



# A Guide to Eligibility Requirements for Benefits Plans: Pension, Welfare, Vacation, Holidays, and Pay Guarantee

The information in this *Update* is an informal summary of the eligibility requirements for several benefits available to registered ILWU longshore employees. It is not intended to be all inclusive.

A comprehensive description of eligibility requirements for each of these benefits can be found in the contract documents and the Summary Plan Descriptions for the ILWU-PMA Pension and the ILWU-PMA Welfare Plans.

The illustration in the box on page 2 is a graphical representation of the hours and credits, called *qualifying hours*, that may qualify a registrant for vacation and holiday pay and for benefits under the ILWU-PMA Welfare Plan, the ILWU-PMA Pension Plans, and the Pay Guarantee Plans. Each circle represents those hours or credits applicable to qualification for each of the benefit plans. Grayed circles represent qualifying hours or credits that carry special provisions specific to the circumstances of the individual involved. Descriptions of these provisions are shown in the annotations below the illustration.

For example, the hours that count to establish eligibility for the ILWU-PMA Welfare Plan are a combination of hours paid, travel time hours, equivalenced PGP hours and credits for disability, leaves of absence and military service. "Equivalenced" PGP hours equal the total PGP benefit paid to a registrant divided by the appropriate straight time base wage rate.

Equivalenced PGP Hours are not considered qualifying hours for a basic one- or two-week vacation. However, they are credited when required to establish a "year of service" in determining additional weeks of vacation. The description of "Year of Service" for Vacation is explained more fully on page 3.

Because Paid Holiday eligibility is based on an individual's eligibility for a one-week vacation, both Holiday and Vacation benefits require the same hours and credits for qualification.

Except for credit for leaves of absence, all types of hours and credits count toward eligibility in the ILWU-PMA Pension Plan.

Only hours paid and credit for jury duty count towards inclusion on the PGP eligibility list.

### ILWU-PMA Pension Plan

The table on the right describes the requirements for Normal Retirement, Early Retirement, and Disability Retirement.

A minimum of 800 qualifying hours is required to earn a qualifying Year of Service for vesting and eligibility. A participant is vested after earning five qualifying Years of Service or at Normal Retirement Date, if earlier. Once vested, a participant's earned qualifying Years of Service remain credited for life.

Effective with the 1994 payroll year, a full Year of Service for benefit accrual is established when a registered longshoreman is paid or is credited with 1,300 qualifying hours. A participant who is credited with fewer than 1,300 qualifying hours but at least 800 qualifying hours in any payroll year will earn a partial Year of Service for benefit accrual. Each Year of Service for benefit accrual credited prior to 1994 is a full Year of Service.

Once an employee becomes registered, the Years of Service established prior to registration (working as a "casual") may be credited in accordance with Plan rules.

### ILWU-PMA Welfare Plan

Only persons who have industry registration may become eligible for Welfare Plan benefits. An annual review is conducted by the Trustees prior to July 1. Each active registrant's record of covered employment for the preceding Payroll Year is used to determine whether eligibility has been established for the succeeding 12 months. (July through June).

A registrant will be eligible effective July 1 for 12 months of welfare coverage if a minimum of 800 qualifying hours were credited in the preceding payroll year, or if a minimum of 400 qualifying hours were credited in the last half of the preceding payroll year.

A mid-year review is also conducted by the trustees prior to January 1 to determine eligibility for those active registrants who do not hold 12-month eligibility from the previous July 1. An active registrant may receive eligibility for January through June if sufficient hours of covered employment have been credited in the first half of the preceding payroll year. At least 400 qualifying hours must have been worked or credited in the first half of the preceding payroll year.

#### Requirements for Normal Retirement

- "Normal Retirement Date" is age 65 or the fifth anniversary of the date of participation, whichever is later.

#### Requirements for Early Retirement

- Participant must have at least 13 qualifying Years of Service and must have worked in the Industry in each of the five payroll years preceding or ending with the year of retirement.
- Participant with at least 13 qualifying Years of Service who wishes to retire between the ages of 55 and 62 may do so with reduced retirement benefit. Unreduced benefit is paid if the participant retires at ages 62 to 65.

#### Requirements for Disability Retirement

- A participant with at least 13 qualifying Years of Service is eligible. There is no minimum age requirement.
- The participant must have worked in the Industry in each of the five payroll years preceding or ending with the year of retirement.
- The participant must provide evidence, satisfactory to the Trustees and a physician chosen by them, that he or she is totally and permanently disabled from performing regular longshore work.

Provisions exist in the Plan for a lower number of qualifying hours in Minor Ports. However, no port has qualified for Minor Port status for Welfare eligibility purposes since the disestablishment of of Local 49 in Crescent City.

Most Welfare Plan participants who become pensioners have Welfare Plan eligibility beginning on the day they become pensioners. All disability pensioners have Welfare Plan eligibility. All participants who are registered when they retire on a normal pension with a separation date on or after July 1, 1984 have eligibility except for the following:

- Pensioners whose separation date was on or after July 1, 1988 and who accrued fewer than 5 years of credited pension service, and
- Deferred pensioners whose separation date was before age 55 or whose normal pension benefit has not commenced.

If a registrant fails to establish eligibility because of a qualified disability, he or she may be credited with additional hours during the term of his or her certified disability. Provisions are different for those who have 25% or more of the required hours from those with less than 25% of the requirement.

**25% or more of the hours required:** Hours credited will be the number of weeks of credited disability multiplied by the average hours per week credited to the employee in the review period (excluding the disability period).

**Less than 25% of hours required:** Registrant may be credited with sufficient hours to establish eligibility. A maximum of 5 consecutive years credit is allowed if the disability for which the employee receives industrial compensation is job-related. Otherwise, a maximum of 3 consecutive years may be credited.

For an authorized Leave of Absence of less than 90 days, credit toward the hours requirement may be given by multiplying the number of weeks absent by the average number of hours paid to the registrant in the review period (excluding the leave of absence).

Credits for military leaves of absence are given using the same formula used for authorized leaves of absence of 90 days or less.

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

### Vacation Benefits

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 he or she earns a vacation receives a vacation with pay.

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 the first full payroll week in March.

A skilled rate applies when at least half of the qualifying hours are paid at a skilled rate. The skilled rate payable is the highest skill rate at which accumulated skilled hours equal at least 25% of the qualifying hours for the basic vacation.

One-week or two-week vacation benefit eligibility requirements depend on the age of the registrant and by the average hours of the port in which the individual is registered.

The "average port hours" are calculated separately for longshoremen, clerks and foremen and are the average hours paid to registrants in the "port of registration" during the payroll year, excluding those with fewer than 100 hours.

The following table illustrates the annual hours requirements for vacation eligibility under varying conditions.

## Qualifying Hours for Collectively Bargained Benefits

(Each circle represents hours or credits providing qualification for each respective benefit plan.)

	Hours Paid	Travel Time Hours	PGP Hours (Equivalenced)	Vacation Hours Paid	Holiday Hours Paid	Jury Duty	Credit for: Disability	Leave of Absence	Military Service
ILWU-PMA Pension Plan	○	○	○	○	○	○	○		○
ILWU-PMA Welfare Plan	○	○	○				○	○	○
Vacation and Holidays	○	○	○			○	○		
Pay Guarantee Plan	○					○			

PGP Hours are not considered qualifying hours for a vacation, but they are credited when required to establish a year of past service for determining additional vacation weeks.

Credits for military leaves of absence are given using the same formula used for authorized leaves of absence of 90 days or less.

#### ILWU-PMA WELFARE PLAN

If an employee fails to establish eligibility because of a qualified disability, he or she may be credited with additional hours during the term of his or her certified disability. Provisions are different for those who have 25% or more of the required hours from those with less than 25% of the requirement.

**25% or more of the hours required:** Hours credited will be the number of weeks of credited disability multiplied by the average hours per week credited to the employee in the review period (excluding the disability period).

**Less than 25% of hours required:** Employee may be credited with sufficient hours to establish eligibility. A maximum of 5 consecutive years credit is allowed if the disability is job-related for which the employee receives industrial compensation. Otherwise, a maximum of 3 consecutive years may be credited.

#### ILWU-PMA PENSION PLAN

A participant is credited with hours for absence due to work-related illness or injury for which he or she receives worker's compensation. Hours granted by a JPLRC or the Trustees for on- or off-the-job disability absences (up to 100 hours per year for each type of disability absence) are also credited.

#### VACATION PLAN

If the employee does not sufficient hours to qualify due to illness or injury, the qualifying hours shall be based on hours worked during the 4 payroll quarters preceding the quarter in which the injury or illness occurred.

For an authorized Leave of Absence of less than 90 days, credit toward the hours requirement may be given an employee by multiplying the number of weeks absent by the average number of hours paid to the employee in his review (excluding the leave of absence).

**Annual Hours Requirements for  
Vacation Eligibility**

Average Port Hours	Under Age 60		Age 60 and over	
	1 wk	2 wks	1 wk	2 wks
<i>1,300 or more</i>	800	1,300	700	1,200
<i>1,200 - 1,299</i>	700	1,200	600	1,100
<i>1,100 - 1,199</i>	676	1,100	600	1,100
<i>1,000 - 1,099</i>	615	1,000	600	1,000
<i>900 - 999</i>	552	900	552	900
<i>less than 900</i>	552	800	552	800

**Description of Year of Service for  
Vacation**

A Year of Service for vacation eligibility is a payroll year in which the registrant is credited with at least 800 combined hours paid and equivalenced hours of Pay Guarantee Plan payments.

Service as a full-time Union official or as a joint employee of a Labor Relations Committee, of the Welfare and Pension Trustees, or of another joint entity of the ILWU and the PMA is considered qualifying time.

After registration, service in the Armed Forces of the United States or as a civilian in longshore operations during World War II, the Korean or Vietnam War is considered qualifying time.

Continuous absence due to work-related injury for which an employee received Worker's Compensation is considered qualifying time. Temporary absence due to compensable temporary partial disability because of industrial illness or injury shall also be considered qualifying time.

**Extra Benefits for Clerks and Foreman**

Clerks and walking bosses/foreman receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year.

Two additional hours of vacation are accrued for each 50 paid hours a clerk accumulates per year in excess of 1,975, up to a maximum of 16 hours additional vacation pay.

Walking bosses and foreman accrue 2 additional hours of vacation pay for every 100 hours of pay accumulated over 1,400 hours, up to a maximum of 20 additional hours of vacation pay.

**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 below.

To receive a third week of vacation, a registrant must have earned a two-week basic vacation and, depending on the port of

registration, must satisfy the criteria for that port.

In the major ports of Seattle, Portland, San Francisco Bay Area, and Los Angeles/Long Beach, the individual must also have had 8 years of service with a one-week basic vacation. Registrants in minor ports must have accrued 5 years with a 1-week basic vacation out of the previous 10 payroll years *and* have been available for employment for ten years or more. "Available for employment," in this instance, means any year that the individual has been paid 100 longshore hours or more, regardless of registration status.

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 1 week of basic vacation and have 17 or more past years of service with 1 week of vacation. After 17, 23 and 25 past years of service with 1 week of vacation, one, two, or three extra weeks of vacation are earned, respectively.

Therefore, an individual with sufficient past years of service may earn extra weeks of vacation without qualifying for a 2-week basic vacation.

Extra Weeks of Vacation <i>(Independent of the registrant's receiving second or third week)</i>
Requires 1 week of basic vacation in the previous payroll year <i>-plus-</i>
17 years of service with 1-week vacation for 1 extra week
<i>or</i>
23 years of service with 1-week vacation for 2 extra weeks
<i>or</i>
25 years of service with 1-week vacation for 3 extra weeks
3rd Vacation Week
Requires 2 weeks of basic vacation in the previous payroll year <i>-plus-</i>
<i>Registered in Seattle, Portland, SF Bay Area and LA/LB: 8 years of service with 1-week basic vacation</i>
<i>Registered in other ports: 5 years of the previous 10 payroll years with 1-week and Available for employment for 10 years or more</i>

**Paid Holidays**

Longshore, clerk, and foreman registrants are eligible to receive a paid holiday provided they (1) have registration status on the date of the paid holiday and (2) have

been paid sufficient hours in the previous payroll year to qualify for a basic one-week vacation.

To receive a paid holiday benefit, an eligible registrant must be available for at least 2 of the 5 days (Monday – 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 2-week basic vacation, the aforementioned "availability" requirement is waived for paid holidays which are normal work days – i.e., Martin Luther King's Birthday, Washington's Birthday, Cesar Chavez' Birthday, Memorial Day, Independence Day, Harry Bridges' Birthday, and Veteran's Day.

Those eligible for paid holidays receive pay equivalent to 8 hours at the basic straight time rate whether or not they work on such holiday. All individuals who work on a "paid holiday" are paid for hours worked at the overtime rate, regardless of registration or eligibility status.

There are 15 *recognized* holidays under the longshore, clerks', and foremen's contracts. All hours paid on these agreement holidays are paid at the overtime rate of pay. Thirteen of these, excluding Lincoln's Birthday and Bloody Thursday, are designated as "paid holidays."

1. New Year's Day
2. M.L. King's Birthday
3. *Lincoln's Birthday*
4. Washington's Birthday
5. Cesar Chavez' Birthday
6. Memorial Day
7. Independence Day
8. *Bloody Thursday*
9. Harry Bridges' Birthday
10. Labor Day
11. Veterans Day
12. Thanksgiving Day
13. Christmas Eve Day
14. Christmas Day
15. New Year's Eve Day

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

Urban Wage Earners & Clerical Workers				
Month	1997	1998	1999	12 Mo.
JAN	156.3	158.4	<b>161.0</b>	<b>1.64</b>
FEB	156.8	158.5	<b>161.1</b>	<b>1.64</b>
MAR	157.0	158.7	<b>161.4</b>	<b>1.70</b>
APR	157.2	159.1	<b>162.7</b>	<b>2.26</b>
MAY	157.2	159.5	<b>162.8</b>	<b>2.07</b>
JUN	157.4	159.7		1.46
JUL	157.5	159.8		1.46
AUG	157.8	160.0		1.39
SEP	158.3	160.2		1.20
OCT	158.5	160.6		1.32
NOV	158.5	160.7		1.39
DEC	158.2	160.7		1.58

## Pay Guarantee Plan

The Pay Guarantee Plan (PGP) program provides a supplemental unemployment benefit for registered Class "A" longshore and clerk registrants. After one year of registration, Class "A" and "B" registrants who are paid 50% or more of the average work hours available to Class "A" or Class "B" individuals, respectively, in their home port for the most recent 4 payroll quarters preceding the current quarter, or have earned at least a basic 1 week vacation in the preceding payroll year are added to the PGP eligibility list.

Registrants who have insufficient hours to meet the 50% test due to vacation, jury duty, illness, injury, full-time Union employment, full-time joint employment, military service, leave of absence, etc. are entitled to a pro rata adjustment on the basis of hours worked while not absent during the test period.

Registrants working on a steady basis for an employer under a weekly or monthly guarantee are not included on the PGP eligibility list. Additionally, those employed or released as steadies during a payroll week are not eligible to receive PGP benefits for that week.

To receive PGP benefits, registrants on the PGP eligibility list must prove "availability" for the 5 days Monday through Friday, inclusive. If a paid holiday is observed on Monday through Friday, availability is not required on the day on which the paid

holiday is observed. "Availability" is defined as working or being available for work without employment offered.

The weekly availability requirement is reduced by one day for each Saturday and/or Sunday in which the registrant is paid a shift of at least 4 hours.

For registrants selected for jury duty, days served as a juror, Monday through Friday, will count toward PGP availability, and weeks of jury duty will not be subject to the four-week averaging.

The hourly PGP rate is equal to the applicable straight time base wage rate.

The Pay Guarantee Plan benefit payable to a longshore or clerk registrant for the week is the difference between the individual's earnings for the four-week period ending with the current week and the sum of the maximum PGP benefit (see table on the right) for each of the same four weeks.

If the registrant's earnings in any week of the 4-week period were less than the maximum weekly benefit amount and the individual was ineligible for a PGP benefit that week, the calculation for the 4-week period will be made as if the earnings for that week were equal to the appropriate maximum PGP weekly benefit "Earnings" are defined as all payments received including hourly wages, skill pay, penalty cargo pay, travel time pay, payments for vacations and holidays, jury duty pay, State unemployment benefits, and PGP payments.

No one is entitled to a PGP payment for any payroll week while on vacation. When

on vacation, the appropriate maximum weekly PGP benefit is charged to registrant's weekly guarantee record for each week of paid vacation taken. If at the end of the payroll year the payroll records indicate that a registrant has not taken the number of weeks of vacations paid, the appropriate maximum weekly PGP benefit is charged to that person's guarantee record for the number of weeks of vacation not taken, beginning with the first payroll week following the end of the payroll year.

Calculation of PGP benefits for walking bosses and foremen differs. Their payable benefits for a week is the difference between earnings for the week and the weekly maximum PGP benefit (see table below).

However, PGP payments are suspended for the remainder of any payroll quarter in which the foreman's quarterly payroll earnings, excluding vacation pay, exceed a jointly negotiated amount. Currently, the earnings limit is \$17,600 per payroll quarter.

### Maximum PGP Benefits

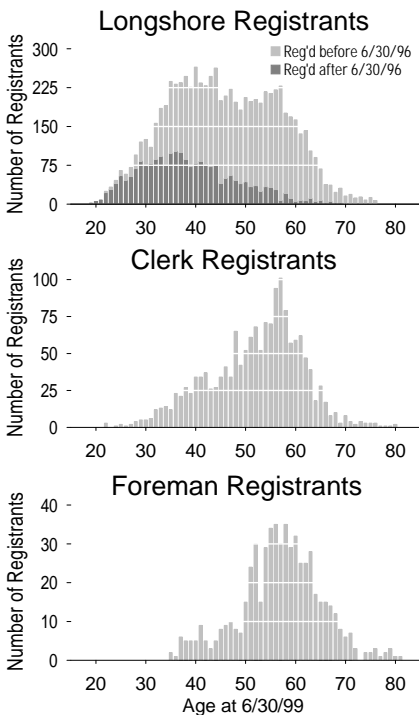
#### Longshoremen and Clerks

Class "A" .....	<b>38 hours/week</b>
Class "B" (after one year of registration)	
5 or more vacation	
qualifying years .....	<b>38 hours/week</b>
less than 5 vacation	
qualifying years .....	<b>28 hours/week</b>

#### Walking Bosses and

**Foremen .....** **38 hours/week**

## Distribution of Ages Within the Registered Work Forces



The charts on the left show the distribution by age (as of June 30, 1999) of the active longshore, clerk, and walking boss/foreman registered work forces.

In each chart, a vertical bar represents the number of registrants whose age equals the value shown on the horizontal axis. The longshore registrants are divided between those registered since 6/30/96 and those registered previous to that date.

About two-thirds of the longshore work force is between ages 35 and 57. The distribution for longshore registrants is bimodal, i.e., there are two peaks: one peak is centered around age 40 and the other around age 55.

The distributions of clerk and of foreman registrants have single peaks, each centered around age 57. However, there are more clerks younger than 57 than foremen—about 69% of the clerks are between the ages of 45 and 62, while about 69% of the foremen are between 50 and 64.

The table on the right shows the number and the percentage of each registration

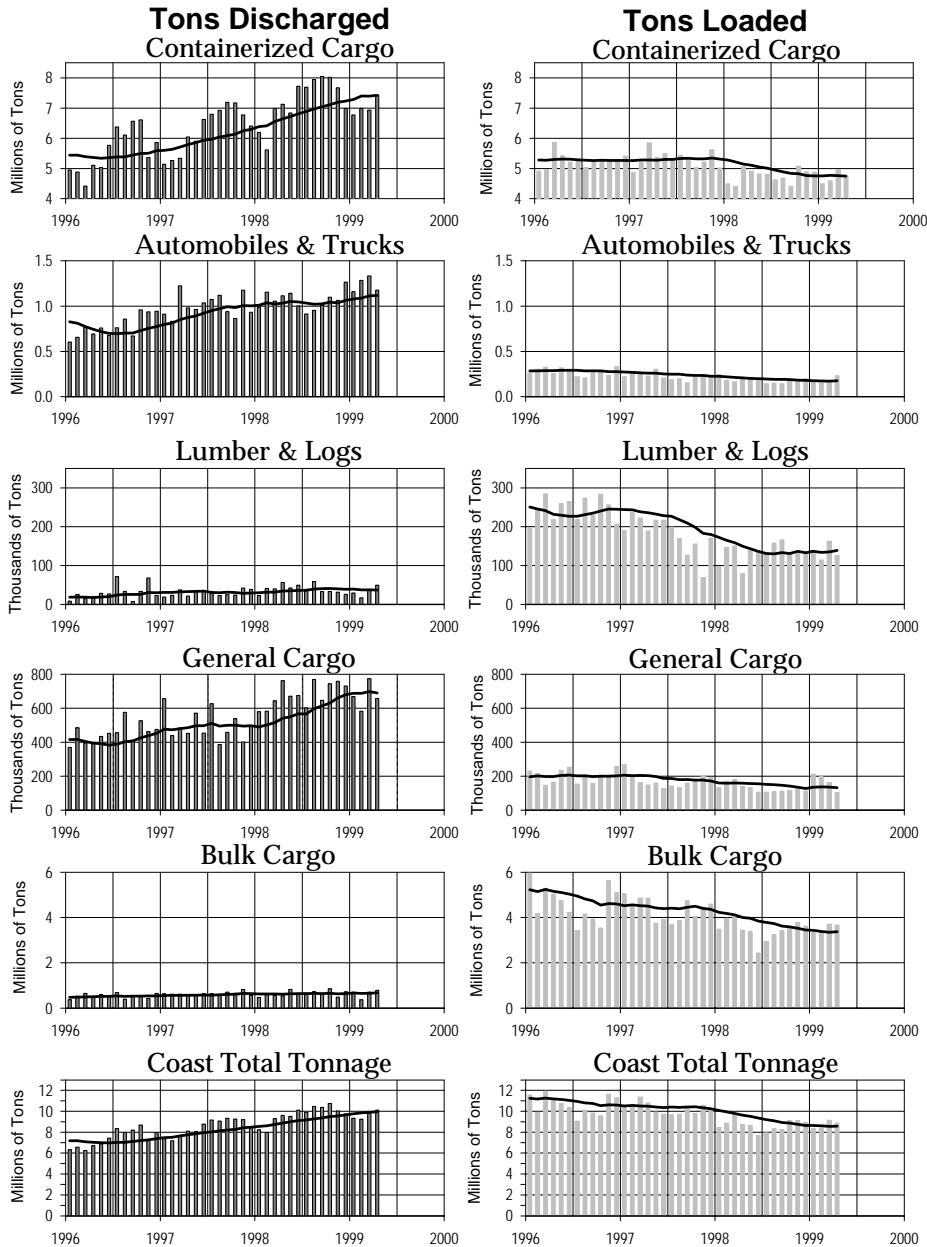
group who are older than the specific ages shown. For example, in the first row (40+), the two values under *Longshore* show that 5,215 longshore registrants, or 67.9%, are age 40 or older, and in the last row (70+), the two values under *Foreman* show that 31, or 5.3%, of the active registered foremen are age 70 or older.

The age group 55+ includes about a quarter of the longshore registrants, just under one-half of the clerks, and two-thirds of the foremen.

Age Grp	Longshore		Clerk		Foreman	
	#	%	#	%	#	%
40+	5,215	67.9%	1,402	89.0%	567	96.8%
45+	3,977	51.7%	1,244	78.9%	540	92.2%
50+	2,967	38.6%	1,028	65.2%	498	85.0%
55+	1,949	25.4%	724	45.9%	385	65.7%
57+	1,514	19.7%	560	35.5%	316	53.9%
59+	1,110	14.4%	380	24.1%	251	42.8%
60+	941	12.2%	323	20.5%	222	37.9%
62+	642	8.4%	202	12.8%	165	28.2%
65+	307	4.0%	98	6.2%	95	16.2%
70+	110	1.4%	32	2.0%	31	5.3%

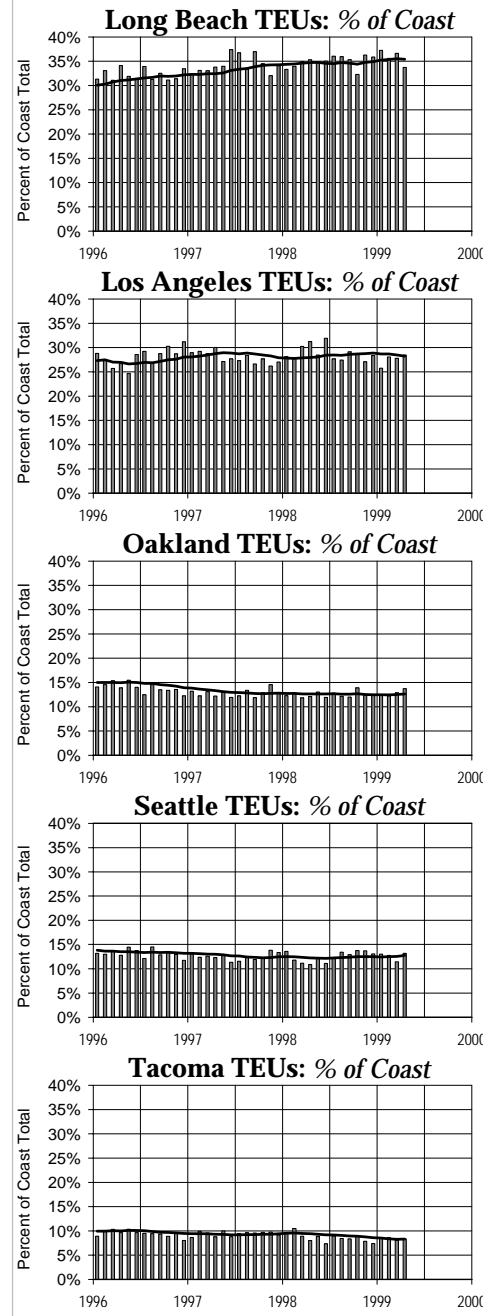
# Monthly Tonnage by Reporting Category: Discharged vs. Loaded

Actual Tons Reported by Month



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

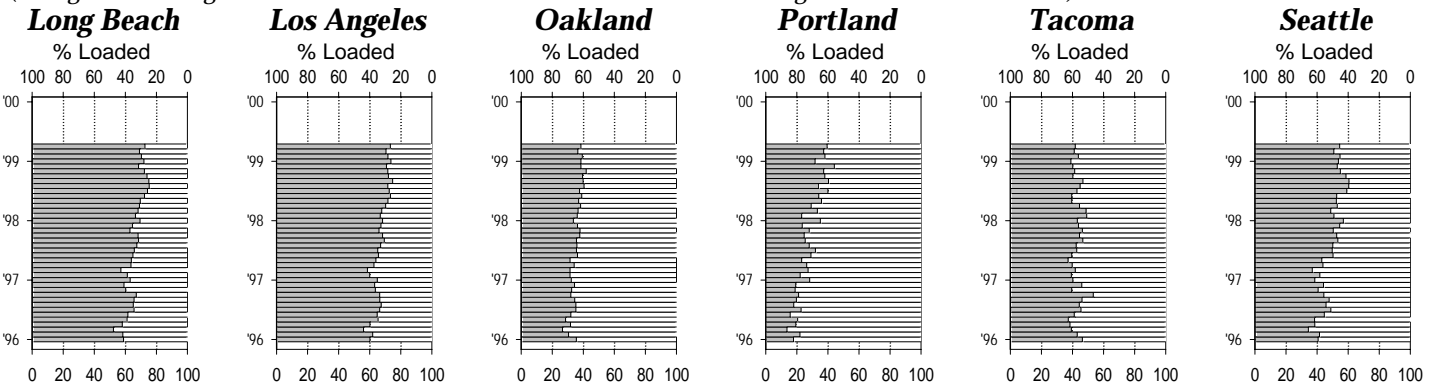
## Major Container Ports: Percent of Coast Total TEUs



## "Weighted" Tonnage: % Discharged vs. % Loaded

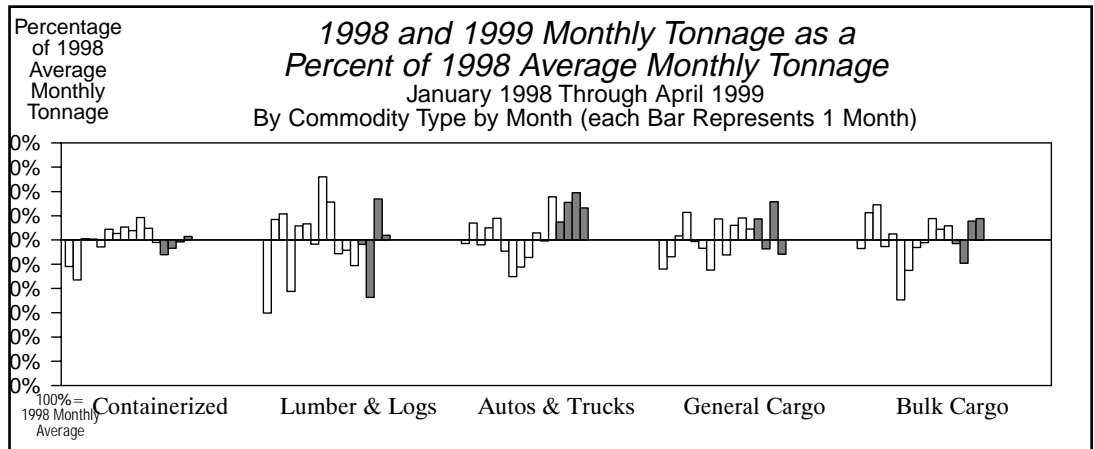
("Weighted" Tonnage = Containerized + 1/6 of Autos & Trucks + Lumber & Logs + General + 1/50 of Bulk)

% Discharged  % Loaded



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 6/2/99)		(Ending 5/29/99)		Hours Paid:					Hours Paid at					% of Category Coast Total (12 Months-to-Date)					% of 1999 YTD				
	Class	Number	Annual	Wkly	Out of	Other	Cas-	Inac-	P/R Wks	1-22, '99	Occ Codes	Exp.	Cont'r	Lmbr	Autos	Other	Bulk	1999 YTD	Coast	'99 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	1999 YTD	Coast	'99 as a	Cstwise	
NO.	NO.	NO.	HRS	\$	%	%	%	%	HRS	%	%	%	%	%	%	%	%	%	TONS	TONS	%	%	TONS	
<b>Longshoremen</b>																								
<i>Southern California</i>																								
29 San Diego	54	20	51	2,236	1	6.8	6.5	32.0	0.2	3,267	0.8	9.0	12.2	27.9	< 0.1	4.2	13.2	1.6	2.3	1.5	1,370,734	1.9	148.4	0
13 Los Angeles/Long Beach	4,081	982	4,038	2,023	< 1	0.2	0.9	7.9	0.3	231,846	58.3	24.7	9.9	18.1	63.7	7.1	35.8	51.6	26.0	52.4	36,843,663	50.3	102.0	47,983
46 Port Hueneme	82	12	80	2,019	< 1	6.5	6.6	36.9	0.2	6,480	1.6	14.6	6.4	32.2	0.1	< 0.1	10.3	7.4	0.1	1.1	898,504	1.2	102.3	0
<b>Southern California Total</b>	<b>4,217</b>	<b>1,014</b>	<b>4,169</b>	<b>2,026</b>	<b>&lt; 1</b>	<b>0.5</b>	<b>1.2</b>	<b>9.1</b>	<b>0.3</b>	<b>241,594</b>	<b>60.8</b>	<b>24.2</b>	<b>9.9</b>	<b>18.6</b>	<b>63.8</b>	<b>11.3</b>	<b>59.3</b>	<b>60.6</b>	<b>28.4</b>	<b>55.1</b>	<b>39,112,901</b>	<b>53.4</b>	<b>103.1</b>	<b>47,983</b>
<i>Northern California</i>																								
10 San Francisco Bay Area	1,033	205	976	1,713	< 1	1.7	1.4	4.0	0.5	48,074	12.1	26.7	8.2	17.7	12.9	0.1	5.4	8.0	2.3	9.7	7,009,610	9.6	108.5	445
54 Stockton	58	23	57	1,570	75	5.3	5.9	13.9	0.5	2,510	0.6	19.1	7.5	7.6	-	-	-	1.9	3.1	0.8	553,183	0.8	155.4	0
18 Sacramento	24	3	24	1,587	168	9.7	16.9	21.2	0.0	2,429	0.6	21.4	6.7	18.2	-	0.1	-	1.8	1.3	0.4	359,442	0.5	111.5	0
14 Eureka	31	0	31	958	342	39.8	3.6	4.3	0.0	502	0.1	12.2	11.9	5.8	< 0.1	1.9	-	1.7	0.5	0.2	160,350	0.2	85.9	0
<b>Northern California Total</b>	<b>1,146</b>	<b>231</b>	<b>1,088</b>	<b>1,681</b>	<b>18</b>	<b>2.7</b>	<b>2.2</b>	<b>5.1</b>	<b>0.5</b>	<b>53,514</b>	<b>13.5</b>	<b>26.0</b>	<b>8.1</b>	<b>17.1</b>	<b>12.9</b>	<b>2.0</b>	<b>5.4</b>	<b>13.4</b>	<b>7.2</b>	<b>11.1</b>	<b>8,082,585</b>	<b>11.0</b>	<b>110.3</b>	<b>445</b>
<i>Oregon</i>																								
12 North Bend/Coos Bay	93	16	90	1,183	189	46.3	0.5	1.6	0.4	1,272	0.3	10.3	9.1	0.6	< 0.1	7.8	-	0.3	4.2	1.0	842,990	1.2	79.7	14,838
53 Newport	8	1	8	714	410	74.6	26.4	0.4	0.4	64	0.0	3.9	2.0	4.2	-	0.4	-	-	-	< 0.1	4,468	0.0	284.0	0
50 Astoria	49	0	49	727	455	88.0	1.5	0.6	1.5	78	0.0	0.0	0.0	0.0	-	1.8	-	-	-	< 0.1	4,906	0.0	44.9	475
8 Portland	494	73	479	1,778	6	2.5	13.0	1.8	0.3	23,110	5.8	14.4	7.6	5.2	2.2	2.9	18.5	7.7	23.5	8.3	6,114,862	8.3	105.0	18,205
4 Vancouver, WA	154	46	152	1,675	12	12.2	11.7	6.2	0.7	6,405	1.6	13.7	6.6	9.8	< 0.1	0.1	2.8	3.8	8.8	2.3	1,721,466	2.4	101.9	0
21 Longview, WA	195	23	193	1,870	15	17.0	5.5	4.8	0.8	8,604	2.2	8.9	8.1	5.1	< 0.1	30.6	-	6.4	12.2	3.2	2,939,288	4.0	92.5	26,768
<b>Oregon Total</b>	<b>993</b>	<b>159</b>	<b>971</b>	<b>1,663</b>	<b>51</b>	<b>12.3</b>	<b>10.7</b>	<b>3.1</b>	<b>0.5</b>	<b>39,534</b>	<b>9.9</b>	<b>12.9</b>	<b>7.6</b>	<b>5.8</b>	<b>2.2</b>	<b>43.5</b>	<b>21.3</b>	<b>18.2</b>	<b>48.7</b>	<b>14.8</b>	<b>11,627,980</b>	<b>15.9</b>	<b>98.9</b>	<b>60,286</b>
<i>Washington</i>																								
24 Aberdeen	69	0	69	1,351	165	24.3	8.4	3.6	0.0	1,805	0.5	6.6	6.1	1.2	< 0.1	13.9	-	0.6	-	0.2	137,476	0.2	125.2	33,846
27 Port Angeles	54	0	53	742	513	61.4	5.9	1.0	2.4	329	0.1	8.4	6.9	0.0	-	2.0	-	< 0.1	0.5	0.1	93,691	0.1	150.8	25,591
51 Port Gamble	12	0	12	412	678	82.6	0.0	0.0	0.0	17	0.0	0.0	0.0	0.0	-	-	-	-	-	-	0	0.0	-	0
47 Olympia	28	5	28	915	259	33.8	28.4	9.2	0.0	359	0.1	3.7	13.0	9.9	< 0.1	1.4	-	0.1	-	< 0.1	12,460	0.0	28.9	0
23 Tacoma	487	100	485	1,777	< 1	2.4	2.7	9.7	0.3	25,074	6.3	22.0	8.9	8.6	8.3	18.3	10.2	3.1	9.8	8.6	6,568,029	9.0	99.9	0
19 Seattle	579	120	574	1,857	< 1	1.5	4.6	10.1	0.2	33,051	8.3	25.6	7.8	7.9	12.7	0.3	3.8	3.2	2.7	9.4	7,099,309	9.7	108.0	17,989
32 Everett	55	0	55	1,072	239	17.1	13.1	5.6	0.0	1,250	0.3	5.9	7.7	2.6	< 0.1	6.2	-	0.1	0.8	0.2	154,604	0.2	110.9	1,601
25 Anacortes	13	0	13	918	276	34.4	25.3	1.1	0.0	176	0.0	8.1	11.3	3.5	< 0.1	1.0	-	-	0.5	0.1	57,122	0.1	57.7	0
7 Bellingham	32	0	31	926	245	18.5	7.8	6.0	6.3	879	0.2	10.2	11.0	10.6	-	-	-	0.8	1.5	0.4	294,023	0.4	118.0	1,289
<b>Washington Total</b>	<b>1,329</b>	<b>225</b>	<b>1,320</b>	<b>1,660</b>	<b>60</b>	<b>5.3</b>	<b>4.5</b>	<b>9.4</b>	<b>0.3</b>	<b>62,939</b>	<b>15.8</b>	<b>22.7</b>	<b>8.3</b>	<b>7.9</b>	<b>21.1</b>	<b>43.2</b>	<b>14.0</b>	<b>7.8</b>	<b>15.7</b>	<b>19.0</b>	<b>14,416,714</b>	<b>19.7</b>	<b>104.1</b>	<b>80,316</b>
<b>Total/Average</b>	<b>7,685</b>	<b>1,629</b>	<b>7,548</b>	<b>1,865</b>	<b>20</b>	<b>2.8</b>	<b>2.9</b>	<b>8.0</b>	<b>0.3</b>	<b>397,604</b>	<b>100.0</b>	<b>23.1</b>	<b>9.1</b>	<b>15.4</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>73,240,180</b>	<b>100.0</b>	<b>103.3</b>	<b>189,030</b>
% Change from Update of 6/98	+8.5	+3.8	+8.9	-1.4	0.0	-0.1	-0.8	-1.3	-0.4	+0.8	+0.6	-0.1	-3.9	3.6%	-4.6%	4.0%	17.5%	-12.3%	0.1%				-48.0%	

<b>Clerks</b>												
29 San Diego	4	0	4	***	***	11.5	32.9	10.2	0.6			
46 Port Hueneme	12	0	12	2,448	-	2.5	27.5	7.8	0.0			
63 Los Angeles/Long Beach	940	1	927	2,674	< 1	0.2	11.5	10.5	0.4			
14 Eureka	3	0	3	***	***	21.4	38.7	0.0	0.0			
34 SF Bay Area & Delta	283	11	279	2,345	2	2.6	9.3	1.8	0.2			
40 Portland	92	0	88	2,509	2	32.3	12.0	1.2	2.0			
23 Tacoma	71	0	71	2,504	-	1.3	36.5	0.8	0.2			
52 Seattle	171	0	170	2,547	-	12.6	12.3	3.4	1.1			
<b>Total/Average</b>	<b>1,576</b>	<b>12</b>	<b>1,554</b>	<b>2,578</b>	<b>&lt; 1</b>	<b>3.8</b>	<b>12.9</b>	<b>7.4</b>	<b>0.5</b>			
<b>Foremen/Walking Bosses</b>												
29 San Diego	2	0	2	***	***	0.6	70.9	1.1	0.1			
46 Port Hueneme	5	-	5	2,384	3	0.1	37.7	0.6	0.0			
94 Los Angeles/Long Beach	355	-	349	3,452	< 1	0.2	3.8	0.0	0.3			
91 Northern Calif. Area	76	-	74	2,600	33	0.6	13.8	0.0	0.4			
92 Portland	50	-	49	2,537	12	13.3	16.3	0.0	1.4			
98 Seattle	98	-	96	2,557	14	9.5	11.0	0.0	0.0			
<b>Total/Average</b>	<b>586</b>		<b>575</b>	<b>3,105</b>	<b>8</b>	<b>2.4</b>	<b>8.0</b>	<b>0.0</b>	<b>0.3</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.