

Longshore industry
(1954)

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THE LONGSHORE WAGE REVIEW
1954

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(Research Report)

San Francisco May 15, 1954

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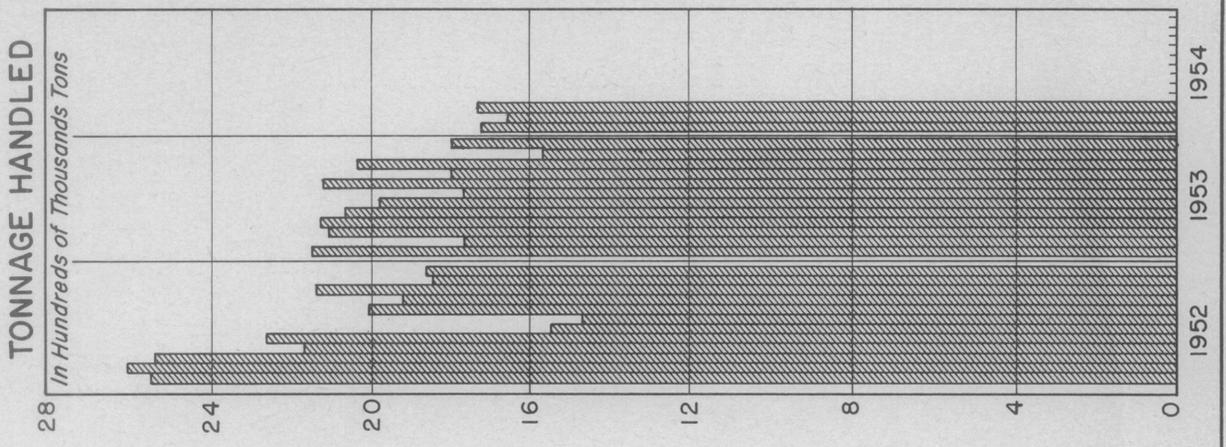
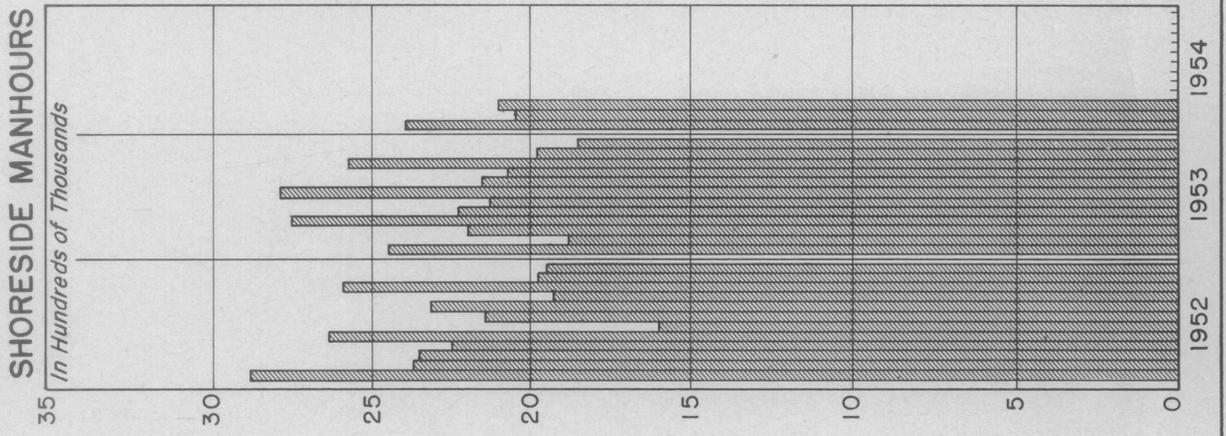
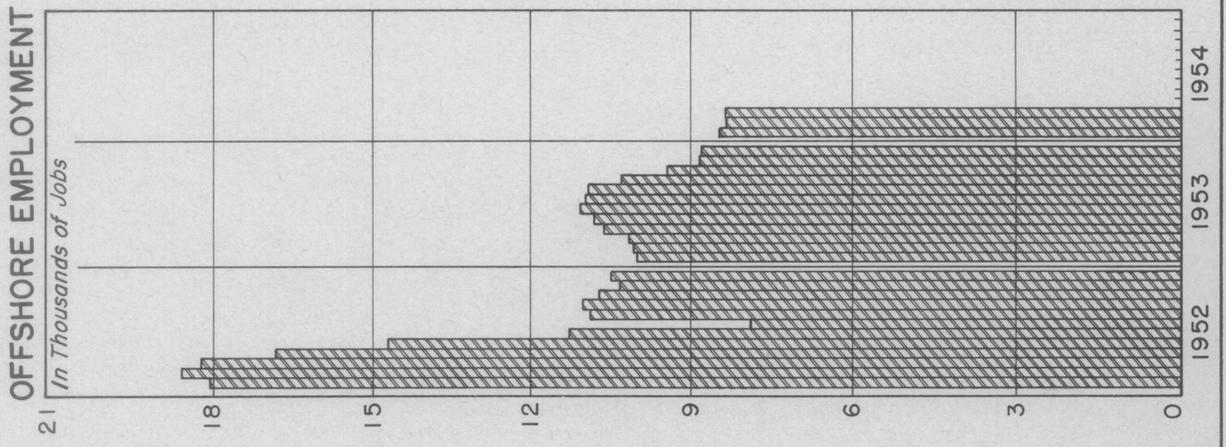
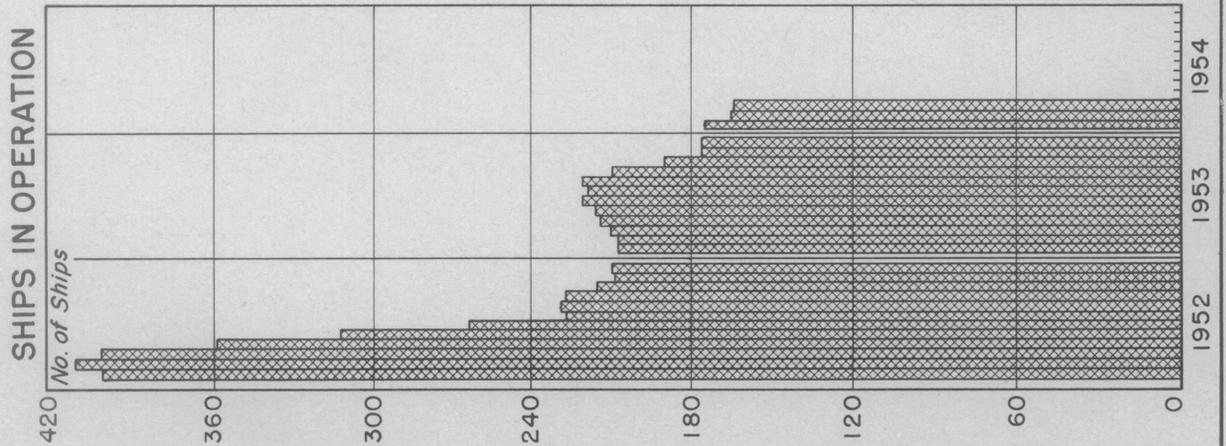
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PACIFIC MARITIME ASSOCIATION
SHIPPING INDICATORS
 1952 - 1954



I N T R O D U C T I O N

This Research Report is the sixth in a series prepared in anticipation of annual wage review discussions with the ILWU, which are scheduled to commence on May 17, this year. Purposes of the study are several: 1) to review recent developments and to evaluate present and future prospects for the industry; 2) to provide negotiators with a ready reference source of statistical information pertinent to wage discussions; 3) to suggest bases for argument during negotiations; and 4) to offer a selection of tables and charts that may be used as exhibits in arbitration. The presentation is general since any portion may be amplified or adapted to a special need as circumstance dictates. Supplementary studies already have been prepared with respect to welfare, vacation, and penalty issues which may be raised during the coming sessions.

Publicity releases covering the recommendations of the Longshore Caucus held during February 1954, in Bellingham, Washington, indicate that demands of the ILWU will concern primarily a wage increase, a liberalized vacation provision in the contract, and an extension of welfare benefits. Secondary demands probably will be made for increased skill differentials and additions to the list of penalty cargoes.

Economically, the industry is in a poor position to grant demands of the Union. Drastic reductions in the volume of American shipping, increasing foreign competition, and already high costs of doing business preclude the possibility of granting substantial additional concessions. Spiraling labor costs of offshore operations have been successfully curtailed, and a flat refusal of employers to grant any longshore demands in 1953 resulted in a moderate wage increase gained through arbitration. These factors tend to make up an economic atmosphere in which it should be difficult for the union to negotiate large increases.

Increases being granted industrial workers in recent months have been moderate and reflect the general recession affecting most

industries. Comparatively speaking, longshoremen have more than maintained a favorable position with respect to both earnings and wage rates, despite some reduction in work opportunity. And longshoremen enjoy fringe benefits -- particularly welfare and pension plans -- which are among the best in the nation. These factors tend to strengthen the position of employers in collective bargaining with the ILWU.

It is intended that this report contain only a review of current developments and factual comparison of the economic position of longshoremen with that of other workers. Data is presented with no attempt to develop policy recommendations.

CONTRACTUAL PROVISION FOR WAGE REVIEW

The longshoremen's basic contract was amended in June of last year to bring under the arbitration procedure all items properly subject to wage review in 1954. The amendment reads as follows:

Basic straight and overtime rates, welfare contributions, penalty cargo rates, skill differentials and vacations shall be subject to review on June 15, 1954, at the request of either party, as provided in Section 18 of the existing agreement.

Section 18 (a) of the Basic Agreement provides for arbitration of any dispute unresolved during the wage review. The pertinent portion of Section 18 is quoted below:

The party desiring wage review shall give notice of such desire not less than thirty (30) days prior to the review date. If no agreement is reached through negotiation in fifteen (15) days the issue shall be referred to the Coast Arbitrator, the award to be rendered by the review date. Any adjustment ... agreed to by the parties, or if the matter is referred to the Coast Arbitrator, any award rendered by the Coast Arbitrator shall become effective with the day shift on the Monday nearest the wage review date.

SHORESIDE CONTRACTS OF PACIFIC MARITIME ASSOCIATION

Agreement	Effective Date	Contract Expiration	Wage Reviews
International Longshoremen's & Warehousemen's Union (Longshore & Clerks)	6-12-53	6-15-55 (60 days' notice of termination)	6-15-54. 30 days' notice to reopen. Provision for arbitration of wages, welfare, penalty rates, skill differentials and vacations. Grievances are subject to arbitration with certain exceptions.

PMA AREA CONTRACTS

Agreement	Effective Date	Contract Expiration	Wage Reviews
SAN FRANCISCO Carloaders (ILWU No.10)	6-16-53	6-15-55	6-15-54
SOUTHERN CALIFORNIA Carloaders & Sweepers (ILWU No.13)	6-16-52	6-15-54	None
COLUMBIA RIVER Dockworkers (ILWU No.8)	6-15-53	6-15-55	6-15-54
Gear & Lockermen (ILWU No.8)	6-15-53	6-15-55	6-15-54
SEATTLE Dockworkers (ILWU No.19)	6-16-51	6-15-55	Results of Coast longshore wage review apply to this agreement.

THE UNION'S CASE

A Wage Demand

The Coastwise Caucus of Longshoremen and Ships Clerks recommended an increase of ten cents in basic straight-time rates and 15 cents in overtime rates for all classifications. The caucus also recommended that penalty and skill differential rates be increased and that holdmen receive a ten cent differential.

Since the Kagel award of last June, longshoremen have been paid \$2.16 straight-time and \$3.24 overtime per hour, resulting in a coastwise average hourly wage of \$2.90. Wage increases of ten cents straight-time and 15 cents overtime, as recommended by the longshore caucus, would result in an average hourly wage of \$3.03, unquestionably higher than any industrial worker of comparable skill. This estimated average hourly wage assumes there is no change in skill or penalty rates which would, of course, increase the average rate.

Evaluation of ILWU Wage Demand

Its Value: A demand of ten cents per hour straight-time and 15 cents per hour overtime represents a 4.6 percent increase in present hourly rates. There appears little significance either in the amount (10¢) or the percentage increase, unless the amount is considered as a "nice round figure". This demand, if granted, would increase the total shoreside wage bill for employers of longshoremen by approximately \$3.5 million annually - based on an assumption that approximately the same number of manhours will be worked in 1954 as were worked in 1953, a fairly normal year for longshore operations.

Its Relationship to Other Maritime Wages: It is possible that the ILWU will again attempt to build a case on "parity" with East Coast longshoremen. In February 1954, East Coast employers outside the immediate vicinity of the Port of New York signed contracts covering some 15,000 members of ILA locals, which contained a ten cent per hour increase -- an increase which raised welfare

contributions to seven cents. The same offer, made to some 24,000 longshoremen on the New York and New Jersey piers during the recent jurisdictional strike, and retroactive to the contract termination date of October 1953, was refused.

The present New York longshore rate is \$2.27 per hour, the result of an arbitration award by Paul R. Hays effective October 1, 1952. This award was based largely on a concept of "parity" with rates paid West Coast longshoremen. Since that date ILWU longshoremen have received an increase of six cents per hour (to \$2.16) as the result of an arbitration award by Sam Kagel effective June 16, 1953. Arbitrator Kagel dealt with the concept of "parity" in a fashion radically different from that of Hays. After reviewing some seven varieties of "parity" between ILA and ILWU rates, Kagel quoted the Fly Award of 1946 which stated:

Because of differing basic work days the question of wage parity between the two Coasts is somewhat ambiguous and not subject to precise treatment ... A parity figure on wages can be obtained for any fixed schedule of hours within a day, if basic wage rates alone are considered. With each change in the period of hours, or other terms, the parity figure becomes more elusive.

"In all the circumstances," stated Kagel, "it is enough to note the current scale on the East Coast. But to attempt to apply a precise principle of parity is not possible ..." 1/

Even assuming the reasoning of Paul Hays, the East Coast settlement of eight cents in wages and two cents in welfare contributions cannot be regarded as anything but a "catch-up" with prevailing West Coast rates. Assuming that eight cents is added to the New York base rate, then on the traditional longshore nine-hour day, the West Coast longshoreman will take home \$1.53 more than will

1/ Opinion and Decision of the Pacific Coast Arbitrator, June 12, 1953, p.8

the East Coast longshoreman, or, on an eight-hour day, 64 cents more than the East Coast longshoreman. The increase in East Coast welfare contributions obviously matches the seven cents currently being paid into the ILWU-PMA Welfare Fund.

A possible second comparison with prevailing rates for longshore labor is suggested in the recent ILWU settlement in Hawaii effective February 9, 1954. The agreement provided for an immediate five cent raise, another three cents on June 15, and a final five cent increase effective June 15, 1955. Union-sponsored publicity highlighted the settlement as a step toward a long-sought goal, "parity with West Coast longshore rates". Obviously, if any upward revision of West Coast rates was to occur during the current wage review, achievement of "parity" in rates would be delayed again, and it is difficult to see how use could be made of the Hawaiian settlement as an argument for a further West Coast longshore increase.

A third possibility among "parity" or "inequity" arguments is the relationship between shoreside wage rates and those paid offshore personnel in the maritime industry. It is significant that no important wage increases have been granted the unlicensed seamen (with whom longshore comparisons sometimes are made) since last June. Instead, a pension plan was negotiated with unlicensed seamen and firemen containing benefits equal to those which have been in effect for longshoremen for some time. Arbitrator Sam Kagel in 1953 noted the difference between 1) using changes in maritime wages to indicate that increases are being granted in the industry and 2) arguing the existence of a direct relationship of rates. In fact, his award included an increase of approximately two percent because the longshoremen were "disadvantaged" -- in comparison to seamen -- by the lapsing of WSB controls. In giving this factor cognizance, however, he stated "such consideration as may be given this situation will not be on the basis of any principle of 'parity', but rather on the basis of a non-recurring factor which it can reasonably be held to have affected the wage rates settled upon with the longshoremen in 1952". 2/

2/ Opinion and Decision of the Pacific Coast Arbitrator, June 12, 1953, p.7

Its Relationship to Other Commonly-Used Wage Determinants: Other commonly-used wage determinants are the "cost of living", prevailing wage rates for comparable workers in other industries in the area, and the economic health of the maritime industry itself. Each of these is treated in some detail in other sections of this report, and none seems to provide a basis for arguing a raise in the present longshore rate. The "cost of living" has risen less than one percent since the last wage review at which time some allowance was made by the arbitrator for the increase up to that point; the comparative economic position of the longshoreman to other workers of comparable skill -- both in terms of wage rates and earnings -- remains high; and the level of economic activity in the industry is low.

A Demand for Skills and Penalties

Rate changes in skills and penalties may become part of the wage negotiation picture in 1954, although there seems to be some divergence of opinion within the union as to whether such demands should be made. The longshore caucus recommended skill and penalty demands while a report in ILWU Local 10's Bulletin indicated such demands were not considered important due to the fact that only "a small minority would benefit".

Among demands for differentials may be a ten cent differential for holdmen above the dockworkers' rate. Originally, dockmen in Seattle and Los Angeles received ten cents less than holdmen although the rate in San Francisco has always been the same for both categories. In 1934, the union argued successfully before the National Longshoremen's Board for the elimination of this differential and since that time all dock workers (except carloaders) have been paid the same rate as longshoremen working aboard ship. The Fact Finding Board of 1946 eliminated the carloaders' differential at the behest of the union. A more detailed history of this situation may be found in a study dated March 1, 1954 entitled "Summary of Elimination of Dock Work and Car Work Differentials".

Evaluation of Skills and Penalties Demand

While there appears to be a lack of complete unanimity among union personnel concerning the desirability of pressing for increases in present penalty and skill differentials, it is probable that if such demands are made they will be based on the fact that most skill and penalty differentials are cent differentials and not percent differentials. Many have not been adjusted when wages were increased, hence their proportion to the base wage has been lessened.

It is estimated that the average hourly rate for longshoremen of \$2.90 includes approximately ten cents for skills and penalties. During the calendar year 1953, the portion of total payroll attributable to penalties and skills was \$2.7 million. While the number of skilled men working bears a relatively constant relationship to the total work-force employed, the amount payable for the handling of penalty cargoes depends on the volume and flow of certain cargoes. Past records of the movement of specific cargoes cannot simply be projected to forecast future probabilities, likewise, it is difficult to estimate the cost of increasing penalty rates. It is significant, however, that the ILWU Pacific Coast longshore contract contains a total of 31 cargoes on which penalties are payable, compared to 25 in the Hawaiian contract, 13 in the New Orleans contract, and only ten in the New York contract. A comparison of the penalty provisions of each of these contracts is contained in Table VII in the statistical portion of this report.

A Demand for Fringe Benefits

Fringe demands will be likely to center on two main issues: A three-week vacation and a dental care program for longshoremen's children. Other fringes may be sought such as life insurance for longshoremen working ammunition -- but probably they will be secondary. It is expected that the main force of the union's bargaining power will be focused on the first two issues.

The dental program proposed by the union would result in no immediate additional contributions by employers. It has already been proposed by the union trustees of the welfare plan that the trustees of the ILWU-PMA Welfare Fund expend approximately \$750,000 out of existing reserves for a one-year pilot dental care program for children of longshoremen in the four major ports of the Pacific Coast. Such a "test-run" limited to children between the ages of four and 14, would furnish actuarial data on which to base a continuing and probably expanded dental care service for longshoremen and their families.

The field of prepaid dental care is novel and full of so many ramifications that rather than attempt a full explanation in this limited space, it has been made the subject of a special study for use of the PMA staff and Negotiating Committee.

It is probable that the union will demand a three-weeks vacation in the coming negotiations. However, which of several forms this demand will take is questionable. A local ILWU bulletin indicated that it would be based on seniority -- a third week of vacation to be given to all men with ten years of service. There are, however, other possibilities which should also be considered. Of these possibilities, five alternative methods are illustrated below:

1) An Additional week to all men without service qualification. Vacations paid during 1953 but earned in 1952 for 11,000 longshoremen on the Pacific Coast cost the industry over \$1.7 million. To add an additional week to each one-week vacation and an additional week to each two-week vacation, would cost about \$960,000, raising the total cost of vacations for a year to \$2.7 million.

2) An additional week to all men now earning two-week vacations. Based on current rates, this alternative would increase the cost by \$782,000 for a total expenditure by the industry of \$2.5 million for longshore vacations during the next year.

3) An additional week to all men with ten years' seniority. This alternative would involve an extra week to ten-year men who earn one week vacation, raising their vacation to two weeks while all ten-year men who earn two weeks would receive three weeks vacation. The cost to the industry would be approximately \$600,000, raising overall vacation pay to \$2.3 million per year.

4) An additional week to men at various seniority levels. The table below indicates the amounts necessary to supply three-week vacations to longshoremens with 5, 10, 15 or 20 years of service. It should be noted that these cost figures refer to three-week vacations only. Thus, all one and two-week vacations given concurrently to men with less service would have to be added to the appropriate cost figure.

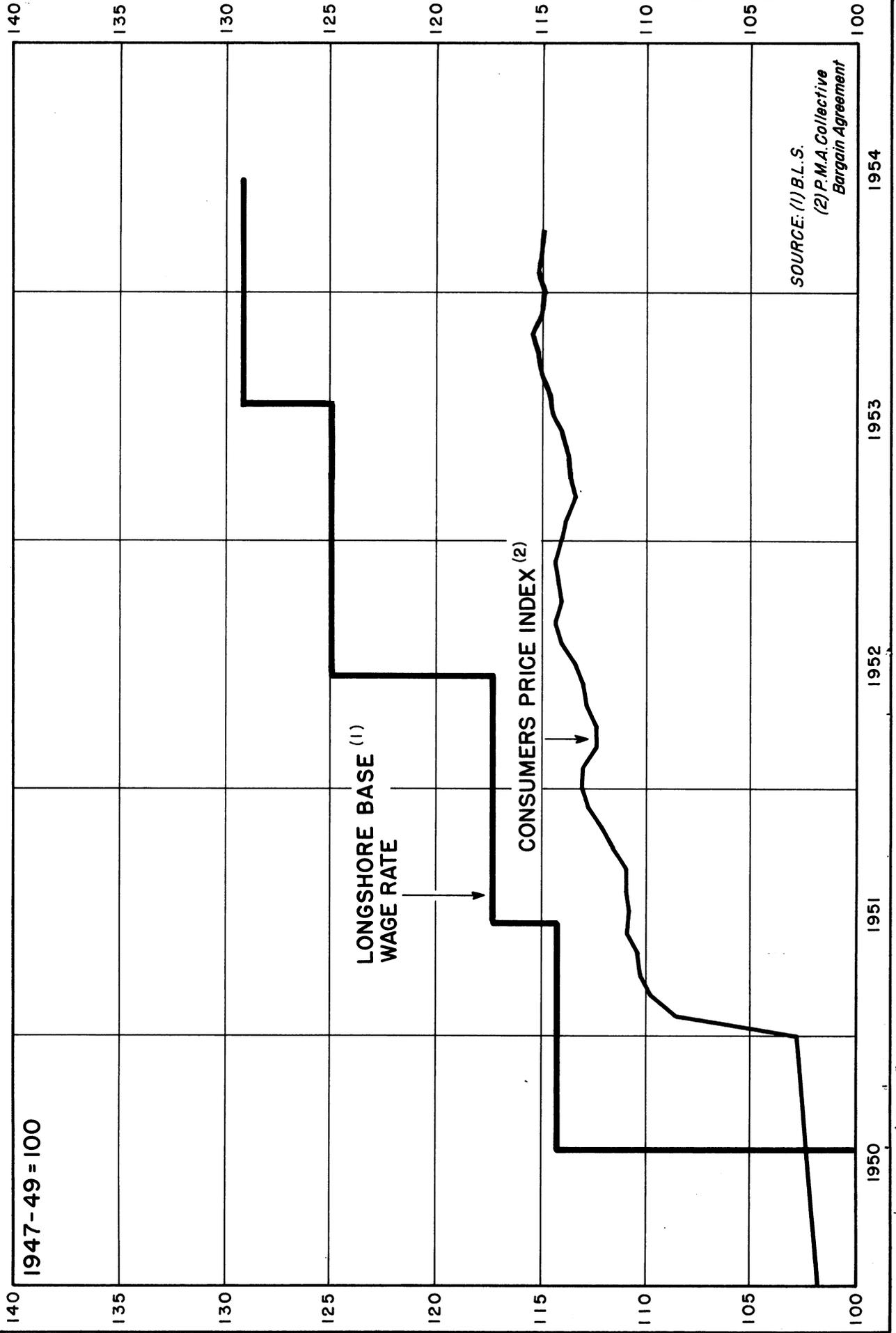
<u>3 wks. to all men with</u>	<u>No. of Men</u>	<u>Annual Cost</u>
20 years or over	3,962	\$1,026,950
15 years or over	5,125	1,328,400
10 years or over	9,277	2,404,598
5 years or over	11,014	2,854,829

The vast majority of longshoremens would receive three-week vacations if five years is chosen as the eligibility requirement. This would raise an anomalous complication in that statistics show that almost 2,100 men did not work the 800 hours in 1953 required to earn two weeks vacation. If present eligibility is retained for earning one and two-week vacations, the industry may be faced with the paradox of supplying three weeks vacation to a man because of seniority who has not earned two weeks based on the amount of time he has worked.

5) Additional vacations based on formula used in Clerks Agreement. The formula used in the ILWU Clerks Agreement would appear to be an equitable one, in that it could continue the principle of earning vacations by the number of hours worked. At present all longshoremens working between 800 and 1,344 hours receive one week vacation and all men working more than 1,344 earn two weeks vacation. If this scale were graduated so that in addition to

PACIFIC MARITIME ASSOCIATION

CONSUMERS PRICE INDEX COMPARED WITH LONGSHORE BASE RATE



two weeks, a man earned two hours vacation for each 50 hours worked over 1,344, the cost to the industry would be \$194,000 -- or a total of \$1.9 million for longshore vacations. 3/

THE ECONOMIC OUTLOOK FOR 1954

The National Economy

For the nation's business as a whole, the recession of late 1953 continues -- but at a somewhat slower pace, according to recent government analyses of conditions during the first quarter of 1954. 4/ There were further declines during March in production, industrial employment, and income. The industrial output index for March is 123 (1947-49 = 100) - more than ten percent below the peak of last July. Factory employment is at the lowest point in almost two years, and gross national product has dropped about \$10 billion (at an annual rate) since mid-1953. A let-up in the downtrend is apparent, however, in that the drop in industrial production during the first quarter was only half that of the final quarter of 1953 and considerable expenditures continue to be made for construction. Consumer expenditures generally are holding their own, as the reduction in gross earnings has been partially offset by reductions in taxes. Finally, a slight decline is noticeable in unemployment, halting a trend which started last fall.

The Cost of Living

The cost of living has fluctuated only slightly since the 1953 longshore wage review and today is less than one percent higher than either the May 15, 1953 index -- which was the last index before the review -- or the June 15, 1953 index. In the first quarter of 1954, there has been a steady decline in living costs.

3/ Based on present rates and hours worked in San Francisco during 1953 as a 40 percent sample of the industry.

4/ Council of Economic Advisors, "Economic Indicators", April 1954.

Recent labor negotiations bear out the premise that cost-of-living as a basis for wage increases is becoming less and less significant. Several unions have had to take a pay cut as a result of the downward trend in living costs. Some unions are scrapping wage escalation clauses entirely as their contracts come up for negotiation and plan to base future justifications for wage increases entirely upon other factors.

Using the principle established by Arbitrator Clark Kerr's decision of December 26, 1946, namely, that all things are to be considered equal as of the date the last negotiations were concluded, and fluctuations of living costs can be considered only from that date, there would appear to be no grounds upon which to base wage demands.

Statistical Reference: Table VIII

The Shipping Industry

The decline of American Flag shipping has paralleled the national recession -- but shipping has experienced a more severe drop than most industries. The number of vessels in operation and the total of offshore employment has fallen steadily since the first quarter 1952 peak and present levels are as low or lower than those of the comparatively dull years of 1949 and early 1950. Manhours of shoreside employment have held up well, considering the drop in American Flag shipping. A partial answer to this apparent paradox is that foreign competition has made some inroads into areas formerly serviced by American operators.

Ships in Operation. There was a monthly average of only 168 ships operating during the first quarter of 1954, compared to 180 during the fourth quarter of 1953. This represents a 6.7 percent reduction in the fleet during this period. It is perhaps significant that two major reductions in the fleet occurred during relatively short periods of time. The first drop from an average of 400 ships to 228 ships occurred between the first and third quarters of

1952, and the second, from an average of 217 ships to 168, occurred between the third quarter of 1953 and the first quarter of 1954. The present fleet represents only 42 percent of that operating during the peak of 1952.

Statistical Reference: Table I

Offshore Employment. The sharp drop in the number of ships in operation is reflected directly in the number of seamen required to man remaining vessels. There was an average of 9,023 men employed during the fourth quarter of 1953, and a monthly average of 8,373 employed during the first quarter of 1954. This represents a drop of 7.2 percent. Present employment totals only 46 percent of the peak period in 1952.

Statistical Reference: Table II

Shoreside Employment. Contrary to indicators of offshore activity, longshore employment showed a slight increase from the fourth quarter of 1953 to the first quarter of 1954. About 2.18 million manhours were worked monthly by shoreside workers on the Coast during the first quarter of 1954, compared to 2.08 million for the fourth quarter of 1953. However, in comparison with average manhours worked monthly throughout the years 1952 and 1953, the first quarter compilation for 1954 represents about a three percent reduction.

Statistical Reference: Table III

Cargo Volume. As measured by tonnage reported by PMA steamship and stevedore members, the volume of all types of cargo handled during the first quarter of 1954 was 5.1 million tons, compared to 5.41 million tons during the fourth quarter of 1953. This represents a reduction of 7.4 percent. It is significant, however, that the total volume of general cargo handled during the last three years has remained fairly constant at approximately 4.5 million tons quarterly, and variations in the

overall total volume have been occasioned largely by increases and decreases in the volume of bulk shipments.

Statistical Reference: Table IV

WAGE PATTERNS IN 1954

National and Local Picture

"Zero" increases rose considerably in both national and local wage settlements reported during the first quarter of 1954. There was also a marked shift from "middle-sized" pay increases to "smaller" wage boosts, with the highest frequency on both local and nation-wide levels appearing in the four to six cent category.

The downward trend in negotiated wage increases was even more pronounced on the local level than in the national picture. Thus a majority of local increases (57%) clustered in the one to six cent category while a comparable majority (55%) nationally, spread between four and nine cents. Local "no increase" settlements were double, percentagewise, such settlements throughout the country.

The Wage Pattern - First Quarter 1954 5/

<u>Amount of Increases</u>	<u>Local Settlements (58)</u>	<u>National Settlements (816)</u>
No wage increase	19%	9%
1 - 3¢	24	9
4 - 6¢	33	31
7 - 9¢	15	24
10 - 12¢	9	15
13 - 15¢	0	6
Over 15¢	0	6

5/ BNA Facts for Bargaining, April 9, 1954 and Federated Employers of San Francisco records, April 29, 1954.

Current Demands of Other Workers

The trend toward fewer and smaller wage increases is reflected in the 1954 wage demands so far presented. None of the pacemaking industrial negotiations has been completed, but individual settlements by union locals may give some indication of the general trend, while policy statements issued by labor organizations are revealing to some extent.

CIO Steelworkers' 1954 Wage Policy Statement indicates that their basic objectives when negotiating contracts this year will be higher wages - of an unspecified amount; improved insurance and pension plans; a guaranteed annual wage; and better contract terms. The latter item includes fringes, improved grievance machinery, "full union shop" and some items involving direct money increases. 6/

CIO's general counsel in a recent discussion of the 1954 bargaining picture, said CIO unions would ask for wage increases and improved pension and insurance plans. He conceded that there is a question as to whether it is possible to guarantee wages in all industries, but indications were that this would be a prime issue in most CIO negotiations. 7/

The International Union of Electrical Workers, another CIO leader, has prefaced its demands to Westinghouse and General Electric with a guaranteed wage proposal for 2,080 hours of pay per year financed by a five percent contribution from the employer. 8/ Other proposals include a "substantial" but unspecified wage demand, a minimum wage of \$1.25, pension and insurance improvements, profit-sharing, five days of paid sick leave, improvement in the incentive program, and four weeks of vacation after 25 years of service.

One spring settlement which has received much publicity is the pay cut of five percent agreed to by the 3,800 UAW employees of Kaiser and

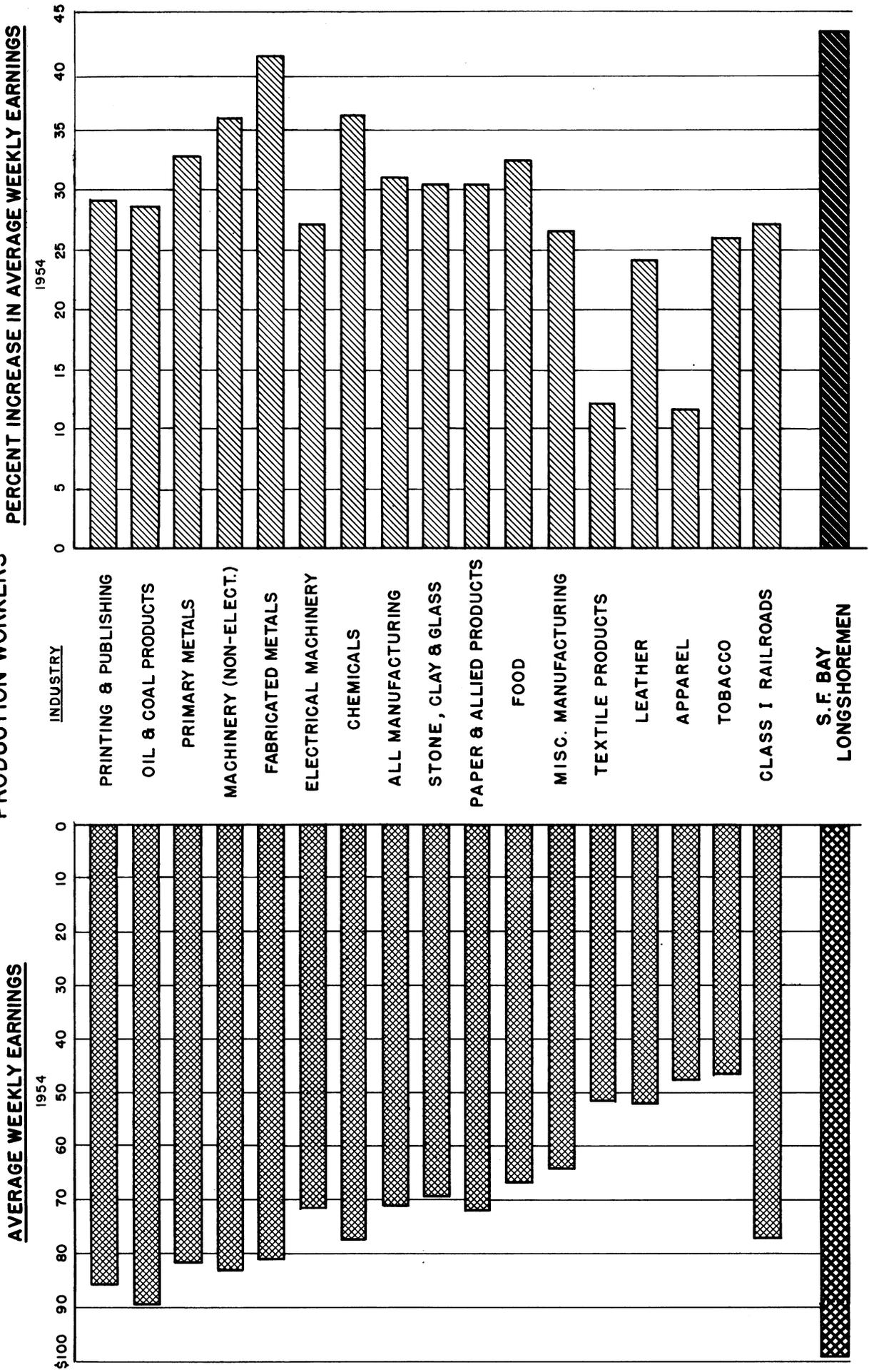
6/ BNA Daily Labor Reporter No. 88, May 6, 1954

7/ Ibid, No. 71

8/ Ibid, No. 68

PACIFIC MARITIME ASSOCIATION COMPARATIVE WEEKLY EARNINGS

PRODUCTION WORKERS



SOURCE: General Industries, U.S. B.L.S.; Maritime Workers, P.M.A. C.R.O.

Willys Motor Corporation. The pay cut was a result of a changeover from incentive to hourly pay and should not, according to a union observer, be considered as a sign of softening by the UAW, but more as a corrective measure.

A recent two-year agreement between UAW and Chance Vought Aircraft Corporation covering about 8,500 workers, provided a five-cent increase, improved fringes, incorporated a 19-cent cost-of-living allowance into the basic wage, and discarded both the escalator clause and the annual improvement provision. 9/ A comparable settlement has been reached by other UAW locals bargaining with individual companies. Five cents was also the increase earned by locals of AFL Glass Bottle Blowers, CIO Packinghouse Workers, and AFL Machinists.

On the local scene, ILWU's Warehouse Local 6 is asking ten cents from the Distributors' Association of Northern California; Local 6 had previously settled with the American Can Company for 8½ cents an hour, and with California and Hawaiian Sugar Company in Crockett for 6½ cents an hour.

Wages and Earnings of West Coast Longshoremen

The Level of Wages: In March 1954, the average West Coast longshoreman earned \$92.47 a week. His average annual earnings have risen from approximately \$2,800 in 1948 to slightly over \$4,800 in 1954, when projected on hours worked and average hourly rates for March. While these figures are slightly lower than the comparable ones for 1953, they still represent substantial regular earnings and relatively high employment. Average hourly earnings, reported in March 1953 to be \$2.80, have now risen to \$2.90, a new high for longshoremen anywhere in the world.

Statistical Reference: Table V

9/ BNA Daily Labor Reporter No. 61, March 30, 1954

Relationship to Industrial Workers: Despite the slight drop in average annual earnings from 1953, due to somewhat lowered employment, the earnings of longshoremen still overshadow those of any worker of comparable skill in the nation. Earnings of industrial workers have fallen off in recent months due to the general recession in business conditions and the resulting curtailment of production and overtime work. The most highly paid industrial workers are in the printing and publishing, oil and coal, and primary metals industries, yet the weekly earnings of longshoremen exceed even the highest earnings by 3.8 percent to 13.4 percent. The San Francisco Bay Area industrial workers average weekly earnings of \$82.28 are about 11 percent less than a longshoreman yet these earnings represent about six more hours of work each week.

Not only have the earnings of longshoremen been maintained at a level considerably higher than that of other industrial workers, but successive wage increases in recent years have permitted a maintenance of weekly take-home pay despite lowered work opportunities. The high weekly earnings of Korean years (1951 and 1952) have not only been equalled but exceeded in 1953 and 1954.

Statistical Reference: Table VI

Relationship to Other Longshoremen: Base wage and earnings comparisons of West Coast longshoremen most frequently are made with those of longshoremen working under terms of the Atlantic and Gulf Coast agreements, and longshoremen in Hawaii. The six-hour straight-time day and customary nine-hour shift worked on the West Coast, in comparison to a high degree of casual employment and a comparatively low overtime ratio on the East Coast (33 percent vs a West Coast 60 percent), result in placing the West Coast longshoreman in a very favorable position. Unfortunately, regular statistics on longshore hours and earnings on the Atlantic Coast are not published and are not available for current comparison. Latest available data is that prepared for Employer Exhibits in a 1952 arbitration before Paul R. Hays; a complete

analysis of these statistics appears in the 1953 issue of The Longshore Wage Review, limited copies of which are available upon request.

Comparisons with Hawaii longshoremen, however, are readily available in publications of the Hawaiian Employers Council Research Department, and a summary is shown below:

COMPARATIVE LONGSHORE EARNINGS

Hawaii vs San Francisco Longshoremen

<u>Year</u>	<u>Average Hourly Earnings</u>		<u>Average Weekly Hours</u>		<u>Average Weekly Earnings</u>	
	<u>Hawaii</u>	<u>S.F. Bay Area</u>	<u>Hawaii</u>	<u>S.F. Bay Area</u>	<u>Hawaii</u>	<u>S.F. Bay Area</u>
1950						
1st six mos.	\$1.85	\$2.43	28.5	24.0	\$53.00	\$58.37
2nd six mos.	2.10	2.56	34.7	33.5	72.98	86.15
1951						
1st six mos.	2.05	2.61	32.6	32.1	66.74	83.90
2nd six mos.	2.21	2.68	31.3	34.9	69.66	93.57
1952						
1st six mos.	2.24	2.66	33.4	33.9	74.73	90.26
2nd six mos.	2.34	2.84	34.4	33.6	80.75	95.43
1953						
1st six mos.	2.39	2.82	34.7	36.9	82.85	104.02
2nd six mos.	2.49	2.87	28.5	36.5	70.73	105.00
1954						
1st Quarter	2.55	2.91	30.8	31.5	78.67	91.66

Source: Hawaii - Hawaii Employers Council, Research Department, May 4, 1954.
San Francisco - PMA Central Records Office.

Provisions of the basic contract and working rules for West Coast longshoremen permit disproportionate increase in total earnings for West Coast men when compared to the East Coast or Hawaiian longshoremen. The six-hour day, nine-hour shift system and the long list of penalty cargoes operate to compound base wage increases on the West Coast. Equivalent increases -- either in cents per hour or percent of base hourly rates -- usually result in higher average hourly earnings for West Coast men than for other longshoremen either on the East Coast or in Hawaii.

Relationship to Other Maritime Workers: The series of wage increases granted to sea-going personnel in recent years was halted in 1953. Since early spring of that year, no general increases have been granted to personnel of any unlicensed department aboard ship, although a few selected ratings received minor increases to correct inequity situations. Arbitrator Kagel in the 1953 longshore arbitration gave some consideration -- on a non-recurring basis -- to increases granted seamen in comparison to those granted longshoremen. No such situation exists in 1954. In fact, in terms of average earnings, longshoremen have fared immeasurably better than sea-going ratings because work for longshoremen has held up, while work opportunity for seamen has been reduced by one-half. Annual earnings of the average seaman are not available because of the lack of data on "beach time". It is perhaps sufficient to point out that work opportunity for seamen has dropped 54.2 percent since the peak period in 1952, compared to a drop of only 13.4 percent in longshore employment. Shoreside manhours worked on the Pacific Coast in the first quarter of 1954 totalled 6.54 million while the first quarter of 1952 was 7.55 million.

The tonnage drop for the corresponding period was from 7.63 million to 5.10 million tons, or a decrease of 33.2 percent.

S T A T I S T I C A L S E C T I O N

TABLE I
VESSELS IN OPERATION

1948 to 1954

	<u>1948</u>	<u>1949</u>	<u>1950</u>	<u>1951</u>	<u>1952</u>	<u>1953</u>	<u>1954</u>
January	420	247	195	218	400	207	175
February	399	256	184	222	410	207	165
March	385	270	178	235	401	210	164
April	383	251	181	254	359	214	
May	372	270	179	275	310	216	
June	362	284	172	296	262	221	
July	379	279	186	307	227	219	
August	357	266	211	322	229	221	
September	314	252	233	333	227	210	
October	239	228	228	352	215	190	
November	239	212	217	363	209	176	
December	234	208	214	371	210	175	
Average	340	252	198	295	288	206	

TABLE II
OFFSHORE EMPLOYMENT (JOBS)

1948 to 1954

	<u>1948</u>	<u>1949</u>	<u>1950</u>	<u>1951</u>	<u>1952</u>	<u>1953</u>	<u>1954</u>
January	18,281	11,920	9,555	10,832	18,056	10,325	8,456
February	17,184	12,457	9,092	11,035	18,615	10,348	8,330
March	16,709	12,544	9,099	11,335	18,262	10,457	8,334
April	17,660	12,245	9,315	11,963	16,786	10,634	
May	17,005	12,246	9,209	12,792	14,699	10,799	
June	16,587	11,716	9,038	13,757	11,100	11,086	
July	15,481	11,574	9,242	14,332	7,961	10,989	
August	15,937	10,988	10,849	14,914	10,909	10,930	
September	12,371	10,436	11,797	15,298	10,990	10,312	
October	5,431	9,726	11,420	15,855	10,673	9,449	
November	3,960	7,711	10,596	16,301	10,280	8,833	
December	9,679	9,691	10,561	16,711	10,418	8,786	
Average	13,857	11,105	9,981	13,760	13,229	10,246	

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TABLE III

VOLUME OF SHORESIDE EMPLOYMENT
(Total Shoreside Manhours)

		<u>Total</u>	<u>San Francisco</u>	<u>Los Angeles -Long Beach</u>	<u>Columbia River Area</u>	<u>Washington</u>
1948	Total	17,769,265	8,081,710	5,350,548	1,162,415	3,174,592
1949		18,094,640	7,077,645	5,977,205	1,549,815	3,480,976
1950		24,397,455	8,893,597	7,679,228	2,665,833	5,158,777
1951		28,096,414	10,550,689	8,478,852	3,733,598	5,333,275
1952	January	2,876,332	1,150,224	834,615	444,817	446,676
	February	2,345,668	921,572	706,913	321,223	395,960
	March	2,325,596	927,152	711,899	287,407	399,111
	April	2,225,603	799,695	694,248	310,499	421,161
	May	2,612,399	1,009,705	785,850	331,684	485,160
	June	1,574,667	644,169	473,247	169,511	287,740
	July	2,134,286	871,719	635,803	197,308	429,456
	August	2,310,021	950,126	663,628	286,307	409,960
	September	1,929,220	784,110	547,827	230,127	367,156
	October	2,577,252	1,099,441	727,460	325,248	425,103
	November	1,977,813	901,463	580,614	231,517	264,219
	December	1,945,039	826,119	574,161	260,684	284,075
1952	Total	26,833,869	10,885,495	7,936,265	3,396,332	4,615,777
1953	January	2,456,965	1,039,155	753,783	299,346	364,681
	February	1,882,511	794,811	556,010	239,136	292,554
	March	2,187,781	918,310	625,186	277,259	367,026
	April	2,751,171	1,095,810	846,713	307,644	501,004
	May	2,227,261	843,445	723,289	271,442	389,085
	June	2,127,575	796,037	719,800	233,486	378,252
	July	2,788,634	1,079,805	912,562	339,484	456,783
	August	2,152,794	870,280	659,351	248,185	374,978
	September	2,069,825	859,448	615,567	240,233	354,577
	October	2,576,147	1,059,453	839,600	286,274	390,820
	November	1,981,209	819,280	617,601	227,844	316,484
	December	1,855,120	727,541	610,511	221,193	295,875
1953	Total	27,056,993	10,903,375	8,479,973	3,191,526	4,482,119
1954	January	2,389,566	868,917	775,297	297,965	447,387
	February	2,044,305	783,725	582,861	275,964	401,755
	March	2,103,298	767,065	668,723	260,485	407,025

SOURCE: PMA Central Office Records.

PMA Research
May 12, 1954

TABLE IV

TONNAGE HANDLED THROUGH PACIFIC COAST PORTS
1945 to 1954

	<u>Total</u>	<u>San Francisco</u>	<u>Los Angeles -Long Beach</u>	<u>Columbia River Area</u>	<u>Washington</u>
1945 Total	21,400,818	1,693,028	4,977,858	2,892,083	3,837,849
1946	14,845,234	6,965,423	3,596,117	2,128,084	2,155,610
1947	21,088,163	9,120,341	4,389,783	3,755,373	3,822,666
1948	14,598,932	5,974,802	3,338,963	2,395,546	2,889,621
1949	17,400,723	6,043,749	4,657,997	3,509,308	3,189,669
1950 First Quarter	4,178,317	1,402,232	1,061,013	783,250	931,822
Second Quarter	4,442,142	1,558,774	1,124,021	864,466	894,890
Third Quarter	5,155,454	2,162,537	1,169,120	794,596	1,029,201
Fourth Quarter	5,682,075	2,146,528	1,481,722	787,837	1,265,988
1950 Total	19,457,988	7,270,071	4,835,867	3,230,149	4,121,901
1951 First Quarter	6,005,942	2,099,014	1,452,555	1,062,783	1,391,590
Second Quarter	6,480,193	2,094,221	1,625,600	1,363,624	1,396,748
Third Quarter	6,287,875	2,376,916	1,642,349	1,052,079	1,216,531
Fourth Quarter	6,400,387	2,452,754	1,261,596	1,358,110	1,327,927
1951 Total	25,174,397	9,022,905	5,982,100	4,836,596	5,332,796
1952 First Quarter	7,633,377	2,594,650	1,612,494	2,075,510	1,350,723
Second Quarter	5,961,139	2,206,314	1,390,711	1,219,459	1,144,655
Third Quarter	5,385,030	2,433,837	1,111,255	765,384	1,074,554
Fourth Quarter	5,803,018	2,403,240	1,219,386	1,098,537	1,081,855
1952 Total	24,782,564	9,638,041	5,333,846	5,158,890	4,651,787
1953 First Quarter	6,025,828	2,399,348	1,156,288	1,286,267	1,183,925
Second Quarter	6,176,302	2,407,692	1,368,160	909,252	1,491,198
Third Quarter	5,710,646	2,504,736	1,299,427	884,922	1,021,561
Fourth Quarter	5,409,792	2,179,622	1,329,790	825,678	1,074,702
1953 Total	23,322,568	9,491,398	5,153,665	3,906,119	4,771,386
1954 January	1,721,788	664,772	482,309	191,264	383,443
February	1,653,611	700,519	414,621	227,099	311,372
March	1,731,171*	N. A.	N. A.	N. A.	N. A.
First Quarter	5,106,570				

* Includes 100,000 tons estimated for two companies.

SOURCE: PMA Assessment Reports

PMA RESEARCH
May 11, 1954

TABLE V.

EARNINGS AND EMPLOYMENT
PACIFIC COAST LONGSHOREMEN
First Quarter 1953 and First Quarter 1954

	<u>Number of Men Working</u>	<u>Average Hourly Earnings</u>	<u>Average Hours Per Week</u>	<u>Average Weekly Earnings</u>	<u>Average Hours Worked Per Month</u>	<u>Average Monthly Earnings</u>
<u>1953 - January</u>						
San Francisco	5,125	\$ 2.818	32.73	\$ 92.24	141.81	\$ 399.70
Los Angeles-Long Beach	3,550	2.779	32.86	91.30	142.38	395.62
Columbia River Area	1,733	2.776	28.97	80.12	125.52	347.19
Washington	1,186	2.782	28.70	79.85	124.55	345.99
Total	11,594	\$ 2.795	31.80	\$ 88.88	137.79	\$ 385.12
<u>February</u>						
San Francisco	4,895	\$ 2.866	32.86	\$ 94.21	142.38	\$ 408.21
Los Angeles-Long Beach	3,451	2.787	31.20	86.85	135.18	376.32
Columbia River Area	1,718	2.784	29.36	81.75	127.21	354.22
Washington	1,339	2.771	25.99	72.04	112.61	312.15
Total	11,403	\$ 2.821	31.01	\$ 87.50	134.37	\$ 379.14
<u>March</u>						
San Francisco	5,172	\$ 2.833	36.38	\$ 103.08	157.63	\$ 446.68
Los Angeles-Long Beach	3,601	2.787	33.34	92.93	144.46	402.70
Columbia River Area	1,796	2.707	32.90	89.09	142.55	386.03
Washington	1,308	2.782	32.04	89.12	138.82	386.20
Total	11,877	\$ 2.796	34.45	\$ 96.35	149.27	\$ 417.52
<u>1954 - January</u>						
San Francisco	4,724	\$ 2.88	29.47	\$ 84.89	127.71	\$ 367.83
Los Angeles-Long Beach	3,519	2.986	32.46	96.96	140.66	420.13
Columbia River Area	1,715	2.809	29.37	82.54	127.28	357.64
Washington	1,813	2.847	25.14	71.57	108.92	310.11
Total	11,771	\$ 2.900	29.68	\$ 86.10*	128.63	\$ 373.07

TABLE V - Continued

EARNINGS AND EMPLOYMENT
 PACIFIC COAST LONGSHOREMEN
 First Quarter 1953 and First Quarter 1954

	<u>Number of Men Working</u>	<u>Average Hourly Earnings</u>	<u>Average Hours Per Week</u>	<u>Average Weekly Earnings</u>	<u>Average Hours Worked Per Month</u>	<u>Average Monthly Earnings</u>
<u>1954 - February</u>						
San Francisco	4,785	\$ 2.935	33.25	\$ 97.59	144.07	\$ 422.87
Los Angeles-Long Beach	3,244	2.925	34.51	92.63	149.43	401.08
Columbia River Area	1,835	2.878	32.33	92.76	139.65	401.95
Washington	2,556	2.844	27.01	76.80	117.03	332.77
Total	12,421	\$ 2.907	32.14	\$ 93.47	139.17	\$ 404.73
<u>March</u>						
San Francisco	4,856	\$ 2.914	31.74	\$ 92.49	137.53	\$ 400.76
Los Angeles-Long Beach	3,483	2.974	35.74	106.30	154.86	460.60
Columbia River Area	1,834	2.839	31.22	88.62	135.28	384.01
Washington	2,624	2.805	27.37	76.78	118.59	332.67
Total	12,797	\$ 2.903	31.86	\$ 92.47	138.05	\$ 400.69

* Holiday season reduced hours worked and consequently earnings were also reduced.

Recapitulation and Comparisons
First Quarter 1953 and 1954

<u>First Quarter</u>	<u>Number of Men Working</u>	<u>Average Hourly Earnings</u>	<u>Average Hours Per Week</u>	<u>Average Weekly Earnings</u>	<u>Average Hours Worked Per Month</u>	<u>Average Monthly Earnings</u>
1953	11,624	\$ 2.804	32.42	\$ 90.91	140.48	\$ 393.93
1954	12,330	\$ 2.903	31.23	\$ 90.68	135.28	\$ 392.83

SOURCE: PMA Central Office Records.

PMA Research
 May 13, 1954

TABLE VI

COMPARATIVE WEEKLY EARNINGS
OF
U. S. INDUSTRY WORKERS AND PACIFIC MARITIME WORKERS

	Average Weekly Earnings								Percent Increase Since 1948			
	1948	1949	1950	1951	1952	1953	1954	1950	1951	1952	1953	1954
Printing & Publishing	\$ 66.73	70.28	72.98	76.05	81.86	84.17	86.40	9.4	14.0	22.7	26.1	29.5
Oil & Coal Products	69.23	72.36	75.01	81.30	87.64	87.98	89.10	8.3	17.4	26.6	27.1	28.7
Primary Metals	61.03	60.78	67.24	75.12	82.59	83.32	81.54	10.2	23.1	35.3	36.5	33.6
Machinery (non-electric)	60.52	60.44	67.21	76.73	80.87	83.45	82.40	11.1	26.8	33.6	37.9	36.2
Fabricated Metals	56.68	57.82	63.42	69.35	75.85	77.79	80.45	11.9	22.4	33.8	37.2	41.9
Electrical Machinery	55.66	56.96	60.83	66.86	72.83	72.42	70.74	9.3	20.1	30.8	30.1	27.1
Chemicals	56.23	58.63	62.67	68.22	71.47	73.66	76.86	11.5	21.3	27.1	30.9	36.7
All Manufacturing	54.14	54.92	59.33	64.88	70.59	72.10	70.92	9.6	19.8	30.4	33.2	31.0
Stone, Clay & Glass	53.46	54.45	59.20	64.94	70.22	69.75	69.70	10.7	21.5	31.4	30.5	30.4
Paper & Allied Products	55.25	55.96	61.14	65.77	71.56	71.97	72.07	10.7	19.0	29.5	30.3	30.4
Food	51.87	53.58	56.07	61.34	64.38	65.15	68.71	10.8	18.3	24.1	25.6	32.5
Misc. Manufacturing	50.06	50.23	54.04	58.00	64.13	64.87	63.43	8.0	15.9	28.1	29.6	26.7
Textile Products	45.59	44.83	48.95	51.33	55.26	54.87	51.10	7.4	11.3	21.2	20.4	12.1
Leather	41.66	41.61	44.56	47.10	50.98	53.59	51.79	7.0	13.0	22.4	28.6	24.3
Apparel	42.79	41.89	43.68	45.65	48.19	50.06	47.81	2.1	6.7	12.6	17.0	11.7
Tobacco	36.50	37.25	41.08	44.20	47.56	46.94	45.97	12.5	21.0	30.3	28.6	25.9
Class I Railroads	60.34	61.73	63.20	69.78	74.85	75.30	76.78	4.7	15.6	24.0	24.8	27.2
San Francisco Bay Longshoremen	\$ 68.96	59.56	72.26	88.74	92.84	103.43*	98.93*	4.8	28.7	34.6	49.9	43.4

* First quarter, 1953 and 1954.

SOURCE: General Industries -- U. S. Bureau of Labor Statistics.
Maritime Workers -- PMA Central Office Records.

TABLE VII

COMPARATIVE PENALTY CARGO RATES PACIFIC, ATLANTIC AND HAWAIIAN LONGSHOREMEN

	Pacific Coast ILWU	Atlantic Coast ILA	Hawaii ILWU	New Orleans ILA
I SPECIAL WORK, (for special commodities)				
1. <u>Shoveling</u> - on commodities not earning higher rates	.20			
2. <u>Stowing</u> - bulk grain (to boardmen)	.30			
3. <u>Handling</u> - a) bulk sulphur, soda ash and crude untreated potash	.45			
b) untreated or offensive bones, in bulk	.80		.10	
c) creosote products, out of water	.10		.10	
d) phosphate rock in bulk	.30			
e) leaking or sifting cargoes	.10			
f) paper or pulp pkg. over 300 lbs. stowed	.10			
4. <u>Trimming and Sacking</u>		.20 ^{2/}		.20
5. <u>Cleaning Tanks</u> - molasses			.20	
6. <u>Breaking down animal pens</u>			.15	
II WORKING CONDITIONS, (for men involved)				
1. Hold or boom men	.20			
2. Cramped spaces (hold men only)	.10			
3. Working ships in stream		.15 ^{2/}		.15
4. Fire in hatch	1.20		.45	
III CARGO CONDITION				
1. Damaged Cargo				
a) General (non-penalty items)	.85 ^{1/}	2.17	.25	2.08
b) Differential cargo (penalty item)		2.17		2.18
c) Grain				2.48
IV SPECIAL COMMODITIES				
Grain				
Coal			.20	
Aniline dyes, fish oil, whale oil in drums, etc.	.20			
Explosives	2.10	2.17	1.00	2.08
Cement in bag		.05	.20	
Cement in bulk		.05	.45	
Freezer cargo (below 32 degrees)		.20	.20	
Wet hides, creosoted poles, ties and shingles, cashew oil, naphthalene and soda in bags		.15		
Kerosene, gasoline, naphtha in cases and barrels		.20		

Y. DIFFERENTIAL CARGOES, All Ports - .10

PACIFIC COAST

1. Alfalfa Meal
2. Untreated or offensive bones in sacks
3. Borate (Razorite) when packed in cloth containers with no inner lining
4. Caustic soda in drums
5. Celite & Decalite in sacks
6. Coal in sacks
7. Cement
8. Creosote when not crated
9. Creosoted wood products unless boxed or crated
10. Following Fertilizers in bags: tankage, animal, fish, fishmeal, guano, blood meal and bone meal
11. Glass, broken, in sacks
12. Green hides
13. Herring, in boxes and barrels
14. Iron blisters, molded, from Europe
15. Lime in barrels and loose mesh sacks
16. Lime, dehydrated, in sacks
17. Lumber, logs and lumber products loaded out of water
18. Lumber, chemically treated, uncrated
19. Meat scraps in sacks
20. Nitrates, crude, untreated in sacks
21. Ore in sacks
22. Phosphates, crude, untreated in sacks, (not considered treated by the mere process of grinding)
23. Pig Iron, when rough piled and hand handled
24. Plaster, in sacks, without inner containers
25. Refrigerated cargo: Handling and Stowing refrigerator space
26. Baled rubber covered with talc
27. Sacks
28. Salt in blocks
29. Scrap metal in bulk and bales, excluding rails, plates, drums, carwheels, and axles.
30. Soda ash in bags
31. Sulphur, dehydrated, in sacks

HAWAII

1. Creosoted wood (uncrated)
2. Bitumen-type cast iron pipe
3. Bulk fertilizer
4. Refrigerator cargo (33-45)
5. Scrap metal, scrap tin
6. Sulphuric & muriatic acid
7. Parathion (Unless packed in metal drums)
8. Sodium trichloroacetate (T.C.A.) "
9. Triethanolamine "
10. Chemically treated soil pipe when obnoxious
11. Green hides
12. Handling ship's garbage Specified commodities in lots of 25 tons:
13. Alfalfa meal
14. Phosphate
15. Lime
16. Plaster
17. Soda ash
18. Paddy rice
19. Empty cement bags
20. Bones
21. Coke
22. Santabrite
23. Fertilizer in bags
24. Elguanite
25. Raw ground phosphate

NEW ORLEANS

1. Bones in Bulk
2. Creosoted lumber and materials
3. Cement
4. Bone Meal in Bags
5. Sulphur in Bags
6. Green Salted Hides
7. Soda Ash in Bags
8. Carbon Black in Bags
9. Caustic Soda
10. Fish Meal in Bags
11. Cotton Dust in Bags
12. H.S.P.A. Activator in Bags
13. Toxaphene Dust in Bags

ATLANTIC COAST

1. Rubber where talc used in stowage

Remarks:

Time-and-a-half all penalties payable during overtime hours.
(Pacific, Atlantic and Hawaii) Contracts in effect Winter 1952, Spring 1953.

^{1/} Damaged cargo rates paid in addition to base penalty rate. ^{2/} Spring 1952 contract.

Source:

Longshore Contracts, Pacific Coast, Atlantic Coast, Hawaii and New Orleans.

PMA RESEARCH
5/11/53

TABLE VIII
COST OF LIVING
Revised Series
1947 - 1949 = 100

<u>Date</u>	
January 15, 1950	100.6
January 15, 1951	108.6
March 15, 1953	113.6
April, 1953	113.7
May, 1953	114.0
June, 1953	114.5
July, 1953	114.7
August, 1953	115.0
September, 1953	115.2
October, 1953	115.4
November, 1953	115.0
December, 1953	114.9
January, 1954	115.2
February, 1954	115.0
March, 1954	114.8

SOURCE: BLS National Consumer Price Index.

PMA Research
May 14, 1954