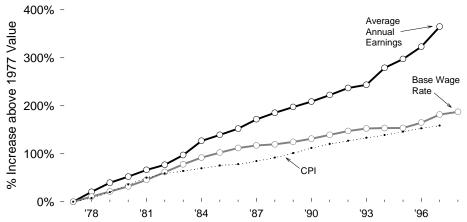




Vol. 10, No. 11 • November 1998

# Base Wage Rates Improved by 182% Over 20 Years— Average Annual Earnings Grow 365% in Same Period

Increases in Longshore & Clerk Base Wage Rate and Annual Average Earnings vs CPI Increases By Year: 1977 - 1997



The average annual earnings paid to all Class "A" longshore and clerk registrants in 1977 was \$17,650. By 1997, the equivalent average for all Class "A" employees was \$82,049, an increase of \$64,399 or 364.9%.

In 1977, the base wage rate for longshore and clerk labor, adjusted from "6 and 2" to "8 straight" (see *Base Wage Rate*, page 2), was \$8.94 per hour. By 1997, the base wage rate had grown to \$25.18 per hour, an increase of \$16.24 per hour or 181.7%. The base wage rates cited are averages. When a mid-year base wage rate change occurs, the rate is shown as an average of the two rates.

In the same two decades, the Consumer Price Index (CPI-W, All City Average) rose

#### **Continued on Page 2**

		Longshore	& Clerk Base \	Nage Rate	]	Average	Annual Ea	arnings —	Consumer Price Index*				
	Base Wage Annual First Second Average Half Half (adj for 1987)		Change Change from from Prev Yr 1977		Longshore and Clerks	Change from Prev Yr	Change from 1977	CPI-W (All City Average)	Change from Prev Yr	Change from 1977			
1977	\$ 7.52	\$ 8.37	\$ 8.94			\$17,650			60.9				
1978	8.37	9.22	9.89	10.7%	10.7%	21,286	20.6%	20.6%	65.6	7.7%	7.7%		
1979	9.22	10.07	10.85	9.7	21.4	24,654	15.8	39.7	73.1	11.4	20.0		
1980	10.07	10.92	11.81	8.8	32.1	26,893	9.1	52.4	82.9	13.4	36.1		
1981	10.92	12.22	13.02	10.2	45.6	29,403	9.3	66.6	91.4	10.3	50.1		
1982	12.22	13.52	14.48	11.2	62.0	31,252	6.3	77.1	96.9	6.0	59.1		
1983	13.52	14.77	15.91	9.9	78.0	34,828	11.4	97.3	99.8	3.0	63.9		
1984	14.77	15.77	17.18	8.0	92.2	40,042	15.0	126.9	103.3	3.5	69.6		
1985	15.77	16.42	18.11	5.4	102.6	42,267	5.6	139.5	106.9	3.5	75.5		
1986	16.42	17.27	18.95	4.7	112.0	44,533	5.4	152.3	108.6	1.6	78.3		
1987	17.27	19.43	19.43	2.5	117.4	47,999	7.8	171.9	112.5	3.6	84.7		
1988	19.43	19.83	19.63	1.0	119.6	50,345	4.9	185.2	117.0	4.0	92.1		
1989	19.83	20.33	20.08	2.3	124.7	52,525	4.3	197.6	122.6	4.8	101.3		
1990	20.33	21.00	20.67	2.9	131.2	54,490	3.7	208.7	129.0	5.2	111.8		
1991	21.00	21.78	21.39	3.5	139.3	56,938	4.5	222.6	134.3	4.1	120.5		
1992	21.78	22.48	22.13	3.5	147.6	59,502	4.5	237.1	138.2	2.9	126.9		
1993	22.48	22.68	22.58	2.0	152.6	60,674	2.0	243.8	142.1	2.8	133.3		
1994	22.68	22.68	22.68	0.4	153.7	66,904	10.3	279.1	145.6	2.5	139.1		
1995	22.68	22.68	22.68	0.0	153.7	70,161	4.9	297.5	149.8	2.9	146.0		
1996	22.68	24.68	23.68	4.4	164.9	74,689	6.5	323.2	154.1	2.9	153.0		
1997	24.68	25.68	25.18	6.3	181.7	82,049	9.9	364.9	157.6	2.3	158.8		
1998	25.68	25.68	25.68	2.0	187.3								

\*The Consumer Price Index (CPI) is a measure of the average change in prices paid by urban consumers for a fixed market basket of goods and services. The current standard reference base period is 1982-84=100. That is, all price changes are measured from a base (100) that represents the average index level of the 36-month period encompassing 1982, 1983, and 1984. The index values shown here are from the Urban Wage Earners and Clerical Workers series, All City Average.

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# Earnings (continued from Page 1)

## from 60.9 to 157.6, a 158.8% rise.

The table and the graph on page 1 show these data on an annual basis. For more detailed earnings data, see the 1997 PMA Annual Report.

#### Base Wage Rate

The longshore and clerk base wage rate was \$7.52 per hour in the first half of 1977. The rate increased throughout the next twenty years staying ahead of the CPI. By the second half of 1997 the rate had increased to \$25.68. The base wage rate is paid for straight time on the first shift for unskilled longshore and clerk labor. All other Pacific Coast Longshore and Clerks' Agreement wage rates, such as shift and overtime rates, are derived from the base rate.

In 1987, a provision was negotiated changing the longshore day shift from the "6 and 2" pattern in effect since 1934, *i.e.*, six hours of straight time and two hours of overtime, to an eight-hour straight time shift with a corresponding conversion to the wage rate. To allow comparison of base rates before and after this change, the average rates for 1977 through the first half of 1987 have been multiplied by 9/8 to convert them to the "8 straight" rate. This is because paying "6 and 2" is equivelant to paying 9 hours at the straight time rate.

#### **Annual Earnings**

The earnings data used in this study include all wages for hours paid, travel time, taxable meals and fares, and holiday and vacation payments. These earnings do not include Pay Guarantee Plan payments,

CONSUMER PRICE INDEX U.S. CITY AVERAGE - ALL ITEMS (1982-84 = 100)													
Urban \ <b>Month</b>	Wage Ear <b>1996</b>		Clerical W 1998	orkers 12 Mo.									
JAN FEB MAR APR JUN JUN JUL AUG SEP OCT NOV DEC	152.2 152.9 153.6 154.0 154.1 154.3 154.5 155.1	156.8 157.0 157.2 157.2 157.4 157.5 157.8 158.3 158.5 158.5	158.7 159.1 159.5 159.7 159.8 160.0 160.2	1.34% 1.08 1.08 1.21 1.46 1.46 1.46 1.39 1.20 1.32 1.67 3.31									
170   160   150   150   150   120   110   100   100   187	88 '89 '90	'91 '92 '93	'94 '95 '96	97 '98 '99									

mileage, or nontaxable meals and fares. Only Class "A" registrants who received pay for 1 or more hours of work during the payroll year are included.

Registrants who have achieved Class "A" status constitute more than 90% of the registered work force, and Class "B" registrants usually are elevated to Class "A" status within five years of registration.

This study includes only the Class "A" registrants because they are the core of the full time longshore and clerk work force and their work and payment patterns remain relatively consistent over time. The averages described included 9,162 employees in 1977 and 6,729 in 1997.

By comparison, the Class "B" registrants, followed by individuals employed on a casual basis, are dispatched to jobs each day following the Class "A" registrants and consequently have either limited or have no choice of jobs to which they are dispatched.

Average annual earnings are influenced by multiple factors. Among these are the base wage rate, the number of hours paid at skilled rates and at shift and overtime rates, the amount of holiday and vacation payments, and the annual number of hours paid.

#### **Annual Hourly Rate**

Most of the hours paid are paid at skilled rates, at overtime rates, at second or third shift rates, or some combination of these rates. Thus, the average hourly rate paid for longshore and clerk work is higher than the base rate, and over the past twenty years, the average hourly rate has increased faster than the base rate.

The data shown in the table below (*Avg Hrly Rate Paid*) also includes payments made for taxable meals and fares, vacation pay, and holiday pay which further increases earnings for the registered work force.

#### **Annual Hours Paid**

Although the average rate paid per hour explains much of the increase seen in average annual earnings, another important factor is the average number of hours paid to the Class "A" registrants each year.

This has increased from 1,509 hours per Class "A" registrant in 1977 to 2,096 in 1997. Part of this 38.9% increase is explained by the increase in hours paid. Fewer than one-half (47.1%) of the Class "A" registrants were paid 1,600 or more hours in 1977. By 1997, more than one-half (59.5%) were paid 2,000 or more hours. The increase in hours paid may be due, in part, to the decrease in the size of the work force over the corresponding period.

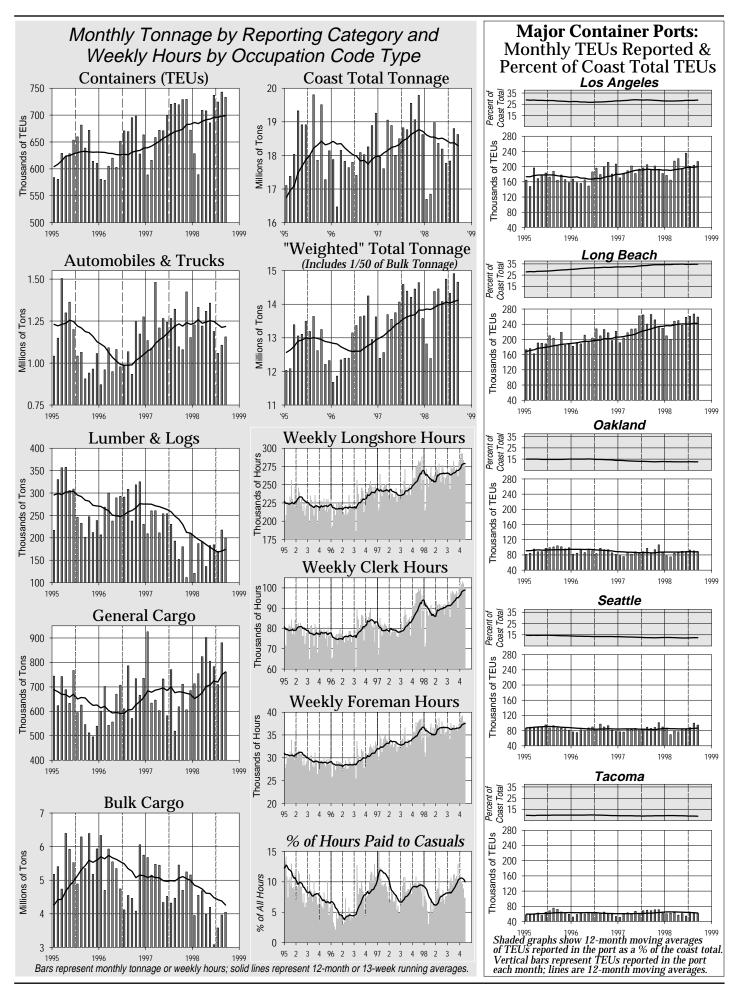
### Negotiated Rate vs. Earnings

This study shows how the base wage rate negotiated at each set of contract negotians influences the earnings of the bulk of the work force, but it does not solely determine these earnings.

Factors such as the portion of hours paid at skilled rates and overtime and the number of hours paid per employee play a major role in the average amount of earnings for each longshore and clerk registrant.

# Class "A" Longshore and Clerks

	Base Wage	Change	Avg Hrly	Change	Avg Annl	Change
	Rate	from 1977	Rate Paid	from 1977	Hours	from 1977
1977	\$ 8.94		\$11.56		1,509	
1978	9.89	10.7%	12.91	11.7%	1,621	7.4%
1979	10.85	21.4	14.62	26.5	1,679	11.3
1980	11.81	32.1	15.85	37.1	1,677	11.1
1981	13.02	45.6	17.33	49.9	1,649	9.3
1982	14.48	62.0	19.46	68.4	1,575	4.4
1983	15.91	78.0	21.91	89.5	1,590	5.4
1984	17.18	92.2	23.28	101.4	1,705	13.0
1985	18.11	102.6	24.66	113.4	1,700	12.7
1986	18.95	112.0	26.49	129.2	1,690	12.0
1987	19.43	117.4	26.53	129.5	1,758	16.5
1988	19.63	119.6	26.98	133.4	1,795	18.9
1989	20.08	124.7	27.76	140.1	1,817	20.4
1990	20.67	131.2	28.96	150.5	1,825	20.9
1991	21.39	139.3	30.28	162.0	1,835	21.6
1992	22.13	147.6	31.46	172.2	1,853	22.8
1993	22.58	152.6	32.51	181.2	1,831	21.3
1994	22.68	153.7	32.64	182.4	1,987	31.7
1995	22.68	153.7	32.70	182.9	2,054	36.1
1996	23.68	164.9	35.02	203.0	2,045	35.5
1997	25.18	181.7	37.00	220.1	2,096	38.9
1998	25.68	187.3				



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REGISTRATION STATS (For 52 Payroll Weeks) P								PORT HOURS (Year-to-date) TONNAGE BY PORT AREA (For12 months-to-date & YTD)										& YTD)						
(At 11/10/98)			(Ending	10/31/98)			Hour	s Paid:				Hou	rs Paid	at	% of C	ategor	/ Coast	Total (1	2 Mont	ths-to-Da	ate)	% <b>o</b> f	199	3 YTD
			Number				Other		Inac-	P/R Wks 1-		Occ C		Exp.				Other			1998 YTD		'98 as a	Cstwise
ILWU LOCAL/PORT AREA	TOTA		Working	Hrs Pd	PGP		Local	uals	tives	Avg. Wkly	<u>% Cst</u>		Frm	Rates*						TOTAL	(Jan-Sep)		% of '97	Loaded
Longshoremen	N	D. NO.	NO.	HRS	\$	%	%	%	%	HRS	%	%	%	%	%	%	%	%	%	%	TONS	%	%	TONS
Southern California					_																			
29 San Diego	56	20	_54	2,073	3	10.1	3.0	33.0	0.3	3,142	0.8		12.2	35.6	0.1	3.7	12.6	0.9	1.6	1.3	2,196,662		116.2	0
13 Los Angeles/Long Beach	3,844	1,062	3,787	2,046	< 1	0.2	1.9	11.2	0.5	247,836	61.1	23.8	9.7	26.3	63.4	9.1	35.7	53.0	25.8	51.9	85,936,429	53.0	105.2	134,812
46 Port Hueneme	82	12	80	2,091	< 1	6.4	5.1	39.5	1.0	5,928	1.5	14.7	6.6	32.8	0.1 63.6	120	10.5 58.9	<u> </u>	27.4	<u>1.1</u> 54.3	1,790,176	1.1	122.9	0
Southern California Total	3,982	1,094	3,921	2,047	< 1	0.5	2.0	12.3	0.5	256,906	63.3	23.5	9.7	26.6	03.0	12.8	00.9	02.0	27.4	54.5	89,923,267	55.5	105.7	134,812
Northern California	4 0 5 7			4 000		~ ~			~ ~	17 100				47.0	40.0	~ 4					45 000 450			
10 San Francisco Bay Area	1,057	220	1,004	1,629 1,524	< 1 77	2.0	1.2	4.6	0.6	47,408	11.7	26.7	7.9	17.3	12.8	< 0.1	7.0	7.8	2.0	9.5	15,399,158	9.5	100.3	140,861
54 Stockton 18 Sacramento	55 24	19 5	54 24	1,524	169	3.1 7.2	6.4 17.5	17.0 18.0	0.1 0.8	2,401 1,265	0.6	12.9 24.3	7.4 6.9	7.4 10.3	< 0.1	0.3	-	2.2 2.0	2.6 1.4	0.7 0.4	969,207 620,336	0.6 0.4	84.5 94.6	0 0
14 Eureka	24 31	0	24 31	817	405	42.6	2.6	3.8	0.0	378	0.3 0.1		0.9 10.7	6.5	-	0.3 1.5		2.0 1.6	0.6	0.4	396,152	0.4 0.2	94.0 77.7	17,417
Northern California Total	1,167	244	1,113	1,598	-00 19	<sup>42.0</sup> 2.7	2.0	5.7	0.6	51,452	12.7	25.9	<b>7.8</b>	16.6	12.8	1.8	7.0	13.6	6.6	10.9	17,384,853	10.7	98.4	158,278
-	1,107	244	1,113	1,550	13	2.1	2.0	5.7	0.0	51,452	12.7	23.5	7.0	10.0	12.0	1.0	7.0	15.0	0.0	10.5	17,304,033	10.7	50.4	130,270
Oregon 12 North Bend/Coos Bay	93	19	90	1,247	158	33.7	3.4	2.0	2.1	1,790	0.4	10.4	8.2	1.2	< 0.1	9.2		0.7	5.1	1.3	2,008,103	1.2	70.5	25,087
53 Newport	93 7	0	90 7	518	487		16.9	2.0 0.4	2.1	24	0.4	0.0	0.2	0.0	< 0.1	0.3		0.7	5.1	< 0.1	4,866	0.0	88.4	23,007
50 Astoria	, 50	0	, 50	524	507	79.3	0.7	2.1	0.8	112	0.0	0.3	0.3	2.0	-	2.0	_	< 0.1	-	< 0.1	32,884	0.0	127.1	0
8 Portland	470	67	461	1,763	13		10.1	2.3	0.9	20,824	5.1	14.5	7.2	3.8	2.3	3.6	16.4	4.9	23.0	8.2	13,057,130	8.1	97.9	29,437
4 Vancouver, WA	151	44	149	1,704	13		10.5	5.2	1.6	6,371	1.6	14.7	6.5	13.6	< 0.1	0.4	3.4	3.9	8.0	2.2	3,557,851	2.2	78.1	0
21 Longview, WA	191	21	188	1,846	21	13.4	4.0	4.2	1.9	7,725	1.9	9.2	8.0	5.6	< 0.1	29.6	-	6.0	14.0	3.8	5,607,856	3.5	69.4	57,604
Oregon Total	962	151	945	1,646	58	10.4	8.5	3.2	1.3	36,845	9.1	13.2	7.2	5.8	2.3	45.2	19.7	15.5	50.2	15.6	24,268,690	15.0	84.1	112,128
Washington																								
24 Aberdeen	71	0	71	1,344	176	25.6	7.1	3.1	0.1	1,696	0.4	6.7	6.7	0.7	< 0.1	12.9	-	0.8	-	0.2	264,917	0.2	64.4	185,099
27 Port Angeles	56	0	56	714	501	65.5	6.5	0.8	0.0	368	0.1	8.0	7.9	0.3	-	2.1	-	< 0.1	0.4	0.1	177,389	0.1	82.1	72,248
51 Port Gamble	13	0	11	447	680	82.5	4.5	0.0	0.0	17	0.0	0.0	1.5	0.0	-	-	-	-	-	-	0	0.0	-	0
47 Olympia	30	8	30	1,199	169	8.7	20.3	11.3	0.0	878	0.2	14.7	15.5	23.8	0.1	1.4	-	0.1	-	0.1	106,116	0.1	96.9	0
23 Tacoma	478	88	469	1,775	-	1.2	5.2	8.4	0.0	23,926	5.9	22.5	9.2	4.6	8.8	16.9	10.8	3.7	9.2	8.9	14,162,370	8.7	84.3	0
19 Seattle	584	137	574	1,806	< 1	1.8	4.6	7.6	0.3	31,501	7.8	26.6	7.9	8.9	12.4	0.3	3.6	3.0	3.7	9.3	14,660,216	9.0	88.7	101,004
32 Everett	55	0	53	1,165	217		13.7	5.6	0.1	1,359	0.3	6.3	8.1	3.4	< 0.1	6.4	-	0.1	0.6	0.2	345,633	0.2	90.7	10,073
25 Anacortes	13 35	0 5	13 35	996 929	215 229	17.8 25.6	13.4 7.2	0.6 3.2	0.0 7.7	300 663	0.1 0.2	10.6 11.2	18.8	0.6 3.9	-	0.2	-	1.3	0.6 1.4	0.1 0.4	236,310	0.1 0.3	93.2 66.0	0 0
7 Bellingham	1,335	238	1,312		229 58		7.2 5.5	3.2 7.6	0.3	60,708		<b>23.4</b>	8.5	5.9 6.9	21.3	40.2	14.4	<u> </u>	15.9	19.3	553,413 <b>30,506,364</b>		85.8	368,424
Washington Total				1,641		4.9					15.0											18.8		· · ·
Total/Average	7,446	1,727	7,291	1,854	21	2.6	3.2	9.8	<b>0.6</b> -25	405,911	100.0	22.8	9.0	20.4		100.0		100.0			162,083,174	100.0	97.0	773,642
% Change from Update of 11/97	<b>+</b> 7.8	+15.5	+8.1	+1.7	+23.5	-21.2	-28.9	-7.5	-20	+8.4		+3.2	-1.1	+20.7	-5.0%	-34.0%	-0.0%	3.1% -	-23.3%	-10.3%				-6.3%
Clerks	F	0	F	0 4 0 0	2	10.1	22.2	107	0.0	Percenta	ge			190	7 an	d 10	208	Mont	thlv	Tonn	age as a			
29 San Diego 46 Port Hueneme	5 12	0	5 12	2,128 2,318	2	18.1 2.5	32.2 32.6	10.7 10.2	0.0 0.1	of 1997			,									~~		
63 Los Angeles/Long Beach	949	1	934	2,518	< 1		10.8	12.2	0.1	Average			r	erce							ly Tonna	ye		
14 Eureka	3	Ö	3	***	***		36.5	0.0	0.0	Monthly Tonnage			D. /	Comm	Janua	ary 19	97 Ir	nrougr	1 Sept	tembe	r 1998 presents 1 M	lanth)		
34 SF Bay Area & Delta	269	10	262	2,371	2	2.9	9.1	2.1	0.5	140% -			БУΥ	Comme	buily I	ype b	y ivioi	iin (ea		ar Rep	bresents i iv	ionin)		
40 Portland	95	0	92	2,446	< 1	32.9	8.8	1.3	1.7	130% -	-									П				
23 Tacoma	71	0	71	2,525	-	0.1	36.4	1.4	0.4	120% -	-			Πт			п				1			
52 Seattle	175	0	174	2,506	-	13.4	10.7	2.5	2.9	110% -	-	-		111116				_ [] _		Шп		Πm	п	
Total/Average	1,579	11	1,553	2,529	1	4.0	12.2	8.6	0.7	100% -							╓╢┏╍	╗╢╏╹	╨┶╖╖		╎╷╷╷┍┛╜╜╜┣╢║	_ ІНЦ		
Foremen/Walking Bosses				90% -	1UP	4		L	Í <u>╷</u> ╷╻┏┩┠	Щ	Ч	ЩЧ	╶╟	- 0[	]  -	L								
29 San Diego	2	0	2	***	***	0.8	72.0	1.4	0.7	80% -	1										U			
46 Port Hueneme	5	-	5	2,310	1	0.2		0.4	0.0	70% -	1													
94 Los Angeles/Long Beach	360	-	353	3,508	< 1	0.3	5.3	0.0	0.8	60% -	1													
91 Northern Calif. Area	71	-	70	2,521	37	0.4	14.5	0.0	2.5	50% - 40% -														
92 Portland	46	-	45	2,516		12.0		0.0	6.5	100%=	Con	taineri	zed	Lum	ber & I	ogs	Aut	os & T	rucks	G	eneral Cargo		Bulk Ca	urgo —
98 Seattle	98	-	98	2,552	9		11.8	0.0	0.1	1996 Monthly Average				2911							cuigo		01	- 00
Total/Average	582		573	3,133	7	2.3	9.0	0.0	1.3	Average														
* Longshore and Clerk hours only. *** "Annual Hrs Pd" and "Wkly PGP" for groups of less than five individuals are not shown, but																								

\* 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.

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