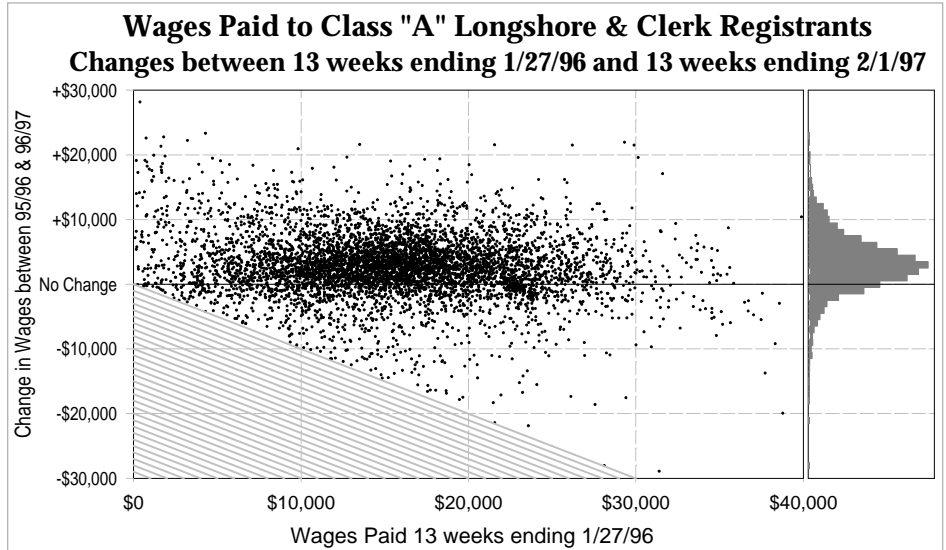


## Changes in Patterns of Wages Paid to Longshore and Clerk Registrants: 10/28/95 - 1/27/96 vs. 11/2/96 - 2/1/97

On October 26, 1996, the provisions of the Memorandum of Understanding signed July 16, 1996, were implemented. The agreement includes an increase in the base wage rate of \$2 per hour and new skill rates for both longshore and clerk skilled categories which were paid retroactively to June 29, 1996. It also set forth specific guidelines for maximum hours payments per shift for some categories and new methods of paying certain categories of steady employees.

This study attempts to quantify the changes in wages paid before and after implementation of the agreement. The 13-week period between November 2, 1996, and February 1, 1997, is compared with the corresponding 13-week period one year earlier. Only registered employees who were active Class "A" registrants throughout both periods and who were paid some hours in each period were included. (These data do not include retroactive payments to hours paid before 10/26/96.)

The group of 5,801 registered longshore and clerk employees received an average of \$18,266 per individual in the most recent 13-weeks. This compares with an



average of \$15,578 per individual in the corresponding 13-weeks one year earlier.

This increase in average wages is partially explained by an increase in the number of hours paid during the most recent 13 weeks compared to the previous year. While an average of 500.1 hours per employee was paid in the 1995/96 period, 515.1 hours per employee were paid in the 1996/97 period, about a 3% increase.

The two charts above show graphically the experience of the group of registrants studied.

In the chart on the left, each individual is represented by a dot which is placed along the horizontal axis based on the wages paid to the employee in the 13-weeks one year ago. The placement of the dot vertically is based on the increase or decrease in wages paid in the most recent 13-weeks relative to those of a year ago. (The triangular region has been shaded on the lower left of the graph because it cannot contain any data—only individuals with some wages in both periods were included in the population.)

The bar chart on the right shows, as horizontal bars, the number of individuals whose wages increased or decreased by \$1,000 groupings. For example, the longest bar in the chart slightly above the "No Change" line is the count of individuals

whose wages increased by \$2,000-\$3,000 between 10/28/95-1/27/96 and 11/2/96-2/1/97.

It is apparent from this chart that the bulk of the Class "A" registrants have experienced an increase in wages paid for hours in the most recent 13 weeks relative to the same period one year ago.

A set of analogous charts are shown on page 2. Each of these charts shows a subset of the individuals shown in the charts on this page, above. Specifically, charts are shown for each of the major longshore locals and for each of the clerk locals. Separate charts are shown for the longshore registrants and for the clerk registrants in Local 23 (Tacoma).

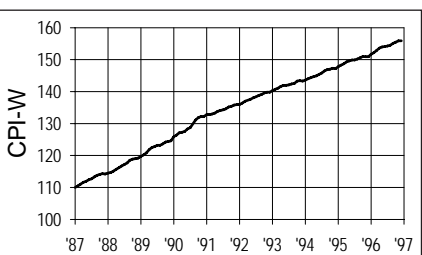
All of the other longshore locals in each Area have been grouped into a single subset. (The clerk registrants in the multichartered locals in California are included in the appropriate longshore locals subsets.)

It should be noted that the changes in average number of hours paid per registrant are not uniform among all subsets of employees. For example, the Pacific Northwest suffered significant interruption of operations in the 1996/97 period caused by unusually severe winter weather conditions, and the work opportunity in some of these port areas was reduced accordingly.

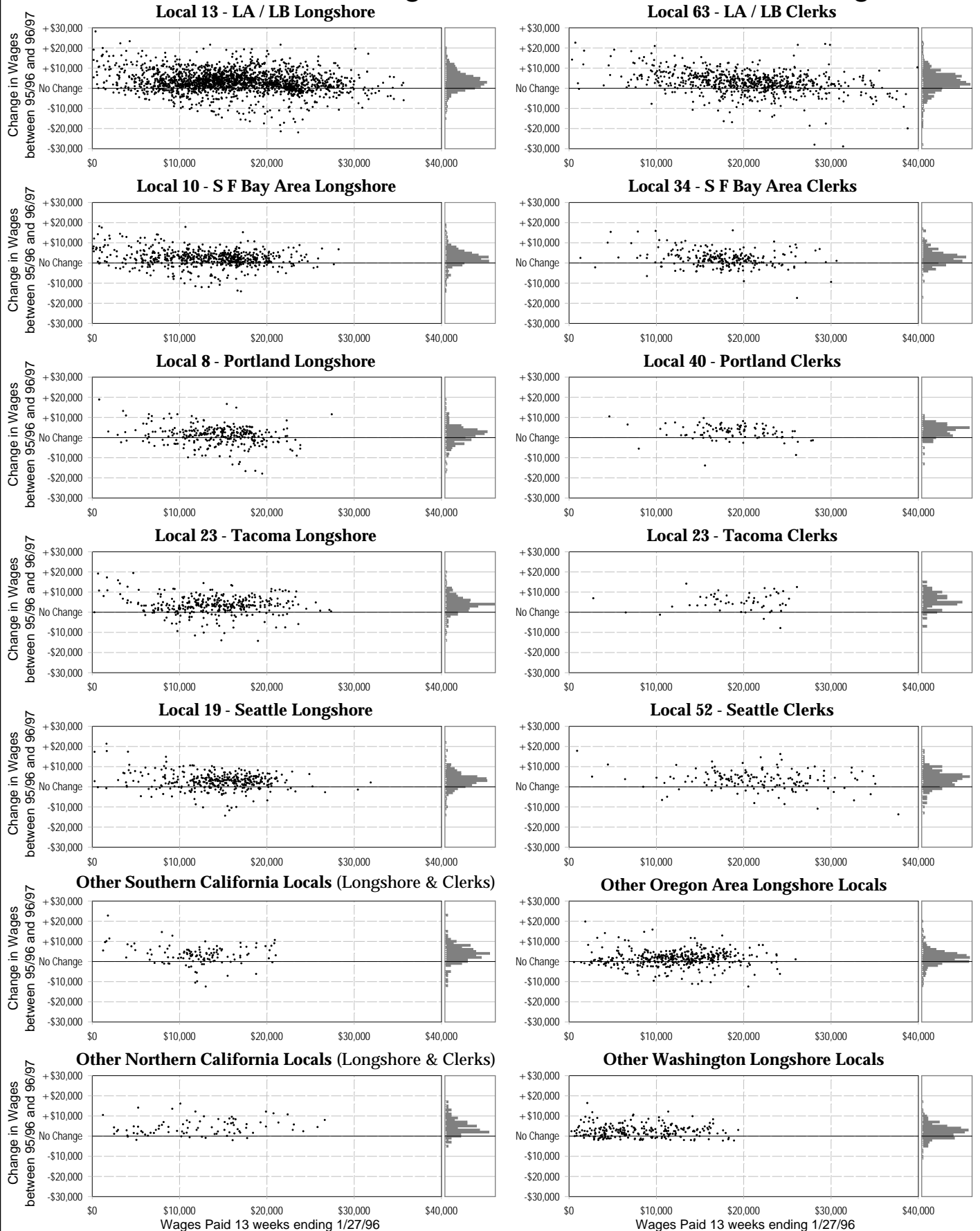
### CONSUMER PRICE INDEX U.S. CITY AVERAGE - ALL ITEMS (1982-84 = 100)

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	155.9	3.31

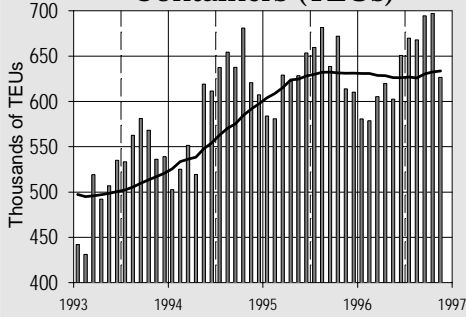


# Change in Wages Paid to "A" Registrants between 13 weeks ending 1/27/96 and 13 weeks ending 2/1/97

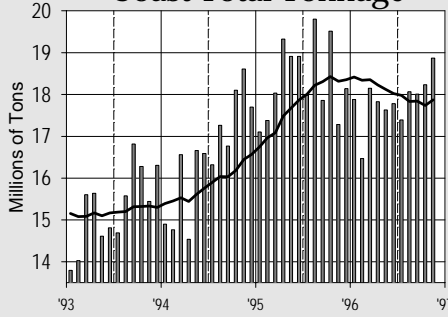


## Monthly Tonnage by Reporting Category and Weekly Hours by Occupation Code Type

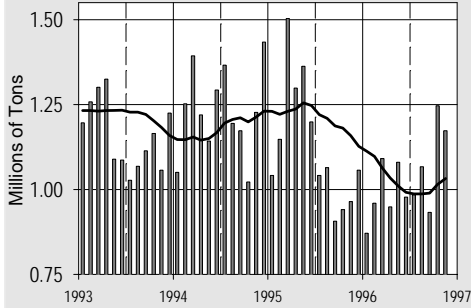
### Containers (TEUs)



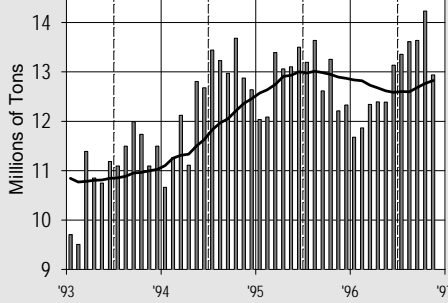
### Coast Total Tonnage



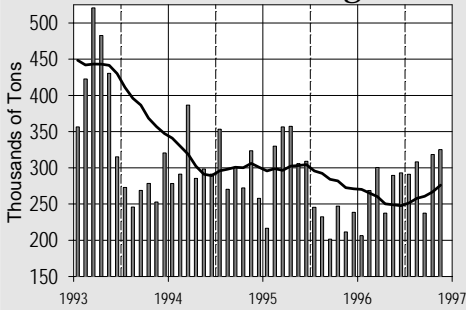
### Automobiles & Trucks



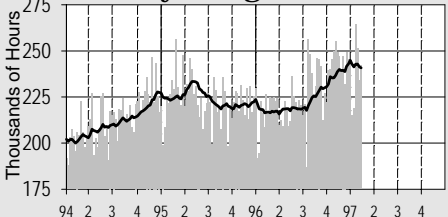
### "Weighted" Total Tonnage (Includes 1/50 of Bulk Tonnage)



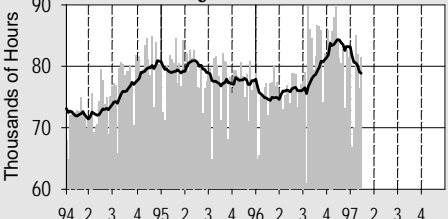
### Lumber & Logs



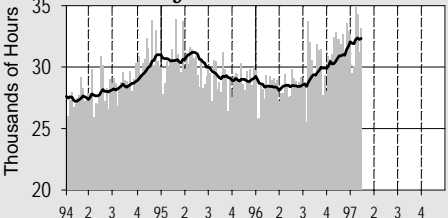
### Weekly Longshore Hours



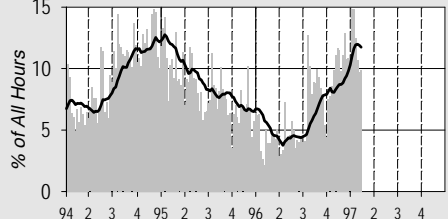
### Weekly Clerk Hours



### Weekly Foreman Hours



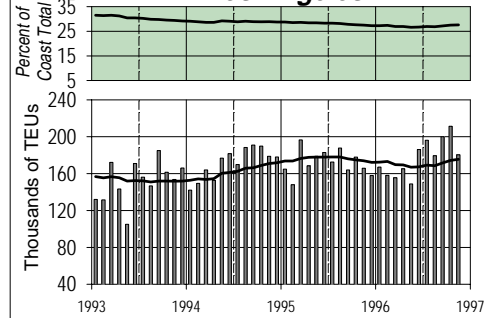
### % of Hours Paid to Casuals



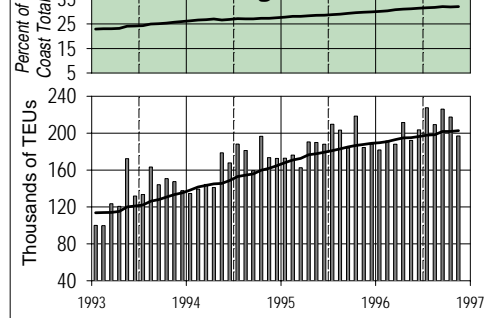
Bars represent monthly tonnage or weekly hours; solid lines represent 12-month or 13-week running averages.

## Major Container Ports: Monthly TEUs Reported & Percent of Coast Total TEUs

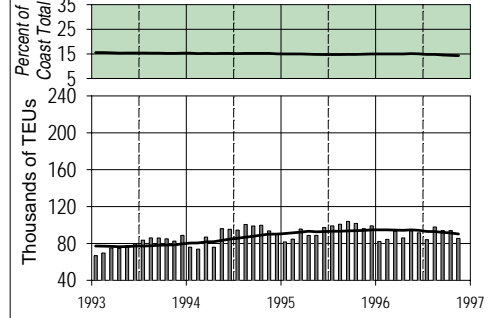
### Los Angeles



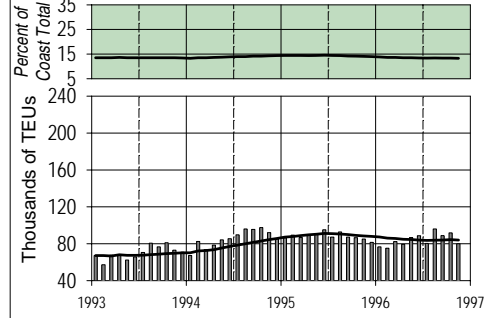
### Long Beach



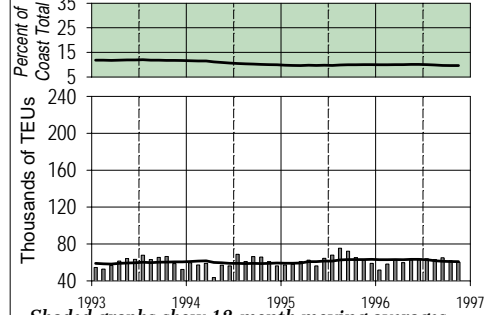
### Oakland



### Seattle



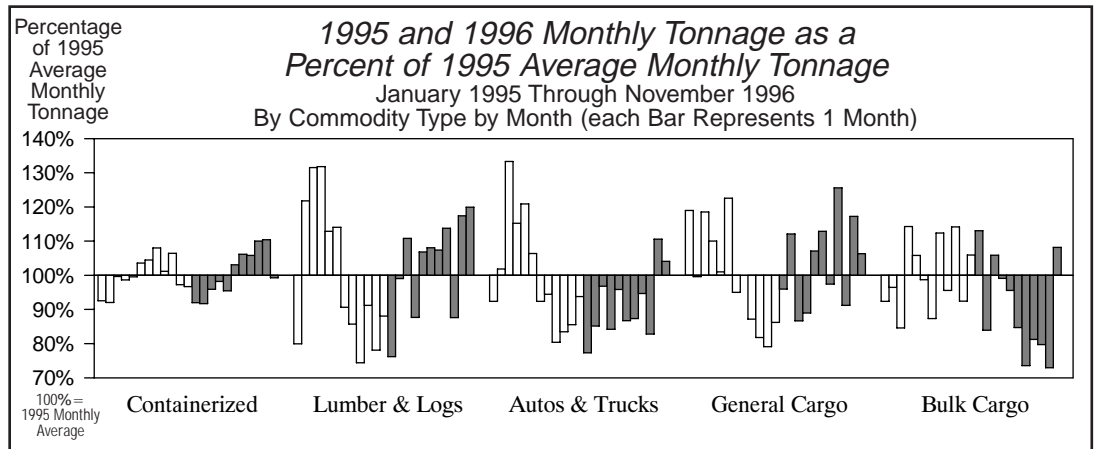
### Tacoma



Shaded graphs show 12-month moving averages of TEUs reported in the port as a % of the coast total. Vertical bars represent TEUs reported in the port each month; lines are 12-month moving averages.

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 1/3/97)		(Ending 12/28/96)		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 2, '96-1, '97	Occ Codes		Exp.	% of Category Coast Total (12 Months-to-Date)					% of 1996 YTD						
TOTAL	"B"	Working	Hrs Pd	PGP	Port	Local	uals	tives	Avg. Wkly	% Cst	Clk	Frm	Rates*	Cont'r	Lmbr	Autos	Other	Bulk	TOTAL	1996 YTD	Coast	'96 as a	Cstwise	
NO.	NO.	NO.	HRS	\$	%	%	%	%	HRS	%	%	%	%	RU's	Logs	Trucks	Gen'l	Cargo	TOTAL	(Jan-Nov)	Total	% of '95	Loaded	
														%	%	%	%	%	%	TONS	%	%	TONS	
<b>Longshoremen</b>																								
<i>Southern California</i>																								
29 San Diego	43	0	41	1,610	14	3.5	8.4	31.8	1.5	3,150	1.0	12.1	12.6	36.9	0.1	2.3	2.7	1.2	1.3	0.7	1,325,666	0.7	132.7	0
13 Los Angeles/Long Beach	2,992	688	2,953	2,005	< 1	0.5	2.7	8.4	0.7	178,167	55.9	22.7	9.9	28.5	59.7	3.9	41.4	52.0	23.7	47.2	93,451,797	47.6	105.2	48,416
46 Port Hueneme	85	11	85	1,951	2	8.9	7.5	23.9	0.0	2,797	0.9	14.9	6.3	9.8	< 0.1	< 0.1	8.4	9.2	-	0.8	1,631,090	0.8	88.9	0
<b>Southern California Total</b>	<b>3,120</b>	<b>699</b>	<b>3,079</b>	<b>1,998</b>	<b>&lt; 1</b>	<b>0.8</b>	<b>3.0</b>	<b>9.2</b>	<b>0.7</b>	<b>184,114</b>	<b>57.8</b>	<b>22.4</b>	<b>9.9</b>	<b>28.3</b>	<b>59.8</b>	<b>6.1</b>	<b>52.5</b>	<b>62.4</b>	<b>25.0</b>	<b>48.7</b>	<b>96,408,553</b>	<b>49.1</b>	<b>105.2</b>	<b>48,416</b>
<i>Northern California</i>																								
10 San Francisco Bay Area	925	126	860	1,609	2	1.2	0.4	3.5	3.2	35,217	11.1	25.2	8.7	12.1	14.4	0.1	13.7	6.9	1.7	10.2	19,858,171	10.1	92.5	98,862
54 Stockton	49	6	47	1,835	63	0.6	8.0	20.3	7.1	3,671	1.2	13.9	5.2	26.3	-	< 0.1	-	1.1	2.4	0.7	1,410,698	0.7	79.1	0
18 Sacramento	29	15	28	1,536	158	5.9	14.9	23.1	2.5	2,494	0.8	27.6	5.9	24.3	< 0.1	0.4	-	2.2	1.2	0.4	824,627	0.4	95.0	0
14 Eureka	34	1	34	1,014	266	36.6	2.3	4.9	0.1	1,074	0.3	12.1	10.7	7.2	-	1.0	-	2.7	0.5	0.2	505,716	0.3	86.4	28,126
<b>Northern California Total</b>	<b>1,037</b>	<b>148</b>	<b>969</b>	<b>1,597</b>	<b>19</b>	<b>2.1</b>	<b>1.6</b>	<b>5.6</b>	<b>3.5</b>	<b>42,455</b>	<b>13.3</b>	<b>24.1</b>	<b>8.3</b>	<b>14.0</b>	<b>14.4</b>	<b>1.5</b>	<b>13.7</b>	<b>12.9</b>	<b>5.7</b>	<b>11.6</b>	<b>22,599,212</b>	<b>11.5</b>	<b>91.5</b>	<b>126,988</b>
<i>Oregon</i>																								
12 North Bend/Coos Bay	99	7	94	1,633	36	10.2	19.7	9.8	2.3	6,894	2.2	7.9	7.3	16.7	< 0.1	11.2	< 0.1	1.2	5.2	1.7	3,297,951	1.7	97.5	1,547
53 Newport	8	0	8	973	324	78.9	45.0	3.3	0.0	17	0.0	0.0	0.0	0.0	-	0.3	-	-	-	< 0.1	10,889	0.0	146.9	0
50 Astoria	55	0	55	740	353	77.2	6.8	3.6	6.8	77	0.0	0.0	0.0	0.0	-	0.5	-	-	-	< 0.1	17,065	0.0	36.9	0
8 Portland	464	88	455	1,802	6	3.9	7.5	4.1	1.4	17,705	5.6	13.5	7.1	5.8	2.9	2.8	17.6	2.9	19.3	8.5	16,223,599	8.3	92.6	43,450
4 Vancouver, WA	148	42	148	1,935	3	9.1	10.6	7.3	1.5	3,432	1.1	14.3	5.0	19.8	< 0.1	2.8	1.4	3.8	7.5	2.4	4,659,296	2.4	96.7	0
21 Longview, WA	202	27	197	1,944	9	11.7	6.1	6.0	4.9	7,937	2.5	9.9	8.6	14.4	< 0.1	26.5	-	5.5	16.1	5.2	10,145,582	5.2	73.4	44,693
<b>Oregon Total</b>	<b>976</b>	<b>164</b>	<b>957</b>	<b>1,767</b>	<b>32</b>	<b>9.2</b>	<b>9.1</b>	<b>5.7</b>	<b>2.3</b>	<b>36,061</b>	<b>11.3</b>	<b>11.7</b>	<b>7.2</b>	<b>11.1</b>	<b>3.0</b>	<b>44.1</b>	<b>19.0</b>	<b>13.4</b>	<b>48.1</b>	<b>17.9</b>	<b>34,354,382</b>	<b>17.5</b>	<b>86.8</b>	<b>89,690</b>
<i>Washington</i>																								
24 Aberdeen	89	0	86	1,448	95	17.8	15.5	7.3	0.0	4,212	1.3	5.2	7.8	2.0	-	16.6	-	1.0	-	0.3	587,623	0.3	110.0	54,339
27 Port Angeles	58	0	57	1,148	278	53.3	5.2	3.3	0.0	188	0.1	0.0	0.0	4.3	-	3.7	-	-	0.5	0.2	354,969	0.2	161.9	31,612
51 Port Gamble	13	0	13	815	457	88.7	21.8	2.0	0.0	17	0.0	0.0	0.0	0.0	-	-	-	< 0.1	-	< 0.1	2,706	0.0	65.4	0
47 Olympia	22	0	22	947	321	25.4	41.0	7.0	0.7	642	0.2	4.7	8.2	18.3	-	3.3	-	< 0.1	-	0.1	106,907	0.1	226.2	0
23 Tacoma	455	76	451	1,948	-	1.3	3.9	15.6	0.6	23,757	7.5	18.1	8.6	15.8	9.6	17.4	10.4	2.9	12.1	10.3	20,162,602	10.3	98.5	0
19 Seattle	579	143	574	1,815	1	2.9	3.3	10.2	0.8	23,758	7.5	26.7	8.7	18.3	13.2	0.4	4.4	4.9	6.0	10.1	19,879,497	10.1	86.8	96,390
32 Everett	68	0	66	1,414	146	19.0	10.2	7.5	1.2	889	0.3	11.1	10.2	0.0	< 0.1	6.2	-	0.3	0.6	0.3	538,061	0.3	101.4	5,620
25 Anacortes	13	0	13	1,273	201	46.2	40.0	3.6	0.0	818	0.3	7.6	6.3	3.2	-	0.7	-	-	0.4	0.1	257,745	0.1	71.0	0
7 Bellingham	32	4	32	1,562	58	10.3	20.5	10.5	0.0	1,577	0.5	10.7	11.3	16.5	< 0.1	0.1	-	2.2	1.6	0.5	1,060,171	0.5	100.1	3,293
<b>Washington Total</b>	<b>1,329</b>	<b>223</b>	<b>1,314</b>	<b>1,752</b>	<b>39</b>	<b>6.3</b>	<b>5.6</b>	<b>12.0</b>	<b>0.7</b>	<b>55,856</b>	<b>17.5</b>	<b>20.1</b>	<b>8.6</b>	<b>15.4</b>	<b>22.8</b>	<b>48.3</b>	<b>14.8</b>	<b>11.3</b>	<b>21.2</b>	<b>21.9</b>	<b>42,950,281</b>	<b>21.9</b>	<b>93.1</b>	<b>191,254</b>
<b>Total/Average</b>	<b>6,462</b>	<b>1,234</b>	<b>6,319</b>	<b>1,850</b>	<b>16</b>	<b>3.2</b>	<b>4.2</b>	<b>8.7</b>	<b>1.3</b>	<b>318,485</b>	<b>100.0</b>	<b>21.0</b>	<b>9.1</b>	<b>22.1</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>196,312,428</b>	<b>100.0</b>	<b>97.1</b>	<b>456,348</b>
% Change from Update of 1/96	-1.2	+8.2	-1.2	+3.3	+23.1	-0.7	+0.1	-3.9	+0.6	-8.2	-1.7	+0.5	+10.0		0.4%	1.3%	-10.9%	2.6%	-7.0%	-2.4%			18.1%	

<b>Clerks</b>																							
29 San Diego	5	0	5	1,871	11	19.5	39.0	8.6	0.5														
46 Port Hueneme	12	0	12	2,316	-	5.2	31.9	3.6	0.0														
63 Los Angeles/Long Beach	777	3	767	2,638	< 1	0.1	10.4	7.0	0.8														
14 Eureka	3	0	3	***	***	15.0	37.5	0.0	0.0														
34 SF Bay Area & Delta	275	5	265	2,309	2	3.2	4.9	1.2	1.7														
40 Portland	108	0	106	2,306	< 1	36.0	6.7	1.7	3.5														
23 Tacoma	58	0	57	2,627	-	0.0	43.1	3.3	2.1														
52 Seattle	167	2	166	2,695	< 1	16.0	11.2	4.7	0.9														
<b>Total/Average</b>	<b>1,405</b>	<b>10</b>	<b>1,381</b>	<b>2,547</b>	<b>&lt; 1</b>	<b>5.2</b>	<b>12.0</b>	<b>5.1</b>	<b>1.2</b>														
<b>Foremen/Walking Bosses</b>																							
29 San Diego	2	0	2	***	***	0.0	71.3	0.4	0.5														
46 Port Hueneme	6	-	6	2,055	43	1.4	19.9	0.0	0.0														
94 Los Angeles/Long Beach	307	-	304	2,885	< 1	0.1	6.3	0.0	2.9														
91 Northern Calif. Area	76	-	75	2,344	35	0.3	7.2	0.0	1.7														
92 Portland	48	-	47	2,567	15	12.9	16.3	0.0	8.6														
98 Seattle	96	-	95	2,671	8	10.0	13.1	0.0	1.4														
<b>Total/Average</b>	<b>535</b>		<b>529</b>	<b>2,729</b>	<b>8</b>	<b>2.9</b>	<b>9.5</b>	<b>0.0</b>	<b>3.0</b>														



\* 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.