



Increased Pension Benefits, Wages, & 401(k) Contributions Highlight New ILWU-PMA Three-Year Labor Agreement

The International Longshore and Warehouse Union and the Pacific Maritime Association reached agreement on a new three-year contract at 4:30 p.m. Thursday, July 15. The agreement was reached after nearly eight weeks of bargaining that extended two weeks past the expiration date of the previous contract. The agreement is subject to ratification by both parties.

The new longshore and clerk agreement provides for significant pension benefit improvements: longshore and clerk registrants retiring on or after July 1, 1999, with 35 or more years of qualifying service will receive a maximum benefit of \$2,800 per month. Effective July 1, 2001, the maximum benefit will increase to \$3,325 per month. Benefits to retirees were also increased significantly.

A summary of the provisions contained in the Memorandum of Understanding (MOU) follows. These provisions become effective when the Agreement has been ratified by both Parties. For details or exact language, refer to the MOU and its attachments.

Technology Implementation

A Letter of Understanding was included with the MOU regarding the introduction of new technologies. The letter establishes the groundwork for a Joint Coast Technology-Job Security Committee.

The committee will be tasked with fact-



ILWU Vice President James Spinosa (on the left) and PMA President and CEO Joseph Miniace sign the 1999-2002 Longshore & Clerk Memorandum of Understanding Thursday, July 15. (PMA Video Image)

At press time, Mr. Miniace said, "I have received many comments of appreciation and gratitude from individual ILWU pensioners and survivors expressing their appreciation for the unprecedented increase in retirees' pension benefits. I am proud of the success of the Joint Parties in providing this tribute to the men and women whose work has built the Industry we have today."

finding and education concerning new technologies. The committee will meet quarterly, or more frequently at the request of either party.

Wages

The basic straight-time hourly wage rate for longshore and clerk job categories

will be increased as shown below.

Effective 0800 July 3, 1999:

\$1.00 increase, from \$25.68 to \$26.68

Effective 0800 July 1, 2000:

50¢ increase, from \$26.68 to \$27.18

Effective 0800 June 30, 2001:

50¢ increase, from \$27.18 to \$27.68

Marine Clerk wage increases for skilled categories were adjusted so that the longshore rates more closely approach parity. The new basic and skilled rates are shown in the table to the left.

The Work Experience straight time hourly rates are also increased accordingly.

Retroactivity: Following ratification, wage rates and other wage provisions of the Agreement will be retroactive to July 3, 1999, if there have been no strikes or slowdowns after July 15, the date that the MOU was signed by the parties.

401(k) Savings Plan

Employer Contribution: A contribution will be made to the 401(k) account of each longshore and marine clerk registrant in the

Basic and Skilled Wage Rates

	<i>Effective:</i>	7/3/1999	7/1/2000	6/30/2001
Basic Longshore		\$26.68	\$27.18	\$27.68
Skill Category I		\$28.95	\$29.45	\$29.95
[formerly, 10% (\$2.27) Skilled Wage Rate]				
Skill Category II		\$31.22	\$31.72	\$32.22
[formerly, 20% (\$4.54) Skilled Wage Rate]				
Basic Clerk		\$26.68	\$27.18	\$27.68
15% (Clerk Supervisor)		\$29.58	\$29.83	\$30.08
[formerly, 15% (\$3.40) Skilled Wage Rate]				
25% (Kitchen/Tower/Computer Clerk)		\$31.85	\$32.10	\$32.35
[formerly, 25% (\$5.67) Skilled Wage Rate]				
30% (Chief Supervisor and Supercargo)		\$32.98	\$33.23	\$33.48
[formerly, 30% (\$6.80) Skilled Wage Rate]				

amount of \$1 per eligible hour paid by PMA Member Companies for work at PCL&CA longshore and marine clerk occupation codes and at PCWB&FA occupation codes. Hours on which the contribution will be based are limited to a maximum of 2,000 per year. To receive the contribution, a registrant must have earned a pension qualifying year in the calendar year preceding the year in which the 401(k) contribution is to be made.

The contributions will be made as soon as they may be effected following the end of each Contract year.

Registrants' Elective Deferral: The Employers agreed to amend the Plan to increase the maximum rate of elective deferral from \$5 per hour to \$6 per hour upon ratification and to \$8 per hour effective January 1, 2000.

Pensions

Actives: For longshoremen and clerks retiring on or after July 1, 1999, the rate of pension credit accrual will be \$80 per month per year of qualifying service, raising the maximum pension benefits to \$2,800 per month.

Effective July 1, 2000, the pension credit accrual rate for those retiring on or after July 1, 1999, will increase to \$90 per month per year of qualifying service, raising the

maximum pension benefit to \$3,150 per month.

Effective July 1, 2001, the pension credit accrual rate for those retiring on or after July 1, 1999, will increase to \$95 per month per year of qualifying service, raising the maximum pension benefit to \$3,325 per month.

Retirees: For longshore and clerk registrants who retired before July 1, 1993, the effective pension credit accrual rate will be \$48 per year of qualifying service payable from the ILWU-PMA Pension Plan.

In addition, longshore and clerk registrants who retired under the ILWU-PMA Pension Plan before July 1, 1993, will be paid a retirement income supplement:

Effective July 1, 1999, for those retiring prior to July 1, 1993, a supplemental payment of \$2 per month per year of service recognized by the ILWU-PMA Pension will increase the retirement rate to \$50 per month per year of service.

Effective July 1, 2000, for those retiring before July 1, 1993, an additional supplemental payment of \$5 per month per year of service recognized by the ILWU-PMA Pension will increase the retirement rate to \$55 per month per year of service.

Effective July 1, 2001, for those retiring before July 1, 1993, an additional supplemental payment of \$10 per month per year of

service recognized by the ILWU-PMA Pension will increase the retirement rate to \$65 per month per year of service.

Surviving Spouses: Effective July 1, 1999, the benefit for the eligible surviving spouse or, if no surviving spouse, the eligible dependent child survivor (until age 19 or 23 if a full time student) of a longshore or clerk pensioner will increase from 50% to 55% of the appropriate basic pensioner's benefit. In cases of more than one eligible dependent child survivor, the benefit is prorated.

Pre-retirement Death Surviving Spouse Benefit: Effective July 1, 1999, the eligible surviving spouse of a plan participant with five or more vested years will be provided an immediate unreduced 75% pension and full welfare coverage.

Pre-retirement Death Dependent Child Survivor Benefit: Effective July 1, 1999, the eligible dependent child survivor of a plan participant with five or more vested years will be provided an immediate unreduced 75% pension and full welfare coverage until age 19, or 23 if a full time student.

Welfare Summary

Maintenance of Benefits (MOB): All present benefits under the ILWU-PMA Welfare Plan will be maintained under the tenure of the new agreement. A new Single Indemnity Plan, as described in the follow-

Pensions: Current Retirees Gain up to 71%

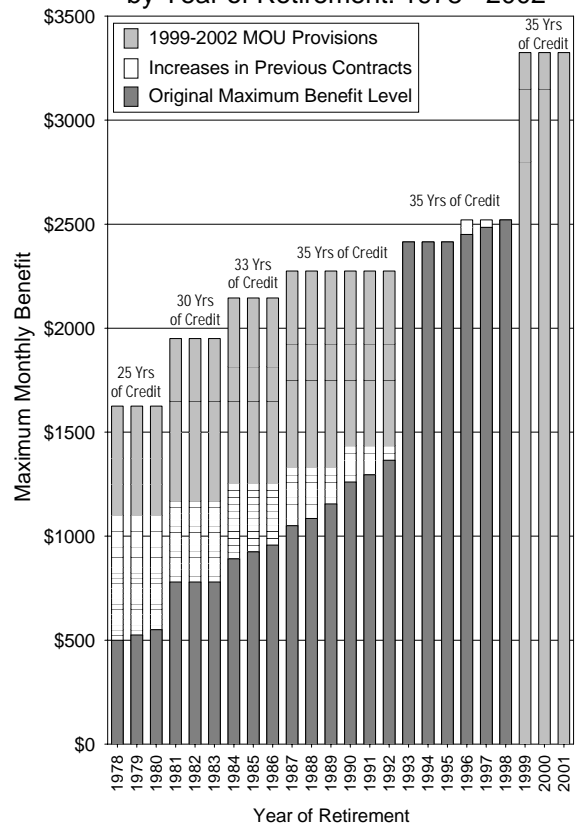
The chart on the left illustrates graphically the increases in maximum monthly pension benefits provided by the new Agreement. Each vertical stacked bar represents the maximum monthly benefit for a registrant who retired on or after July 1 of the year shown. Each bar is subdivided to show the initial monthly pension benefit at the time of retirement, each subsequent increase, and the improvements in the new MOU. Also shown above the various groups of three or more bars is the maximum number of qualifying years that could be credited for retirees in the group.

For example, the leftmost bar shows that those registrants who retired on or after July 1, 1978, retired with a maximum benefit of \$500 per month. Subsequent contract provisions brought that up to \$1,100 per month at July 1, 1998. The 1999-2002 Agreement will add \$525 per month, bringing the maximum benefit up to \$1,625 per month. The maximum monthly benefit for those who retired between July 1, 1984, and June 30, 1990, improved by 71.05%.

The table below shows the new monthly rates per qualifying year of service and the maximum monthly benefit accrual for each year of the contract and at the different retirement dates.

Pension Benefits for Normal Retirement									
Retirement Date	Max. Years of Service	Rate per Month per Year of Service				Maximum Monthly Benefit			
		Before 7/99	7/99-6/00	7/00-6/01	7/01-6/02	Before 7/99	7/99-6/00	7/00-6/01	7/01-6/02
Before 7/81	25	\$44	\$50	\$55	\$65	\$1,100	\$1,250	\$1,375	\$1,625
7/81-6/84	30	39	50	55	65	1,170	1,500	1,650	1,950
7/84-6/87	33	38	50	55	65	1,254	1,650	1,815	2,145
7/87-6/90	35	38	50	55	65	1,330	1,750	1,925	2,275
7/90-6/93	35	41	50	55	65	1,435	1,750	1,925	2,275
7/93-6/96	35	69	69	69	69	2,415	2,415	2,415	2,415
7/96-6/99	35	72	72	72	72	2,520	2,520	2,520	2,520
7/99-6/02	35		80	90	95		2,800	3,150	3,325

Maximum Monthly Benefit by Year of Retirement: 1978 - 2002





ILWU Coast Committee member Ray Ortiz, Jr. (left) and PMA Senior Vice President of Operations look on as ILWU Coast Committee member Robert McEllrath, ILWU Vice President James Spinosa, PMA President Joe Miniace, and PMA Senior Vice President of Labor Relations sign the Memorandum of Understanding documents. (PMA Video image)

ing paragraphs, is being instituted for all ports, and the present HMO plans will continue in place.

Single Indemnity Plan: The indemnity portions of the Choice Port Plan and the Non-Choice Port Plan will be combined into a Single Indemnity Plan (SIP). The Plan will provide all benefits currently provided by the Choice and Non-Choice Port Plans.

The SIP will pay 100% of PPO and 80% of non-PPO expenses. SIP participants, both active and retired, their dependents, and survivors will have welfare coverage worldwide. The Plan will continue to pay 100% of the usual and customary rates (UCR) for eligible actives assigned to ports not having access to a qualified PPO and for eligible dependents, pensioners, and survivors not having access to a qualified PPO.

Every effort is being made to identify all existing benefits. Some benefit levels may change, but no existing benefits are to be eliminated.

Lifetime Maximum Major Medical: Effective September 1, 1999, the lifetime maximum Major Medical per covered person is increased to \$2,000,000 from \$400,000.

Specific Cancer Exams covered by SIP: Effective September 1, 1999, the prostrate exam, PSA test or its successor, mammograms, and PAP smears are covered at intervals recommended by the American Cancer Society.

Jurisdiction

Maintenance & Repair: Mechanics, within 180 days of having been returned to the hall, shall return to steady employment with their steady employer in the reverse or-

der of layoff.

Mechanics, based on Industry seniority, shall be entitled to training on top picks, side picks, and tractors.

After 15 years' service, a mechanic, based on seniority, shall receive full dispatch hall check-in rights, including transfer and promotion, subject to a limit of 10% of each individual employer's mechanics work force in one year.

Terminal-to-Terminal (CY-to-CY) Drayage: In a Letter of Understanding, PMA committed "to encouraging employers to establish pilot programs to use longshoremen to perform CY-to-CY drayage between facilities covered by the PCL&CA."

PMA and the Union will develop and implement a training program for longshore registrants to license drivers to perform in-traport drayage over public roads in Los Angeles/Long Beach, San Francisco/Oakland, Portland, Seattle, and Tacoma. The initial minimum numbers of registrants to be trained in the major ports are as follows: Los Angeles/Long Beach, 40; San Francisco/Oakland, 25; Portland, 25; Seattle, 25; and Tacoma, 25. The initial training is to be completed by January 1, 2000.

Expedited Vacation and Holiday Pay

Vacations: Based on a review of the Vacation Claims Process in the first two months of 2000, an expedited claims process for payment of vacations may be implemented in 2001 to provide for paying vacations in the first full payroll week of February.

Holidays: The timely submission of availability data will be reviewed with respect to the processing of holiday pay.

When the review process is satisfactorily completed, holiday pay will be paid the week following the holiday.

Training

Training Rate of Pay: The training rate of pay will be the appropriate straight time basic rate of pay for the trainee.

Maintenance and Repair: A M&R Training Committee with joint representation will be established in each Area: to develop a M&R training curriculum, on-the-job training, cross training; to establish standards, selection procedures; to monitor participation, effectiveness; and to advise the CLRC of the needs and progress of area training programs. PMA will select and payroll an ILWU Area Training Coordinator to oversee and implement decisions of the Area M&R Training Committee.

The training program will provide instruction in mechanical skills for both apprentices and journeymen. An Industry fund will be established to reimburse longshore and clerk hall registrants, having applied to the JPLRC and been selected by the Area M&R Committee, for tuition and books upon successful completion of each class. Mechanics taking courses on their own to upgrade their skills will be similarly reimbursed from the Industry fund. Mechanics taking a course at the direction of their employer will be paid by the employer for verified hours in attendance along with reimbursement for the cost of tuition and books for the course.

The Area M&R Committees will determine the number of trainees up to a maximum of forty per year.

Vessel Planner Training: A minimum of two registered marine clerks per year will

be trained by employers in those ports in which they are signatory to a vessel planner Supplemental Agreement.

Small Port Training: Training in small ports will not be denied based solely on no specific port training funding.

Dispatching, Dispatch Hall Costs, and Port Registration Minimum

Seven Day Allocations, Orders, & Dispatch: All ports shall have seven-day allocations, orders, and dispatch. In ports where there is no Sunday allocations, the dispatcher will be compensated accordingly.

Dispatch Skill Rate: The minimum dispatch skill rate shall be 10% of the basic longshore rate of pay.

Dispatch Hall Cost Sharing: The Dispatch Hall Cost Addenda of the PCLCD and the PCCCD will be amended so that the PMA will be obligated to pay 85%, and the Union will be obligated to pay 15%, of the 1998 base year dispatch hall expenses. Previously, PMA paid 65% and the Union paid 35% of the 1996 base year dispatch hall expenses.

Port Registration Minimum: Port registration lists will be maintained at no fewer than ten registrants. New longshore registrants in these ports shall be obligated to travel as individuals, in conformance with applicable local/area working, dispatching, and travel provisions, when ordered by the Employer for up to three days during any payroll week. The travel obligation for new registrants in those ports that fall below ten shall extend no more than seven years.

Travel & Subsistence

Travel Distance Change: Gangs, units,

and individuals dispatched to travel, arrive on time, and work a shift in a port at least 75 miles (formerly, 100 miles) one way from their home port shall be paid for one night's lodging and three meals in addition to other entitlements.

Voluntary Travelers: Voluntary travelers traveling between Port Hueneme and San Diego shall be paid full travel regardless of whether casualls are dispatched in Los Angeles/Long Beach.

Travel Time Calculation Change: The travel time between any two ports shall be determined by dividing the round-trip mileage between ports by 35 MPH for the first 70 miles and by 55 MPH beyond 70 miles. Formerly, the first 90 miles of distance was divided by 45 MPH.

Subsistence: The subsistence rate, when payable, shall be \$70 per night for lodging and \$14 per meal. This represents an increase of \$10 per night and \$3 per meal.

Discrimination and Harassment

The parties agreed to develop updated policies and special grievance and arbitration procedures for the handling of claims of discrimination and harassment. The updated policies will be developed through the Joint Coast Labor Relations Committee, with the advice of legal counsel, and will

provide for sensitivity training.

Low Work Opportunity Port Longshore to Clerk Transfers

The requirement for a longshore applicant for transfer to clerk status from a Low Work Opportunity Program to have qualified for a two-week vacation in each of the two previous years will be waived.

Coastwise Criteria for Selection of Casualls

The parties agreed to develop uniform coastwise criteria and procedures, including employment tests, for the selection of casual longshore workers.

San Francisco Steady Skilled

The term "maximum/minimum" was removed from the San Francisco Steady Skilled Addendum of the PCLCD where referring to the monthly day and night pay guarantee. The hours counting toward the monthly guarantee were reduced from "all hours" to only "the standard shift hours" (eight hours on the first and second shift and five hours on the third).

Alaska Reciprocal Travel

The parties agree to develop through the Joint Coast Labor Relations Committee, a reciprocal travel agreement with the All-Alaska Employer Association and the All-Alaska Longshore Units.

1999-2002 Agreement Reached with Foremen

A new three year Agreement was reached with the ILWU Walking Bosses and Foremen's Locals on Friday, July 16, following the Longshore and Clerks' Agreement settlement the previous evening.

The Memorandum of Understanding (MOU) includes increases in the foremen's wage rates, an increased employer contribution to 401(k) accounts, and Letters of Understanding regarding guarantees.

Wage Rates

The basic straight-time hourly wage rate for walking boss/foreman job categories will be increased as shown below.

Effective 0800 July 3, 1999: \$1.30 increase from \$34.00 to \$35.30 for 30% Walking Bosses/Foremen & CFS Foremen; and from \$31.40 to \$32.70 for 20% Walking Bosses/Foremen

Effective 0800 July 1, 2000: 60¢ increase from \$35.30 to \$35.90 for 30% Walking Bosses/Foremen & CFS Foremen; and from \$32.70 to \$33.30 for 20% Walking Bosses/Foremen

Effective 0800 June 30, 2001: 60¢ increase from \$35.90 to \$36.50 for 30% Walking Bosses/Foremen & CFS Foremen; and from \$33.30 to \$33.90 for 20% Walking Bosses/Foremen

Retroactivity: The wage rates and all other wage provisions will be retroactive to July 3, 1999, following ratification of the Agreement by both Parties.

401(k) Savings Plan

The Employer contribution to the 401(k) account of each registered walking boss/foreman is continued through the tenure of the new Agreement. An increase in the contribution from \$2 per hour to \$4 per hour was made. The terms of the contribution remain the same as in the previous Agreement, including the current 2,800 maximum hours limitation.

Training

Training Rate of Pay: The training rate of pay will be the appropriate straight time basic rate of pay for the trainee.

Days of Training: The contractual commitment by registrants for supervisor's seminar training is no longer restricted to one day per contract year.

Other Benefits, Provisions

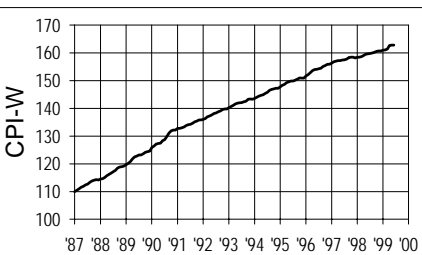
All pension, welfare, vacation, holiday, subsistence, and dispatch provisions of the 1999-2002 Longshore & Clerks' MOU are included in the Walking Bosses/Foremen's MOU.

A provision regarding Claims of Discrimination and Harassment similar to that of the Longshore & Clerks' Agreement is also included in the MOU.

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

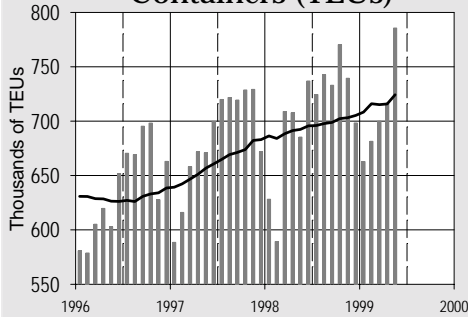
Urban Wage Earners & Clerical Workers

Month	1997	1998	1999	12 Mo.
JAN	156.3	158.4	161.0	1.64
FEB	156.8	158.5	161.1	1.64
MAR	157.0	158.7	161.4	1.70
APR	157.2	159.1	162.7	2.26
MAY	157.2	159.5	162.8	2.07
JUN	157.4	159.7	162.8	1.94
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

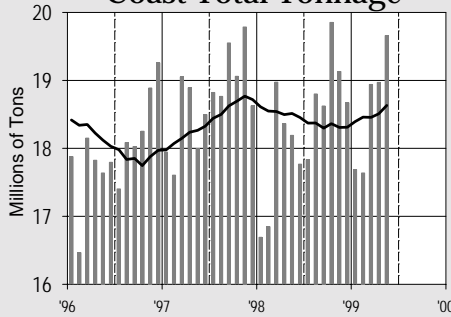


Monthly Tonnage by Reporting Category and Weekly Hours by Occupation Code Type

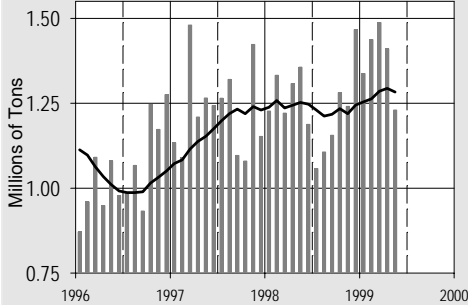
Containers (TEUs)



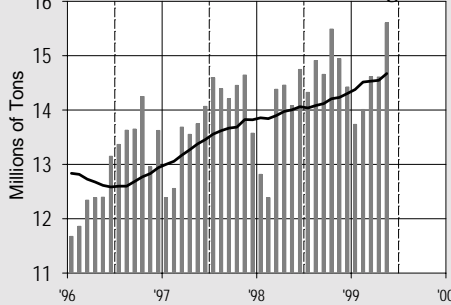
Coast Total Tonnage



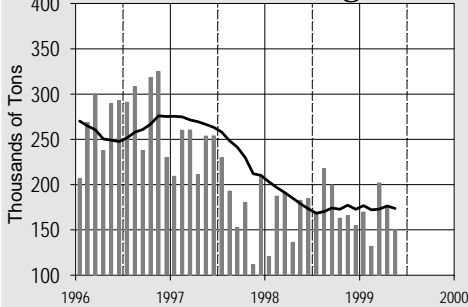
Automobiles & Trucks



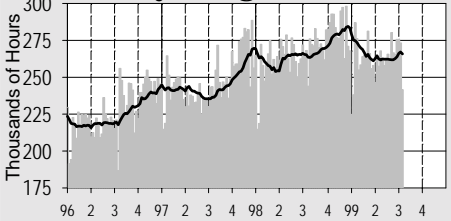
"Weighted" Total Tonnage (Includes 1/50 of Bulk Tonnage)



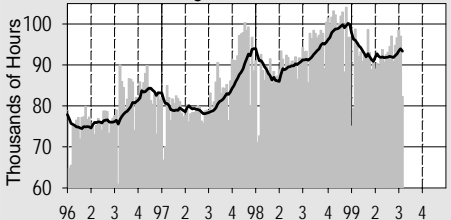
Lumber & Logs



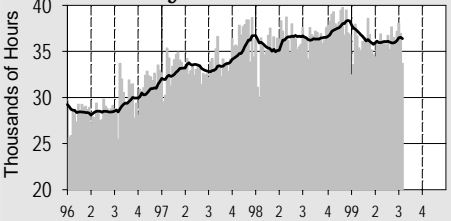
Weekly Longshore Hours



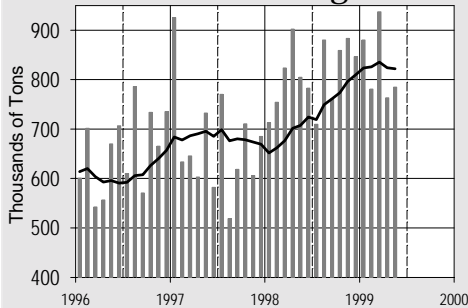
Weekly Clerk Hours



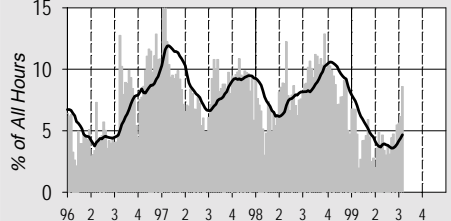
Weekly Foreman Hours



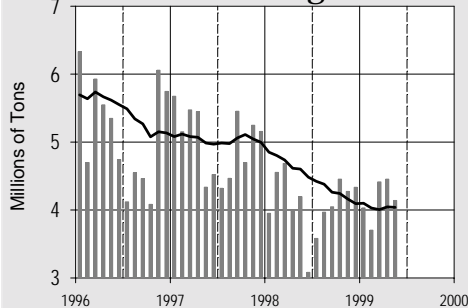
General Cargo



% of Hours Paid to Casuals

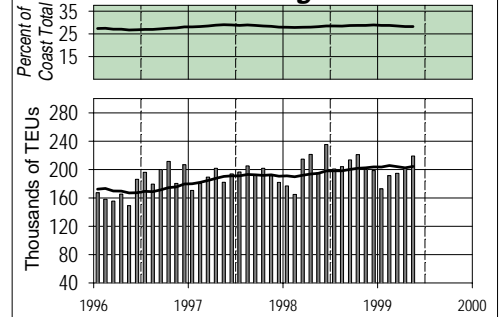


Bulk Cargo

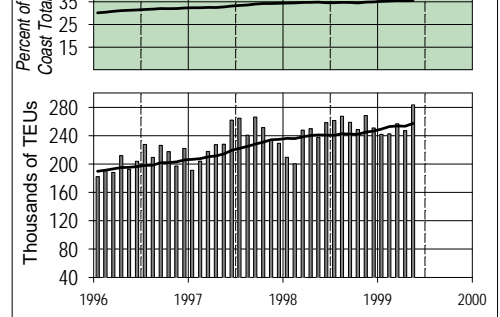


Major Container Ports: Monthly TEUs Reported & Percent of Coast Total TEUs

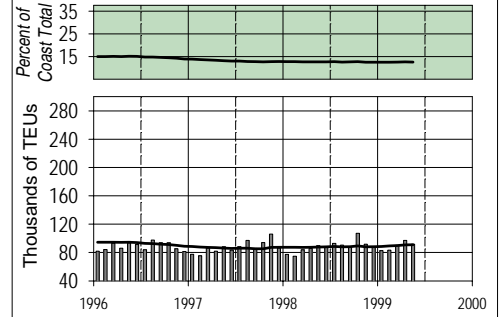
Los Angeles



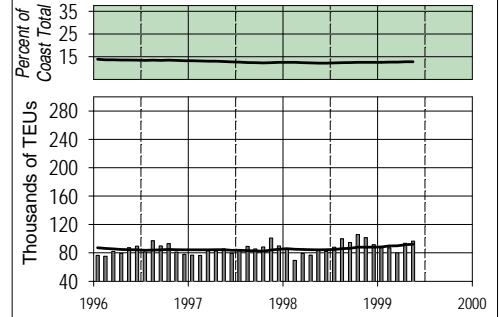
Long Beach



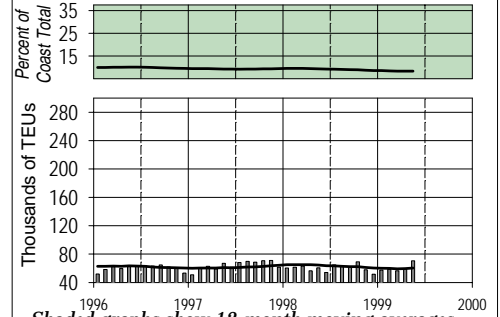
Oakland



Seattle



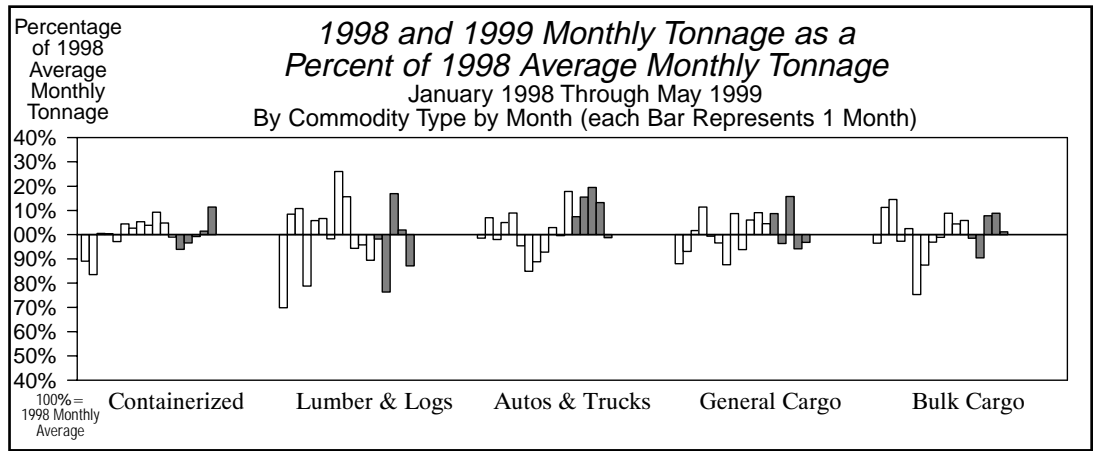
Tacoma



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 7/19/99)		(Ending 7/3/99)		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	1-27, '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	
Longshorem																								
Southern California																								
29 San Diego	55	20	52	2,292	< 1	8.0	6.0	33.0	0.2	3,379	0.8	8.9	12.4	29.2	< 0.1	4.1	13.0	1.6	2.5	1.5	1,673,940	1.8	137.0	0
13 Los Angeles/Long Beach	4,078	962	4,036	2,040	< 1	0.3	0.8	7.1	0.4	233,020	58.4	24.8	9.9	18.5	63.7	6.9	35.4	51.9	25.6	52.5	47,268,748	50.9	103.5	65,867
46 Port Hueneme	81	11	79	2,035	< 1	6.1	7.8	36.9	0.1	6,427	1.6	14.8	6.3	31.6	0.1	< 0.1	10.3	7.3	0.1	1.1	1,080,426	1.2	100.3	0
Southern California Total	4,214	993	4,167	2,043	< 1	0.5	1.1	8.3	0.4	242,827	60.9	24.3	9.9	19.0	63.8	11.0	58.7	60.8	28.2	55.1	50,023,114	53.8	104.2	65,867
Northern California																								
10 San Francisco Bay Area	1,032	205	973	1,730	< 1	1.6	1.4	3.9	0.4	48,411	12.1	26.7	8.2	18.0	12.8	0.1	5.5	7.8	2.3	9.7	8,928,680	9.6	107.1	462
54 Stockton	58	23	57	1,650	46	5.5	5.8	14.0	0.5	2,514	0.6	19.1	7.6	7.1	-	-	-	1.8	3.1	0.8	703,135	0.8	139.3	0
18 Sacramento	24	3	24	1,590	166	10.4	16.9	21.4	0.0	2,091	0.5	21.6	6.8	17.4	-	0.1	-	1.9	1.3	0.4	460,730	0.5	112.7	0
14 Eureka	31	0	31	1,021	321	38.2	4.2	5.2	0.0	565	0.1	12.4	12.2	6.1	< 0.1	2.1	-	1.8	0.5	0.2	216,219	0.2	95.7	0
Northern California Total	1,145	231	1,085	1,703	16	2.6	2.1	5.0	0.4	53,581	13.4	26.0	8.1	17.3	12.8	2.2	5.5	13.3	7.2	11.0	10,308,764	11.1	108.7	462
Oregon																								
12 North Bend/Coos Bay	93	16	91	1,161	202	47.2	0.4	1.4	0.2	1,238	0.3	10.6	9.4	0.5	< 0.1	7.8	-	0.2	4.3	1.0	1,097,129	1.2	86.0	17,114
53 Newport	8	1	8	774	405	76.5	25.6	0.4	0.3	60	0.0	3.4	1.7	3.7	-	0.4	-	-	-	< 0.1	6,350	0.0	339.0	0
50 Astoria	45	0	45	773	459	88.4	2.4	0.3	1.1	76	0.0	0.0	0.0	0.0	-	1.7	-	-	-	< 0.1	8,774	0.0	52.6	475
8 Portland	490	70	478	1,782	6	2.5	13.1	1.9	0.5	22,709	5.7	14.4	7.5	5.8	2.3	2.8	18.9	8.1	23.8	8.3	7,837,047	8.4	107.7	18,205
4 Vancouver, WA	154	44	151	1,711	12	12.3	11.5	6.3	0.5	6,288	1.6	13.6	6.6	9.5	< 0.1	0.1	2.9	3.8	8.9	2.3	2,186,708	2.4	105.9	0
21 Longview, WA	194	23	192	1,914	10	17.4	5.6	4.8	0.8	8,516	2.1	9.0	8.1	5.3	< 0.1	30.6	-	6.3	11.8	3.1	3,213,686	3.5	87.2	30,795
Oregon Total	984	154	965	1,683	51	12.5	10.7	3.3	0.5	38,887	9.8	12.9	7.5	6.1	2.3	43.5	21.7	18.4	48.7	14.8	14,349,694	15.4	100.2	66,589
Washington																								
24 Aberdeen	69	0	69	1,371	163	24.1	8.5	3.5	0.0	1,802	0.5	6.6	6.0	1.1	< 0.1	13.7	-	0.5	-	0.2	155,580	0.2	108.0	47,243
27 Port Angeles	54	0	53	749	521	61.1	7.1	1.2	2.0	335	0.1	8.1	6.7	0.0	-	2.3	-	< 0.1	0.4	0.1	118,264	0.1	125.4	32,307
51 Port Gamble	12	0	11	485	677	83.9	0.0	0.0	0.0	17	0.0	0.0	0.0	0.0	-	-	-	-	-	-	0	0.0	-	0
47 Olympia	28	5	28	825	298	41.6	27.4	7.5	0.0	312	0.1	3.5	14.6	9.7	< 0.1	1.5	-	< 0.1	< 0.1	< 0.1	27,887	0.0	45.4	0
23 Tacoma	487	99	485	1,807	< 1	2.5	2.7	10.6	0.2	25,859	6.5	22.0	8.9	9.2	8.3	18.8	10.2	2.9	9.9	8.6	8,373,059	9.0	101.9	0
19 Seattle	584	125	579	1,848	< 1	1.5	4.8	10.0	0.1	32,650	8.2	25.4	7.8	7.6	12.7	0.4	3.9	3.2	2.9	9.5	8,991,525	9.7	110.7	25,131
32 Everett	55	0	53	1,098	250	18.1	12.2	5.4	0.0	1,247	0.3	5.9	8.0	2.3	< 0.1	5.7	-	0.1	0.8	0.2	190,593	0.2	99.0	4,494
25 Anacortes	13	0	13	994	242	37.0	27.9	1.5	0.0	235	0.1	8.6	12.8	3.3	< 0.1	1.0	-	-	0.4	0.1	63,777	0.1	47.1	0
7 Bellingham	32	0	31	998	231	17.2	9.0	6.0	4.5	938	0.2	9.5	10.8	9.5	-	-	-	0.8	1.4	0.3	299,458	0.3	96.6	1,440
Washington Total	1,334	229	1,322	1,673	59	5.4	4.6	9.7	0.2	63,394	15.9	22.6	8.3	8.0	21.1	43.3	14.1	7.5	15.8	19.1	18,220,143	19.6	105.5	110,615
Total/Average	7,677	1,607	7,539	1,883	19	2.9	2.8	7.6	0.4	398,709	100.0	23.2	9.2	15.7	100.0	100.0	100.0	100.0	100.0	100.0	92,901,715	100.0	104.3	243,533
% Change from Update of 7/98	+8.7	+6.3	+8.8	-1.3	-9.5	0.0	-0.8	-1.9	-0.3	+0.6	-0.7	+0.1	-3.8	4.6%	-3.0%	2.5%	16.2%	-12.2%	0.6%				-33.0%	

Clerks																							
29 San Diego	4	0	4	***	***	11.3	33.5	10.0	0.5														
46 Port Hueneme	12	0	12	2,498	-	2.5	27.7	7.8	0.0														
63 Los Angeles/Long Beach	941	1	925	2,685	< 1	0.2	11.5	10.4	0.3														
14 Eureka	3	0	3	***	***	20.0	40.9	0.0	0.0														
34 SF Bay Area & Delta	284	11	279	2,355	1	2.6	9.2	1.8	0.2														
40 Portland	92	0	88	2,509	2	32.5	12.4	1.2	1.5														
23 Tacoma	70	0	70	2,504	-	1.2	37.4	0.9	1.0														
52 Seattle	171	0	170	2,548	-	12.6	12.3	3.4	0.7														
Total/Average	1,577	12	1,551	2,587	< 1	3.8	13.0	7.4	0.4														
Foremen/Walking Bosses																							
29 San Diego	2	0	2	***	***	0.6	71.3	1.2	0.1														
46 Port Hueneme	5	-	5	2,430	3	0.2	37.2	0.6	0.0														
94 Los Angeles/Long Beach	355	-	349	3,434	< 1	0.1	3.5	0.0	0.2														
91 Northern Calif. Area	76	-	73	2,652	31	0.6	14.4	0.0	0.3														
92 Portland	50	-	48	2,590	12	13.6	17.0	0.0	0.8														
98 Seattle	98	-	96	2,566	14	9.6	11.2	0.0	0.0														
Total/Average	586		573	3,108	7	2.4	8.0	0.0	0.2														



* 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.