



The PMA Offer

After nine months of bargaining, the Pacific Maritime Association presented a comprehensive offer that would enhance the ILWU's impressive wage and benefits package. A summary of key points is below.

Wages would continue to rise – well into six figures for full-time workers:

- Full-time ILWU workers already earn an average of \$147,000 per year, which includes a base rate of \$35.68 per hour, as well as very substantial skill rates, shift premiums, guarantees, overtime, vacation and holiday pay.
- Under the PMA's latest offer, the base rate would rise to \$40.68 over five years – a 14% increase, or roughly 3% each year.
- Given the dramatic multipliers described above, average full-time wages can be expected to rise well above the current \$147,000 per year.

Health care benefits would continue to be among the nation's finest:

- ILWU workers, dependents and retirees currently receive fully employer paid health care, with no premiums, no in-network deductibles or co-pays, \$1 prescriptions and 100 percent coverage of basic hospital, medical and surgical benefits.
- These benefits already cost employers \$35,000 per worker per year; under the PMA offer, benefits would be fully maintained.
- A recent study by the University of Chicago ranked the cost of the ILWU plan in the nation's top 1 percent – a trend that is likely to continue under the PMA's latest offer.

Major recent pension upgrades would be extended:

- The current maximum ILWU pension benefit is \$79,920 per year, which is more than double the maximum benefit that was available as recently as 2002.
- The PMA proposal would increase the maximum pension benefit by 11.1% to \$88,800 per year.

Additional contract provisions include:

- Existing pay guarantees would be increased to 40 hours per week.
- ILWU would hold jurisdiction over maintenance and repair of truck chassis.

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Further information is available at the PMA website: www.pmanet.org.