

Dates Set for Safety Awards Presentations

Member companies compete each year for Coast and Area Safety Awards. Companies with the fewest work-related injuries per paid man-hour of exposure within competing categories are presented awards at the Annual Safety Awards Banquets.

Special awards are also given to the top companies and ILWU Locals in recognition of significant reduction of injury incidence rates and for zero injury incidence rates. Individuals, who, in the course of their jobs, prevented other from being seriously injured are also recognized.

Awards and recognition are presented for overall coast performance and for company standings within each of the four Areas.

The locations and dates of the Safety Awards Presentation in each Area are as follows:

Washington Area – Thursday, February 27, 1997, *Sheraton Tacoma Hotel*, 1320 Broadway Plaza, Tacoma, Washington.

Northern California Area – Tuesday, March 4, 1997, *Oakland Airport Hilton Hotel*, 1 Hegenberger Road, International Ballroom, Oakland, California.

Oregon Area – Thursday, March 6, 1997, *Shenanigan's Restaurant*, 4574 N. Channel, Willamette Ballroom, Portland, Oregon.

Southern California Area – Friday, March 7, 1997, *Hyatt Regency Hotel*, 200 South Pine Avenue, Regency Ballroom, Long Beach, California.

Each of the events will begin with no-host refreshments at 6:00 p.m. followed by dinner at 7:00 p.m.

Contract Compliance Programs

Employees shall be paid at the appropriate shift and skill rates of pay in accordance with Sections 2 and 4, PCL&CA, and the provisions herein. Individual side agreements, including paid hours in excess of the PCL&CA ... shall be considered a Contract violation. Employer(s) found guilty of violating this provision shall be denied manpower at the terminal where the violation occurred. First offense—24 hours loss of manpower; second offense—48 hours loss of manpower.

—Memorandum of Understanding, 7/16/96, page 9

The above language was agreed to by the Parties in the Memorandum of Understanding signed July 16, 1996, and is designed to bring about compliance with the payment provisions specified in the Pacific Coast Longshore & Clerks' Agreement (PCL&CA) and to impose penalties on an employer found to be in violation of the Agreement.

In order to create a uniform operating environment throughout the West Coast for all employers of longshore labor, PMA is implementing several programs designed to assist employers in conforming to the provisions of the new longshore and clerks' agreement.

"The objective of these programs is to align the interests of all segments of the industry to provide a fair, consistent, and productive workplace from San Diego to Bellingham," explains Joseph Miniace,

President and CEO of PMA. "The new agreement provides for substantial increases in wages and benefits. In return, we expect to see improved productivity and an atmosphere of cooperation from the work force in creating an environment which will continue to draw increased cargo through West Coast ports."

The compliance programs as currently implemented are based on payroll processing data, and they can be grouped into three major categories:

- Pre-processing payroll compliance controls
- Post-processing controls, and
- Payroll compliance audits.

The first step in developing these programs was to enhance the PMA payroll system to provide more information about when and where the work occurs. This par-

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Photographs Needed for PMA Annual Report

Many of the photographs that appear in the PMA Annual Report are furnished by PMA member companies and by various West Coast port authorities.

Each year, staff members from the four PMA Area Offices ask representatives of member companies and the local ports to submit photographs. Not all of the submitted photographs will be used and unless otherwise specified, photographs *will not* be returned. Some of the photographs may also appear in future PMA publications.

Photographs of general interest or of a

specific type of cargo handling operation are requested. Please ensure that maritime activities in these photographs *comply with current safety code regulations*. Photos showing safety code violations will *not* be considered and should *not* be forwarded. Black and white glossy finish photographs are preferred but not required.

The back of each photo should be annotated with the name of the company or port which submitted the photo and how the photo should be credited. The date the photo was taken and a brief description should also be included.

Photos for the 1996 PMA Annual Report should be submitted on or before Friday, January 25, 1997. Photos may be submitted to the Area Offices or directly to PMA Research, P.O. Box 7861, San Francisco, 94120-7861.

Visit the PMA website at
<http://www.pmanet.org>



Wishing You a World of Peace and Prosperity during this Holiday Season



and throughout the New Year

Assessment Rate Update

The Coast Executive Committee changed the Foreman's 401(k) man-hour assessment rate from \$0.50 to \$2.00 per hour effective with payroll week 50 starting 11/30/96.

A retroactive Foreman's 401(k) assessment of \$1.50 per hour was collected for payroll weeks 28 through 48. No retroactive assessment was collected for week #49.

No other changes were made to the 1996/97 rate schedule. The quarterly update of future rate projections showed an increase in the man-hours rate and a reduction in the tonnage rates. These changes were due to changes in work force and tonnage projections.

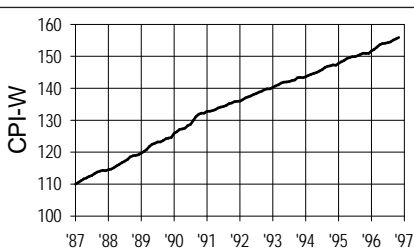
A summary of the current assessment rates and the updated projections for the next two fiscal years is shown below.

	Man-Hours	TEU (RU)	General Cargo
1996/97 (Current)			
Benefits	\$10.87	\$11.39	\$0.670
Cargo Dues	0.29	2.72	0.160
CFS		0.52	
Total	\$11.16	\$14.63	\$0.830
1997/98 (Projected)			
Benefits	\$12.04	\$11.61	\$0.683
Cargo Dues	0.31	2.91	0.170
CFS		0.62	
Total	\$12.35	\$15.14	\$0.854
1998/99 (Projected)			
Benefits	\$12.31	\$11.81	\$0.695
Cargo Dues	0.30	2.81	0.170
CFS		0.59	
Total	\$12.61	\$15.21	\$0.860

CONSUMER PRICE INDEX U.S. CITY AVERAGE - ALL ITEMS (1982-84 = 100)

Urban Wage Earners & Clerical Workers

Month	1994	1995	1996	12 Mo.
JAN	143.6	147.8	151.7	2.64%
FEB	144.0	148.3	152.2	2.63
MAR	144.4	148.7	152.9	2.82
APR	144.7	149.3	153.6	2.88
MAY	144.9	149.6	154.0	2.94
JUN	145.4	149.9	154.1	2.80
JUL	145.8	149.9	154.3	2.94
AUG	146.5	150.2	154.5	2.86
SEP	146.9	150.6	155.1	2.99
OCT	147.0	151.0	155.5	2.98
NOV	147.3	150.9	155.9	3.31
DEC	147.2	150.9		2.51



Compliance *(continued from Page 1)*

tial redesign of the payroll input system has been completed by PMA Longshore Payroll Services in concert with member company representatives of the newly instituted Information Services Subcommittee.

PMA has produced and will maintain a PC-based payroll data entry program which will be provided free of charge to any payroll participating employer upon request. This new program facilitates the entry and transmission of the new data fields added to the payroll records.

The additional data fields include such information as the terminal and berth at which the work occurred, shift starting and ending times, location of the work (against the vessel, in the yard, at the gate, in an on-dock rail yard, at a container freight station, etc.), the name and Lloyds' Registry number of the vessel, the type of cargo being handled (containerized, general cargo, autos & trucks, lumber & logs, or bulk), whether a payment is made to a steady employee, and any comments which were appended to the time sheet explaining unusual circumstances on the job. Most of this information had traditionally been written on the time sheets, but was not initially entered as part of the payroll data transmitted electronically to PMA for processing.

Pre-Processing Controls

With the new PMA data entry program, many of the Pre-Processing Compliance Controls are applied to the data as it is being entered, preventing many common errors. Input errors make many consistency checks and compliance controls difficult to program and to enforce. As each record is entered by a data entry person using the new program, it is checked to see that all of the required information is included.

Once the data are submitted to PMA, each record is checked to determine that it fits several preset criteria, for example, that it does not make payments in excess of the number of hours per shift specified in the PCL&CA or that improper overtime is not paid for hours on non-holiday weekdays. Unless previous approval for the non-conforming payment has been obtained from the local PMA Area Manager, the payroll system adjusts the records to comply with the contractual limits.

Additional validation checks will be applied as more companies provide data for the additional data fields. For example, the shift rate paid will be required to comply with the starting and ending times shown in the record.

Post-Processing Controls

The PMA payroll processing system

produces several summary reports each week which are disseminated to PMA Labor Relations staff and to company personnel. These reports itemize payroll records which have been processed that fall outside of the contractual payment practices.

All records which paid hours at clerk occupation codes payment beyond the "usual" practice, but still within the maximum described in the Agreements are listed, as well as duplicate individual pay records and all payments made to steady crane operators in Los Angeles and Long Beach. These reports are monitored by PMA to identify unacceptable patterns of payroll practices which would be consistent with "side deals." Appropriate company officials also are provided copies of the reports for their individual company's payroll activity.

The additional data being required with payroll submission will allow more specific reports to be produced showing inappropriate payment practices, such as excessive numbers of specific skilled employees being paid in a terminal, more employees being paid than were allocated to the job, incorrect payment of skilled rates of pay, etc. These kinds of monitoring reports will be possible for the first time because the additional data will allow cross-checks to be made between payroll data and such other information as allocations records, vessel type and sailing data, and steady employee records.

Payroll Compliance Audits

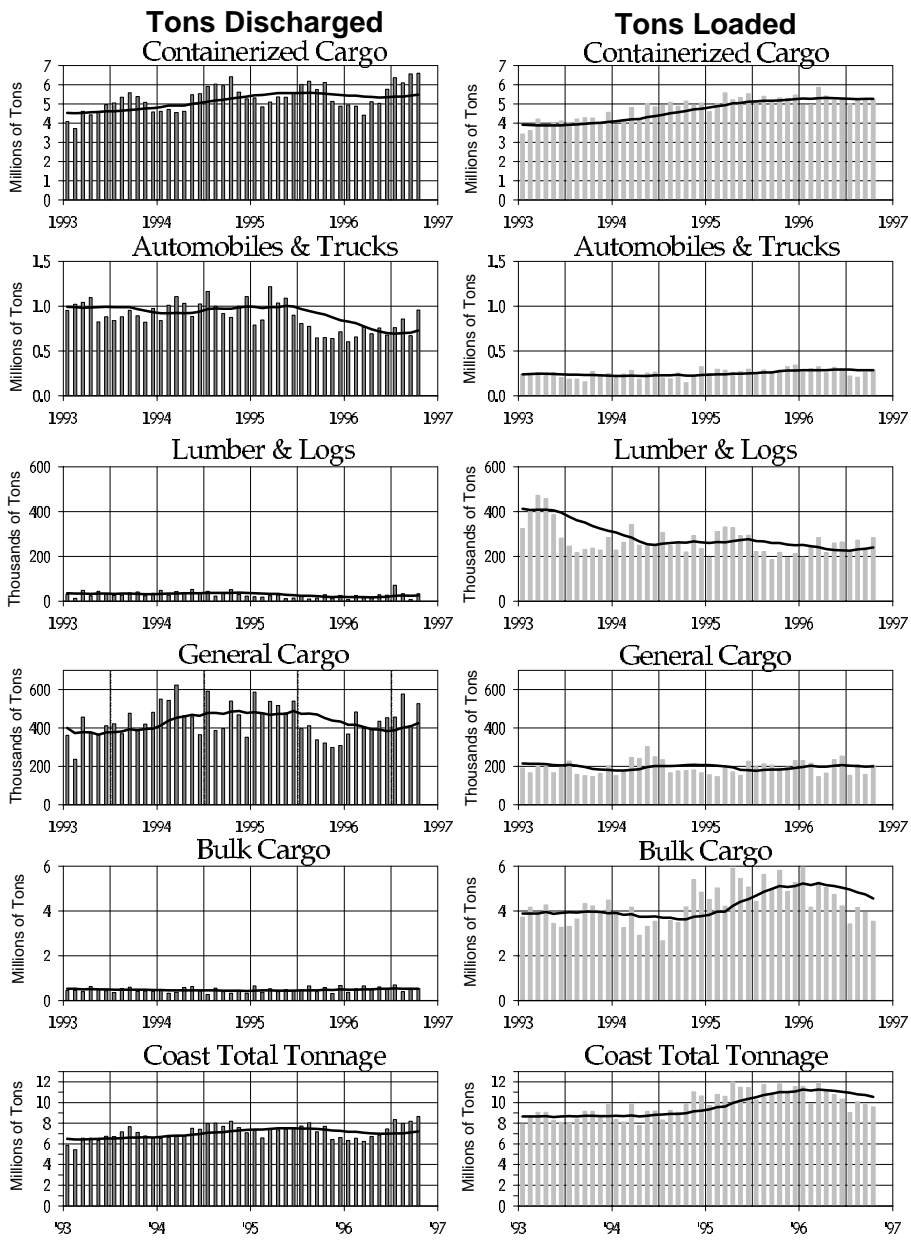
PMA has engaged the services of Price Waterhouse LLP to conduct random audits of the payroll data submitted by individual employers. In order to determine that payroll payments were appropriate, the independent auditors will be provided all of the reports described above to allow them to compare the payroll data submitted to PMA with other available information such as allocations records, dispatch hall slips, and PGP availability records. The audit reports will be presented to appropriate PMA staff and company personnel.

These monitoring systems will continue to evolve. After the companies begin reporting the additional data and PMA receives comments from members on the present programs, more and different reports will be developed for monitoring the payments and more stringent criteria may be imposed on payroll payments.

Mr. Miniace further stated, "It took many years to create this situation, and it will take more than a few weeks to remedy; but if the Industry has the fortitude to stay the course, it will well serve both the employers and the ILWU in ending practices which are plainly detrimental."

Monthly Tonnage by Reporting Category: Discharged vs. Loaded

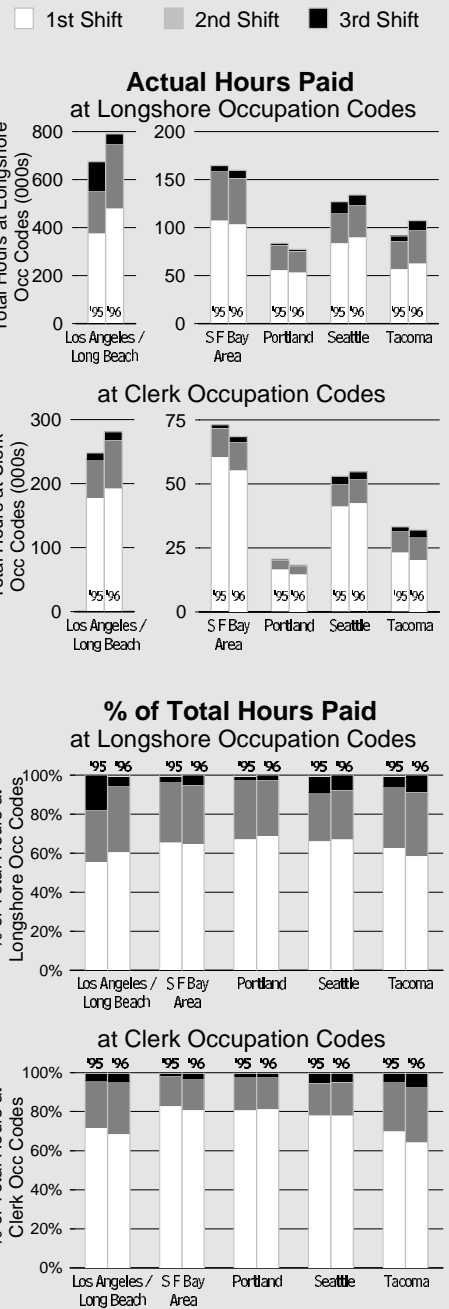
Actual Tons Reported by Month



In the Tonnage graphs above, bars represent monthly totals, and the lines show 12-month moving averages.

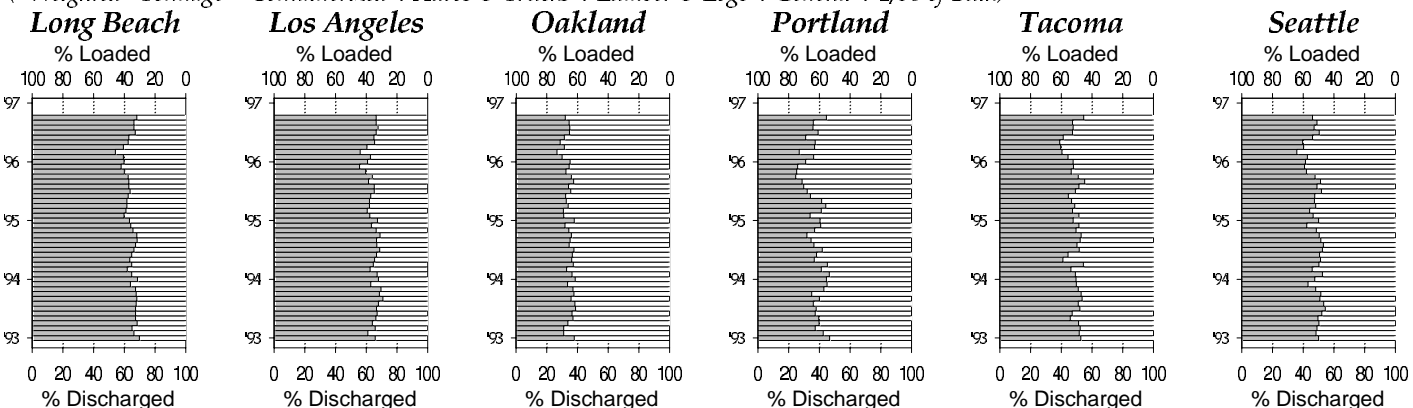
Hours Paid by Shift by Major Port

Payroll Weeks 45-50, 1995 vs 1996



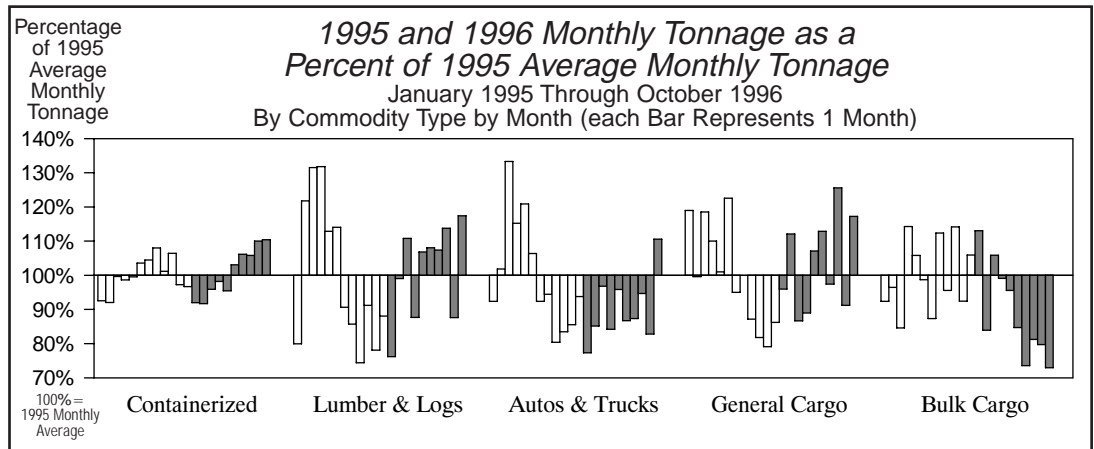
"Weighted" Tonnage: % Discharged vs. % Loaded

("Weighted" Tonnage = Containerized + Autos & Trucks + Lumber & Logs + General + 1/50 of Bulk)



ILWU LOCAL/PORT AREA	REGISTRATION		STATS (For 52 Payroll Weeks)							PORT HOURS (Year-to-date)					TONNAGE BY PORT AREA (For 12 months-to-date & YTD)									
	(At 12/12/96)		(Ending 12/7/96)		Hours Paid:					Hours Paid at					% of Category Coast Total (12 Months-to-Date)					% of 1996 YTD				
	Class	Number	Annual	Wkly	Out of	Other	Cas-	Inac-	P/R Wks	1-50, '96	Occ Codes	Exp.	Cont'r	Lmbr	Autos	Other	Bulk	1996 YTD	Coast	'96 as a	Cstwise			
TOTAL	"B"	Working	Hrs Pd	PGP	Port	Local	uals	tives	Avg. Wkly	% Cst	Clk	Frm	Rates*	RU's	Logs	Trucks	Gen'l	Cargo	TOTAL	1996 YTD	Coast	'96 as a	Cstwise	
NO.	NO.	NO.	HRS	\$	%	%	%	%	HRS	%	%	%	%	%	%	%	%	%	%	TONS	%	%	TONS	
Longshoremen																								
<i>Southern California</i>																								
29 San Diego	42	0	40	1,651	13	3.7	8.6	30.5	2.0	2,114	0.6	11.3	13.2	20.1	0.1	2.4	2.2	1.2	1.3	0.6	1,155,973	0.7	122.3	0
13 Los Angeles/Long Beach	2,982	676	2,943	1,999	< 1	0.5	3.0	7.8	0.8	183,521	52.6	24.8	9.1	16.6	59.5	3.9	41.9	51.3	23.1	46.9	84,874,449	47.8	104.2	43,809
46 Port Hueneme	85	11	85	1,949	2	8.6	7.9	23.7	0.0	4,894	1.4	14.3	6.1	21.4	< 0.1	< 0.1	8.4	9.3	-	0.8	1,460,341	0.8	86.7	0
Southern California Total	3,109	687	3,068	1,993	< 1	0.8	3.2	8.6	0.8	190,529	54.6	24.4	9.1	16.8	59.6	6.2	52.6	61.8	24.4	48.4	87,490,763	49.3	104.1	43,809
<i>Northern California</i>																								
10 San Francisco Bay Area	925	126	860	1,608	2	1.2	0.4	3.5	3.5	42,921	12.3	28.2	7.9	7.4	14.5	0.1	14.2	7.0	1.7	10.3	18,167,460	10.2	92.8	87,723
54 Stockton	49	6	47	1,841	63	0.7	8.4	19.6	7.8	2,937	0.8	9.8	5.6	9.1	-	< 0.1	-	1.4	2.3	0.7	1,284,378	0.7	75.4	0
18 Sacramento	29	15	29	1,497	152	6.3	14.1	23.3	3.2	1,668	0.5	22.2	6.4	15.0	< 0.1	0.6	-	2.2	1.1	0.4	751,579	0.4	88.9	0
14 Eureka	34	1	34	982	272	37.8	2.4	4.0	0.1	522	0.1	12.3	9.8	4.6	-	1.1	-	2.6	0.5	0.3	441,695	0.2	89.6	28,126
Northern California Total	1,037	148	970	1,594	19	2.1	1.6	5.6	3.8	48,048	13.8	26.7	7.7	7.7	14.5	1.8	14.2	13.2	5.6	11.7	20,645,112	11.6	91.2	115,849
<i>Oregon</i>																								
12 North Bend/Coos Bay	101	7	96	1,613	36	9.8	20.4	9.6	2.4	4,554	1.3	8.3	7.0	7.4	< 0.1	11.2	< 0.1	1.2	5.4	1.8	3,055,547	1.7	99.9	1,547
53 Newport	8	0	8	976	324	78.9	45.0	3.3	0.0	72	0.0	8.0	4.2	5.0	-	0.3	-	-	-	< 0.1	10,889	0.0	146.9	0
50 Astoria	56	0	56	766	350	78.0	6.8	3.5	5.6	235	0.1	3.7	4.1	4.5	-	0.6	-	-	-	< 0.1	15,471	0.0	36.3	0
8 Portland	466	99	456	1,811	6	3.7	7.9	4.4	1.4	21,602	6.2	14.1	7.0	5.4	2.9	2.6	17.6	2.8	20.1	8.7	14,691,109	8.3	93.1	40,250
4 Vancouver, WA	148	42	148	1,928	3	9.8	9.9	6.9	1.6	7,319	2.1	14.3	6.5	17.6	< 0.1	2.7	1.3	3.9	7.6	2.4	4,118,357	2.3	96.7	0
21 Longview, WA	203	27	198	1,939	9	11.3	6.2	6.0	4.8	9,280	2.7	9.0	8.1	7.6	< 0.1	27.5	-	5.4	16.4	5.3	8,927,751	5.0	71.0	38,916
Oregon Total	982	175	962	1,768	32	9.2	9.3	5.7	2.3	43,062	12.3	12.4	7.1	8.2	2.9	44.9	18.9	13.3	49.6	18.2	30,819,124	17.4	86.3	80,713
<i>Washington</i>																								
24 Aberdeen	89	0	86	1,433	98	18.2	16.1	7.4	0.0	2,802	0.8	5.1	8.0	0.9	-	16.6	-	1.0	-	0.3	524,798	0.3	107.2	50,739
27 Port Angeles	58	0	58	1,142	264	55.3	4.9	3.0	0.0	716	0.2	9.7	7.9	1.3	-	3.5	-	-	0.5	0.2	343,971	0.2	163.2	28,625
51 Port Gamble	13	0	13	786	447	87.4	20.5	1.9	0.0	33	0.0	2.4	3.8	2.9	-	-	-	< 0.1	-	< 0.1	2,706	0.0	65.4	0
47 Olympia	22	0	22	952	303	29.4	40.8	6.8	0.7	567	0.2	4.1	13.2	3.6	-	1.9	-	-	-	< 0.1	58,306	0.0	123.3	0
23 Tacoma	455	76	451	1,946	-	1.4	3.9	15.3	0.7	26,528	7.6	21.0	8.9	5.2	9.6	17.4	10.2	3.1	11.6	10.1	18,152,487	10.2	96.0	0
19 Seattle	579	143	571	1,826	< 1	2.9	3.3	9.9	0.8	32,611	9.3	26.8	8.1	11.7	13.3	0.4	4.1	4.9	5.7	10.1	17,747,642	10.0	84.7	61,948
32 Everett	68	0	66	1,433	142	18.4	10.3	7.6	1.3	2,066	0.6	7.2	8.1	6.0	< 0.1	6.5	-	0.4	0.6	0.3	491,913	0.3	97.6	5,620
25 Anacortes	13	0	13	1,287	197	46.4	38.8	3.4	0.0	371	0.1	10.5	9.7	3.6	-	0.7	-	-	0.5	0.1	257,745	0.1	79.0	0
7 Bellingham	32	4	32	1,564	57	10.4	20.8	10.1	0.0	1,482	0.4	7.8	9.5	11.6	< 0.1	0.1	-	2.2	1.6	0.5	906,963	0.5	95.4	3,293
Washington Total	1,329	223	1,312	1,755	39	6.4	5.6	11.7	0.7	67,175	19.3	22.1	8.5	8.3	23.0	47.1	14.4	11.7	20.4	21.7	38,486,531	21.7	90.8	150,225
Total/Average	6,457	1,233	6,312	1,848	16	3.3	4.3	8.4	1.4	348,814	100.0	22.8	8.5	12.8	100.0	100.0	100.0	100.0	100.0	100.0	177,441,530	100.0	96.0	390,596
% Change from Update of 12/95	+0.2	+18.1	+1.7	+0.9	+14.3	-0.6	+0.1	-3.1	+0.6	+0.6	0.0	-0.1	+0.6	0.2%	-5.4%	-14.0%	-1.7%	-9.2%	-3.7%				8.0%	

Clerks																							
29 San Diego	5	0	5	1,848	9	18.2	39.4	7.9	0.6														
46 Port Hueneme	12	0	12	2,326	< 1	5.2	31.6	3.8	0.0														
63 Los Angeles/Long Beach	777	3	767	2,646	< 1	0.1	10.5	6.4	0.9														
14 Eureka	3	0	3	***	***	12.7	38.3	0.0	0.0														
30 SF Bay Area & Delta	275	5	266	2,313	2	3.1	4.8	1.2	1.9														
40 Portland	109	0	108	2,300	< 1	35.4	6.5	1.7	3.0														
23 Tacoma	58	0	57	2,629	-	0.0	42.9	3.3	2.3														
52 Seattle	167	2	166	2,711	< 1	15.9	10.9	4.5	0.9														
Total/Average	1,406	10	1,384	2,553	< 1	5.2	11.9	4.8	1.3														
Foremen/Walking Bosses																							
29 San Diego	2	0	2	***	***	0.0	71.5	0.4	0.6														
46 Port Hueneme	6	-	6	2,065	39	1.4	20.0	0.0	0.0														
94 Los Angeles/Long Beach	307	-	304	2,875	< 1	0.1	5.9	0.0	3.2														
91 Northern Calif. Area	76	-	75	2,337	34	0.3	7.3	0.0	1.9														
92 Portland	50	-	49	2,589	14	12.3	15.8	0.0	5.9														
98 Seattle	96	-	95	2,677	8	10.1	12.8	0.0	1.5														
Total/Average	537		531	2,725	8	3.0	9.2	0.0	2.9														



* Longshore and Clerk hours only. *** "Annual Hrs Pd" and "Wkly PGP" for groups of less than five individuals are not shown, but the data are included in category averages.