

PMA -- WHAT IT IS AND WHAT IT DOES

The Pacific Maritime Association is composed of steamship, terminal and stevedoring companies which decided that some operations each company had been performing separately could better be accomplished by banding together and functioning as one unit. PMA actually came into existence in 1949 when four associations that had been performing these functions for their member companies pooled their resources and personnel with the idea of operating in a more effective manner.

The predecessors of PMA were the Waterfront Employers Association of the Pacific Coast, the Waterfront Employers Association of California, and the Waterfront Employers Association of Oregon and the Columbia River which had for many years been representatives of the Pacific Coast companies in labor negotiations with longshoremen's unions and the Pacific American Shipowners' Association which had represented the various shipping companies in bargaining with the seven offshore maritime unions.

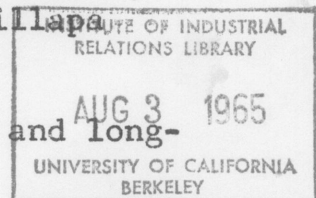
635 SACRAMENTO ST. In addition to its main office at 16 California Street in San Francisco, PMA maintains area offices in the four major ports on the Pacific Coast: San Francisco, Wilmington, Portland, and Seattle.

Each office is responsible for a particular area: San Francisco, the Northern California area which includes the San Francisco Bay area, Stockton and Eureka; Wilmington, the Southern California area, including the Los Angeles-Long Beach Harbor area, Port Hueneme, and San Diego. The Portland office is responsible for Columbia River and Oregon Coast ports. The Columbia River ports include Portland, St. Helens, Rainier, Astoria, and Vancouver and Longview, Washington. The Oregon Coast ports are Coos Bay, Bandon, Reedsport and Newport. The Seattle office covers the Puget Sound ports of Seattle, Tacoma, Port Angeles, Anacortes, Bellingham, Everett, Olympia, Port Gamble and Port Townsend, and the Washington Coast ports of Grays Harbor and Willapa Harbor (Raymond).

Thus all local labor problems and long-shore payrolls are handled at the local level.

The primary functions performed by PMA for its member companies are:

1. PMA represents its member companies in all labor negotiations. Two divisions are devoted to this function: The Shoreside Division which negotiates contracts for all member companies with the Inter-



national Longshoremen's and Warehousemen's Union (ILWU) and several smaller unions representing shoreside personnel; the Offshore Division negotiates for the member companies with seven offshore groups -- Masters, Mates and Pilots; American Radio Association; Marine Staff Officers Division of the Marine Staff Officers, Office and Allied Personnel, SIUNA-PD; Marine Engineers' Beneficial Association; Sailors' Union of the Pacific; Marine Firemen, Oilers, Watertenders and Wipers, and the Marine Cooks and Stewards.

Once the contracts are negotiated, they must be administered on a day-to-day basis and local problems arising under the contracts must be resolved. This year-round function is carried on by the Shoreside Division through the four Area Offices in Wilmington, San Francisco, Portland and Seattle. Day-to-day problems arising from the offshore contracts are usually handled by the Offshore Division in PMA's main San Francisco office.

2. PMA maintains a substantial accounting staff which, while it handles all the internal financial problems of the Association, is largely concerned with performing a number of functions for the member companies and other cargo handlers on the Pacific Coast. Probably its largest and most complicated job is the payment of wages to all longshoremen and other waterfront workers employed by companies engaged in cargo handling. The Accounting Department also determines eligibility for vacations and welfare payments for each individual longshoreman based on the number of hours he has worked for all companies. It collects payments into the welfare and pension funds maintained jointly by PMA and the union concerned. Another service performed by the Accounting Department is the making of Federal and State tax returns and earnings reports for the interchangeable waterfront labor paid through PMA collective facilities.
3. PMA's Research Department has a continuing job of collecting, compiling, and analyzing data on labor conditions of seamen and longshoremen - such as their earnings and hours -- and other miscellaneous information concerning the maritime industry. The results of these various studies are published in both monthly and special reports.

4. The Accident Prevention Bureau of PMA is the staff advisor to member companies on accident prevention matters. It is not a policing agency nor is it a dispute settling agency. On the contrary, it furnishes technical advice and assists member companies in developing and carrying out their safety programs.
5. PMA has negotiated with the various unions a number of pension, welfare and vacation plans which are administered jointly by PMA and the union involved. In PMA the Welfare Department is responsible for the many necessary administrative details which must be performed. The Welfare Department also handles hearings on unemployment compensation claims.

Other functions of PMA, while no less important cut across several departments and cannot be considered the responsibility of any one office. For example, it is necessary that the Association keep abreast of all legislative developments which may vitally affect PMA or its members. Occasionally, staff members testify before congressional committees and other governmental bodies to present PMA's point of view on matters of importance to the maritime industry. Public relations, so important to such a specialized industry, is usually handled by the Office of the President.