

about 2,350 in the next quarter. Since then it has climbed steadily to its present level of about 3,000 shifts per day.

Given the ever-increasing number of shifts paid and the increase in the membership of Locals 13 and 63, it is not surprising that there should be an increase in the number of shifts paid to registrants daily.

However, it should be noted that, between January 1995 and March 1996, the level of average shifts paid per day to registrants was almost flat. But, registration increased by 12.7%, and during this same period, the ports saw a 15% increase and subsequent decrease in average monthly weighted tonnage.

These data do not provide evidence that average daily shift levels will be predicted solely by trends in registration and monthly weighted tonnage.

Increased Shifts Paid to Casuals

The number of shifts paid at longshore and clerk occupation codes to casuals has been much more variable than the number paid to registrants. The present level of about 600 shifts per day being paid to casuals is higher than that seen in the previous peak periods of fourth quarter 1996 and first quarter 1997.

The present surge in payments to casuals began in the latter half of June and has averaged above 400 per day since early July. In the five payroll weeks since the beginning of the fourth quarter, only one day has seen fewer than 400 casuals paid in the ports.

During the period discussed above, first quarter 1995 through first quarter 1996, average daily shifts paid to casuals fell from about 400 per day to very low values. This is consistent with the increase in registration during this period: as more registrants were added to the work force, the fewer shifts went to the casual work force.

Registrants' Work Patterns

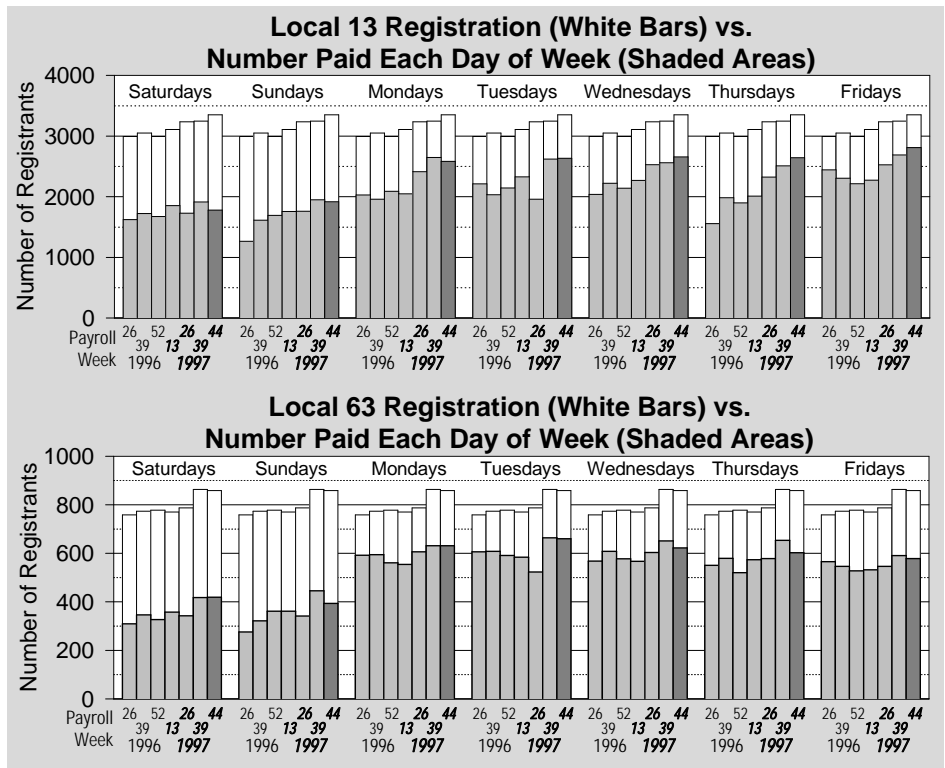
The sets of charts on this and the next pages provide some information about when and how often members of the registered longshore and clerk work forces make themselves available.

When Registrants Are Paid

In each of the charts on this page, data are shown for seven payroll weeks during the past 15 months. They are weeks 26, 39, and 52 of 1996 and weeks 13, 26, 39, and 44 in 1997. The bars are grouped by each of the seven days of the payroll week, and they are arranged left to right, chronologically, within each group.

One chart is shown for the longshore registrants in Local 13 and one for the clerk registrants in Local 63.

The payroll weeks chosen for this study



are the last payroll week of each payroll quarter since second quarter 1996, and the most recently completed payroll week which is available for analysis. They provide a representative sample of activity since June 1996.

The height of each bar represents the registration total in the local on that week, and the shaded region of the bar represents the number of those registrants who were paid for work that day. The most recent payroll week (week 44, 1997, ending 10/24/97) is differentiated by darker shading.

Patterns of Availability

Among both Local 13 and Local 63 registrants, the pattern of consistently lower numbers of registrants being paid on weekends compared to weekdays is quite apparent. No more than 61% of the longshore registrants were paid on weekend days in any week shown, and fewer than 52% of the clerks were paid on every weekend day studied.

The overall trend among the registered longshore work force in the period studied is an increase over the past several months in the number of employees being paid each day. In fact, 77% to 84% of Local 13 were paid on weekdays in payroll week 44 (77% on Monday and 84% on Friday). Only 53% and 57% of the longshore registrants were paid on Saturday and Sunday, respectively.

In contrast, 67% to 77% of Local 63 were paid on weekdays in that same week (67% on Friday, 77% on Tuesday), and 49% and 46% were paid on Saturday and Sunday, respectively.

Thus, as the average number of daily shifts has burgeoned, a larger percentage of the registered longshore work force have been available for work on weekdays, but the percentage of registered clerks available each day has not increased as well.

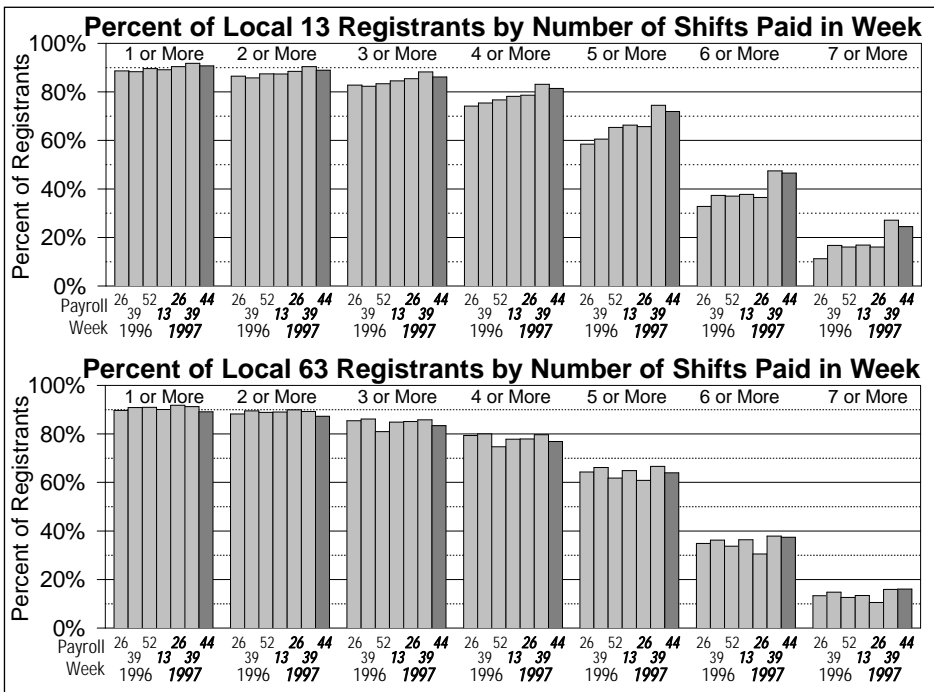
Number of Shifts per Week

The two charts at the top of the next page show the percentages of the registered longshore and clerk work forces who are paid various numbers of shifts each week. The weeks studied are the same as those in the charts by day of week.

Each bar shows the percentage of the local who were paid at least a given number of shifts in the week indicated. The leftmost group of bars shows the percentage of registrants in each week who were paid one or more shifts that week. (The difference between 100% and the percent paid for one or more shifts in the week is the percent receiving no pay for work that week.)

The next group of bars to the right shows the percent of the local who received pay for two or more shifts in the week shown. The third group represents those with at least three shifts, etc. The rightmost group of bars shows the percent of the registrants in the local who were paid for seven or more shifts in the week.

Among longshore registrants over the period studied, there is a gradual increase in the percent of those who are paid for five or more shifts in a week. The percent being paid for six or more shifts a week increased noticeably in the last two weeks studied (weeks 39 and 44, 1997), but the level had remained remarkably steady since week



39, 1996. A similar pattern of increases might be expected for Local 63, but this has not been the case.

It is interesting to note that currently about 70% of Local 13 are being paid for five or more shifts a week, and over 45% for six or more. Only about 65% of the clerks are paid for five or more a week, and about 37% for six or more.

Implications of the Work Patterns

These data indicate that although a smaller percentage of the work forces make themselves available on Saturdays and Sundays than on weekdays, well over one-half of each local receive pay for five or more shifts a week, and nearly 80% for four or more shifts a week.

However, the consistently lower availability exhibited on weekends as the average number of daily shifts continues to increase necessitates larger numbers of shifts being paid to casuals each week.

A second conclusion that can be drawn from these charts is that, as work opportunity has increased over the last several months, so has the proportion of the registered longshore work force who are paid for work throughout the week.

Types of Work Being Paid

The set of charts on the next page describe the number of longshore and clerk shifts paid each week since the beginning of this payroll year by type of occupation code paid.

Total Weekly Longshore & Clerk Shifts

Each vertical bar in the top chart represents the total number of shifts paid in Los Angeles/Long Beach on each week. The

three differently shaded regions represent the shifts paid on first shifts (lightly shaded), on second shifts (darker shading), and on third shifts (black part of bar).

The average number of weekly shifts for the first quarter, the second quarter, and for the most recent six payroll weeks are shown as horizontal gray lines near the tops of the weekly bars, and the values they represent are indicated in text above each.

The percentage change and absolute difference in average weekly shifts between the most recent six weeks and the second quarter weekly average is shown in the upper left of each chart.

An average of about 20,700 shifts were paid during the first two quarters this year. In marked contrast, 25,000 a week were paid in the most recent six weeks, a 20.3% increase over the 2nd quarter average.

Longshore Shift Increases vs. Clerk Shift Increases

Of the 25,000 shifts per week being paid currently, 19,245 (77%) are being paid at longshore occupation codes, and the remaining 5,755 per week at clerk occ codes.

Shifts at clerk occupation codes have risen from a level of about 4,606 shifts per week in the second quarter of 1997 to the level of 5,755 per week in the past six weeks, an increase of 24.9%.

Longshore shifts, however, only increased by 19% above the 2nd quarter 1997 level of 16,170 per week.

Categories of Longshore Labor Type

The changes in number of shifts paid each week at several specific occupation types provides some understanding of the factors driving the increases in shifts paid in the last several weeks.

The average weekly number of shifts paid at two of the primary container handling occupations have increased by large amounts: shifts paid at crane operator codes have increased by 31.1% in the last six weeks over the second quarter 1997 value, and the shifts paid at the top handler-side pick operator code have increased by 46.9%. Tractor driver shifts have increased by 21.1%.

In contrast, the number of shifts paid at the lasher occupation code have only increased by 11.3% above the second quarter average. The number of shifts paid at this occupation code should be expected to correlate closely to some simple combination of the number of container vessels being worked and the capacity of each vessel. More simply stated, the number of shifts paid for lashing would be expected to be closely tied to the number of TEUs reported in the ports at in the same period.

Conclusions to be Drawn

The increases in shifts paid at the crane rated equipment operator and at top handler-side pick occupation codes are seen to be three to four times as great as that seen for lasher shifts. This extreme variance in increases among different types of jobs directly related to container operations argues strongly that the work force is being used heavily to move containers multiple times within the container terminals.

If the primary problem were simply that inadequate numbers of workers were available for unusually large numbers of containers being loaded and discharged from vessels, one would expect a much more uniform rate of increase among the container handling occupation codes.

The congestion caused within terminals by the lack of railroad equipment in the ports is doubtless the significant factor driving the current situation. An increase in container traffic that would have been manageable with the levels of registered and casual work forces available to handle it, has been made intolerable because of the extra handling necessary to overcome the lack of transportation and transport equipment required to move it efficiently into and out of the port area.

A Larger Issue

The current traffic backlog should be ameliorated as the railroad equipment begins to move efficiently again, as the pre-holiday cargo expansion recedes, and as more casual workers are brought into the labor pool.

Yet, a more important question remains: *what explains the increase in average daily shifts between mid-2nd quarter 1996 and mid-2nd quarter 1997?* Average monthly weighted tonnage increased from