



**Pacific Maritime Association
(PMA)
&
International Longshore and
Warehouse Union
(ILWU)**

Peak Season Forecast

March 27, 2013





PMA

- **Multi-employer association:**
 - 75 member companies

- **Membership:**
 - Liner companies
 - Terminal operators
 - Stevedores


- **Principle business:**
 - Negotiate and administer the collective bargaining agreement with the ILWU.
 - Represent the maritime industry in all aspects and dealings with nearly 22,000 ILWU workers employed on the West Coast of the United States.

- **Accountable for:**
 - Registration, transfers and promotions of the workforce.
 - Processing and adding to the casual workforce.
 - Training necessary for all categories of labor.

An aerial photograph of a busy port area. In the foreground, a yellow semi-truck is parked. The background shows a large industrial facility with various structures, including a prominent red and white structure, and a body of water. The overall scene is a detailed view of a major shipping and logistics hub.

The International Longshore & Warehouse Union (ILWU)

The ILWU has approximately 42,000 members in over 60 local unions in the states of California, Washington, Oregon, Alaska, and Hawaii. An additional 3,500 members belong to the Inlandboatmen's Union of the Pacific. Another 14,000 belong to ILWU Canada. Most recently, the ILWU organized and added a group of Port Pilots in the Panama Canal region.

An aerial photograph of a port terminal. In the foreground, a yellow semi-truck is parked. The background shows a large industrial facility with numerous cranes, shipping containers, and a large ship docked at a pier.

Longshore Division in the Ports of Los Angeles/Long Beach

- Supporting the goods movement and commerce for over 75 years.
- Representing over 14,000 registered and casual Longshore, Marine Clerk, and Foremen in the Ports.
- Administering the Collective Bargaining Agreement, Safety Code, and Local Agreements to improve the working conditions of its members.
- Being an integral force in establishing and improving a Safety Code that serves as a model for workers throughout the U.S.





ILWU Longshore Division, West Coast

- Longshore – 11,490 (LA/LB – 6,909)
- Clerks – 1,678 (LA/LB – 1,121)
- Foreman – 618 (LA/LB – 379)
- Casuals – 7,919 (LA/LB – 5,969)


**A majority of ILWU workers live in the communities surrounding the ports in which they work. In LA/Long Beach, approximately 30% of the ILWU workforce live in the Long Beach area.



An aerial photograph of a busy port area. In the foreground, a yellow semi-truck is parked on a paved surface. Behind it, there are stacks of colorful shipping containers in red, blue, and yellow. In the background, a large blue and white cargo ship is docked at a pier. The port extends into the water, with various structures and cranes visible.

Benefits to the Local Economy

- Over \$1 billion in payroll per year is distributed throughout the port communities to local businesses.
- Over \$300 million goes directly into Long Beach area communities, from payroll only, not including medical benefits.
- In Long Beach, 1 of every 6 jobs is indirectly or directly related to the ports.



Manning for Peak Demand per the Collective Bargaining Agreement (CBA)

- Joint Port Labor Relations Committees (JPLRC), subject to ultimate control of the Joint Coast Labor Relations Committee, exercise control over both the registered and casual lists of workers.
- JPLRC quarterly review of the size of the registration list and available work in the port is to be conducted to determine possible additions.
 - Assessment is retrospective, not forecast.
- Ability to provide 5 days of work per week to all registered workers must be evaluated, given contract guarantees.
- Viable casual pool to fill excess labor orders .



PMA Forecasting and Analysis

- 2004 Labor Shortage - PMA only used the CBA to “right size” the workforce.
- Strategic Business Analysis (SBA) is responsible for forecasting and analysis.
- SBA works with our member companies to provide a moving 12 month forecast.
- Each major region reviews its respective projection, the correlation to manpower, attrition rate, and any potential issue that could affect manpower.
 - Examples include: expansion projects, terminal construction, introduction of automation or technology, capital investments in equipment, equipment shortages, on dock rail usage, truck and rail power, Panama Canal expansion, Sequestration.
- 2013 PMA Member Companies Forecast - 1.2%
(PMA will check their numbers against organizations such as)
 - Drewry
 - Global Port Tracker
 - Ports of Los Angeles and Long Beach

Training

- To “right size” the workforce, the optimal number of individuals in each category is determined and necessary adjustments are made.
 - Casual Processing
 - Longshore Registration
 - Foreman Promotions
 - Clerk Transfers
 - Skilled Operator Training:
 - ◆ Crane
 - ◆ Side/Top
 - ◆ Heavy Lift

Processes and Timelines

- Collective Bargaining Agreement provides a number of processes and procedures that must be followed in order to accomplish additions to the workforce and training.
 - Joint Agreement by PMA and ILWU
 - Sign-ups for training
 - ◆ Posted for 30 days
 - Seniority
 - ◆ Given first opportunity
 - “Scrubbing” of the lists
 - Testing
 - ◆ Physicals
 - ◆ Drug and Alcohol
 - ◆ Aptitude

An aerial photograph of a port facility. In the foreground, a yellow semi-truck is parked. The background shows a large area with many colorful shipping containers (red, blue, green) and several large gantry cranes. A ship is docked at a pier in the distance.

Casual Workforce

- Essential to filling labor during peak demand.
- Fluctuates in usage from 0 – 30% of the total labor use on a given shift.
- Eligible jobs:
 - Basic Longshore
 - Tractor Driver
 - Basic Clerk
 - Key Clerk

An aerial photograph of a port facility. In the foreground, a yellow semi-truck is parked. The background shows a large industrial area with various structures, including a large blue and red ship docked at a pier. The sky is clear and blue.

Key Factors to Success

- Accurate projections
- Cooperation/Agreement between ILWU and PMA
- Communication with the entire supply chain, pertaining to potential issues affecting their segment.
- Proactive approach based on projections , because processes and procedures do not permit a timely reaction.
- Utilization of Capacity; Turn-times; Chassis (currently being discussed).