



PACIFIC MARITIME ASSOCIATION

2021
ANNUAL REPORT



Evergreen's Ever Salute at Pierce County Terminal at the Port of Tacoma.



Pacific Maritime Association

The principal business of the Pacific Maritime Association (PMA) is to negotiate and administer maritime labor agreements with the International Longshore and Warehouse Union (ILWU).

The membership of the PMA consists of domestic carriers, international carriers and stevedores that operate in California, Oregon and Washington.

The labor agreements the PMA negotiates on behalf of its members cover wages, employee benefits and conditions of employment for workers employed at longshore, marine clerk and walking boss/foreman jobs.

The Association processes weekly payrolls for workers and collects assessments on payroll hours and revenue cargo to fund employee benefits plans provided for by the ILWU-PMA labor agreements.

PMA Mission

To provide industry leadership to our member companies through innovative integrated labor relations, human resources and administrative services.

PMA Bylaws

"Any firm, person, association or corporation engaged in the business of carrying cargo by water to or from any port on the Pacific Coast of the United States, or any agent of any such firm, person, association or corporation, and any firm, person, association or corporation employing longshoremen or other shoreside employees in operations at docks or marine terminals or container freight stations (CFS) at any such port or within the Port Area CFS zone of any such port, and any association or corporations composed of employers of such longshoremen or other shoreside employees shall be eligible for membership in this corporation..."

Annual Report

This award-winning report is written for the industry, its workforce, journalists and policy makers; it is typically published in the spring each year. Archives are available online at www.pmanet.org.



On the Cover
A record number of vessels sit at anchor in San Pedro Bay amid unprecedented supply chain congestion.

TABLE OF CONTENTS

CEO's Letter 3
 Membership 6
 Board of Directors 7
 Steering Committees 8

THE YEAR IN REVIEW 10
 Statistical Highlights 12
 The Coast 13
 Future of West Coast Ports 14
 Industry Benefits and Wages Highlights 16
 Safety and Training 20
 Regional Reports 24

INDUSTRY OVERVIEW 32
 Economic Significance of West Coast Ports 33
 Labor Agreements 34
 Labor Dispatch 34
 Working Times and Wage Rates 34
 History of Wage Rates 35
 The ILWU 36
 Coast Accident Prevention Awards 37

INDUSTRY BENEFITS 38
 Benefits Costs 39
 ILWU-PMA Welfare Plan 40
 ILWU-PMA Pension Plan 41
 ILWU-PMA Savings 401(k) Plan 42
 Vacation Plan 42
 Holiday Plan 43
 Pay Guarantee Plan 44
 Marine Clerk Work Opportunity 45
 Industry Travel System 45
 CFS Program Fund 46
 Dispatch Halls 46

INDUSTRY ASSESSMENTS 48
 Funding of Benefits 49
 Assessment Rate History 51
 Revenue Tonnage Reporting 52
 Cargo Movement 52
 Reporting Categories 52
 West Coast Tonnage Statistics 53
 Coastwise Tonnage 53

STATISTICAL INFORMATION 54
 Revenue Tonnage
 Loaded & Discharged by Port 56
 Container Box Counts 58
 West Coast Waterborne Revenue Tonnage 59
 Coast Revenue Tonnage Market Share 60
 Average Annual Earnings 61
 Hours and Wage Breakdown 62
 Hours by Job Categories 63
 Registered Workforce by Local 64
 Vacations Paid & Longshore PGP by Local 65
 PGP Payments By Area 65
 Total Shoreside Payrolls Processed by PMA 66
 Assessment Rates 66
 Financial Information on Benefits Plans
 ILWU-PMA 401(k) Plan 66
 Pension Benefits 67
 Welfare Benefits 68
 Accident Prevention Data 69
 Training Graduates 70
 Coast Hours and Tonnage
 Calculation of Total Tonnage
 and "Weighted" Tonnage 71
 Explanation of Data 72
 Hours, Wages, Tonnage Data by Port 73

PMA STAFF CREDITS 77 80



Three Cosco vessels berthed at LBCT at the Port of Long Beach.

Follow us on Twitter @WestCoastPorts for news from the West Coast waterfront.

TO OUR STAKEHOLDERS



The CMA CGM Lyra and CMA CGM Marco Polo working at Fenix Marine Terminal at the Port of Los Angeles.

2021 underscored the need for broad collaboration to keep West Coast ports strong.

Historic levels of imported cargo at North American ports have placed enormous stress across the U.S. supply chain. The aerial photo covering this year's annual report, showing a record number of vessels at anchor in San Pedro Bay, became the symbol for our nation's historic supply chain challenges.

From the outset, PMA assumed a leadership role in helping address the nation's supply chain challenges. Working in partnership with the ILWU, we acted decisively to expand our workforce and provide additional training for more skilled positions. PMA participated in a White House task force to advance many solutions. We worked closely with port authorities and government officials to secure vaccinations to help keep our workforce safe.

PMA also commissioned and widely shared groundbreaking research examining how equipment shortages, warehouse capacity limits, and intermodal choke points have all combined to dramatically slow the movement of goods through America's distribution channels. In November, we helped deliver a new vessel queuing process to improve safety and air quality along the California coastline.

With supply chain challenges projected to persist throughout 2022, PMA is continuing our efforts. Keeping our ports strong is essential to supporting millions of American workers and billions of dollars in economic activity.

In 2022, the spotlight will continue to shine on West Coast ports as we enter negotiations on a new coastwise contract. We will enter those negotiations with the same spirit of cooperation with the ILWU that proved so vital in 2021.



Sincerely,

James C. McKenna
President and CEO

PMA MEMBERSHIP & BOARD OF DIRECTORS



ONE Theseus at YTI Terminal at the Port of Los Angeles.

MEMBERSHIP

American President Lines, Ltd.
APM Terminals Pacific LLC
APS Stevedoring, LLC
Benicia Port Terminal Company
Ceres Terminals Incorporated
CMA CGM (America) LLC
Coast Maritime Services
Consolidated Stevedoring Company LLC
COSCO SHIPPING Lines (North America) Inc.
Crescent City Marine Ways & Drydock Company, Inc.
Evergreen Marine Corp. (Taiwan) Ltd.
Everport Terminal Services, Inc.
Fenix Marine Services, Ltd.
Hamburg Sud North America, Inc.
Hapag Lloyd AG
Harbor Industrial Services Corporation
HMM Company Limited
Husky Terminal & Stevedoring, Inc.
Innovative Terminal Services Inc.
International Transportation Service, Inc.
Jones Stevedoring Company
"K" Line America, Inc.
Kinder Morgan Bulk Terminals LLC
LBCT LLC

Maersk, Inc.
Main Lines Inc.
Marine Terminals Corporation
Marine Terminals Corporation – Columbia River
Marine Terminals Corporation of Los Angeles
Marine Terminals Corporation – Puget Sound
Marko Industries, Inc.
Matson Navigation Company, Inc.
Mediterranean Shipping Company
Metro Cruise Services LLC
Metropolitan Stevedore Company
Mitsui O.S.K. Lines, Ltd.
NYK Line
Ocean Network Express (North America) Inc.
Ocean Terminal Services, Inc.
OOCL (USA) Inc.
Oregon Chip Terminal Inc.
Pacific Crane Maintenance Company, LLC
Pacific Northwest Auto Terminals, LLC
Pacific Ro-Ro Stevedoring, LLC
Pacific Terminal Service Company, LLC
Pasha Hawaii

Pasha Stevedoring & Terminals L.P.
Portland Lines Bureau
Port Maintenance Group (PMG), Inc.
Port Service Group, LLC
Reliable Line Service
Sea Star Stevedore Company
SSA Marine, Inc.
SSA Terminals, LLC
Tacoma Line Handling Company
TESI, LLC
Total Terminals International, LLC
TransPacific Maintenance Company, LLC
Transpac Terminal Services, LLC
TraPac, LLC
Wallenius Wilhelmsen Logistics
Washington United Terminals
Watermark Terminal Solutions, LLC
West Coast Crane Services, LLC
West Coast Terminal and Stevedore, Inc.
Yangming Marine Transport Corporation
Yusen Terminals, LLC
Zim American Integrated Shipping Services Company, Inc.



BOARD OF DIRECTORS



Roy Amalfitano **
Vice Chairman
Evergreen Shipping Agency (America) Corp.
International Carrier Class



Ronnie Armstrong
Vice President, Inland Operations
Ocean Network Express, (North America) Inc.
International Carrier Class



W. Patrick Burgoyne
Chief Operating Officer
North America
CMA CGM (America) LLC
International Carrier Class



Edward A. DeNike **
Executive Vice President
SSA Marine, Inc.
Stevedore/Non-Carrier Class



Thomas Engel
Senior Vice President
Hapag-Lloyd (America) LLC
International Carrier Class



Ron Forest **
President
Matson Navigation Company, Inc.
Domestic Carrier Class



Al Gebhardt #
Head of North America Labor Relations
Maersk
International Carrier Class



Joseph Gregorio, Sr.
Chairman and CEO
Pacific Crane Maintenance Co., Inc.
Stevedore/Non-Carrier Class



Paul Nazzaro
Executive Vice President
COSCO SHIPPING Lines (North America)
International Carrier Class



Chris Parvin
Executive Vice President
Mediterranean Shipping Company (USA)
International Carrier Class



George Pasha, IV †
President and CEO
Pasha Hawaii
Domestic Carrier Class

*Assessment Committee Member †Audit Committee Member **Compensation Committee Member

FINANCE COMMITTEE

Jay A. Bowden
Chief Financial Officer
The Pasha Group

Karen Bucknell Brett
Head of Finance
APM Terminals
North America, Inc.

Adam Davis
Finance Manager – Container Division
SSA Marine, Inc.

Andrea Rodriguez Sanchez
Regional Senior Director,
Cost Control – Loc. Revenue
CMA CGM



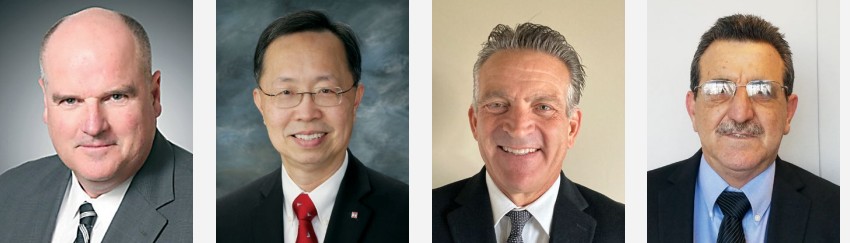
Seagulls soar past MSC's *Mia* at Total Terminals International at the Port of Long Beach.

STEERING COMMITTEES

STEERING COMMITTEES

COAST STEERING COMMITTEE

AREA SUB-STEERING COMMITTEES



Chairman:
John Ochs
Chief Labor Relations Officer
APM Terminals Pacific, LLC

Frank Chao
Senior Vice President
Yang Ming (America) Corp.

Darrin DelConte
Chief Commercial Officer
Pacific Crane Maintenance Company

Sal Ferrigno
Vice President
SSA Terminals, LLC

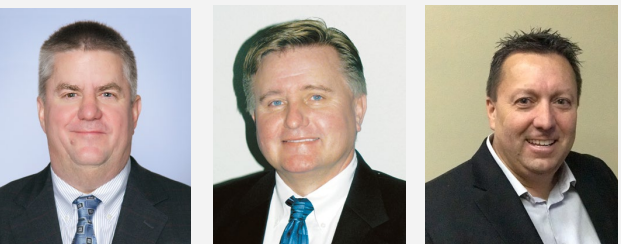


Steve Fresenius
Assistant Vice President,
Corporate Labor Relations
TraPac, LLC

Chris Fricker
Head of Operations,
North America
APL (America) LLC

Bob Johnson
Chief Compliance Officer
Total Terminals International, LLC

Capt. Syed Khoda
Vice President,
Marine and Consortium
OOCL (USA) Inc.



Rich Kinney
Senior Vice President,
Network Operations
Matson Navigation Company, Inc.

George Lang
President
Everport Terminal Services, Inc.

David VanWaardenburg
Vice President, Maritime Operations
Pasha Stevedoring & Terminals

Southern California Area



Chairman:
Sean Marron
Yusen Terminals, LLC

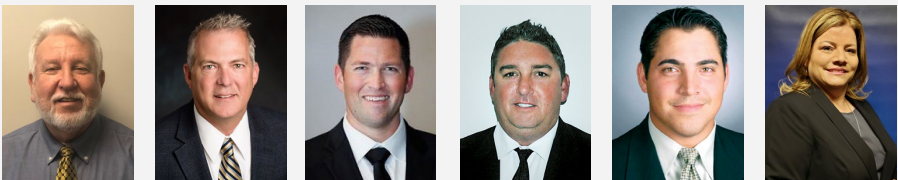
Gregg Aguilar
TraPac, LLC

John Beghin
LBCT LLC

Denis Delgado
Everport Terminal Services, Inc.

Jeff O'Donnell
Fenix Marine Services, Ltd.

Randy Galosic
SSA Terminals, LLC



Mike Outland
Pacific Crane Maintenance Company, LLC

Ben O'Roark
International Transportation Service, Inc.

Dan Rowlands
Pasha Stevedoring & Terminals L.P.

Todd Stockham
Total Terminals International, LLC

Kurt Sulzbach
APM Terminals Pacific, LLC

Laurie Wurzer
Ports America

Northern California Area



Chairman:
Jacques Lira
SSA Terminals, LLC

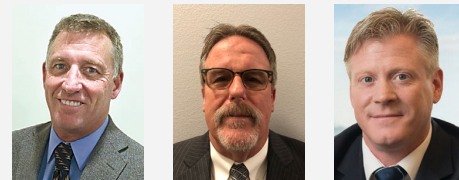
Michael Andrews
Everport Terminal Services, Inc.

Lorenzo Looper
Metropolitan Stevedore Company

Jaime Villanueva
TraPac, LLC

Pacific Northwest:
Oregon and Columbia River Area

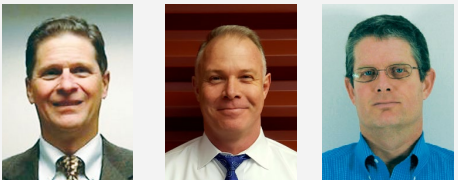
Pacific Northwest:
Washington and Puget Sound Area



Chairman:
Ben Thamer
APS Stevedoring, LLC

Jeff Bean
SSA Marine, Inc.

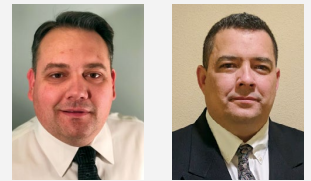
Keith Flagg
Jones Stevedoring Company



Chairman:
Clayton R. Jones, III
Jones Stevedoring Company

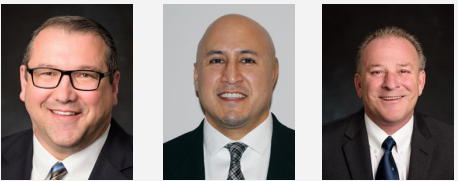
Eli Bohm
SSA-SSAT Seattle

Alec Coleman
Washington United Terminals



Mike Fudurich
Harbor Industrial Services Corp.

Noa Lidstone
Kinder Morgan Bulk Terminals LLC



Steve Frazier
Husky Terminal & Stevedoring, LLC

Brandon Olivas
Everport Terminal Services, Inc.

Greg Unterbrink
Pacific Crane Maintenance Company, LLC

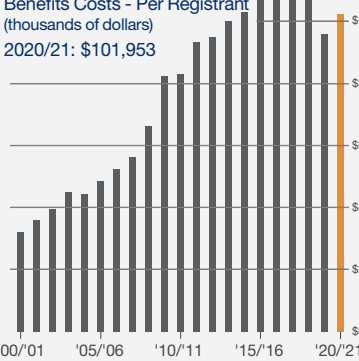
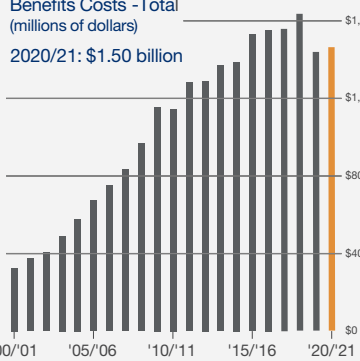
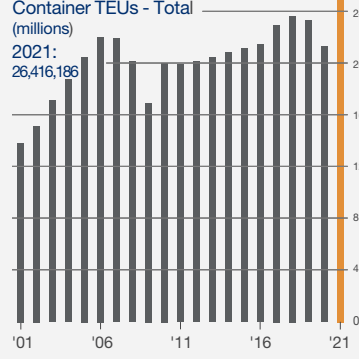
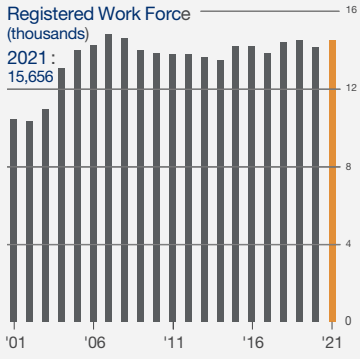
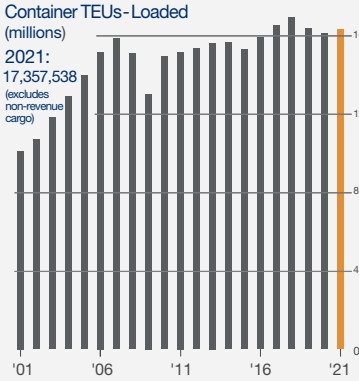
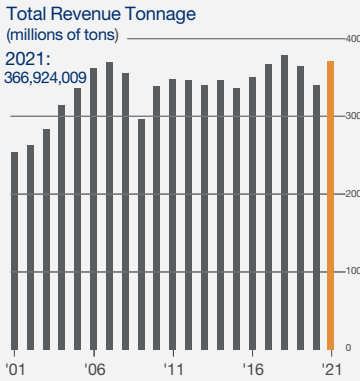


2021

THE YEAR IN REVIEW

Container ships anchored offshore at the Ports of Los Angeles and Long Beach.

2021 HIGHLIGHTS



THE COAST

West Coast ports are the largest maritime gateway in the United States, supporting more than 12 million jobs nationwide. Our largest ports faced great challenges in 2021 due to the effects of COVID-19 and the unprecedented cargo surges from Asia that impacted every link in the global supply chain.

Cargo volumes at the San Pedro Bay Port Complex – the nation’s largest – surged throughout much of 2021, yet the supply chain outside the marine terminals experienced enormous difficulties, ranging from truck, rail and chassis shortages to warehouse capacity constraints. In many cases, the cargo had nowhere to go, placing enormous stress on West Coast marine terminals.

Despite an uncertain and challenging environment, our ports demonstrated great resilience. Longshore workers moved record amounts of cargo. PMA trained more workers for high-skilled jobs to meet the demands of the cargo surge. PMA worked with ILWU leadership to expedite early access to COVID-19 vaccines. PMA’s senior leadership team participated in a working group that delivered new vessel queuing procedures to improve safety and air quality, and we worked with governmental officials and leaders throughout the supply chain to explore lasting solutions to congestion.

Economists are projecting the supply chain challenges to continue throughout 2022, putting a strain on businesses, workers, and consumers nationwide. At PMA, we recognize that continued innovation is vital to support the U.S. economy and to promote a healthy supply chain – now and into the future.

The stakes could not be higher: West Coast gateways support millions of American jobs, billions of dollars in economic activity, and the movement of goods that fuel the nation. With contract negotiations ahead, PMA continues to collaborate and adapt to sustain the future of West Coast ports.

Please read on.

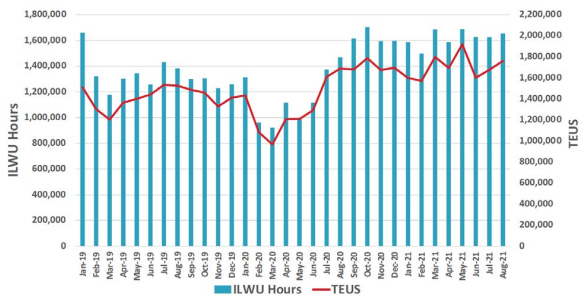
STOR facility at the Port of Long Beach's Pier S.





2021 | THE YEAR IN REVIEW

Comparison of TEU Levels and ILWU Hours at San Pedro Bay Ports



Source: Martin Associates

The Role of Automation in the Supply Chain

Just as warehouses, retailers and other vital links in the global supply chain have increasingly embraced automation, so too have some marine terminals. Already, more than three dozen ports around the world are home to current or planned automated terminals. This trend is expected to continue.

On the West Coast, two automated terminals are in operation. During the cargo surge, these modern terminals have proven to be particularly effective, with greater throughput than conventional counterparts. Meanwhile, the physical footprint of marine terminals on the West Coast cannot expand significantly. In order to accommodate future growth, terminals will increasingly need to densify their operations, and automation is one approach to support that trend.

Longshore Workers are Essential

The approximately 23,000 longshore workers represented by the ILWU play a crucial role in handling the enormous and sustained wave of containerized cargo volumes. Their work will continue to be essential as West Coast ports adapt to a fast-evolving logistics landscape.

In 2021, PMA and the ILWU worked together to provide up-skill and re-skill opportunities to adapt to changing marine terminal operations. In 2022, we broke ground on a new training center in Southern California to expand those efforts. Research suggests that automation can have a neutral to positive impact on the workforce of the future, with near-dock and on-dock jobs created through marine terminal modernization. West Coast ports will remain a powerful jobs creator so long as cargo volumes stay strong. A skilled, safe, and efficient ILWU workforce will be fundamental to that future.

Continuing to be in the National Spotlight

Intensive worldwide focus on West Coast ports will continue through 2022 as PMA and the ILWU begin negotiations for a new coastwise contract. Maintaining efficient operations throughout the negotiations will be vital to the nation's economic health. So, too, is protecting the framework that will enable our ports to grow and thrive, along with the longshore workers and millions of other workers whose livelihoods depend on them.

The Future of Automation at West Coast Ports

A contractual right since 2008, automation will likely be a key issue in negotiations for a new coastwise contract taking place in 2022. Protecting automation rights is vital to the future of the San Pedro Bay Port Complex and the myriad American jobs and economic activity it supports. The terminal operators' right to automate comes with significant protections for longshore workers. This includes additional jurisdiction for maintenance and repair work, significant training for the jobs of the future, and a guarantee of 40 hours of pay per week.



Trucks form long lines to exit the Port of Los Angeles.

Ports Must be Optimized to Handle Current and Future Volumes

In many ways, the historic congestion of 2021 was a harbinger for the future. The Journal of Commerce has reported that terminals in the San Pedro Bay Port Complex – the nation's largest – are on pace to reach capacity of 23-25 million TEUs as early as 2028. That is a stunning prediction for a single port complex that handles upwards of 40% of the nation's containerized Asian imports.

West Coast ports have tremendous advantages, including proximity to Asia, terminal size, connectivity to the national supply chain, and a tremendous skilled workforce. Yet despite these strengths, West Coast ports remain focused on the need to densify terminals to enhance capacity to meet the challenges on the horizon.

Synchronizing with All Links in the Supply Chain is Vital

Rising imports and the intermodal challenges of 2021 highlighted just how interconnected the West Coast ports are with the U.S. and global supply chains. Cargo stacked up in the yards because containers had nowhere to go. Widespread shortages of truck drivers, chassis and warehouse space drove backups all the way to the marine terminals, fueling delays, shortages, and price spikes nationwide.

Looking to the future, economists and logistics experts envision a world where all links in the supply chain operate more efficiently, including similar hours of operation, increased reliance on automated operations, and more widespread information sharing.

West Coast ports will remain a powerful jobs creator so long as cargo volumes stay strong. A skilled, safe, and efficient ILWU workforce will be fundamental to that future.



INDUSTRY BENEFITS AND WAGES HIGHLIGHTS

Evergreen's megaship, *Ever Ace*, sailing on the open water. The vessel holds the new world record for the largest container ship.

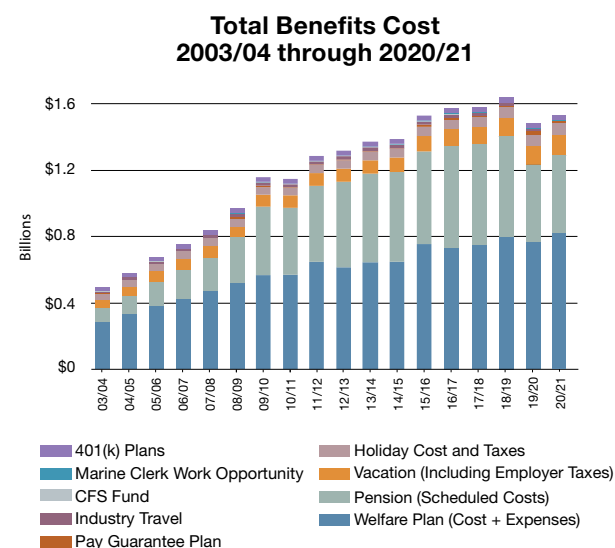
WORLD-CLASS BENEFITS AND WAGES FOR ILWU MEMBERS

The ILWU benefits package includes:

- Comprehensive healthcare coverage with no premiums for both actives and retirees: 100% in-network medical coverage, prescription drug coverage with a \$1 copay, vision, dental, alcohol and substance use disorder treatment and life insurance;
- A pension plan up to \$95,460 annually and a 401(k) savings plan with employer contributions;
- Disability benefits covering up to \$1,250 per week for up to 52 weeks;
- Up to 6 weeks paid vacation per year;
- 15 holidays (including 13 paid holidays) per year; and
- Guaranteed pay for up to 40 hours of work per week.

Stabilizing Overall Benefit Costs

Over the past decade, benefit costs increased from approximately \$93,200 per active registrant to approximately \$102,000. For 2021, overall benefit costs increased by \$21 million, to a total of nearly \$1.6 billion.



Fully Funded Pension Plan

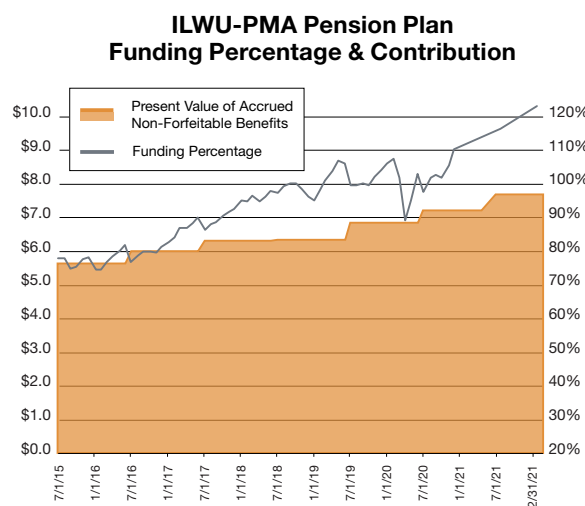
The industry pension plan – the ILWU-PMA Pension Plan – is world-class, and has seen major upgrades since the seminal technology agreement of 2002. Since 2014 asset growth outpaced liabilities and funding percentage improved from 70% to over 100%, even with nearly 20% increase in benefit levels. Currently, the 2021 maximum yearly retirement benefit is \$95,460. At the end of calendar year 2021, the Plan paid \$36.6 million per month to 9,194 benefit recipients. As of 2019, the Pension Plan became fully funded. The Plan is non-contributory for the participants and is completely funded by employer contributions. Refer to pg. 41 for more information.

Healthcare Benefits

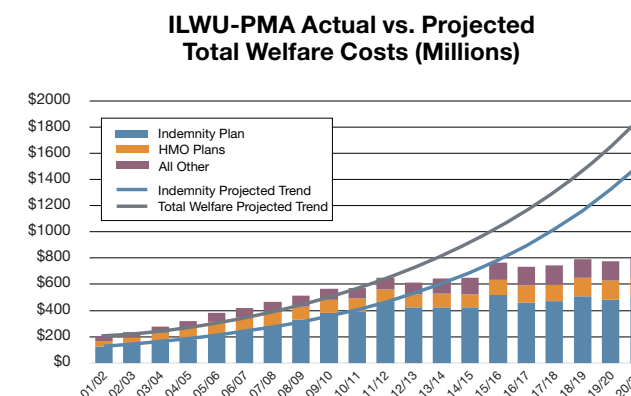
The healthcare plan – the ILWU-PMA Welfare Plan – is among the most generous in America, with no employee premiums and low out-of-pocket costs for out-of-network services. In the 2021 fiscal year the healthcare cost per ILWU registrant was \$54,550.

PMA Offers Sick Pay Benefits Related to COVID-19

PMA and the ILWU agreed to sick pay and workplace exclusion plans that addressed the requirements of the Families First Coronavirus Response Act (FFCRA) and subsequent state and local legislation. This sick pay benefit allowed individuals to be paid for time off related to COVID symptoms, or family care related to COVID.



Additionally it provided for individuals who had been exposed to COVID and were excluded from the workplace the right to maintain their income. Collectively PMA paid \$15.3M for these agreements.



Tackling Healthcare Fraud, Waste, and Abuse

Since 2013 the employers have continued intensified focus on addressing fraud, waste, and abuse of the healthcare plan. The third-party claims administrators have also continued their rigorous review of medical bills and identification of fraud and abuse. Through strong management and a clear strategy for mitigating fraud and abuse, the plan costs have stabilized despite a projected trend that showed welfare costs increasing to nearly \$1.9 billion in the 2021 fiscal year.

A total of 218 providers have been excluded from billing the plan and medical care costs are nearly 58 percent below what they would have been had they grown at the rate of healthcare inflation.

Employers are committed to continuing to provide comprehensive healthcare benefits and ensuring that providers are accurately billing the plan for only covered services that have been provided in accordance with Plan terms. Going forward, we will continue to exclude providers, press investigations, and where appropriate, initiate litigation and recover losses.

Other Healthcare Benefits

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit (\$300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

How does \$46.23 add up to \$207,000 a year?

A review of annual earnings, found on pg. 61, shows that full-time registered workers (those paid 2,000 hours or more) earned, on average in 2021, over \$207,000 per year. For longshore registrants, the average was \$194,350. For clerks, it was \$217,651. And for foremen, it was \$311,656.

Unlike most workers, the wages earned by ILWU members are not solely determined by the basic longshore rate of \$46.23 per hour.

More than eighty percent of all work includes skill bonuses ranging from \$2.40 to \$5.80 per hour. Evening and nighttime work – which totals nearly 39 percent of all hours paid – is paid at rates of \$61 to \$83 per hour, not including overtime. Overtime work, including weekends and holidays, is paid at rates of \$69 to \$93 per hour and accounts for 36 percent of all hours paid. The effective average rate for all hours paid is nearly \$63 per hour. Refer to pg. 62 for more information.



SAFETY & TRAINING

Three OOCL vessels working at Long Beach Container Terminal, which was fully completed in 2021.

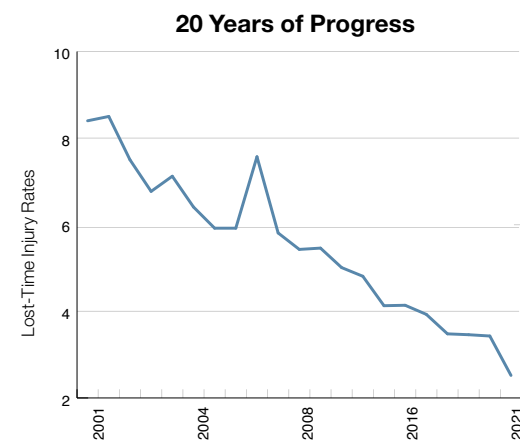
SAFETY AND TRAINING ON THE WATERFRONT

Safety and training measures helped West Coast ports meet the demands of the historic cargo surge. PMA, its members, and the ILWU joined forces to prioritize essential training and to rise to the enormous challenges of the moment.

Lost Time Injury Rate Compared to Man-Hours

Even as the workforce moved record volumes, the Coastwide Lost Time Injury Rate (LTIR) fell to yet another low. The continued downward trajectory in the face of record volumes is another impressive testament to the professionalism, collaboration, and commitment to safety by PMA and the ILWU.

On a coastwide basis, the rate fell to 2.52 in 2021, down from 3.43 the prior year. For registered longshore workers, clerks, and foremen, LTIR fell in all West Coast regions.



Expanded Online Training Pilot

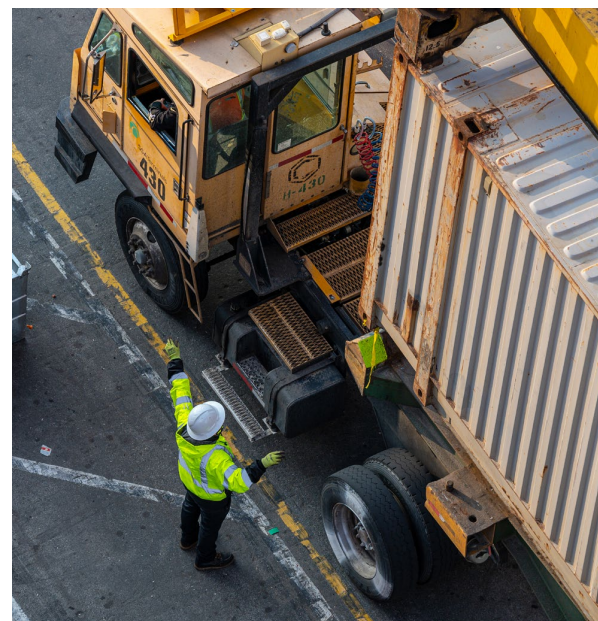
A year after the pandemic paused the core General Safety Training (GST) program, PMA and the ILWU expanded an online pilot program that translated the classroom curriculum into a digital format. Made possible through cooperation between PMA and numerous locals coastwide, the pilot program has been a major success to date, with more than 7,475 workers in California, Oregon, and Washington taking the online training.

The alternative format for the training program helped PMA and the ILWU catch up on requirements that were delayed due to COVID-19. A special permit was obtained to delay those deadlines until the end of the year, allowing additional time to meet the requirements.

Additional Training to Handle Increased Cargo Volumes

In all three West Coast states, PMA helped implement additional training measures to equip the ILWU workforce with the skills necessary to handle the historic cargo volumes. Those efforts included agreements in Southern California to expedite crane operator training; increased equipment training in Northern California; and the launch of a state-of-the-art training facility at the Port of Seattle.

Signaling for a crane driver at SSA Pier A Terminal at the Port of Long Beach.



Off-dock container yard storage at the Port of Seattle.

Mechanic Safety Module

PMA worked closely with member companies and the ILWU to develop a specially tailored set of mechanic safety modules for various jobs and shops. The safety team worked with power, chassis, reefer and crane shops to compile longshore workers' perspectives on the most common types of injuries and the best practices to avoid them in the workplace. The tailored insights are combined into a series of videos to train mechanics, whose hands-on work can put them at greater risk for injury.

COVID-19 Safety Flyers

As the impacts of COVID-19 carried into another year, PMA's safety and training team promoted three longshore safety tip bulletins designed to educate workers on how to protect themselves and others from COVID-19 and other viruses. The first bulletin detailed the parameters of face-covering requirements in marine terminals, joint dispatch halls, and training sites. A second bulletin detailed how to stop the spread of the flu virus. The third bulletin informed workers on how to evaluate COVID-19 symptoms if becoming ill while on the job. The documents delivered timely, vital information to the workforce during an unprecedented chapter in maritime history.

PMA promotes three longshore safety tip bulletins.



REGIONAL REPORTS

Matson's *Lurline* at work at SSA's Oakland Terminal.

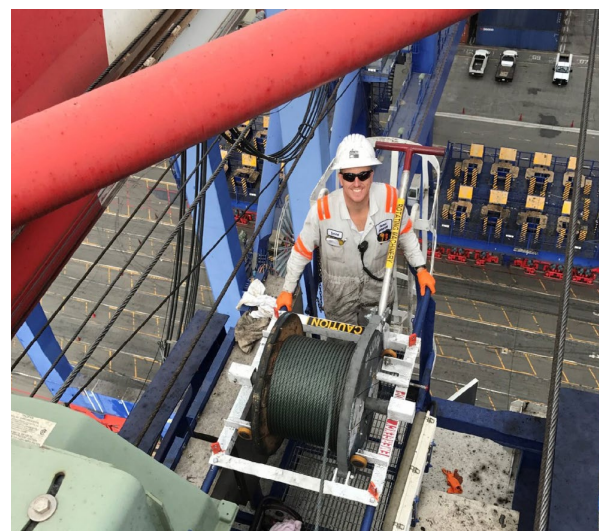
Regional Report:

SOUTHERN CALIFORNIA

Staying nimble amid a dynamic, fast-paced environment was the key to success in 2021. PMA helped deliver vaccines and mobile COVID-19 testing to longshore workers, implement new training systems, and update the vessel queuing process, while working with member companies, the ILWU, government leaders, and other stakeholders to address relentless waves of cargo.

West Coast Ports Expanded Workforce to Respond to Historic Cargo Volumes

Since Q2 of 2020, U.S. West Coast ports have handled extraordinarily high cargo volumes, particularly at the nation's largest maritime gateway, the ports of Los Angeles and Long Beach. Between April 2020 and August 2021, the Ports of Los Angeles and Long Beach nearly doubled their monthly TEU volumes, to 1.76 million TEUs. A strong partnership between PMA and the ILWU helped increase the number of registered

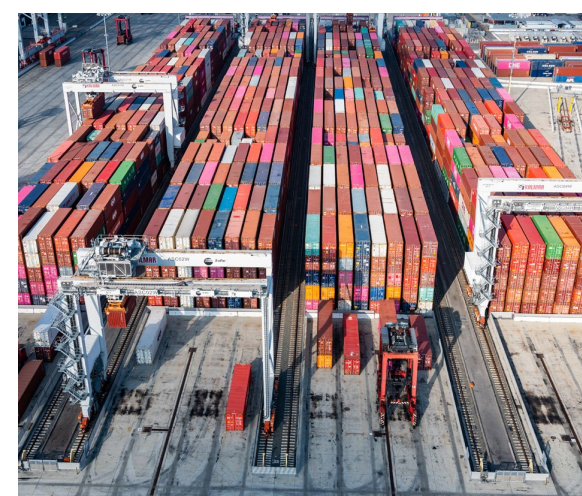


A longshoreman works at Fenix Marine Services at the Port of Los Angeles.

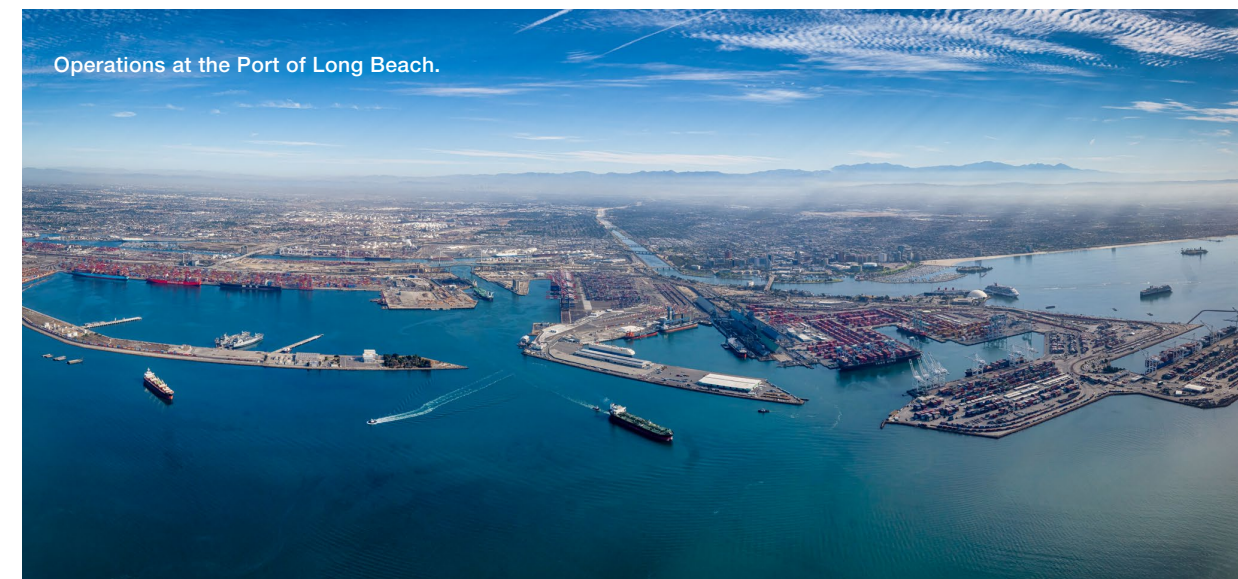
longshore workers (637), new mechanics (99), and marine clerks (125), providing training for high-skilled jobs to help process the record cargo levels.

Efforts to Expedite Vaccines for Longshore Workers

Working with the ports, government officials, and the ILWU, PMA joined a coordinated effort to vaccinate longshore workers in early 2021 to help keep workers safe and terminals operating. These unified efforts helped deliver longshore workers expedited access to the vaccines to help ensure safety at the ports.



Containers stacked high at TraPac terminal at the Port of Los Angeles.



Operations at the Port of Long Beach.

Delivering Expedited RTG Crane Training

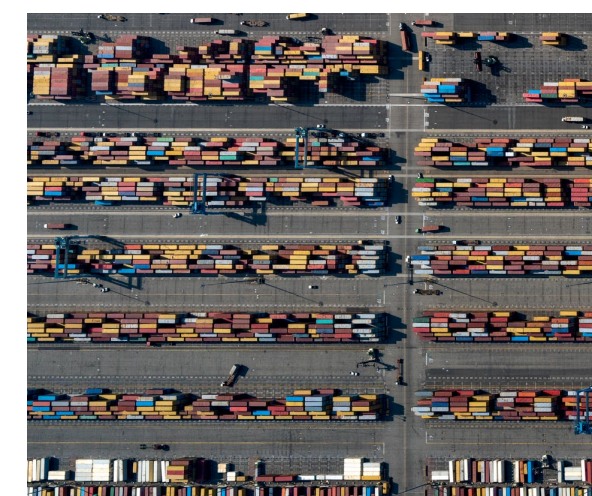
Given the demands associated with the historic wave of cargo volumes, PMA negotiated agreements with Local 13 to train a total of 250 workers to operate rubber-tire gantry (RTG) cranes. Unlike larger ship-to-shore cranes that service vessels, RTG cranes service and deliver containers to trucks, a significant need throughout the supply chain backlogs. The expedited RTG crane training helped address container yard congestion, a key choke-point at the ports.

Creating, Expanding Standardized Foremen Promotion Process

PMA worked with Local 94 to create a new hiring process for foremen. Under the new process, longshoremen receiving promotions to foreman at the Ports of Los Angeles and Long Beach had to have worked full-time each year for the last 10 years, as well as pass written and oral exams. The new framework is meant to be a more consistent, streamlined process to ensure the pool of probationary foremen is consistently strong coastwide.

New Vessel Queuing Process Introduced at Ports of LA, Long Beach

In November, PMA joined a working group of maritime industry leaders to introduce plans to improve safety and air quality off the Southern California coast through a new container vessel queuing process. Developed by PMA, Pacific Merchant Shipping Association, and Marine Exchange of Southern California, the updated process called for each vessel to be assigned a place in the queue based on a calculated time of arrival that factored the ship's departure time, and distance from their last port of call. The updated system required vessels to wait for an available berth approximately 150 miles away from land. This reduced emissions near the coast and created safer conditions as vessels slowed down and spread out. Within weeks, the new process dramatically reduced the number of backlogged ships at anchorage off the Ports of Los Angeles and Long Beach.



Operations at Total Terminals International at the Port of Long Beach.



Metro Ports welcomes a second, ultra-low emissions Tier 4 locomotive engine at the Port of Long Beach.

Regional Report:

NORTHERN CALIFORNIA

In the face of unprecedented labor demands due to the historic cargo surge, PMA's team in Northern California sprang into action to quickly expand the skilled workforce. With the help of the ILWU, PMA and its member companies, Northern California showed why it is a key anchor for West Coast trade.

Expanded Casual Hiring Meets Labor Needs

With enormous demands for labor coastwide, PMA worked with the Local 10 Joint Port Labor Relations Committee to hire 477 new casuals. To facilitate the hiring process, PMA rented a hotel ballroom in downtown Oakland, conducting medical exams, strength and agility testing, and drug screenings on-site. Northern California was the first region on the West Coast to implement the streamlined process to meet the increased labor demands.

Matson containers at SSA's Oakland Terminal.



Promotions and Equipment Training Keep Cargo Moving

At the same time as the casual hiring efforts, PMA promoted 300 casuals to Class "B" status. To train newly promoted Class "B" workers, PMA instituted both day- and night-side tractor instruction, utilizing 1.7 additional acres to the Howard Terminal training site. Promotions and equipment training helped keep longshore workers safe and cargo moving efficiently.

Top Pick Training and New Dispatch Board Helps Fill Key Jobs

As global supply chain challenges snarled the free flow of cargo along the West Coast, skilled and key-skilled jobs went unfilled because of the enormous demands. In response to challenges filling Top Pick jobs out of the Local 10 Dispatch Hall, PMA increased training for those positions by at least 150 people in 2021. In addition, PMA and the Local 10 Joint Port Labor Relations Committee successfully bargained for and instituted a Top Pick dispatch board for both day- and night-side shifts. Fifty people were put on each board, and their main obligation would be to accept Top Pick work. The adjustments helped ensure fewer situations in which key skilled Top Pick and Side Pick jobs go unfilled.

Operations at the Port of Oakland.



Giant ship-to-shore cranes sail past the Bay Bridge en route to the Port of Oakland.

Record-Breaking Cranes Bolster Infrastructure at the Port of Oakland

The Port of Oakland welcomed numerous record-breaking cranes in 2021. In March, the final installment of SSA Terminals' three gigantic cranes – the tallest in North America – was completed. The ship-to-shore cranes can lift cargo up to 174 feet above the dock, providing greater flexibility in discharging and loading containers. Later in the year, Everport Terminal Services put its biggest crane into service, featuring a lift height from the dock of 170 feet. The taller cranes help facilitate the largest ships calling in North America.

Cruise Business Returns to Northern California

In 2021, the cruise business returned to the Port of San Francisco, marking a resurgence after COVID-19 effectively sidelined the industry in the U.S. the previous year. The Majestic Princess was the first cruise vessel to call in the Bay Area in 2021, with close to two dozen cruise calls through the end of the year and a record 127 calls expected in 2022. The cruise business had been projected to grow

as much as 30 percent in 2020 before COVID-19 restrictions led to the cancellation of 106 calls that year. PMA worked with the ILWU to develop safety protocols to safely service the ships.



Majestic Princess, docked at Pier 27, marks the first cruise ship to return to San Francisco.

Regional Report:

PACIFIC NORTHWEST

Terminal investments and adaptability amid the cargo surge helped the Northwest Seaport Alliance continue to deliver as an important pillar of West Coast ports.

Terminal 5 Sets the Stage for Return

Nearly a decade since it was last functional as a major container terminal, SSA's Terminal 5 at the Port of Seattle made strong progress toward its reopening in early 2022. The facility features a naturally deep berth, wide footprint, and access to on-dock rail, helping it service growing cargo volumes in the Puget Sound region. In June, SSA welcomed four of the largest cranes on the West Coast to the terminal, a key milestone in the modernization project.

Four new Super Post Panamax Cranes arrive on the *Zhen Hua 36* at SSA's Terminal 5 at the Port of Seattle.



Oregon Ports Handle Diverted Containers, Significant Volumes in Logs and Break Bulk Cargo

After not handling cargo for nearly two years, Terminal 6 at the Port of Portland stepped up to help meet the demands of the sustained West Coast container volume surge. Through expedited registration and casual processing and increased training, Terminal 6 handled increases in diverted container cargo while also servicing a significant number of auto vessels. In addition, ports in and around the Columbia River maintained significant volumes in logs and break-bulk cargo.

State-of-the-Art Longshore Training Facility Launched for Terminal 46 in Seattle

In July, PMA announced plans to work with the NWSA and ILWU Local 19 to develop a state-of-the-art training facility at Terminal 46 at the Port of Seattle. The new training facility will help ensure that the Port continues to serve as a leading gateway for international trade – supporting the maritime industry, creating jobs, and fueling the regional economy. With PMA's Terminal 5 training facility impacted by the



Intermodal rail service at the Port of Portland's Terminal 5.

2021 | THE YEAR IN REVIEW

modernization project, the Terminal 46 facility is designed to promote a skilled, safe, and efficient ILWU workforce.

ETS Raises Four Cranes at the Port of Tacoma

At the Port of Tacoma, Everport Terminal Services advanced efforts to raise four of its seven cranes to 130 feet above rail. The update will better position the terminal to handle larger vessels in the future. Three of the four cranes were raised during 2021, with the fourth crane slated for raising in early 2022.

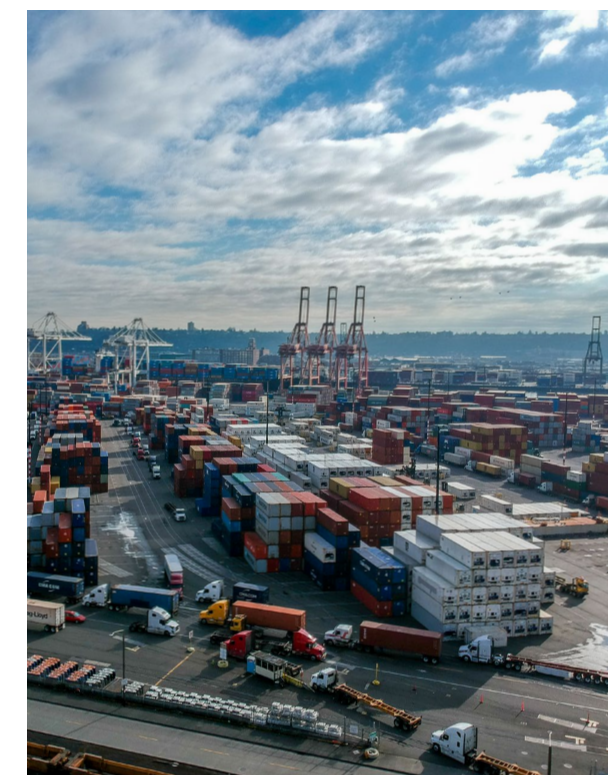
Meeting Labor Demands with Additions to the Workforce

To meet the demands of cargo volumes, PMA added over 200 registered workers to the workforce and carried out numerous casual processing draws throughout the Pacific Northwest. The efforts meant working with more than 20 union locals throughout the region, from Coos Bay to Olympia. Given the demands of the cargo surge, growing the skilled workforce quickly required collaboration and efficiency across numerous ports.

OOCL *Vancouver* docked at the Port of Seattle.



Operations at Terminal 18 at the Port of Seattle.



INDUSTRY OVERVIEW



The 14,500 TEU Cosco Shipping *Denali* enters the Port of Long Beach.

Economic Significance of West Coast Ports

Containerized cargo movement through West Coast ports has risen dramatically in recent decades—to a total of more than 17 million loaded container TEUs (twenty-foot equivalent units). With cargo ranging from medical supplies and personal computers to heavy equipment and produce, these containers carry many of the staples of our economy.

As the primary gateway for international trade between the United States and Asia, the economic impact of the West Coast ports is staggering. When non-containerized goods such as bulk cargo and autos are included, West Coast ports support more than 12 million U.S. jobs, from transportation and logistics to manufacturing, retail and commercial endeavors, according to a recent economic report. The domestic business impact of this trade is more than \$1.9 trillion annually, or 9 percent of U.S. GDP.

The National (and Global) Transportation Network

Once on land, imports moving through the West Coast ports are carried by rail and truck to destinations across the United States. Exports, too, come from around the nation. The ports, then, are one piece in a much larger transportation infrastructure: highways, rail lines, distribution centers, warehouses and final destinations such as factories, stores and homes.

The significance of West Coast cargo movement is not limited to any one region of the country, or to any one industry. The West Coast ports truly supply the nation, and in the coming years, further investment in infrastructure and technology—including emissions reducing cargo-handling technology—will be essential to enabling these national assets to continue playing this vital role.

Waterfront Work: More Than 15,500 Registered Workers

As of December 2021, PMA members employed more than 15,500 registered longshore, clerk and foreman workers at 29 West Coast ports, and thousands more “casual” workers, who typically work part-time.

These workers are engaged in all kinds of cargo-handling operations—from lashing containers to driving yard equipment to operating the huge gantry cranes that line most major port terminals. Some are also involved in clerical tasks to keep track of the nearly 1 million tons of cargo that move through West Coast ports daily.

Since the 2002 labor agreement that brought widespread use of technology to West Coast ports, which was later complemented by the 2008 agreement that brought automation to the waterfront, the registered workforce has grown by 52 percent.

Hapag Lloyd's *Colombo Express* at berth at TraPac terminal at the Port of Los Angeles.



The International Longshore and Warehouse Union

The Longshore Division of the International Longshore and Warehouse Union (ILWU) represents waterfront employees on the U.S. and Canadian Pacific Coast, Hawaii and Alaska.

History

The ILWU was formed in 1937, under the leadership of Harry Bridges, out of District 38 of the International Longshoremen's Association (ILA). James "Jimmy" R. Herman succeeded Harry Bridges in 1977 and served as the second president of the ILWU until 1991.

Subsequent presidents include:

- David Arian (1991-1994)
- Brian McWilliams (1994-2000)
- James Spinosa (2000-2006)
- Bob McEllrath (2006-2018)

William E. Adams was elected President in 2018 and reelected in 2021. Other titled officers include Vice President (Mainland) Robert "Bobby" Olvera, Jr., Vice President (Hawaii) Paul K. Kreutz, and Secretary-Treasurer Edwin "Ed" Ferris.

The Longshore Division

The Longshore Division of the Union is made up of locals that are defined along occupational lines: longshore workers, clerks and walking bosses/foremen. In each of the four geographic divisions — Washington and Puget Sound; Oregon and the Columbia River; Northern California; and Southern California — there are several Longshore locals, at least one Clerk local and one Walking Boss or Foreman local.

Governing Body

The ILWU Longshore Division is governed by the Division's Coast Committee, which consists of President William E. Adams, Vice President Robert Olvera, Jr. and Committeemen Frank Ponce de Leon and Cameron Williams. The Longshore Division holds periodic Caucuses to which each local sends representatives where policy is established, collective bargaining demands formulated and other union business is conducted.

Longshore workers handle the loading and unloading of ships and barges, stuff and un-stuff certain containers, handle lines, maintain stevedoring gear and perform many other activities.

The Clerks process the cargo information for delivery and shipment.

The Walking Bosses or Foremen are in charge of the loading and unloading operation and report to the stevedoring company superintendent.

The Longshore Division makes up about one-fifth of the ILWU's total membership. The bulk of the remaining membership consists of: longshore members in Alaska, Hawaii and British Columbia, Canada; warehousing workers; office workers; workers in Hawaiian sugar and pineapple plantations and processing plants; Hawaiian hotel and tourism workers; the Inland Boatman's Union, the Marine Division of the ILWU; and various other groups.

The MSC Kanoko enters Angels Gate at the Port of Los Angeles.



Coast Accident Prevention Award-Winners

CONTAINER OPERATORS

(companies that predominantly handle intermodal containers to and from ships)

Group A (1 million or more man-hours)

- FIRST PLACE:** Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** Everport Terminal Services
Los Angeles – Long Beach – Southern California Area

Group B (500,000 to 999,999 man-hours)

- FIRST PLACE:** TraPac
Los Angeles – Long Beach – Southern California Area

Group C (100,000 to 499,999 man-hours)

- FIRST PLACE:** Washington United Terminals
Tacoma – Washington Area
- SECOND PLACE:** Husky Terminal & Stevedoring
Tacoma – Washington Area

STEVEDORING COMPANIES

(companies engaged in one or more types of cargo-handling operations)

Group A (400,000 or more man-hours)

- FIRST PLACE:** Ports America
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** SSA Pacific
Los Angeles – Long Beach – Southern California Area

Group B (100,000 to 399,999 man-hours)

- FIRST PLACE:** Sea Star Stevedore Company
Tacoma – Washington Area
- SECOND PLACE:** SSA Pacific
Stockton – Northern California Area

Group C (25,000 to 99,999 man-hours)

- FIRST PLACE:** SSA Pacific
Seattle – Tacoma – Washington Area
- SECOND PLACE:** Metro Cruise
Los Angeles – Long Beach – Southern California Area

BULK OPERATORS

(companies engaged primarily in bulk cargo operations with total man-hours exceeding 10,000)

- FIRST PLACE:** Ceres Terminals
Stockton – Northern California Area
- SECOND PLACE:** Oregon Chip Terminal
Coos Bay – Oregon Area

ILWU WORKFORCE AWARDS

LONGSHORE LOCALS

- Group A** (More than 400 Registered Members)
Local 13: Los Angeles – Long Beach – Southern California Area
- Group B** (100 to 399 Registered Members)
Local 4: Vancouver, WA – Oregon Area
- Group C** (25 to 99 Registered Members)
Local 54: Stockton – Northern California Area

FOREMAN – WALKING BOSS GROUP

- Local 92: Portland – Oregon Area

CLERK GROUP

- Local 23: Tacoma – Washington Area

MECHANIC COMPANIES

(companies that employ ILWU mechanics in maintenance and repair operations)

Group A (200,000 or more man-hours)

- FIRST PLACE:** Pacific Crane Maintenance Company
Los Angeles – Long Beach – Southern California Area
- SECOND PLACE:** Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area

Group B (100,000 to 199,999 man-hours)

- FIRST PLACE:** Everport Terminal Services
Oakland – Northern California Area
- SECOND PLACE:** Total Terminals International
Los Angeles – Long Beach – Southern California Area

COAST ONE-YEAR ZERO INCIDENT RATE AWARD

(companies that achieved a zero lost-time incident rate in 2021) (50,000 minimum hours)

- Everport Terminal Services – Mechanic Operations
Oakland – Northern California Area
- SSA Pacific
Seattle – Tacoma – Washington Area

COAST THREE-YEAR REDUCTION AWARD

(companies that have reduced their lost-time incident rate three consecutive times over a 4-year period)

- (50,000 minimum hours)
- Long Beach Container Terminal
Los Angeles – Long Beach – Southern California Area
- Pacific Crane Maintenance Company – Mechanic Operations
Los Angeles – Long Beach – Southern California Area
- Ports America
Los Angeles – Long Beach – Southern California Area
- TraPac
Los Angeles – Long Beach – Southern California Area
- Washington United Terminals
Seattle – Washington Area
- Washington United Terminals- Mechanic Operations
Seattle – Washington Area

PMA sponsors an annual accident prevention awards program as part of the coastwide industry accident prevention program. To qualify, member companies must participate in the PMA safety program and report all OSHA-recordable occupational injuries and illnesses and applicable man-hours for the previous year.

THE COAST
ACCIDENT
PREVENTION
AWARDS

Member companies are divided into four categories according to the type of operation in which they are primarily involved. Within each category, companies are grouped by terminal, port or area and based on man-hours paid. Awards are presented to qualifying companies having the lowest lost-time injury/illness incidence rate within their respective category and group. Awards are also presented to the ILWU longshore, clerk and foreman locals based on similar criteria. Winners are listed above.

INDUSTRY BENEFITS



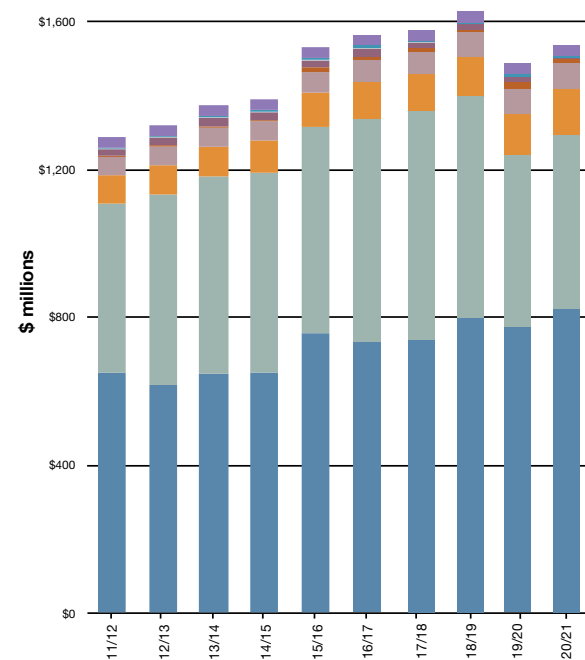
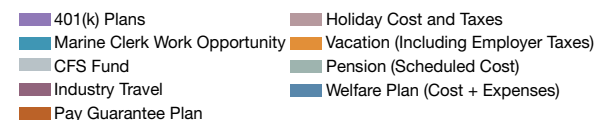
Three vessels are worked at TraPac Terminal at the Port of Los Angeles.

ILWU Benefits Package

The ILWU-PMA benefits package provides a comprehensive benefits program for the workforce. The program includes health care, pension, a 401(k) savings plan, and vacation and holiday pay and provisions for income supplement. Following is a detailed overview of the ILWU-PMA benefits program; more information may be found at PMA website (www.pmanet.org) or through the ILWU-PMA Benefit Plans Office (www.benefitplans.org), funded by PMA.

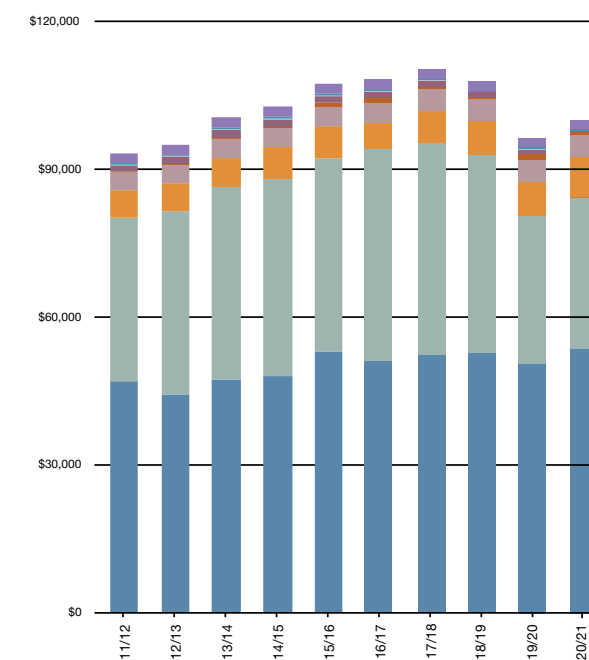
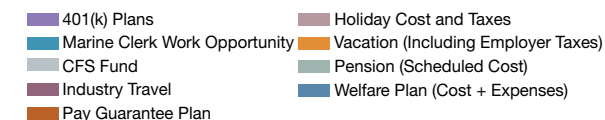
TOTAL BENEFITS COSTS*

2011/2012 through 2020/2021
*Does not include the \$15.3M COVID-19 related sick pay.



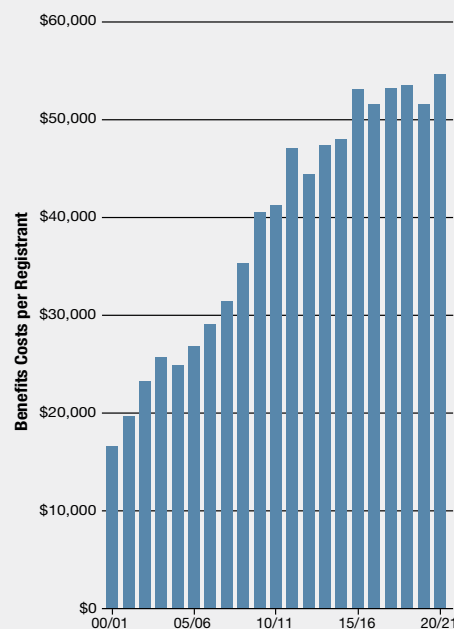
BENEFITS COSTS PER ACTIVE REGISTRANT*

2011/2012 through 2020/2021
*Does not include the \$15.3M COVID-19 related sick pay.



ILWU-PMA WELFARE PLAN BENEFITS COSTS PER ACTIVE REGISTRANT

Fiscal Years 2001-2021



Total Welfare Plan benefits costs—for the active registered work force and dependents and for retirees and covered dependents—for each fiscal year are divided by the count of active registrants at the end of the previous payroll year (mid-point of the fiscal year). For example, costs for 2020/2021 are divided by the count of active registrants at the end of 2020.

RETIREES BY YEAR

Year	Normal	Early	Disability	Total
2012	139	154	38	331
2013	138	122	49	309
2014	172	76	42	290
2015	172	79	55	306
2016	181	93	63	337
2017	201	103	60	364
2018	198	110	46	354
2019	199	178	51	428
2020	262	146	37	445
2021	189	108	35	332

This table shows the number of longshore, clerk and foreman retirees by calendar year. **Normal** includes those retiring at or after age 65, normal retirement age; **Early**, those retiring at ages 55-64; and **Disability**, those retiring on a disability pension.

ILWU-PMA Welfare Plan

The ILWU-PMA Welfare Plan provides health care and related benefits to qualified actives and retirees and their qualified dependents and survivors.

The Plan is administered by the Board of Trustees, which is comprised of an equal number of union and employer appointed Trustees.

For health coverage, registrants and retirees (and their eligible dependents) generally have a choice between an HMO plan and a self-insured PPO plan. As long as participants utilize in-network providers, both plans pay 100% of the cost of covered services with no out-of-pocket costs. The PPO plan also covers basic hospital, medical and surgical benefits at 100% of scheduled limits for out-of-network services, followed by a \$100 deductible and up to 80% of the Maximum Allowable Charge, subject to a family out-of-pocket maximum of \$1,000. Both the HMO and the PPO provide prescription drug coverage with no copay for HMO and \$1 copay for PPO.

In addition to health coverage, the ILWU-PMA Welfare Plan also provides the following benefits:

- Dental benefit (100% for children and 80% for adults), including dental implants;
- Vision benefit (\$300 frame allowance every 24 months);
- Alcoholism/Drug Recovery Program (paid at 100% for the first episode of substance use disorder treatment);
- Subsequent Artificial Limbs and Eyes Benefit covering lost or damaged prostheses;
- Disability benefits covering up to \$1,250 per week for up to 52 weeks;
- Life and AD&D insurance;
- Hearing Aids;
- Blood Sugar Monitors; and
- Social Security Supplementation Benefit for Pensioners.

Plan Funding

The plan is primarily funded by PMA through employer assessments

on payroll hours and tonnage. In addition, registered employees make contributions to the Plan as a defined percentage of wages at a rate that is set by the Trustees.

Tenure of the Agreement

The Plan runs concurrently with the 2014-2022 Pacific Coast Longshore and Clerk's Agreement. Unless provided to the contrary, extension or renewal of the Pacific Coast Longshore and Clerk's Agreement extends the Plan, and the Plan remains 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.

Eligibility for ILWU-PMA Welfare Plan Benefits

The ILWU-PMA Welfare Plan generally covers the following individuals and their qualified dependent spouses and children:

- **New Registrants:** Covered by the HMO programs (if available) for the first 24 months of registration.
- **Active Registrants:** Requires a minimum of 800 hours credited in the preceding payroll year, or a minimum of 400 hours credited in the last half of the preceding payroll year.
- **Pensioners:** Most Welfare Plan participants who become pensioners including disability pensioners, have Welfare Plan eligibility beginning on the day they become pensioners.
- **Surviving Spouses and Children of Active Registrants:** The dependent spouse or child of a deceased eligible active registrant has Welfare Plan eligibility. Welfare Plan eligibility ends when the surviving dependent spouse remarries, or if the active registrant had fewer than five years of vested service under either the ILWU-PMA Pension Plan or the ILWU-PMA Watchmen Pension Plan, four years immediately following the registrant's death.
- **Surviving Spouses and Children of Pensioners:** A surviving spouse or child receiving a survivor pension has Welfare Plan eligibility provided that the pension is claimed through a Pensioner who had Welfare Plan

	PENSIONERS					SURVIVING SPOUSES			Total
	Normal/Early	Disability	In-Service	QDRO	Sub-total	Post-Retire	Pre-Retire	Sub-total	
2012	4,076	964	36	331	5,407	2,581	584	3,165	8,572
2013	4,105	959	27	351	5,442	2,561	604	3,165	8,607
2014	4,113	950	26	365	5,454	2,517	613	3,130	8,584
2015	4,149	945	22	384	5,500	2,566	623	3,189	8,689
2016	4,192	968	17	402	5,579	2,526	630	3,156	8,735
2017	4,271	971	13	420	5,675	2,476	634	3,110	8,785
2018	4,327	976	12	431	5,746	2,485	652	3,137	8,883
2019	4,477	966	9	452	5,904	2,456	665	3,121	9,025
2020	4,637	960	4	482	6,083	2,457	664	3,121	9,204
2021	4,654	917	3	442	6,016	2,509	669	3,178	9,194

eligibility upon death or through an active participant who would have been entitled to Welfare Plan eligibility had retirement occurred on the date of death.

survivors of plan participants receive a benefit equal to 75% of the amount per month per qualifying year of service that would have been received by the participant were they still alive.

Disability pensions have no minimum age but do require a minimum of 13 years of service and the participant must have worked or been credited with at least 500 hours of service in each of the five payroll years ending with the year of retirement. The monthly benefit is the same amount as the Normal Retirement Benefit (with no reduction for its early commencement) except that no bridge supplement is payable.

A year of service for benefit accrual is established when a registered participant is paid or is credited with 1,300 hours. Creditable hours include work, travel, and vacation hours, as well as equated hours for PGP, and paid holidays.

A participant who is credited with fewer than 1,300 hours but at least 800 hours in any payroll year will earn a fraction of a year of service for benefit accrual determined by dividing the number of credited hours by 1,300. Years of Service credited prior to 1994 are not subject to reduction in benefit accrual based on hours credited.

A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for vesting and eligibility. A participant is vested after five qualifying years of service or, if earlier, at Normal Retirement Date.

Benefits are 100% vested after five qualifying years of service. If a participant leaves the plan prior to the vesting date,

ILWU-PMA Pension Plan

The industry Pension Plan has seen major upgrades in recent years. Currently, the maximum yearly retirement benefit is \$95,460 as of July 1, 2021.

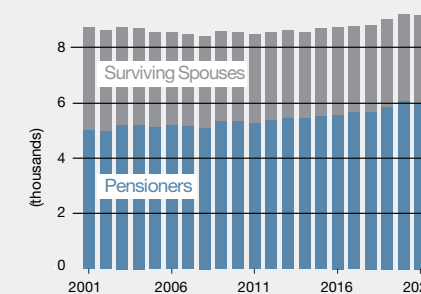
The "Normal Retirement Date" is age 65 or the fifth anniversary of the date of participation, whichever is later. Reduced retirement benefits are payable for Early Retirement as early as age 55 with 13 years of service.

Effective July 1, 2021, the rate of pension benefit accrual for longshore employees retiring on or after July 1, 2014, was \$215 per month per year of qualifying service. This rate provides a maximum monthly pension benefit of \$7,955 (or \$95,460 annually) for a participant with 37 or more years of qualifying service retiring at age 62 or later. For those with at least 13 years of qualifying service taking early retirement between ages 55 and 62, the benefit is reduced for each year before age 62 (5% or fraction thereof for each year).

A \$500 monthly "bridge" supplement is paid, until Social Security retirement age, for those who retire at age 62 with at least 25 years of service.

For retirees on or after July 1, 2008, maximum pension benefits are based on 37 years of service at retirement. Surviving spouses or dependent child

NUMBER OF PENSION BENEFIT RECIPIENTS



PENSION BENEFITS FOR NORMAL RETIREMENT

(the following benefits were effective July 1, 2020)

Retirement Date	Max Yrs. of Svc.	Rate Per Mo/Yr.	Max. Mo. Benefit
Before 7/81	25	\$102	\$2,550
7/81-6/84	30	\$102	\$3,060
7/84-6/87	33	\$102	\$3,366
7/87-6/93	35	\$102	\$3,570
7/93-6/99	35	\$102	\$3,570
7/99-6/02	35	\$112	\$3,920
7/02-6/08	35	\$153	\$5,355
7/08-6/14	37	\$180	\$6,660
7/14-6/21	37	\$210	\$7,770
7/14-6/22	37	\$215	\$7,955

This table shows maximum pension benefits by retirement date. Also shown are the maximum years of service which may be credited toward benefit accrual and the benefit rate per month per year of credited service by retirement date.

FRACTIONAL BENEFIT ACCRUAL

Credited Annual Hours	Monthly Benefit Accrued
1,300	\$215.00
1,250	\$206.73
1,200	\$198.47
1,150	\$190.19
1,100	\$181.92
1,050	\$173.66
1,000	\$165.39
950	\$157.11
900	\$148.84
850	\$140.58
800	\$132.31

This table shows examples of monthly benefit accruals for the credited annual hours between 800 and 1,300. The example is based on the monthly normal retirement rate effective on or after July 1, 2021. A minimum of 800 credited hours per payroll year is required to earn a qualifying year of service for eligibility.

**VACATION BENEFITS,
TAXES & EXPENSES**

Payroll Year in which earned:

2017	\$ 94,554,073
2018	\$ 102,001,566
2019	\$ 107,011,388
2020	\$ 106,076,630
2021*	\$ 122,094,652

Includes payments for benefits, taxes, and administrative expenses
Vacation benefits are mostly paid in the first full payroll week in February for vacations earned in the prior year.
Source: Audited Financial Statements except for 2021
*Estimated benefits.

**ANNUAL HOURS REQUIREMENTS
FOR VACATION ELIGIBILITY**

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

no partial benefits are received. Once vested, a participant's earned qualifying years of service remain credited for life. The Plan is non-contributory for the participants and is completely funded by employer contributions.

**ILWU-PMA Savings
401(k) Plan**

Longshore, clerk and foreman registrants may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, into their 401(k) accounts. Participants age 50 and older may elect to defer, in increments of \$1, up to \$12 per hour paid each payroll week, an additional amount, called a Catch-up Contribution. Deferrals and Catch-up Contributions are subject to annual statutory limits. Participants may elect to defer any percentage, up to 90%, of their vacation paychecks into their 401(k) Plan accounts.

Effective January 1, 2016, the Plan offers a Roth contribution option.

Each year, the Employers contribute an amount sufficient to provide to the 401(k) account of each registrant, who has established a pension qualifying year in the previous payroll year, a contribution for qualifying hours paid by PMA member companies. The employer contributions are made to each account as soon as practicable following the end of each contract year. Registered walking bosses/foremen receive \$5 per qualifying hour up to a maximum of 2,240 hours and longshore and clerk registrants receive \$1 per qualifying hour up to a maximum of 2,000 hours. Beginning with the 2008 plan year, a "third-shift" conversion factor was applied to qualifying hours worked during the third shift.

Vacation Plan

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 earns his vacation receives a vacation with pay.

ADDITIONAL VACATION WEEKS

Registrants who qualify for a basic one-week vacation may qualify for three additional vacation weeks based on total vacation qualifying years:

- One additional week** if registrant has 17 total qualifying years
– or –
- Two additional weeks** if registrant has 23 total qualifying years
– or –
- Three additional weeks** if registrant has 25 total qualifying years

Registrants who qualify for a basic two-week vacation may qualify for four additional vacation weeks based on total vacation qualifying years:

- One additional week** if registrant has 8 total qualifying years
– or –
- One additional week** if registrant has 5 total qualifying years in the last 10, and was registered before July 1, 1990 in ports other than Seattle, Portland, San Francisco and Los Angeles, and has been available for employment 10 or more years
– or –
- Two additional weeks** if registrant has 17 total qualifying years
– or –
- Three additional weeks** if registrant has 23 total qualifying years
– or –
- Four additional weeks** if registrant has 25 total qualifying years

Extra Benefits for Clerks and Foremen

Clerks and walking bosses/foremen receive additional hours of vacation pay, depending on the total hours paid to the individual in the previous payroll year. Clerks receive two additional hours for each 50 hours paid in excess of 1,975 in the previous payroll year, up to a maximum of 16 additional hours. Walking bosses and foremen receive two additional hours for each 100 hours paid in excess of 1,400 hours, up to a maximum of 20 additional hours.

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 on the left.

To receive a third week of vacation, a registrant must have qualified for a two-week basic vacation in the previous payroll year and must also have eight total years of service with a one-week vacation.

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 one week of basic vacation and have 17 or more years of service. After 17, 23, and 25 years of service with one week of vacation, one, two, or three extra weeks of vacation are earned, respectively. Therefore, an individual with sufficient years of service may earn extra weeks of vacation without qualifying for a two-week basic vacation. The Joint Port Labor Relations Committee in each port schedules vacations.

Holiday Plan

The longshore, clerks' and foremen's agreements recognize 15 holidays, of which 13 are paid holidays. There are five no-work holidays– Christmas Day, New Year's Day, Bloody Thursday, Labor Day and Thanksgiving Day. All no-work holidays are "paid holidays," except for Bloody Thursday, and Christmas Eve Day and New Year's Eve Day which are early release days. The seven other paid holidays are normal work days,

Truckers line up to return empty containers at TTI.



HOLIDAY PLAN

2022

January	1	New Year's Day ^{1,2}
	17	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	21	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	30	Memorial Day
July	4	Independence Day
	5	Bloody Thursday ¹
	28	Harry Bridges' Birthday
September	5	Labor Day ¹
November	11	Veterans Day
	24	Thanksgiving Day ¹
December	24	Christmas Eve Day ^{1,2}
	25	Christmas Day ^{1,2}
	31	New Year's Eve Day ^{1,2}

2023

January	1	New Year's Day ^{1,2}
	16	Martin Luther King's Birthday
February	12	Lincoln's Birthday
	20	Washington's Birthday
March	31	Cesar Chavez's Birthday
May	29	Memorial Day

Holidays shown in blue are non-paid holidays. An employee who performs work on these non-paid holidays shall receive the overtime rate of pay for time worked.

¹ No work will be performed from 1500 December 24 to 0700 December 26, 1500 December 31 to 0700 January 2, 0800 July 5 to 0700 July 6, 0800 September 5 to 0700 September 6, 0800 November 24 to 0700 November 25. The provision for no work shall not apply to passenger ships, essential military cargo, and emergencies. An extended shift may be worked from 1500 until 1700 on December 24 and from 1500 until 1700 December 31 for the purpose of finishing a ship.

² When a holiday falls on a Saturday or Sunday, the work schedule applies to Saturday or Sunday. However, the holiday is observed the following Monday, and payment for the holiday applies to Monday. An employee who performs work on the Monday observation date shall receive the holiday rate of pay for time worked.

and Lincoln's Birthday is a recognized holiday although it is not a paid holiday.

Registrants are eligible to receive a paid holiday benefit provided they (1) have registration status on the date of the paid holiday and (2) have been paid or credited sufficient hours in the previous payroll year to qualify for a basic one-week vacation. To receive a paid holiday benefit, eligible registrants must be available for at least two of the five days, Monday through 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 two-week basic vacation, the availability requirement is waived for paid holidays which are normal work days—i.e., Martin Luther King's Birthday, Washington's Birthday, Cesar Chavez's Birthday, Memorial Day, Independence Day, Harry Bridges' Birthday and Veterans Day.

Those eligible for paid holidays receive pay equivalent to 8 hours at the basic straight time rate whether or not they work on the holiday. All registrants who are paid for work hours on a "paid holiday" or on a recognized holiday receive wages for the hours paid at the overtime rate.

Holidays recognized by the Agreements for 2022 and for the first six months of 2023 are shown to the left.

HOLIDAY PAYMENTS BY CONTRACT YEAR	
Contract Year Ended June 30	
2017	\$59,177,911
2018	\$61,042,442
2019	\$65,374,122
2020	\$68,007,356
2021	\$67,048,171

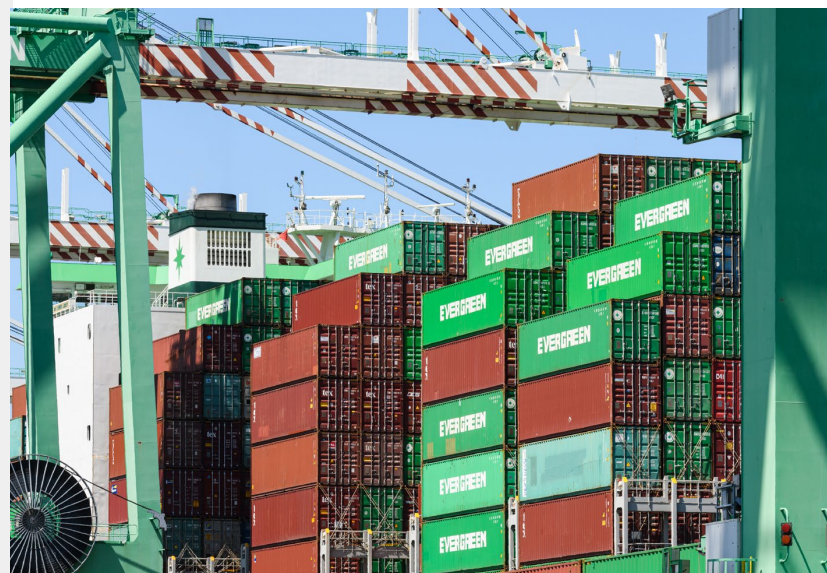
Includes payments for benefits, taxes, and administrative expenses. Source: Audited Financial Statements

Pay Guarantee Plan

The Pay Guarantee Plan (PGP) provides a weekly income supplement to industry registrants who meet certain eligibility criteria and are unable to obtain a week's work.

A Class "A" longshore or clerk who qualifies is guaranteed an income equivalent to a 40-hour week at the basic straight time hourly wage (\$46.23 per hour for Class "A" longshore, effective July 4, 2021, or \$1,849.20 per week). Class "B" registrants with 5 or more vacation qualifying years receive the same guarantee. Those

Evergreen's *Ever Lucky* loading at the Port of Tacoma.



Class "B" registrants with fewer than five vacation qualifying years are guaranteed income equivalent to a 32-hour week (\$1,479.36).

In general, to be eligible, a Class "A" or "B" registrant must, during the most recent four payroll quarters, have worked at least 50% of the average hours available in the home port. Further, the registrant must be available for work Monday through Friday in a given payroll week and may not refuse any work offered for which the registrant is qualified. Class "B" registrants are not eligible for PGP until after one year of registration.

The contingent PGP liability for registrants for 2021/2022 is \$30,000,000. This amount is divided into quarterly amounts. One-thirteenth of each quarter's amount is available at the end of each payroll week to meet that week's obligation.

Unused funds for a week are added to the next week and so on. If funds available during a given week are insufficient to pay all the guarantees on the coast in full, the payments to all are reduced proportionally. If funds remain at the end of a quarter, a lump sum make-whole payment is given to those whose PGP payment had been reduced.

The foremen's plan guarantees weekly pay equivalent to a 40-hour week at the foreman straight time rate.

PAY GUARANTEE PLAN BENEFITS AND EXPENSES		
Contract Year Ended June 30		
	Longshore and Clerks	Walking Bosses and Foremen
2017	\$9,811,767	\$223,621
2018	\$8,150,320	\$231,919
2019	\$6,441,846	\$232,032
2020	\$17,907,001	\$432,153
2021	\$10,518,011	\$388,949

Includes payments for benefits, taxes, and administrative expenses. Data obtained from Audited Financial Statements.

ILWU-PMA Marine Clerk Work Opportunity

The purpose of the ILWU-PMA Marine Clerk Work Opportunity Program is to ensure a registered marine clerk will

be provided full work opportunity as a marine clerk five out of seven days in any payroll week pursuant to the "Framework for Special Agreement on Application of Technologies and Preservation of Marine Clerk Jurisdiction, Item VI, November 23, 2002 Memorandum of Understanding." If the employer is unable to provide a work opportunity, a marine clerk checked into the hall on five out of seven days in any payroll week will receive a payment in lieu of work.

The Program is funded through assessments on containers as described in a membership agreement filed with the Federal Maritime Commission. When a clerk qualifies for payment through the Marine Clerk Work Opportunity Program, the fund pays wages, taxes and appropriate hourly benefits assessments.

Industry Travel System

The Industry Travel System, originally called the Voluntary Travel Fund, was established to provide PMA member employers with an economic incentive to use voluntary travelers.

The purpose of the system is to provide a mechanism whereby all ports may have available qualified longshore employees in periods of peak work opportunity and to provide reimbursement for travel expenses to longshore registrants who travel to nearby ports to seek work opportunity.

Individual longshore registrants who travel voluntarily or individual longshore registrants and/or gangs who are ordered to travel by an employer within a defined area are paid for travel, when assigned to a job, under the provisions of the Industry Travel System. Clerks registered in the multi-chartered locals receive the same benefit when they travel.

Employers are reimbursed for the payments made to individuals and/or gangs ordered to travel for their travel expenses, payroll taxes, payroll hour assessments and an allowance for workmen's compensation insurance and other related expenses.

Qualified travelers are paid for travel time at the rate of one-half of the basic hourly rate. A mileage allowance for transportation is also paid, not to exceed the maximum nontaxable rate allowed by IRS standards.

INDUSTRY TRAVEL PAYMENTS

Contract Year Ended June 30	
2017	\$17,492,802
2018	\$15,863,600
2019	\$14,609,685
2020	\$12,437,715
2021*	\$2,160,718

* Industry travel was restricted in 2021 to help prevent the spread of COVID-19.

Automated straddle carriers at TraPac Terminal at the Port of Los Angeles.



Travelers employed on successive days are paid travel time and transportation allowances for the first day and the last day. For any intervening days, travelers are paid the lesser of travel time plus transportation or subsistence. Subsistence rates are \$120.00 per night for lodging and \$30.00 per meal.

CFS Program Fund

The purpose of the Container Freight Station (CFS) Program is to “encourage the establishment, development and growth of efficient and productive container freight stations on the docks to preserve work which has historically been performed by the longshore work force.”

In order to accomplish the program objective, assessments collected on containerized cargo are used to reimburse PMA member employers operating designated CFS facilities for payments they have made for payroll hour assessments. CFS hours are hours that are paid to certain longshore, clerk and foreman registrants for job assignments in designated CFS facilities.

CFS PROGRAM FUND			
Payroll Year	A-Credit (Assessment Credit)	I-Credit (Incentive Credit)	Total
2017	\$1,660,250	\$184,736	\$1,844,986
2018	\$1,599,264	\$177,690	\$1,776,954
2019	\$1,493,150	\$165,889	\$1,659,039
2020	\$1,501,140	\$166,777	\$1,667,917
2021	\$1,128,989	\$125,431	\$1,254,420

There are two types of reimbursements made for CFS activity: (1) a credit based on CFS hours paid in a facility defined as an “A-Credit,” for “Assessment Credit,” and (2) a credit based on both CFS hours paid and CFS tonnage defined as an “I-Credit,” for “Incentive Credit.”

The A-Credit is an amount equal to 90% of the hourly benefit assessment rate excluding that portion of the vacation assessment that is collected to cover

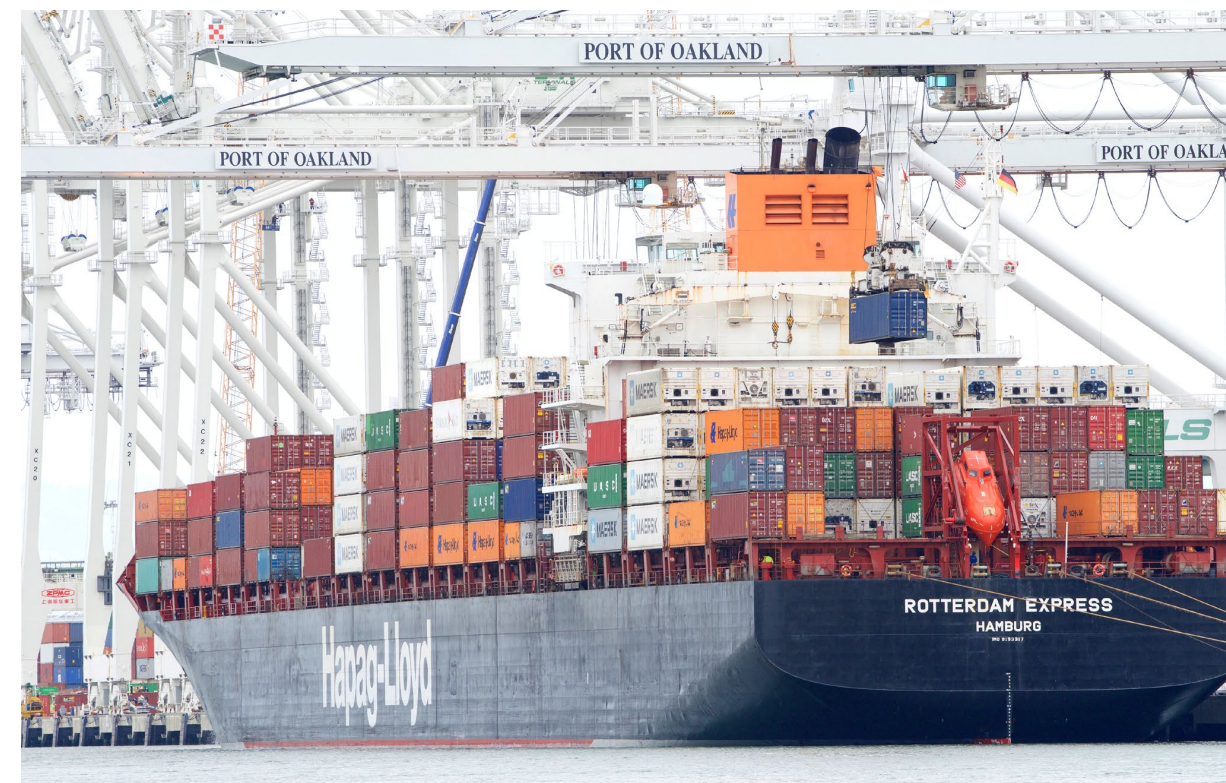
insurance and taxes. The I-Credits are amounts that equal 11.1% of the sum of A-Credits paid in a PMA administrative area. Therefore, the sum of A Credits and I-Credits equals the total hourly assessments paid less the vacation, insurance, and taxes portion.

Payments for A-Credits are made on a regular basis. However, I-Credit payments are made only after the close of the payroll year. Each employer’s share of I-Credits is to be the same proportion, that the employer’s CFS tons are of the total CFS tons for the area; no employer’s I-Credit is allowed to exceed 22.2% of his A-Credits.

Dispatch Halls

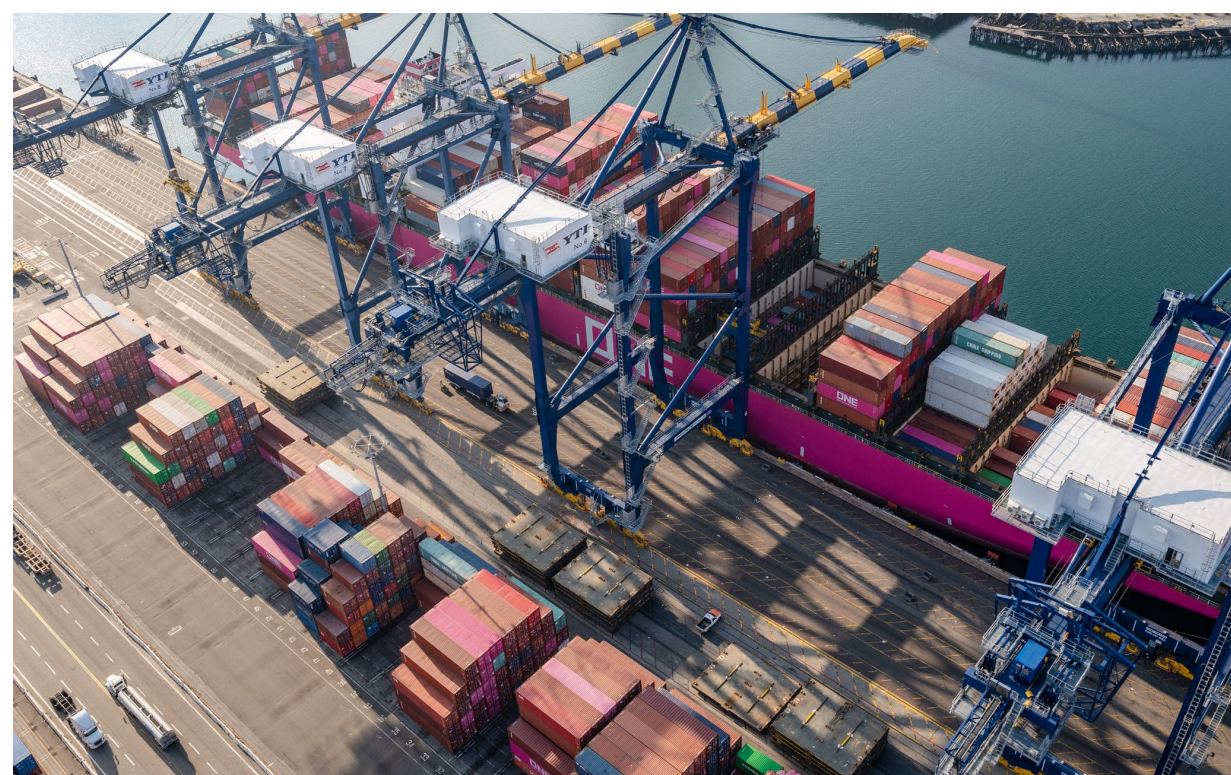
All longshore workers in a port are dispatched through a hall maintained and operated jointly by the ILWU and the PMA under the auspices of a Joint Port Labor Relations Committee.

Any longshore worker who is not a member of the Union is permitted to use the dispatching hall only if the worker



Hapag-Lloyd's Rotterdam Express unloading at the Port of Oakland on a hazy Bay Area morning.

Cargo operations on the ONE Hanoi at Yusen Terminals at Port of Los Angeles.



pays a pro rata share of the dispatching hall expenses, the Labor Relations Committee’s expenses and other related expenses. Any non-PMA employer may use the dispatching hall only if that company pays PMA the equivalent of the dues and assessments paid by PMA members for the support of the hall. Workers not on the registered list may not be dispatched from the dispatching hall or employed by any employer while there are individuals on the registered list who are qualified, ready and willing to do the work.

The personnel for each dispatching hall, with the exception of the Dispatchers, are appointed by the Joint Port Labor Relations Committee of each port. Dispatchers are selected by the Union through elections in which all

candidates must be qualified according to standards prescribed and measured by the Joint Port Labor Relations Committee. All dispatch hall personnel are governed by rules and regulations set down by the Joint Port Labor Relations Committee. PMA may, at its option, maintain a representative in the dispatching hall, and any authorized representative of PMA or the Union may inspect dispatching hall records.

The dispatching of clerks is similar to that of longshore workers except that there are four central dispatching halls, one in each respective port area with such branch halls as may be mutually agreed. Walking bosses’ and foremen’s dispatching procedures are contained in local supplemental agreements.

DISPATCH HALL COSTS			
Payroll Year	ILWU Portion	PMA Portion	Total
2017	\$5,240,562	\$31,975,905	\$37,216,467
2018	\$5,285,972	\$32,615,810	\$37,901,782
2019	\$5,419,192	\$33,515,329	\$38,934,521
2020	\$6,339,140	\$40,194,195	\$46,533,335
2021	\$6,172,272	\$40,252,182	\$46,424,454

2021 is based on unaudited financial report.

INDUSTRY ASSESSMENTS



Cargo is unloaded from Pasha Hawaii's *Marjorie O* at SSA Pier A Terminal at the Port of Long Beach.

Assessments are levied on payroll hours and tonnage to fund the costs of collectively bargained fringe benefits and other industry obligations. Payroll hour assessments are paid by the companies simultaneously with weekly payrolls. Tonnage is reported and assessments paid on a monthly basis. The tonnage reporting is also a source of statistical data that chronicle waterborne cargo movements through West Coast ports.

Funding of Benefits

Methods designed to assess funds to pay for collectively bargained fringe benefits and other programs have increased in complexity over the years because of the increasing amounts of money required and the changing structure of the industry. Benefits and other Industry obligations historically have been funded by assessments levied on hours paid or on tons handled or on a combination of the two. As assessment systems have changed, responsibility for paying for benefits programs have shifted between stevedores and vessel operators.

Funding Benefits with Hours and Tonnage Contributions

The genesis of the current benefits funding assessment system was an agreement among the PMA membership dated December 14, 1983. Although the agreement has been amended a number of times in the years since, the basic structure remains.

The 1983 assessment agreement was based on the premise that all benefits will be funded by an assessment on hours paid unless the total hours paid falls below a defined number, which is referred to as the divisor. When paid hours fall below the divisor, a portion of the benefits funding obligation shifts to the tonnage sector.

The hours portion of the benefits obligation is derived by first dividing the total benefits costs by the divisor. The result is the hourly benefits assessment rate. This rate is then multiplied by the number of hours expected to be paid to determine the total amount that will be raised by the hours sector. If total benefits

costs exceed the amount raised by the hours sector then the difference will be raised by the tonnage sector.

The process of achieving an agreement on the divisor that was used in the assessment formula was a formidable undertaking. During the fall of 1983, Pres Lancaster and a group of industry executives worked intensely for many weeks to develop the divisor and the assessment system in which it would be deployed.

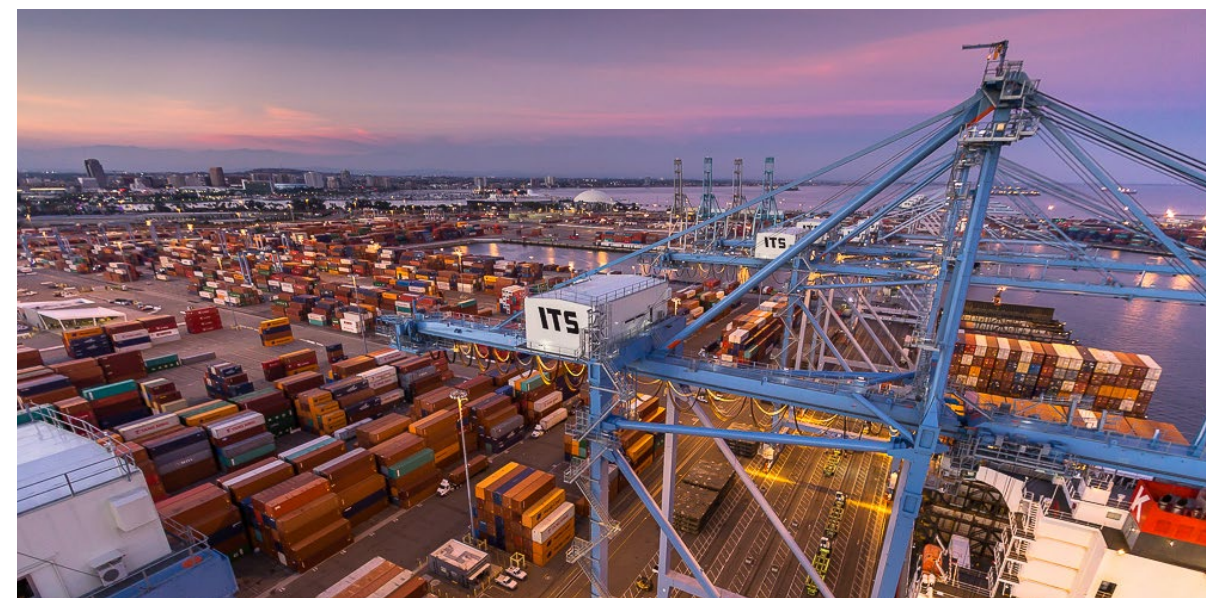
After reaching consensus on a solution, the group presented their assessment proposal to the PMA Board of Directors. The Board, however, demanded a further refinement of the divisor, and after further deliberations, a compromise was reached and the number 24,800,546 was agreed upon.

The divisor that was first proposed in September 1983 was 26,021,071.

This number was the total number of payroll hours reported for calendar year 1962. The number was "brokered" down because some PMA members felt that the higher number shifted too much of the benefits costs to the tonnage sector.

On November 9, 1983, the Board adopted a resolution recommending approval of the proposed assessment system by the PMA membership. The membership adopted the proposal on December 14, 1983. The agreement was filed with the Federal Maritime Commission on December 22, 1983 and was designated LM-84.

International Transportation Services Terminal at the Port of Long Beach.



Vessels at berth at SSA's Terminal at the Port of Seattle.



The newly established assessment system was used to calculate an hourly assessment rate that was put into effect for the payroll week beginning December 24, 1983. The accompanying tonnage assessment rates became effective January 1, 1984.

By early 1999, the number of hours paid was approaching the 24,800,546 figure. The Coast Executive Committee (CEC) appointed a subcommittee to examine the applicability of the assessment system in relation to cargo volume and hours paid. The subcommittee recommended to the CEC that the divisor be increased in a three-step process beginning with a change to 28,556,221. The CEC in turn recommended to the Board of Directors that the divisor be increased. At the June 28, 2000 Membership Meeting, the membership voted unanimously to adopt the new figure.

In October 2000, the PMA membership approved amended and restated bylaws and the following month a new Board of Directors was elected. By the Spring of 2002 the Board was ready for another review of the assessment system. A subcommittee was appointed. The first task was to review the work performed by the previous subcommittee on the proposal for a three-step phase-in of a new divisor. The first step was in place and the question was whether to do a delayed second step or move to the third step. After deliberation, the subcommittee recommended to the Board that the divisor be increased to 32,311,896 — the third step. The membership approved the new divisor on August 23, 2002.

Several months after the August 2002 divisor change, a new six-year longshore agreement was reached that resulted in greater than expected increases in benefits costs. The benefits increases, coupled with a projected increase in assessable hours again raised the percentage of the benefits costs paid by the hours sector higher than the ratio of hours to tonnage reflected in the original appendix to the Membership agreement dated December 14, 1983. In order to bring the hours and tonnage cost distribution within the target range established in 1983, the Board, after careful study, recommended to the Membership that the divisor be increased to 34,189,733, using the

previous incremental increase. The Membership approved the change on June 3, 2003 to be effective for benefits assessments rates calculated for the 2003/04 fiscal year.

Subsequently, the Board has recommended, and the membership has approved, the following divisors:

FISCAL YEAR	DIVISOR
2011/2012	41,701,081
2012/2013	41,701,081
2013/2014	41,701,081
2014/2015	41,701,081
2016/2017	41,701,081
2017/2018	43,578,918
2018/2019	47,334,592
2019/2020	47,334,592
2020/2021	41,701,081
2021/2022	45,456,755

Calculation of Assessment Rates

Assessments are calculated based on projected tonnage, payroll hours and benefits plans costs applicable to the future period for which the rate calculations will be applicable.

The first step is to determine the projected benefits costs for each plan. After adjusting each of these numbers to reflect prior year experience, anticipated interest earnings, and a prudent level of reserves, a "net funding requirement" is determined.

The payroll hourly assessment rate is calculated by dividing the sum of the plan's net to funding requirements by the divisor, 45,456,755. The result is the hourly assessment rate. The hourly assessment rate is then multiplied by the estimated number of assessable hours that will be paid in the fiscal year for which the rates will be applicable. If the result equals the total "net funding requirement" there will be no tonnage assessments. If the hourly assessment rate generates insufficient funds, the remainder of the needed money is collected from the tonnage sector. The tonnage rates are calculated in accordance with formulas described in detail on pages 32 and 33 of the 1989 PMA Annual Report.

Rate Components

The number of hours expected to be paid during a time period has no impact on the hourly assessment rate; only the total net funding requirement affects the hourly assessment rate. The greater the net funding requirements, the higher the hourly assessment rate becomes.

Changes in tonnage rates are not as easily explained. Tonnage rates are dependent on estimates of both hours and tonnage. Given a constant benefits cost, the total dollar obligation of the tonnage sector will increase as the estimated number of hours paid decreases, but if the estimated tonnage handled increases sufficiently, tonnage assessment rates may actually decrease-even though increased benefits costs cause the hourly assessment rate and the total tonnage sector obligation to increase.

The PMA Board of Directors approves the assessment rates required to fund collectively bargained fringe benefit plans. The Board also approves PMA

Cargo Dues assessment rates that fund the operations of PMA. The PMA portion also pays for operation of the Joint Port Labor Relations Committees' expenses (dispatch halls), industry training programs, legal settlements, and other industry expenses.

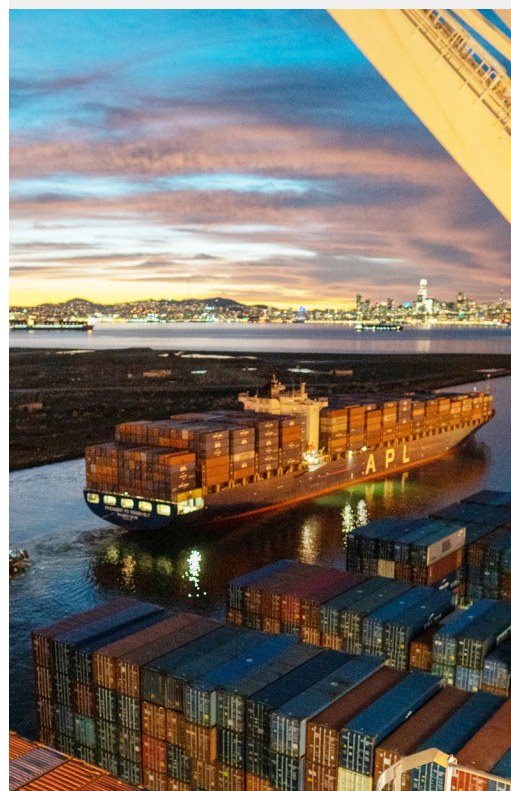
Assessment Rate History

The waterfront organizations that preceded PMA used tonnage as a means of funding the internal operations of their organizations well before the turn of the last century. The first ILWU employee benefit was a paid vacation that was funded based upon an hourly assessment paid by each employer. The vacation plan for longshore workers, was instituted on January 1, 1946 with a 7.3¢ hourly assessment. A welfare benefits plan, the first under the auspices of the newly formed PMA, was added August 1, 1949 with a 3¢ per hour assessment. A Pension Plan was added effective July 1, 1951 and was funded by a 15¢ per hour contribution.

The first tonnage assessment for a benefit was collected to fund the Walking Bosses'/Foremen's Mechanization Fund effective August 10, 1959. Additional "Mechanization & Modernization" (M&M) tonnage assessments were collected for the Longshoremen's and Clerks' Mechanization Fund effective January 16, 1961.

Shortly after the termination of the M&M Plan on June 30, 1971, the Pay Guarantee Plan was negotiated and was funded primarily by tonnage assessments. Tonnage assessments were used to fund pension, welfare, and other benefits beginning in 1980. During the last six months of 1983, all benefits were funded by assessments on hours; only the CFS plan was funded by tonnage. On December 14, 1983 the Memorandum of Agreement Concerning Assessments to Pay ILWU-PMA Benefits Costs was approved and implemented.

APL's *FD Roosevelt* heads to the Oakland Estuary from Oakland International Container Terminal.



ASSESSMENT RATE HISTORY

	Hourly Assessment				Offshore and Intercoastal Assessment Rates – Benefits Plans							
	Benefits Plans	L/S and Clerk 401(k)	Walking Boss 401(k)	Steady Walking Bosses	Container RU/TEU	General Cargo	Lumber & Logs	Autos & Trucks	Bulk	CFS Fund RU/TEU*	MCWO RU/TEU*	LA/LB Crane RU/TEU**
1990	\$7.52	–	–	–	\$13.306	\$0.783	\$0.783	\$0.063	\$0.016	\$1.458	–	–
1991	7.52	–	–	–	12.674	0.746	0.746	0.060	0.015	1.014	–	–
1992	8.81	–	–	–	13.221	0.778	0.778	0.063	0.015	0.490	–	–
1993	10.01	–	–	–	14.790	0.870	0.870	0.070	0.017	0.350	–	–
1994	11.70	–	\$0.50	–	16.700	0.982	0.982	0.080	0.019	0.880	–	–
1995	9.30	–	0.50	–	9.790	0.576	0.576	0.047	0.011	0.660	–	–
1996	10.87	–	0.50	–	11.390	0.670	0.670	0.054	0.013	0.520	–	–
1997	11.53	–	2.00	–	9.980	0.587	0.587	0.048	0.012	0.100	–	–
1998	10.34	–	1.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
1999	10.34	\$1.00	3.84	–	7.350	0.433	0.433	0.035	0.009	0.310	–	–
2001	11.04	0.83	3.49	–	6.280	0.370	0.370	0.030	0.007	0.190	–	–
2002	13.11	0.84	3.49	–	12.120	0.713	0.713	0.058	0.014	–	–	–
2003	14.08	0.81	3.77	–	13.470	0.792	0.792	0.064	0.016	0.100	\$0.280	–
2004	15.62	0.82	3.82	–	13.650	0.803	0.803	0.065	0.016	0.120	–	–
2005	15.71	0.87	1.35	–	14.790	0.870	0.870	0.700	0.017	0.090	–	–
2006	15.96	0.88	3.65	–	14.180	0.834	0.834	0.068	0.017	0.050	–	–
2007	17.72	0.88	3.04	–	16.460	0.968	0.968	0.078	0.019	0.040	–	–
2008	19.99	0.90	3.67	–	18.440	1.085	1.085	0.088	0.021	0.120	0.160	–
2009	27.01	1.14	4.95	–	24.400	1.435	1.435	0.116	0.028	0.080	1.440	–
2010	27.94	0.77	3.55	–	24.910	1.465	1.465	0.119	0.029	0.080	–	–
2011	28.54	0.74	2.45	–	24.570	1.445	1.445	0.117	0.029	0.120	–	–
2012	28.85	1.00	3.87	–	25.680	1.510	1.510	0.122	0.030	0.040	–	–
2013	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2014	33.98	0.92	3.38	–	29.380	1.728	1.728	0.140	0.034	0.050	0.120	–
2015	34.16	0.78	2.93	\$6.06	29.260	1.721	1.721	0.139	0.034	0.100	0.240	\$0.050
2016	34.03	0.88	3.04	6.06	28.150	1.656	1.656	0.134	0.033	0.300	0.630	0.020
2017	34.06	0.87	2.76	5.86	28.700	1.688	1.688	0.137	0.033	0.120	0.380	0.130
2018	34.17	0.78	3.17	6.18	29.100	1.712	1.712	0.139	0.034	0.080	0.140	0.070
2019	33.86	0.92	2.48	5.98	28.110	1.653	1.653	0.134	0.033	0.090	0.130	0.020
2020	35.79	1.13	3.84	6.38	30.030	1.767	1.767	0.143	0.035	0.110	0.710	0.110
2021	\$36.09	\$0.71	\$2.60	\$6.64	\$29.160	\$1.716	\$1.716	\$0.139	\$0.034	\$0.090	\$0.340	\$0.060

The chart above shows a partial history of assessment rates beginning after the significant 1983 revisions. Initially, only the Welfare and Vacation Plans were included. Effective 2/23/85 the Holiday Plan was also included. Coastwise rates for all affected plans were established on 9/29/91. * Marine Clerk Work Opportunity ** LA/LB Crane Board Make Whole

Revenue Tonnage Reporting

All waterborne cargo revenue tonnage loaded and discharged in California, Oregon and Washington ports, for which persons were paid in connection with its movement under the terms of ILWU-PMA collective bargaining agreements, is required to be reported to PMA.

Cargo revenue tonnage is subject to assessments to fund that portion of the collectively bargained fringe benefits costs that are not funded by hourly assessments and to fund other industry obligations. Data generated by the tonnage reporting system is used to determine membership voting strength, to measure terminal and port productivity, to compile statistics necessary for the collective bargaining process, and to assist in projecting short term work force and training requirements.

An Internet-based tonnage reporting system was introduced in February 2000 to replace a paper-based reporting system. The Internet tonnage reporting system provides additional features such as automatic conversion from metric to common U.S. measurement and automatic container box conversion to twenty-foot equivalent units (TEUs). The metric conversion was particularly important for reporting companies since nearly all import and export manifests record cargo weight and/or volume in metric units.

Tonnage data published by PMA includes cargo moving in international (foreign) trade and in domestic trade (Alaska, Hawaii, coastwise and intercoastal). For this reason PMA's data will generally differ from data published by government agencies, PIERSTSM and other reporting entities. In general the PMA tonnage data will be greater.

Tonnage definitions and reporting requirements are shown in the PMA Tonnage Reporting System Manual available to tonnage reporting entities. A brief description of the reporting system follows.

Reporting Responsibilities

PMA Members and other companies that have entered into collective bargaining

agreements that include participation in benefits plans administered by PMA are required to pay applicable assessments on all cargo tonnage loaded and discharged in California, Oregon and Washington ports.

Any Member (Vessel Operator, Contracting Stevedore or Member Agent) who is responsible for paying but fails to pay tonnage assessments may be further liable for penalties and interest.

Cargo Movement

Revenue tonnage is identified by the geographic movement of the cargo. Cargo assessment rates differ according to the geographic movement of cargo and the type of cargo. The geographic movement of waterborne cargo may be:

- **Offshore & Intercoastal.** Cargo loaded or discharged at a California, Oregon or Washington port which was originally loaded or is destined for final discharge in a port not located in California, Oregon or Washington,
- **Coastwise.** Cargo loaded at one California, Oregon or Washington port for discharge at another California, Oregon or Washington port, or
- **Inbound from British Columbia.** Applicable only to General Cargo and Lumber & Logs loaded in the province of British Columbia, Canada, for discharge in a California, Oregon or Washington port.

Reporting Categories

Container cargo is assessed on the basis of a revenue unit or a TEU (twenty-foot equivalent unit), and Non-Containerized Cargo is reported in revenue tons.

Containers

Containers are reported according to their outside length in feet, specifically 20', 24', 35', 40', 45', 48' and 53'. The tonnage reporting system automatically converts the container length to TEUs: one TEU for each 20 feet of outside container length.

Containers reported as Assessable are subject to assessment. Containers reported as Empty, Transshipped and Exempt are not assessed. Containers

reported as "containerized autos" are not assessed as containers, but the cubic measurement of the autos in the containers are reported and assessed under the Auto & Truck category. A company that reports tonnage also has the option of reporting containers loaded with autos in the Assessable container category.

A cargo-bearing container is assessed one time as it moves through California, Oregon and Washington ports from origin to final destination. A container, by definition, begins a new assessment cycle at any point at which its contents are changed. The removal or addition of any portion of the cargo in a container causes a new assessment cycle to begin.

Non-Containerized Cargo

Non-containerized cargo is reported as revenue tons. The rules below specify how the cargo is converted to revenue tons for assessment purposes. Revenue tonnage for manifested cargo is determined based on how ocean revenue is calculated. When ocean revenue is based on:

- measurement, 40 cubic feet equals one revenue ton;
- weight, 2,000 pounds equals one revenue ton; or
- board feet, 1,000 board feet equals one revenue ton.

All non-containerized revenue tonnage is reported in one of the following four categories.

General Cargo is reported as manifested. General cargo includes all non-containerized cargo that is not reported in the Lumber & Logs, Autos and Bulk categories. Examples of such cargo include truck trailers, live animals, livestock, yachts, bagged and baled commodities, locomotives, newsprint and other types of cargo.

Two of the most frequently asked questions: How are "livestock in pens" and "yachts" reported? Livestock in pens is converted to cubic feet by multiplying the outside width by the outside depth by the outside height of the pens or stalls. Yachts are converted to cubic feet by multiplying the length by the width by the height of the yacht, including the cradle on which it is transported.

Lumber & Logs, regardless of how manifested, are reported on the basis of 1,000 board feet to the ton.

Logs are converted to board feet using the Brereton Log Scale. The Brereton Log Scale is used to calculate the volume of a log directly into board feet by approximating its shape as a truncated cone. Although today the Scribner Log Scale is the most commonly used method for scaling logs, the Brereton scaling method remains the basis for log conversion to board feet. There is no uniform standard formula for accurately making a conversion. However, it has been the practice to "convert" from the Scribner Log Scale by multiplying the Scribner board feet by 1.7 to obtain Brereton board feet before converting to revenue tonnage.

Automobiles (including light trucks), regardless of how manifested, are reported based on the cubic measurement of the vehicle. Nearly all automobile shipments are correctly manifested with cubic measurements. In instances where cubic measurement is not available, marine and cargo surveyors compile listings of cubes and weights for each automobile model and type by year.

Bulk Cargo is reported on the basis of weight. Bulk Cargo is any commodity that by the nature of its unsegregated mass is loaded or unloaded and carried without wrapper or container and received and delivered by carriers without transportation mark or count. Bulk cargoes are usually handled by pouring, by pumping or by mechanical conveyers. Bulk cargo also includes any liquid cargo for which members of the bargaining unit were paid for activity in its loading or discharging.

Effective January 1, 2020, the passenger sector is reported based on passenger counts for initial embarkation, final disembarkation and in-transit movements of revenue passengers. The purpose of this assessment is to address the absence of current tonnage assessments on this sector, and to cover labor used in passenger operations.

West Coast Tonnage Statistics

The revenue tonnage data submitted to PMA by tonnage reporting companies are subject to audit by an independent auditing firm. Such periodic reviews as well as updated information from reporting companies sometimes require changes to previously published tonnage data. Current West Coast revenue tonnage data is always available online at www.pmanet.org.

It is important to note that PMA data include all "dry" cargo handled in ports in California, Oregon and Washington. The official U.S. Waterborne Transportation Statistics published by the U.S. Maritime Administration show foreign trade by type of carrier (liner, tanker and tramp), and do not include domestic tonnage moved to and from Alaska and Hawaii, nor do they contain PMA tonnage described as coastwise and U.S. intercoastal tonnage. PMA data do not include tanker liquid bulk or LPG carrier cargo. The U.S. Army Corps of Engineers publishes domestic cargo tonnage data. Government agencies report tonnage based upon reported actual weight and not in terms of revenue tonnage used by PMA.

The official U.S. Waterborne Transportation Statistics show import and export cargo data summarized by port by customs district, whereas PMA data are summarized by port, port area and PMA administrative area. The Maritime Administration data provide detail regarding the cargo type, cargo origin, carrier type, value and the country of import or export, in addition to other information.

Changes in Reporting Categories

Revenue tonnage reporting categories have changed over the years. For example, automobiles were reported as General Cargo until 1962 after which they were reported separately.

Automobiles in containers were reported in the Container category through 1983; beginning in 1983, autos and trucks containerized for the convenience of the carrier could be reported in the Automobile category at the option of the carrier.



A longshore member works at Terminal 91 at the Port of Seattle.

Cargo in containers was reported as General Cargo until 1969, after which containerized cargo tonnage is reported separately.

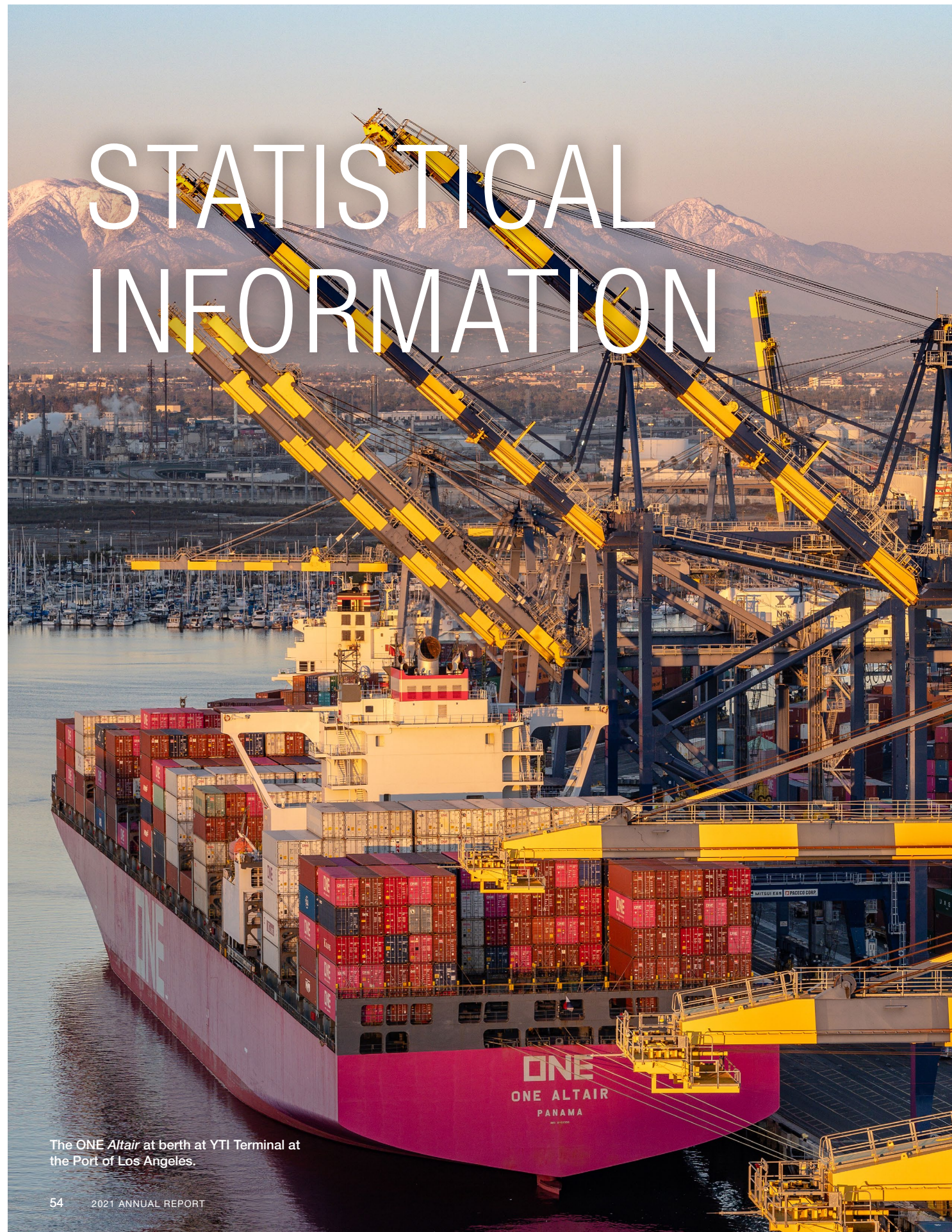
Beginning in 1984, cargo in containers is reported as TEUs (twenty-foot equivalent units) and converted into tonnage at the rate of 17 revenue tons for each TEU. A TEU is defined as 20 linear feet of outside container length and is equivalent to a Revenue Unit (RU) described in the PMA Tonnage Reporting Manual distributed to reporting companies.

Coastwise Tonnage

Coastwise revenue tonnage represents a subset of the total revenue tonnage reported to PMA. Reporting separate coastwise tonnage for each of the commodity categories was instituted in November 1989. Previously, there were provisions for only General Cargo and Lumber & Logs to be reported as coastwise tonnage. Other coastwise commodities had to be reported in the Offshore and Intercoastal category.

Coastwise cargo is assessed only on discharge, however, coastwise loaded cargo is reported for statistical and auditing purposes. Cargoes inbound from British Columbia represent another subset of total revenue tonnage, when such cargoes are present.

STATISTICAL INFORMATION

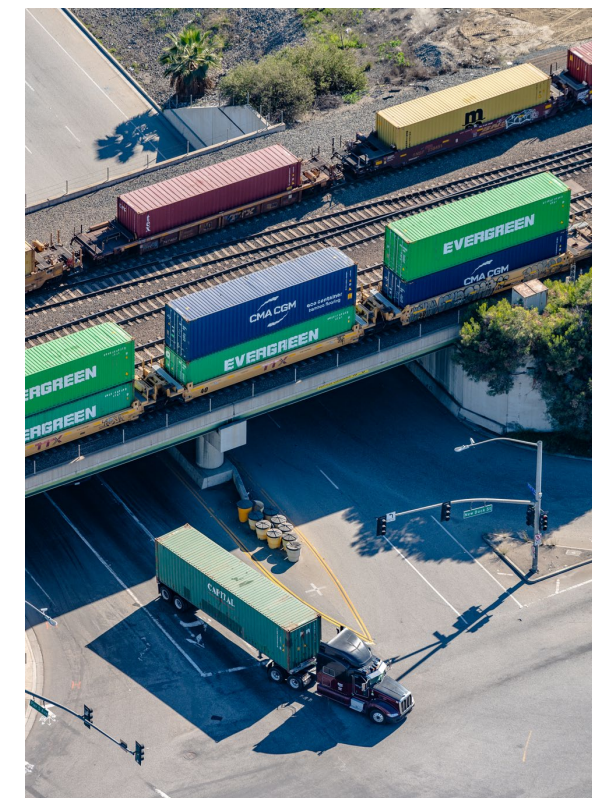


The ONE Altair at berth at YTI Terminal at the Port of Los Angeles.

In addition to serving as the labor relations arm of the West Coast maritime industry, and processing payroll and benefits for thousands of longshore workers each week, the Pacific Maritime Association has come to be known as a leading resource for reliable information on the waterfront. The pages that follow contain some of the most requested data sets, which detail cargo movement, the labor force and a host of other maritime matters.

PMA strives to provide timely, reliable information to many stakeholders, including its members, customers and workforce, as well as public officials, news media and other interested third-parties. Much of the data that follows is supplied by PMA's Strategic Business Analysis department, which analyzes trends and works to forecast industry needs and capabilities.

For even more up-to-date information on the movement of cargo at West Coast ports, see the PMA website, www.pmanet.org and follow PMA on Twitter @WestCoastPorts.



A rail overcrossing at the Port of Los Angeles allows for trucks to move easily to adjacent terminals.

Pasha's Marjorie C simultaneously loads and discharges cargo at SSA Terminal Pier A at the Port of Long Beach.



Registered Work Force by Local – 2021

The information below shows average hours and earnings averages for those members of the locals who (1) were active for the full payroll year and (2) were paid for one or more hours during the payroll year. The average ages of working registrants are also shown.

Table with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid (800 or More, 1600 or More, 2000 or More, 2800 or More).

LONGSHORE REGISTRANTS

Southern California

Table for Southern California Longshore Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

Northern California

Table for Northern California Longshore Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

Pacific Northwest: Oregon and Columbia River

Table for Pacific Northwest: Oregon and Columbia River Longshore Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

Pacific Northwest: Washington

Table for Pacific Northwest: Washington Longshore Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

CLERKS REGISTRANTS

Table for Clerks Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

FOREMEN REGISTRANTS

Table for Foremen Registrants with columns for Local, Number Registered, Number Working, Average Hours Paid, Average Days of Vacation Paid, Paid Holidays, PGP Paid, Average Total Income, Average Age, and Percent of Working Registrants by Hours Paid.

*Average Hours Paid and Average Total Income for groups of fewer than five people are not shown, but the data are included in category averages.

2021 Vacations Paid and Distribution of Longshore PGP by Local

Table with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

LONGSHORE REGISTRANTS

Southern California

Table for Southern California Longshore Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

Northern California

Table for Northern California Longshore Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

Pacific Northwest: Oregon and Columbia River

Table for Pacific Northwest: Oregon and Columbia River Longshore Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

Pacific Northwest: Washington

Table for Pacific Northwest: Washington Longshore Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

CLERKS REGISTRANTS

Table for Clerks Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

FOREMEN REGISTRANTS

Table for Foremen Registrants with columns for Local, No. of Vacations, Average No. of Weeks, Average Payment, Total Payments, No. Receiving Any PGP, Total PGP, % Change From 2020, % of Coast, and Average Payment.

*Average Payment and Total Payments for groups of fewer than five people are not shown, but the data are included in category averages.

Table titled LONGSHORE PGP PAYMENTS BY AREA with columns for Year, Southern California, Northern California, Oregon, and Washington.

PMA Training Graduates

	2021	2020	2019	2018	2017
Crane / Crane Simulator					
Container Gantry Crane (Sim)	223	47	181	131	81
RTG Crane – Transtainer	185	151	112	98	89
Ship Gantry Crane (Sim)	4	2	1	1	4
Ship Gantry Crane (Fam)	–	–	–	–	–
Ship Pedestal Crane (Sim) (Winch)	20	3	17	20	19
Mobile Crane (Mobile Cr Light)	41	1	49	10	36
Ship Unloader, Bulk Crane	–	–	–	1	–
Dock Whirley Crane	–	–	–	–	–
Subtotal	473	204	360	261	229
Percent of Total	1.5%	1.7%	0.9%	1%	1%
Skill Equipment / PIT					
Forklift	542	325	1,462	1,218	855
Semi-Tractor	1,371	747	2,443	1,436	907
Container Handling Equipment (CHE) (Log Loader)	970	326	870	747	505
Straddle Carrier	37	8	39	28	49
Excavator	–	1	7	11	3
Bulk Loader (Bucket)	–	–	–	–	–
Bulldozer (Front Loader) (Loc)	11	29	18	59	2
Subtotal	2,931	1,436	4,839	3,499	2,321
Percent of Total	9.6%	11.7%	12.6%	13%	15%
Job Specific / Promotions					
Basic Marine Clerk	112	56	222	134	22
Clerk Computer Gate (Yard)	–	146	189	94	6
Supercargo	7	–	3	6	–
Vessel Planner	8	3	3	7	3
Walking Boss Orientation	5	21	77	19	86
Powered Gangway	19	–	32	11	–
Walking Boss Seminar	460	450	480	102	462
Watchman (Security Awareness)	150	31	212	38	505
Holdman	–	–	12	–	–
Cutting & Grinding	–	–	–	–	5
Watchman Reefer	60	–	79	1	76
Watchman Screener	–	–	–	–	66
Mechanic (General) (Crane) (Medium Voltage)	96	106	230	115	295
Gearman	–	–	–	–	–
Subtotal	917	813	1,539	527	1,526
Percent of Total	3%	6.6%	4%	2%	9%
Safety / Technical / Employee Development					
GST (GIT) (D&A Awareness), (Orient, Skill), (Resp Eval)	12,227	4,398	9,068	7,360	6,843
Diversity, Employee & Supervisor	736	67	2,377	1,404	160
Standard First Aid / CPR	546	89	1,225	310	218
Lashing	475	23	609	127	26
Ammo Handling Safety	789	605	940	669	839
Vessel Rigging	–	–	18	17	14
Basic Casual Safety (LS Entry)	314	41	746	310	–
Instructor (Train-the-Trainer)	–	–	–	–	–
Subtotal	15,087	5,223	14,983	10,197	8,100
Percent of Total	49.3%	42.5%	39.2%	36%	50%
Testing					
Strength & Agility (Schd Practice)	1,156	182	557	570	86
Clerk Cognitive	1,474	653	2,233	1,593	760
Clerk Keyboard	1,800	771	2,934	2,224	748
Physical Exam (Pre-employment)	3,810	1,239	4,456	3,848	802
Drug & Alcohol Screen (Pre-employment)	2,026	923	4,644	3,792	772
Lashing Test	898	854	1,716	1,543	776
Subtotal	11,164	4,622	16,540	13,570	3,944
Percent of Total	36.5%	37.6%	43.2%	48%	25%
TOTAL	30,572	12,298	38,261	28,054	16,120
EXPENDITURE*	\$40,233,947	\$14,669,667	\$43,004,852	\$31,411,738	\$21,467,494

All Crane training program graduates include Crane certification, simulator training (except SC) and refresher/familiarization training.

The number of Powered Industrial Truck (PIT) graduates does not include the 3-year re-evaluation records.

Forklift graduates include Basic and Heavy Lift certification and refresher/familiarization training.

Semi-Tractor graduates include Dock and Ro-Ro certification and refresher & familiarization training. The number of graduates includes Casual applicants.

CHE graduates include Top Handler, Side Pick and Reachstacker certification and refresher/familiarization training.

The number of General Safety Training graduates includes Casual applicants.

*Certain costs of training are not included.

Coast Hours and Tonnage

Calculation of Total Tonnage and “Weighted Tonnage”

Cargo moving through West Coast ports is manifested in a variety of ways, but when reported it is ultimately distilled into revenue tons or revenue units (TEUs). General Cargo is reported by weight or measure; Lumber & Logs, by 1,000 board feet to the ton; Automobiles (and light trucks) by measure; Bulk Cargo by weight; and Containerized Cargo, as number of boxes that are converted into Revenue Units, or TEUs. A Revenue Unit, by definition, is equivalent to 17 revenue tons.

From this collection of data, PMA constructs a variety of tonnage statistics that are used for many different purposes. Some of those uses require adjusting, or “weighting,” one or more of the cargo sector tonnage values to develop useful indices for comparisons over time or among ports or port groups. One such tonnage “weighting” is used in this section.

Total Tonnage

The most commonly used tonnage statistic is Total Tonnage. This measure is constructed by multiplying the number of container TEUs by 17 revenue tons, adding General Cargo revenue tons, Lumber & Logs revenue tons, Autos revenue tons and Bulk tons. The “Total Tonnage” data for each port table shown in this section is calculated by this method.

“Weighted” Tonnage

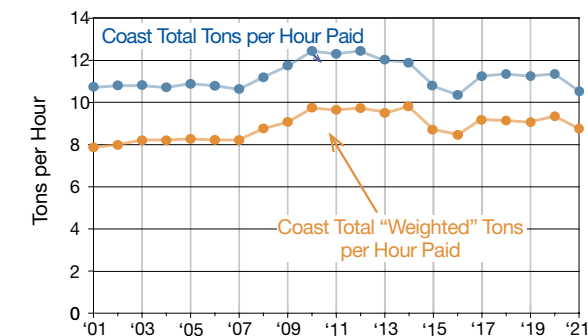
For the purpose of comparing the volume of tonnage handled in a port or group of ports to the corresponding number of hours paid, a “weighted tonnage” statistic is used. Only two of the cargo sectors are altered to “weight” the total tonnage: Autos and Bulk.

Applying a “weighting” factor to bulk tonnage has been a common approach to measuring productivity for decades. Bulk tonnage is currently weighted at 50 to 1. The reason for greatly reducing the amount of the Bulk tonnage used in studies about productivity is that Bulk Cargo, because of the methods of loading and discharging it, requires far fewer payroll hours per ton than the other sectors of cargo.

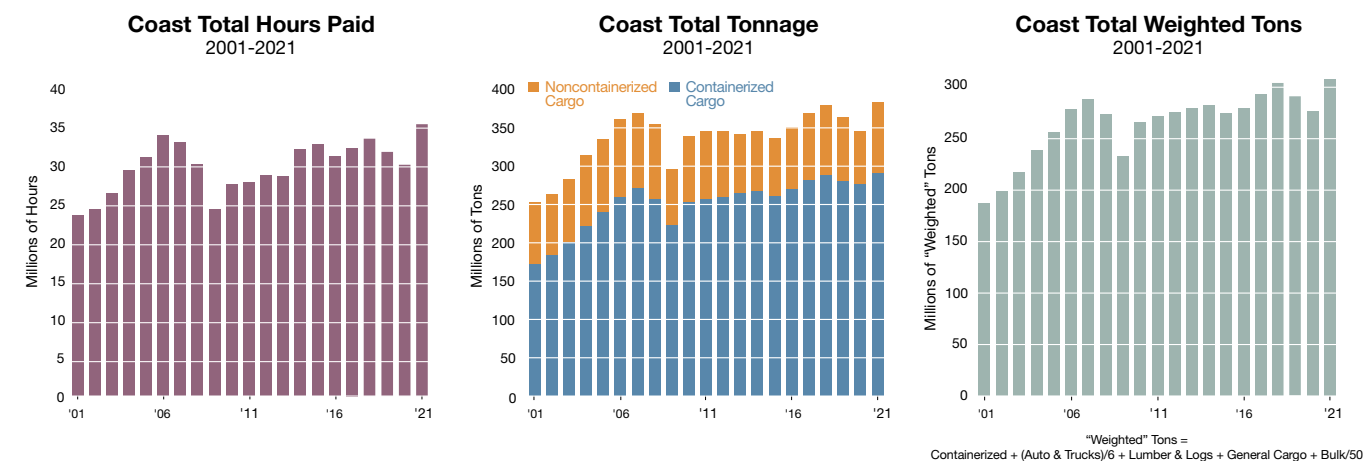
Automobiles are reported by measure: each 40 cubic feet of volume is reported as one ton. For example, a popular mid-sized sedan measures 460 cubic feet and weighs 3,330 pounds. This vehicle is reported as 11.5 revenue tons even though it weighs just over 1.6 tons. New imported automobiles arrive on specialized auto carriers and are driven off the vessel and parked. This operation generally takes much less time than handling general cargo or lumber and logs. To offset this difference in labor requirements, auto tonnage is weighted at 6 to 1.

Total “Weighted” Tonnage

Thus, the “weighted” tonnage statistic that is used in the graphs on this page and in calculating the “Weighted Tons” per Hour data in the following tables is the sum of container TEUs x 17, General Cargo tonnage, Lumber & Logs tonnage, 1/6 of Automobiles & Trucks tonnage, and 1/50 of Bulk Cargo tonnage.




Total Hours have been annualized for 2004, 2009, 2015, and 2020 since these years have 53 payroll weeks, for the calculations of Coast. Total Tons per Hour Paid and Coast “Weighted” Tons per Hour Paid.























*“Weighted” Tons = Containerized + (Auto & Trucks)/6 + Lumber & Logs + General Cargo + Bulk/50




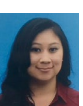




Headquarters – San Francisco

 Debbie Alcantara	 Wayne Chang	 Karen Cruz	 Justin Daulton	 Lyn Escosia	 Shin Mei Goto	 Marina Harrison	 Allegra Jones
 Brett Kish	 Anna Kwan	 Norman Lee	 Dan Levin	 Diana Liedtke	 Kirsten Matthews	 Heydi McKenna	 Matthew McKenna
 Channon Milien	 Holly Moore	 Shivani Nanda	 Kristen Oliveira	 Gregory Olsen	 Joseph Ostrander	 Atiya Tili	 Athena Wong
 Winnie Wong Cheng	 Kathy Stevens Administrative Assistant, retires after 19 years of service						

Southern California - Long Beach

 Phillip Bailey	 Madison Bundy	 Bill Candella	 Daniel Coates	 Taylor Connelly	 Ashley DeLosh	 Matthew Fresenius	 Michael Hall
 Eric Kalnes	 Candy Lemus	 Yesenia Loeza	 Eric Moren	 Clay O'Neal	 Dalia Palsson	 Avi Phillips	 Betty Pleas
 Andrew Prickett	 Kari Rennie	 Denise Ventimiglia	 Garrett Williams	 Ryan Williams			








Southern California - Wilmington

 Sandra Campa	 Daniel Inman	 Erin Morgan	 Jennifer Quant	 Russ Stripling	 Aaron Thieme	 Victor Venasky	 Wayne Venasky
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Northern California - Oakland

 Curtis Allen	 Carlie Bauer	 Miguel Chena	 Peter Chester	 David Choi	 Elizabeth Cooper	 Virgilio De La Vega	 Judith De Leon	 Elana Diestel	 Samantha Fennell	 Sarah Guerrero
 Gregg Hallett	 Gary Hanks	 Purvi Jani	 Michael Lee	 Fabiola Lopez	 Jose Martinez	 Ajay Mehta	 Prashant Mishra	 Jordan Moncrief	 Julia Perez	 Daisy Ruvalcaba
 Curtis Shaw	 Liz Singletery	 Skyler Sugimoto	 David Trezza	 David Watson	 Jim Yanak	 Julia Hong I.T. Analyst, retires after 44 years of service		 Mark Langner Director, Longshore Payroll, retires after 37 years of service		







Pacific Northwest - Portland

 Cari Cross	 Mike Dodd	 Kristina Forsberg	 Adair Rowinski	 Shannon Schuman	 Sherri Souders	 Rachael Withers	 Sean Wright
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Pacific Northwest - Seattle

 Gregory Carter	 Fred Gordon	 Matthew Halliday	 Andy Hathaway	 Brett Jackson	 Khanhly Le	 Theresa O'Toole	 Glenn Stricker
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Pacific Northwest - Tacoma

 Frank Koprivnik	 Audry Rose Lizama	 Kevin Margado	 Matthew Powers	 Bob Roedel	 Keith Snell
--	--	--	---	---	--

Maritech

 Jaci Briscoe	 Tracy Legacy	 Kayla Monroy	 Heidi Moore	 Lynn Nelson	 Staci Oldenburg	 Yvonne Pedro-Cabanada	 Michelle Robbins	 Melina Sanchez	 Shawna Stoner	 Cheryl Whitfield
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Ships at berth at the Port of Oakland.

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Pg. 2, Pg. 10, pg. 13, pg. 15, pg. 20, pg. 22,
pg. 26 (bottom right), pg. 32, pg. 34, pg. 36,
pg. 38, pg. 42, pg. 46, pg. 48, pg. 54,
pg. 55

Port of Los Angeles
Pg. 4, pg. 72, back inside cover

Port of Long Beach
Table of contents, pg. 6, pg. 26 (left), pg. 27

Port of Oakland
Pg. 28 (right), pg. 29 (top), pg. 80

Port of Seattle
Pg. 30, pg. 31 (bottom), pg. 36, pg. 53

Everport Terminal Services
Front inside cover

Evergreen
Pg. 16

Harbor Industrial
Pg. 26 (top), pg. 31 (top)

International Terminal Services
Pg. 49

Pacific Crane Maintenance Company
Pg. 23 (top)

Princess Cruise
Pg. 29 (bottom)

TraPac
Pg. 33, pg. 45

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Containers stacked high at Yusen Container Terminal at the Port of Los Angeles.



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