, both plans pay 100% of the cost of covered services with no out-of-pocket costs. The PPO plan also covers basic hospital, medical and surgical benefits at 100% of scheduled limits for out-of-network services, followed by a $100 deductible and up to 80% of the Maximum Allowable Charge, subject to a family out-of-pocket maximum of $1,000. Both the HMO and the PPO provide prescription drug coverage with no copay for HMO and $1 copay for PPO.

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit ($300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Disability benefits covering up to $1,250 per week for up to 52 weeks;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

Plan Funding

The plan is primarily funded by PMA through employer assessments on payroll hours and tonnage. In addition, registered employees make contributions to the Plan as a defined percentage of wages at a rate that is set by the Trustees.

Tenure of the Agreement

The Plan runs concurrently with the 2014-2022 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerk's 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.

Eligibility for ILWU-PMA Welfare Plan Benefits

The ILWU-PMA Welfare Plan generally covers the following individuals and their qualified dependent spouses and children:

- **New Registrants:** Covered by the HMO programs (if available) for the first 24 months of registration.
- **Active Registrants:** Requires a minimum of 800 hours credited in the preceding payroll year, or a minimum of 400 hours credited in the last half of the preceding payroll year.
- **Pensioners:** Most Welfare Plan participants who become pensioners have Welfare Plan eligibility beginning on the day they become pensioners, including disability pensioners.
- **Surviving Spouses and Children of Active Registrants:** The dependent spouse or child of a deceased eligible active registrant has Welfare Plan eligibility. Welfare Plan eligibility ends when the surviving dependent spouse remarries, or if the active registrant had fewer than five years of vested service under either the ILWU-PMA Pension Plan or the ILWU-PMA Watchmen Pension Plan, four years immediately following the registrant's death.
- **Surviving Spouses and Children of Pensioners:** A surviving spouse or child receiving a survivor pension has Welfare Plan eligibility 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.

NUMBER OF PENSION BENEFIT RECIPIENTS BY YEAR

	PENSIONERS					SURVIVING SPOUSES			
	Normal/ Early	Dis-ability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	Total
2010	3,997	983	54	302	5,336	2,676	553	3,229	8,565
2011	3,974	970	45	314	5,303	2,629	571	3,200	8,503
2012	4,076	964	36	331	5,407	2,581	584	3,165	8,572
2013	4,105	959	27	351	5,442	2,561	604	3,165	8,607
2014	4,113	950	26	365	5,454	2,517	613	3,130	8,584
2015	4,149	945	22	384	5,500	2,566	623	3,189	8,689
2016	4,192	968	17	402	5,579	2,526	630	3,156	8,735
2017	4,271	971	13	420	5,675	2,476	634	3,110	8,785
2018	4,327	976	12	431	5,746	2,485	652	3,137	8,883
2019	**4,477**	**966**	**9**	**452**	**5,904**	**2,456**	**665**	**3,121**	**9,025**

ILWU-PMA Pension Plan

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is $91,020 as of July 1, 2019, $93,240 on July 1, 2020, and $95,460 on July 1, 2021.

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, 2019, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2014, was $205 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of $7,585 (or $91,020 annually) 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 retirees on or after July 1, 2008, maximum pension benefits are based on 37 years of service at retirement. Surviving spouses or dependent child survivors of plan participants receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the participant were they still alive.

Disability pensions have no minimum age but do require a minimum of 13 years of service and the participant must have worked or been credited with at least 500 hours of service in each of the five payroll years ending with the year of retirement. The monthly benefit is the same amount as the Normal Retirement Benefit (with no reduction for its early commencement) except that no bridge supplement is payable.

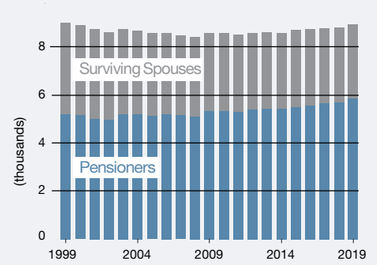
A year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, paid holidays, and unemployment insurance payments.

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.

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

NUMBER OF PENSION BENEFIT RECIPIENTS



PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2019)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	$98	$2,450
7/81-6/84	30	$98	$2,940
7/84-6/87	33	$98	$3,234
7/87-6/93	35	$98	$3,430
7/93-6/99	35	$98	$3,430
7/99-6/02	35	$110	$3,850
7/02-6/08	35	$153	$5,355
7/08-6/14	37	$180	$6,660
7/14-6/20	**37**	**$205**	**$7,585**

This table shows maximum pension benefits by retirement date. Also shown are the maximum years of service which may be credited toward benefit accrual and the benefit rate per month per year of credited service by retirement date.

FRACTIONAL BENEFIT ACCRUAL

Credited Annual Hours	Monthly Benefit Accrued
1,300	$205.00
1,250	$197.12
1,200	$189.23
1,150	$181.35
1,100	$173.46
1,050	$165.58
1,000	$157.69
950	$149.81
900	$141.92
850	$134.04
800	$126.15

This table 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, 2019. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility.

VACATION BENEFITS, TAXES & EXPENSES

Payroll Year in which earned:

2014	$82,586,873
2015	$87,453,717
2016	$90,580,654
2017	$94,554,073
2018	$ 102,001,566
2019*	**$ 109,874,629**

Includes payments for benefits, taxes, and administrative expenses
Vacation benefits are mostly paid in the first full payroll week in February for vacations earned in the prior year.
Source: Audited Financial Statements except for 2019
*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

years of service remain credited for life. The Plan is non-contributory for the participants and is completely funded by employer contributions.

At the end of calendar year 2019, the Plan was paying $33.9 million per month to 9,025 benefit recipients.

ILWU-PMA Savings 401(k) Plan

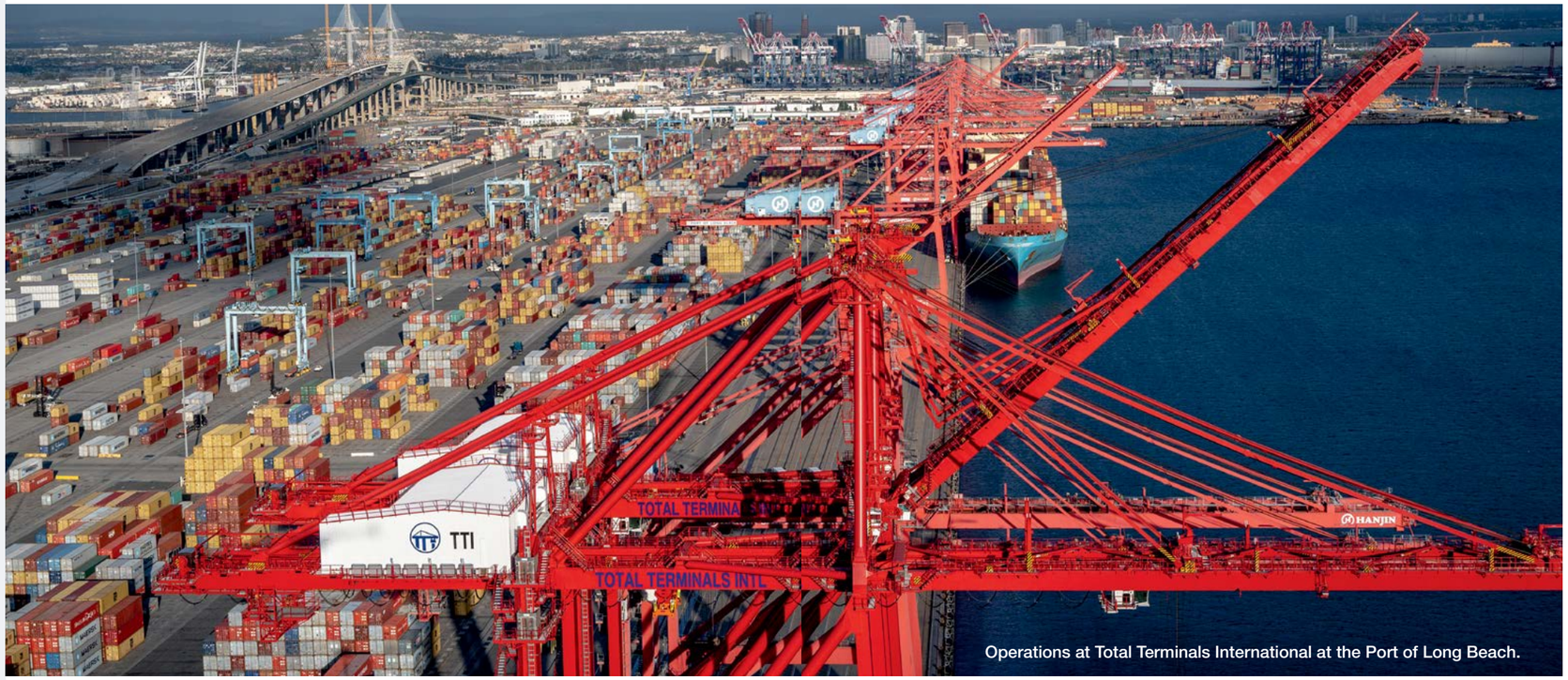
Longshore, clerk and foreman registrants may elect to defer, in increments of $1, up to $12 per hour paid each payroll week, into their 401(k) accounts. Participants age 50 and older may elect to defer, in increments of $1, up to $12 per hour paid each payroll week, an additional amount, called a Catch-up Contribution. Deferrals and Catch-up Contributions are subject to annual statutory limits. Participants may elect to defer any percentage, up to 90%, of their vacation paychecks into the 401(k) Plan.

Effective January 1, 2016, the Plan offers a Roth contribution option.

Each year, the Employers contribute 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. Beginning with the 2008 plan year, a "third-shift" conversion factor was applied to qualifying hours worked during the third shift.

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.



Operations at Total Terminals International 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 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

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.

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 1,975 in the previous payroll year, 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 left.

To receive a third week of vacation, a registrant must have qualified for a two-week basic vacation in the previous payroll year and must also have eight total years of service with a one-week vacation.

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 Port Labor Relations Committee in each port schedules vacations.

HOLIDAY PLAN

2020

January	1	New Year's Day[1]
	20	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	17	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	25	Memorial Day
July	4	Independence Day[2]
	5	Bloody Thursday[2]
	28	Harry Bridges' Birthday
September	7	Labor Day[1]
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]

2021

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's Birthday
May	31	Memorial Day

Holidays shown in **blue** are non-paid holidays. An employee who performs work on these non-paid holidays shall receive the over-time rate of pay for time worked.

[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, and Christmas Eve Day and New Year's Eve Day are early release days. The seven 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's 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 2020 and for the first six months of 2021 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR

Contract Year Ended June 30

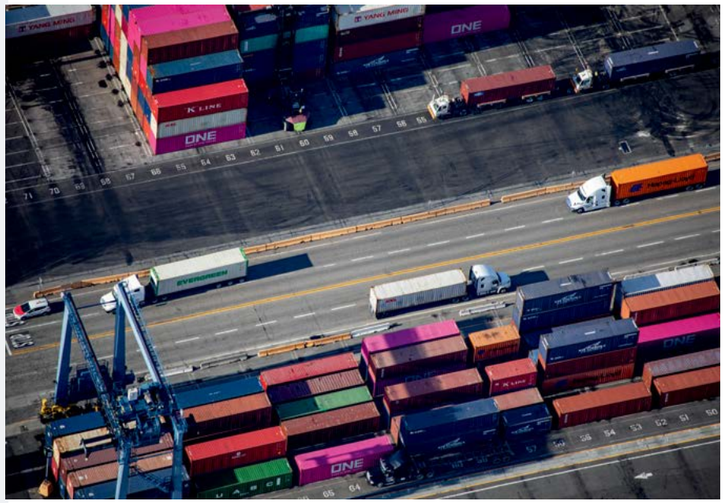
2015	$52,123,280
2016	$55,617,854
2017	$59,177,911
2018	$61,042,442
2019	**$65,374,122**

Includes payments for benefits, taxes, and administrative expenses.
Source: Audited Financial Statements

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.

Terminal operations at the Port of Los Angeles.



A Class "A" registrant who qualifies is guaranteed an income equivalent to a 40-hour week at the basic straight time hourly wage ($43.49 per hour for Class "A" longshore, effective June 29, 2019, or $1,739.60 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 32-hour week ($1,391.68).

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 PGP until after one year of registration.

The contingent PGP liability for registrants for 2019/2020 is $30,000,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

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

The foremen's plan guarantees weekly pay equivalent to a 40-hour week at the foreman straight time rate.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES

Contract Year Ended June 30

	Longshore and Clerks	Walking Bosses and Foremen
2015	$2,750,791	$167,316
2016	$12,499,929	$339,243
2017	$9,811,767	$223,621
2018	$8,150,320	$231,919
2019	**$6,441,846**	**$232,032**

Includes payments for benefits, taxes, and administrative expenses.
Data obtained from Audited Financial Statements.

ILWU-PMA Marine Clerk Work Opportunity

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.

Industry Travel System

The Industry Travel System, originally called the Voluntary Travel Fund, was established to provide PMA member employers with an economic incentive to use voluntary travelers.

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

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

Employers are reimbursed for the payments made to individuals and/or gangs ordered to travel for their travel expenses, payroll taxes, payroll hour assessments and an allowance for workmen's compensation insurance and other related expenses.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30

2015	$21,132,030
2016	$18,425,371
2017	$17,492,802
2018	$15,863,600
2019	**$14,609,685**

CFS PROGRAM FUND

Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2015	$1,457,290	$161,905	$1,619,195
2016	$1,777,822	$197,516	$1,975,338
2017	$1,660,250	$184,736	$1,844,986
2018	$1,599,264	$177,690	$1,776,954
2019	**$1,493,150**	**$165,889**	**$1,659,039**

TraPac cranes above containers stacked on a vessel at the Port of Oakland.

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 or subsistence. Subsistence rates are $120.00 per night for lodging and $30.00 per meal.

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.

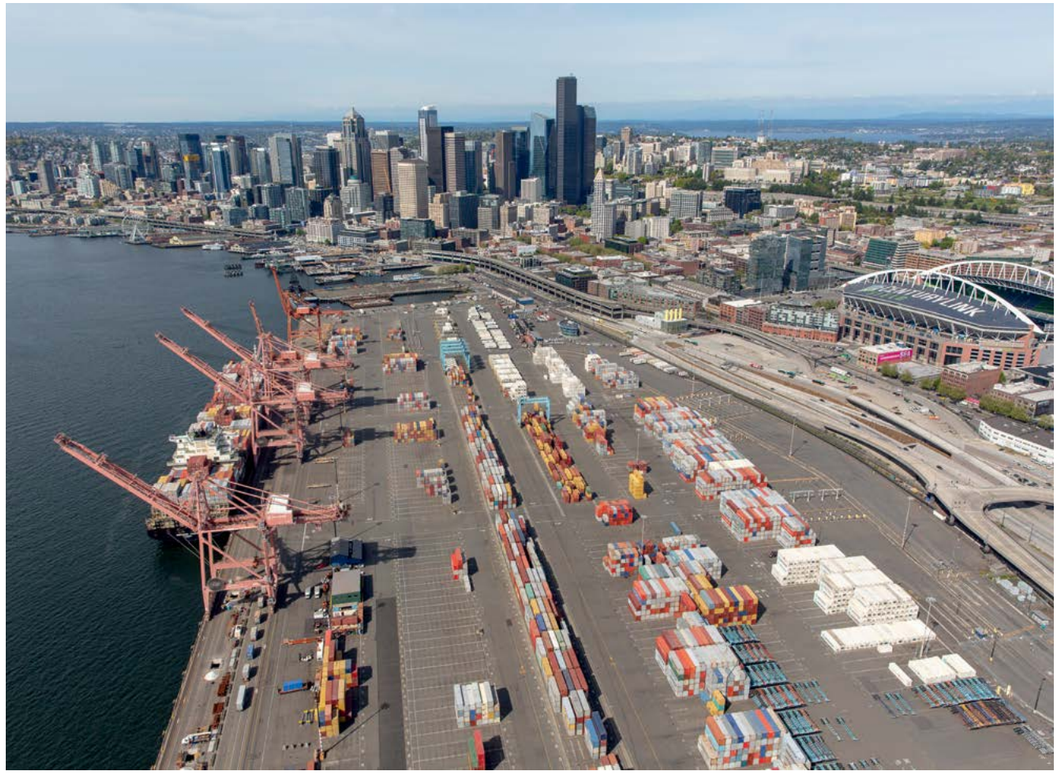
The personnel for each dispatching hall, with the exception of the Dispatchers, are appointed by the Joint Port Labor Relations Committee of each port. Dispatchers are selected by the Union through elections in which all candidates must be qualified according to standards prescribed and measured by the Joint Port Labor Relations Committee. All dispatch hall personnel are governed by rules and regulations set down by the Joint Port Labor Relations Committee. PMA may, at its option, maintain a representative in the dispatching hall, and any authorized representative of the PMA or the Union may inspect dispatching hall records.

The dispatching of clerks is similar to that of longshore employees except that there are four central dispatching halls, one in each respective port area with such branch halls as may be mutually agreed. Walking bosses' and foremen's dispatching procedures are contained in local supplemental agreements.

DISPATCH HALL COSTS

Payroll Year	ILWU Portion	PMA Portion	Total
2015	$4,294,656	$29,454,950	$33,749,606
2016	$4,934,477	$30,907,003	$35,841,480
2017	$5,240,562	$31,975,905	$37,216,467
2018	$5,285,972	$32,615,810	$37,901,782
2019	**$5,419,192**	**$33,515,329**	**$38,934,521**

2019 is based on unaudited financial report.



Operations at Terminal 46 at the Port of Seattle.

ONE containers arriving by train to the Port of Tacoma.

INDUSTRY ASSESSMENTS

Evergreen's *Ever Smart* unloading at the Port of Los Angeles.

Assessments are levied on payroll hours and tonnage to fund the costs of collectively bargained fringe benefits and 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 in the years since, 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.

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.

OOCL *Antwerp* enters the Port of Seattle.

PMA has kept assessment rates flat for six years.

ILWU crane mechanics on the job at the Port of Oakland.

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 figure. 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
2009/2010	36,067,570
2010/2011	39,823,244
2011/2012	41,701,081
2012/2013	41,701,081
2013/2014	41,701,081
2014/2015	41,701,081
2016/2017	41,701,081
2017/2018	43,578,918
2018/2019	47,334,592
2019/2020	**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 to 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 – Benefits Plans							
	Benefits Plans	L/S and Clerk 401(k)	Walking Boss 401(k)	Steady Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU	MCWO RU/TEU*	LA/LB Crane RU/TEU**
1987	$7.52	–	–	–	$13.775	$0.810	$0.810	$0.066	$0.016	$0.785	–	–
1989	7.52	–	–	–	13.762	0.783	0.783	0.063	0.016	0.798	–	–
1990	7.52	–	–	–	13.306	0.783	0.783	0.063	0.016	1.458	–	–
1991	7.52	–	–	–	12.674	0.746	0.746	0.060	0.015	1.014	–	–
1992	8.81	–	–	–	13.221	0.778	0.778	0.063	0.015	0.490	–	–
1993	10.01	–	–	–	14.790	0.870	0.870	0.070	0.017	0.350	–	–
1994	11.70	–	$0.50	–	16.700	0.982	0.982	0.080	0.019	0.880	–	–
1995	9.30	–	0.50	–	9.790	0.576	0.576	0.047	0.011	0.660	–	–
1996	10.87	–	0.50	–	11.390	0.670	0.670	0.054	0.013	0.520	–	–
1997	11.53	–	2.00	–	9.980	0.587	0.587	0.048	0.012	0.100	–	
1998	10.34	–	1.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
1999	10.34	$1.00	3.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
2001	11.04	0.83	3.49	–	6.280	0.370	0.370	0.030	0.007	0.190	–	–
2002	13.11	0.84	3.49	–	12.120	0.713	0.713	0.058	0.014	–	–	–
2003	14.08	0.81	3.77	–	13.470	0.792	0.792	0.064	0.016	0.100	$0.280	–
2004	15.62	0.82	3.82	–	13.650	0.803	0.803	0.065	0.016	0.120	–	–
2005	15.71	0.87	1.35	–	14.790	0.870	0.870	0.700	0.017	0.090	–	–
2006	15.96	0.88	3.65	–	14.180	0.834	0.834	0.068	0.017	0.050	–	–
2007	17.72	0.88	3.04	–	16.460	0.968	0.968	0.078	0.019	0.040	–	–
2008	19.99	0.90	3.67	–	18.440	1.085	1.085	0.088	0.021	0.120	0.160	–
2009	27.01	1.14	4.95	–	24.400	1.435	1.435	0.116	0.028	0.080	1.440	–
2010	27.94	0.77	3.55	–	24.910	1.465	1.465	0.119	0.029	0.080	–	–
2011	28.54	0.74	2.45	–	24.570	1.445	1.445	0.117	0.029	0.120	–	–
2012	28.85	1.00	3.87	–	25.680	1.510	1.510	0.122	0.030	0.040	–	–
2013	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2014	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2015	34.16	0.78	2.93	$6.06	29.260	1.721	1.721	0.139	0.034	0.100	0.240	$0.050
2016	34.03	0.88	3.04	6.06	28.150	1.656	1.656	0.134	0.033	0.300	0.630	0.020
2017	34.06	0.87	2.76	5.86	28.700	1.688	1.688	0.137	0.033	0.120	0.380	0.130
2018	34.17	0.78	3.17	6.18	29.100	1.712	1.712	0.139	0.034	0.080	0.140	0.070
2019	**$33.86**	**$0.92**	**$2.48**	**$5.98**	**$28.110**	**$1.653**	**$1.653**	**$0.134**	**$0.033**	**$0.090**	**$0.130**	**$0.020**

The chart above shows a partial history of assessment rates beginning after the significant 1983 revisions. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. Coastwise rates for all affected plans were established on 9/28/91.

* Marine Clerk Work Opportunity ** LA/LB Crane Board Make Whole

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 to replace a paper-based reporting system. The Internet tonnage reporting system provides additional features such as automatic conversion from metric to common U.S. measurement and automatic container box conversion to twenty-foot equivalent units (TEUs). The metric conversion was particularly important 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 their outside length in feet, specifically 20', 24', 35', 40', 45', 48' and 53'. 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 origin to 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.

West 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.

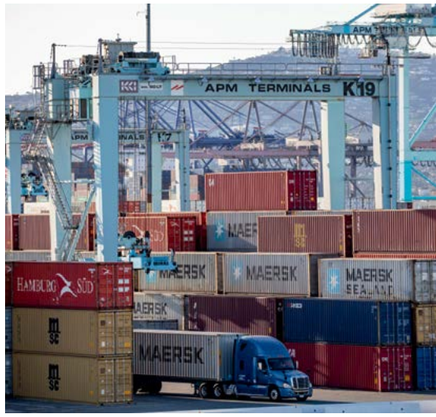
Changes in Reporting Categories

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.

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 (twenty-foot equivalent units) 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.



Maersk containers at APM Terminals at the Port of Los Angeles.

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 provisions for only 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. Cargoes inbound from British Columbia represent another subset of total revenue tonnage, when such cargoes are present.

STATISTICAL INFORMATION

TraPac Terminal at the Port of Los Angeles.

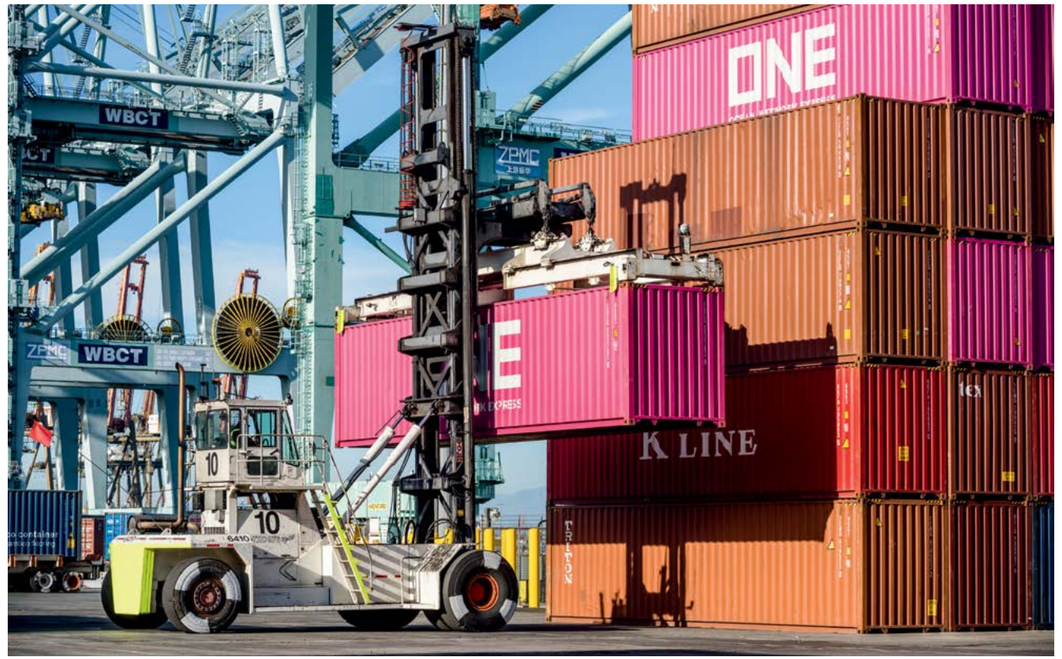
In addition to serving as the labor relations arm of the West Coast maritime industry, and processing payroll and benefits for thousands of longshore workers each week, the Pacific Maritime Association has come to be known as a leading resource for reliable information on the waterfront. The pages that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

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 PMA's 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 and follow PMA on Twitter @WestCoastPorts.

Cosco *England* at berth at the Port of Long Beach.

A top handler stacks ONE containers at WBCT at the Port of Los Angeles.



STATISTICAL INFORMATION

Revenue Tonnage Loaded and Discharged by Port

The data on these two pages represent the revenue tonnage reported to PMA in 2019 by category by port. There are six sets of columns: one set for total revenue tonnage and one set for each of the five reporting categories.

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

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

Total tonnage reported for the port.

Chng from 2018 shows the percent 2019 tonnage changed from 2018 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.

2019	TOTAL REVENUE TONNAGE Total	% of Coast	% Chng from 2018	% Loaded: % Discharged	CONTAINERS Total (TEUs)	% of Coast	% Chng from 2018	% Loaded: % Discharged	GENERAL CARGO Total	% of Coast	% Chng from 2018	% Loaded: % Discharged	LUMBER & LOGS Total	% of Coast	% Chng from 2018	% Loaded: % Discharged	AUTOMOBILES AND TRUCKS Total	% of Coast	% Chng from 2018	% Loaded: % Discharged	BULK CARGO Total	% of Coast	% Chng from 2018	% Loaded: % Discharged	2019
SOUTHERN CALIFORNIA																									**SOUTHERN CALIFORNIA**
San Diego	5,333,253	1.5	-1.0	19.9 : 80.1	76,068	0.5	6.6	4.4 : 95.6	164,310	2.8	8.6	39.7 : 60.3	–	–	–	– : –	3,675,203	13.0	-5.7	25.3 : 74.7	200,584	0.4	62.0	2.7 : 97.3	San Diego
Long Beach	102,360,079	28.3	-6.5	32.5 : 67.5	5,230,382	32.0	-6.8	28.1 : 71.9	644,805	10.8	-26.1	14.0 : 86.0	155,573	13.6	13.1	– : 100.0	3,559,111	12.6	0.2	10.1 : 89.9	9,084,096	18.9	-4.6	86.0 : 14.0	Long Beach
Los Angeles	115,597,740	32.0	-3.2	27.0 : 73.0	6,523,602	39.9	-2.5	27.2 : 72.8	1,854,248	31.1	-22.7	0.5 : 99.5	–	–	–	– : –	1,761,017	6.2	-15.3	2.8 : 97.2	1,081,241	2.3	-10.4	96.8 : 3.2	Los Angeles
Port Hueneme	6,369,662	1.8	7.1	9.2 : 90.8	79,426	0.5	4.3	20.8 : 79.2	456,212	7.6	-9.1	11.5 : 88.5	–	–	–	– : –	4,372,025	15.5	9.8	5.7 : 94.3	191,183	0.4	13.4	– : 100.0	Port Hueneme
AREA TOTAL	**229,660,734**	**63.5**	**-4.4**	**28.8 : 71.2**	**11,909,478**	**72.8**	**-4.4**	**27.4 : 72.6**	**3,119,575**	**52.3**	**-20.5**	**6.9 : 93.1**	**155,573**	**13.6**	**13.1**	**– : 100.0**	**13,367,356**	**47.4**	**-1.1**	**11.9 : 88.1**	**10,557,104**	**22.0**	**-4.2**	**84.0 : 16.0**	**AREA TOTAL**
NORTHERN CALIFORNIA																									**NORTHERN CALIFORNIA**
San Francisco	2,105,748	0.6	128.6	– : 100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	1,742,571	6.2	339.9	– : 100.0	363,177	0.8	-30.8	– : 100.0	San Francisco
Redwood City	1,983,903	0.5	2.8	– : 100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	1,983,903	4.1	2.8	– : 100.0	Redwood City
Oakland	32,439,750	9.0	2.1	49.0 : 51.0	1,897,379	11.6	2.1	48.9 : 51.1	22,663	0.4	-45.2	80.6 : 19.4	–	–	–	– : –	161,644	0.6	7.9	67.3 : 32.7	–	–	–	– : –	Oakland
Richmond	1,671,722	0.5	-22.4	– : 100.0	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	1,039,344	3.7	-23.2	– : 100.0	632,378	1.3	-21.1	– : 100.0	Richmond
Crockett	655,794	0.2	24.3	5.2 : 94.8	–	–	–	– : –	1,160	<0.1	-94.8	– : 100.0	–	–	-100.0	– : –	–	–	–	– : –	654,634	1.4	30.1	5.2 : 94.8	Crockett
Benicia	2,575,029	0.7	-1.4	– : 100.0	–	–	–	– : –	52	<0.1	-98.1	– : 100.0	–	–	–	– : –	2,574,977	9.1	-1.3	– : 100.0	–	–	–	– : –	Benicia
Port Chicago	29,410	<0.1	-64.3	– : 100.0	1,730	<0.1	-64.1	– : 100.0	–	-100.0	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	Port Chicago
Stockton	3,458,744	1.0	-5.4	59.5 : 40.5	–	–	-100.0	– : –	372,770	6.2	9.5	26.0 : 74.0	–	–	–	– : –	–	–	–	– : –	3,085,974	6.4	-6.9	63.6 : 36.4	Stockton
West Sacramento	724,985	0.2	1.3	35.7 : 64.3	–	–	–	– : –	242,519	4.1	10.0	94.1 : 5.9	–	–	–	– : –	–	–	–	– : –	482,466	1.0	-2.6	6.4 : 93.6	West Sacramento
Eureka	277,097	0.1	3.1	100.0 : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	–	–	–	– : –	277,097	0.6	3.1	100.0 : –	Eureka
AREA TOTAL	**45,922,182**	**12.7**	**2.9**	**40.4 : 59.6**	**1,899,109**	**11.6**	**2.0**	**48.9 : 51.1**	**639,164**	**10.7**	**1.8**	**53.7 : 46.3**	**–**	**–**	**-100.0**	**– : –**	**5,518,536**	**19.6**	**22.4**	**2.0 : 98.0**	**7,479,629**	**15.6**	**-4.6**	**30.8 : 69.2**	**AREA TOTAL**
PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER																									**PACIFIC NORTHWEST: OREGON AND COLUMBIA RIVER**
North Bend / Coos Bay	1,743,372	0.5	-8.9	96.8 : 3.2	–	–	–	– : –	2,200	<0.1	-86.2	– : 100.0	107,077	9.4	-12.9	100.0 : –	–	–	–	– : –	1,634,095	3.4	-7.9	96.7 : 3.3	North Bend / Coos Bay
Portland	12,661,110	3.5	-5.6	44.9 : 55.1	30	<0.1	-86.6	– : 100.0	10,180	0.2	202.0	1.1 : 98.9	–	–	–	– : –	4,357,801	15.5	4.7	21.9 : 78.1	8,292,619	17.3	-10.3	57.0 : 43.0	Portland
Vancouver	2,959,865	0.8	-4.1	23.2 : 76.8	–	–	-100.0	– : –	955,786	16.0	-0.8	1.2 : 98.8	–	–	–	– : –	1,058,691	3.8	-2.7	– : 100.0	945,388	2.0	-8.5	71.5 : 28.5	Vancouver
Kalama	11,817,782	3.3	-23.8	97.6 : 2.4	–	–	–	– : –	288,857	4.8	-10.7	– : 100.0	11,235	1.0	100.0	100.0 : –	–	–	–	– : –	11,517,690	24.0	-24.2	100.0 : –	Kalama
Rainier	156,564	<0.1	-4.4	95.9 : 4.1	4,857	<0.1	-19.5	95.1 : 4.9	42,076	0.7	35.5	94.4 : 5.6	31,919	2.8	5.6	100.0 : –	–	–	–	– : –	–	–	–	– : –	Rainier
Longview	2,654,872	0.7	-4.6	87.4 : 12.6	–	–	–	– : –	41,856	0.7	-11.9	10.0 : 90.0	543,660	47.6	-27.1	97.8 : 2.2	–	–	–	– : –	2,069,356	4.3	4.0	86.2 : 13.8	Longview
Astoria	19,268	<0.1	-75.7	100.0 : –	–	–	–	– : –	–	–	–	– : –	19,268	1.7	-75.7	100.0 : –	–	–	–	– : –	–	–	–	– : –	Astoria
AREA TOTAL	**32,012,833**	**8.9**	**-13.4**	**69.0 : 31.0**	**4,887**	**<0.1**	**-22.0**	**94.5 : 5.5**	**1,340,955**	**22.5**	**-3.2**	**4.2 : 95.8**	**713,159**	**62.5**	**-27.1**	**98.3 : 1.7**	**5,416,492**	**19.2**	**3.2**	**17.6 : 82.4**	**24,459,148**	**50.9**	**-16.3**	**82.9 : 17.1**	**AREA TOTAL**
PACIFIC NORTHWEST: WASHINGTON																									**PACIFIC NORTHWEST: WASHINGTON**
Aberdeen/Grays Harbor	3,572,987	1.0	8.7	98.8 : 1.2	25	<0.1	100.0	– : 100.0	40,920	0.7	4.4	95.1 : 4.9	13,260	1.2	-60.5	100.0 : –	837,743	3.0	11.7	95.1 : 4.9	2,680,639	5.6	8.8	100.0 : –	Aberdeen / Grays Harbor
Olympia	192,409	0.1	-0.9	100.0 : –	–	–	–	– : –	810	<0.1	13.8	100.0 : –	191,390	16.8	-0.9	100.0 : –	–	–	–	– : –	209	<0.1	-27.2	100.0 : –	Olympia
Tacoma	31,517,916	8.7	-6.8	46.2 : 53.8	1,500,365	9.2	-0.1	45.9 : 54.1	764,166	12.8	-3.7	20.0 : 80.0	–	–	–	– : –	2,936,258	10.4	26.2	13.8 : 86.2	2,311,287	4.8	-55.3	100.0 : –	Tacoma
Seattle	17,918,518	5.0	-9.4	42.3 : 57.7	1,045,830	6.4	-9.1	42.4 : 57.6	12,420	0.2	-77.8	14.0 : 86.0	–	–	–	– : –	110,421	0.4	-15.4	32.5 : 67.5	16,567	<0.1	-45.4	– : 100.0	Seattle
Everett	305,849	0.1	14.5	10.5 : 89.5	6,977	<0.1	6.9	10.7 : 89.3	47,295	0.8	62.1	8.5 : 91.5	–	–	-100.0	– : –	–	–	–	– : –	139,945	0.3	21.7	10.9 : 89.1	Everett
Port Angeles	68,208	–	-63.8	100.0 : –	–	–	–	– : –	–	–	–	– : –	68,208	6.0	-52.9	100.0 : –	–	–	–	– : –	–	–	-100.0	– : –	Port Angeles
Anacortes	368,171	0.1	-2.9	99.9 : 0.1	–	–	-100.0	– : –	360	<0.1	213.0	– : 100.0	–	–	–	– : –	–	–	–	– : –	367,811	0.8	-3.0	100.0 : –	Anacortes
Bellingham	–	–	-100.0	– : –	–	–	–	– : –	–	–	–	– : –	–	–	-100.0	– : –	–	–	–	– : –	–	–	–	– : –	Bellingham
AREA TOTAL	**53,944,058**	**14.9**	**-6.9**	**48.8 : 51.2**	**2,553,197**	**15.6**	**-4.0**	**44.4 : 55.6**	**865,971**	**14.5**	**-5.7**	**22.9 : 77.1**	**272,858**	**23.9**	**-30.4**	**100.0 : –**	**3,884,422**	**13.8**	**21.1**	**31.9 : 68.1**	**5,516,458**	**11.5**	**-32.8**	**97.4 : 2.6**	**AREA TOTAL**
COAST TOTAL	**361,539,807**	**100.0**	**-4.8**	**36.8 : 63.2**	**16,366,671**	**100.0**	**-3.6**	**32.6 : 67.4**	**5,965,665**	**100.0**	**-13.0**	**13.6 : 86.4**	**1,141,590**	**100.0**	**-24.4**	**85.3 : 14.7**	**28,186,806**	**100.0**	**6.4**	**13.8 : 86.2**	**48,012,339**	**100.0**	**-14.7**	**76.7 : 23.3**	**COAST TOTAL**

Container Box Counts

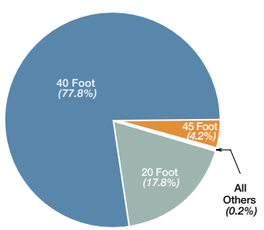
Data are reported in seven different box sizes: 20, 24, 35, 40, 45 48 and 53 foot lengths. These tables show the counts for the most common three lengths and a total for all containers. Containers are divided into two categories: Loaded and Empty. Loaded containers include assessable, those containing 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.

2019

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	371,716	141,043	512,759	1,605,027	636,409	2,241,436	83,332	30,376	113,708	2,064,027	807,863	2,871,890	68.9%	5,262,313
Empty	1,180	215,090	216,270	21,802	995,132	1,016,934	6,346	56,681	63,027	30,436	1,267,199	1,297,635	31.1%	2,395,831
TOTAL	**372,896**	**356,133**	**729,029**	**1,626,829**	**1,631,541**	**3,258,370**	**89,678**	**87,057**	**176,735**	**2,094,463**	**2,075,062**	**4,169,525**	**100.0%**	**7,658,144**
Los Angeles														
Cargo Bearing	412,518	156,807	569,325	2,047,563	762,229	2,809,792	106,806	41,397	148,203	2,571,812	960,569	3,532,381	69.4%	6,536,191
Empty	1,498	223,435	224,933	44,009	1,184,399	1,228,408	19,232	76,689	95,921	71,521	1,484,562	1,556,083	30.6%	2,915,832
TOTAL	**414,016**	**380,242**	**794,258**	**2,091,572**	**1,946,628**	**4,038,200**	**126,038**	**118,086**	**244,124**	**2,643,333**	**2,445,131**	**5,088,464**	**100.0%**	**9,452,023**
Oakland														
Cargo Bearing	147,584	102,239	249,823	400,091	408,919	809,010	14,494	7,117	21,611	562,169	518,305	1,080,474	76.5%	1,916,771
Empty	11,141	71,622	82,763	81,861	150,242	232,103	3,466	14,348	17,814	96,500	236,275	332,775	23.5%	587,380
TOTAL	**158,725**	**173,861**	**332,586**	**481,952**	**559,161**	**1,041,113**	**17,960**	**21,465**	**39,425**	**658,669**	**754,580**	**1,413,249**	**100.0%**	**2,504,151**
Portland														
Cargo Bearing	26	0	26	2	0	2	0	0	0	28	0	28	100.0%	30
Empty	0	0	0	0	0	0	0	0	0	0	0	0	0.0%	0
TOTAL	**26**	**0**	**26**	**2**	**0**	**2**	**0**	**0**	**0**	**28**	**0**	**28**	**100.0%**	**30**
Tacoma														
Cargo Bearing	76,211	34,498	110,709	361,258	316,877	678,135	18,119	13,988	32,107	455,598	365,363	820,961	77.3%	1,539,384
Empty	273	38,619	38,892	67,537	113,251	180,788	8,600	12,405	21,005	76,410	164,275	240,685	22.7%	447,808
TOTAL	**76,484**	**73,117**	**149,601**	**428,795**	**430,128**	**858,923**	**26,719**	**26,393**	**53,112**	**532,008**	**529,638**	**1,061,646**	**100.0%**	**1,987,192**
Seattle														
Cargo Bearing	86,428	46,235	132,663	252,721	201,028	453,749	10,551	1,946	12,497	349,719	249,302	599,021	71.8%	1,068,512
Empty	5,349	42,846	48,195	44,285	130,140	174,425	1,008	11,632	12,640	50,762	184,650	235,412	28.2%	425,777
TOTAL	**91,777**	**89,081**	**180,858**	**297,006**	**331,168**	**628,174**	**11,559**	**13,578**	**25,137**	**400,481**	**433,952**	**834,433**	**100.0%**	**1,494,289**
All Others														
Cargo Bearing	58,756	16,572	75,328	42,111	4,893	47,004	1,121	61	1,182	102,078	21,880	123,958	75.8%	172,604
Empty	598	465	1,063	2,900	34,198	37,098	65	859	924	4,071	35,522	39,593	24.2%	77,951
TOTAL	**59,354**	**17,037**	**76,391**	**45,011**	**39,091**	**84,102**	**1,186**	**920**	**2,106**	**106,149**	**57,402**	**163,551**	**100.0%**	**250,555**
COAST TOTALS														
Cargo Bearing	1,153,239	497,394	1,650,633	4,708,773	2,330,355	7,039,128	234,423	94,885	329,308	6,105,431	2,923,282	9,028,713	70.9%	16,495,805
Empty	20,039	592,077	612,116	262,394	2,607,362	2,869,756	38,717	172,614	211,331	329,700	3,372,483	3,702,183	29.1%	6,850,579
TOTAL	**1,173,278**	**1,089,471**	**2,262,749**	**4,971,167**	**4,937,717**	**9,908,884**	**273,140**	**267,499**	**540,639**	**6,435,131**	**6,295,765**	**12,730,896**	**100.0%**	**23,346,384**
% of Total	**9.2%**	**8.6%**	**17.8%**	**39.0%**	**38.8%**	**77.8%**	**2.1%**	**2.1%**	**4.2%**	**50.5%**	**49.5%**	**100.0%**	**–**	**–**

2019 CONTAINER COUNTS BY LENGTH OF BOX



OVERSTOWS AND REHANDLES

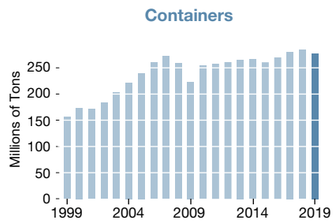
The PMA Tonnage Reporting System provides for reporting container moves that are overstows and rehandles. These are classified as cell-to-cell and cell-dock-cell lifts. A cell-to-cell lift occurs when a container is shifted from one location on a vessel to another location. A cell-dock-cell lift occurs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

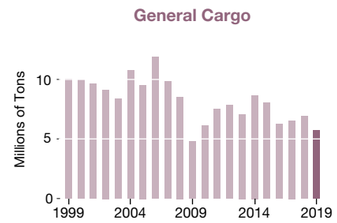
2019	CELL-TO-CELL	CELL-DOCK-CELL
Oakland	0	512
Northern California Total	**–**	**512**
Long Beach	5	11,610
Los Angeles	5	11,820
Southern California Total	**10**	**23,430**
Seattle	2	896
Tacoma	13	7,376
Washington Total	**15**	**8,272**
COAST TOTAL	**25**	**32,214**

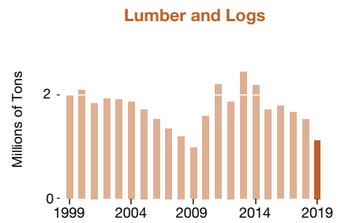
West Coast Waterborne Revenue Tonnage

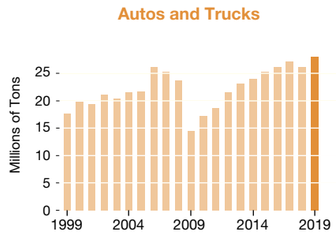
Waterborne revenue tonnage moving through California, Oregon, and Washington Ports since 1999. During this time, containerized cargo has been reported as TEUs and converted to tonnage by multiplying the number of TEUs by 17, based on the supposition that each TEU contains on average 17 revenue tons. 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.

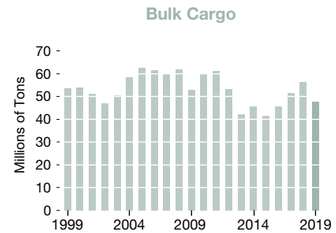
Year	Containers	Percent of Total	General Cargo	Percent of Total	Lumber and Logs	Percent of Total	Autos and Trucks	Percent of Total	Bulk Cargo	Percent of Total	Total Tonnage
1999	156,545,401	65.3%	10,010,412	4.2%	2,005,755	0.8%	17,570,694	7.3%	53,456,900	22.3%	239,589,162
2000	174,037,823	67.0%	9,953,279	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	259,071,381	73.1%	8,532,935	2.4%	1,218,443	0.3%	23,617,421	6.7%	61,988,787	17.5%	354,428,967
2009	223,338,146	75.3%	4,794,494	1.6%	977,126	0.3%	14,404,430	4.9%	52,899,429	17.8%	296,413,625
2010	253,907,002	75.0%	6,127,071	1.8%	1,614,848	0.5%	17,209,194	5.1%	59,901,433	17.7%	338,759,548
2011	257,830,857	74.3%	7,481,472	2.2%	2,201,076	0.6%	18,624,177	5.4%	60,900,976	17.5%	347,038,558
2012	261,278,474	75.6%	7,811,593	2.3%	1,880,366	0.5%	21,537,026	6.2%	53,393,461	15.4%	345,900,920
2013	265,762,513	78.1%	7,089,846	2.1%	2,457,682	0.7%	23,111,593	6.8%	41,979,907	12.3%	340,401,541
2014	266,244,922	76.8%	8,644,263	2.5%	2,215,248	0.6%	23,912,894	6.9%	45,784,337	13.2%	346,801,664
2015	260,444,726	77.3%	8,029,054	2.4%	1,729,530	0.5%	25,293,258	7.5%	41,556,263	12.3%	337,052,831
2016	270,647,293	77.2%	6,423,796	1.8%	1,808,034	0.5%	26,147,015	7.5%	45,493,708	13.0%	350,519,846
2017	281,076,742	76.4%	6,529,383	1.8%	1,693,995	0.5%	27,206,016	7.4%	51,109,495	13.9%	367,615,631
2018	288,677,085	76.0%	6,854,770	1.8%	1,509,876	0.4%	26,480,207	7.0%	56,298,737	14.8%	379,820,675
2019	**278,233,407**	**76.9%**	**5,965,665**	**1.7%**	**1,141,590**	**0.3%**	**28,186,806**	**7.8%**	**48,012,339**	**13.3%**	**361,539,807**

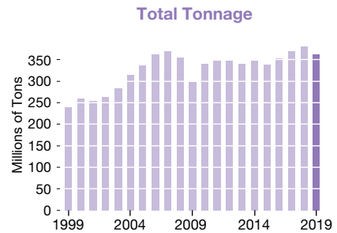












Coast Revenue Tonnage Market Share

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 86.4% of the total coast tonnage in 2019 and 99.0% 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.

	2019		2018		2017		2016		2015	
	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	3,559,111	12.6%	3,552,704	13.4%	3,634,769	13.4%	3,489,912	13.4%	3,653,575	14.4%
Bulk Cargo	9,084,096	18.9%	9,518,648	16.9%	8,612,015	16.9%	7,037,847	15.5%	6,980,352	16.8%
Containerized Cargo	5,230,382	32.0%	5,612,597	33.1%	5,332,811	32.3%	4,969,817	31.2%	5,151,773	33.6%
General Cargo	644,805	10.8%	872,952	12.7%	806,844	12.4%	567,368	8.8%	581,537	7.2%
Logs and Lumber	155,573	13.6%	137,501	9.1%	149,649	8.8%	160,230	8.9%	141,958	8.2%
Port Total:	**102,360,079**	**28.3%**	**109,495,954**	**28.8%**	**103,861,064**	**28.3%**	**95,742,246**	**27.3%**	**98,937,563**	**29.4%**
LOS ANGELES										
Automobiles and Trucks	1,761,017	6.2%	2,079,145	7.9%	3,164,764	11.6%	2,571,894	9.8%	2,251,639	8.9%
Bulk Cargo	1,081,241	2.3%	1,206,626	2.1%	1,096,611	2.1%	892,049	2.0%	1,184,281	2.9%
Containerized Cargo	6,523,602	39.8%	6,692,489	39.4%	6,613,784	40.0%	6,352,573	40.0%	5,837,716	38.1%
General Cargo	1,854,248	31.1%	2,397,721	35.0%	2,424,447	37.1%	2,485,052	38.7%	3,185,438	39.7%
Port Total:	**115,597,740**	**32.0%**	**119,455,805**	**31.5%**	**119,120,150**	**32.4%**	**113,942,736**	**32.5%**	**105,862,530**	**31.4%**
OAKLAND										
Automobiles and Trucks	161,644	0.6%	149,828	0.6%	169,778	0.6%	191,270	0.7%	181,090	0.7%
Containerized Cargo	1,897,379	11.6%	1,857,770	10.9%	1,835,496	11.1%	1,817,377	11.4%	1,695,872	11.1%
General Cargo	22,663	0.4%	41,352	0.6%	15,225	0.2%	13,691	0.2%	9,325	0.1%
Port Total:	**32,439,750**	**9.0%**	**31,773,270**	**8.4%**	**31,388,435**	**8.5%**	**31,100,370**	**8.9%**	**29,020,239**	**8.6%**
PORTLAND										
Automobiles and Trucks	4,357,801	15.5%	4,162,491	15.7%	4,091,938	15.0%	3,639,485	13.9%	3,245,825	12.8%
Bulk Cargo	8,292,619	17.3%	9,248,554	16.4%	8,092,539	15.8%	6,059,105	13.3%	6,192,789	14.9%
Containerized Cargo	30	<0.1%	224	<0.1%	-	0.0%	1,687	<0.1%	16,457	0.1%
General Cargo	10,180	0.2%	3,371	<0.1%	-	0.0%	15,974	0.3%	79,826	1.0%
Port Total:	**12,661,110**	**3.5%**	**13,418,224**	**3.5%**	**12,184,477**	**3.3%**	**9,743,243**	**2.8%**	**9,798,209**	**2.9%**
TACOMA										
Automobiles and Trucks	2,936,258	10.4%	2,327,047	8.8%	2,314,488	8.5%	2,507,904	9.6%	2,670,728	10.6%
Bulk Cargo	2,311,287	4.8%	5,173,547	9.2%	5,327,069	10.4%	5,298,282	11.7%	3,331,035	8.0%
Containerized Cargo	1,500,365	9.2%	1,501,785	8.8%	1,552,022	9.4%	1,750,502	11.0%	1,607,555	10.5%
General Cargo	764,166	12.8%	793,369	11.6%	625,293	9.6%	539,283	8.4%	748,366	9.3%
Logs and Lumber	0	0.0%	0	0.0%	49,080	2.9%	48,780	2.7%	70,855	4.1%
Port Total:	**31,517,916**	**8.7%**	**33,824,308**	**8.9%**	**34,700,304**	**9.4%**	**38,152,783**	**10.9%**	**34,149,419**	**10.1%**
SEATTLE										
Automobiles and Trucks	110,421	0.4%	130,494	0.5%	121,359	0.4%	130,236	0.5%	112,288	0.4%
Bulk Cargo	16,567	<0.1%	30,355	0.1%	19,892	0.0%	21,541	<0.1%	24,843	0.1%
Containerized Cargo	1,045,830	6.4%	1,151,105	6.8%	1,040,843	6.3%	879,198	5.5%	866,743	5.7%
General Cargo	12,420	0.2%	56,031	0.8%	10,143	0.2%	36,141	0.6%	34,387	0.4%
Port Total:	**17,918,518**	**5.0%**	**19,785,665**	**5.2%**	**17,845,725**	**4.9%**	**15,134,284**	**4.3%**	**14,906,149**	**4.4%**
ALL OTHER PORTS										
Automobiles and Trucks	15,300,554	54.3%	14,078,498	53.1%	13,708,920	50.5%	13,616,314	52.1%	13,178,113	52.1%
Bulk Cargo	27,226,529	56.7%	31,121,007	55.3%	27,961,369	54.7%	26,184,884	57.5%	23,842,963	57.4%
Containerized Cargo	169,083	1.0%	165,035	1.0%	158,970	0.9%	149,275	0.9%	144,162	0.9%
General Cargo	2,657,183	44.5%	2,689,974	39.3%	2,647,431	40.5%	2,766,287	43.0%	3,390,175	42.2%
Logs and Lumber	986,017	86.4%	1,372,375	90.9%	1,495,266	88.3%	1,599,024	88.4%	1,516,717	87.7%
Port Total:	**49,044,694**	**13.6%**	**52,067,449**	**13.7%**	**48,515,476**	**13.2%**	**46,704,184**	**13.3%**	**44,378,722**	**13.2%**
COAST TOTALS										
Automobiles and Trucks	28,186,806		26,480,207		27,206,016		26,147,015		25,293,258	
Bulk Cargo	48,012,339		56,298,737		51,109,495		45,493,708		41,556,263	
Containerized Cargo	16,366,671		16,981,005		16,533,926		15,920,429		15,320,278	
General Cargo	5,965,665		6,854,770		6,529,383		6,423,796		8,029,054	
Logs and Lumber	1,141,590		1,509,876		1,693,995		1,808,034		1,729,530	
Coast Total:	**361,539,807**		**379,820,675**		**367,615,631**		**350,519,846**		**337,052,831**	

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**, show 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.

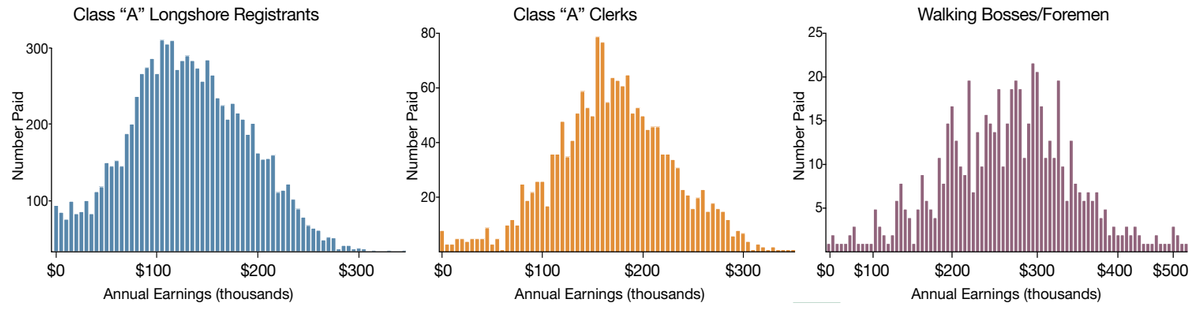
The **Average Earnings** column shows the average earnings for those registrants who were paid hours equal to or greater than the number of hours under the hours heading.

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												
2010	9,200	1,942	94,489	68.3	114,097	47.8	125,639	27.7	140,580	13.1	3,167	158,687
2011	9,652	1,924	96,272	66.5	117,183	46.1	129,392	26.4	145,937	13.4	3,170	162,878
2012	10,198	1,919	98,806	66.7	119,723	44.8	132,946	25.9	150,067	13.0	3,173	167,649
2013	9,985	1,906	101,262	66.1	123,835	44.7	137,253	25.6	155,495	12.9	3,197	174,712
2014	9,747	2,048	112,554	70.9	134,451	52.9	146,517	33.2	162,555	18.1	3,242	180,845
2015*	9,515	2,034	114,973	70.2	138,286	52.6	150,551	33.2	166,867	17.6	3,241	185,510
2016	9,347	1,999	117,029	68.3	142,589	50.6	155,591	31.9	172,986	17.2	3,235	191,589
2017	9,409	2,062	125,143	70.5	150,114	52.9	163,481	34.6	180,495	19.4	3,266	199,236
2018	9,099	2,095	132,145	71.4	157,761	54.9	171,110	36.2	189,050	20.9	3,276	209,150
2019	**8,694**	**2,048**	**$133,779**	**69.4%**	**$162,755**	**52.9%**	**$177,195**	**36.2%**	**$193,976**	**20.2%**	**3,229**	**$215,005**
CLASS "A" CLERKS												
2010	1,681	2,352	120,955	83.9	133,755	71.9	140,453	54.1	149,563	28.9	3,215	165,951
2011	1,669	2,413	127,724	85.3	139,446	73.5	146,162	55.0	156,081	31.1	3,255	172,112
2012	1,637	2,415	131,222	85.7	142,815	73.2	149,800	54.4	160,446	30.9	3,245	175,481
2013	1,653	2,472	137,519	88.2	147,548	75.9	154,842	57.3	165,073	33.9	3,242	180,110
2014	1,574	2,539	146,160	86.8	158,554	76.7	165,202	60.5	175,259	40.9	3,293	188,376
2015*	1,638	2,532	149,842	84.9	165,015	75.6	171,682	59.5	182,615	41.2	3,333	196,189
2016	1,639	2,564	156,054	87.5	169,055	78.9	175,385	61.4	186,864	42.0	3,315	201,055
2017	1,535	2,639	166,449	88.2	178,943	78.9	186,461	64.9	195,889	46.6	3,342	209,555
2018	1,619	2,642	171,619	87.6	185,233	77.9	193,511	63.1	205,139	44.8	3,411	220,450
2019	**1,746**	**2,597**	**$172,632**	**87.4%**	**$186,834**	**77.0%**	**$195,329**	**60.7%**	**$208,449**	**42.1%**	**3,396**	**$225,233**
WALKING BOSSES/FOREMEN												
2010	569	2,813	180,711	92.6	188,850	85.9	194,035	75.0	200,705	57.1	3,331	210,568
2011	637	2,843	185,680	93.1	193,447	86.8	198,260	76.8	204,888	55.4	3,380	217,786
2012	613	2,842	193,892	94.1	200,483	86.1	206,675	73.6	215,095	55.3	3,383	226,064
2013	598	2,883	201,633	93.5	209,293	88.8	213,120	76.3	221,722	57.4	3,404	233,727
2014	574	2,978	215,834	92.9	225,294	88.0	230,003	77.4	238,412	63.1	3,485	248,662
2015*	569	2,850	225,846	91.2	238,726	87.2	243,319	77.0	252,289	59.8	3,365	265,585
2016	551	2,787	237,686	92.2	249,602	85.3	257,557	74.4	268,155	50.3	3,376	289,193
2017	584	2,864	245,840	92.6	257,367	86.8	264,509	76.4	276,143	56.3	3,415	292,744
2018	568	2,946	263,785	94.0	273,816	87.9	281,555	78.9	290,872	61.3	3,434	304,869
2019	**616**	**2,959**	**$267,216**	**94.3%**	**$277,280**	**90.6%**	**$281,873**	**80.8%**	**$291,991**	**60.4%**	**3,452**	**$310,364**

*Data from 2015 have been annualized to 52 weeks to allow comparison with other years. 2015 was a 53-week payroll year.

NUMBER OF REGISTRANTS PAID BY 2019 ANNUAL EARNINGS *(grouped in $5,000 increments)*



Hours and Wage Breakdown

The following data show a breakdown of waterfront hours and wages, in order to better illustrate the manner in which ILWU workers are paid. The tables below show the impact of skill bonuses, shift differentials and overtime pay, which together account for more than 90 percent of all hours being paid at greater than the $43.49 basic rate. Further, pay guarantees ensure that many workers are paid for significantly more than 2,000 hours per year, regardless of whether those hours are all worked.

HOURS AND WAGES BY SHIFT

	HOURS†		WAGES	
	Straight Time	Overtime	TOTAL	Average Hourly Rate‡
1st Shift	13,068,135	6,902,507	$ 1,117,161,889	**$55.94**
2nd Shift	7,764,721	4,178,208	781,285,598	**$65.42**
3rd Shift	274,777	179,219	37,077,756	**$81.67**
TOTAL	**21,107,633**	**11,259,934**	**$ 1,935,525,243**	**$59.80**

HOURS AND WAGES BY CATEGORY

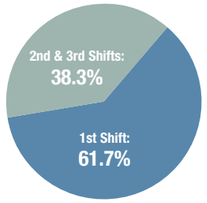
	HOURS†		WAGES	
Longshore	Straight Time	Overtime	TOTAL	Average Hourly Rate‡
Basic Wage	4,181,977	1,637,730	297,337,994	**$51.09**
Skill Wage I	4,265,663	1,879,767	342,262,430	**$55.69**
Skill Wage II	615,097	286,186	52,876,400	**$58.67**
Skill Wage III	3,741,340	2,012,036	357,902,868	**$62.21**
Mechanics*	2,654,138	1,422,797	264,389,144	**$64.85**
Other	1,140,195	846,840	114,966,176	**$57.86**
Total- Longshore	**16,598,410**	**8,085,356**	**$ 1,429,735,012**	**$57.92**
Clerk				
Basic Clerk	165,405	63,390	$ 11,963,836	**$52.29**
Clerk Supervisor	110,520	66,762	10,166,177	**$57.34**
Kitchen/Tower/Computer	2,266,911	1,375,683	218,888,740	**$60.09**
Chief Supervisor & Supercargo	779,820	709,646	95,798,906	**$64.32**
Other	22,213	31,911	3,420,092	**$63.19**
TOTAL- Clerk	**3,344,869**	**2,247,392**	**$ 340,237,751**	**$60.84**
Foreman				
Foremen 30%	1,148,908	909,834	$ 163,016,972	**$79.18**
Other	15,446	17,352	2,535,509	**$77.31**
TOTAL- Foreman	**1,164,354**	**927,186**	**$ 165,552,481**	**$79.15**
TOTAL- ALL CATEGORIES	**21,107,633**	**11,259,934**	**$ 1,935,525,244**	**$59.80**

*Mechanics occupation codes are paid at a rate 20% or 30% above the Longshore Basic Rate.
†Hours paid exclude industry travel pay. ‡The longshore basic rate is $43.49 per hour.

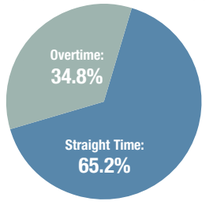
TYPES OF HOURS PAID

As shown in the pie charts, the vast majority of hours are paid at premium rates (overtime, shift differentials and/or skill rates). In fact, fewer than 10 percent of all hours are paid at the basic rate of $43.49.

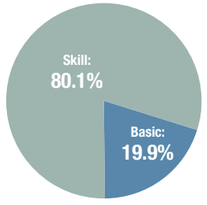
HOURS BY SHIFT



STRAIGHT TIME VS. OVERTIME HOURS



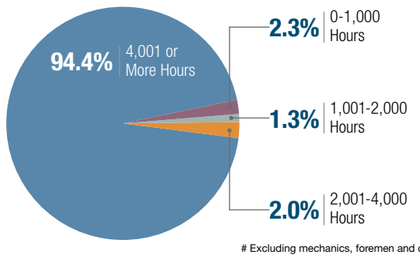
BASIC VS. SKILL HOURS



HOURS PAID BY EXPERIENCE LEVEL

Workers may quickly ascend to the highest experience level; after working a lifetime total of 4,000 hours, workers are then eligible for the highest experience rates on the wage table.

LIFETIME HOURS PAID	TOTAL 2019 HOURS	HOURLY# RATE RANGE
0-1,000	740,927	**$31.34 - $66.65**
1,001-2,000	417,480	**$32.34 - $68.65**
2,001-4,000	637,341	**$34.34 - $72.25**
4,001 and higher	30,571,819	**$43.49 - $88.72**
TOTAL	**32,367,567**	



Excluding mechanics, foremen and cargo penalties, all of which would increase these totals.

How does $43.49 an hour add up to nearly $190,000 a year?

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of $43.49 per hour. In fact, more than 90 percent of all hours paid to registered workers in 2019 were subject to differentials or multipliers that enhance earnings significantly.

For example, 80 percent of all work includes skill bonuses ranging from $2.40 to $5.80 per hour. Evening and nighttime work – which totals 38 percent of all hours paid – is paid at rates of $58 to $79 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of $65 to $89 per hour and accounts for 35 percent of all hours paid. As a result, as shown in the chart above, the effective average rate for all hours paid is nearly $60 per hour.

Many ILWU workers are also paid well more than the 2,000 hours per year that is standard for full-time work. Clerks, steady foremen and steady crane drivers all receive minimum weekly pay guarantees of 50 hours or more. More than 42 percent of the workforce was paid 2,400 or more hours in 2019. ILWU workers also receive an average of more than $7,000 a year in vacation pay, as well as 13 paid holidays.

A review of annual earnings, found on page 61, shows that full-time registered workers (those paid 2,000 hours or more) earn, on average, nearly $190,000 per year. For longshore registrants, the average is $177,195. For clerks, it is $195,329. And for foremen, it is $281,873.

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 2019. These are the hours paid in payroll year 2018. Percent Change from 2018 shows the percent increase or decrease from the previous year.

Job Category	2019	2018	Percent Change from 2018	Percent of Category	Percent Paid to Casuals
LONGSHORE CATEGORIES					
Basic Rate - General	2,005,593	2,046,818	-2.0%	8.1%	16.6%
- Lasher	1,415,375	1,447,996	-2.3%	5.7%	13.2%
- Holdman	1,963,013	2,075,182	-5.4%	7.9%	13.9%
- Auto Driver	435,726	405,041	7.6%	1.8%	42.4%
Skilled Wage I	418,134	447,222	-6.5%	1.7%	5.9%
- Hatch Tender	152,284	161,278	-5.6%	0.6%	3.7%
- Lift Truck Operator	165,432	146,967	12.6%	0.7%	7.2%
- Skilled Holdman	222,743	214,357	3.9%	0.9%	11.9%
- Tractor Driver	5,186,837	5,501,803	-5.7%	21.0%	11.5%
Skilled Wage II	271,214	310,918	-12.8%	1.1%	1.8%
- Crane Operator	181,962	185,943	-2.1%	0.7%	0.1%
- Heavy Lift/Payloader	448,107	468,522	-4.4%	1.8%	1.7%
Skilled Wage III	1,422,185	1,459,336	-2.5%	5.8%	<0.1%
- Crane Gantry/Hammerhead	1,151,774	1,226,971	-6.1%	4.7%	<0.1%
- Top Handler/UTR	2,242,390	2,364,037	-5.1%	9.1%	<0.1%
- Transtainer	762,515	759,450	0.4%	3.1%	0.0%
- Straddle Carrier	174,512	172,760	1.0%	0.7%	0.0%
CFS Agreement Rate	0	0	0.0%	0.0%	0.0%
Miscellaneous Dock - General	90,624	83,019	9.2%	0.4%	8.3%
- Mechanics	4,076,935	4,104,425	-0.7%	16.5%	1.0%
- Gear	530,782	515,390	3.0%	2.1%	0.4%
- Lines	324,921	339,157	-4.2%	1.3%	0.4%
- Sweepers	202,293	207,665	-2.6%	0.8%	1.1%
Joint Dispatch	237,266	237,620	-0.1%	1.0%	<0.1%
Member Company Agmts.	31,248	30,581	2.2%	0.1%	1.9%
Grain/Whse/NonMember Agmts.	569,901	731,468	-22.1%	2.3%	12.0%
Subtotal	**24,683,766**	**25,643,926**	**-3.7%**	**99.9%**	**7.2%**
Travel Time	23,569	24,219	-2.7%	0.1%	
TOTAL LONGSHORE HOURS	**24,707,335**	**25,668,145**	**-3.7%**	**100.0%**	
CLERK CATEGORIES					
Basic Clerk	228,795	231,949	-1.4%	4.1%	15.3%
15% Skilled Wage	177,282	192,396	-7.9%	3.2%	2.2%
25% Skilled Wage	3,642,594	3,852,821	-5.5%	64.7%	1.5%
Chief Supervisor	505,529	501,816	0.7%	9.0%	<0.1%
Supercargo	347,984	357,841	-2.8%	6.2%	0.1%
Vessel Planner	233,379	232,891	0.2%	4.2%	0.0%
Rail/Yard Planner	402,574	396,773	1.5%	7.2%	0.1%
CFS Agreement Clerk	677	748	-9.5%	0.0%	0.0%
Joint Dispatcher	53,447	53,559	-0.2%	1.0%	0.0%
Subtotal	**5,592,261**	**5,820,794**	**-3.9%**	**99.6%**	**1.7%**
Travel Time	25,518	26,483	-3.6%	0.4%	
TOTAL CLERK HOURS	**5,617,779**	**5,847,277**	**-3.9%**	**100.0%**	
FOREMAN CATEGORIES					
Foreman - 30%	2,058,742	2,111,268	-2.5%	97.9%	<0.1%
CFS Agreement Foreman	5,553	5,950	-6.7%	0.3%	0.0%
Joint Dispatcher	27,245	26,791	1.7%	1.3%	0.0%
Subtotal	**2,091,540**	**2,144,009**	**-2.4%**	**99.5%**	**0.0%**
Travel Time	10,010	9,314	7.5%	0.5%	
TOTAL FOREMAN HOURS	**2,101,550**	**2,153,323**	**-2.4%**	**100.0%**	
ALL CATEGORIES					
Subtotal - All Job Categories	**32,367,567**	**33,608,729**	**-3.7%**	**99.8%**	**5.8%**
Travel Time	59,097	60,016	-1.5%	0.2%	
TOTAL HOURS	**32,426,664**	**33,668,745**	**-3.7%**	**100.0%**	

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

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

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/Caterpillar

Skill Wage II

0053 Payloader Over 15 Tons
0055 Lift Truck – Heavy
0080 Bulkloader Operator
0085 Crane Mobile
0087 Crane Shipboard
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/LB Steady Transtainer
0066 LA/LB Whirley/Winch
0067 Hall Crane Rated Equipment – Yard
0083 Transtainer Operator
0084 Crane Container Gantry
0093 Straddle Carrier Operator
0095 Port Packer
0096 LA/LB 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 Directing Supervisor (Computer)
0117 Vessel Clerk Supervisor (Computer)
0118 Rail Clerk Supervisor (Computer)

Chief Supervisor & Supercargo

0104 Supercargo – Bulk/Ship
0105 Supercargo – Other/Ship
0106 Chief Supervisor
0120 Vessel Planner
0122 Rail Planner
0123 Yard Planner

Registered Work Force by Local – 2019

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	7,733	7,331	2,090	14.8	11.8	0.1	$ 135,217	49.4	93.6%	74.5%	56.0%	19.0%
29 San Diego	169	136	1,805	12.8	11.1	0.2	116,342	52.4	93.4	60.3	35.3	11.0
46 Port Hueneme	156	133	1,976	14.7	11.5	0.3	126,018	54.6	94.0	65.4	46.6	18.0
Total	**8,058**	**7,600**	**2,083**	**14.7**	**11.8**	**0.1**	**$ 134,718**	**49.6**	**93.6%**	**74.1%**	**55.5%**	**18.9%**
Northern California												
10 SF Bay Area	1,541	1,251	1,887	13.5	11.0	1.3	$ 122,098	53.4	90.6%	60.6%	43.6%	16.4%
14 Eureka	13	13	707	8.8	9.1	147.0	94,446	55.3	53.8	0.0	0.0	0.0
18 Sacramento	34	33	1,460	12.6	12.0	72.5	113,817	50.2	90.9	30.3	18.2	0.0
54 Stockton	106	103	1,507	13.4	12.1	35.8	105,365	49.7	95.1	35.9	17.5	1.0
Total	**1,694**	**1,400**	**1,838**	**13.4**	**11.1**	**6.8**	**$ 120,415**	**53.1**	**90.6%**	**57.5%**	**40.6%**	**14.7%**
Pacific Northwest: Oregon and Columbia River												
04 Vancouver, WA	190	175	1,795	15.1	11.9	8.2	$ 113,614	47.4	93.7%	59.4%	38.9%	9.7%
08 Portland	336	313	1,665	15.3	11.9	16.9	110,421	50.5	89.8	50.5	33.5	4.5
12 North Bend	25	18	1,803	19.7	11.3	25.8	122,433	57.5	100.0	72.2	22.2	5.6
21 Longview, WA	299	272	1,841	12.6	11.4	3.3	109,361	45.0	87.5	71.0	47.8	9.2
50 Astoria	21	21	1,557	11.9	12.6	48.2	119,448	55.2	85.7	38.1	33.3	0.0
53 Newport	10	9	1,150	17.2	12.3	61.5	104,417	49.8	66.7	22.2	11.1	0.0
Total	**881**	**808**	**1,747**	**14.4**	**11.7**	**11.9**	**$ 111,191**	**48.2**	**89.7%**	**59.2%**	**39.0%**	**7.1%**
Pacific Northwest: Washington												
07 Bellingham	10	8	922	21.6	12.3	101.6	$ 93,385	53.0	75.0%	12.5%	0.0%	0.0%
19 Seattle	911	852	1,758	13.2	10.7	2.5	112,296	49.6	90.1	57.3	37.2	8.9
23 Tacoma	941	842	2,112	14.6	12.0	0.0	136,204	49.1	95.1	72.6	55.0	20.2
24 Aberdeen	43	37	2,446	16.8	11.6	3.3	171,332	53.2	100.0	86.5	67.6	35.1
25 Anacortes	10	7	2,057	12.9	13.0	48.0	147,063	43.4	100.0	71.4	57.1	0.0
27 Port Angeles	13	11	1,417	16.8	12.8	59.0	111,916	56.0	81.8	27.3	27.3	18.2
32 Everett	48	48	1,836	12.8	12.3	19.0	117,546	41.7	91.7	66.7	37.5	8.3
47 Olympia	26	26	1,206	14.4	12.5	81.9	103,208	51.0	84.6	15.4	11.5	0.0
51 Port Gamble	10	10	1,091	14.5	9.4	101.2	105,495	45.3	70.0	10.0	10.0	0.0
Total	**2,012**	**1,841**	**1,920**	**14.0**	**11.4**	**4.4**	**$ 124,436**	**49.2**	**92.4%**	**63.9%**	**45.3%**	**14.4%**
Longshore Total	**12,645**	**11,649**	**2,004**	**14.4**	**11.7**	**2.4**	**$ 129,742**	**49.8**	**92.8%**	**69.4%**	**50.9%**	**16.9%**
CLERKS REGISTRANTS												
29 San Diego	28	28	2,228	18.9	11.8	0.0	$ 145,024	54.8	92.9%	75.0%	60.7%	21.4%
46 Port Hueneme	21	21	2,620	26.7	12.7	0.0	169,106	58.0	95.2	81.0	81.0	47.6
63 LA/LB	1,168	1,153	2,626	23.5	12.2	0.0	176,021	55.5	96.8	87.0	76.9	43.9
14 Eureka	1	1	*	17.0	13.0	0.0	*	69.0	100.0	100.0	100.0	0.0
34 SF Bay Area	242	235	2,413	22.0	12.4	0.3	157,436	55.0	95.7	86.4	72.8	31.1
40 Portland	61	58	2,794	26.7	13.0	0.1	185,804	56.7	100.0	96.6	89.7	53.4
23 Tacoma	135	132	2,675	26.0	12.6	0.0	175,886	53.0	97.7	89.4	80.3	46.2
52 Seattle	122	119	2,572	23.6	12.2	0.0	177,708	55.3	96.6	90.8	79.8	40.3
Clerks Total	**1,778**	**1,747**	**2,597**	**23.5**	**12.3**	**0.0**	**$ 173,350**	**55.3**	**96.7%**	**87.4%**	**77.0%**	**42.1%**
FOREMEN REGISTRANTS												
94 LA/LB	392	388	3,084	26.1	12.9	0.0	$ 280,940	54.9	99.2%	96.1%	93.6%	66.2%
91 SF Bay Area	82	81	2,533	26.1	12.5	3.4	235,020	56.6	93.8	86.4	80.2	42.0
92 Portland	45	45	2,770	28.9	13.0	4.5	239,729	54.9	97.8	95.6	91.1	48.9
98 Seattle	102	102	2,908	28.1	12.7	0.3	261,544	55.4	97.1	93.1	87.3	57.8
Foremen Total	**621**	**616**	**2,959**	**26.6**	**12.8**	**0.8**	**$ 268,680**	**55.2**	**98.1%**	**94.3%**	**90.6%**	**60.4%**

*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.

2019 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 active employees with at least 1,600 qualifying hours. Payments made to 16 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 2018 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 2018 shows the percent change of 2019 PGP paid from 2018.

% 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.

Local	VACATIONS PAID: No. of Vacations	Average No. of Weeks	Average Payment	Total Payments	PAY GUARANTEE PAID: No. Receiving Any PGP	Total PGP	% Change From 2018	% of Coast	Average Payment
LONGSHORE REGISTRANTS									
Southern California									
13 LA/LB	7,424	3.1	$ 6,223	$ 42,969,720	576	$ 227,938	306.7%	2.4%	$ 396
29 San Diego	156	2.7	5,869	787,991	22	12,530	144.0	0.1	570
46 Port Hueneme	146	3.1	6,765	828,259	32	14,517	463.3	0.2	454
Total	**7,726**	**3.1**	**$ 6,226**	**$ 44,585,970**	**630**	**$ 254,985**	**299.9%**	**2.6%**	**$ 405**
Northern California									
10 SF Bay Area	1,214	2.9	$ 6,369	$ 6,663,825	250	$ 505,894	1,348.5%	5.2%	$ 2,024
14 Eureka	11	2.3	0	42,026	13	638,900	15.6	6.6	49,146
18 Sacramento	34	2.8	6,991	181,472	31	742,336	10.4	7.7	23,946
54 Stockton	108	2.7	6,529	552,469	97	1,216,263	62.4	12.6	12,539
Total	**1,367**	**2.9**	**$ 6,385**	**$ 7,439,792**	**391**	**$ 3,103,393**	**54.5%**	**32.1%**	**$ 7,937**
Pacific Northwest: Oregon and Columbia River									
4 Vancouver, WA	175	3.2	$ 6,581	$ 1,033,626	135	$ 495,567	-19.8%	5.1%	$ 3,671
8 Portland	333	3.3	6,260	1,945,251	264	1,891,299	139.4	19.6	7,164
12 North Bend	20	4.7	8,408	167,218	18	158,327	23.4	1.6	8,796
21 Longview, WA	254	2.8	5,365	1,295,373	106	299,447	493.1	3.1	2,825
50 Astoria	24	2.4	4,438	98,493	20	348,933	67.2	3.6	17,447
53 Newport	9	3.4	5,737	55,184	9	187,742	50.0	1.9	20,860
Total	**815**	**3.1**	**$ 6,004**	**$ 4,595,145**	**552**	**$ 3,381,315**	**76.1%**	**35.0%**	**$ 6,126**
Pacific Northwest: Washington									
7 Bellingham	10	4.4	$ –	$ 72,140	8	$ 265,627	-5.8%	2.7%	$ 33,203
19 Seattle	813	3.0	6,210	4,434,543	429	900,226	59.2	9.3	2,098
23 Tacoma	886	3.0	6,340	5,013,640	11	1,996	78.2	<0.1	181
24 Aberdeen	39	3.4	6,800	246,046	26	39,304	38.6	0.4	1,512
25 Anacortes	9	3.0	5,814	46,049	7	114,824	-19.6	1.2	16,403
27 Port Angeles	14	3.4	6,783	80,439	10	229,143	-0.5	2.4	22,914
32 Everett	49	2.8	5,284	246,446	44	317,742	-10.5	3.3	7,221
47 Olympia	30	2.9	4,425	157,942	25	720,296	6.6	7.5	28,812
51 Port Gamble	10	2.9	3,886	49,742	10	334,899	31.7	3.5	33,490
Total	**1,860**	**3.0**	**$ 6,255**	**$ 10,346,987**	**570**	**$ 2,924,057**	**15.3%**	**30.3%**	**$ 5,130**
Longshore Total	**11,768**	**3.0**	**$ 6,232**	**$ 66,967,894**	**2,143**	**$ 9,663,750**	**48.0%**	**100.0%**	**$ 4,509**
CLERKS REGISTRANTS									
29 San Diego	19	4.1	$ 8,576	$ 152,823					
46 Port Hueneme	19	5.4	10,802	201,938					
63 LA/LB	1,125	4.6	9,492	10,159,026					
14 Eureka	1	3.0	*	*					
34 SF Bay Area	217	4.4	8,904	1,879,696					
40 Portland	59	5.2	10,542	619,867					
23 Tacoma	118	5.3	10,297	1,228,916					
52 Seattle	115	4.9	10,061	1,094,210					
Clerk Total	**1,673**	**4.7**	**$ 9,556**	**$ 15,336,476**					
FOREMEN REGISTRANTS									
94 LA/LB	356	5.0	$ 13,100	$ 4,471,658					
91 SF Bay Area	81	4.9	12,924	1,026,931					
92 Portland	50	5.5	14,151	651,763					
98 Seattle	100	5.4	14,210	1,350,841					
Foremen Total	**587**	**5.1**	**$ 13,351**	**$ 7,501,193**					
COAST TOTAL	**14,028**	**3.3**	**$ 7,046**	**$ 89,805,563**					

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

LONGSHORE PGP PAYMENTS BY AREA

AREA

Year	Southern California	Northern California	Oregon	Washington
2015	$ 124,309	$ 1,075,252	$ 3,012,865	$ 2,108,104
2016	$ 174,131	$ 2,318,822	$ 4,428,081	$ 5,047,167
2017	$ 86,362	$ 1,969,130	$ 3,133,510	$ 3,489,232
2018	$ 63,756	$ 2,009,152	$ 1,920,628	$ 2,535,056
2019	**$ 254,985**	**$ 3,103,393**	**$ 3,381,315**	**$ 2,924,057**

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 Port Labor Relations Committee employees and other miscellaneous workers.

Year	Southern California	Northern California	Oregon	Washington	Total
2009	808,300,808	144,265,249	92,220,479	204,186,280	1,248,974,827
2010	905,911,143	155,696,009	107,617,287	226,382,869	1,395,607,308
2011	930,569,725	171,171,986	120,375,276	232,379,272	1,454,496,260
2012	986,744,832	177,298,570	113,674,225	259,861,241	1,537,578,868
2013	1,022,540,577	188,749,798	104,223,553	253,529,273	1,569,043,202
2014	1,192,187,058	195,667,442	111,167,960	268,705,584	1,767,728,044
2015	1,301,088,979	213,019,912	112,807,107	294,158,684	1,921,074,681
2016	1,278,431,800	213,866,138	109,398,277	290,220,941	1,891,917,156
2017	1,403,871,115	224,314,644	116,080,546	296,431,598	2,040,697,904
2018	1,482,684,001	237,293,257	120,919,588	320,706,674	2,161,603,520
2019	**$ 1,463,334,950**	**$ 250,105,560**	**$ 118,368,846**	**$ 331,514,229**	**$ 2,163,323,585**

PMA also collects and transfers employer contributions to the Federal Insurance Contributions Act (FICA) accounts and State Unemployment Insurance (SUI) accounts on these payrolls. In 2019, employer FICA taxes paid were $132,887,386 and SUI taxes paid were $50,900,751.

Assessment Rates 2019/2020

		Other Assessments					
Payroll Hour Rate	**Benefits Plans**	**CFS Program**	**401(k)**	**Marine Clerk Work Opportunity**	**LA/LB Crane Board Make Whole**	**PMA Cargo Dues**	**Total**
L/S and Clerk	$33.86		$0.92			$0.96	$35.74
Walking Boss	$33.86		$2.48			$0.96	$37.30
Steady Walking Boss & Foremen	$39.43		$2.89			$1.12	$43.44
Offshore and Intercoastal Tonnage Rates							
Containers - LA/LB RUs (TEUs)	$28.11	$0.09	$0.13	$0.02	$5.56	$33.91	
Containers - Other Ports RUs (TEUs)	$28.11	$0.09	$0.13		$5.56	$33.89	
General Cargo	$1.653				$0.327	$1.980	
Lumber and Logs	$1.653				$0.327	$1.980	
Autos and trucks	$0.134				$0.327	$0.461	
Bulk Cargo	$0.033				$0.007	$0.040	
Coastwise and Inbound from British Columbia*							
Containers - LA/LB RUs (TEUs)	$19.84	$0.06	$0.09	$0.01	$5.56	$25.56	
Containers - Other Ports RUs (TEUs)	$19.84	$0.06	$0.09		$5.56	$25.55	
General Cargo	$0.682				$0.327	$1.009	
Lumber and Logs	$0.682				$0.327	$1.009	
Autos and trucks	$0.055				$0.327	$0.382	
Bulk Cargo	$0.013				$0.007	$0.020	

*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:	2019	2018	2017	2016	2015	2014
Contributions						
Employee	**$ 108,960,961**	$ 99,178,979	$ 92,904,748	$ 84,086,079	$ 78,239,550	$ 70,704,884
Employer	**30,925,613**	29,854,579	29,046,528	28,930,605	28,373,052	28,972,172
Total Contributions	**$ 139,886,574**	$ 129,033,558	$ 121,951,276	$ 113,016,684	$ 106,612,602	$ 99,677,056
Investment Income						
Net realized/unrealized appreciation	**$ 68,171,441**	$ 87,393,093	$ 166,964,218	$ (74,257,226)	$ (7,947,829)	$ 144,137,684
Interest and Dividends	**43,511,422**	90,070,282	55,380,670	64,944,209	72,131,636	56,093,541
Less: Investment Expense	**–**	**–**	(44,141)	–	(86,422)	(298,477)
Total Additions	**$ 251,569,437**	$ 306,496,933	$ 344,252,023	$ 103,703,667	$ 170,709,987	$ 299,609,804
Distributions						
Distributions to participants	**(119,605,065)**	(98,131,823)	(92,755,798)	(82,550,668)	(84,594,289)	(66,326,545)
Net Change	**$ 131,964,372**	$ 208,365,110	$ 251,496,225	$ 21,152,999	$ 86,115,698	$ 233,283,259
Net Assets available for Benefits						
Beginning of year	**2,042,204,508**	1,833,839,398	1,582,343,173	1,561,190,174	1,475,074,476	1,241,791,217
End of year	**$2,174,168,880**	$2,042,204,508	$ 1,833,839,398	$ 1,582,343,173	$ 1,561,190,174	$ 1,475,074,476

Pension Benefits

CHANGES IN NET ASSETS AVAILABLE FOR PENSION BENEFITS

The data in the table below are obtained from annual audited financial statements of the ILWU-PMA Pension Plan which are prepared on the accrual basis of accounting. The Plan year ends June 30.

For Plan Year Ended June 30:	2019	2018	2017	2016	2015	2014
Benefits Paid and Expenses						
Pensions paid	**$ 382,770,256**	$ 370,266,198	$ 359,523,524	$ 345,141,002	$ 332,272,776	$ 326,283,069
Administrative expenses	**7,296,972**	8,275,948	7,097,014	7,204,501	6,130,759	6,388,537
Total Deductions	**$ 390,067,228**	$ 378,542,146	$ 366,620,538	$ 352,345,503	$ 338,403,535	$ 332,671,606
Investment Income and Employer Contributions						
Net appreciation of fair value of investments	**$ 266,330,056**	$ 338,038,855	$ 509,393,834	$ (85,740,261)	$ 72,162,853	$ 510,272,688
Interest	**26,922,354**	21,826,028	17,954,371	16,370,129	15,834,497	15,089,587
Dividends from investments	**87,657,308**	74,604,281	76,394,246	58,768,496	55,539,098	52,294,885
Less investment expense	**(8,048,763)**	(7,982,824)	(8,174,356)	(8,345,354)	(5,477,489)	(5,612,128)
Total Income Gain (Loss)	**$ 372,860,955**	$ 426,486,340	$ 595,568,095	$ (18,946,990)	$ 138,058,959	$ 572,045,032
Contributions from Employers	**607,723,180**	609,745,037	611,279,468	557,846,818	539,999,599	533,467,537
Other Income	**1,555,717**	1,013,049	1,034,696	746,865	970,216	727,048
Total Additions	**$ 982,139,852**	$ 1,037,244,426	$ 1,207,882,259	$ 539,646,693	$ 679,028,774	$ 1,106,239,617
Net Increase	**592,072,624**	658,702,280	841,261,721	187,301,190	340,625,239	773,568,011
Net Assets Available for Benefits: Beg. of Year	**$ 6,261,133,133**	$ 5,602,430,852	$ 4,761,169,131	$ 4,573,867,941	$ 4,233,242,702	$ 3,459,674,691
End of Year	**$ 6,853,205,757**	$ 6,261,133,132	$ 5,602,430,852	$ 4,761,169,131	$ 4,573,867,941	$ 4,233,242,702

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 its 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:	2019	2018	2017	2016	2015	2014
Retired Participants & Beneficiaries	**$ 3,206,250,359**	$ 3,215,832,788	$ 3,138,630,504	$ 3,014,662,573	$ 2,910,945,065	$ 2,764,559,277
Inactive Vested	**23,455,536**	21,280,775	18,988,335	16,846,484	16,170,144	14,646,193
Active Vested Employees	**2,661,478,024**	2,567,039,982	2,375,650,390	2,167,004,834	2,070,275,394	1,777,422,211
Total Present Value Vested Liabilities	**$ 5,891,183,919**	$ 5,804,153,545	$ 5,533,269,229	$ 5,198,513,891	$ 4,997,390,603	$ 4,556,627,681
Actuarial Value of Assets	**$ 6,864,617,313**	$ 6,228,785,199	$ 5,651,600,468	$ 5,046,274,566	$ 4,510,609,528	$ 3,966,433,764
Unfunded Vested Benefits Liability	**$ –**	$ –	$ –	$ 152,239,325	$ 486,781,075	$ 590,193,917

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:	2019	2018	2017	2016	2015	2014
Actuarial Value of Assets	**$ 6,864,617,313**	$ 6,228,785,199	$ 5,651,600,468	$ 5,046,274,566	$ 4,510,609,528	$ 3,966,433,764
Actuarial Liability:						
Pensioners/Survivors	**3,265,039,741**	3,101,462,542	3,160,024,559	3,058,742,453	2,951,554,705	2,850,062,521
Inactive Vested	**23,754,874**	20,959,549	19,071,017	16,952,975	16,261,332	15,658,273
Active Employees	**3,822,807,194**	3,526,982,208	3,379,133,694	3,203,495,763	2,899,272,219	2,819,182,022
Total Actuarial Liability	**$ 7,111,601,809**	$ 6,649,404,299	$ 6,558,229,270	$ 6,279,191,191	$ 5,867,088,256	$ 5,684,902,816
Unfunded Actuarial Accrued Liability	**$ 246,984,496**	$ 420,619,100	$ 906,628,802	$ 1,232,916,625	$ 1,356,478,728	$ 1,718,469,052

Welfare Benefits

CHANGES IN NET ASSETS AVAILABLE FOR WELFARE BENEFITS

For Plan Year Ended June 30:	2019	2018	2017	2016	2015	2014
Investment Income	**$ 143,366**	$ 60,437	$ 61,235	$ 51,437	$ 44,478	$ 76,566
Contributions:						
Employers	**790,691,376**	715,778,035	675,403,215	731,709,936	$ 657,558,826	$ 606,953,184
Employees	**12,598,166**	13,076,067	13,024,859	14,066,840	13,180,484	11,329,574
WILSP/Union	**–**	–	–	–	–	–
COBRA/self-pay contribution	**43,349**	54,104	121,455	55,708	91,973	86,914
Total contributions	**$ 803,332,891**	$ 728,908,206	$ 688,549,529	$ 745,832,484	$ 670,831,283	$ 618,369,672
Other Income	**6,608,483**	9,607,863	49,840,791	9,259,530	5,396,513	5,731,586
Total additions	**$ 810,084,740**	$ 738,576,506	$ 738,451,555	$ 755,143,451	$ 676,272,274	$ 624,177,824
Deductions:						
Benefits paid	**$ 743,272,080**	$ 690,659,112	$ 685,137,053	$ 713,084,002	$ 605,554,197	$ 601,620,389
Administrative expenses	**49,289,801**	52,359,627	47,702,098	41,741,689	42,858,542	43,562,773
Total deductions	**$ 792,561,881**	$ 743,018,739	$ 732,839,151	$ 754,825,691	$ 648,412,739	$ 645,183,162
Net increase (decrease)	**$ 17,522,859**	$ (4,442,233)	$ 5,612,404	$ 317,760	$ 27,859,535	$ (21,005,338)
Net assets available for benefits:						
Beginning of year	**$ 178,532,183**	$ 182,974,416	$ 177,362,012	$ 177,044,252	$ 149,184,717	$ 170,190,055
End of year	**$ 196,055,042**	$ 178,532,183	$ 182,974,416	$ 177,362,012	$ 177,044,252	$ 149,184,717

COSTS OF WELFARE BENEFITS PAID CATEGORIZED BY TYPE OF BENEFIT

For Plan Year Ended June 30:	2019	2018	2017	2016	2015	2014
Health Maintenance Organizations						
Hospital, medical, surgery, vision and prescription drugs	**$ 130,734,009**	$ 117,915,071	$ 123,695,514	$ 110,693,406	$ 100,037,623	$ 103,203,300
PPO and Indemnity Plan						
Hospital, medical, surgical	**$ 343,690,630**	$ 331,910,684	$ 301,254,744	$ 291,610,614	$ 286,536,469	$ 296,053,267
Prescription drug program	**158,231,099**	138,008,660	160,583,322	212,612,674	125,335,301	108,973,503
Vision service plan	**7,521,342**	7,402,889	7,317,858	6,775,156	6,408,181	5,681,729
Vision supplement (frames, contacts)	**–**	–	–	–	–	–
Diabetic durable equipment	**–**	–	–	–	–	–
Subtotal	**$ 509,443,071**	$ 477,322,233	$ 469,155,924	$ 510,998,444	$ 418,279,951	$ 410,708,499
Medicare Part B Reimbursements						
Medicare premiums reimbursements	**$ 15,933,804**	$ 14,771,772	$ 12,995,647	$ 12,440,335	$ 12,302,262	$ 12,251,891
Dental Programs: HMO and PPO Participants						
Dental services - adults	**$ 43,504,657**	$ 40,766,514	$ 39,619,096	$ 40,445,969	$ 36,674,976	$ 36,194,160
Dental services - children	**10,913,848**	10,425,968	9,564,668	11,080,053	10,026,853	10,499,601
Subtotal	**$ 54,418,505**	$ 51,192,482	$ 49,183,764	$ 51,526,022	$ 46,701,829	$ 46,693,761
Other Programs for Eligible Participants						
Life insurance, AD&D	**$ 5,005,109**	$ 4,704,263	$ 4,644,910	$ 3,819,313	$ 5,407,570	$ 4,632,798
Chiropractic	**9,095,243**	7,632,640	7,739,521	5,499,171	5,008,673	6,247,573
Social security supplement	**469,665**	574,363	432,734	378,946	577,810	631,575
Alcoholism/Drug Recovery Program	**4,884,744**	5,105,665	5,119,373	6,261,474	6,034,620	6,002,308
Hearing aids	**2,875,828**	2,432,626	2,175,871	2,281,219	2,069,378	2,017,632
Subsequent prosthetic device	**111,224**	57,142	385,963	321,490	100,897	158,668
Subtotal	**$ 22,441,813**	$ 20,506,699	$ 20,498,372	$ 18,561,613	$ 19,198,948	$ 19,690,554
Non-Industrial Disability Supplement (NIDS)						
For those receiving CSDI (CA)	**$ 3,396,499**	$ 3,361,308	$ 3,656,682	$ 3,460,390	$ 3,724,079	$ 3,931,601
CSDI Supplement	**–**	–	–	–	–	–
Weekly Indemnity & NIDS (OR & WA)	**6,904,379**	5,589,547	5,862,544	5,226,321	5,118,657	4,933,504
Subtotal	**$ 10,300,878**	$ 8,950,855	$ 9,519,226	$ 8,686,711	$ 8,842,736	$ 8,865,105
Subsidy Benefits for Certain Pre-7/1/75 Widows						
WILSP subsidy payments	**–**	–	$ 88,606	$ 177,471	$ 190,848	$ 207,279
TOTAL BENEFITS	**$ 743,272,080**	$ 690,659,112	$ 685,137,053	$ 713,084,002	$ 605,554,197	$ 601,620,389
Reconciliation to Form 5500 (accrual)	**(6,949,158)**	(14,897,311)	23,221,032	(12,919,156)	11,972,456	(25,781,833)
Reconciliation to Form 5500 for reclassifications of expenses	**–**	–	–	–	–	–
TOTAL BENEFITS AFTER RECONCILIATION	**$ 736,322,922**	$ 675,761,801	$ 708,358,085	$ 700,164,846	$ 617,526,653	$ 575,838,556

Accident Prevention Data

GENERAL SAFETY TRAINING:

A 29-YEAR HISTORY ON THE WATERFRONT

THROUGH 12/31/2019

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	12,733
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
2009	5,388	24,615
GST		
2010	8,593	8,593
2011	7,572	16,165
2012	10,746	26,911
GST VIII – Safety Doesn't Just Happen		
2013	7,693	7,693
2014	6,775	14,468
2015	6,111	20,579
2016	6,338	26,917
2017	6,843	33,760
2018	7,002	40,762
2019	**8,850**	**49,612**

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.

The information shown in the tables on this page is summarized from injury and illness reports submitted to PMA in 2019.

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
1999	8.67	6.64	13.70	12.60	11.20
2000	7.20	5.68	9.81	10.70	10.70
2001	8.40	6.60	13.30	9.64	12.60
2002	8.50	6.49	14.10	11.20	13.30
2003	7.50	6.00	10.50	10.00	11.90
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	5.13	10.69	6.79	9.32
2007	5.92	4.67	10.90	6.34	8.06
2008	5.92	5.00	9.49	7.38	6.81
2009	7.57	6.73	10.63	8.09	8.59
2010	5.81	4.96	8.32	7.56	6.78
2011	5.43	4.57	7.52	8.11	6.02
2012	5.46	4.53	8.22	9.37	5.48
2013	5.01	3.84	6.33	8.42	7.64
2014	4.81	3.72	6.32	8.17	7.76
2015	4.13	2.68	7.19	10.92	7.33
2016	4.14	2.98	6.67	8.48	6.89
2017	3.93	2.99	5.50	7.22	6.85
2018	3.46	2.78	4.84	5.47	5.33
2019	**3.20**	**2.29**	**4.22**	**10.00**	**5.02**

LOST TIME 'TOP TENS' FOR 2019

Most Injured Longshore Occupations		Cause of Most Injuries		Most Injured Body Part		Coast Incidence Rate by Longshore Occupation		Coast Incidence Rate by Category	
Semi-Tractor	89	Strained	126	Multiple Body Parts	152	Auto Driver	9.48	Longshore	3.69
Lasher	72	Slip	68	Knee	47	Crane, Cont Gantry	1.45	Clerk	1.25
Mechanic, ILWU	49	Struck By	35	Back	44	Dockman	5.71	Foreman/Walking Boss	3.01
Holdman	45	Trip	31	Shoulder	43	Gearman	1.66		
Dockman	45	Struck by Other Vehicle	23	Fingers	26	Holdman	4.15		
Auto Driver	21	Twisted	22	Ankle	21	Lasher	10.29		
Linesman	14	Struck Against	18	Head	21	Linesman	10.50		
Top Handler/Side Pick	11	Bounced in Vehicle	17	Leg	15	Mechanic, ILWU	2.36		
Lift Truck Basic/Heavy	9	Struck by 2 Vehicles	14	Hand	13	Semi-Tractor	3.51		
Crane, Cont Gantry	8	Pinched	9	Neck	9	Top Handler/Side Pick	1.06		

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 3-year re-evaluation records.

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.

	2019	2018	2017	2016	2015
Crane / Crane Simulator					
Container Gantry Crane (Sim)	**181**	131	81	91	120
RTG Crane – Transtainer	**113**	98	89	85	160
Ship Gantry Crane (Sim)	**1**	1	4	–	1
Ship Gantry Crane (Fam)	**–**	–	–	6	–
Ship Pedestal Crane (Sim) (Winch)	**17**	20	19	25	23
Mobile Crane (Mobile Cr Light)	**49**	10	36	11	–
Ship Unloader, Bulk Crane	**–**	1	–	2	–
Dock Whirley Crane	**–**	–	–	–	–
Subtotal	**361**	261	229	220	304
Percent of Total	**<1%**	1%	1%	1%	2%
Skill Equipment / PIT					
Forklift	**13,140**	1,218	855	1108	877
Semi-Tractor	**17,375**	1,436	907	321	285
Container Handling Equipment (CHE) (Log Loader)	**7,848**	747	505	416	1107
Straddle Carrier	**405**	28	49	37	37
Excavator	**44**	11	3	–	–
Bulk Loader (Bucket)	**–**	–	–	–	–
Bulldozer (Front Loader) (Loci)	**390**	59	2	10	19
Subtotal	**39,202**	3,499	2,321	1,892	2,325
Percent of Total	**54%**	13%	15%	12%	15%
Job Specific / Promotions					
Basic Marine Clerk	**222**	134	22	134	103
Clerk Computer Gate (Yard)	**189**	94	6	133	52
Supercargo	**3**	6	–	–	20
Vessel Planner	**3**	7	3	3	1
Walking Boss Orientation	**77**	19	86	62	–
Powered Gangway	**32**	11	–	–	9
Walking Boss Seminar	**480**	102	462	273	346
Watchman (Security Awareness)	**212**	38	505	40	70
Holdman	**12**	–	–	–	1
Cutting & Grinding	**–**	–	5	10	–
Watchman Reefer	**79**	1	76	50	–
Watchman Screener	**–**	–	66	27	–
Mechanic (General) (Crane) (Medium Voltage)	**230**	115	295	–	62
Gearman	**–**	–	–	–	–
Subtotal	**1,539**	527	1,526	732	664
Percent of Total	**2%**	2%	9%	5%	4%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	**9,068**	7,360	6,843	6,338	6,109
Diversity, Employee & Supervisor	**2,377**	1,404	160	1,884	313
Standard First Aid / CPR	**1,225**	310	218	746	373
Lashing	**608**	127	26	23	249
Ammo Handling Safety	**940**	669	839	532	785
Vessel Rigging	**18**	17	14	6	4
Basic Casual Safety (LS Entry)	**746**	310	–	–	–
Instructor (Train-the-Trainer)	**–**	–	–	–	–
Subtotal	**14,982**	10,197	8,100	9,529	7,833
Percent of Total	**21%**	36%	50%	62%	50%
Testing					
Strength & Agility (Schd Practice)	**554**	570	86	564	813
Clerk Cognitive	**2,232**	1,593	760	467	432
Clerk Keyboard	**2,914**	2,224	748	122	696
Physical Exam (Pre-employment)	**4,810**	3,848	802	863	737
Drug & Alcohol Screen (Pre-employment)	**4,642**	3,792	772	1,030	1,635
Lashing Test	**1,716**	1,543	776	60	209
Subtotal	**16,868**	13,570	3,944	3,106	4,522
Percent of Total	**23%**	48%	25%	20%	29%
TOTAL	**72,952**	28,054	16,120	15,479	15,648
EXPENDITURE*	**$43,004,852**	$31,411,738	$21,467,494	$22,561,339	$20,908,142

*Certain costs of training are not included.

Coast Hours and Tonnage

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

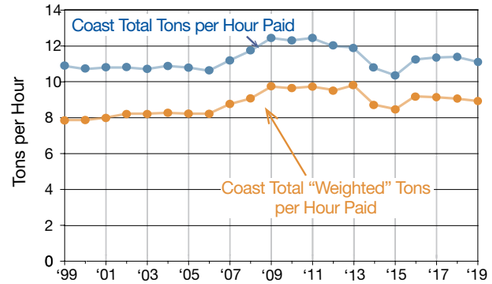
The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The "Total Tonnage" data for each port table shown in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

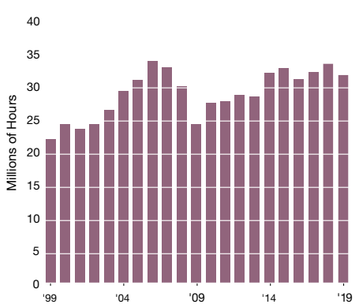


Total Hours have been annualized for 2004, 2009 and 2015, since these years have 53 payroll weeks, for the calculations of Coast Total Tons per Hour Paid and Coast "Weighted" Tons per Hour Paid.

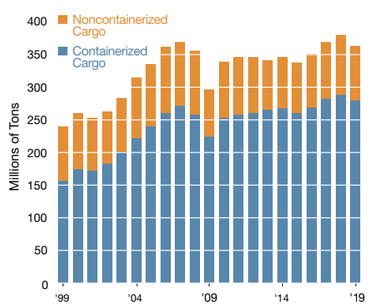
Total "Weighted" Tonnage

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.

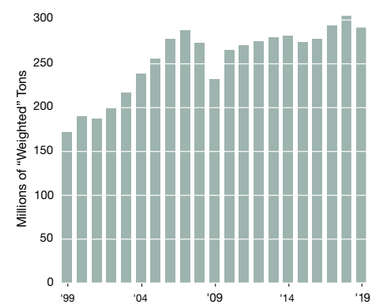
Coast Total Hours Paid
1999-2019



Coast Total Tonnage
1999-2019



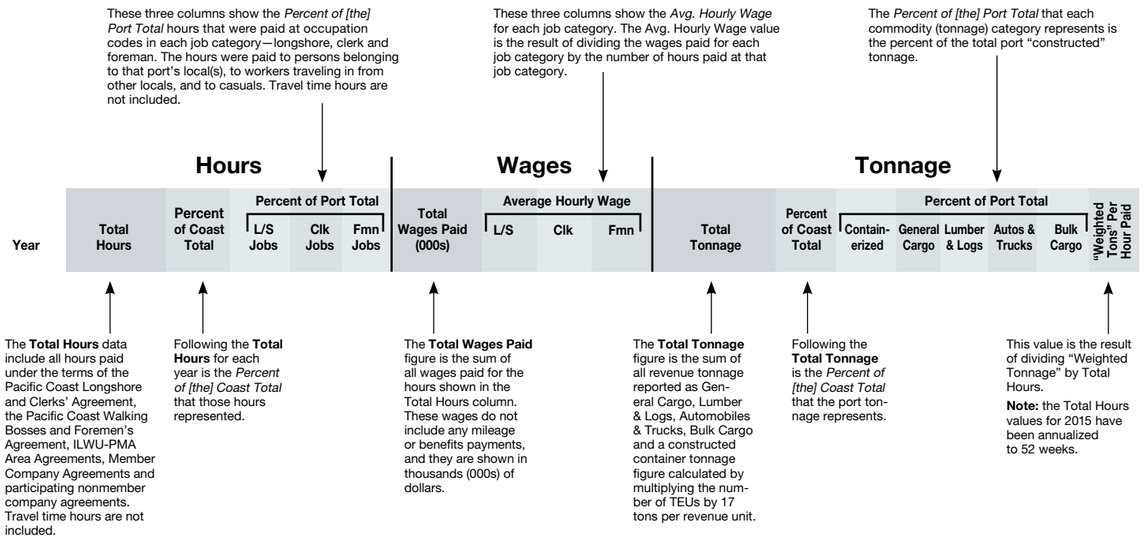
Coast Total Weighted Tons
1999-2019



"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.



Yang Ming *YM Utility* enters the Port of Los Angeles.

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	Tonnage: "Weighted Tons" Per Hour Paid
Southern California																	
San Diego																	
2014	378,480	1.2%	73.4%	17.6%	8.9%	$18,089	$45.81	$46.89	$65.88	5,358,379	1.5%	18.4%	2.2%	–	75.7%	3.7%	4.71
2015	420,482	1.3%	73.8%	16.8%	9.4%	$20,767	$47.29	$48.29	$67.82	5,590,623	1.7%	18.9%	2.6%	–	76.3%	2.2%	4.65
2016	425,046	1.4%	73.2%	17.3%	9.5%	$21,738	$48.82	$50.60	$70.07	5,999,166	1.7%	20.3%	1.8%	–	76.0%	1.9%	4.91
2017	422,327	1.3%	73.4%	16.8%	9.8%	$22,260	$50.22	$51.75	$72.86	5,193,483	1.4%	22.1%	2.1%	–	74.0%	1.8%	4.50
2018	451,534	1.3%	73.3%	17.0%	9.7%	$24,730	$52.38	$53.38	$75.87	5,385,919	1.4%	22.5%	2.8%	–	72.4%	2.3%	4.47
2019	477,282	1.5%	73.5%	16.9%	9.6%	$26,796	$53.52	$55.03	$78.29	5,333,253	1.5%	24.2%	3.1%	–	68.9%	3.8%	4.35
Los Angeles/Long Beach																	
2014	21,005,902	65.5%	75.5%	18.5%	6.1%	$1,078,073	$49.54	$53.07	$68.18	210,440,357	60.7%	90.8%	1.9%	0.1%	2.4%	4.8%	9.34
2015	21,534,657	65.5%	75.0%	19.2%	5.8%	$1,127,096	$50.62	$53.99	$69.12	204,834,484	60.7%	91.2%	1.8%	0.1%	2.9%	4.0%	9.08
2016	20,337,641	65.3%	75.7%	18.5%	5.8%	$1,110,956	$52.97	$56.07	$71.78	209,571,504	59.9%	91.7%	1.5%	0.1%	2.9%	3.8%	9.67
2017	21,605,771	66.3%	75.8%	18.3%	5.9%	$1,222,545	$54.84	$58.09	$74.38	222,979,854	60.6%	91.1%	1.4%	0.1%	3.0%	4.4%	9.62
2018	22,138,666	65.9%	76.1%	18.0%	5.9%	$1,296,913	$56.83	$59.92	$77.14	228,952,303	60.2%	91.3%	1.4%	0.1%	2.5%	4.7%	9.65
2019	20,855,875	64.4%	76.2%	18.0%	5.8%	$1,263,940	$58.98	$61.47	$79.21	217,957,819	60.3%	91.7%	1.1%	0.1%	2.4%	4.7%	9.76
Port Hueneme																	
2014	473,873	1.5%	77.2%	17.5%	5.3%	$21,928	$44.45	$48.29	$66.39	5,240,106	1.5%	18.2%	11.2%	–	67.6%	3.0%	4.50
2015	563,529	1.7%	76.9%	17.6%	5.5%	$26,872	$45.81	$49.52	$67.86	5,774,378	1.7%	18.0%	10.0%	–	68.7%	3.3%	4.13
2016	475,865	1.5%	72.6%	17.9%	9.5%	$23,861	$47.41	$51.15	$68.98	5,380,996	1.5%	19.2%	9.0%	–	68.0%	3.8%	4.48
2017	518,517	1.6%	73.5%	17.1%	9.4%	$26,877	$49.15	$52.48	$71.61	5,910,638	1.6%	21.0%	8.5%	–	67.1%	3.4%	4.65
2018	526,375	1.6%	73.2%	17.5%	9.3%	$28,294	$51.09	$54.36	$73.60	5,948,086	1.6%	21.8%	8.4%	–	67.0%	2.8%	4.68
2019	535,720	1.7%	73.8%	17.1%	9.1%	$29,633	$52.72	$55.68	$75.58	6,369,662	1.8%	21.2%	7.2%	–	68.6%	3.0%	4.74
Northern California																	
San Francisco/Oakland/Alameda/Redwood City/Richmond/Crockett/Benicia/Port Chicago																	
2014	3,081,274	9.6%	75.8%	17.0%	7.2%	$156,125	$49.16	$50.39	$67.21	36,347,113	10.5%	83.5%	<0.1%	–	7.8%	8.7%	10.02
2015	3,146,911	9.6%	75.3%	17.7%	7.0%	$161,906	$49.90	$51.29	$68.56	35,013,516	10.4%	82.5%	0.1%	–	8.8%	8.6%	9.56
2016	3,018,756	9.7%	75.0%	18.4%	6.6%	$162,443	$52.37	$53.47	$71.09	37,494,871	10.7%	82.5%	–	–	10.2%	7.3%	10.48
2017	3,071,605	9.4%	75.8%	17.6%	6.6%	$172,568	$54.68	$55.78	$74.51	38,469,387	10.5%	81.3%	–	–	10.8%	7.9%	10.43
2018	3,199,338	9.5%	76.2%	17.1%	6.7%	$184,774	$56.11	$57.62	$76.89	39,973,829	10.5%	79.2%	0.2%	–	11.3%	9.3%	10.18
2019	3,327,061	10.3%	76.3%	16.7%	7.0%	$194,882	$56.65	$58.90	$78.66	41,461,356	11.5%	77.8%	0.1%	–	13.3%	8.8%	10.01
Stockton/Pittsburg																	
2014	259,180	0.8%	72.6%	17.7%	9.7%	$12,463	$46.02	$46.81	$65.86	3,008,449	0.9%	–	10.6%	–	–	89.4%	1.43
2015	277,785	0.8%	73.2%	17.2%	9.6%	$13,578	$46.43	$48.68	$67.83	2,941,527	0.9%	–	17.6%	–	–	82.4%	2.08
2016	274,305	0.9%	72.8%	17.6%	9.6%	$14,097	$48.83	$51.56	$70.47	2,853,822	0.8%	–	19.9%	–	–	80.1%	2.23
2017	259,239	0.8%	73.0%	17.2%	9.8%	$13,884	$50.81	$54.05	$73.20	3,617,280	1.0%	0.6%	10.8%	–	–	88.6%	1.84
2018	234,301	0.7%	72.7%	17.5%	9.8%	$12,914	$52.36	$55.44	$74.99	3,657,338	1.0%	0.1%	9.3%	–	–	90.6%	1.75
2019	227,443	0.7%	72.6%	17.5%	9.9%	$12,915	$53.86	$57.52	$76.87	3,458,744	1.0%	–	10.8%	–	–	89.2%	1.91
West Sacramento																	
2014	77,936	0.2%	75.8%	17.8%	6.5%	$3,560	$43.90	$47.11	$62.52	274,484	0.1%	–	94.4%	–	–	5.6%	3.33
2015	89,022	0.3%	72.3%	18.2%	9.5%	$4,404	$47.09	$49.71	$67.06	522,173	0.2%	–	45.0%	–	–	55.0%	2.76
2016	91,161	0.3%	75.5%	16.4%	8.1%	$4,477	$46.66	$51.00	$68.29	604,012	0.2%	–	37.9%	–	–	62.1%	2.60
2017	86,892	0.3%	74.1%	17.5%	8.4%	$4,609	$50.76	$53.06	$73.04	672,152	0.2%	–	38.5%	–	–	61.5%	3.07
2018	63,634	0.2%	74.7%	16.4%	8.9%	$4,626	$52.80	$55.70	$75.60	716,010	0.2%	–	30.8%	–	–	69.2%	2.75
2019	87,450	0.3%	74.7%	16.8%	8.5%	$4,911	$53.54	$57.06	$77.37	724,985	0.2%	–	33.5%	–	–	66.5%	2.88
Eureka																	
2014	7,664	<0.1%	84.2%	6.2%	9.7%	$343	$42.21	$52.44	$61.95	121,397	<0.1%	–	–	22.4%	–	77.6%	3.79
2015	3,867	<0.1%	65.5%	24.6%	9.9%	$189	$46.69	$47.21	$68.54	77,553	<0.1%	–	–	6.6%	–	93.4%	1.73
2016	8,398	<0.1%	58.5%	33.0%	8.5%	$395	$43.96	$47.75	$65.52	126,384	<0.1%	–	–	4.2%	–	95.8%	0.92
2017	7,301	<0.1%	51.0%	38.2%	10.8%	$373	$48.00	$49.79	$70.43	236,006	<0.1%	–	–	–	–	100.0%	0.65
2018	13,888	<0.1%	69.3%	21.2%	9.5%	$717	$48.33	$52.56	$73.76	238,892	0.1%	–	–	–	–	100.0%	0.39
2019	6,445	<0.1%	48.7%	41.8%	9.5%	$348	$51.58	$52.12	$74.42	277,097	0.1%	–	–	–	–	100.0%	0.86

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	Tonnage: "Weighted Tons" Per Hour Paid
2014	51,328	0.2%	87.2%	5.6%	7.3%	$2,394	$44.57	$54.13	$65.90	1,611,498	0.5%	–	–	6.1%	–	93.9%	2.52
2015	41,865	0.1%	86.1%	6.2%	7.7%	$1,999	$45.40	$55.43	$67.62	1,563,312	0.5%	–	0.4%	2.8%	–	96.8%	1.96
2016	58,185	0.2%	87.1%	5.5%	7.4%	$2,760	$45.06	$56.33	$68.73	1,709,548	0.5%	–	0.4%	6.7%	–	92.9%	2.63
2017	50,705	0.2%	85.9%	6.1%	8.0%	$2,555	$47.81	$58.74	$71.60	1,819,420	0.5%	–	0.7%	4.9%	–	94.4%	2.68
2018	58,726	0.2%	85.9%	5.8%	8.3%	$3,082	$49.87	$60.28	$74.06	1,913,013	0.5%	–	0.8%	6.4%	–	92.3%	2.97
2019	51,207	0.2%	85.4%	6.2%	8.4%	$2,808	$51.92	$63.68	$77.97	1,743,372	0.5%	–	0.1%	6.1%	–	93.8%	2.77

Newport

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
2014	602	<0.1%	100.0%	–	–	$28	$45.77	–	–	–	–	–	–	–	–	–	–
2015	648	<0.1%	100.0%	–	–	$29	$45.47	–	–	–	–	–	–	–	–	–	–
2016	576	<0.1%	100.0%	–	–	$28	$48.88	–	–	–	–	–	–	–	–	–	–
2017	562	<0.1%	100.0%	–	–	$28	$50.46	–	–	–	–	–	–	–	–	–	–
2018	551	<0.1%	100.0%	–	–	$29	$52.56	–	–	–	–	–	–	–	–	–	–
2019	582	<0.1%	100.0%	–	–	$32	$54.37	–	–	–	–	–	–	–	–	–	–

Astoria

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
2014	32,064	0.1%	88.2%	5.6%	6.1%	$1,389	$41.51	$49.46	$63.90	104,943	<0.1%	–	–	100.0%	–	–	3.27
2015	42,747	0.1%	87.2%	5.7%	7.1%	$1,795	$39.96	$48.38	$61.93	121,807	<0.1%	–	–	100.0%	–	–	2.90
2016	28,194	0.1%	88.4%	5.2%	6.4%	$1,255	$42.89	$49.62	$62.96	84,870	<0.1%	–	–	100.0%	–	–	3.01
2017	33,742	0.1%	85.4%	4.9%	9.7%	$1,582	$44.27	$52.08	$67.32	96,297	<0.1%	–	–	100.0%	–	–	2.85
2018	29,681	0.1%	84.7%	4.8%	10.5%	$1,477	$46.90	$55.08	$70.58	79,338	<0.1%	–	–	100.0%	–	–	2.67
2019	12,539	<0.1%	90.1%	2.8%	7.1%	$641	$49.53	$53.69	$70.34	19,268	<0.1%	–	–	100.0%	–	–	1.54

Portland/St. Helens

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
2014	917,006	2.9%	77.1%	15.1%	7.8%	$45,866	$48.07	$50.77	$67.70	14,572,988	4.2%	15.2%	4.8%	–	21.8%	58.2%	3.94
2015	713,664	2.2%	79.1%	13.5%	7.4%	$35,631	$47.77	$52.46	$68.31	9,798,209	2.9%	2.9%	0.8%	–	33.1%	63.2%	1.46
2016	619,406	2.0%	78.9%	13.7%	7.4%	$31,686	$48.86	$54.09	$70.12	9,743,243	2.8%	0.3%	0.2%	–	37.4%	62.1%	1.25
2017	710,038	2.2%	81.2%	11.4%	7.4%	$37,562	$50.47	$56.70	$73.66	12,184,477	3.3%	–	–	–	33.6%	66.4%	1.19
2018	753,108	2.2%	79.3%	2.6%	8.1%	$41,220	$52.21	$57.35	$75.27	13,418,224	3.5%	–	–	–	31.0%	9.0%	1.18
2019	645,931	2.0%	76.1%	15.4%	8.5%	$36,620	$54.03	$58.66	$76.87	12,661,110	3.5%	–	0.1%	–	34.4%	65.5%	1.40

Vancouver

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
2014	435,508	1.4%	77.0%	14.8%	8.2%	$21,418	$47.49	$48.16	$66.83	2,854,551	0.8%	0.4%	28.1%	–	34.2%	37.3%	2.29
2015	485,080	1.5%	79.4%	13.3%	7.3%	$24,118	$48.15	$48.90	$68.26	3,013,905	0.9%	0.7%	34.3%	–	35.4%	29.6%	2.62
2016	448,568	1.4%	80.2%	12.5%	7.3%	$22,998	$49.64	$50.47	$70.51	2,747,561	0.8%	0.8%	29.0%	–	38.0%	32.2%	2.25
2017	436,503	1.3%	80.7%	12.1%	7.2%	$22,899	$50.77	$51.73	$72.52	2,866,445	0.8%	–	30.1%	–	37.0%	32.9%	2.43
2018	429,414	1.3%	80.8%	11.7%	7.5%	$23,218	$52.19	$53.58	$75.16	3,085,683	0.8%	–	31.2%	–	35.3%	33.5%	2.72
2019	481,786	1.5%	80.6%	11.0%	8.4%	$27,005	$53.80	$56.22	$77.44	2,959,865	0.8%	–	32.3%	–	35.8%	31.9%	2.39

Longview/Kalama

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
2014	572,644	1.8%	84.7%	6.4%	8.9%	$27,027	$44.74	$51.76	$67.31	12,708,063	3.7%	0.6%	5.1%	9.4%	–	84.9%	3.73
2015	634,220	1.9%	85.5%	5.9%	8.6%	$30,895	$46.39	$52.81	$68.90	15,050,626	4.5%	0.5%	4.7%	6.4%	–	88.4%	3.24
2016	634,003	2.0%	86.0%	5.3%	8.7%	$31,828	$47.76	$54.66	$71.59	16,930,685	4.8%	0.6%	3.1%	5.5%	–	90.8%	2.96
2017	650,781	2.0%	86.2%	5.2%	8.6%	$33,823	$49.41	$57.08	$74.43	17,083,152	4.6%	0.6%	2.5%	5.0%	–	91.9%	2.60
2018	657,764	2.0%	86.6%	4.8%	8.6%	$35,169	$50.86	$58.78	$76.76	8,459,594	4.9%	0.6%	2.2%	4.2%	–	93.0%	2.47
2019	600,723	1.9%	87.0%	4.7%	8.3%	$33,169	$52.67	$60.38	$78.92	14,629,218	4.0%	0.6%	2.5%	4.0%	–	92.9%	2.19

Pacific Northwest: Washington

Aberdeen/Grays Harbor

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
2014	208,810	0.7%	86.4%	7.0%	6.6%	$10,826	$50.40	$54.11	$68.50	3,456,674	1.0%	–	0.8%	3.3%	42.5%	53.4%	2.03
2015	156,267	0.5%	85.7%	8.4%	5.9%	$8,353	$52.29	$53.84	$69.82	2,582,811	0.8%	–	0.8%	0.7%	36.9%	61.6%	1.50
2016	147,064	0.5%	87.2%	7.5%	5.3%	$8,150	$54.29	$56.03	$73.19	2,759,709	0.8%	–	0.3%	1.6%	26.0%	72.1%	1.44
2017	145,387	0.4%	86.1%	8.2%	5.7%	$8,131	$54.58	$57.07	$74.65	3,073,100	0.8%	–	1.1%	1.9%	30.0%	67.0%	1.97
2018	156,953	0.5%	86.5%	8.1%	5.4%	$9,176	$57.15	$59.50	$77.83	3,287,406	0.9%	–	1.2%	1.0%	22.8%	75.0%	1.57
2019	156,711	0.5%	75.5%	8.3%	16.2%	$9,557	$56.79	$60.43	$80.86	3,572,987	1.0%	–	1.1%	0.4%	23.4%	75.1%	1.58

Port Hours, Wages and Tonnage Data

Pacific Northwest: Washington (continued)

Port Angeles

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
2014	47,016	0.1%	88.8%	3.9%	7.3%	$2,161	$44.07	$53.04	$65.16	182,004	0.1%	0.9%	–	99.1%	–	–	3.87
2015	34,530	0.1%	87.6%	4.5%	7.9%	$1,652	$45.64	$55.38	$67.77	121,482	<0.1%	0.1%	0.6%	97.3%	–	–	3.59
2016	35,335	0.1%	89.6%	3.5%	6.9%	$1,692	$46.07	$54.91	$68.02	140,970	<0.1%	2.1%	–	97.9%	–	–	3.99
2017	41,551	0.1%	89.0%	3.7%	7.3%	$2,044	$47.20	$56.33	$69.97	162,228	<0.1%	–	–	100.0%	–	–	3.90
2018	42,225	0.1%	87.6%	4.1%	8.3%	$2,141	$48.27	$58.87	$72.48	188,331	<0.1%	–	–	76.9%	–	23.1%	3.45
2019	23,376	0.1%	89.2%	3.4%	7.4%	$1,210	$49.70	$59.43	$73.15	68,208	<0.1%	–	–	100.0%	–	–	2.92

Port Gamble

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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
2014	832	<0.1%	100.0%	–	–	$40	$47.79	–	–	–	–	–	–	–	–	–	–
2015	848	<0.1%	100.0%	–	–	$41	$48.84	–	–	–	–	–	–	–	–	–	–
2016	1,164	<0.1%	100.0%	–	–	$52	$44.99	–	–	–	–	–	–	–	–	–	–
2017	832	<0.1%	100.0%	–	–	$44	$52.44	–	–	–	–	–	–	–	–	–	–
2018	832	<0.1%	100.0%	–	–	$45	$54.25	–	–	–	–	–	–	–	–	–	–
2019	913	<0.1%	100.0%	–	–	$50	$55.23	–	–	–	–	–	–	–	–	–	–

Olympia

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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
2014	74,418	0.2%	82.7%	7.1%	10.2%	$3,219	$40.64	$45.98	$62.68	382,824	0.1%	–	38.0%	62.0%	–	–	5.14
2015	48,423	0.1%	86.2%	3.8%	10.0%	$2,143	$41.74	$50.51	$63.58	219,208	0.1%	–	5.7%	94.3%	–	–	4.61
2016	53,244	0.2%	83.1%	5.2%	11.7%	$2,487	$43.80	$51.31	$65.34	283,358	0.1%	–	2.9%	84.1%	–	13.0%	4.64
2017	49,185	0.2%	82.1%	5.8%	12.1%	$2,366	$44.94	$52.37	$67.53	222,618	0.1%	–	0.5%	88.8%	–	10.7%	4.05
2018	42,798	0.1%	85.7%	3.6%	10.7%	$2,168	$47.75	$57.64	$71.49	194,074	0.1%	–	0.4%	99.5%	–	0.1%	4.53
2019	39,730	0.1%	85.3%	4.2%	10.5%	$2,082	$49.39	$60.11	$73.74	192,409	0.1%	–	0.4%	99.5%	–	0.1%	4.84

Tacoma

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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
2014	2,840,329	8.9%	73.8%	19.3%	6.9%	$146,022	$49.84	$51.47	$68.01	34,935,805	10.1%	75.5%	2.0%	0.2%	7.6%	14.7%	9.75
2015	2,890,607	8.8%	73.6%	19.6%	6.8%	$150,694	$50.62	$51.97	$68.88	34,149,419	10.1%	80.0%	2.2%	0.2%	7.8%	9.8%	10.10
2016	2,859,283	9.2%	74.2%	19.3%	6.5%	$153,618	$52.13	$53.83	$71.54	38,060,465	10.9%	78.0%	1.4%	0.1%	6.6%	13.9%	10.76
2017	2,666,189	8.3%	74.0%	19.5%	6.5%	$147,645	$53.67	$55.69	$73.93	34,697,159	9.4%	76.0%	1.8%	0.1%	6.7%	15.4%	10.33
2018	2,636,625	7.8%	74.3%	19.3%	6.4%	$151,475	$55.77	$57.50	$76.82	33,829,605	8.9%	75.5%	2.3%	–	6.9%	15.3%	10.16
2019	2,679,400	8.3%	73.9%	19.5%	6.6%	$157,835	$57.10	$59.10	$78.55	31,517,916	8.7%	81.0%	2.4%	–	9.3%	7.3%	10.00

Seattle

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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
2014	1,459,669	4.6%	71.7%	20.9%	7.4%	$75,013	$49.53	$51.92	$68.00	14,421,826	4.2%	98.4%	0.8%	–	0.6%	0.2%	9.82
2015	1,595,214	4.8%	73.4%	19.4%	7.2%	$85,155	$51.69	$53.56	$70.11	14,913,057	4.4%	98.9%	0.2%	–	0.7%	0.2%	9.45
2016	1,502,176	4.8%	75.3%	18.2%	6.5%	$83,010	$53.68	$55.29	$73.45	15,129,082	4.3%	98.8%	0.2%	–	0.9%	0.1%	9.98
2017	1,742,701	5.3%	75.9%	17.4%	6.7%	$97,789	$54.45	$55.92	$75.47	17,847,731	4.9%	99.1%	0.1%	–	0.7%	0.1%	10.17
2018	2,036,838	6.1%	76.4%	16.4%	7.2%	$117,240	$55.50	$58.05	$78.27	19,785,648	5.2%	98.8%	0.3%	–	0.7%	0.2%	9.65
2019	2,023,512	6.3%	77.0%	15.8%	7.2%	$118,531	$56.28	$59.84	$80.52	17,918,518	5.0%	99.2%	0.1%	–	0.6%	0.1%	8.80

Everett

Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages 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
2014	108,210	0.3%	77.4%	11.3%	11.3%	$5,003	$43.17	$50.71	$62.79	379,811	0.1%	36.9%	39.1%	13.5%	0.5%	10.0%	3.15
2015	187,977	0.6%	74.4%	13.9%	11.7%	$9,069	$44.93	$51.66	$65.21	371,609	0.1%	48.6%	33.5%	10.0%	0.3%	7.6%	1.86
2016	78,986	0.3%	76.2%	12.6%	11.2%	$3,936	$46.89	$52.85	$66.34	207,992	0.1%	56.9%	9.9%	15.4%	–	17.8%	2.17
2017	78,466	0.2%	75.1%	13.1%	11.8%	$4,044	$48.36	$54.59	$68.34	306,065	0.1%	41.3%	13.5%	11.5%	9.4%	24.3%	2.67
2018	87,666	0.3%	73.8%	14.8%	11.9%	$4,673	$49.87	$56.22	$70.80	267,074	0.1%	41.6%	10.9%	4.5%	–	43.0%	1.76
2019	109,313	0.3%	73.8%	14.2%	12.0%	$6,022	$51.56	$58.09	$73.24	305,849	0.1%	38.8%	15.5%	–	–	45.7%	1.54

Anacortes

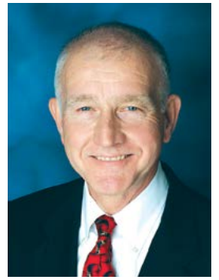
Year	Hours: Total Hours	Hours: Percent of Coast Total	Hours: Percent of Port Total: L/S Jobs	Hours: Percent of Port Total: Clk Jobs	Hours: Percent of Port Total: Fmn Jobs	Wages: Total Wages Paid (000s)	Wages: Average Hourly Wage: L/S	Wages: Average Hourly Wage: Clk	Wages: Average Hourly Wage: Fmn	Tonnage: 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
2014	18,287	0.1%	71.4%	9.7%	18.9%	$959	$47.99	$54.97	$67.94	354,932	0.1%	–	–	–	–	100.0%	0.39
2015	20,448	0.1%	70.0%	10.0%	20.0%	$1,120	$50.46	$56.07	$69.27	415,294	0.1%	–	–	–	–	100.0%	0.41
2016	26,656	0.1%	73.9%	8.9%	17.2%	$1,470	$51.31	$56.93	$70.65	485,699	0.1%	–	–	–	–	100.0%	0.37
2017	15,075	<0.1%	76.7%	8.1%	15.2%	$826	$51.13	$57.70	$71.83	253,097	0.1%	–	–	–	–	99.7%	0.38
2018	21,549	<0.1%	73.3%	9.9%	16.8%	$1,244	$53.60	$59.72	$74.56	379,344	0.1%	–	–	–	–	100.0%	0.37
2019	19,253	0.1%	72.9%	9.6%	17.5%	$1,151	$55.45	$61.66	$76.93	368,171	0.1%	–	0.1%	–	–	99.9%	0.40

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																	
2014	2,321	<0.1%	100.0%	–	–	$107	$46.18	–	–	–	–	–	–	–	–	–	–
2015	2,432	<0.1%	98.3%	0.9%	0.8%	$115	$47.17	$49.24	$59.80	–	–	–	–	–	–	–	–
2016	2,284	<0.1%	99.2%	0.4%	0.4%	$112	$49.13	$48.40	$59.80	708	<0.1%	–	–	–	–	–	0.31
2017	3,133	<0.1%	91.0%	4.5%	4.5%	$164	$50.89	$58.11	$74.92	4,093	<0.1%	–	–	–	–	100.0%	0.03
2018	6,263	<0.1%	87.8%	7.6%	4.6%	$315	$49.76	$43.71	$70.01	8,747	<0.1%	–	100.0%	–	–	–	1.40
2019	5,315	<0.1%	87.2%	12.8%	–	$271	$52.29	$42.42	–	–	–	–	–	–	–	–	–
Area Summaries																	
SOUTHERN CALIFORNIA SUMMARY																	
2014	21,858,255	68.2%	75.5%	18.5%	6.1%	$1,118,090	$49.37	$52.87	$68.08	221,038,842	63.7%	87.3%	2.2%	0.1%	5.7%	4.8%	9.15
2015	22,518,668	68.5%	75.0%	19.1%	5.9%	$1,174,733	$50.43	$53.79	$69.05	216,199,485	64.1%	87.4%	2.1%	0.1%	6.5%	3.9%	8.88
2016	21,238,552	68.3%	75.6%	18.5%	5.9%	$1,156,555	$52.77	$55.86	$71.62	220,951,666	63.1%	88.1%	1.6%	0.1%	6.5%	3.7%	9.46
2017	22,546,615	69.2%	75.7%	18.3%	6.0%	$1,271,679	$54.63	$57.86	$74.23	234,083,975	63.6%	87.8%	1.6%	0.1%	6.2%	4.3%	9.41
2018	23,116,575	68.8%	76.0%	18.0%	6.0%	$1,349,926	$56.62	$59.68	$76.98	240,286,308	63.3%	88.1%	1.6%	0.1%	5.6%	4.6%	9.44
2019	21,868,877	67.6%	76.1%	17.9%	6.0%	$1,320,372	$58.72	$61.20	$79.04	229,660,734	63.5%	88.1%	1.4%	0.1%	5.8%	4.6%	9.52
NORTHERN CALIFORNIA SUMMARY																	
2014	3,426,054	10.7%	75.6%	17.1%	7.4%	$172,490	$48.79	$50.03	$66.97	39,751,443	11.5%	76.3%	1.5%	0.1%	7.1%	15.0%	9.20
2015	3,517,585	10.7%	75.0%	17.7%	7.3%	$180,077	$49.56	$51.04	$68.44	38,554,769	11.4%	75.0%	2.0%	<0.1%	8.0%	15.0%	8.79
2016	3,392,620	10.9%	74.8%	18.3%	6.9%	$181,412	$51.92	$53.24	$70.91	41,079,089	11.7%	75.3%	2.0%	–	9.3%	13.4%	9.57
2017	3,425,037	10.5%	75.5%	17.6%	6.9%	$191,435	$54.29	$55.56	$74.31	42,994,825	11.7%	72.7%	1.6 %	–	9.7%	16.0%	9.57
2018	3,531,161	10.5%	75.9%	17.1%	7.0%	$203,032	$55.77	$57.40	$76.66	44,616,069	11.8%	71.0%	1.4%	–	10.1%	17.5%	9.40
2019	3,648,399	11.3%	75.9%	16.8%	7.3%	$213,055	$56.40	$58.74	$78.46	45,922,182	12.7%	70.3%	1.4%	–	12.0%	16.3%	9.32
PACIFIC NORTHWEST: OREGON & COLUMBIA RIVER SUMMARY																	
2014	2,009,152	6.3%	79.7%	12.1%	8.2%	$98,122	$46.73	$50.26	$67.30	31,852,043	9.2%	7.2%	6.8%	4.4%	13.0%	68.6%	3.47
2015	1,918,224	5.8%	81.6%	10.6%	7.8%	$94,468	$47.15	$51.38	$68.37	29,547,859	8.8%	1.3%	6.2%	3.8%	14.6%	74.1%	2.39
2016	1,788,932	5.7%	82.2%	10.0%	7.8%	$90,556	$48.41	$53.07	$70.66	31,215,907	8.9%	0.5%	4.3%	3.6%	15.0%	76.6%	2.18
2017	1,882,331	5.8%	82.9%	9.2%	7.9%	$98,450	$49.97	$55.24	$73.51	34,049,791	9.3%	0.3%	3.8%	3.0%	15.1%	77.8%	2.03
2018	1,929,244	5.7%	82.4%	9.4%	8.2%	$104,196	$51.56	$56.59	$75.65	36,955,852	9.6%	0.3%	3.7%	2.6%	14.2%	79.2%	2.04
2019	1,792,768	5.5%	81.3%	10.3%	8.4%	$100,274	$53.38	$58.30	$77.69	32,012,833	8.9%	0.3%	4.2%	2.2%	16.9%	76.4%	1.97
PACIFIC NORTHWEST: WASHINGTON SUMMARY																	
2014	4,759,892	14.8%	74.1%	18.7%	7.2%	$243,351	$49.38	$51.63	$67.70	54,113,876	15.6%	75.2%	2.1%	1.2%	7.8%	13.7%	9.11
2015	4,936,746	15.0%	74.1%	18.7%	7.2%	$258,343	$50.66	$52.54	$69.00	52,772,880	15.7%	80.0%	1.8%	0.9%	7.1%	10.2%	9.16
2016	4,706,192	15.1%	75.2%	18.1%	6.7%	$254,526	$52.45	$54.32	$71.86	57,067,983	16.3%	78.3%	1.1%	0.9%	5.9%	13.8%	9.89
2017	4,742,519	14.5%	75.3%	18.0%	6.7%	$263,054	$53.72	$55.77	$74.18	56,566,091	15.4%	78.1%	1.3%	0.9%	6.0%	13.7%	9.73
2018	5,031,749	15.0%	75.7%	17.4%	6.9%	$288,476	$55.44	$57.72	$77.13	57,940,229	15.3%	77.9%	1.6%	0.7%	5.6%	14.2%	9.38
2019	5,057,523	15.6%	75.4%	17.3%	7.3%	$296,708	$56.51	$59.37	$79.19	53,944,058	14.9%	80.5%	1.6%	0.5%	7.2%	10.2%	8.96
COAST SUMMARY																	
2014	32,053,353	100.0%	75.5%	17.9%	6.5%	$1,632,053	$49.13	$52.28	$67.82	346,756,204	100.0%	76.8%	2.5%	0.6%	6.9%	13.2%	8.80
2015	32,891,223	100.0%	75.3%	18.4%	6.3%	$1,707,621	$50.16	$53.24	$68.92	337,074,993	100.0%	77.3%	2.4%	0.5%	7.5%	12.3%	8.53
2016	31,126,296	100.0%	75.8%	17.9%	6.3%	$1,683,049	$52.36	$55.24	$71.51	350,314,645	100.0%	77.2%	1.8%	0.5%	7.5%	13.0%	9.12
2017	32,596,502	100.0%	76.1%	17.6%	6.3%	$1,824,618	$54.17	$57.23	$74.18	367,694,682	100.0%	76.4%	1.8%	0.5%	7.4%	13.9%	9.04
2018	33,608,729	100.0%	76.3%	17.3%	6.4%	$1,945,640	$56.04	$59.05	$76.87	379,798,458	100.0%	76.0%	1.8%	0.4%	7.0%	14.8%	9.00
2019	32,367,567	100.0%	76.2%	17.3%	6.5%	$1,930,409	$57.80	$60.55	$78.90	361,539,807	100.0%	76.9%	1.7%	0.3%	7.8%	13.3%	8.99

Management

James C. McKenna
President & CEO



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Senior Vice President
General Counsel and Secretary

Stephen Hennessey
Senior Vice President
Labor Relations
and Chief Operating Officer

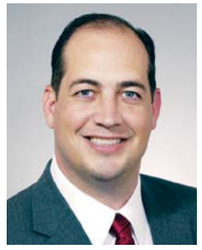
Michael H. Wechsler
Senior Vice President
Finance and Administration
and Chief Financial Officer

William H. Alverson
Vice President
Accident Prevention
and Training Strategy

Chad Lindsay
Vice President
Labor Relations

Bettye Page-Wilson
Vice President
ILWU-PMA
Contract Benefits

John Rooney
Controller



William Bartelson
Senior Coast Director
Contract Administration
and Arbitration

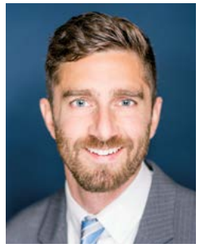
Parin Jhaveri
Coast Director
Information Technology and
Longshore Payroll

Scott A. Rettig
Coast Director
Strategic Business Analysis

Tammy France
Director
Human Resources

Dan Kaney
Area Managing Director
Northern California

Aileen Pick
Area Managing Director
Pacific Northwest



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Todd Amidon


Alicia Castaneda


Wayne Chang


Karen Cruz


Justin Daulton


Lyn Escosia


Shin Mei Goto


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Rachael Withers

Pacific Northwest - Seattle

Gregory Carter

Michael Durham

Fred Gordon

Andy Hathaway

Khanhly Le

Theresa O'Toole

Glenn Strieker

Mark Wohrle

Karen Fog, Area Associate Director, retires after more than 28 years of service

Mary Gehrke, Benefits Administrator, retires after more than 38 years of service

Douglas Stearns, Area Associate Director, retires after 16 years of service

Pacific Northwest - Tacoma

Brett Jackson

Rebecca Jacobs

Frank Koprivnik

Audry Rose Lizama

Matthew Powers

Bob Roedel

Nairobi Russ

Keith Snell

Craig Hautamaki, Training Manager, retires after 14 years of service

Maritech

Jaci Briscoe

Jacob Huntington

Tracy Legacy

Kayla Monroy

Heidi Moore

Lynn Nelson

Staci Oldenburg

Yvonne Pedro-Cabanada

Shawna Stoner

Cheryl Whitfield

Gloria Bungcayao, Operations Manager, retires after more than 34 years of service

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Cruise ship departs the Port of Seattle.

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Ocean Network Express
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Port of Los Angeles
Pg. 15, pg. 22, pg. 26, pg. 27 (right), pg. 44, pg. 48, pg. 53

Matson
Pg. 16

Curtis Shaw
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Simon Williams via XAutoWorld.com
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U.S. Navy Blue Angels via Facebook
Pg. 29 (right)

The Northwest Seaport Alliance
Pg. 30 (top), pg. 31 (top)

Port of Seattle
Pg. 30 (bottom), pg. 46, pg. 49, pg. 80

TraPac
Pg. 45

Port of Long Beach
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The Northwest Seaport Alliance for Yang Ming
Back cover

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

CMA-CGM *Norma* at the Port of Los Angeles.

Yang Ming *YM Warranty* on its maiden voyage to the Port of Tacoma in April 2019.

2019 Annual Report

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