

PACIFIC MARITIME ASSOCIATION

PACIFIC MARITIME ASSOCIATION

THE LONGSHORE WAGE REVIEW,
1953

(Special Research Report)

San Francisco May 1, 1953

INSTITUTE OF INDUSTRIAL RELATIONS LIBRARY

JUL 15 1953

CONTENTS

		Page
I	Introduction	1
II	Contractual Provision for Wage Review	3
III	PMA Shoreside Agreements	4
IV	The Union's Case	5
	Possible Demands	
	Evaluation	
	Probable Costs	
V	The Economic Outlook for 1953	7
	The National Economy	
	The Shipping Industry	
VI	Trade Opinion	9
	The Employers	
	The Unions	
VII	Wages and Earnings of West Coast Longshoremen	12
	The Level of Wages	
	Relationship to Industrial Workers	
	Relationship to Other Longshoremen	
	Relationship to Other Maritime Workers	
VIII	Fringe Benefits	15
	Health and Welfare	
	Pensions	
	Holidays	
	Paid Vacations	

CONTENTS (cont'd.)

		Page
IX	Wage Patterns	17
	National and Local Picture	
	Current Demands of Other Workers	
	Summary	
X	The Cost of Living	20
	Effect of Decontrol	
	Probable Trends	
	Wages vs. Cost of Living	
XI	Statistical Section	following 21

FIGURES

	Page
I	Area of Comparison, March 1953 - Average Weekly Earnings, Selected U.S. Worker vs. S.F. Longshoremen. - facing 12
II	Comparative Monthly Earnings (Take Home), Longshoremen vs. Other Maritime Workers, First Quarter 1953. - following 14

CHARTS

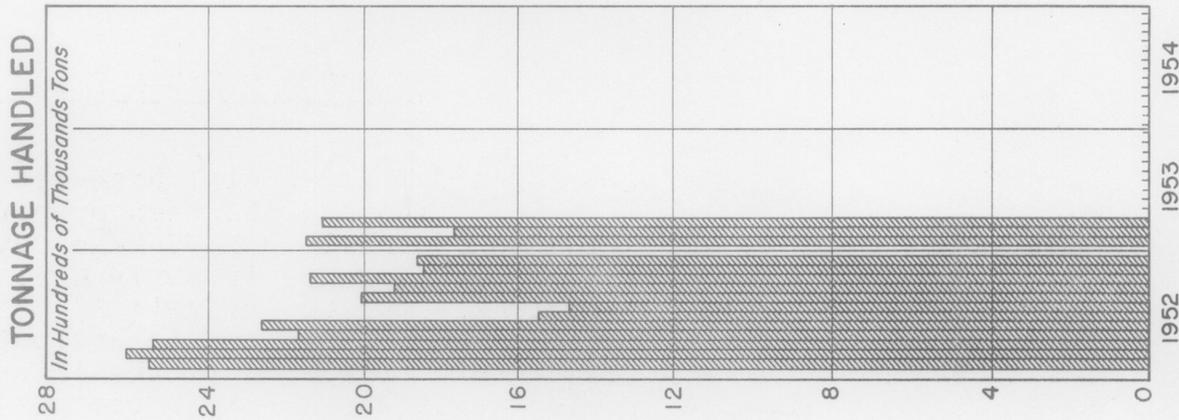
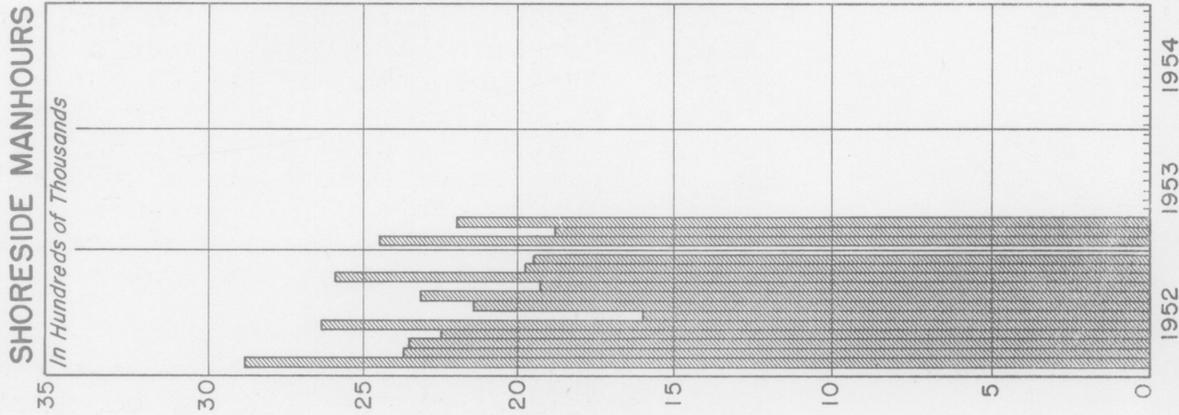
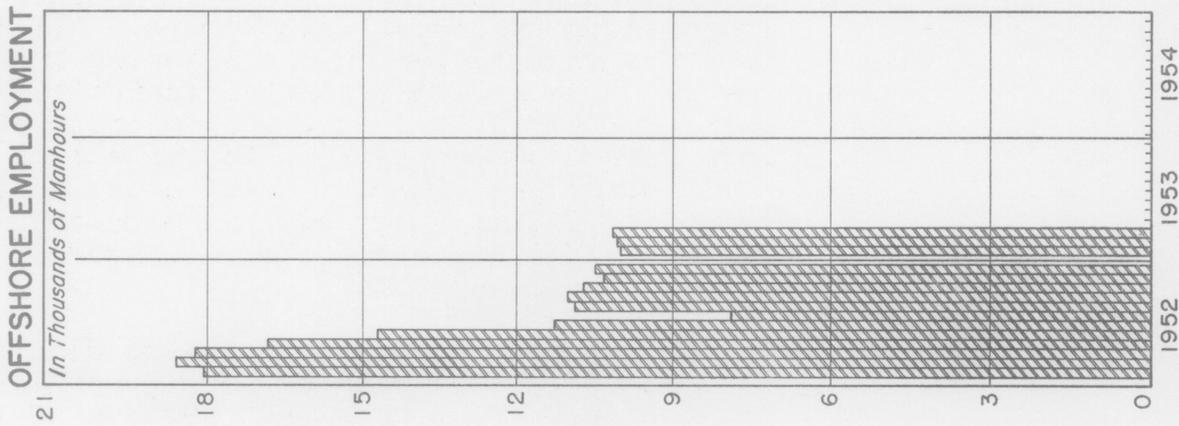
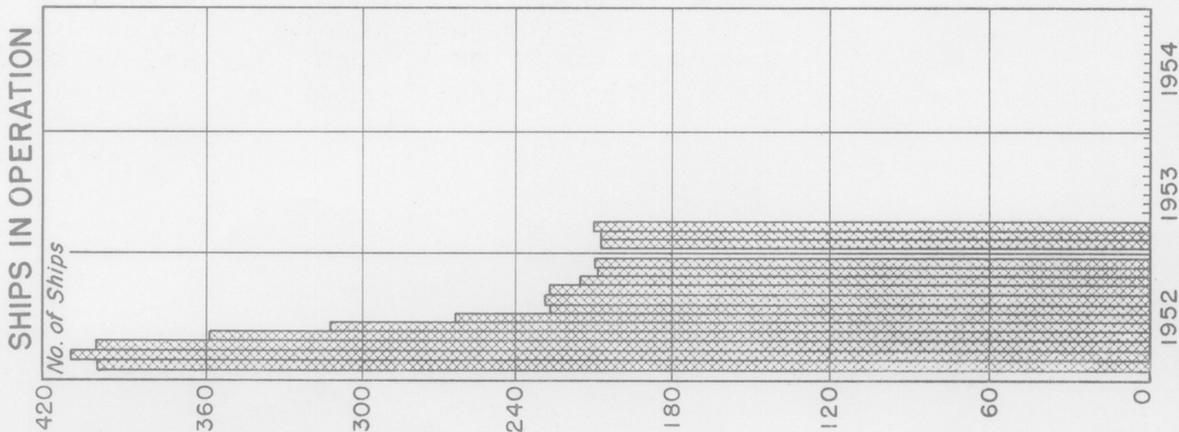
I	Shipping Indicators - facing 1
II	Comparative Weekly Earnings, U.S. Industry Workers and Pacific Maritime Workers - facing 14
III	Comparative Monthly Earnings, West Coast Maritime Workers. - following 14
IV	Wholesale and Retail Price Indices.- following 21
V	Consumers Price Index Compared with Longshore Base Rate. - facing 21

TABLES

- I Increases in Average Yearly Rates and Earnings of San Francisco Longshoremen, (Percentage - Year over 1948).
- II Increases in Straight Time and True Hourly Rates of San Francisco Longshoremen (1950-53 over 1948).
- III Average Earnings and Hours of Hawaii Longshore Industry. 1950-1953.
- IV Adjusted Average Weekly Earnings of Selected Workers in the U.S. Steel, U.S. Railroad and Pacific Coast Maritime Industries, 1941,1950,1952.
- V Adjusted Average Weekly Earnings, Workers in Selected Industries - October 1952.
- VI Worker's Hours and Earnings, S.F. Longshoremen, S.F. Bay Manufacturing and U.S. Industries, March 1952 and February and March 1953.
- VII Earnings and Employment, Pacific Coast Longshoremen, Last Quarter, 1952 and First Quarter, 1953.
- VIII The Volume of Shoreside Employment, (Total Shore-side Manhours) 1948 - 1953.
- IX Tonnage Handled Through Pacific Coast Ports, 1945-1952.
- X Offshore Employment (Jobs), 1948 - 1952.
- XI Vessels in Operation, 1948 - 1952.
- XII Comparative Weekly Earnings of U.S. Industry Workers and Pacific Maritime Workers, 1948 - 1953.

See Statistical Section following page 21.

PACIFIC MARITIME ASSOCIATION
SHIPPING INDICATORS
 1952 - 1954



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

This Special Research Report has been prepared in anticipation of the 1953 ILWU wage review discussions which commence in early May. Purposes of the study are several: 1) to review recent developments and to evaluate present and future prospects of 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 special studies are in process of preparation covering the topics of penalty rates and wage guarantees.

Advance publicity indicates that possible demands of the ILWU may be substantial. Their presentation will occur in an unfriendly economic and political atmosphere. All indicators of activity in the shipping industry are in sharp decline, foreign competition is gaining rapidly, and overly high costs already have forced some operators to curtail or limit their activities. Labor costs in the longshore industry already are more than 30 percent higher than costs for comparable labor in all other industries.

It is apparent that wage demands of the nation's industrial workers generally will be lower this year than last because of the worker's improved economic position. Buying power has increased through lowered prices, consumer goods are plentiful, and there is a likelihood of lowered taxes.

The five thousand dollar average annual income of longshoremen is the highest on record for any industrial worker of comparable skill and this includes comparable ratings of seagoing personnel. The level of earnings is not only high, but the rate of increase during recent years compares favorably with that of all other workers. Finally, the social gains of longshoremen in recent years have placed them in an enviable position. They work under a contract providing for a bare minimum of straight-time hours of work which results in a compounding of straight-time increases. They have virtually full hospital, medical and surgical care not only for themselves but also for their families. Further, they have the most liberal negotiated pension plan in the nation.

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

CONTRACTUAL PROVISION FOR WAGE REVIEW

The longshoremen's basic contract was extended during last summer's negotiations. The wage review provision, expanded to include penalty cargo rates, skill differentials and vacations, is quoted below:

There shall be a wage review on June 15, 1953 at which basic straight and overtime rates and the Welfare contribution shall be subject to review, as provided in Section 18 of the existing agreement. The subject of penalty cargo rates, skill differentials and vacations shall be open at that time for negotiations, but shall not be subject to arbitration in the event the parties fail to reach mutually satisfactory agreement with regard to these items.

Section 18 (a) of the Basic Agreement provides for arbitration of any unresolved dispute on base wages, overtime rates, or the welfare contribution. A portion of this section 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 in the basic straight or vacation rates or the welfare contributions 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.

PMA SHORESIDE AGREEMENTS

	<u>Effective Date</u>	<u>Wage Review</u>	<u>Expiration</u>
<u>SAN FRANCISCO</u>			
Carloaders, ILWU, 10	6-16-51	6-15-53	6-15-54
Ship Clerks, ILWU 1-34	6-16-51	6-15-53	6-15-54
<u>LOS ANGELES</u>			
Carloaders, ILWU, 13	6-16-51	6-15-53	6-15-54
LA-LB clerks, ILWU, 1-63	6-16-51	6-15-53	6-15-54
Hueneme clerks, ILWU, 46	6-16-51	6-15-53	6-15-54
Sweepers, ILWU, 13	6-16-51	6-15-53	6-15-54
<u>PORTLAND</u>			
Dockworkers, ILWU, 8,4	6-16-51	6-15-53	6-15-54
Checkers, ILWU, 40	6-18-51	6-15-53	6-15-54
Gear & Lockerman, ILWU, 8	6-16-51	6-15-53	6-15-54
<u>WASHINGTON</u>			
Dockworkers, ILWU, 19	6-16-51	6-15-53	6-15-54
Longshoremen & Dockworkers ILA 38-83, 38-86, & 38-97	10- 1-51	9-30-53	9-30-54
Checkers, ILA 38-36	10- 1-51	9-30-53	9-30-54
<u>COAST</u>			
Longshore, ILWU Steam Schooner Clerks, ILWU	6-16-51 6-16-51	6-15-53 6-15-53	6-15-54 6-15-54

THE UNION'S CASE

Possible Demands

"Increased stability for the industry" appeared to be the keynote of the proposals voted by a coastwise caucus of the International Longshoremen's & Warehousemen's Union following its biennial convention early in April. The desired "stability" will be sought through two major demands agreed upon by the caucus of dockworkers:

1. Extension of the Union's two-year longshore contract beyond the June 15, 1954 expiration date. No specific period of extension was discussed but it was stated that a negotiating committee decision to extend the coast contract would depend upon satisfactory agreement between the union and the shipowners on wages and social gains. 1/
2. Three 7-hour shifts on the West Coast waterfront to "provide full employment" without a serious loss of take-home pay. The caucus stated that this might seem like a sizable wage demand "but it can be accomplished by planned stability." 2/ Harry Bridges told the convention earlier that "The shortening of working hours is a basic gain for the union even if take-home pay is temporarily reduced thereby." 3/
3. Other demands may include a three weeks' vacation after a certain number of years of service with consolidation of hours on a coastwise basis, increased skill differentials, and certain revisions and additions to the penalty cargo list. While these received little or no publicity during the recently concluded longshore caucus, they numbered among the Union's demands in the 1952 wage review. They were rejected at that time as improper subjects for discussion during a regular wage review, but special provision was made for their discussion in 1953.

1/ ILWU Dispatcher, April 17, 1953 and ILWU News April 13, 1953.

2/ Ibid.

3/ New York Times, April 8, 1953.

Evaluation

It is doubtful if the three-shift proposal is a proper subject for discussion even though the wage review has been expanded this year. It may be strategically desirable for the ILWU to offer a contract extension with its attendant stability as a "trading issue" to tempt employers to waive contractual limitation on discussion of the three-shift system. It is probable that the three-shift proposal is a forerunner to, or a first step in obtaining a guaranteed annual wage - long a goal of the ILWU. A guaranteed wage also is not a proper subject for discussion at a wage review.

From the ILWU's point of view a three-shift system may have a number of advantages: 1) it would provide for more equal distribution of available work in the event tonnage drops off further or manual handling of cargoes is reduced through use of labor-saving devices; 2) it would shorten the working day for longshoremen thus allowing them more time for leisure and recreation; 3) it would probably provide work for more longshoremen than the present two-shift system; and 4) it would be a major social gain for the labor movement which would, if publicized, redound to the credit of the ILWU and its trail-blazing leadership.

From the employer's standpoint, a three-shift system would make available about three more hours of longshore work in every 24, or 21 potentially productive hours as against the present 18 in the two-shift, 9-hour day. Against this doubtful gain, however, must be offset the time lost in changing shifts. Finally, the wage increase required to equalize take-home pay on a shorter work-day basis would be expensive. This proposal does not represent any deviation from the long-range planning of the ILWU. A shorter working day was envisioned in 1934 with negotiation of a 6-hour day, but the effort was shelved by the workers themselves who felt that earnings for only six hours were inadequate for their needs.

Possible demands for longer vacations, higher skill differentials, and more penalties are perennial and are discussed elsewhere in this report. Primary argument for increased skill differentials probably will center on the fact that most skill differentials are cent differentials rather than percent differentials. Many have not been adjusted when wages were increased; hence their proportion to the base wage has been lessened.

Probable Costs

1. The Three-Shift System

On the basis of information now available, it is extremely difficult to estimate the cost of instituting a three-shift system. Firstly, no mention has been made to date of the proposed hourly rate to be paid under the new system, merely that "take-home pay should not be materially reduced"; secondly, it is not known whether a flat rate is to apply to each hour, whether six of the seven hours in each shift is to be paid at a straight-time rate with one hour at the overtime rate, whether shift differentials are to apply, or whether the first shift is to be at the straight-time rate and the other two at the overtime rate. Based on anticipated hours for 1953 (23 million), and assuming an arbitrary flat hourly rate of \$3.10 per hour, the annual increase in cost of longshore work is estimated at approximately \$7 million.

2. Three-Week Vacations

Without precise detail on qualifications for three-week vacations, the cost of this proposal also is difficult to estimate. Assuming no change in the present wage rate of \$2.10 or in the qualifications for a two-week vacation, and utilizing the vacation experience of 1952, the increased cost of providing a third week's vacation is estimated at a half million dollars annually.

3. Penalties and Skills

Because of insufficient information, no attempt is made to estimate the additional cost to employers of possible union demands for additional penalties or increased skill differentials.

THE ECONOMIC OUTLOOK FOR 1953

The National Economy

The level of economic activity in the nation continues to be high according to recent government analyses of conditions during the first quarter of 1953. Gross national product rose to a record annual rate of \$363 billion; total national income and consumer spending also reached new highs. Significantly, the defense program was not considered a major factor in the early 1953 rise in national output.

Not all segments of the economy, however, are participating in the high level of activity. Farm income was down to its lowest point since May 1950, chiefly as a result of falling prices. Business investment has fallen off somewhat; output of many items is running ahead of demand; price cuts are showing up more often; new car sales while high, aren't as high as expected while used car prices are slipping; houses aren't selling as fast; and job cutting in the government may change the employment picture somewhat. These indications have given rise to frequent comment from the nation's economic prognosticators that there may be a slight recession during the latter half of this year.

The Shipping Industry

In sharp contrast to the apparent prosperity of most of the country's economy, the activity in the shipping industry has been drastically curtailed from a first-quarter 1952 peak. Each of the commonly used indicators of activity reflect this curtailment.

Cargo Volume As measured by tonnage reported by PMA steamship and stevedore members, the volume of cargo handled in January and February of 1953 was only 3.9 million tons compared to 5.1 million tons handled during the first two months of 1952. This represents a drop of 23.8 percent.

Shoreside Employment. While the number of manhours of work available to longshoremen and other shoreside maritime workers also showed a corresponding decline from the first quarter of 1952, the decline was somewhat less. A total of 7.5 million manhours were worked during the first quarter of 1952 and only 6.5 million manhours of work were available for the first three months of this year. This drop is 13.5 percent and may be explained in part by curtailment of bulk shipments.

Ships in Operation During the first quarter of 1952 an average of 403 ships were operated monthly by PMA member companies. Vessels operated during the first three months of 1953 number 208, or an average,

representing a drop of 48.4 percent.

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. Whereas an average of 18,311 seamen were employed during the first quarter of 1952, only 10,380 were employed for the comparable period of 1953. The percentage drop in seagoing employment was 43.3 percent.

International developments, the likelihood of an early peace in Korea, curtailment of government aid programs, the rapid growth of foreign shipping competition, and other factors provide little hope for an immediate resumption of high-level activity in the industry. The remainder of 1953 very likely will be characterized by further retrenchment and a scramble for remaining cargoes.

Statistical Reference: Tables VII, VIII, IX & X, and Chart I.

TRADE OPINION

The Employers

Early in March, American-Hawaiian Steamship Company suspended its intercoastal service after more than 50 years in the trade route. Factors influencing this decision were

steadily advancing cargo, terminal and vessel costs, direct and indirect; together with the pattern of strikes, slowdowns and work stoppages that have so frequently hampered the industry since the war. Many of these in recent years have been almost wholly jurisdictional, either intra or inter-union, but all of them fought at the owners' expense. Under the circumstances, the company, a non-subsidized carrier, cannot justify the costs of acquiring the fleet necessary to carry on a first-class service 4/

Remarking on American-Hawaiian's action, an editorial in Marine Progress stated that other lines will follow suit unless something is done to ease the financial burden on present-day American shipping. 5/

4/ Pacific Shipper, March 2, 1953.

5/ Marine Progress, March 1953.

Two recent pronouncements from Matson Navigation Company are significant indicators of the shipping industry's economic status. The first was Matson's decision to drop its plans to convert the Mariposa for passenger service to Hawaii. Coincident with this announcement was President Sevier's report to the stockholders of a "disappointing" income for 1952 which he blamed on the 66-day maritime strike and the increased costs involved in settling the strike. 6/

A few days later, Sevier announced that Matson Company must face the possibility of going out of the passenger business unless something was done to assure a long-term labor peace. Pointing out that the Lurline is the only American passenger ship which is not subsidized, he said: "Unless we are successful in reaching an understanding with all unions whereby the Lurline will not be subjected to continual abuse, I feel that the ship's future is questionable." 7/

A recent editorial in the San Francisco Chronicle commenting on the maritime labor situation noted that in addition to these moves by American-Hawaiian and Matson, American President Lines has cancelled plans to operate the LaGuardia in the Pacific trade and Oceanic Steamship put aside plans to build two 30,000-ton liners. 8/

The Unions

That the unions are not unaware of the shipping industry's predicament is evidenced by recent comments from the Marine Firemen, Oilers, Water-tenders and Wipers Association and the International Longshoremen's and Warehousemen's Union. The Marine Fireman, MFOW's official publication recently stated:

If the longshoremen don't go out on strike, the sailors will. If the sailors don't, the firemen do. If the firemen don't, the radio operators shove their pickets out. If everybody else is satisfied, the engineers pull the plug... or maybe it's the mates or cooks If employer after employer is wiped out...then we shall finally sit with the finest labor agreement in the world for marine firemen, but with no jobs!

6/ Daily Commercial News, March 13, 1953
7/ San Francisco Examiner, March 28, 1953
8/ San Francisco Chronicle, April 23, 1953

The Marine Fireman urged that labor approach the problem in a constructive, not a destructive manner, and proposed that all the maritime unions "get together...and offer Matson a deal. That if they went ahead with the Mariposa we would sign an agreement covering her for five years ahead, and toss the Lurline in with the bargain..." MFOW suggested maritime unions should make similar agreements with APL and Oceanic if these companies will revive their original plans to offer increased passenger service. 9/

ILWU has also shown an awareness of the shipowner's problem. Harry Bridges has been outspoken against the staggered system of contracts where one union bases its demands upon concessions granted another. He has stated that it is "bum trade unionism...employers should have all labor contracts on the waterfront expire at the same time and not get themselves 'whipsawed' between the union demands." 10/

The report adopted by the coastwide caucus of longshoremen, ship clerks and walking bosses of the ILWU officially presented the same argument:

The industry and our union have been adversely affected by the hit and run tactics of maritime unions with their "me too" demands while their contracts were still in effect. No business can remain sound unless it can plan its cost items in advance with some assurance that the main cost features will remain stable during the planned-for period of time.

The industry needs a common expiration date so that such planning can be established without the "me too" demands that increasingly became the pattern for many of the unions in the past four years. 11/

- 9/ The Marine Fireman, April 9, 1953
10/ San Francisco Chronicle, April 23, 1953
11/ ILWU News, April 13, 1953

Figure I.

AREA OF COMPARISON, * MARCH 1953
AVERAGE WEEKLY EARNINGS

SELECTED U.S. WORKER ** VS. S.F. LONGSHOREMEN

	WEEKLY EARNINGS ACTUALLY PAID OR CALCULATED						PERCENT - LONGSHOREMEN EARNINGS GREATER THAN -					
	S.F. Longshoremen 1)	Printing & Publishing 2)	Oil & Coal 3)	Primary Metals 4)	Food 5)	S.F. Bay Production Workers 6)	Printing & Publishing 7)	Oil & Coal 8)	Primary Metals 9)	Food 10)	S.F. Bay Production Workers 11)	
1. Earnings 1/ actually received	\$ 103.08	85.02	88.94	83.43	65.60	78.93	21.2	15.9	23.6	57.1	30.6	
2. All workers' pay based on 36.4 hours per week	103.08	79.32	79.32	73.53	58.25	73.53	29.9	29.9	40.1	76.9	40.1	
3. All workers' pay based on 41.0 hours per week	116.07	89.38	89.38	82.82	65.60	82.82	29.9	29.9	40.1	76.9	40.1	
4. All workers' pay based on 41.0 hours per week - Longshoremen earnings including \$6.15 representing Pension contribution.	122.22	89.38	89.38	82.82	65.60	82.82	36.7	36.7	47.5	86.3	47.5	

1/ Actual -

Earnings and Rates, Column titled for Industry:

Hours Worked

Average Hourly Earnings

* Areas vary with hours worked per week.

** Printing, Oil, Coal, Steel and Maritime workers are highest paid in U.S.

SOURCE: Longshoremen data - PMA Records; U.S. Industrial data - BIS, "Monthly Labor Review".

WAGES AND EARNINGS OF WEST COAST LONGSHOREMEN

The Level of Wages

In March 1953, the average San Francisco longshoreman earned \$103.08 a week. His average annual earnings have risen from approximately \$2,800 in 1948 to slightly over \$5,000 in 1953, if projected on the current level of earnings. This astounding increase is due in part to increased work opportunity, and in part to increased wage rates. The longshoreman's average hourly earnings are now the highest on record at \$2.83.

Statistical Reference: Tables I and VI.

Relationship to Industrial Workers

These earnings are without question the highest for any industrial worker of comparable skill anywhere in the nation. 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 earnings of these workers by 15 to 20 percent. The San Francisco Bay Area industrial worker earns about 30 percent less than a longshoreman and is required to work about six more hours each week. (Figure I)

Not only are the longshoreman's earnings at a much higher current level than all other comparable workers, but the increases in weekly earnings have outstripped those of other workers since 1948. From an average of approximately \$60 per week in 1949, the longshoreman's weekly earnings rose to about \$75 shortly after the outbreak of the Korean war in 1950, then to about \$90 per week in 1951 and early 1952, and finally to its present level of \$100 a week.

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. Because of the 6-hour straight-time day and the customary 9-hour shift worked on the West Coast, earnings comparisons always place the West Coast longshoreman in a very favorable position. High casual employment on the Atlantic Coast and a comparatively low overtime ratio -- 33 percent vs. 60 percent on West Coast--have resulted in average annual

earnings of approximately \$2,000 compared to a West Coast figure of \$4,800 for 1952. In terms of average hourly earnings, the West Coast longshoreman, in June 1952 earned \$2.65 against an East Coast figure of \$2.38. 12/

The Hawaiian longshoreman during the same period (June 1952) had an average hourly rate of \$2.24. By the first quarter of 1953 the Hawaiian longshoreman was earning an average hourly rate of \$2.35, and his average weekly earnings were \$82.59. 13/

Comparative earnings appear in the following table.

COMPARATIVE WEEKLY EARNINGS
OF LONGSHOREMEN

<u>Year</u>	<u>East Coast</u>	<u>Hawaii</u>	<u>West Coast</u>
1950	N.A.	53.00	72.76
1951	N.A.	66.74	88.74
1952	37.68	74.73	92.84
1953	N.A.	82.59	98.65

N.A. Not Available

Average weekly earnings for East Coast men are low because the 41,826 employees divide available work as follows:

35½% of workers are employed 1200 & over hours
9% of workers are employed 700 to 1199 hours
55½% of workers are employed from 1 to 699 hours.

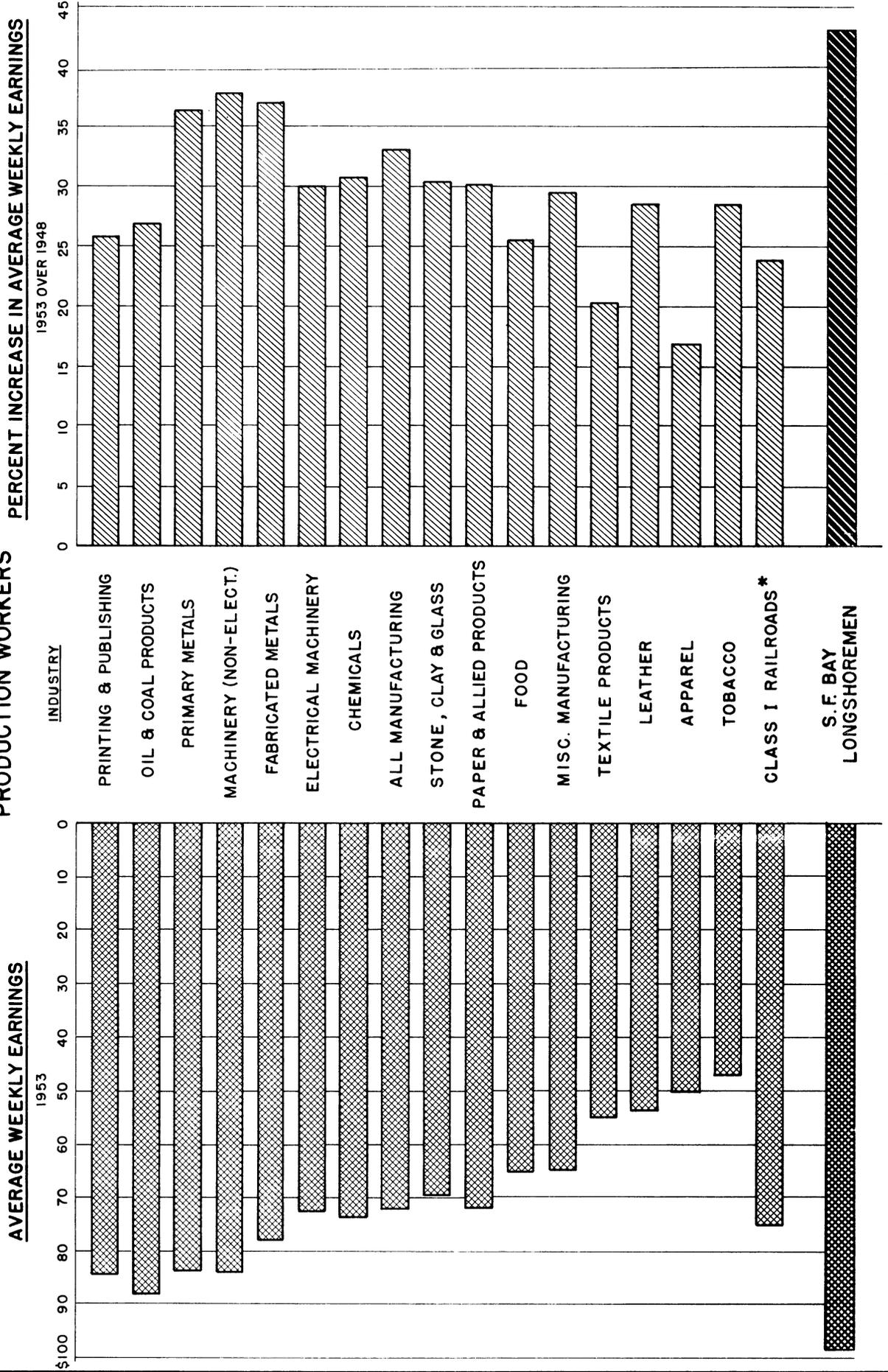
Provisions of the basic contract and working rules for West Coast longshoremen permit disproportionate increases in total earnings for West Coast men when compared to the East Coast or Hawaiian longshoremen. The 6-hour day, 9-hour shift system and the long list of penalty cargoes operate to compound base wage increases on the West Coast. Thus equivalent increases -- either in cents per hour or percent of base pay -- for East Coast men and West Coast men will result in higher average hourly earnings for West Coast men than for East Coast men.

12/ New York Shipping Association, Report #742, November 1, 1952 (Employer Arbitration Exhibits)
13/ Hawaii Employers Council, Research Dept, RR-480. April 1953.

PACIFIC MARITIME ASSOCIATION

COMPARATIVE WEEKLY EARNINGS

PRODUCTION WORKERS



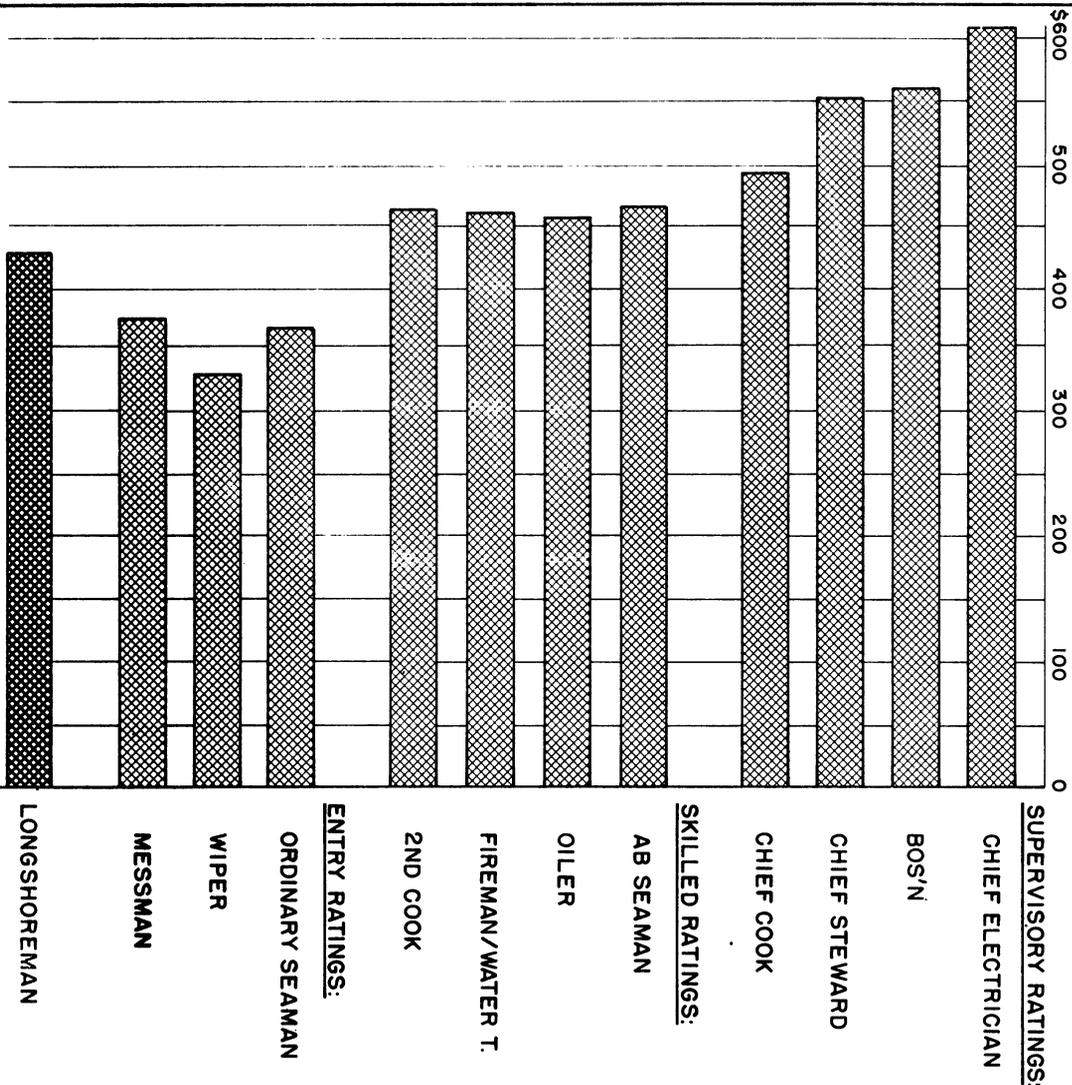
SOURCE: General Industries, U.S. B.L.S.; Maritime Workers, P.M.A. C.R.O.

* 1952 figures used

PACIFIC MARITIME ASSOCIATION COMPARATIVE MONTHLY EARNINGS WEST COAST MARITIME WORKERS

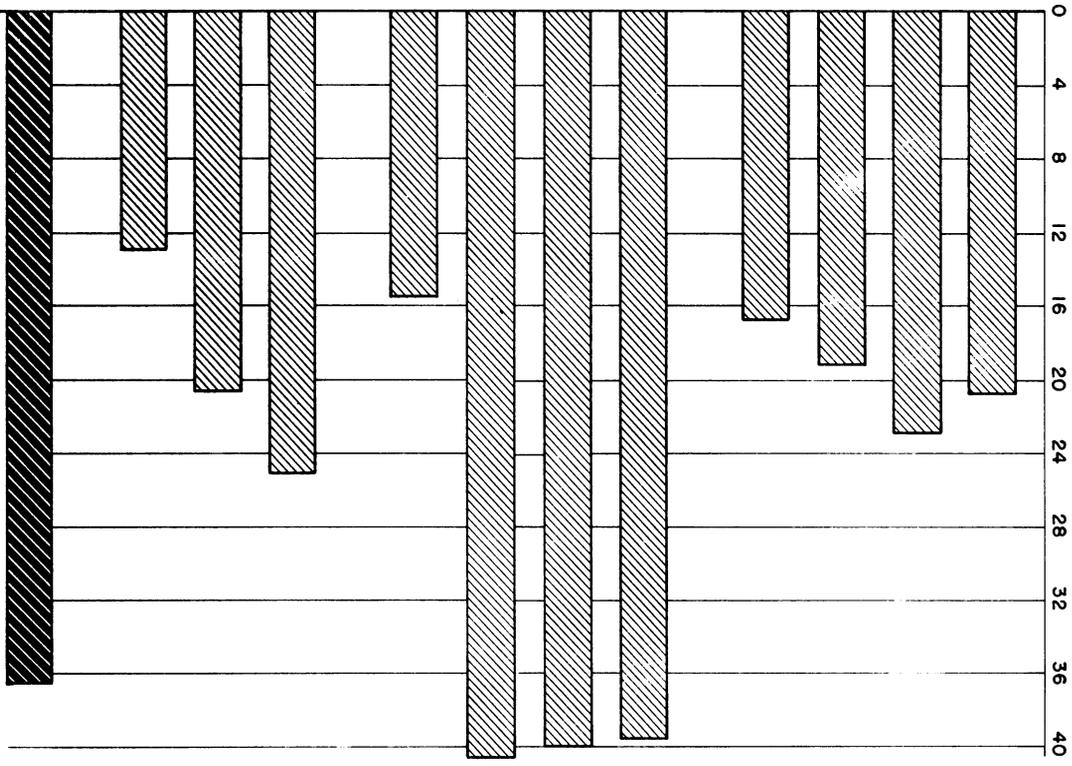
AVERAGE MONTHLY EARNINGS

MARCH, 1953



PERCENT INCREASE IN AVERAGE MONTHLY EARNINGS

SPRING, 1953 OVER FALL, 1950



SOURCE: PMA OVERTIME STUDIES, 1952 and 1953; PMA CRO

A review of average hourly earnings for East, West and Hawaiian longshoremen is shown on the summary table below.

COMPARATIVE LONGSHOREMEN TRUE HOURLY RATES)

	<u>Hourly Earnings</u>		<u>West Coast Earnings Exceed:</u>		
	West Coast	Hawaii	East Coast	Hawaii	East Coast
1950	2.20	1.85	2.04	.35	.16
1951	2.38	2.05	2.18	.33	.20
1952	2.65	2.24	2.38	.41	.27
1953	2.83	2.34	2.50	.48	.33

Relationship to Other Maritime Workers

It has been noted that the earnings of seamen sailing under West Coast contracts have increased greatly since the outbreak of the Korean war in 1950. While this statement is true, it is significant that the increases granted varied, rating by rating, and the highest increases generally were granted to the skilled and supervisory personnel and not to the unskilled or entry ratings with whom longshoremen properly should be compared. A recent survey of eleven intercoastal and coast-wise voyages by the PMA Research Department shows that average monthly earnings of entry ratings were \$355.16, or about 17 percent less than the average monthly earnings of a San Francisco longshoreman (\$427.48). Comparisons with skilled or supervisory ratings show that the longshoremen trails by \$40 to \$120 per month.

In terms of percentages of increases in earnings from 1950 to 1953, the longshoreman compares well. Since the fall of 1950, average monthly longshore earnings have risen 36.5 percent against an average of 19.6 percent for entry sea-going ratings, 33.9 percent for skilled seamen, and 20 percent for supervisory seamen. It is, of course, true that a large portion of the longshore earnings increase is attributable to increased work opportunity following the Korean outbreak.

It is also significant, in making comparisons of longshore earnings with those of seamen,

Figure II.

COMPARATIVE MONTHLY EARNINGS (TAKE HOME)

LONGSHOREMEN VS. OTHER MARITIME WORKERS *
First Quarter 1953

	Average Monthly Earnings March, 1953	Increased Average Monthly Earnings Spring '53 over Fall '50	
	<u>Amount</u>	<u>Amount</u>	<u>Percent</u>
<u>Unlicensed Seamen</u>			
<u>Supervisory</u>			
Chief Electrician	\$ 616.21	\$ 106.00	20.8
Bosun	558.86	104.00	22.9
Chief Steward	551.39	89.00	19.3
Chief Cook	494.47	71.00	16.8
Average	555.23	92.00	20.0
<u>Skill Ratings</u>			
AB Seamen	465.16	132.00	39.6
Oiler	456.62	130.00	40.0
F/WT	461.54	133.00	40.5
2nd Cook	462.22	62.00	15.6
Average	461.38	114.00	33.9
<u>Entry Rating</u>			
Ordinary Seamen	364.27	73.00	25.1
Wiper	327.84	56.00	20.7
Messman	373.37	43.00	13.0
Average	355.16	57.00	19.6
<u>Shoreside Worker</u>			
<u>Entry Rating</u>			
Longshoremen	427.48	114.36	36.5 **

* 11 voyages in Coastwise and Intercoastal Trade Route.
For 75 voyage data - all Trade Routes, see PMA Special
Research Report Seamens Earnings. (forthcoming)

** True hourly rate increased from \$2.44 to \$2.84 (16.4%).

Remarks: Other Employee percentage increases, 1953 over 1950;
Printing, 13.1%, Oil and Coal, 14.6%, Primary
Metals, 19.3%, all U.S. Manufacturing, 17.7%.

Source: PMA Overtime studies, 1952 and 1953, and PMA Central
Records.

to note that the high level of earnings for seamen represent the product of many more hours of work than normally are worked by longshoremen. The work week of most sailors is 56 hours, whereas longshoremen work only 33 hours per week at the present time.

Annual earnings of longshoremen converted to a monthly basis are not comparable to seamen's monthly earnings which are computed from a single voyage. As seamen's "beach time" is an unknown factor, seamen's true annual earnings are not computable. The longshoremen's annual rate is based on an average of the annual earnings of all longshoremen.

Statistical Reference: Tables I, III, V, VI, VII & XII.

Figures I & II, & Charts II & III

FRINGE BENEFITS

In the field of so-called "fringes" -- particularly welfare and pensions -- the longshoreman compares very favorably with other industrial workers.

Health and Welfare

The ILWU-PMA Welfare Plan, now in its fourth year of operation, provides a more elaborate scale of benefits and better medical care than any other negotiated plan in the area. Benefit comparisons are difficult because of their varied nature and because most negotiated plans are underwritten by insurance companies and provide standard hospital, medical, and surgical schedules. The ILWU-PMA Plan places emphasis on pre-paid medical care such as the Permanente Health Plan provides. While the costs of negotiated plans in the area range from 1 to 18 cents per hour, the most common cost is \$3.66 per month, or the equivalent of approximately 5 cents per hour if computed on a 40-hour week. ^{14/} Cost to employers in this industry for providing health and welfare protection for longshoremen and allied workers is 7 cents per hour, or about \$10.96 per month if computed on the average 36-hour workweek which prevails in the industry. In a discussion of trends in the development of welfare plans, the Federated Employers of San Francisco study reported "the greatest increases are in the form of maternity benefits, ambulance expense,

^{14/} Federated Employers of San Francisco, Employee Health & Welfare Plans, San Francisco Bay Area, January 1953. Survey covered 143 health and welfare plans in the area.

dependents' coverage at the employer's expense, and payment for doctors' visits to the home and patients' visits to the doctors' offices." All of these improvements have been in the longshore plan for some time. Most recent expansion of benefits provided for full coverage (virtually unlimited hospitalization and medical care including X-rays, drugs, etc) for dependents. The plan provides also for continuation of coverage for longshoremen and their dependents after retirement.

Pensions

The ILWU-PMA Pension Plan not only rates first in the area, but first in the nation, and probably in the world among negotiated pension plans. The benefit provided is \$100 per month exclusive of social security. The fund is actuarially sound, i.e., the contributions over a ten-year period will fund fully the anticipated outlay in pensions for as long as the pensioners may live. Amount of longshore pension payment is equalled by that of the United Mine Worker's Fund, but miners' pensions are not backed by actuarial calculation designed to insure an adequate income to the aged worker for the rest of his life. Proportionately, the cost to employers of providing longshore pensions is higher than in most other plans because of the extraordinarily high age distribution.

Holidays

While the basic longshore agreement does not provide for paid holidays, because of the rotational nature of employment in the industry, there is provision for payment of overtime on eleven listed holidays plus any other legal holiday proclaimed by state or national authority. Against this 11-holiday schedule may be compared contracts covering more than 1.2 million California workers, 90 percent of whom received six, seven or eight paid holidays. According to a recent survey by the California State Department of Industrial Relations, 44 percent of the workers surveyed received six holidays, one-fourth received seven holidays and one-fifth received eight holidays each year. 15/

15/ State of California Department of Industrial Relations, Union Labor in California, December 1952, p. 24.

Paid Vacations

According to the same survey, 92 percent of the workers studied received paid vacations of varying length and after completion of requisite periods of employment. ^{16/} Most frequent vacation clause appearing in union agreements provides for one week's vacation for one year's work and two weeks after two years. Longshoremen, however, are granted vacations equal to 40 hours pay at the straight-time rate for completion of only 800 hours of work and 80 hours of vacation pay for 1344 hours of work. It is significant that while paid vacations are the rule in negotiated agreements, they are absent in agreements covering casual employment in construction, agriculture, and fishing.

Agreements with three-week vacation provisions cover 29 percent of the workers under paid vacation clauses. A relatively long period of service is usually required for eligibility -- generally 15 years. Only 21 percent of the workers covered are eligible for three-week vacations under 15 years of service, while 79 percent require 15 or more years employment for eligibility. Agreements providing for this longer vacation period have increased considerably in the last three years. In 1949, only 12 percent of the agreements studied contained a three-week provision. In the 1952 analysis 22 percent had such a provision. ^{17/}

WAGE PATTERNS

National and Local Picture

The end of wage controls scarcely affected either the distribution or volume of settlements reported during the first quarter of 1953. The most frequent increases negotiated was for 5 cents while the number of "no increase" settlements continued to grow.

Wage settlements in the San Francisco Bay area since the beginning of 1953 show a parallel pattern in that the largest number of settlements was in the 4-6 cents bracket and a corresponding degree of "no increase" settlements were made. The local picture presented a somewhat lower percentage of large settlements than the national average:

^{16/} Union Labor in California, p. 18

^{17/} Ibid, p. 20

The Wage Pattern -- First Quarter 1953 */

<u>Amount of Increase</u>	<u>Local Settlements (46)</u>	<u>National Settlements(979)</u>
No increase	11 %	9 %
1 - 3 ¢	24	10
4 - 6	46	26
7 - 9	15	21
10 - 12	2	17
13 - 15	0	8
Over 15	2	9

* Facts for Bargaining, April 10, 1953 and Federated Employers of San Francisco records.

Current Demands of Other Workers

AFL's Wage Policy statement for 1953 which was released in February places emphasis on productivity in presenting "key facts" to justify wage demands. There is, says the report, an "ominous disparity" between recent increases in productivity and increases in "real" factory wages. The increases should be equal for the workers to maintain their relative position in the economy. 18/

Walter Reuther, President of CIO, considers the guaranteed annual wage an important goal for labor and one which he contends would create "an economic climate of full employment."

The president of IAM has indicated that the machinists will concentrate on fringe benefits in their 1953 demands: employer-financed health and welfare plans; paid vacations, more holidays, sick leave and shift differentials.

CIO Steelworkers indicated their union wants a general wage increase--probably between 10 and 15 cents--"which will include elimination of geographical wage differentials" and agreement on a study of the guaranteed annual wage which they expect to ask for when their contract terminates in 1954. There may be some question as to whether the wage reopening clause which permits negotiations for a "general and uniform change in wage rates" allows for discussion of geographical differentials.

18/ Facts for Bargaining, February 27, 1953

So far this year, there have not been many contracts negotiated by the pacemakers in industry. There does appear to have been some back-tracking by unions--away from threats of strikes in the face of relatively small wage offers.

The CIO Electrical Workers secured a settlement from Sperry Gyroscope which incorporates 18 cents in previous cost-of-living increases into the base rate; drops the escalator provision in the contract; and permits a 4-cent increase now and another four cents in April 1954. The contract runs for two years.

CIO Rubber Workers whose agreement expired in February, negotiated a two-year contract with Goodyear with a 30-day wage reopening clause but no wage increase at this time, and several fringe benefits, the most important of which is a comprehensive medical insurance plan.

In the Bay Area, ILWU Local 6 is asking the Distributors' Association of Northern California for 16½-cents in a wage increase and an employer-paid comprehensive medical insurance plan plus other contract improvements.

Recent local settlements include a 10-cent hourly increase which AFL Painters secured through arbitration; a 10-cent increase for Jewelry Workers, Local 36, and a 13-cent raise for Building Service Employees Local 18 secured through negotiation; AFL Ironworkers won agreement for joint administration of their welfare fund to which employers will contribute 6½-cents per man-hour. In Portland, labor and management representing 6000 metal tradesmen agreed upon a 12-cent increase, triple time for holidays worked, and other contract changes.

Summary

Wage increases, on the average, will be smaller this year, emphasis will be on so-called fringes, guarantees, and general consolidation of social gains.

Unions are facing a new set of conditions without the same degree of government support available in the past. Industry is entering a tougher competitive climate with smaller profit margin. The buying power of workers has increased

since the beginning of the Korean war. Prices are dropping and tax cuts are probable.

Because of this combination of circumstances, the relative economic position of workers will continue to improve even if wage increases granted in 1953 are only half as much as those granted last year.

THE COST OF LIVING

Effect of Decontrol

The cost of living declined on all three Bureau of Labor Statistics indexes from November 1952 until the middle of February 1953, when it returned to the level of last June. Although the March index showed a slight rise, the so-called "old" index which BLS will discontinue in June, and to which most escalator clauses are tied, showed an overall decline of 1.2 percent from the June 1952 figure.

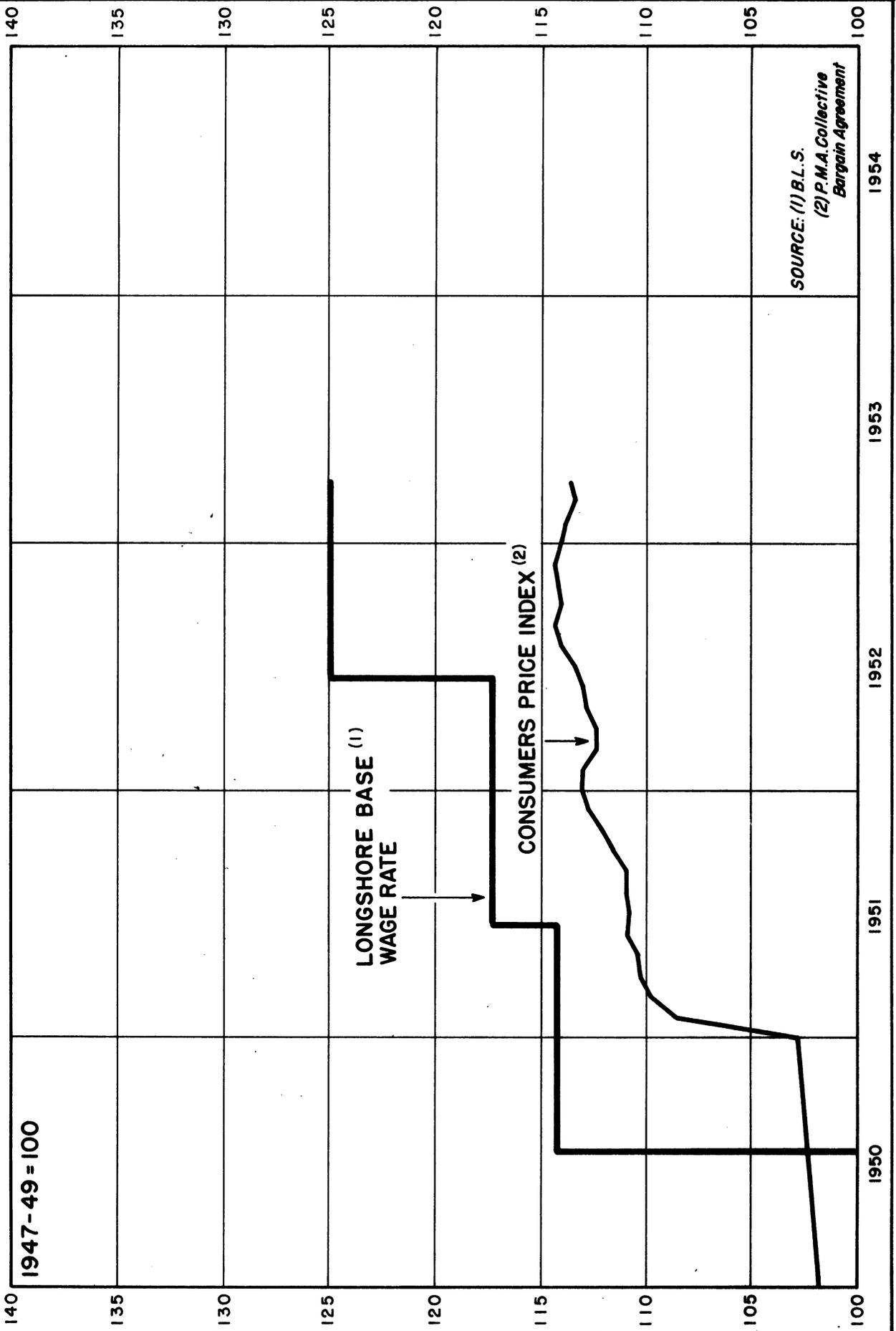
The Revised Series, which BLS considers its "official" index, rose slightly in March to bring it 0.2 percent above the June 1952 level. This small increase was attributed in part to decontrol, particularly of cigarettes, coffee, gasoline and fuel oil, but the consensus is that the removal of price controls will have little further effect on the cost of living.

Probable Trends

The Bureau of Labor Statistics will not predict a probable future course for its cost-of-living yardstick, as analysis shows both inflationary and deflationary forces to be in evidence. On the one hand, production, jobs, income, credit, and government spending are high; on the other hand, the recent peace rumors and high inventories in many fields introduce "uncertainties". It is difficult to forecast which of these forces will prevail in the coming months.

PACIFIC MARITIME ASSOCIATION

CONSUMERS PRICE INDEX COMPARED WITH LONGSHORE BASE RATE



Wages vs. Cost of Living

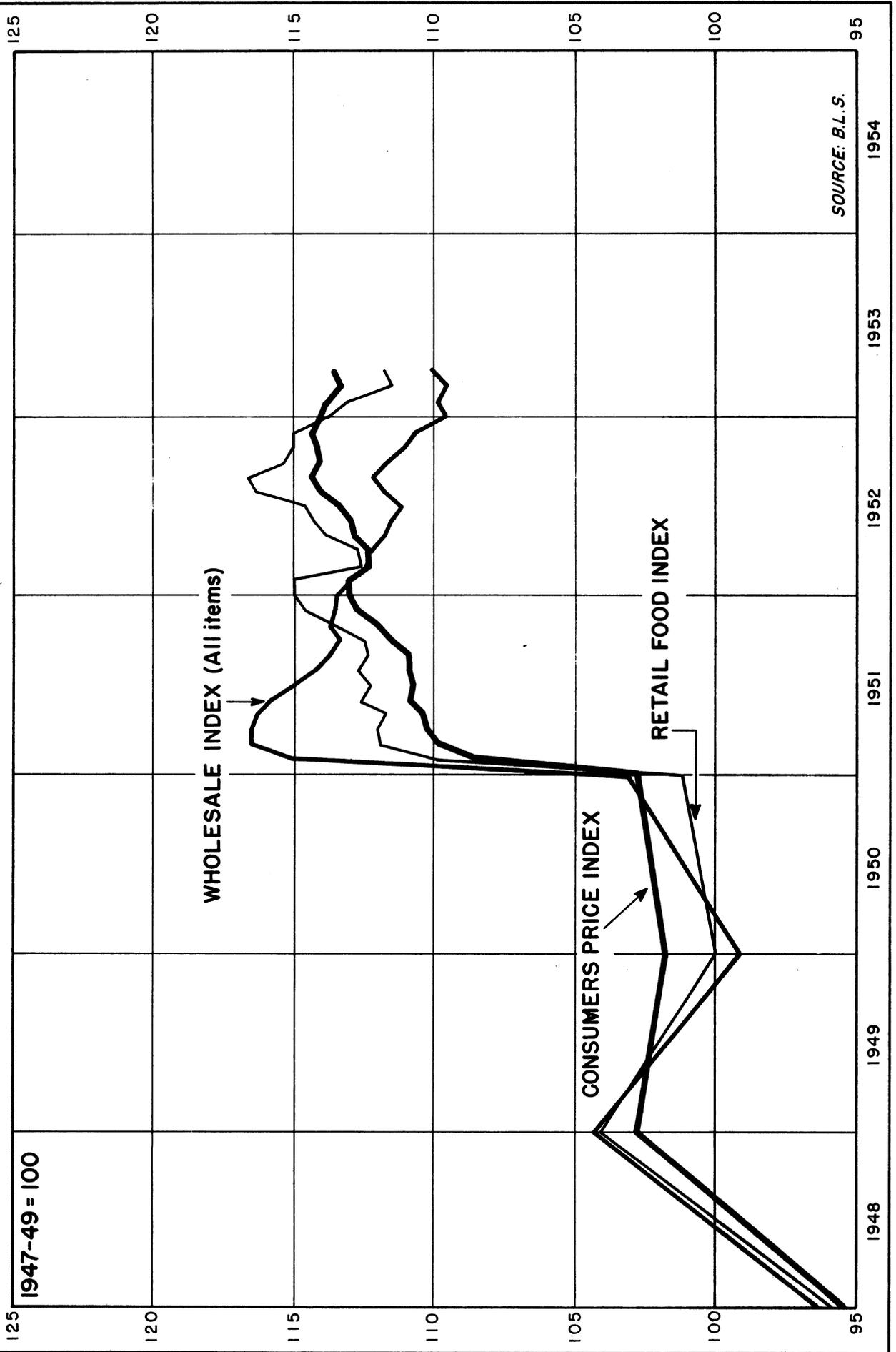
In Arbitrator Clark Kerr's decision of December 26, 1946, a principle was established with respect to linking wages to the cost of living; namely, that all things are to be considered equal as of the date the last negotiations were concluded, and fluctuations of living costs can be considered only from that date. On the basis of such a premise, the longshoremen's wages are keeping pace with the cost of living. Last year's wage increase brought them up-to-date with the rising costs of June 1952. The March 1953 index shows living costs to be only slightly more than last June.

However, it should be kept in mind that during the period between June 1952 and the present, the cost of living rose 0.9 percent on the official index and then declined to its current level. During its lifetime, the Wage Stabilization Board gave recognition to the fact that because unions open negotiations at different times, equitable treatment demanded that some leeway be permitted in making cost-of-living adjustments. To assure fairness, a policy was established permitting use of any of the three monthly indexes prior to the date of any cost-of-living adjustment. ^{19/} Although the 0.9 percent rise occurred more than three months before the current wage review, it is a reasonable assumption that some wage adjustment could be made in a liberal interpretation of the government policy cited.

Reference: Charts IV & V

19/ Wage Stabilization Board, Interpretation Bulletin No. 19, August, 1952.

PACIFIC MARITIME ASSOCIATION WHOLESALE AND RETAIL PRICES



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

TABLE I.
INCREASES IN AVERAGE YEARLY RATES
AND
EARNINGS OF SAN FRANCISCO LONGSHOREMEN
(Percentage-Year over 1948) 2/

	<u>E A R N I N G S</u>		<u>HOURS WORKED</u>	<u>TRUE HOURLY RATE</u>	
	\$	% over 1948		\$	% over 1948
1948	2,786.68	-	1,267.3	2.198	8.2
1949	2,904.54	4.2	1,221.1	2.378	11.1
1950	3,588.79	28.8	1,468.7	2.443	16.0
1951	4,619.38	65.8	1,743.6	2.649	25.2
1952	4,827.76	73.4	1,754.2	2.751 <u>1/</u>	29.2
1953*	5,019.04	80.1	1,767.5 <u>3/</u>	2.839	

* Annual rate of three months - complete returns of Jan., Feb., Mar. 1953. 1953 annual rate of \$5,019.04 is \$2,114.50 more than 1949 or 72.8% more.

1/ First half 1952 averaged \$2.64 and last half averaged \$2.84. The rate difference in contract change made true hourly rate increase, 1951 to 1952 from \$2.64 to \$2.84 a 7.8% increase (without pension contribution which was in lieu of wage increase).

2/ Earnings data for years 1950-53 over 1949 are:

Year	Increased Earnings	% Increase
1950	\$ 684.25	23.6
1951	1,714.84	59.0
1952	1,923.22	66.2
1953	2,114.50	72.8

3/ Increased Hours worked due to Contractual design and advantages, and increased available Tonnage to work. This represents 33.9 hours worked per week. It is Average Weekly Earnings of \$96.52 and Monthly Earnings of \$418.25.

SOURCE: Data from PMA Central Records.

TABLE II.
 INCREASES IN STRAIGHT TIME
 AND
 TRUE HOURLY RATES OF SAN FRANCISCO LONGSHOREMEN
 (1950-1953 over 1948)

	<u>S/T</u> <u>Rate</u>	<u>Inc. over</u> <u>previous</u> <u>year</u>	<u>Per Cent</u> <u>over</u> <u>previous</u> <u>year</u>	<u>Increase</u> <u>over</u> <u>1948</u>	<u>Per Cent</u> <u>over</u> <u>1948</u>	<u>True</u> <u>Hourly</u> <u>Rate</u> ^{1/}	<u>Increase</u> <u>over</u> <u>1948</u>	<u>Per Cent</u> <u>over</u> <u>1948</u>
1948	\$ 1.82	-	-	-	-	\$ 2.198	-	-
1949	1.82	-	-	-	-	2.378	.18	8.2
1950	1.92	.10	5.49	.10	5.49	2.443	.245	11.1
1951	1.97	.05	2.60*	.15	8.24	2.649 ^{1/}	.451	20.5
1952-53	2.10	.13	6.60	.28	15.38	2.839	.641	29.2

* Wage increase slight, in lieu of Pension Contribution of 15¢ per hour.
 (only 2.6% increase on straight time rate).
 Real 1951 increases including Pension Contribution of 15¢ as follows:
 1. Increase over previous year, .20 cents per hour.
 2. Per Cent Increase over previous year, 10.4%.

^{1/} Design of Contract allows higher real increases.
 TRUE HOURLY RATE PLUS 15¢ PENSION CONTRIBUTION IS \$2.799.
 For 1951 this is 60¢ increase over 1948 or 27.3%.
 For 1952 it is 79¢ increase over 1948 or 35.9%.

SOURCE: PMA-ILWU Contracts and PMA Central Records.

TABLE III.
 AVERAGE EARNINGS AND HOURS
 OF
 HAWAII LONGSHORE INDUSTRY

	<u>Average Hourly Earnings</u>	<u>Average Weekly Hours</u>	<u>Average Weekly Earnings</u>
<u>1950</u> Avg. 1st six months	\$ 1.85	28.5	\$ 53.00
2nd six months	2.10	34.7	72.98
<u>1951</u> Avg. 1st six months	2.05	32.6	66.74
2nd six months	2.21	31.3	69.66
<u>1952</u>			
January	2.17	29.4	63.80
February	2.27	37.5	85.10
March	2.22	35.4	78.62
April	2.16	34.4	74.33
May	2.26	33.5	75.49
June	<u>2.35</u>	<u>30.2</u>	<u>71.05</u>
Avg. 1st half	2.24	33.4	74.73
July	2.31	31.2	72.05
August	2.40	43.2	103.66
September	2.34	36.1	84.43
October	2.33	32.0	74.46
November	2.32	28.3	65.64
December	<u>2.36</u>	<u>35.6</u>	<u>84.26</u>
Avg. 2nd half	2.34	34.4	80.75
<u>1953</u>			
January	2.26	31.9	72.25
February	2.42	37.9	91.64
March	<u>2.37</u>	<u>35.4</u>	<u>83.87</u>
Avg. 1st Quarter	2.35	35.1	82.59

SOURCE: Hawaii Employers Council,
 Research Department,
 RR-480, April 1953.

TABLE IV.

ADJUSTED AVERAGE WEEKLY EARNINGS OF SELECTED WORKERS
 IN THE
 U.S. STEEL, U.S. RAILROAD & PACIFIC COAST MARITIME INDUSTRIES ^{1/}
 1941, 1950, 1952

	<u>Steel</u>	<u>Railroad</u>	<u>San Francisco Longshoremen</u>	<u>Pacific Coast Unlic. Sea-goin</u>
1941	\$ 38.65	32.89 ^{2/}	53.39 ^{3/}	25.00 ^{4/}
1950	67.24	63.20	105.09	52.00 ^{5/}
1952	82.59	74.85	117.86 ^{6/}	94.00 ^{7/}

- ^{1/} Average Hours Worked per week varied for Workers in U.S. and Pacific Maritime Industries from 33.2 to 41.5 to 60 hours. To secure comparable earnings adjustment was made to conform to 41.5 hours.
- ^{2/} All Manufacturing 1941 - \$32.89 (Durable Goods \$37.97).
- ^{3/} Average hourly earnings of Longshoreman 1941 - \$1.289.
- ^{4/} Actual weekly earnings 1941 - \$30.00 with 60 hour week, reduced to 42.0 hours - \$25.00 per week.
- ^{5/} Actual weekly earnings 1950 - \$77.50 with 60 hour week, reduced to 40.5 hours, of other Industries - \$52.00 per week.
- ^{6/} Last six months of 1952. San Francisco Longshoremen average weekly hours - 33.6, Earnings, \$95.43, converted to 41.5 hours - \$117.86. Pension contribution was negotiated in lieu of further Wage increase. 15¢ per hour worked should be added, (making comparable total of \$124.09).
- ^{7/} Reduced from \$124.50 to conform to 41.5 hour per week (from 55 hour week).

SOURCE: Average Weekly Earnings - "Monthly Labor Review", Bureau of Labor Statistics and PMA Central Records.

TABLE V.

ADJUSTED AVERAGE WEEKLY EARNINGS

WORKERS IN SELECTED INDUSTRIES

October, 1952

	Paid Avg. Weekly Earnings & Hours		Adjusted to Hours Per Week	
	<u>Dollars</u> (1)	<u>Hours</u> (2)	<u>41.5</u> (3)	<u>33.2</u> (4)
Printing & Publishing	\$ 81.90	39.0	\$ 87.14	\$ 67.81
Oil & Coal	87.96	40.8	89.66	69.66
Primary Metals	82.59	41.4	82.59	64.42
Blast Furnaces	85.35	40.8	86.80	67.60
Steel Foundries	79.65	41.8	79.65	61.57
Class I Railroads	74.85	41.8	74.85	57.86
All Manufacturing	70.59	41.4	70.59	55.06
Food	64.38	41.9	64.38	49.64
Leather	51.11	38.2	55.51	43.24
Tobacco	47.52	40.0	49.32	38.35
S.F. Longshoremen	95.43	33.2	119.29	95.43
Avg. Unlic. Sea-going	114.50	55.0	94.00	73.00
Entry Rating,* Unlic. Sea-going	90.00	45.0	83.00	65.00

* Average of Ordinary Seamen, Wiper, Messman - \$365.00 monthly.
53 Voyages of PMA Members.

SOURCE:

Columns 1 and 2 from "Monthly Labor Review" for U.S.
Industrial and PMA Research Cost Studies for Maritime
data.

Columns 3 and 4 computations of original sources.

TABLE VI.

WORKER'S HOURS AND EARNINGS
S. F. LONGSHOREMEN, S. F. BAY MANUFACTURING
AND U. S. INDUSTRIES

	Avg. Wkly. Earnings			Avg. Wkly. Hours			Avg. Hrly. Earnings		
	- 1 9 5 3 -		1952	- 1 9 5 3 -		1952	- 1 9 5 3 -		1952
	March	Feb.	March	March	Feb.	March	March	Feb.	March
Printing & Publishing	\$ 85.02	83.33	80.32	39.0	38.4	38.8	\$ 2.18	2.17	2.07
Oil & Coal	88.94	87.02	81.81	40.8	40.1	40.7	2.18	2.17	2.01
Primary Metals	83.43	83.22	76.59	41.3	41.2	41.4	2.02	2.02	1.85
Fabricated Metal Prod.	77.78	76.80	71.14	42.5	42.2	41.6	1.83	1.82	1.71
Miscl. Mfg. Industries	65.31	64.43	60.38	41.6	41.3	40.8	1.57	1.56	1.48
Food	65.60	64.71	61.91	41.0	40.7	41.0	1.60	1.59	1.51
Leather	53.73	53.46	50.31	39.8	39.6	38.7	1.35	1.35	1.30
Tobacco	48.38	45.51	43.55	38.4	37.0	36.6	1.26	1.23	1.19
S.F. Longshoremen	103.08	94.21	89.53	36.4	32.8	33.9	2.83	2.87	2.64
S.F. Bay Production Worker*	78.93	78.12	75.84	39.2	38.8	39.4	2.02	2.01	1.92

* Latest data available are February 1953, January 1953, and February 1952.

SOURCE: U.S. INDUSTRIAL WORKERS, B.L.S. April 18, 1953,
U.S. Dept. of Labor - 117.
S.F. Longshoremen, PMA Central Records.
S.F. Production workers, California State Department
of Industrial Relations.

TABLE VII.

EARNINGS AND EMPLOYMENT - PACIFIC COAST LONGSHOREMEN
Last Quarter, 1952 and First Quarter, 1953

	<u>No. of Men Working</u>	<u>Average Hourly Earnings</u>	<u>Average Hours per week</u>	<u>Average Weekly Earnings</u>	<u>Average Hrs. Worked per month</u>	<u>Average Monthly Earnings</u>
<u>1952</u>						
<u>OCT.</u>						
S.F.	5068	\$ 2.839	35.34	\$ 100.34	153.13	\$ 434.76
LA-LB	3412	2.777	33.29	92.45	144.25	400.57
Oregon	1761	2.777	31.25	86.80	135.41	376.10
Wash.	1306	2.778	29.25	81.28	126.74	352.19
<u>TOTAL</u>	11547	2.805	33.42	93.78	144.81	406.37
<u>NOV.</u>						
S.F.	5450	2.855	33.78	96.42	146.36	417.78
LA-LB	3439	2.823	33.08	93.38	143.33	404.61
Oregon	1558	2.769	31.28	86.61	135.54	375.28
Wash.	1056	2.791	23.27	64.95	100.83	281.43
<u>TOTAL</u>	11503	2.829	32.27	91.29	139.82	395.58
<u>DEC.</u>						
S.F.	5257	2.826	31.77	89.78	137.65	389.05
LA-LB	3512	2.787	32.02	89.23	138.74	386.65
Oregon	1777	2.752	31.03	85.41	134.45	370.09
Wash.	1109	2.771	26.36	73.02	114.21	316.42
<u>TOTAL</u>	11655	2.798	31.22	87.35	135.28	378.82
<u>1953</u>						
<u>JAN.</u>						
S.F.	5125	2.818	32.73	92.24	141.81	399.70
LA-LB	3550	2.779	32.86	91.30	142.38	395.62
Oregon	1733	2.776	28.97	80.12	125.52	347.19
Wash.	1186	2.782	28.70	79.85	124.55	345.99
<u>TOTAL</u>	11594	2.795	31.80	88.88	137.79	385.12
<u>FEB.</u>						
S.F.	4895	2.866	32.86	94.21	142.38	408.21
LA-LB	3451	2.787	31.20	86.85	135.18	376.32
Oregon	1718	2.784	29.36	81.75	127.21	354.22
Wash.	1339	2.771	25.99	72.04	112.61	312.15
<u>TOTAL</u>	11403	2.821	31.01	87.50	134.37	379.14
<u>MAR.</u>						
S.F.	5172	2.833	36.38	103.08	157.63	446.68
LA-LB	3601	2.787	33.34	92.93	144.46	402.70
Oregon	1796	2.707	32.90	89.09	142.55	386.03
Wash.	1308	2.782	32.04	89.12	138.82	386.20
<u>TOTAL</u>	11877	2.796	34.45	96.35	149.27	417.52

Source: PMA Central Records Office.

TABLE VIII.

THE VOLUME OF SHORESIDE EMPLOYMENT
(Total Shore-side Manhours)

		<u>Total</u>	<u>S.F.</u>	<u>LA-LB</u>	<u>Oregon</u>	<u>Washington</u>
1948	Total	17,769265	8,081710	5,350548	1,162415	3,174592
1949	"	18,094640	7,077645	5,977205	1,549814	3,489976
1950	"	24,397455	8,893597	7,679228	2,665833	5,158777
1951	January	2,141686	752511	669027	302135	418013
	February	2,209015	808919	719087	261509	419500
	March	2,689326	1,025561	873910	276027	513828
	April	2,387254	738462	718879	417985	511928
	May	2,649394	1,015256	860699	290736	482704
	June	2,168796	718508	636079	298431	515778
	July	2,234786	791950	627586	369941	446309
	August	2,654396	985524	781848	314612	572412
	September	2,188090	825220	623884	288862	450124
	October	2,563027	1,034760	748312	331510	448445
	November	2,122195	918319	616125	312037	275713
	December	2,087449	935699	603416	269813	278521
	Total	28,096414	10,550689	8,478852	3,733598	5,333275
1952	January	2,876332	1,150223	834615	444817	446676
	February	2,345668	921571	706913	321223	395960
	March	2,325569	927152	711899	287407	399111
	April	2,225603	799695	694248	310499	421161
	May	2,612399	1,009704	785850	331684	485160
	June	1,574667	644169	473246	169511	287740
	July	2,134286	871719	635802	197308	429456
	August	2,310021	950125	663628	286307	409960
	September	1,929220	784110	547826	230127	367155
	October	2,577252	1,099440	727460	325248	425102
	November	1,977813	901463	580614	231516	264219
	December	1,945039	826119	574161	260684	284074
	Total	26,833869	10,885490	7,936172	3,396331	4,615774
1953	January	2,456965	1,039155	753783	299346	364680
	February	1,882511	794811	556010	239136	292553
	March	2,187781	918310	625186	277259	367025

SOURCE: PMA Central Records Office

TABLE IX.

TONNAGE HANDLED THROUGH PACIFIC COAST PORTS

1945 - 1952

		<u>Total</u>	<u>Washington</u>	<u>Oregon</u>	<u>S. F.</u>	<u>LA-LB</u>
1945		21,400818	3,837849	2,892083	9,693028	4,977858
1946		14,845234	2,155610	2,128084	6,965423	3,596117
1947		21,088163	3,822666	3,755373	9,120341	4,389783
1948		14,598932	2,889621	2,395546	5,974802	3,338963
1949	1st Qtr.	4,278196	709771	783700	1,484295	1,300430
	2nd Qtr.	4,889677	1,000161	923731	1,647971	1,317814
	3rd Qtr.	4,056207	797471	940072	1,382738	935926
	4th Qtr.	4,176643	682266	861805	1,528745	1,103827
	<u>Total:</u>	17,400723	3,189669	3,509308	6,043749	4,657997
1950	1st Qtr.	4,178317	931822	783250	1,402232	1,061013
	2nd Qtr.	4,442142	894890	864466	1,558774	1,124012
	3rd Qtr.	5,155454	1,029201	797996	2,162537	1,169120
	4th Qtr.	5,682075	1,265988	787837	2,146528	1,481722
	<u>Total:</u>	19,457988	4,121901	3,230149	7,270071	4,835867
1951	1st Qtr.	6,005942	1,391590	1,062783	2,099014	1,452555
	2nd Qtr.	6,480193	1,396748	1,363624	2,094221	1,625600
	3rd Qtr.	6,287875	1,216531	1,052079	2,376916	1,642349
	4th Qtr.	6,400387	1,327927	1,358110	2,452754	1,261596
	<u>Total:</u>	25,174397	5,332796	4,836596	9,022905	5,982100
1952	1st Qtr.	7,633377	1,350723	2,075510	2,594650	1,612494
	2nd Qtr.	5,961139	1,144655	1,219459	2,206314	1,390711
	3rd Qtr.	5,385030	1,074554	765384	2,435837	1,111255
	4th Qtr.	5,803018	1,081855	1,098537	2,403240	1,219386
	<u>Total:</u>	24,782564	4,651787	5,158890	9,638041	5,333846

SOURCE: PMA Assessment Reports

TABLE X.
OFFSHORE EMPLOYMENT (JOBS)
1948-1952

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

TABLE XI.
VESSELS IN OPERATION
1948-1952

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

SOURCE: PMA Assessment records.

TABLE XII.

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

	Average Weekly Earnings					Per Cent Increase Since 1948					
	<u>1948</u>	<u>1949</u>	<u>1950</u>	<u>1951</u>	<u>1952</u>	<u>1953</u>	<u>1949</u>	<u>1950</u>	<u>1951</u>	<u>1952</u>	<u>1953</u>
Printing & Publishing	66.73	70.28	72.98	76.05	81.86	84.17	5.3	9.4	14.0	22.7	26.1
Oil & Coal Products	69.23	72.36	75.01	81.30	87.64	87.98	4.5	8.3	17.4	26.6	27.1
Primary Metals	61.03	60.78	67.24	75.12	82.59	83.32	-	10.2	23.1	35.3	36.5
Machinery (non-elec.)	60.52	60.44	67.21	76.73	80.87	83.45	-	11.1	26.8	33.6	37.9
Fabricated Metals	56.68	57.82	63.42	69.35	75.85	77.79	2.0	11.9	22.4	33.8	37.2
Electrical Machinery	55.66	56.96	60.83	66.86	72.83	72.42	2.3	9.3	20.1	30.8	30.1
Chemicals	56.23	58.63	62.67	68.22	71.47	73.66	4.3	11.5	21.3	27.1	30.9
All Manufacturing	54.14	54.92	59.33	64.88	70.59	72.10	1.4	9.6	19.8	30.4	33.2
Stone, Clay & Glass	53.46	54.45	59.20	64.94	70.22	69.75	1.9	10.7	21.5	31.4	30.5
Paper & Allied Products	55.25	55.96	61.14	65.77	71.56	71.97	1.3	10.7	19.0	29.5	30.3
Food	51.87	53.58	56.07	61.34	64.38	65.15	3.3	10.8	18.3	24.1	25.6
Misc. Manufacturing	50.06	50.23	54.04	58.00	64.13	64.87	.3	8.0	15.9	28.1	29.6
Textile Products	45.59	44.83	48.95	51.33	55.26	54.87	-	7.4	11.3	21.2	20.4
Leather	41.66	41.61	44.56	47.10	50.98	53.59	-	7.0	13.0	22.4	28.6
Apparel	42.79	41.89	43.68	45.65	48.19	50.06	-	2.1	6.7	12.6	17.0
Tobacco	36.50	37.25	41.08	44.20	47.56	46.94	2.1	12.5	21.0	30.3	28.6
Class I Railroads	60.34	61.73	63.20	69.78	74.85	N. A.	2.3	4.7	15.6	24.0	-
S. F. Bay Longshoremen *	68.96	59.56	72.26	88.74	92.84	98.65	-	4.8	28.7	34.6	43.1

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