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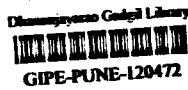
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WORKS PROGRESS ADMINISTRATION

F. C. HARRINGTON
Administrator

CORRINGTON GILL
Assistant Administrator



NATIONAL RESEARCH PROJECT

ON

**Reemployment Opportunities and Recent Changes
in Industrial Techniques**

DAVID WEINTRAUB
Director

Studies of the Effects of Industrial Change on Labor Markets



**DISPATCHERS AT WORK IN SAN FRANCISCO LONGSHOREMEN'S DISPATCHING HALL
This desk serves as the clearing house for orders and assignments for extra men.**

DECASUALIZATION OF LONGSHORE WORK IN SAN FRANCISCO

*Methods and Results of the Control of Dispatching
and Hours Worked, 1935-37*

by

Marvel Keller

WORKS PROGRESS ADMINISTRATION, NATIONAL RESEARCH PROJECT

Report No. L-2

Philadelphia, Pennsylvania

April 1939

**THE WPA NATIONAL RESEARCH PROJECT
ON REEMPLOYMENT OPPORTUNITIES AND RECENT CHANGES
IN INDUSTRIAL TECHNIQUES**

Under the authority granted by the President in the Executive Order which created the Works Progress Administration, Administrator *Harry L. Hopkins* authorized the establishment of a research program for the purpose of collecting and analyzing data bearing on problems of employment, unemployment, and relief. Accordingly, the National Research Program was established in October 1935 under the supervision of *Corrington Gill*, Assistant Administrator of the WPA, who appointed the directors of the individual studies or projects.

The Project on Reemployment Opportunities and Recent Changes in Industrial Techniques was organized in December 1935 to inquire, with the cooperation of industry, labor, and governmental and private agencies, into the extent of recent changes in industrial techniques and to evaluate the effects of these changes on the volume of employment and unemployment. *David Weintraub* and *Irving Kaplan*, members of the research staff of the Division of Research, Statistics, and Finance, were appointed, respectively, Director and Associate Director of the Project. The task set for them was to assemble and organize the existing data which bear on the problem and to augment these data by field surveys and analyses.

To this end, many governmental agencies which are the collectors and repositories of pertinent information were invited to cooperate. The cooperating agencies of the United States Government include the Department of Agriculture, the Bureau of Mines of the Department of the Interior, the Bureau of Labor Statistics of the Department of Labor, the Railroad Retirement Board, the Social Security Board, the Bureau of Internal Revenue of the Department of the Treasury, the Department of Commerce, the Federal Trade Commission, and the Tariff Commission.

The following private agencies joined with the National Research Project in conducting special studies: the Industrial Research Department of the University of Pennsylvania, the National Bureau of Economic Research, Inc., the Employment Stabilization Research Institute of the University of Minnesota, and the Agricultural Economics Departments in the Agricultural Experiment Stations of California, Illinois, Iowa, and New York.

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WORKS PROGRESS ADMINISTRATION

WALKER-JOHNSON BUILDING
1734 NEW YORK AVENUE NW.
WASHINGTON, D. C.

F. C. HARRINGTON
ADMINISTRATOR

April 6, 1939

Colonel F. C. Harrington
Works Progress Administrator

Sir:

Longshore work is widely regarded as an occupation in which employment must be intermittent and in which the tenure of a job is necessarily casual in character. As in other occupations in which employment and income are highly insecure, longshore work has contributed considerably to the drain on relief funds in port cities to cover periods of complete unemployment and to supplement the intermittent earnings of those who are working. Although the need for stabilization of work or "decasualization" has long been recognized, past attempts have either failed or have at best attained only partial success.

When the West Coast longshoremen's strike occurred in 1934 and the differences between the employers and the union were submitted to arbitration by a board appointed by the President of the United States, the award which was accepted by both parties furnished a new basis for a decasualization system. Among other provisions the award called for the establishment of a hiring or dispatching hall controlled and operated by a bipartisan Labor Relations Committee. The powers vested in the committee included control over the size of the labor supply and promulgation of rules for the operation of the hiring hall. The union received the right to appoint the hiring-hall officers (dispatchers) who assign the men to jobs.

This report deals with the mechanics of dispatching which have been developed since the establishment of the hiring hall in 1935 and with the results of the

effort to assure uniform and fair distribution of work opportunities among the registered labor force. The study is based chiefly on the records of the San Francisco dispatching hall which were made available to the National Research Project through the courtesy of the Waterfront Employers' Association and the International Longshoremen's and Warehousemen's Union.

The report shows that the attempt to decasualize longshore work in San Francisco seems to be meeting with a remarkable degree of success. In a 4-week period of fairly high port activity in 1937, for example, the 4,227 longshoremen who worked as a part of the regularly registered labor force earned an average of \$170. Two-thirds of these men earned between \$150 and \$220. Only 7 percent earned more than that, and about 40 percent earned less than \$100; moreover, it appears that incomes which were substantially below the average were the results primarily of choice on the part of the individuals concerned.

In addition to the registered longshoremen, another important group of men is utilized to supplement the labor supply on days of high activity in the port. The principal source of income of such men is, however, not longshore work but some other occupation; they are chiefly members of the maritime unions and certain other unions closely associated with the maritime industry. Since the policy of dispatching is to give work as far as possible to members of the registered force, only a small part of the available work is assigned to nonregistered men. As compared with the income of the registered force, the average income of the 1,054 nonregistered men working during the same 4-week period was only \$26. Although they constituted 49.5 percent of the total number of different men who worked during the period, the non-registered men collected only 3.6 percent of the total pay roll.

During a period of low port activity such as the 4 weeks ending January 2, 1938, the average earnings of the registered force amounted to about \$110 for the 4 weeks, and the distribution around the average was even more concentrated than during the 4 weeks of high activity. If the 41 months on which this study is based are considered as a whole, the earnings of the

registered longshoremen averaged about \$150 per 4-week work period.

The decasualization system of San Francisco thus seems to have almost completely done away with the traditional feature of longshore work which kept a large part of the labor force dependent on work which was so intermittent and casual that it could not possibly afford them adequate income.

It is reported that few longshoremen now apply for emergency relief in San Francisco, and the report concludes that under the decasualization system longshoremen will probably represent a relatively light burden on the California unemployment-compensation fund. These are important aspects of the system in the light of the experience in European ports where the chronic underemployment of longshoremen results in the payment of unemployment-compensation benefits to them far in excess of contributions made to their account.

Although the questions which confronted the San Francisco water-front employers and longshoremen were in many respects unique, the underlying problem of insecurity due to intermittency and casualness of work is one which is characteristic of many American industries. This study of one attempt at a solution and its results is therefore of interest not only to other ports but to other industries as well.

Respectfully yours,



Corrington Gill
Assistant Administrator

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PREFACE

Sir William H. Beveridge long ago observed that each employer "tends to collect a separate small reserve of labour in his immediate neighbourhood. For the most part this is done quite unconsciously. Men naturally return to the place where they have once been successful in getting a job; they wait about where they hope they may be known in preference to trying chances far afield. To some extent, however, there can be no doubt that more or less deliberate measures have to be adopted to keep the reserve together. Work which might be done always by the same men is given out in rotation so as to have men always in close attendance for emergencies."¹

In varying degrees, this observation is true of most industries. Certain enterprises and industries regularly rely on a labor supply part of which can hope for only casual or intermittent employment from them. For example, in what was formerly one of the largest textile manufacturing companies in the world the total number of different persons employed during the period 1928-34 compared as follows with the average weekly number:²

| Year | Average weekly number of employees | Total number of different persons employed during the year | Percent total is of average |
|------|------------------------------------|--|-----------------------------|
| 1928 | 7,531 | 13,843 | 183.8 |
| 1930 | 5,865 | 13,465 | 225.7 |
| 1931 | 6,310 | 10,844 | 171.9 |
| 1932 | 4,648 | 7,892 | 169.9 |
| 1933 | 6,873 | 11,887 | 173.0 |
| 1934 | 8,122 | 10,602 | 130.5 |

Again, according to the monthly employment and wage statistics of the Interstate Commerce Commission, the average

¹*Unemployment: A Problem of Industry* (London: Longmans, Green and Co., 1917), p. 85.

²*Work and Wages at the Ancoang Manufacturing Company Mills, 1927-35* (NPA National Research Project in cooperation with Social Security Board, Bureau of Research and Statistics, Apr. 1937), p. 10.

monthly number of workers employed by Class I steam railroads during 1937 was 1,115,077; the number employed during the highest month of 1937 (July) was 1,174,434. The data of the Railroad Retirement Board show that a total of 1,720,558 different persons received some compensation for work on Class I railroads during 1937; of this total only 904,636 worked during every month of the year, while 534,934 worked during less than 6 months and 436,637 worked during less than 4 months.³

The type of insecurity of employment and job tenure which is partly reflected by such figures as those cited above is, of course, the result of a variety of causes among which the effort of management to build up a large enough labor reserve is only one. Cyclical and seasonal declines in production have always presented problems of unemployment relief and have brought forth attempts to control the incidence of lay-offs and unemployment. Some of the devices evolved by labor and management include the application of the principle of seniority on the job, the limitation of working hours, work-sharing systems, or other measures. The effects of secular declines in industry have frequently been ameliorated by the introduction of controls over the number of apprentices who are permitted to enter the affected trade or by a dismissal wage or severance pay. Changes in industrial techniques continually give rise to problems of occupational adjustment, insecurity, and rehabilitation which challenge the ingenuity of labor and management and have resulted in the application of such mitigating practices as retraining, transfers between departments, plants, or even localities, limitations of the work load, or other measures that have contained a promise of effectively minimizing the tendency to displace workers.

Many of the procedures devised in the course of collective bargaining between employers and workers, though designed to meet a specific situation, often find application in other situations, other localities, and other industries. Thus the principle of seniority has been applied in instances of cyclical, seasonal, secular, and technological change; the dismissal wage has been used in cases involving professional, clerical, and mechanical workers within a range of industries

³*Railroad Wages and Months of Service: 1937* (Washington, D. C.: Railroad Retirement Board, Oct. 1938), vol. I.

which includes newspaper publishing, ferry transportation, and the manufacture of clothing. This is indeed not surprising since these devices are all intended to meet the same objectives: either to increase security on the job or to compensate for insecurity.

Although longshore work is necessarily subject to unpredictable and wide day-to-day variations in the volume of available work, the problems of intermittency of work and casualness of job tenure differ only in degree from those of other industries. The development of a technique which succeeds in decasualizing the work of longshoremen should therefore prove of considerable interest to a wide variety of occupations and industries.

The major elements of the San Francisco decasualization system described in this report are control over the size of the labor supply in relation to the volume of work to be done and control over job assignments. The first is in the hands of a bipartisan Labor Relations Committee and involves the continuing determination of the number of different persons to be regarded as regularly attached (i. e. registered) to the industry in the light of the normal labor requirements of the industry and the use of a very much smaller, nonregistered (casual) labor force to meet the industry's peak requirements. The second is in the hands of the union and involves equitable work rotation.

This study is confined to a description of the decasualization system in terms of the procedures and mechanics developed in the course of its operation and an evaluation of the results achieved in terms of the distribution of work and earnings in 1937. The report was prepared by Marvel Keller under the direction of Irving Kaplan who as Associate Director of the National Research Project also planned and organized the study. Robert O. Folkoff supervised the collection of the statistics and other material in San Francisco. The completed manuscript was edited and prepared for publication under the supervision of Edmund J. Stone.

Acknowledgment is gratefully made to the following: Frank C. Gregory of the Waterfront Employers' Association of San Francisco and Henry Schmidt of the International Longshoremen's and Warehousemen's Union, Local 1-10, for their ready coopera-

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PREFACE

tion and placing of valuable material at the Project's disposal and for their careful review of the manuscript; the joint Labor Relations Committee of the Waterfront Employers' Association and the International Longshoremen's and Warehousemen's Union through whose cooperation the records of the San Francisco hiring hall were made available; and the hiring-hall staff for patiently answering innumerable questions. The National Research Project is, of course, alone responsible for the use made of the material and the conclusions reached.

DAVID WEINTRAUB

PHILADELPHIA

April 3, 1939

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Note.- All data, unless otherwise specified, are based on records of the dispatching hall.

Carmen (men doing car work exclusively, at the 85-cent car-work hourly rate) are excluded from all tables unless designated specifically as included.

For purposes of showing averages of frequency distributions of hours and estimated earnings, the means rather than the medians were used, since they represent more moderate magnitudes.

APPENDIX A

BASIC TABLES

Table A-1.- NUMBER OF LONGSHOREMEN EMPLOYED DAILY,
JANUARY 1 TO JUNE 30, 1933^a

| Week ending - | Number working on a single day during the week | | |
|---------------|--|---------|----------------------|
| | Maximum | Minimum | Average ^b |
| January 7 | 1,440 | 888 | 1,188 |
| 14 | 1,884 | 1,366 | 1,596 |
| 21 | 1,709 | 1,169 | 1,324 |
| 28 | 2,022 | 1,166 | 1,597 |
| February 4 | 1,661 | 1,027 | 1,464 |
| 11 | 1,994 | 1,465 | 1,720 |
| 18 | 1,628 | 1,107 | 1,411 |
| 25 | 2,166 | 1,581 | 1,872 |
| March 4 | 1,661 | 1,071 | 1,304 |
| 11 | 2,149 | 1,163 | 1,766 |
| 18 | 1,943 | 879 | 1,429 |
| 25 | 2,077 | 1,412 | 1,674 |
| April 1 | 1,786 | 1,290 | 1,524 |
| 8 | 1,994 | 1,496 | 1,717 |
| 15 | 1,573 | 1,132 | 1,408 |
| 22 | 1,823 | 1,351 | 1,602 |
| 29 | 2,005 | 1,199 | 1,592 |
| May 6 | 1,898 | 1,652 | 1,748 |
| 13 | 2,048 | 1,332 | 1,759 |
| 20 | 2,441 | 1,375 | 1,968 |
| 27 | 1,866 | 1,355 | 1,580 |
| June 3 | 2,001 | 1,864 | 1,942 |
| 10 | 2,014 | 1,111 | 1,715 |
| 17 | 2,125 | 1,386 | 1,836 |
| 24 | 2,185 | 1,380 | 1,833 |
| 30 | 2,463 | 1,795 | 2,121 |

^a Sundays and holidays are excluded. *United States National Longshoremen's Board, Arbitration Proceedings*, Aug.-Sept. 1934, Employers Exhibit J.
^b Average per day for entire period is 1,719.

Table A-2.- NUMBER OF REGISTERED LONGSHOREMEN, BY REGISTRATION STATUS AND NUMBER OF PERIODS IN WHICH THEY WORKED, FEBRUARY 1 TO DECEMBER 5, 1937

| Number of 4-week periods | Registration status | | | | |
|--------------------------|---------------------|-------|--------|----------------------|---------|
| | Total | Union | Permit | Changed ^a | Visitor |
| Total | 4,931 | 3,643 | 802 | 137 | 349 |
| 1 | 126 | 35 | 14 | 1 | 76 |
| 2 | 181 | 34 | 14 | 1 | 132 |
| 3 | 110 | 29 | 18 | 2 | 61 |
| 4 | 64 | 27 | 11 | 1 | 25 |
| 5 | 73 | 29 | 17 | 2 | 25 |
| 6 | 70 | 41 | 14 | 2 | 13 |
| 7 | 101 | 75 | 14 | 1 | 11 |
| 8 | 141 | 116 | 20 | 1 | 4 |
| 9 | 147 | 115 | 29 | 1 | 2 |
| 10 | 274 | 199 | 65 | 10 | 0 |
| 11 | 3,644 | 2,643 | 566 | 115 | 0 |

^aChanged from permit to union status.

Table A-3.- NUMBER OF NONREGISTERED LONGSHOREMEN WHO WORKED IN EACH PERIOD, FEBRUARY 1 TO DECEMBER 5, 1937^a

| 4-week period ending - | Number of nonregistered men who worked | | |
|--|--|--|---------------------------|
| | Total | Men earning longshore rate "all or part of the time" | Men earning car rate only |
| Number of different men employed (all periods) | 5,249 | 3,853 | 1,396 |
| February 28 | 675 | 469 | 206 |
| March 28 | 1,020 | 723 | 297 |
| April 25 | 882 | 634 | 248 |
| May 23 | 975 | 694 | 281 |
| June 20 | 1,003 | 674 | 329 |
| July 16 | 967 | 690 | 277 |
| August 15 | 1,007 | 669 | 318 |
| September 12 | 1,436 | 1,054 | 382 |
| October 10 | 1,170 | 788 | 382 |
| November 9 | 1,061 | 729 | 332 |
| December 5 | 868 | 655 | 213 |

^aData are from pay-roll records of the Waterfront Employers' Association of San Francisco. The figures do not, therefore, include the nonregistered men who worked exclusively for the three companies which were not members of the association.

Table A-4.- ESTIMATED EARNINGS OF REGISTERED LONGSHOREMEN WHO WORKED IN THE 4-WEEK PERIOD
ENDING SEPTEMBER 12, 1937, BY REGISTRATION STATUS

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| Number of equivalent-straight-time hours worked | Average earnings for specified number of equivalent-straight-time hours worked* (dollars) | Registration status | | | | | |
|---|---|---------------------|------------------------------|------------------|------------------------------|---------------|------------------------------|
| | | Total | | Union and permit | | Visitor | |
| | | Number of men | Estimated earnings (dollars) | Number of men | Estimated earnings (dollars) | Number of men | Estimated earnings (dollars) |
| Total | - | 4,339 | 732,473 | 4,227 | 717,730 | 112 | 14,743 |
| Less than 70 | 42.75 | 252 | 10,773 | 229 | 9,760 | 23 | 983 |
| 70-79.9 | 71.25 | 60 | 4,275 | 56 | 3,990 | 4 | 285 |
| 80-89.9 | 80.75 | 65 | 5,249 | 63 | 5,067 | 2 | 162 |
| 90-99.9 | 90.25 | 65 | 5,066 | 62 | 5,595 | 3 | 271 |
| 100-109.9 | 99.75 | 97 | 9,676 | 89 | 8,878 | 8 | 798 |
| 110-119.9 | 109.25 | 100 | 10,925 | 98 | 10,707 | 2 | 218 |
| 120-129.9 | 118.75 | 110 | 13,062 | 102 | 12,112 | 8 | 950 |
| 130-139.9 | 128.25 | 144 | 18,466 | 140 | 17,955 | 4 | 513 |
| 140-149.9 | 137.75 | 161 | 22,178 | 159 | 21,765 | 3 | 413 |
| 150-159.9 | 147.25 | 173 | 25,474 | 166 | 24,443 | 7 | 1,031 |
| 160-169.9 | 156.75 | 213 | 33,368 | 210 | 32,918 | 3 | 470 |
| 170-179.9 | 166.25 | 249 | 41,396 | 242 | 40,232 | 7 | 1,164 |
| 180-189.9 | 175.75 | 288 | 50,616 | 281 | 49,366 | 7 | 1,230 |
| 190-199.9 | 185.25 | 429 | 79,472 | 419 | 77,620 | 10 | 1,852 |
| 200-209.9 | 194.75 | 523 | 101,854 | 517 | 100,666 | 6 | 1,188 |
| 210-219.9 | 204.25 | 660 | 140,932 | 666 | 140,115 | 4 | 817 |
| 220-229.9 | 213.75 | 405 | 86,569 | 399 | 85,266 | 6 | 1,303 |
| 230-239.9 | 223.25 | 175 | 39,069 | 172 | 38,399 | 3 | 670 |
| 240-249.9 | 232.75 | 100 | 23,275 | 98 | 22,610 | 2 | 465 |
| 250-259.9 | 242.25 | 17 | 4,118 | 17 | 4,118 | 0 | 0 |
| 260-269.9 | 251.75 | 19 | 4,763 | 19 | 4,763 | 0 | 0 |
| 270-279.9 | 261.25 | 3 | 764 | 3 | 764 | 0 | 0 |
| 280-289.9 | 270.75 | 1 | 271 | 1 | 271 | 0 | 0 |

*Midpoint of each hours interval multiplied by the basic 96-cent hourly wage rate. Overtime earnings have therefore been accounted for. No adjustment was made for foremen and

for penalty work, paid at rates higher than the basic one, or for car work paid at a rate lower than the basic one. The respective effects, however, tend to offset each other.

Table A-5.- ESTIMATED EARNINGS OF NONREGISTERED LONGSHOREMEN WHO WORKED IN THE 4-WEEK PERIOD ENDING SEPTEMBER 12, 1937

| Earnings (dollars) | Number of men ^a | Estimated earnings of men ^b (dollars) | Earnings (dollars) | Number of men ^a | Estimated earnings of men ^b (dollars) |
|--------------------|----------------------------|--|----------------------------|----------------------------|--|
| Total | 1,054 | 27,080 | 130-139.99 | 8 | 1,080 |
| 0- 9.99 | 427 | 2,135 | 140-149.99 | 2 | 290 |
| 10- 19.99 | 249 | 3,735 | 150-159.99 | 2 | 310 |
| 20- 29.99 | 119 | 2,973 | 160-169.99 | 1 | 165 |
| 30- 39.99 | 59 | 2,065 | 170-179.99 | 3 | 525 |
| 40- 49.99 | 48 | 2,160 | 180-189.99 | 0 | 0 |
| 50- 59.99 | 35 | 1,925 | 190-199.99 | 3 | 585 |
| 60- 69.99 | 28 | 1,820 | 200-279.99 | 0 | 0 |
| 70- 79.99 | 13 | 975 | 280-289.99 | 1 | 285 |
| 80- 89.99 | 15 | 1,275 | 290-309.99 | 0 | 0 |
| 90- 99.99 | 12 | 1,140 | 310-319.99 | 2 | 630 |
| 100-109.99 | 16 | 1,680 | Estimated average earnings | | \$25.69 |
| 110-119.99 | 5 | 575 | | | |
| 120-129.99 | 6 | 750 | | | |

^aBased on actual (not estimated) earnings from pay-roll records of the Waterfront Employers' Association of San Francisco. They include penalty and car-rate earnings which are known to represent a small but undetermined part of total earnings. Both the number of men and the total earnings are underestimated because of the exclusion of the records of the three employees who were not members of the association.

^bMidpoint of each earnings interval multiplied by number of men in that interval.

Table A-6.- DISTRIBUTION OF NONREGISTERED CARMEN BY EARNINGS IN THE 4-WEEK PERIOD ENDING SEPTEMBER 12, 1937^a

| Earnings (dollars) | Number | Earnings (dollars) | Number |
|--------------------|--------|--------------------|--------|
| Total | 322 | 90- 99.99 | 5 |
| 0- 9.99 | 170 | 100-109.99 | 0 |
| 10-19.99 | 88 | 110-119.99 | 2 |
| 20-29.99 | 34 | 120-129.99 | 2 |
| 30-39.99 | 32 | 130-139.99 | 5 |
| 40-49.99 | 11 | 140-149.99 | 2 |
| 50-59.99 | 11 | 150-159.99 | 3 |
| 60-69.99 | 5 | 160-169.99 | 2 |
| 70-79.99 | 6 | 170-179.99 | 0 |
| 80-89.99 | 5 | 180-189.99 | 1 |

^aConsists of nonregistered men who did car work exclusively. Data are based on pay-roll records of the Waterfront Employers' Association of San Francisco.

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Table A-7.- GANG REQUIREMENTS IN EACH 4-WEEK PERIOD,
APRIL 1, 1935 TO JANUARY 2, 1938^a

| Period number ^b | Number of working days | Gang requirements | | | | | | | | |
|----------------------------|------------------------|----------------------------|----------|-------------------------|------------|--------|---------------------------|------------|--------|--------------------------------|
| | | Number used on any one day | | Gang days of employment | | | Average number used daily | | | |
| | | Min-imum | Max-imum | Total | Pre-ferred | Casual | Total | Pre-ferred | Casual | Per-cent preferred is of total |
| 7 | 24 | 94 | 166 | 2,974 | 2,459 | 515 | 123.9 | 102.4 | 21.5 | 82.6 |
| 8 | 24 | 102 | 154 | 3,054 | 2,392 | 662 | 127.2 | 99.6 | 27.6 | 78.3 |
| 9 | 23 | 97 | 181 | 2,929 | 2,170 | 759 | 127.1 | 84.3 | 32.8 | 74.2 |
| 10 | 22 | 90 | 148 | 2,643 | 1,915 | 727 | 120.1 | 87.1 | 33.0 | 72.5 |
| 11 | 24 | 98 | 158 | 3,145 | 2,196 | 949 | 131.0 | 91.5 | 39.5 | 69.8 |
| 12 | 22 | 113 | 160 | 3,129 | 2,220 | 909 | 142.2 | 100.9 | 41.3 | 71.0 |
| 13 | 23 | 83 | 166 | 2,746 | 1,924 | 822 | 119.4 | 83.7 | 35.7 | 70.1 |
| 14 | 23 | 110 | 170 | 3,332 | 1,790 | 1,542 | 144.8 | 77.8 | 67.0 | 53.7 |
| 15 | 22 | 95 | 165 | 3,009 | 1,412 | 1,597 | 136.8 | 84.2 | 72.6 | 46.9 |
| 16 | 22 | 110 | 170 | 2,980 | 1,348 | 1,632 | 135.5 | 81.3 | 74.2 | 45.2 |
| 17 | 24 | 90 | 164 | 3,237 | 1,552 | 1,685 | 134.9 | 84.7 | 70.2 | 46.0 |
| 18 | 22 | 98 | 158 | 2,919 | 1,388 | 1,531 | 132.7 | 83.1 | 69.6 | 47.6 |
| 19 | 24 | 67 | 158 | 3,108 | 1,461 | 1,647 | 129.5 | 80.9 | 68.5 | 47.0 |
| 20 | 24 | 12 | 170 | 2,802 | 1,403 | 1,399 | 116.8 | 58.5 | 58.3 | 50.1 |
| 21 | 24 | 112 | 183 | 3,559 | 1,661 | 1,928 | 149.5 | 69.2 | 80.3 | 46.3 |
| 22 | 23 | 105 | 179 | 3,392 | 1,544 | 1,848 | 147.4 | 67.1 | 80.3 | 45.5 |
| 23 | 23 | 80 | 173 | 3,264 | 1,457 | 1,807 | 141.9 | 63.3 | 78.6 | 44.6 |
| 24 | 24 | 94 | 183 | 3,811 | 1,797 | 2,014 | 158.8 | 74.9 | 83.9 | 47.2 |
| 25 | 22 | 138 | 184 | 3,694 | 1,658 | 2,036 | 167.9 | 75.4 | 92.5 | 44.9 |
| 26 | 24 | 61 | 187 | 3,631 | 1,598 | 2,033 | 151.3 | 66.6 | 84.7 | 44.0 |
| 27 ^c | 15 | 73 | 175 | 1,885 | 815 | 1,070 | 125.7 | 54.3 | 71.4 | 43.2 |
| 31 ^c | 18 | 70 | 181 | 2,684 | 1,260 | 1,424 | 160.2 | 70.0 | 90.2 | 43.7 |
| 32 | 24 | 104 | 181 | 3,614 | 1,501 | 2,113 | 150.6 | 82.5 | 68.1 | 41.5 |
| 33 | 24 | 72 | 183 | 3,470 | 1,607 | 1,863 | 144.6 | 67.0 | 77.6 | 46.3 |
| 34 | 24 | 111 | 183 | 3,790 | 1,727 | 2,063 | 157.9 | 72.0 | 85.9 | 45.6 |
| 35 | 23 | 110 | 176 | 3,250 | 1,435 | 1,815 | 141.3 | 62.4 | 78.9 | 44.2 |
| 36 | 23 | 105 | 175 | 3,385 | 1,585 | 1,800 | 147.2 | 68.9 | 78.3 | 46.8 |
| 37 | 24 | 108 | 172 | 3,508 | 1,662 | 1,846 | 146.2 | 69.3 | 76.9 | 47.4 |
| 38 | 22 | 135 | 180 | 3,482 | 1,677 | 1,805 | 158.3 | 76.2 | 82.1 | 46.1 |
| 39 | 24 | 94 | 174 | 3,215 | 1,457 | 1,758 | 134.0 | 60.7 | 73.3 | 45.3 |
| 40 | 22 | 111 | 171 | 3,201 | 1,443 | 1,758 | 145.5 | 65.6 | 79.9 | 45.1 |
| 41 | 22 | 92 | 168 | 2,944 | 1,336 | 1,608 | 133.8 | 60.7 | 73.1 | 45.4 |
| 42 | 22 | 69 | 139 | 2,629 | 1,297 | 1,332 | 119.5 | 59.0 | 60.5 | 49.4 |

^a Sundays and holidays are excluded.^b For dates see appendix F.^c A strike began in the middle of the 27th period and ended in the beginning of the 31st. The days in the 27th and 31st periods during which the strike was in progress are excluded.

Table A-8.- NUMBER OF LONGSHOREMEN EMPLOYED EACH DAY IN THE 36th, 41st, AND 48d PERIODS, BY GANG STATUS^a

| 4-week period ending September 12, 1937 | | | | | 4-week period ending December 5, 1937 | | | | | 4-week period ending January 2, 1938 | | | | |
|---|-------|---------------------|-----------------|----------------|---------------------------------------|-------|---------------------|-----------------|----------------|--------------------------------------|-------|---------------------|-----------------|----------------|
| Date | Total | In pre-ferred gangs | In casual gangs | In extra gangs | Date | Total | In pre-ferred gangs | In casual gangs | In extra gangs | Date | Total | In pre-ferred gangs | In casual gangs | In extra gangs |
| Aug. 16 | 2,643 | 966 | 1,520 | 357 | Nov. 8 | 2,493 | 1,098 | 1,105 | 290 | Dec. 8 | 1,983 | 812 | 385 | 226 |
| 17 | 3,319 | 1,250 | 1,707 | 362 | 9 | 2,831 | 1,240 | 1,399 | 192 | 7 | 2,100 | 1,121 | 704 | 275 |
| 18 | 3,703 | 1,595 | 1,879 | 429 | 10 | 2,759 | 1,108 | 1,307 | 346 | 8 | 2,680 | 1,178 | 1,288 | 218 |
| 19 | 3,683 | 1,478 | 1,841 | 564 | 11 ^b | 2,027 | 1,030 | 740 | 257 | 9 | 2,731 | 1,255 | 1,273 | 203 |
| 20 | 3,641 | 1,604 | 1,689 | 348 | 12 | 2,865 | 1,038 | 1,532 | 295 | 10 | 2,328 | 779 | 1,345 | 204 |
| 21 | 2,977 | 1,273 | 1,518 | 386 | 13 | 2,808 | 945 | 1,538 | 325 | 11 | 2,299 | 788 | 1,406 | 145 |
| 22 ^b | 1,219 | 412 | 694 | 113 | 14 ^b | 1,423 | 733 | 820 | 70 | 12 ^b | 1,078 | 454 | 611 | 13 |
| 23 | 2,919 | 1,131 | 1,378 | 410 | 15 | 2,282 | 1,423 | 718 | 136 | 13 | 2,455 | 1,256 | 997 | 202 |
| 24 | 3,212 | 1,356 | 1,591 | 365 | 16 | 1,862 | 1,261 | 479 | 122 | 14 | 2,536 | 1,209 | 1,106 | 221 |
| 25 | 3,299 | 1,385 | 1,588 | 316 | 17 | 2,563 | 958 | 1,261 | 344 | 15 | 2,806 | 1,453 | 1,036 | 417 |
| 26 | 3,599 | 1,388 | 1,694 | 527 | 18 | 2,864 | 958 | 1,599 | 367 | 16 | 2,464 | 1,081 | 1,178 | 205 |
| 27 | 3,328 | 1,377 | 1,672 | 279 | 19 | 2,593 | 858 | 1,522 | 213 | 17 | 2,321 | 793 | 1,365 | 163 |
| 28 | 2,912 | 1,356 | 1,147 | 409 | 20 | 2,752 | 1,010 | 1,588 | 214 | 18 | 2,281 | 796 | 1,275 | 220 |
| 29 ^b | 1,163 | 609 | 484 | 70 | 21 ^b | 1,269 | 698 | 509 | 62 | 19 ^b | 952 | 225 | 700 | 27 |
| 30 | 2,893 | 1,320 | 1,161 | 362 | 22 | 2,342 | 1,265 | 766 | 271 | 20 | 2,101 | 1,170 | 707 | 224 |
| 31 | 3,171 | 1,196 | 1,571 | 402 | 23 | 2,289 | 1,161 | 760 | 368 | 21 | 2,101 | 1,216 | 649 | 236 |
| Sept. 1 | 3,302 | 1,401 | 1,579 | 322 | 24 | 2,729 | 1,087 | 1,115 | 527 | 22 | 2,534 | 1,157 | 961 | 416 |
| 2 | 3,264 | 1,274 | 1,440 | 550 | 25 ^b | 1,145 | 492 | 505 | 148 | 23 | 2,572 | 1,197 | 1,116 | 259 |
| 3 | 3,604 | 1,406 | 1,719 | 479 | 26 | 2,850 | 1,254 | 1,322 | 274 | 24 | 2,192 | 843 | 1,140 | 209 |
| 4 | 2,981 | 1,322 | 1,320 | 339 | 27 | 2,509 | 915 | 1,307 | 287 | 25 ^b | 119 | 0 | 112 | 7 |
| 5 ^b | 1,467 | 502 | 773 | 192 | 28 ^b | 659 | 197 | 636 | 26 | 26 ^b | 840 | 306 | 512 | 22 |
| 6 ^b | 63 | 16 | 38 | 7 | 29 | 2,393 | 1,213 | 925 | 225 | 27 | 2,637 | 1,203 | 1,229 | 206 |
| 7 | 2,594 | 1,359 | 1,030 | 205 | 30 | 2,940 | 1,361 | 1,479 | 200 | 28 | 2,470 | 1,183 | 1,116 | 191 |
| 8 | 2,882 | 1,377 | 1,228 | 277 | Dec. 1 | 2,952 | 773 | 1,870 | 309 | 29 | 2,653 | 1,210 | 1,058 | 385 |
| 9 ^b | 2,024 | 632 | 611 | 331 | 2 | 3,232 | 1,032 | 1,850 | 349 | 30 | 2,342 | 969 | 1,184 | 189 |
| 10 | 3,476 | 1,259 | 1,604 | 303 | 3 | 3,352 | 1,317 | 1,792 | 243 | 31 | 2,310 | 887 | 1,223 | 200 |
| 11 | 3,460 | 1,471 | 1,574 | 415 | 4 | 2,776 | 1,297 | 1,249 | 230 | Jan. 1 ^b | 348 | 111 | 237 | 0 |
| 12 ^b | 1,429 | 616 | 666 | 147 | 5 ^b | 788 | 384 | 373 | 31 | (1938)2 ^b | 993 | 362 | 592 | 89 |

^aIncludes visitors and nonregistered men.

^bSunday or holiday.

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Table A-9.- NUMBER OF REGISTERED LONGSHOREMEN, BY REGISTRATION AND GANG STATUS, FEBRUARY 1 TO DECEMBER 5, 1957

| Gang status | Registration status | | | | |
|--------------------------------------|---------------------|-------|--------|----------------------|---------|
| | Total | Union | Permit | Changed ^a | Visitor |
| Total | 4,931 | 3,643 | 802 | 137 | 349 |
| Preferred | 821 | 796 | 0 | 25 | 2 |
| Casual | 580 | 567 | 2 | 8 | 3 |
| Shifted between preferred and casual | 296 | 295 | 0 | 1 | 0 |
| Shifted between gang and extra list | 1,367 | 1,281 | 26 | 51 | 9 |
| On extra list | 1,867 | 704 | 774 | 54 | 335 |

^aChanged from permit to union status.

Table A-10.- NUMBER OF REGISTERED LONGSHOREMEN, BY REGISTRATION STATUS AND TENURE, FEBRUARY 1 TO DECEMBER 5, 1957

| Tenure | Registration status | | | | |
|--------------------------|---------------------|-------|--------|----------------------|---------|
| | Total | Union | Permit | Changed ^a | Visitor |
| Total | 4,931 | 3,643 | 802 | 137 | 349 |
| Regular | | | | | |
| Worked 11 periods | 3,644 | 2,943 | 586 | 115 | 0 |
| Absent 1 or more periods | 800 | 622 | 170 | 8 | 0 |
| Entrant | 32 | 1 | 18 | 13 | 0 |
| Exit | 65 | 76 | 8 | 1 | 0 |
| Temporary | 370 | 1 | 20 | 0 | 349 |

^aChanged from permit to union status.

Table A-11.- NUMBER OF REGISTERED LONGSHOREMEN, BY TENURE AND GANG STATUS, FEBRUARY 1 TO DECEMBER 5, 1957

| Gang status | Tenure | | | | | |
|--------------------------------------|--------|-------------------|--------------------------|---------|------|-----------|
| | Total | Regular | | Entrant | Exit | Temporary |
| | | Worked 11 periods | Absent 1 or more periods | | | |
| Total | 4,931 | 3,644 | 800 | 32 | 65 | 370 |
| Preferred | 821 | 703 | 100 | 1 | 15 | 2 |
| Casual | 580 | 491 | 74 | 0 | 12 | 3 |
| Shifted between preferred and casual | 296 | 237 | 53 | 1 | 4 | 1 |
| Shifted between gang and extra list | 1,367 | 1,134 | 203 | 5 | 16 | 9 |
| On extra list | 1,867 | 1,079 | 370 | 25 | 36 | 355 |

Table A-12.- PERCENTAGE DISTRIBUTION OF REGISTERED LONGSHOREMEN, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN AN AVERAGE 4-WEEK PERIOD IN 1937, GANG STATUS, AND TENURE^a

| Gang status and tenure | Number of men who worked | Percent of men who had specified gang status and tenure, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | Average number of hours worked |
|----------------------------------|--------------------------|---|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|--------------------------------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | 190-199.9 | 200-209.9 | 210 or over | |
| Total | 4,931 | 100.0 | 4.9 | 1.4 | 2.3 | 2.7 | 3.2 | 3.7 | 4.9 | 5.0 | 5.5 | 6.3 | 6.7 | 11.0 | 14.0 | 21.1 | 4.8 | 0.8 | 157.7 |
| Worked in every period | 3,844 | 100.0 | 1.0 | 0.5 | 1.0 | 1.6 | 1.9 | 2.5 | 4.1 | 4.8 | 5.0 | 5.7 | 6.7 | 11.7 | 17.0 | 27.6 | 6.2 | 0.7 | 170.2 |
| All others | 1,287 | 100.0 | 16.0 | 3.6 | 6.1 | 5.7 | 6.6 | 7.2 | 7.1 | 6.0 | 6.8 | 7.9 | 8.9 | 8.9 | 5.6 | 2.2 | 0.8 | 0.2 | 122.1 |
| Gang members all or part of time | 3,064 | 100.0 | 0.8 | 0.1 | 0.6 | 0.6 | 0.8 | 1.0 | 1.7 | 2.2 | 3.6 | 5.4 | 9.1 | 14.8 | 19.7 | 32.2 | 6.9 | 0.5 | 177.6 |
| Worked in every period | 2,585 | 100.0 | 0.1 | * | 0.1 | 0.4 | 0.8 | 0.5 | 1.1 | 1.7 | 2.7 | 4.2 | 7.7 | 13.9 | 21.3 | 37.5 | 8.0 | 0.6 | 122.6 |
| All others | 499 | 100.0 | 4.0 | 0.6 | 3.4 | 1.8 | 3.6 | 3.8 | 4.6 | 4.8 | 6.2 | 11.0 | 16.5 | 19.1 | 11.8 | 5.0 | 1.4 | 0.4 | 122.1 |
| On extra list | 1,887 | 100.0 | 11.7 | 3.4 | 5.1 | 6.1 | 7.2 | 8.2 | 10.1 | 9.6 | 8.6 | 7.8 | 8.0 | 4.7 | 4.6 | 2.9 | 1.3 | 0.7 | 124.9 |
| Worked in every period | 1,079 | 100.0 | 3.1 | 1.8 | 3.2 | 4.5 | 6.0 | 7.4 | 11.3 | 11.6 | 10.5 | 9.1 | 10.8 | 6.3 | 6.8 | 4.7 | 2.0 | 1.1 | 140.7 |
| All others | 788 | 100.0 | 23.4 | 5.6 | 7.9 | 8.2 | 8.9 | 9.3 | 8.5 | 6.9 | 6.0 | 6.0 | 4.2 | 2.5 | 1.6 | 0.4 | 0.4 | 0 | 103.2 |

^aAverage 4-week period for each man computed by dividing the total number of hours worked from February 1 to December 31 by the number of 4-week periods in which he worked during this time. *Less than 0.05 percent.

Table A-18.- PERCENTAGE DISTRIBUTION OF REGISTERED LONGSHOREMEN WHO WERE GANG MEMBERS ALL OR PART OF TIME, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN AN AVERAGE 4-WEEK PERIOD IN 1937, GANG STATUS, AND TENURE^a

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| Gang status and tenure | Number of men who worked | Percent of men who had specified gang status and tenure, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | | Average number of hours worked |
|---|--------------------------|---|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------|--------------------------------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | 190-199.9 | 200-209.9 | 210 or over | | |
| Total | 3,064 | 100.0 | 0.6 | 0.1 | 0.6 | 0.6 | 0.8 | 1.0 | 1.7 | 2.2 | 3.6 | 5.4 | 9.1 | 14.8 | 19.7 | 32.2 | 6.9 | 0.5 | 177.6 | |
| Worked in every period | 2,565 | 100.0 | 0.1 | * | 0.1 | 0.4 | 0.2 | 0.5 | 1.1 | 1.7 | 2.7 | 4.2 | 7.7 | 13.9 | 21.3 | 37.5 | 6.0 | 0.6 | 188.6 | |
| All others | 499 | 100.0 | 4.0 | 0.6 | 3.4 | 1.8 | 3.6 | 3.8 | 4.6 | 4.6 | 8.2 | 11.0 | 16.5 | 19.1 | 11.8 | 5.0 | 1.4 | 0.4 | 152.1 | |
| Preferred | 621 | 100.0 | 1.1 | 0.2 | 1.0 | 0.4 | 0.4 | 0.4 | 0.9 | 1.5 | 1.9 | 3.0 | 5.0 | 9.1 | 18.9 | 45.4 | 10.2 | 0.6 | 183.8 | |
| Worked in every period | 703 | 100.0 | 0.1 | 0 | 0 | 0.3 | 0 | 0.1 | 0.4 | 0.9 | 1.4 | 2.7 | 3.6 | 7.1 | 19.9 | 51.7 | 11.4 | 0.4 | 186.5 | |
| All others | 118 | 100.0 | 6.8 | 1.7 | 6.6 | 0.6 | 2.5 | 1.7 | 3.4 | 5.1 | 5.1 | 5.1 | 13.6 | 21.2 | 12.7 | 6.5 | 3.4 | 1.6 | 152.1 | |
| Casual | 580 | 100.0 | 1.0 | 0.2 | 0.2 | 0.5 | 0.5 | 0.2 | 0.5 | 1.4 | 2.2 | 4.3 | 10.0 | 18.5 | 23.6 | 32.3 | 4.1 | 0.5 | 179.4 | |
| Worked in every period | 491 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0.2 | 0.6 | 1.0 | 1.8 | 3.1 | 8.8 | 17.7 | 25.0 | 36.9 | 4.3 | 0.6 | 183.6 | |
| All others | 89 | 100.0 | 6.7 | 1.1 | 1.1 | 3.4 | 3.4 | 0 | 0 | 3.4 | 4.5 | 11.2 | 16.9 | 22.5 | 15.7 | 6.7 | 3.4 | 0 | 156.4 | |
| Shifted between preferred and casual | 296 | 100.0 | 1.0 | 0 | 1.4 | 0.3 | 1.0 | 0.7 | 1.4 | 1.7 | 3.0 | 6.4 | 5.8 | 13.5 | 16.9 | 39.2 | 7.4 | 0.3 | 178.9 | |
| Worked in every period | 237 | 100.0 | 0 | 0 | 0.4 | 0 | 0.4 | 0 | 0.4 | 1.3 | 2.6 | 4.6 | 3.0 | 13.5 | 17.3 | 46.8 | 6.3 | 0.4 | 185.7 | |
| All others | 59 | 100.0 | 5.1 | 0 | 5.1 | 1.7 | 3.4 | 3.4 | 5.1 | 3.4 | 5.1 | 13.5 | 16.9 | 13.5 | 15.3 | 8.5 | 0 | 0 | 151.4 | |
| Shifted between gang and extra list | 1,367 | 100.0 | 0.4 | 0.1 | 0.4 | 0.9 | 1.0 | 1.8 | 2.9 | 3.0 | 5.3 | 7.0 | 12.0 | 16.8 | 19.2 | 22.8 | 5.9 | 0.5 | 173.2 | |
| Worked in every period | 1,134 | 100.0 | 0.2 | 0.1 | 0.1 | 0.7 | 0.4 | 0.9 | 1.9 | 2.6 | 3.9 | 5.6 | 10.8 | 16.6 | 21.3 | 27.1 | 7.1 | 0.7 | 177.9 | |
| All others | 233 | 100.0 | 1.3 | 0 | 2.1 | 1.7 | 4.3 | 6.4 | 7.3 | 5.2 | 12.0 | 13.3 | 17.6 | 18.1 | 9.0 | 1.7 | 0 | 0 | 150.7 | |

^a See table A-18, fn. a.

* Less than 0.05 percent.

Table A-14.- PERCENTAGE DISTRIBUTION OF REGISTERED LONGSHOREMEN ON EXTRA LIST, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN AN AVERAGE 4-WEEK PERIOD IN 1937, REGISTRATION STATUS, AND TENURE^a

| Registration status and tenure | Number of men who worked | Percent of men who had specified registration status and tenure, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | | | | Average number of hours worked | | | |
|-------------------------------------|--------------------------|---|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|------------|------------|------------|------------|--------------------------------|------------|-------------|--------------|
| | | Total | Less than 10 | 10-19.9 | 20-29.9 | 30-39.9 | 40-49.9 | 50-59.9 | 60-69.9 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | | 190-199.9 | 200 or over | |
| Total | 1,627 | 100.0 | 0.5 | 1.4 | 1.6 | 1.4 | 1.9 | 2.1 | 2.7 | 3.4 | 5.1 | 6.1 | 7.2 | 8.2 | 10.1 | 9.5 | 8.5 | 7.2 | 8.0 | 4.7 | 4.5 | 2.9 | 1.2 | 0.7 | 124.2 |
| Worked in every period | 1,079 | 100.0 | 0 | 0 | 0.1 | 0.2 | 0.5 | 0.8 | 1.4 | 1.8 | 2.2 | 2.5 | 2.0 | 7.4 | 11.3 | 11.6 | 10.5 | 9.1 | 10.8 | 5.2 | 5.2 | 4.7 | 2.0 | 1.1 | 140.7 |
| All others | 798 | 100.0 | 1.4 | 2.4 | 2.7 | 2.2 | 2.7 | 2.7 | 4.4 | 2.8 | 7.0 | 9.2 | 2.9 | 2.2 | 8.5 | 9.9 | 9.0 | 8.0 | 4.2 | 2.2 | 1.5 | 0.4 | 0.4 | 0 | 102.2 |
| Union | 704 | 100.0 | 0.5 | 2.0 | 1.1 | 1.3 | 1.8 | 2.2 | 1.8 | 2.2 | 2.7 | 2.7 | 2.4 | 2.4 | 7.2 | 7.0 | 6.7 | 8.0 | 10.1 | 7.2 | 10.1 | 7.0 | 2.1 | 1.8 | 127.2 |
| Worked in every period | 475 | 100.0 | 0 | 0 | 0.2 | 0.4 | 0.4 | 0.8 | 1.2 | 1.2 | 1.2 | 2.2 | 2.3 | 4.0 | 7.0 | 7.2 | 5.1 | 2.4 | 11.2 | 9.2 | 12.7 | 10.1 | 4.6 | 2.5 | 122.6 |
| All others | 229 | 100.0 | 1.7 | 2.1 | 2.1 | 4.8 | 4.8 | 2.7 | 1.7 | 2.7 | 4.4 | 2.2 | 2.7 | 2.2 | 7.4 | 6.6 | 7.9 | 7.0 | 7.0 | 2.2 | 2.6 | 0.4 | 0 | 0 | 105.2 |
| Permit | 774 | 100.0 | 0.3 | 0.6 | 1.7 | 1.0 | 1.0 | 0.9 | 2.2 | 2.0 | 6.2 | 6.2 | 7.2 | 10.2 | 12.2 | 12.7 | 11.0 | 8.2 | 7.2 | 2.2 | 0.6 | 0 | 0.2 | 0 | 121.2 |
| Worked in every period | 528 | 100.0 | 0 | 0 | 0 | 0 | 0.7 | 0.9 | 1.2 | 1.2 | 4.4 | 2.2 | 2.2 | 10.2 | 14.2 | 12.4 | 12.2 | 9.2 | 10.1 | 2.2 | 1.1 | 0 | 0 | 0 | 122.2 |
| All others | 211 | 100.0 | 0.2 | 2.4 | 2.2 | 2.2 | 1.9 | 0.2 | 2.7 | 2.6 | 11.4 | 6.2 | 10.0 | 10.0 | 9.2 | 9.0 | 4.2 | 7.1 | 0.2 | 0 | 0 | 0 | 0.2 | 0 | 92.2 |
| Changed from permit to union status | 24 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0 | 2.7 | 1.2 | 1.2 | 1.2 | 7.4 | 2.7 | 12.2 | 7.4 | 12.2 | 2.2 | 12.2 | 7.4 | 2.2 | 2.2 | 0 | 0 | 141.2 |
| Worked in every period | 41 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0 | 2.4 | 2.4 | 0 | 0 | 7.2 | 4.9 | 9.2 | 9.2 | 12.2 | 2.2 | 12.1 | 9.2 | 4.9 | 7.2 | 0 | 0 | 142.2 |
| All others | 12 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0 | 7.7 | 7.7 | 7.7 | 7.7 | 0 | 0 | 22.0 | 0 | 12.4 | 7.7 | 12.4 | 0 | 7.7 | 0 | 0 | 0 | 120.1 |
| Visitor | 220 | 100.0 | 1.2 | 2.4 | 2.7 | 1.9 | 4.2 | 4.2 | 2.2 | 2.7 | 9.0 | 10.1 | 10.4 | 2.2 | 6.0 | 6.0 | 2.4 | 4.2 | 2.9 | 2.2 | 1.2 | 0.2 | 0.2 | 0 | 102.1 |

^aSee note p-14, p. 2.

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Table A-15.- DISTRIBUTION OF THE 86 CASUAL GANGS THAT WORKED IN EACH 4-WEEK PERIOD, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED PER PERIOD, FEBRUARY 1 TO DECEMBER 5, 1937

| Average number of hours worked per 4-week period ^a | Number of gangs | Average number of hours worked per 4-week period ^a | Number of gangs |
|---|-----------------|---|-----------------|
| Total ^b | 86 | 196 | 10 ^d |
| | | 197 | 11 |
| 187 | 1 ^c | 198 | 13 ^d |
| 188 | 0 | 199 | 7 |
| 189 | 1 | 200 | 3 ^d |
| 190 | 4 | 201 | 4 |
| | | | |
| 191 | 1 | 202 | 5 ^e |
| 192 | 3 | 203 | 1 |
| 193 | 5 | 204 | 1 ^c |
| 194 | 7 | 205-210 | 0 |
| 195 | 8 ^d | 211 | 1 |

^aAverage for each gang computed by dividing total hours worked by that gang by the number of periods (11).

^bAverage for the 86 gangs is 197.

^cWorked part of time as preferred gang.

^dTwo gangs worked part of time as preferred gangs.

^eOne gang worked part of time as a preferred gang.

Table A-16.- DISTRIBUTION OF THE 87 PREFERRED GANGS THAT WORKED IN EACH 4-WEEK PERIOD, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED PER PERIOD, FEBRUARY 1 TO DECEMBER 5, 1937

| Average number of hours worked per 4-week period ^a | Number of gangs | Average number of hours worked per 4-week period ^a | Number of gangs |
|---|-----------------|---|-----------------|
| Total ^b | 87 | 198 | 11 |
| | | 199 | 14 ^e |
| 193 | 4 ^c | 200 | 5 ^c |
| 194 | 4 ^d | 201 | 5 ^d |
| 195 | 9 ^d | 202 | 9 ^d |
| 196 | 8 | 203 | 3 |
| 197 | 11 ^c | 204 | 4 ^d |

^aAverage for each gang computed by dividing total hours worked by that gang by the number of periods (11).

^bAverage for the 87 gangs is 198.

^cTwo gangs worked part of time as casual gangs.

^dOne gang worked part of time as a casual gang.

^eSix gangs worked part of time as casual gangs.

Table A-17.- DISTRIBUTION OF REGISTERED LONGSHOREMEN WHOSE STATUS SHIFTED BETWEEN GANG MEMBER AND EXTRA LIST, BY NUMBER OF PERIODS WORKED IN EACH STATUS, FEBRUARY 1 TO DECEMBER 5, 1937^a

| Number of 4-week periods worked as gang members | Number of 4-week periods worked on extra list ^b | | | | | | | | | | | |
|---|--|------------|------------|------------|------------|------------|------------|------------|-----------|-----------|-----------|----------|
| | Total | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Total | 1,367 | 167 | 237 | 207 | 158 | 140 | 123 | 119 | 90 | 80 | 44 | 2 |
| 11 | 200 | 108 | 84 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 10 | 218 | 26 | 94 | 67 | 22 | 8 | 1 | 0 | 0 | 0 | 0 | 0 |
| 9 | 167 | 5 | 21 | 66 | 39 | 11 | 4 | 1 | 0 | 0 | 0 | 0 |
| 8 | 155 | 13 | 8 | 17 | 50 | 44 | 15 | 8 | 0 | 0 | 0 | 0 |
| 7 | 128 | 4 | 13 | 8 | 23 | 40 | 23 | 15 | 2 | 0 | 0 | 0 |
| 6 | 133 | 3 | 6 | 7 | 8 | 20 | 54 | 27 | 6 | 2 | 0 | 0 |
| 5 | 115 | 2 | 6 | 5 | 4 | 8 | 20 | 46 | 20 | 4 | 0 | 0 |
| 4 | 113 | 1 | 3 | 7 | 7 | 4 | 2 | 15 | 54 | 20 | 0 | 0 |
| 3 | 79 | 2 | 1 | 2 | 3 | 4 | 2 | 6 | 5 | 41 | 13 | 0 |
| 2 | 50 | 2 | 1 | 1 | 0 | 0 | 2 | 1 | 3 | 11 | 27 | 2 |
| 1 | 9 | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 4 | 0 |
| Number of men who worked more than half of their time as gang members | 928 | 166 | 236 | 204 | 147 | 123 | 43 | 9 | 0 | 0 | 0 | 0 |
| Number of men who worked half or more of their time on extra list | 439 | 1 | 1 | 3 | 11 | 17 | 80 | 110 | 90 | 80 | 44 | 2 |

^aWorking rules of the dispatching hall permit a shift from extra board to gang status or vice versa within a 4-week period. All time in either status, whether for 4 weeks or less, was tallied. Thus the sum of the periods above may exceed the number of periods actually worked.

^bNumbers above the line in each column are for men who worked more than half their time as gang members; numbers below, for men who worked at least half their time on extra list.

Table A-18.- PERCENTAGE DISTRIBUTION OF REGISTERED LONGSHOREMEN, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN AN AVERAGE 4-WEEK PERIOD IN 1987, REGISTRATION STATUS, AND TENURE^a

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| Registration status and tenure | Number of men who worked | Percent of men who had specified registration status and tenure, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | Average number of hours worked |
|-------------------------------------|--------------------------|---|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|--------------------------------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | 190-199.9 | 200-209.9 | 210 or over | |
| Total | 4,991 | 100.0 | 4.9 | 1.4 | 2.3 | 2.7 | 3.2 | 3.7 | 4.9 | 5.0 | 5.5 | 6.3 | 8.7 | 11.0 | 14.0 | 21.1 | 4.8 | 0.5 | 157.7 |
| Worked in every period | 3,644 | 100.0 | 1.0 | 0.5 | 1.0 | 1.6 | 1.9 | 2.5 | 4.1 | 4.6 | 5.0 | 5.7 | 8.7 | 11.7 | 17.0 | 27.8 | 6.2 | 0.7 | 170.2 |
| All others | 1,287 | 100.0 | 16.0 | 3.8 | 6.1 | 5.7 | 6.8 | 7.2 | 7.1 | 6.0 | 6.8 | 7.9 | 8.9 | 8.9 | 5.6 | 2.2 | 0.8 | 0.2 | 122.1 |
| Union | 3,649 | 100.0 | 2.8 | 0.7 | 1.0 | 1.2 | 1.6 | 1.9 | 2.8 | 2.9 | 4.2 | 5.7 | 9.1 | 13.1 | 18.2 | 27.8 | 6.3 | 0.7 | 170.3 |
| Worked in every period | 2,948 | 100.0 | 0.6 | 0.3 | 0.4 | 0.8 | 1.0 | 1.1 | 2.1 | 2.4 | 3.2 | 4.8 | 6.1 | 12.9 | 20.4 | 33.5 | 7.5 | 0.9 | 178.3 |
| All others | 700 | 100.0 | 11.9 | 2.3 | 3.7 | 3.0 | 4.3 | 5.3 | 5.7 | 5.1 | 6.1 | 9.9 | 13.1 | 14.0 | 8.9 | 3.6 | 0.9 | 0.2 | 136.7 |
| Permit | 802 | 100.0 | 7.7 | 2.9 | 6.1 | 6.6 | 7.3 | 10.1 | 12.9 | 13.9 | 10.7 | 9.2 | 6.0 | 3.1 | 1.1 | 0.1 | 0.3 | 0 | 122.5 |
| Worked in every period | 586 | 100.0 | 2.7 | 1.5 | 4.3 | 6.0 | 6.5 | 10.1 | 14.2 | 15.6 | 13.1 | 10.1 | 10.4 | 3.9 | 1.4 | 0.2 | 0 | 0 | 130.5 |
| All others | 216 | 100.0 | 21.3 | 6.6 | 11.1 | 8.3 | 9.7 | 10.2 | 9.3 | 8.8 | 4.2 | 6.9 | 1.4 | 0.9 | 0.5 | 0 | 0.9 | 0 | 100.7 |
| Changed from permit to union status | 137 | 100.0 | 1.8 | 0.7 | 1.5 | 0.7 | 2.9 | 1.5 | 6.6 | 4.4 | 10.9 | 6.6 | 13.9 | 19.7 | 8.7 | 17.5 | 2.9 | 0 | 161.3 |
| Worked in every period | 115 | 100.0 | 0.9 | 0.9 | 0 | 0 | 2.6 | 1.7 | 4.3 | 5.2 | 9.6 | 7.0 | 14.8 | 20.0 | 8.7 | 20.8 | 3.5 | 0 | 166.2 |
| All others | 22 | 100.0 | 4.5 | 0 | 9.1 | 4.5 | 4.6 | 0 | 16.2 | 0 | 18.3 | 4.5 | 9.1 | 18.2 | 9.1 | 0 | 0 | 0 | 138.6 |
| Visitors | 349 | 100.0 | 21.5 | 5.4 | 7.7 | 9.7 | 10.3 | 9.4 | 7.7 | 6.3 | 5.2 | 4.9 | 5.2 | 3.2 | 2.0 | 0.9 | 0.6 | 0 | 105.1 |

^aSee table A-18, fn. a.

Table A-19.- MAN-HOURS OF WORK AT STRAIGHT-TIME AND OVERTIME RATES BY REGISTERED LONGSHOREMEN, BY PERIODS IN THE YEAR ENDING JANUARY 30, 1938^a

| 4-week period ^b | Total | At straight-time rate | At overtime rate |
|----------------------------|-----------|-----------------------|------------------|
| Total | 7,359,082 | 4,110,884 | 3,248,198 |
| 31 | 621,252 | 283,840 | 327,412 |
| 32 | 653,627 | 349,912 | 303,715 |
| 33 | 611,310 | 330,051 | 281,259 |
| 34 | 653,936 | 360,550 | 293,386 |
| 35 | 551,186 | 318,885 | 232,301 |
| 36 | 526,785 | 306,924 | 221,861 |
| 37 | 603,948 | 358,280 | 245,668 |
| 38 | 633,824 | 345,445 | 288,379 |
| 39 | 553,780 | 310,738 | 243,042 |
| 40 | 575,083 | 320,921 | 254,162 |
| 41 | 511,109 | 277,726 | 233,383 |
| 42 | 421,799 | 254,052 | 167,747 |
| 43 | 439,443 | 283,560 | 155,883 |
| Average per period | 566,083 | 316,222 | 249,861 |

^aData from dispatching-hall records showing period totals of hours worked.

^bFor dates see appendix F.

Table A-20.- COMPARISON OF PARTIAL AND TOTAL GROUPS OF REGISTERED LONGSHOREMEN WHO WORKED IN THE 4-WEEK PERIOD ENDING SEPTEMBER 12, 1937, BY GANG STATUS^a

| Gang status | Men in partial group | | Men in total group | |
|---------------|----------------------|---------|--------------------|---------|
| | Number | Percent | Number | Percent |
| Total | 1,211 | 100.0 | 4,339 | 100.0 |
| Preferred | 343 | 28.3 | 1,242 | 28.6 |
| Casual | 270 | 22.3 | 1,024 | 23.6 |
| On extra list | 598 | 49.4 | 2,073 | 47.8 |

^aSee p. 89, fn. 10, for explanation of partial group.

Table A-11.- PERCENTAGE DISTRIBUTION OF PARTIAL GROUP OF REGISTERED LONGSHOREMEN, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN THE 12th, 25th, AND 38th PERIODS AND GANG STATUS^a

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| Gang status and 4-week period | Number of men who worked | Percent of men who had specified gang status, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | | | | | | | | Average number of hours worked | |
|-------------------------------|--------------------------|--|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------|--------------------------------|-------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | 190-199.9 | 200-209.9 | 210-219.9 | 220-229.9 | 230-239.9 | 240-249.9 | 250-259.9 | 260-269.9 | 270 or over | | | |
| Total | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Period ending - | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| September 15, 1935 | 948 | 100.0 | 6.2 | 1.0 | 1.7 | 2.0 | 2.1 | 2.8 | 1.8 | 2.7 | 2.7 | 2.6 | 3.1 | 2.8 | 3.2 | 3.0 | 3.5 | 3.5 | 4.7 | 4.2 | 6.4 | 11.3 | 11.5 | 12.5 | 9.7 | 4.9 | 180.4 |
| September 19, 1936 | 1,180 | 100.0 | 3.6 | 0.8 | 1.2 | 0.9 | 0.8 | 0.8 | 2.5 | 2.1 | 3.3 | 2.5 | 3.0 | 2.5 | 2.5 | 3.5 | 3.5 | 4.7 | 4.2 | 6.4 | 11.3 | 11.5 | 12.5 | 9.7 | 4.9 | 209.0 | |
| September 12, 1937 | 1,211 | 100.0 | 6.0 | 1.3 | 1.6 | 1.7 | 2.5 | 1.7 | 2.6 | 3.2 | 4.1 | 5.0 | 4.5 | 5.1 | 5.7 | 9.7 | 11.8 | 16.3 | 9.8 | 2.5 | 1.7 | 0.2 | 0.6 | 0 | 176.4 | | |
| Preferred | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Period ending - | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| September 15, 1935 | 480 | 100.0 | 1.0 | 0 | 0.7 | 0.8 | 0.8 | 1.0 | 0.2 | 1.0 | 1.0 | 2.1 | 3.3 | 2.1 | 5.0 | 5.1 | 12.4 | 16.2 | 15.8 | 19.0 | 5.7 | 1.7 | 0 | 0 | 0 | 209.0 | |
| September 19, 1936 | 511 | 100.0 | 0.6 | 0.8 | 0 | 0 | 0 | 1.0 | 0.3 | 1.0 | 0.6 | 1.0 | 1.6 | 1.6 | 1.5 | 2.5 | 3.2 | 8.7 | 12.2 | 17.7 | 22.2 | 12.1 | 7.1 | 0 | 0 | 238.6 | |
| September 12, 1937 | 543 | 100.0 | 3.5 | 0.6 | 0.3 | 0.6 | 0.9 | 0.3 | 0.9 | 0.6 | 0.9 | 2.3 | 3.2 | 2.9 | 6.4 | 5.3 | 14.2 | 22.6 | 16.0 | 4.7 | 2.6 | 0.3 | 0.6 | 0 | 0 | 196.4 | |
| Casual | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Period ending - | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| September 15, 1935 | 145 | 100.0 | 3.4 | 0 | 0 | 1.4 | 1.4 | 1.4 | 0 | 2.1 | 2.8 | 2.1 | 1.4 | 4.1 | 6.8 | 15.9 | 11.7 | 15.6 | 12.4 | 8.0 | 0.7 | 0.7 | 0 | 0 | 0 | 183.7 | |
| September 19, 1936 | 232 | 100.0 | 0.6 | 0 | 0 | 0 | 0.3 | 0.9 | 0 | 0.3 | 0.3 | 1.2 | 1.2 | 2.1 | 3.9 | 2.4 | 4.3 | 3.0 | 6.3 | 19.6 | 16.9 | 12.9 | 14.6 | 7.8 | 0 | 225.4 | |
| September 12, 1937 | 270 | 100.0 | 2.2 | 0.4 | 0.4 | 1.1 | 1.9 | 0.4 | 1.1 | 1.1 | 3.0 | 4.0 | 1.1 | 5.5 | 3.7 | 14.6 | 19.3 | 19.7 | 13.3 | 4.4 | 2.6 | 0 | 0 | 0 | 0 | 194.2 | |
| On extra list | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Period ending - | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| September 15, 1935 | 281 | 100.0 | 12.2 | 2.4 | 2.4 | 4.2 | 4.2 | 7.6 | 4.2 | 5.0 | 7.1 | 3.4 | 8.4 | 4.7 | 7.3 | 5.8 | 7.3 | 4.7 | 2.1 | 2.9 | 0.8 | 0.5 | 0.5 | 0 | 0 | 144.0 | |
| September 19, 1936 | 537 | 100.0 | 7.1 | 1.5 | 2.5 | 2.0 | 1.2 | 1.1 | 4.9 | 4.3 | 6.5 | 4.3 | 5.2 | 6.1 | 9.4 | 5.4 | 6.0 | 5.8 | 2.2 | 5.4 | 4.7 | 6.0 | 2.0 | 1.8 | 0 | 175.2 | |
| September 12, 1937 | 696 | 100.0 | 2.3 | 2.3 | 2.3 | 2.8 | 3.7 | 3.2 | 4.2 | 2.7 | 5.2 | 7.0 | 5.7 | 5.2 | 6.2 | 7.6 | 7.0 | 8.0 | 4.7 | 2.3 | 0.8 | 0.2 | 0.8 | 0 | 0 | 155.6 | |

^aSee p. 96, rta. 15, for explanation of partial group.

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Table A-22. - PERCENTAGE DISTRIBUTION OF REGISTERED LONGSHOREMEN, BY NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN THE 4-WEEK PERIOD ENDING SEPTEMBER 12, 1937, REGISTRATION AND GANG STATUS

| Registration and gang status | Number of men who worked | Percent of men who had specified registration and gang status, distributed by number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | | | | | Average number of hours worked | | | |
|------------------------------|--------------------------|---|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------------|------------|------------|------------|--------------------------------|------------|------------|--------------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170-179.9 | 180-189.9 | 190-199.9 | 200-209.9 | 210-219.9 | 220-229.9 | 230-239.9 | 240-249.9 | | 250-259.9 | 260-269.9 | 270 or over |
| Total | 4,330 | 100.0 | 5.8 | 1.4 | 1.5 | 1.8 | 2.2 | 2.3 | 2.5 | 3.3 | 3.7 | 4.0 | 4.9 | 5.7 | 6.7 | 9.9 | 12.1 | 15.9 | 2.4 | 4.0 | 2.3 | 0.4 | 0.4 | 0.1 | 177.7 |
| Registration status | | | | | | | | | | | | | | | | | | | | | | | | | |
| Union | 3,456 | 100.0 | 4.8 | 1.0 | 1.1 | 1.2 | 1.7 | 1.3 | 1.8 | 2.2 | 2.4 | 2.2 | 4.1 | 5.0 | 6.4 | 10.5 | 14.3 | 19.1 | 11.2 | 4.8 | 2.8 | 0.4 | 0.6 | 0.1 | 188.4 |
| Permit | 772 | 100.0 | 5.3 | 2.7 | 3.1 | 2.8 | 4.0 | 5.9 | 5.3 | 5.3 | 9.8 | 7.4 | 8.7 | 9.2 | 7.5 | 7.2 | 2.8 | 3.2 | 1.4 | 0.8 | 0.4 | 0.3 | 0 | 0 | 144.5 |
| Visitor | 112 | 100.0 | 20.5 | 2.6 | 1.8 | 2.7 | 7.1 | 1.5 | 7.1 | 3.5 | 2.7 | 0.2 | 2.7 | 5.2 | 6.2 | 5.9 | 5.4 | 2.8 | 5.4 | 2.7 | 1.8 | 0 | 0 | 0 | 122.0 |
| Gang status | | | | | | | | | | | | | | | | | | | | | | | | | |
| Preferred | 1,242 | 100.0 | 3.2 | 0.3 | 0.5 | 0.4 | 0.6 | 0.3 | 1.0 | 1.0 | 0.8 | 2.3 | 2.8 | 3.5 | 5.8 | 10.0 | 16.5 | 27.7 | 14.2 | 5.3 | 2.7 | 0.2 | 0.6 | 0 | 199.1 |
| Casual | 1,084 | 100.0 | 3.1 | 0.8 | 0.8 | 0.8 | 1.4 | 0.7 | 1.3 | 1.5 | 2.1 | 2.5 | 3.5 | 4.7 | 6.0 | 12.9 | 17.8 | 20.2 | 11.8 | 5.7 | 1.2 | 0.2 | 0.1 | 0.1 | 128.7 |
| On extra list | 2,072 | 100.0 | 8.7 | 2.4 | 2.5 | 2.5 | 3.8 | 4.3 | 4.1 | 5.5 | 5.2 | 2.5 | 6.9 | 7.5 | 7.4 | 7.9 | 7.4 | 8.7 | 5.2 | 2.5 | 1.7 | 0.8 | 0.5 | 0.1 | 127.4 |
| Union | 1,224 | 100.0 | 7.9 | 2.0 | 2.2 | 2.4 | 2.9 | 2.8 | 2.0 | 4.2 | 4.2 | 4.3 | 6.0 | 6.4 | 7.2 | 8.4 | 10.5 | 9.5 | 7.7 | 2.7 | 2.8 | 1.0 | 0.8 | 0.3 | 122.2 |
| Permit | 720 | 100.0 | 2.3 | 2.0 | 3.2 | 2.7 | 4.2 | 7.2 | 2.4 | 2.4 | 10.2 | 7.7 | 9.2 | 9.5 | 5.0 | 2.2 | 2.4 | 2.4 | 0.9 | 0.5 | 0.1 | 0.1 | 0 | 0 | 122.2 |
| Visitor | 111 | 100.0 | 12.2 | 3.2 | 1.2 | 2.7 | 7.2 | 1.2 | 7.2 | 2.2 | 2.7 | 0.2 | 2.7 | 5.2 | 6.2 | 2.0 | 5.4 | 2.2 | 2.4 | 2.7 | 1.2 | 0 | 0 | 0 | 122.4 |

APPENDIX A

Table A-23.- DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN,
BY ESTIMATED ANNUAL EARNINGS IN THE YEAR ENDING
JANUARY 30, 1938^a

| Annual earnings (dollars) | Total men | Men who worked in each of the 13 periods |
|------------------------------|-----------|--|
| Total | 1,172 | 971 |
| Less than 855 | 61 | 7 |
| 855- 949.99 | 19 | 7 |
| 950-1,044.99 | 19 | 6 |
| 1,045-1,139.99 | 15 | 9 |
| 1,140-1,234.99 | 25 | 12 |
| 1,235-1,329.99 | 37 | 21 |
| 1,330-1,424.99 | 53 | 33 |
| 1,425-1,519.99 | 46 | 31 |
| 1,520-1,614.99 | 52 | 43 |
| 1,615-1,709.99 | 43 | 30 |
| 1,710-1,804.99 | 38 | 34 |
| 1,805-1,899.99 | 47 | 40 |
| 1,900-1,994.99 | 77 | 65 |
| 1,995-2,089.99 | 99 | 93 |
| 2,090-2,184.99 | 117 | 116 |
| 2,185-2,279.99 | 162 | 162 |
| 2,280-2,374.99 | 219 | 219 |
| 2,375-2,469.99 | 33 | 33 |
| 2,470 or over | 10 | 10 |

^a Estimated by multiplying the total equivalent-straight-time hours worked during the year by the basic 95-cent hourly wage rate. Overtime earnings have therefore been accounted for. No adjustment was made for foremen and for penalty work, paid at rates higher than the basic one, or for car work, paid at a rate lower than the basic one. The respective effects, however, tend to offset each other.

Table A-24.- PERCENTAGE DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN, BY TOTAL NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED AND NUMBER OF FULL PERIODS ABSENT IN THE YEAR ENDING JANUARY 30, 1958

| Number of full 4-week periods absent | Total number of equivalent-straight-time hours worked | | | | | | | | | | | | | | | | |
|--------------------------------------|---|---------------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Total | Less than 900 | 900-999.9 | 1,000-1,099.9 | 1,100-1,199.9 | 1,200-1,299.9 | 1,300-1,399.9 | 1,400-1,499.9 | 1,500-1,599.9 | 1,600-1,699.9 | 1,700-1,799.9 | 1,800-1,899.9 | 1,900-1,999.9 | 2,000-2,099.9 | 2,100-2,199.9 | 2,200-2,299.9 | 2,300 or over |
| Total men | 1,172 | 51 | 19 | 19 | 15 | 25 | 37 | 59 | 46 | 52 | 49 | 38 | 47 | 77 | 99 | 117 | 424 |
| Percent | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 0 | 88.8 | 11.5 | 39.8 | 31.5 | 60.0 | 48.0 | 56.8 | 62.3 | 67.4 | 82.7 | 69.6 | 69.5 | 65.1 | 64.4 | 93.9 | 99.1 | 100.0 |
| 1 | 5.7 | 1.6 | 10.5 | 36.8 | 6.7 | 12.0 | 10.8 | 17.0 | 6.5 | 5.8 | 23.2 | 7.9 | 6.5 | 14.3 | 6.1 | 0.9 | |
| 2 | 3.1 | 6.2 | 5.3 | 5.3 | 13.3 | 12.0 | 16.2 | 9.4 | 6.7 | 3.8 | 2.3 | 2.6 | 6.4 | 1.9 | 1.0 | | |
| 3 | 2.9 | 4.9 | 21.1 | 5.3 | 13.3 | 16.0 | 6.1 | 7.5 | 15.2 | 7.7 | 4.7 | | | | | | |
| 4 | 0.9 | 4.9 | 5.3 | 10.5 | 0 | 0 | 2.7 | 3.8 | 2.2 | | | | | | | | |
| 5 | 1.1 | 9.9 | 10.5 | 5.3 | 0 | 6.0 | 5.4 | | | | | | | | | | |
| 6 | 0.8 | 6.5 | 10.5 | 5.3 | 6.7 | 4.0 | | | | | | | | | | | |
| 7 | 0.4 | 6.2 | | | | | | | | | | | | | | | |
| 8 | 0.7 | 13.1 | | | | | | | | | | | | | | | |
| 9 | 0.3 | 6.6 | | | | | | | | | | | | | | | |
| 10 | 0.9 | 18.0 | | | | | | | | | | | | | | | |
| 11 | 0.3 | 4.9 | | | | | | | | | | | | | | | |
| 12 | 0.1 | 1.6 | | | | | | | | | | | | | | | |

APPENDIX A

DECASUALIZATION OF LONGSHORE WORK

Table A-25.- DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN, BY REGISTRATION STATUS AND NUMBER OF PERIODS WORKED IN THE YEAR ENDING JANUARY 30, 1938

| Number of 4-week periods worked | Registration status | | | | |
|---------------------------------|---------------------|-------|--------|----------------------|---------|
| | Total | Union | Permit | Changed ^a | Visitor |
| Total | 1,172 | 699 | 218 | 38 | 17 |
| 1 | 1 | 0 | 1 | 0 | 0 |
| 2 | 3 | 2 | 0 | 0 | 1 |
| 3 | 11 | 2 | 1 | 0 | 8 |
| 4 | 4 | 1 | 1 | 0 | 2 |
| 5 | 8 | 4 | 2 | 1 | 1 |
| 6 | 5 | 3 | 2 | 0 | 0 |
| 7 | 9 | 5 | 1 | 1 | 2 |
| 8 | 13 | 7 | 3 | 1 | 2 |
| 9 | 10 | 7 | 2 | 0 | 1 |
| 10 | 34 | 29 | 3 | 0 | 0 |
| 11 | 26 | 26 | 10 | 0 | 0 |
| 12 | 37 | 46 | 16 | 3 | 0 |
| 13 | 37 | 75 | 174 | 32 | 0 |

^aChanged from permit to union status.

Table A-26.- DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN, BY REGISTRATION STATUS AND NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN THE YEAR ENDING JANUARY 30, 1938

| Number of equivalent-straight-time hours worked | Registration status | | | | |
|---|---------------------|---------|---------|----------------------|---------|
| | Total | Union | Permit | Changed ^a | Visitor |
| Total | 1,172 | 699 | 218 | 38 | 17 |
| Less than 900 | 61 | 27 | 19 | 1 | 14 |
| 900- 999.9 | 19 | 9 | 7 | 2 | 1 |
| 1,000-1,099.9 | 19 | 6 | 11 | 0 | 0 |
| 1,100-1,199.9 | 15 | 4 | 10 | 1 | 0 |
| 1,200-1,299.9 | 25 | 15 | 9 | 1 | 1 |
| 1,300-1,399.9 | 37 | 19 | 16 | 1 | 1 |
| 1,400-1,499.9 | 58 | 20 | 38 | 1 | 0 |
| 1,500-1,599.9 | 48 | 22 | 24 | 0 | 0 |
| 1,600-1,699.9 | 52 | 21 | 29 | 2 | 0 |
| 1,700-1,799.9 | 43 | 28 | 14 | 1 | 0 |
| 1,800-1,899.9 | 38 | 25 | 10 | 3 | 0 |
| 1,900-1,999.9 | 47 | 29 | 16 | 2 | 0 |
| 2,000-2,099.9 | 77 | 60 | 12 | 5 | 0 |
| 2,100-2,199.9 | 99 | 64 | 8 | 7 | 0 |
| 2,200-2,299.9 | 117 | 111 | 3 | 4 | 0 |
| 2,300-2,399.9 | 162 | 162 | 0 | 0 | 0 |
| 2,400-2,499.9 | 219 | 218 | 0 | 7 | 0 |
| 2,500-2,599.9 | 33 | 33 | 0 | 0 | 0 |
| 2,600-2,699.9 | 8 | 8 | 0 | 0 | 0 |
| 2,700-2,799.9 | 1 | 1 | 0 | 0 | 0 |
| 2,800 or over | 1 | 1 | 0 | 0 | 0 |
| Average number of hours worked ^b | 1,600.2 | 2,104.8 | 1,478.1 | 1,034.2 | 4 |

^aChanged from permit to union status.

^bThe 61 cases in the interval "less than 900" had a total of 30,099 hours, or an average of 493.4 hours per case. The one case of "2,800 or over" worked 3,081 hours. In computing the mean, these intervals were given the value of the midpoint of the 100-hour interval in which the average would fall.

^cBase too small for calculation.

Table A-27.- DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN, BY REGISTRATION STATUS AND NUMBER OF ACTUAL AND EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN AN AVERAGE 4-WEEK PERIOD IN THE YEAR ENDING JANUARY 30, 1938^a

| Number of hours worked | Registration status | | | | | | | | | |
|--------------------------------|---------------------|--------------------------------|--------------------|--------------------------------|--------------|--------------------------------|----------------------|--------------------------------|--------------|--------------------------------|
| | Total ^b | | Union ^b | | Permit | | Changed ^c | | Visitor | |
| | Actual hours | Equivalent-straight-time hours | Actual hours | Equivalent-straight-time hours | Actual hours | Equivalent-straight-time hours | Actual hours | Equivalent-straight-time hours | Actual hours | Equivalent-straight-time hours |
| Total | 1,178 | 1,178 | 900 | 900 | 218 | 218 | 38 | 38 | 17 | 17 |
| Less than 70 | 46 | 30 | 17 | 15 | 22 | 12 | 1 | 0 | 6 | 3 |
| 70-79.9 | 39 | 14 | 13 | 1 | 22 | 10 | 1 | 1 | 3 | 2 |
| 80-89.9 | 45 | 22 | 18 | 5 | 23 | 15 | 1 | 0 | 3 | 2 |
| 90-99.9 | 75 | 29 | 32 | 12 | 41 | 13 | 1 | 1 | 1 | 3 |
| 100-109.9 | 76 | 49 | 26 | 25 | 45 | 21 | 3 | 1 | 2 | 2 |
| 110-119.9 | 68 | 57 | 43 | 19 | 22 | 36 | 3 | 1 | 0 | 1 |
| 120-129.9 | 105 | 67 | 72 | 24 | 26 | 39 | 7 | 3 | 0 | 1 |
| 130-139.9 | 148 | 58 | 126 | 33 | 11 | 23 | 9 | 1 | 2 | 1 |
| 140-149.9 | 231 | 63 | 218 | 45 | 6 | 14 | 9 | 4 | 0 | 0 |
| 150-159.9 | 306 | 95 | 303 | 71 | 0 | 20 | 3 | 4 | 0 | 0 |
| 160-169.9 | 29 | 136 | 29 | 109 | 0 | 14 | 0 | 12 | 0 | 1 |
| 170-179.9 | 4 | 186 | 4 | 181 | 0 | 1 | 0 | 4 | 0 | 0 |
| 180-189.9 | 1 | 281 | 1 | 276 | 0 | 0 | 0 | 5 | 0 | 0 |
| 190-199.9 | 0 | 76 | 0 | 74 | 0 | 0 | 0 | 1 | 0 | 1 |
| 200 or over | 0 | 10 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average number of hours worked | 129.1 | 155.7 | 137.7 | 165.9 | 97.9 | 118.1 | 126.8 | 155.3 | f | f |

^aAverage 4-week period for each man computed by dividing total number of hours worked in the year by the number of 4-week periods in which he worked during the year.

^bIncludes one man not included in other 13-period distributions of this sample.

^cChanged from permit to union status.

^dBase too small for calculation.

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Table A-25.- PERCENTAGE DISTRIBUTION OF SAMPLE GROUP OF LONGSHOREMEN, BY REGISTRATION STATUS AND NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED IN THE 42d AND 43d PERIODS^a

| Number of equivalent-straight-time hours worked | 4-week period ending January 2, 1938 | | | | | 4-week period ending January 30, 1938 | | | | |
|---|--------------------------------------|-------|--------|----------------------|---------|---------------------------------------|-------|--------|----------------------|---------|
| | Total | Union | Permit | Changed ^b | Visitor | Total | Union | Permit | Changed ^b | Visitor |
| Total men | 1,157 | 896 | 214 | 38 | 9 | 1,162 | 889 | 218 | 38 | 17 |
| Percent | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Less than 70 | 14.0 | 5.3 | 51.4 | 7.9 | 22.2 | 15.5 | 4.2 | 60.5 | 5.3 | 52.9 |
| 70- 79.9 | 3.7 | 2.0 | 11.7 | 0 | 0 | 3.1 | 1.0 | 10.6 | 2.6 | 17.6 |
| 80- 89.9 | 2.7 | 1.7 | 7.5 | 0 | 0 | 4.0 | 2.5 | 10.6 | 0 | 5.9 |
| 90- 99.9 | 2.8 | 2.2 | 5.1 | 2.6 | 0 | 3.2 | 2.5 | 5.5 | 7.9 | 0 |
| 100-109.9 | 4.6 | 4.0 | 5.6 | 7.9 | 39.4 | 2.9 | 2.5 | 3.2 | 10.5 | 5.9 |
| 110-119.9 | 7.1 | 7.5 | 4.7 | 10.5 | 11.1 | 2.3 | 2.5 | 1.4 | 0 | 11.8 |
| 120-129.9 | 12.7 | 15.3 | 3.7 | 5.3 | 0 | 6.5 | 7.5 | 3.2 | 2.6 | 0 |
| 130-139.9 | 24.9 | 29.5 | 5.6 | 31.6 | 0 | 15.6 | 19.9 | 1.8 | 23.7 | 0 |
| 140-149.9 | 21.9 | 26.6 | 3.3 | 21.0 | 0 | 31.8 | 39.5 | 1.8 | 36.9 | 5.9 |
| 150-159.9 | 4.4 | 4.7 | 1.4 | 13.2 | 11.1 | 11.7 | 14.8 | 0.9 | 5.3 | 0 |
| 160-169.9 | 0.8 | 0.8 | 0 | 0 | 22.2 | 2.7 | 3.5 | 0 | 2.6 | 0 |
| 170-179.9 | 0.2 | 0.2 | 0 | 0 | 0 | 0.3 | 0.3 | 0 | 2.6 | 0 |
| 180-189.9 | 0 | 0 | 0 | 0 | 0 | 0.1 | 0.1 | 0 | 0 | 0 |
| 190-199.9 | 0.1 | 0.1 | 0 | 0 | 0 | 0.1 | 0.1 | 0 | 0 | 0 |
| 200 or over | 0.1 | 0.1 | 0 | 0 | 0 | 0.2 | 0.1 | 0.5 | 0 | 0 |
| Average number of hours worked | 117.0 | 127.1 | 73.6 | 126.6 | # | 120.7 | 134.7 | 65.6 | 128.7 | # |

^aDistribution is for those men of the 1,172 in the sample group who worked in the 42d and 43d periods.

^bChanged from permit to union status.
#Base too small for calculation.

Table A-19. - PERCENTAGE DISTRIBUTION OF LONGSHOREMEN, BY NUMBER OF ACTUAL HOURS WORKED
IN AN AVERAGE 4-WEEK PERIOD IN 1937, BY GANG AND REGISTRATION STATUS AND TENURE^a

| Status | Number of men who worked | Percent of men who had specified status, distributed by number of actual hours worked | | | | | | | | | | | | | | Average number of hours worked |
|--------------------------------------|--------------------------|---|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|-------|--------------------------------|
| | | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170 or over | | |
| Total | 4,931 | 100.0 | 7.6 | 3.1 | 3.7 | 4.2 | 5.9 | 5.9 | 7.2 | 10.3 | 14.3 | 21.5 | 15.8 | 0.5 | 129.8 | |
| Gang status | | | | | | | | | | | | | | | | |
| Preferred | 821 | 100.0 | 1.7 | 0.9 | 0.5 | 0.2 | 1.0 | 2.3 | 2.9 | 7.1 | 14.2 | 35.6 | 32.8 | 0.8 | 150.3 | |
| Casual | 580 | 100.0 | 1.2 | 0.5 | 0.7 | 0 | 0.9 | 2.4 | 3.1 | 10.9 | 23.8 | 33.6 | 22.7 | 0.2 | 148.2 | |
| Shifted between preferred and casual | 296 | 100.0 | 1.4 | 1.4 | 1.0 | 0.3 | 1.7 | 3.4 | 6.1 | 8.1 | 14.5 | 31.4 | 30.7 | 0 | 147.5 | |
| Shifted between gang and extra list | 1,367 | 100.0 | 0.7 | 0.8 | 1.5 | 2.0 | 3.5 | 4.4 | 7.9 | 14.1 | 19.7 | 27.5 | 17.1 | 0.8 | 142.5 | |
| On extra list | 1,867 | 100.0 | 18.3 | 8.7 | 8.1 | 9.5 | 12.0 | 9.9 | 10.0 | 9.2 | 7.5 | 5.7 | 2.7 | 0.4 | 103.0 | |
| Registration status | | | | | | | | | | | | | | | | |
| Union | 3,643 | 100.0 | 4.0 | 1.4 | 1.9 | 2.2 | 3.4 | 3.8 | 6.0 | 10.6 | 16.9 | 27.9 | 21.2 | 0.7 | 140.3 | |
| Permit | 802 | 100.0 | 13.7 | 7.5 | 8.0 | 11.0 | 16.2 | 14.2 | 12.1 | 10.7 | 5.6 | 1.0 | 0 | 0 | 101.6 | |
| Changed from permit to union status | 137 | 100.0 | 3.7 | 1.5 | 2.9 | 0.7 | 8.0 | 5.8 | 13.3 | 11.0 | 26.3 | 22.5 | 2.2 | 0 | 131.8 | |
| Visitor | 349 | 100.0 | 33.2 | 10.3 | 12.9 | 10.9 | 7.4 | 8.0 | 5.2 | 6.6 | 2.9 | 1.7 | 0.6 | 0.3 | 84.7 | |
| Tenure | | | | | | | | | | | | | | | | |
| Regular | | | | | | | | | | | | | | | | |
| Worked 11 periods | 3,044 | 100.0 | 1.9 | 1.7 | 2.3 | 2.7 | 5.1 | 5.2 | 6.7 | 9.9 | 15.6 | 27.5 | 20.7 | 0.7 | 140.4 | |
| Absent 1 or more periods | 800 | 100.0 | 17.5 | 5.5 | 6.1 | 7.9 | 8.5 | 8.3 | 10.1 | 13.9 | 14.2 | 5.9 | 1.9 | 0.2 | 107.8 | |
| Entrant | 32 | 100.0 | 18.7 | 3.1 | 6.3 | 12.5 | 15.6 | 6.3 | 12.5 | 6.3 | 18.7 | 0 | 0 | 0 | 102.8 | |
| Exit | 85 | 100.0 | 30.6 | 5.9 | 5.9 | 4.7 | 4.7 | 2.4 | 8.2 | 15.3 | 9.4 | 8.2 | 4.7 | 0 | 100.4 | |
| Temporary | 370 | 100.0 | 36.2 | 10.0 | 12.2 | 10.3 | 7.3 | 7.8 | 4.9 | 6.2 | 2.7 | 1.6 | 0.5 | 0.3 | 85.5 | |

^aSee table A-12, fn. a.

Table A-30.- PERCENTAGE DISTRIBUTION OF LONGSHOREMEN, BY EARNINGS FOR THE 3-MONTH PERIOD
JULY-SEPTEMBER 1937 AND GANG STATUS^a

| Gang status | Number of men | Percent of men who had specified gang status, distributed by number of dollars earned | | | | | | | | | | | | | | Average earnings (dollars) | | | |
|---------------|---------------|---|--------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------------------------|-----------|-----------|-------------|
| | | Total | 0-49.9 | 50-99.9 | 100-149.9 | 150-199.9 | 200-249.9 | 250-299.9 | 300-349.9 | 350-399.9 | 400-449.9 | 450-499.9 | 500-549.9 | 550-599.9 | 600-649.9 | | 650-699.9 | 700-749.9 | 750 or over |
| Total | 884 | 100.0 | 0.3 | 0.5 | 1.0 | 1.9 | 3.4 | 3.6 | 6.2 | 6.3 | 7.0 | 7.7 | 11.1 | 23.0 | 15.1 | 10.8 | 8.6 | 0.5 | 510.70 |
| Preferred | 801 | 100.0 | 0 | 0 | 0 | 0.3 | 0.5 | 0 | 1.0 | 1.0 | 3.5 | 3.0 | 10.8 | 32.3 | 23.9 | 21.9 | 8.5 | 0 | 591.67 |
| Casual | 109 | 100.0 | 0 | 0.9 | 0 | 0 | 1.8 | 3.7 | 2.8 | 7.3 | 4.6 | 10.1 | 11.0 | 31.2 | 19.3 | 1.8 | 3.5 | 0 | 329.67 |
| On extra list | 846 | 100.0 | 0.6 | 0.8 | 2.4 | 4.1 | 4.5 | 6.9 | 12.6 | 11.0 | 11.8 | 12.8 | 12.2 | 11.8 | 5.7 | 3.8 | 0 | 0 | 419.31 |
| Foreman | 88 | 100.0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3.6 | 21.4 | 17.9 | 32.1 | 14.3 | 10.7 | 680.71 |

^aMen included in the distribution were selected as follows: From the 50 percent of all men registered up to and including the 30th period (see tables A-20 and A-21) and working in that period, those men were selected whose hours according to records in the dispatching hall and earnings according to records of the Waterfront Employers' Association of San Francisco matched as to total number of hours of employment.

Table A-31.- DISTRIBUTION OF MEN, BY NUMBER OF ACTUAL HOURS WORKED
IN AN AVERAGE 4-WEEK PERIOD IN 1937 AND AGE^a

| Age in years | Number of men who worked specified number of actual hours | | | | | | | | | | | | |
|--------------|---|--------------|---------|---------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| | Total | Less than 70 | 70-79.9 | 80-89.9 | 90-99.9 | 100-109.9 | 110-119.9 | 120-129.9 | 130-139.9 | 140-149.9 | 150-159.9 | 160-169.9 | 170 or over |
| Total | 4,542 | 841 | 109 | 137 | 169 | 268 | 260 | 341 | 481 | 626 | 1,036 | 774 | 26 |
| 21-25 | 154 | 16 | 18 | 11 | 12 | 31 | 15 | 24 | 12 | 6 | 5 | 2 | 0 |
| 26-30 | 349 | 18 | 10 | 13 | 22 | 20 | 31 | 27 | 30 | 54 | 73 | 50 | 1 |
| 31-35 | 845 | 17 | 7 | 17 | 16 | 38 | 35 | 36 | 59 | 86 | 150 | 83 | 2 |
| 36-40 | 766 | 20 | 13 | 16 | 23 | 32 | 41 | 51 | 77 | 142 | 197 | 149 | 8 |
| 41-45 | 853 | 36 | 14 | 17 | 20 | 39 | 54 | 56 | 101 | 126 | 240 | 163 | 4 |
| 46-50 | 812 | 37 | 14 | 27 | 30 | 41 | 48 | 61 | 67 | 124 | 186 | 132 | 5 |
| 51-55 | 644 | 30 | 14 | 21 | 26 | 40 | 32 | 35 | 74 | 91 | 120 | 117 | 4 |
| 56-60 | 269 | 25 | 10 | 10 | 14 | 14 | 18 | 26 | 25 | 36 | 54 | 44 | 2 |
| 61 or over | 127 | 21 | 9 | 6 | 6 | 7 | 6 | 4 | 16 | 19 | 21 | 12 | 0 |

^aSee table A-12, fig. 8. The source of figures on age was the application forms in the files of the Waterfront Employers' Association of San Francisco. The 4,542 men whose hours of work have been tabulated in this distribution represent the total number whose age was available from these records and includes a small number of men (26 or less) who did not work only and who have therefore been excluded from the other distributions. Age for each man represents the difference in years between 1937 and the year of birth.

APPENDIX B

OVERTIME AND ACTUAL HOURS

It is common practice in ports on all coasts of the United States to pay higher rates for night work and Sunday and holiday work, as well as for work in excess of a standard number of hours during the day. The West Coast agreement of February 4, 1937 provides that the rate of pay shall be \$1.40 an hour for work in excess of 6 hours between 8 a. m. and 5 p. m. and for all work performed between 5 p. m. and 8 a. m. and on holidays and Sundays; the straight-time rate is \$0.95.

Ship schedules, as well as the total volume of work to be done, determine the proportion of total time which is put in at overtime rates. Although freighters do not usually operate on as rigid time schedules as do passenger ships, it is seldom profitable even for them to lay-over to avoid overtime work entirely. In reality, work at the overtime rate is more largely the result of night shifts than of extended hours of work. This is shown by the fact that while it is theoretically possible to put in 144 hours at the straight-time rate in a 4-week period (6 hours between 8 a. m. and 5 p. m., 6 days a week, not taking holidays into account), actually the men averaged 129.8 hours, of which 43 percent on the average was overtime.

There is, however, some relation between proportion of overtime and the degree of port activity as shown in table B-1. In the periods in which port activity was lowest in 1937 as shown by total hours, the proportion of total time which was overtime fell to 39.8 and 35.5 percent as compared with 46.5 and 44.9 percent in the two periods when man-hours were at a maximum. The unusually large proportion of overtime in the 31st period is undoubtedly due to the accumulation of work during the strike and to the occurrence of two holidays in that period.

Overtime is almost evenly distributed among the various groups. Among work-assignment groups, preferred-gang men had the largest proportion of overtime, 43.9 percent, as compared with the lowest group, the extra men, who got 42.4 percent

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Table B-1.- PROPORTION OF TOTAL MAN-HOURS WORKED AT OVERTIME RATES BY REGISTERED LONGSHOREMEN, BY PERIODS IN THE YEAR ENDING JANUARY 30, 1938

| 4-week period | Total | Percent overtime rate is of total ^a |
|---------------|-----------|--|
| Total | 7,359,062 | 44.14 |
| 31 | 821,252 | 52.70 |
| 32 | 853,827 | 46.47 |
| 33 | 811,310 | 46.01 |
| 34 | 853,836 | 44.86 |
| 35 | 551,186 | 42.15 |
| 36 | 528,765 | 41.96 |
| 37 | 803,948 | 40.68 |
| 38 | 833,824 | 45.50 |
| 39 | 553,780 | 43.89 |
| 40 | 575,083 | 44.20 |
| 41 | 511,109 | 45.66 |
| 42 | 421,799 | 39.77 |
| 43 | 439,443 | 35.47 |

^aBased on table A-10; see appendix F for calendar of periods.

Table B-2.- ESTIMATED TOTAL ACTUAL MAN-HOURS WORKED, AND PROPORTION OF WORK THAT WAS OVERTIME, IN AN AVERAGE 4-WEEK PERIOD IN 1937, BY GANG AND REGISTRATION STATUS^a

| Status | Number of men | Estimated total man-hours ^b | | Percent overtime is of total actual man-hours ^c |
|--------------------------------------|---------------|--|---------|--|
| | | Equivalent-straight-time | Actual | |
| Total | 4,931 | 777,395 | 640,245 | 42.8 |
| Gang status | | | | |
| Preferred | 821 | 150,495 | 123,405 | 43.9 |
| Casual | 580 | 104,040 | 85,980 | 42.1 |
| Shifted between preferred and casual | 296 | 52,940 | 43,060 | 42.6 |
| Shifted between gang and extra list | 1,367 | 238,825 | 194,915 | 43.0 |
| On extra list | 1,807 | 233,095 | 182,305 | 42.4 |
| Registration status | | | | |
| Union | 3,643 | 620,325 | 511,135 | 48.7 |
| Permit | 802 | 98,230 | 81,510 | 41.0 |
| Changed from permit to union status | 137 | 22,165 | 18,085 | 46.8 |
| Visitor | 349 | 36,875 | 29,545 | 46.3 |

^aSee table A-12, fn. a.

^bEstimated from the hours distributions (see tables A-12, A-13, A-16, and A-25). For men having specified status, the frequencies in each 10-hour interval were multiplied by the midpoint of that interval and the products were aggregated.

^cThe percent of total hours worked that was overtime was computed as follows: Estimated total actual hours were subtracted from estimated total equivalent-straight-time hours and the remainder divided by 0.5, the differential allowed for overtime work. The result was the number of hours spent in overtime work, which was divided by total actual hours to give the percent of all time worked that was overtime.

(table B-2). If the force is divided by registration status, the lowest group was the permit men with 41.0 percent and the visitors the highest with 48.3 percent. The distribution of the proportion of overtime to total time for individuals within groups was not ascertained. Since hours of gang men are controlled on an equivalent-straight-time basis and since there is a union rule providing severe penalty for anyone working more than 50-percent overtime during a 6 month period, it is likely that among individuals the variation from this average is not great.

The agreement provides that "Six hours shall constitute a day's work. Thirty hours shall constitute a week's work, averaged over a period of four weeks." (See appendix E.) Aside from stating the principle on the basis of which overtime rates are paid for work in excess of 6 hours in the 8-hour period from 8 a. m. to 5 p. m., this provision, which was taken from the award of October 12, 1934, is significant only historically. The 30-hour week was a primary objective of the union during the 1934 strike, undoubtedly to insure the absorption of its entire membership into the registered labor force. However, not only have hours averaged above 120 for a 4-week period during most of the time since the strike, but also several hundred men have been added to the labor force. In the latter part of 1937 and early in 1938, on the other hand, hours dropped markedly.

APPENDIX C

PENALTY AND CAR WORK

In estimating the extent to which equivalent-straight-time hours are an adequate measure of earnings for registered longshoremen, two counteracting factors must be considered - penalty work and car work.

For certain types of cargo, rates higher than the basic rates of \$0.95 and \$1.40 an hour are paid.¹ Most of the penalty work in the port of San Francisco takes place on cargo which requires shoveling and is paid at the rates of \$1.15 per hour for straight time and \$1.70 per hour for overtime, with certain commodities, such as bulk grain, bulk sulphur, untreated bones in bulk, and phosphate rock in bulk, carrying higher rates. A few other commodities which are difficult or disagreeable to handle, for example, untreated bones in sacks, caustic soda in drums, cement (discharging), green hides, fish meal in bags, and refrigerated cargo, when handled in lots of 25 tons or more are paid at rates of \$1.05 and \$1.50 an hour. Damaged cargo, explosives, and burning or smoldering cargo carry various penalty rates, ranging from \$1.40 to \$2.10 for both straight-time and overtime work.

San Francisco is to a large extent a general-cargo port. Penalty work, except for shoveling, is incidental and is probably distributed fairly evenly among the regular gangs. Shoveling, on the other hand, is handled largely by a small number of preferred and casual gangs (about 10 during 1937) who do this type of work exclusively and by men taken off the plugboard who signify their preference for shoveling. The extra men may concentrate on this type of work when it is available, but since it is not steady, they probably work part of their time at the regular longshore rate. Thus, while shoveling makes up a small proportion of the total work, for the few men among whom it is concentrated it represents a large share of their work. For them (and they are not segregated in our tabulations) equivalent-straight-time hours represent an understatement of earnings by probably as much as 20 percent.

¹*Wage Rates for Longshore Work: Pacific Coast Ports, effective July 26, 1937. See appendix E.*

Car work is defined as the transfer of cargo from the dock to railroad cars or barges or from cars and barges to the dock. The wage scale is \$0.85 an hour for straight time and \$1.25 an hour for overtime.² Although not covered by the agreement of February 4, 1937, its close association with longshore work has led to dispatching through the hall of at least some of the men who do car work and, to a limited extent, the use of some of the same personnel for both this type of car work and that paid at longshore rates. While it was possible to exclude from the tabulation men who did car work exclusively, the car work done by men who also worked at the longshore rate could not be excluded or identified. Although there are no restrictions on longshoremen doing car work, because of the lower wage scale it is not often resorted to by the men who have first preference on longshore work. Since no regular longshore gangs worked at the car rate and since regular car gangs were readily identified and excluded, any car work included is in the hours of the extra men. Car work at the \$0.95 longshore rate has not been and need not be excluded. Because of the relative availability of work at the longshore rate during the 11 periods in

Table C-1.- TOTAL NUMBER OF ASSIGNMENTS TO MEN IN EXTRA GANGS, 38th, 41st, AND 42d PERIODS, BY TYPE OF GANG^a

| Type of extra gang | 4-week period ending - | | |
|---|------------------------|--------------|--------------|
| | Sept. 12, 1937 | Dec. 5, 1937 | Jan. 2, 1938 |
| Total | 9,296 | 6,721 | 5,320 |
| General swamping and pick-up ^b | 4,120 | 2,323 | 2,083 |
| Lumber and lumber-cargo ^b | 2,231 | 2,430 | 1,957 |
| Car exclusively ^c | 574 | 709 | 701 |
| Banana boat ^d | 804 | 1,116 | 426 |
| Shoveling and fish-meal ^e | 567 | 143 | 153 |

^aBased on number of assignments to each man.

^bLongshore rates largely, but includes some car work at 85-cent rate.

^cCar work exclusively, but not all at 85-cent rate.

^dLongshore rate.

^ePenalty rate largely; includes some car work at both longshore and car-work rates.

²Throughout this report the term "car work" refers to this type to which rates lower than standard longshore rates apply. Another type of car work, involving direct transfer of cargo from boat to car and vice versa without intermediary handling was recognized by the award to be essentially longshore work and, as such, to be paid at longshore rates and covered by the longshore award; in this report it is not distinguished from other longshore work.

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Table C-2.- NUMBER OF LONGSHOREMEN ASSIGNED TO WORK EACH DAY
IN THE 4-WEEK PERIOD ENDING JANUARY 2, 1933

| Date | In all gangs | In extra gangs | | | Nonregistered | | |
|------------------------|--------------|----------------|-------------------------------|------------------------|---------------|-------------------------------|------------------------|
| | | Total | Long-shore gangs ^a | Car gangs ^b | Total | Long-shore gangs ^c | Car gangs ^b |
| Total work assignments | 56,706 | 5,320 | 4,619 | 701 | 763 | 482 | 281 |
| Dec. 6 | 1,363 | 226 | 185 | 41 | 27 | 3 | 24 |
| 7 | 2,100 | 275 | 235 | 40 | 30 | 7 | 23 |
| 8 | 2,680 | 216 | 190 | 26 | 26 | 11 | 15 |
| 9 | 2,731 | 203 | 182 | 41 | 25 | 9 | 16 |
| 10 | 2,328 | 204 | 155 | 49 | 35 | 16 | 19 |
| 11 | 2,289 | 145 | 99 | 46 | 46 | 16 | 30 |
| 12 ^d | 1,078 | 13 | 13 | 0 | 13 | 13 | 0 |
| 13 | 2,455 | 202 | 165 | 37 | 35 | 16 | 19 |
| 14 | 2,536 | 221 | 197 | 24 | 18 | 11 | 7 |
| 15 | 2,908 | 417 | 382 | 35 | 68 | 54 | 14 |
| 16 | 2,464 | 205 | 180 | 25 | 18 | 12 | 6 |
| 17 | 2,321 | 163 | 120 | 43 | 40 | 21 | 19 |
| 18 | 2,291 | 220 | 196 | 24 | 34 | 23 | 11 |
| 19 ^d | 952 | 27 | 27 | 0 | 11 | 11 | 0 |
| 20 | 2,101 | 224 | 209 | 15 | 18 | 8 | 10 |
| 21 | 2,101 | 236 | 221 | 15 | 19 | 7 | 12 |
| 22 | 2,534 | 416 | 364 | 32 | 67 | 56 | 11 |
| 23 | 2,572 | 259 | 214 | 45 | 15 | 4 | 11 |
| 24 | 2,192 | 209 | 181 | 28 | 19 | 10 | 9 |
| 25 ^d | 119 | 7 | 7 | 0 | 3 | 3 | 0 |
| 26 ^d | 840 | 22 | 22 | 0 | 18 | 18 | 0 |
| 27 | 2,637 | 206 | 201 | 5 | 17 | 15 | 2 |
| 28 | 2,470 | 191 | 170 | 21 | 14 | 12 | 2 |
| 29 | 2,653 | 365 | 363 | 22 | 60 | 58 | 2 |
| 30 | 2,342 | 189 | 146 | 43 | 16 | 5 | 11 |
| 31 | 2,310 | 200 | 182 | 38 | 49 | 41 | 8 |
| Jan. 1 ^d | 348 | 0 | 0 | 0 | 11 | 11 | 0 |
| 2 ^d | 993 | 39 | 33 | 6 | 11 | 11 | 0 |

^a Includes general swamping and pick-up gangs, lumber and lumber-cargo gangs, banana-boat gangs, and shoveling and fish-meal gangs. The latter earn penalty rates; the others, longshore rates. A small amount of car-rate work may be included.

^b Includes gangs that did car work exclusively, but not all at 85-cent rate.

^c Extra longshore gangs as defined in ftm. a plus some regular gangs.

^d Sunday or holiday.

1937, work at the car rate included in the tabulations is probably confined almost entirely to the hours of permit men.

Some notion of the amount of car work included can be gained from the following: in the 38th, 41st, and 42d periods only 6.2, 10.5, and 13.2 percent respectively of the total work assignments of men in extra gangs (that is, make-up gangs) involved car work exclusively, and some of these were at the longshore rate (see table C-1).³ Furthermore, extra gangs are used for only a small proportion of the work of the port, as is shown in figure 5. Thus, for an undetermined number of extra men, largely permit men, equivalent-straight-time hours represent a slight overstatement of earnings.

It is known that nonregistered men (whose hours are not included in the tabulations) are frequently assigned to these extra-list car gangs. As is shown in table C-2, in the 42d period the work assignments of nonregistered men in car gangs account for 40 percent of all the work assignments of men in extra gangs to car work. The distortion of the estimated earnings of the registered force caused by the failure to identify car work is thereby reduced still further.⁴

³The increasing proportion is undoubtedly an illustration of the impact of reduced port activity on the longshoremen, more of whom were willing to accept work at the car rate in the latter part of the year.

⁴The practice of meeting the demand for car loaders with nonregistered men probably represents a twofold policy. It gives the union an opportunity to provide work for members of the "sister locals", and it develops and maintains the dispatching hall as a source of labor for car work. Car work is looked upon as something to fall back upon if nothing else is available.

APPENDIX D

WORK ROTATION IN OTHER UNITED STATES PORTS

Decasualization of port labor in the United States has been confined largely, it will be recalled, to the West Coast where all the major ports except San Francisco had operated on a decasualized basis for some years previous to 1934, when the present West Coast plan went into effect. Only limited data on earnings are available, and these cover selected groups of workers; but they are at least indicative of the operation of the decasualization schemes. Available data are in the form of actual annual earnings or average monthly earnings estimated from gang earnings. These were converted into equivalent-straight-time hours in order to eliminate the factor of differences in wage rates.

SEATTLE

Before the 1934 award only reserve gangs and extra-board men were registered at the central dispatching hall in Seattle. However, the earnings of company men (that is, preferred gangs) were regulated to some extent according to the earnings of hall gangs, some differential being allowed.¹ In addition, casuals were employed, in most cases available on a casual register, but these men were given no assurance of employment.

Earnings are available for 505 registered longshoremen in the port of Seattle for the years 1927-29 (table D-1). These are the men in the central reserve group who worked reasonably steadily throughout the 3 years.² The number of registered longshoremen averaged 663 in these 3 years, and thus 76 percent, on the average, of the longshoremen registered at the dispatching hall were included in the compilation of earnings.³ Company men, whose earnings were undoubtedly higher, were not included in this distribution.⁴

¹Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), p. 62.

²F. P. Foisie, *A Study of Longshore Earnings in Washington Ports in Relation to Determining Compensation Under the Longshoremen's and Harbor Workers' Compensation Act*, pp. 29-30.

³F. P. Foisie, *Decasualizing Longshore Labor and the Seattle Experience*, p. 12.

⁴Stern, *op. cit.*, p. 65. Company men had the right at any time to be transferred back to the reserve gangs.

Table D-1.- DISTRIBUTION OF 505 SEATTLE LONGSHOREMEN
BY ESTIMATED NUMBER OF EQUIVALENT-STRAIGHT-TIME
HOURS WORKED, 1927-29^a

| Number of equivalent- straight-time hours worked ^b | 1927 | | 1928 | | 1929 | |
|--|-------------|--------------|-------------|--------------|-------------|--------------|
| | Num- ber | Per- cent | Num- ber | Per- cent | Num- ber | Per- cent |
| Total | 505 | 100.0 | 505 | 100.0 | 505 | 100.0 |
| Less than 900 | 5 | 1.0 | 14 | 2.8 | 12 | 2.4 |
| 900- 999.9 | 4 | 0.8 | 4 | 0.8 | 4 | 0.8 |
| 1,000-1,099.9 | 7 | 1.4 | 10 | 2.0 | 8 | 1.6 |
| 1,100-1,199.9 | 12 | 2.4 | 15 | 3.0 | 15 | 3.0 |
| 1,200-1,299.9 | 15 | 3.0 | 21 | 4.1 | 19 | 2.6 |
| 1,300-1,399.9 | 25 | 4.9 | 24 | 4.7 | 26 | 5.1 |
| 1,400-1,499.9 | 18 | 3.6 | 25 | 4.9 | 20 | 3.9 |
| 1,500-1,599.9 | 20 | 3.9 | 37 | 7.3 | 35 | 6.9 |
| 1,600-1,699.9 | 43 | 8.5 | 56 | 11.1 | 38 | 7.5 |
| 1,700-1,799.9 | 45 | 8.9 | 50 | 9.9 | 58 | 11.5 |
| 1,800-1,899.9 | 55 | 10.9 | 75 | 14.8 | 64 | 12.7 |
| 1,900-1,999.9 | 52 | 10.3 | 70 | 13.9 | 60 | 11.9 |
| 2,000-2,099.9 | 63 | 12.5 | 70 | 13.9 | 63 | 12.5 |
| 2,100-2,199.9 | 56 | 11.1 | 18 | 3.6 | 40 | 7.9 |
| 2,200-2,299.9 | 50 | 9.9 | 5 | 1.0 | 26 | 5.1 |
| 2,300-2,399.9 | 26 | 5.1 | 4 | 0.8 | 9 | 1.8 |
| 2,400-2,499.9 | 4 | 0.8 | 5 | 1.0 | 3 | 0.6 |
| 2,500-2,599.9 | 2 | 0.4 | 0 | 0 | 6 | 1.2 |
| 2,600-2,699.9 | 2 | 0.4 | 0 | 0 | 2 | 0.4 |
| 2,700-2,799.9 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2,800 or over | 1 | 0.2 | 2 | 0.4 | 3 | 0.6 |

^a Estimated from table of annual earnings in F. P. Foisie, *A Study of Longshore Earnings in Washington Ports in Relation to Determining Compensation Under the Longshoremen's and Harbor Workers' Compensation Act* (Seattle, Wash.: mimeo., Sept. 10, 1930), pp. 30-9. These distributions do not include truckers (men who trucked cargo to and from the ship's side). They received a lower rate of pay than longshoremen (those who worked on board ship and those who handled the "hook" on the dock). Under the present agreement truckers are defined as longshoremen.

^b Computed by dividing earnings by \$0.60 for regular longshoremen and \$1.00 for foremen, hatch foremen, double-winch drivers, riggers, boom men, side runners, grain-chute riggers, and ore handlers.

It will be observed from table D-1 that the character of the distributions in these 3 years is somewhat different from that of the distributions for San Francisco during the period of the survey. The principal difference was apparently the result of the lack of control over maximum hours in Seattle, a control which in San Francisco led to a higher concentration at or near the maximum than was the case in Seattle. Also it is evident that the level of earnings in terms of equivalent-straight-time hours was higher in San Francisco during 1937 for the labor

force as a whole than in Seattle for the years 1927-28 for this selected group of steady reserve workers.

EVERETT

A dispatching hall was maintained in the port of Everett, Washington, and data on the earnings of 291 men who worked in each of the 3 years 1927, 1928, and 1929 are available. These include men who did not work steadily⁵ but do not include the registered men who did not work in each of the 3 years or the nonregistered casuals.

It will be noted in table D-2, which presents the distribution of the men according to equivalent-straight-time hours

Table D-2.- DISTRIBUTION OF 291 EVERETT LONGSHOREMEN BY ESTIMATED NUMBER OF EQUIVALENT-STRAIGHT-TIME HOURS WORKED, 1927-29^a

| Number of equivalent-straight-time hours worked ^b | 1927 | | 1928 | | 1929 | |
|--|---------|----------|---------|----------|---------|----------|
| | Num-ber | Per-cent | Num-ber | Per-cent | Num-ber | Per-cent |
| Total | 291 | 100.0 | 291 | 100.0 | 291 | 100.0 |
| Less than 900 | 57 | 19.6 | 56 | 19.2 | 78 | 26.8 |
| 900- 999.9 | 19 | 6.5 | 8 | 2.7 | 12 | 4.1 |
| 1,000-1,099.9 | 18 | 6.2 | 10 | 3.4 | 16 | 5.5 |
| 1,100-1,199.9 | 17 | 5.9 | 14 | 4.8 | 19 | 6.5 |
| 1,200-1,299.9 | 15 | 5.2 | 19 | 6.5 | 20 | 6.9 |
| 1,300-1,399.9 | 19 | 6.5 | 20 | 6.9 | 14 | 4.8 |
| 1,400-1,499.9 | 19 | 6.5 | 17 | 5.9 | 25 | 8.6 |
| 1,500-1,599.9 | 24 | 8.3 | 18 | 6.2 | 16 | 5.5 |
| 1,600-1,699.9 | 21 | 7.2 | 14 | 4.8 | 17 | 5.9 |
| 1,700-1,799.9 | 20 | 6.9 | 29 | 10.0 | 17 | 5.9 |
| 1,800-1,899.9 | 19 | 6.5 | 27 | 9.3 | 9 | 3.1 |
| 1,900-1,999.9 | 17 | 5.9 | 17 | 5.9 | 12 | 4.1 |
| 2,000-2,099.9 | 8 | 2.7 | 18 | 6.2 | 14 | 4.8 |
| 2,100-2,199.9 | 13 | 4.5 | 12 | 4.1 | 9 | 3.1 |
| 2,200-2,299.9 | 3 | 1.0 | 9 | 3.1 | 7 | 2.4 |
| 2,300-2,399.9 | 1 | 0.3 | 2 | 0.7 | 4 | 1.4 |
| 2,400-2,499.9 | 1 | 0.3 | 1 | 0.3 | 1 | 0.3 |
| 2,500 or over | 0 | 0 | 0 | 0 | 1 | 0.3 |

^a Estimated from table of annual earnings in F. P. Folsie, *A Study of Longshore Earnings in Washington Ports in Relation To Determining Compensation Under the Longshoremen's and Harbor Workers' Compensation Act* (Seattle, Wash.: mimeo., Sept. 10, 1930), pp. 48-53.

^b Computed by dividing earnings by \$0.90 for regular longshoremen and \$1.00 for foremen, hatch foremen, double-winch drivers, boom men, and side runners.

⁵ Folsie, *A Study of Longshore Earnings in Washington Ports*, op. cit., p. 47.

worked, that there is practically no evidence of equalization. Particularly noticeable is the large proportion of men who worked less than 900 hours in each of the 3 years.

TACOMA

So far as the distribution of work is concerned, Tacoma presents a picture similar to that of Everett. Table D-3 shows the distribution of earnings for a selected group of 222 Tacoma longshoremen (including dockers) who worked reasonably steadily throughout 1928 and 1929.⁶ It is evident that the work was not evenly divided among the men and that, as pointed out by Dr. Stern, the men not included in this distribution earned considerably less than these averages. During the period, two locals of the ILA were in existence in the port, and there was an understanding that the employers were to select their longshore labor from the ranks of the organized workers exclusively. However, selection was the prerogative of the foremen, and no attempt at rotation of work was made. In fact, Dr. Stern stated that "although the two locals restrict their membership to a definite number of men, the port of Tacoma can not be classified among the decasualized ports."⁷

Table D-3. - DISTRIBUTION OF 222 TACOMA LONGSHOREMEN, BY ANNUAL EARNINGS, 1928 AND 1929^a

| Annual earnings (dollars) | 1928 | | 1929 | |
|------------------------------|--------|---------|--------|---------|
| | Number | Percent | Number | Percent |
| Total | 222 | 100.0 | 222 | 100.0 |
| Under 1,000 | 19 | 8.5 | 12 | 5.4 |
| 1,000-1,199.99 | 23 | 10.4 | 12 | 5.4 |
| 1,200-1,399.99 | 37 | 16.7 | 28 | 12.6 |
| 1,400-1,599.99 | 33 | 14.9 | 31 | 14.0 |
| 1,600-1,799.99 | 31 | 14.0 | 22 | 9.9 |
| 1,800-1,999.99 | 34 | 15.3 | 46 | 20.7 |
| 2,000-2,199.99 | 20 | 9.0 | 29 | 13.1 |
| 2,200-2,399.99 | 13 | 5.8 | 23 | 10.4 |
| 2,400 or over | 12 | 5.4 | 19 | 8.5 |

^a Adapted from Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), table 44, p. 95.

⁶ Stern (*op. cit.*, p. 94) estimated that there was a total of approximately 800 men in the port at that time.

⁷ *Ibid.*

PORTLAND

In Portland a work-rotation scheme was maintained for the permanent force of about 300 men, divided into gangs of 12 men each. No gangs were assigned exclusively to any one company, and no distinction was made between longshoremen and truckers, all men receiving the same rates of pay. Table D-4 shows the distribution of average monthly equivalent-straight-time hours per gang for the years 1924-28. This distribution is to be compared with the distribution of gangs in San Francisco where, in an average 4-week period in 1937, 97 percent of the gangs fell in the interval of 190-210 hours (cf. table 8).

Table D-4.- DISTRIBUTION OF PORTLAND LONGSHORE GANGS,
BY AVERAGE MONTHLY NUMBER OF EQUIVALENT-STRAIGHT-TIME
HOURS WORKED, 1924-28^a

| Average monthly number of equivalent-straight-time hours worked ^b | Number of gangs ^c | | | | |
|--|------------------------------|------|------|------|------|
| | 1924 | 1925 | 1926 | 1927 | 1928 |
| Total | 25 | 25 | 23 | 22 | 23 |
| 120-129.9 | 0 | 0 | 0 | 2 | 0 |
| 130-139.9 | 0 | 1 | 0 | 7 | 0 |
| 140-149.9 | 0 | 5 | 1 | 13 | 7 |
| 150-159.9 | 6 | 16 | 13 | 0 | 15 |
| 160-169.9 | 16 | 3 | 7 | 0 | 1 |
| 170 or over | 3 | 0 | 2 | 0 | 0 |

^aBased on Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), pp. 96-6.

^bEstimated by dividing average monthly earnings per man by \$0.90.

^cEach gang includes 12 men.

In addition to the men in these permanent gangs, there were at that time about 400 men on the extra board and some 400 casuals who received last preference for work. It can be assumed that their earnings were much lower and more widely varied.

LOS ANGELES

For the port of Los Angeles data are available for the 61 gangs of regular registered longshoremen (excluding truckers) for the 7 months from October 1929 through April 1930. These gangs included about 550 men. The earnings of these men were undoubtedly higher than those of most of the remaining 1,000 men registered for work in the port.

As is indicated in table D-5, practically no equalization of work between gangs was accomplished, for these 7 months at least. The variation in hours appears to be partly the result of lack of coordination between the gangs assigned to various companies and the reserve gangs. Three of the six companies rotated their gangs so that the spread between high and low gangs attached to one company was less than 30 hours for an average month; for the other three the range was between 40 and 60 hours. The range for the reserve gangs was 30 hours. This contrasts markedly with the spread shown in table D-5.

**Table D-5.- DISTRIBUTION OF LOS ANGELES LONGSHORE GANGS,
BY AVERAGE MONTHLY NUMBER OF EQUIVALENT-STRAIGHT-TIME
HOURS WORKED, 1929-30^a**

| Average monthly number of equivalent-straight-time hours worked ^b | Number of gangs ^c |
|--|------------------------------|
| Total | 61 |
| 140-149.9 | 6 |
| 150-159.9 | 10 |
| 160-169.9 | 4 |
| 170-179.9 | 7 |
| 180-189.9 | 12 |
| 190-199.9 | 6 |
| 200-209.9 | 12 |
| 210-219.9 | 2 |
| 220 or over | 2 |

^aBased on Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), pp. 99-101.

^bEstimated by dividing average monthly earnings per man by \$0.90.

^cEach gang includes nine men; October 1929-April 1930.

NEW YORK AND BALTIMORE

By way of comparison with the West Coast ports where some decasualization was effected, some limited data for New York and Baltimore may be considered.⁶

In New York permanent attachment to a company is a favored status enjoyed by only a small proportion of the total number of men who work in the port, and this situation has not changed

⁶*Ibid.*, pp. 74-81, 85-7.

materially for many years. Data are available for eight gangs more or less permanently employed by one shipping company during 1928. As indicated in table D-6, even these favored gangs averaged no more work per month in 1928 than did most of the gangs in San Francisco in 1937, a year when presumably less work was available.

In Baltimore all foreign and intercoastal cargoes were handled by union workers, and the size of the labor force was

**Table D-6.- DISTRIBUTION OF EIGHT NEW YORK LONGSHORE GANGS,
BY AVERAGE MONTHLY NUMBER OF EQUIVALENT-STRAIGHT-TIME
HOURS WORKED, 1928^a**

| Average monthly number of equivalent-straight-time hours worked ^b | Number of gangs ^c |
|--|------------------------------|
| 170-179.9 | 1 |
| 180-189.9 | 2 |
| 190-199.9 | 3 |
| 200-209.9 | 1 |
| 210 or over | 1 |

^aBased on Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), table 31, p. 78.

^bEstimated by dividing average monthly earnings per man by \$0.85.

^cEach gang includes 18 men.

**Table D-7.- DISTRIBUTION OF 10 BALTIMORE LONGSHORE GANGS,
BY AVERAGE MONTHLY NUMBER OF EQUIVALENT-STRAIGHT-TIME
HOURS WORKED, 1927^a**

| Average monthly number of equivalent-straight-time hours worked ^b | Number of gangs ^c |
|--|------------------------------|
| 130-139.9 | 1 |
| 140-149.9 | 0 |
| 150-159.9 | 4 |
| 160-169.9 | 2 |
| 170-179.9 | 2 |
| 180 or over | 1 |

^aBased on Boris Stern, *Cargo Handling and Longshore Labor Conditions* (U. S. Dept. Labor, Bur. Labor Statistics, Bull. No. 550, Feb. 1932), table 37, p. 87.

^bEstimated by dividing average monthly earnings per man by \$0.85.

^cEach gang includes 18 men.

controlled to some degree through high initiation fees and strict regulations. The men were organized in gangs whose foremen were approved by the employers and the union, and the majority of the gangs were assigned to individual companies. The distribution of the average monthly equivalent-straight-time hours of 10 gangs employed by a large stevedore company in 1927 (see table D-7) indicates as wide a dispersion in Baltimore as in New York, and a much lower level of monthly hours.

APPENDIX E

DOCUMENTARY MATERIAL

NATIONAL LONGSHOREMEN'S BOARD: ARBITRATORS' AWARD¹

In the Matter of the Arbitration Between Pacific Coast District
Local 88 of the International Longshoremen's Association,
Acting on Behalf of the Various Locals Whose Members
Perform Longshore Labor and Waterfront Employers of Seattle,
Waterfront Employers of Portland, Waterfront Employers' Union
of San Francisco and Marine Service Bureau of Los Angeles

This award is made pursuant to agreement dated the 7th day of August, 1934, between the above named parties, which agreement is hereby referred to and made a part hereof.

Said agreement provides that the decision of the arbitrators (which shall be in writing and must be by a majority) shall constitute a series of agreements between the International Longshoremen's Association, acting on behalf of various Locals whose members perform longshore labor, first party, on the one hand, and Waterfront Employers of Seattle, a list of the members of which is attached to said agreement, marked Exhibit "A", second party, Waterfront Employers of Portland, a list of the members of which is attached to said agreement, marked Exhibit "B", third party, Waterfront Employers' Union of San Francisco, a list of the members of which is attached to said agreement, marked Exhibit "C", fourth party, and Marine Service Bureau of Los Angeles, a list of the members of which is attached to said agreement, marked Exhibit "D", fifth party, separately, on the other hand, which shall be binding upon each of said parties as aforesaid for the period to and including September 30, 1935, and which shall be considered as renewed from year to year thereafter between the respective parties unless either party to the respective agreements shall give written notice to the other of its desire to modify or terminate the same, said notice to be given at least forty (40) days prior to the expiration date. If such notice shall be given by any party other than the International Longshoremen's Association, first party, then the International Longshoremen's Association shall have fifteen (15) days thereafter within

¹ Transcript of the award as issued in mimeographed form.

which it may give written notice of termination of all of said agreements whereon on the succeeding September 30th, all of said agreements shall terminate. If such notice or notices are not so given the agreement shall be deemed to be renewed for the succeeding year.

The arbitrators decide and award as follows:

Section 1.- Longshore work is all handling of cargo in its transfer from vessel to first place of rest including sorting and piling of cargo on the dock, and the direct transfer of cargo from vessel to railroad car or barge and vice versa.

The following occupations are included in longshore work: Longshoremen, gang bosses, hatch tenders, winch drivers, donkey drivers, boom men, burton men, sack-turners, side runners, front men, jitney drivers, and any other person doing longshore work as defined in this section.

Section 2.- Six hours shall constitute a day's work. Thirty hours shall constitute a week's work, averaged over a period of four weeks. The first six hours worked between the hours of 8 A. M. and 5 P. M. shall be designated as straight time. All work in excess of six hours between the hours of 8 A. M. and 5 P. M., and all work during meal time and between 5 P. M. and 8 A. M. on week days and from 5 P. M. on Saturday to 8 A. M. on Monday, and all work on legal holidays, shall be designated as overtime. Meal time shall be any one hour between 11 A. M. and 1 P. M. When men are required to work more than five consecutive hours without an opportunity to eat, they shall be paid time and one-half of the straight or overtime rate, as the case may be, for all the time worked in excess of five hours without a meal hour.

Section 3.-

(a) The basic rate of pay for longshore work shall not be less than \$0.95 (ninety-five cents) per hour for straight time, nor less than \$1.40 (one dollar and forty cents) per hour for overtime, provided, however, that for work which is now paid higher than the present basic rates, the differentials above the present basic rates shall be added to the basic rates established in this paragraph (a).

(b) For those classifications of penalty cargo for which differentials are now paid above the present basic rates, the

same differentials above the basic rates established by this award shall be maintained and paid;

(c) For shoveling, shoveling bones in bulk, both non-offensive and offensive, ten cents above the basic rate shall be paid in Los Angeles;

(d) For handling creosote and creosote wood products, green hides, and fertilizer, for which a differential of ten cents above the present basic rates is now allowed in Los Angeles to foremen, the same differential of ten cents shall also be paid in Los Angeles to men handling these commodities;

(e) For handling logs, piles and lumber which have been submerged, when loaded from water, ten cents above the basic rates established by this award shall be paid for thirty tons or over in Portland;

(f) The increases in the rates of pay established by this award shall be paid as of July 31, 1934.

Section 4.- The hiring of all longshoremen shall be through halls maintained and operated jointly by the International Longshoremen's Association, Pacific Coast District, and the respective employers' associations. The hiring and dispatching of all longshoremen shall be done through one central hiring hall in each of the ports of Seattle, Portland, San Francisco and Los Angeles, with such branch halls as the Labor Relations Committee, provided for in Section 9, shall decide. All expense of the hiring halls shall be borne one-half by the International Longshoremen's Association and one-half by the employers. Each longshoreman registered at any hiring hall who is not a member of the International Longshoremen's Association shall pay to the Labor Relations Committee toward the support of the hall a sum equal to the pro rata share of the expense of the support of the hall paid by each member of the International Longshoremen's Association.

Section 5.- The personnel for each hiring hall shall be determined and appointed by the Labor Relations Committee for the port, except that the dispatcher shall be selected by the International Longshoremen's Association.

Section 6.- All longshoremen shall be dispatched without favoritism or discrimination, regardless of union or non-union membership.

Section 7.- The Labor Relations Committee in Seattle, Portland and Los Angeles, where hiring halls now exist, shall decide within twenty days from the date of this award whether a hiring hall now in use shall be utilized. If in any of said ports no decision is made within such twenty days, a new hall shall be established in such port within thirty days from the date of this award.

Section 8.- The hiring and dispatching of longshoremen in all the ports covered by this award other than those mentioned in Section 4, and excepting Tacoma, shall be done as provided for the ports mentioned in Section 4; unless the Labor Relations Committee in any of such ports establishes other methods of hiring or dispatching.

Section 9.- The parties shall immediately establish for each port affected by this award, a Labor Relations Committee to be composed of three representatives designated by the employers' association of that port and three representatives designated by the International Longshoremen's Association. By mutual consent the Labor Relations Committee in each port may change the number of representatives from the International Longshoremen's Association and the employers' association. In the event that such committee fails to agree on any matter, they may refer such matter for decision to any person or persons mutually acceptable to them, or they shall refer such matter, on request of either party, for decision to an arbitrator, who shall be designated by the Secretary of Labor of the United States or by any person authorized by the Secretary to designate such arbitrator. Such arbitrator shall be paid by the International Longshoremen's Association and by the employers' association in each port. Nothing in this section shall be construed to prevent the Labor Relations Committee from agreeing upon other means of deciding matters upon which there has been disagreement.

Section 10.- The duties of the Labor Relations Committee shall be:

- (a) To maintain and operate the hiring hall;
- (b) Within thirty days from the date of this award to prepare a list of the regular longshoremen of the port, and after such thirty days no longshoreman not on such list shall be dispatched from the hiring hall or employed by any employer

while there is any man on the registered list qualified, ready and willing to do the work. No one shall be registered as a longshoreman who did not, during a period of three years immediately preceding May 9, 1934, derive his livelihood from the industry during not less than any twelve months. Pending the preparation of these lists, no longshoreman who was a member of a gang or who was on any registered list or extra list between January 1, 1934, and May 9, 1934, shall be denied the opportunity of employment in the industry. The Labor Relations Committee, in registering longshoremen, may depart from this particular rule;

(c) To decide questions regarding rotation of gangs and extra men; revision of existing lists of extra men and of casuals; and the addition of new men to the industry when needed;

(d) To investigate and adjudicate all grievances and disputes relating to working conditions;

(e) To decide all grievances relating to discharges. The hearing and investigation of grievances relating to discharges shall be given preference over all other business before the committee. In case of discharge without sufficient cause, the committee may order payment for lost time or reinstatement with or without payment for lost time;

(f) To decide any other question of mutual concern relating to the industry and not covered by this award.

The committee shall meet at any time within twenty-four hours, upon a written notice from either party stating the purpose of the meeting.

Section 11.-

(a) The Labor Relations Committee for each port shall determine the organization of gangs and methods of dispatching. Subject to this provision and to the limitations of hours fixed in this award, the employers shall have the right to have dispatched to them, when available, the gangs in their opinion best qualified to do their work. Subject to the foregoing provisions gangs and men not assigned to gangs shall be so dispatched as to equalize their earnings as nearly as practicable, having regard to their qualifications for the work they are required to do. The employers shall be free to select their men within those eligible under the policies jointly

determined, and the men likewise shall be free to select their jobs;

(b) The employees must perform all work as ordered by the employer. Any grievance resulting from the manner in which the work is ordered to be performed shall be dealt with as provided in Section 10;

(c) The employer shall have the right to discharge any man for incompetence, insubordination or failure to perform the work as required. If any man feels that he has been unjustly discharged, his grievance shall be dealt with as provided in Section 10;

(d) The employer shall be free, without interference or restraint from the International Longshoremen's Association, to introduce labor saving devices and to institute such methods of discharging and loading cargo as he considers best suited to the conduct of his business, provided such methods of discharging and loading are not inimical to the safety or health of the employees.

(Signed) Edward J. Hanna, Chairman
Edward F. McGrady

I concur except as to the provisions of Section 3.
O. K. Cushing

Dated this 12th day of October, 1934
At San Francisco, California.

**WAGE SCALE AND WORKING RULES FOR LONGSHORE WORK²
SAN FRANCISCO BAY DISTRICT**

(Effective January 12, 1935)

1. Six (6) hours shall constitute a day's work.
2. Thirty (30) hours shall constitute a week's work - averaged over a period of four (4) weeks. Limit of work shall be:
 - 44 hours in any one week,
 - 12 hours in any one day with
 - a two (2) hour leeway
 - to finish job or ship.

On completion of a job of six (6) or more consecutive hours in any one period, men shall have a rest period of not less

²The working rules only are presented here.

Transcript of the published agreement as adopted pursuant to the award of the U. S. National Longshoremen's Board. Copies may be obtained from the Joint Dispatching Hall.

than eight (8) hours before resuming work or being dispatched to another job, provided that other eligible men are available.

3. (a) When men are dispatched from the Hiring Hall, and/or ordered to report to a certain dock at a specified time during straight time hours, their pay is to start after the expiration of two hours if no work is provided, and to continue until dismissed. Not less than two hours pay will be allowed whether or not work starts or lasts two hours. This section does not apply to car work.

(b) When men are ordered to report for work, or are ordered back to work, during overtime hours, they shall be paid from the hour so ordered and at which time they report, and their pay to continue until dismissed. In case there is no work or the work does not last two (2) hours, they shall receive two (2) hours pay. When men resume, continue or start a new job between the hours of one (1) A. M. and five (5) A. M., they shall receive not less than four (4) hours pay at the overtime rate.

(c) When vessels are to work approximately the full twenty-four hour day, the relief gangs are to start at six (6) P. M., whenever it is practical to do so.

(d) In case of a suspension of work for one hour or less, while the vessel is working, during straight time hours, no deduction shall be made for time lost; but men shall receive full pay for the first hour, and half pay thereafter until such time as work is resumed or men dismissed for the day. During overtime hours no deduction shall be made for such loss of time.

(e) When hatches are to be covered by the men they shall be allowed ten minutes before quitting time.

4. *Holidays:*

| | |
|-----------------------|------------------|
| New Year's Day | Admission Day |
| Lincoln's Birthday | Columbus Day |
| Washington's Birthday | Armistice Day |
| Decoration Day | Thanksgiving Day |
| Independence Day | Christmas Day |
| Labor Day | Election Day |

and any other legal holidays that may be proclaimed by State or National authorities.

5. Meals:

(a) Meal hours shall be one hour between eleven (11) A. M. and one (1) P. M., and five (5) P. M. and seven (7) P. M., and eleven (11) P. M. and one (1) A. M., and six (6) A. M. and eight (8) A. M. Men may be required to work through a meal hour other than the noon meal hour to finish a job or ship without a penalty applying, provided such time worked does not exceed five (5) consecutive hours without a meal. When men are required to work more than five (5) consecutive hours without an opportunity to eat, they shall be paid penalty time of \$1.40 per hour straight time and \$2.10 per hour overtime for all the time worked in excess of five (5) hours without a meal.

(b) If employees are not allowed a full hour for meals at the designated meal hours, employers agree to pay one hour at one and one-half the straight or overtime rate, as the case may be, for that portion of the meal hour worked.

(c) When men are required to travel during meal hours, due to shifting of vessel at points other than along the San Francisco Waterfront, and the terminals are not in the immediate vicinity of each other, they shall be allowed one-half an hour straight time over the meal hour to reach the job, except when transportation is provided, in which event men shall start work on arrival at the job.

(d) At all points where employers are required to furnish meals and such meals are not furnished the men, the sum of 60¢ will be allowed for each meal.

6. Travelling Time:

(a) Employees shall be paid travelling time when ordered to points outside the city and county of San Francisco and to vessels in the stream. On their arrival at the place where ordered their pay to continue during the regular working hours (first six hours worked between eight (8) A. M. and five (5) P. M.) until job is completed, except Oakland and/or Oakland Inner Harbor and Alameda, which shall be covered by rule 6 (b); they shall then be furnished with the quickest means of transportation back to San Francisco. Employers to furnish transportation both ways.

(b) One-half (½) hour travelling time allowed longshoremen going to Oakland and/or Oakland Inner Harbor and Alameda.

(c) One-half (½) hour travelling time allowed longshoremen returning from Oakland and/or Oakland Inner Harbor and Alameda.

only when ordered to report in San Francisco to same company same day.

(d) Longshoremen will be allowed one (1) hour travelling time returning from Richmond, Richmond Inner Harbor, Point Richmond and Redwood City; and one and one-half (1½) hours travelling time returning from Point Orient, or Point San Pablo, and two (2) hours travelling time from all points above San Pablo, only when ordered to report in San Francisco to same company same day.

(e) The day shall be considered to commence at twelve (12) midnight and to end at midnight.

(f) All travelling time between eight (8) A. M. and five (5) P. M. shall be counted against the six hour day if such time is incurred during the six hour straight time period.

All travelling time shall be included in the 120 hour limit.

All travelling time shall be straight time at the basic rate.

(g) When employees are ordered to points outside the City and County of San Francisco and to vessels in the stream employers shall pay for transportation both ways.

7.(a) Employers shall furnish men with suitable board and lodging when men are taken from San Francisco to Richmond and points above.

(b) If men are worked to six (6) P. M. or later at Richmond or points above they shall be provided with a meal or paid meal money.

(c) When men are taken to Richmond Inner or Outer Harbor, they shall furnish their own midday meal. All other meals at these points shall be furnished by the employer.

8. When employees are transported to work outside the City and County of San Francisco, employees are to remain with job until it is finished or men are discharged. If an employee quits the job before he is dismissed or the job is finished, except in case of sickness or injury, the cost of transportation back to San Francisco shall be deducted from such employee's earnings.

9. Crew may rig ship for handling cargo.

10. The Walking Boss shall not be subject to the working hour limitation of the award.

11. The employees must perform all work as ordered by the employer. Any grievance resulting from the manner in which the

work is ordered to be performed shall be dealt with by the Labor Relations Committee.

12. The employer shall have the right to discharge any man for incompetence, insubordination or failure to perform the work as required. If any man feels that he has been unjustly discharged, his grievance shall be dealt with by the Labor Relations Committee. In case of discharge without sufficient cause, the committee may order payment for lost time, or reinstatement with or without payment for lost time.

13. The employer shall be free, without interference or restraint from the International Longshoremen's Association, to introduce labor saving devices and to institute such methods of discharging and loading cargo as he considers best suited to the conduct of his business, provided such methods of discharging and loading are not inimical to the safety or health of the employees.

14. For all purposes of safeguarding the safety and health of employees the provisions of the Pacific Coast Marine Safety Code shall apply.

15. The employers and employees shall each appoint a Labor Relations Committee of three members, which upon complaint lodged by either party with the other, shall immediately investigate the incident or condition complained of, and adjust same, but there shall be no stoppage of work.

Signed,

Labor Relations Committee,

International Longshoremen's,

Association, Local 38-79

By F. Knopff, Chairman.

Waterfront Employers Association

of San Francisco, California

By F. C. Gregory, Chairman.

SAN FRANCISCO LONGSHORE DISPATCHING HALL: DISPATCHING RULES³

Dispatching and Dispatching Hours

1. Men shall be ordered so they will be able to be dispatched during regular dispatching hours.

³Transcript of mimeographed statement of agreement issued by the Longshore Labor Relations Committee on February 18, 1936 in San Francisco, California. Copies may be obtained from the Joint Dispatching Hall.

2. Dispatching Hours:

7:00 A. M. to 8:30 A. M.
 11:00 A. M. to 12:30 P. M.
 4:00 P. M. to 5:00 P. M.

Hall open from:

6:00 A. M. until 6:00 P. M. Week Days
 7:00 A. M. until 9:00 A. M. Sundays & Holidays

3. All gangs going to work before 8:00 A. M., or ordered to travel before 7:15 A. M., must receive their orders before 5:00 P. M. the preceding day, including Sundays and Holidays.

4. Orders for gangs to turn to at 8:00 A. M. must be in with the dispatcher by 7:00 A. M. When a ship is in port, or its arrival is assured by 8:00 A. M., orders for gangs to turn to at 8:00 A. M. should be received at the Dispatching Hall the preceding evening.

5. Gangs or men to go to work between 8:30 A. M. and noon, must be ordered between 7:00 A. M. and 8:30 A. M.

6. Orders for gangs or men to turn to between 1:00 P. M. and 5:00 P. M. must be in with the dispatcher between 11:00 A. M. and 12:30 P. M.

7. Orders for gangs to turn to at 6:00 P. M., or later, must be in by 5:00 P. M. (3:00 P. M.)

8. Gangs and men must be ordered for a specific time and job.

Organization of Gangs and Extra Men's Lists

1. The registered men of the port will be divided into gangs and extra men.

2. Gangs will be divided into preferred gangs which will be assigned to companies, and extra gangs which will be available for dispatching to any company as needed.

3. Extra men will be listed according to their special qualifications, such as winch drivers, jitney drivers, etc., to assist in dispatching.

4. Extra gangs and extra men will be dispatched in rotation.

5. The work will be divided as evenly as practicable among all registered men.

6. Preferred Gangs:

(a) Each employer will furnish the committee with the number of gangs and the names of gang bosses which he wishes to

have permanently assigned to him. This number will be limited to his ability to provide the average work over the four weeks period. If such gangs prefer to work for the employer instead of working as extra gangs, they will be so assigned and will be available for extra work *only after all extra gangs are working or have received more than the average work of the port at that date.*

(b) Such preferred gangs may consist of any number of men which is most desirable for the regular operations, *but all members of such gang must be employed while the gang is working.* Members of a gang may be assigned to do other work, *providing that two or more gangs shall not be split to form an extra gang.*

(c) The employer will select his preferred gangs and furnish the committee with the names and permanent numbers of such members. The names of such gang members will not be listed on the extra board.

(d) When an employer no longer wishes to employ a preferred gang, he shall notify the gang boss and the dispatcher and at the end of the job the gang will be returned to the extra gang list.

(e) When a preferred gang wishes to return to the extra gang list, it shall inform the employer and the dispatcher and at the end of the job the gang will be returned to the extra gang list.

(f) If a member of a preferred gang wishes to leave that gang, he will notify his gang boss and the Dispatcher and will be relieved as the job is completed and a replacement can be secured from the list of extra men.

(g) Any temporary replacements in a preferred gang, or any temporary additions thereto, shall be assigned by the Dispatcher from the extra men's list, and upon completion of the job shall be returned to the extra list. If such vacancy is to be of a considerable length of time, due to injury, illness or other causes, the employer may request the Dispatcher to assign an extra man to this vacancy pending the return of the regular member.

7. Extra Gangs:

(a) Extra gangs will be formed under the direction of the committee and will consist of a standard number of 16 men:

- 1 - Gang Boss
- 2 - Deck Men
- 6 - Hold Men
- 6 - Dock Men
- 1 - Jitney Driver

(b) Extra gangs will be listed upon the rotation board by their number, and shall be dispatched in rotation, excepting that if an extra gang shall have worked substantially more than the average gang list, the dispatcher may place it at the bottom of the list until such time as work is equalized.

(c) If an employer desires larger than a standard gang, he will so inform the dispatcher and the additional men shall be taken from the list of extra men.

(d) If an employer desires less than a standard extra gang he will order the desired number of men and the Dispatcher will dispatch men from the extra men's list.

(e) If an extra gang shall refuse a job when called in rotation, it shall be placed at the bottom of the list, unless the gang gives the Dispatcher a valid reason for such refusal.

8. Extra Men:

(a) The extra men shall be placed on lists according to their special qualifications if they so desire:

- 1 - Winchdrivers and Hatchtenders
- 2 - Jitney Drivers
- 3 - Hold and Dock Men
- 4 - Lumbermen
- 5 - Car Men

(b) The men on these lists will be dispatched in rotation, excepting that if individuals have received more than the average amount of work of the extra men's list, they may be placed at the bottom of the list until such time as work has been equalized.

(c) If an individual called in turn refuses to accept a job, he shall automatically go to the bottom of the list, unless the man gives the Dispatcher a valid reason for such refusal.

9. In attempting to equalize the work of the port individuals or gangs that refuse work when called will not be entitled to have their hours equalized during that period at the expense of the gangs or individuals who have accepted such jobs.

10. Any employer may retain a "specialty gang" if sufficient "specialty" work can be supplied to enable such gang to work the average hours of the port.

General Dispatching Rules

1. No gang shall be preferred by more than one company.
2. Upon completion of a job or a ship, all gang bosses shall turn in their gang reports to the Dispatcher gang reports to the Dispatcher [sic] (printed report cards).
3. Upon the completion of a job or ship, all gangs and/or men shall receive their their [sic] orders for the next job from the Joint Dispatching Hall.
4. All gangs may call the Hall for orders by telephone if it is practicable to do so.
5. All replacements called to fill temporary vacancies in all gangs must finish the job or ship for which they are called, unless otherwise provided for.
6. When an extra gang is hired it shall not be replaced by any other gang, until the gang has had at least six hours work.

1. Registered longshoremen are required to report at the Dispatching Hall upon notice from the Labor Relations Committee.
2. First Brass Check (permanent registered number) will be issued free. If lost, a charge of 50¢ will be made for a duplicate check.
3. Carry Brass Check at all times.
4. Report loss of Brass Check to the Dispatcher at once.
5. No interchange of Brass Checks allowed. Any infringement of this rule may mean temporary suspension from the registered list.
6. Men who do not report for work for a period of thirty days will have their names removed temporarily from the dispatching list. Men desiring a leave of absence must leave their Brass Checks with the Dispatcher. Men on sick or injured list must report to Dispatcher before they will be replaced on the dispatching list.

Approved by the
Longshore Labor Relations Committee
February 18, 1935.

AGREEMENT BETWEEN PACIFIC COAST DISTRICT, LOCAL 38 OF THE
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION AND
WATERFRONT EMPLOYERS' OF SEATTLE
WATERFRONT EMPLOYERS OF PORTLAND
WATERFRONT EMPLOYERS' ASSOCIATION OF SAN FRANCISCO
WATERFRONT EMPLOYERS' ASSOCIATION OF SOUTHERN CALIFORNIA AND
SHIPOWNERS' ASSOCIATION OF THE PACIFIC COAST⁴

(Dated: February 4, 1937)

Agreement

THIS AGREEMENT by and between PACIFIC COAST DISTRICT, LOCAL 38 of the INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, hereinafter designated as the Union, and the Coast Committee for the shipowners on behalf of the WATERFRONT EMPLOYERS OF SEATTLE, WATERFRONT EMPLOYERS OF PORTLAND, WATERFRONT EMPLOYERS ASSOCIATION OF SAN FRANCISCO and WATERFRONT EMPLOYERS' ASSOCIATION OF SOUTHERN CALIFORNIA (formerly Marine Service Bureau of Los Angeles), hereinafter designated as the Employers:

Witnesseth:

It is agreed that the Award of the National Longshoremen's Board of October 12, 1934, by and between the parties hereto shall be amended in the respects hereinafter specified: This agreement shall go into effect as of February 5, 1937, and shall remain in effect to and including September 30, 1937, and shall be considered as renewed from year to year thereafter between the respective parties unless either party shall give written notice to the other of its desire to modify or terminate the same, said notice to be given at least sixty (60) days prior to the expiration date. Negotiations shall commence within ten (10) days from the date of receipt of such notice. If such notice or notices are not so given the agreement shall be deemed to be renewed for the succeeding year.

Section 1.- The provisions of this agreement shall apply to all handling of cargo in its transfer from vessel to first place of rest, and vice versa, including sorting and piling of cargo on the dock; and the direct transfer of cargo from vessel to railroad car or barge, and vice versa, when such work is performed by employees of the companies parties to this agreement.

⁴ Transcript of published agreement issued on February 4, 1937 in San Francisco, California. Copies may be obtained from the Joint Dispatching Hall.

It is agreed and understood that if the employers, parties to this agreement shall sub-contract work as defined herein, provision shall be made for the observance of this agreement.

The following occupations shall be included under the scope of this agreement: Longshoremen, gang bosses, hatch tenders, winch drivers, donkey drivers, boom men, burton men, sack-turners, side runners, front men, jitney drivers, lift jitney drivers, and any other person doing longshore work as defined in this section.

Section 2.- Six hours shall constitute a day's work. Thirty hours shall constitute a week's work, averaged over a period of four weeks. The first six hours worked between the hours of 8 A. M. and 5 P. M. shall be designated as straight time, but there shall be no relief of gangs before 5 P. M. All work in excess of six hours between the hours of 8 A. M. and 5 P. M. and all work during meal time and between 5 P. M. and 8 A. M. on week days and from 5 P. M. on Saturday to 8 A. M. on Monday, and all work on legal holidays, shall be designated as overtime. Meal time shall be any one hour between 11 A. M. and 1 P. M. When men are required to work more than five consecutive hours without an opportunity to eat, they shall be paid time and one-half of the straight or overtime rate, as the case may be, for all time worked in excess of five hours without a meal hour.

Section 3.-

(a) The basic rate of pay for longshore work shall not be less than ninety-five cents (95¢) per hour for straight time, nor less than one dollar and forty cents (\$1.40) per hour for overtime, provided however, that for work which is now paid higher than the present basic rates, the differentials above the present basic rates shall be added to the basic rates established in this paragraph.

(b) For those classifications of penalty cargo for which differentials are now paid above the present basic rates, the same differentials above the basic rates established by this agreement shall be maintained and paid; provided that it is agreed in principle that penalty cargoes should be at a uniform rate for the entire Pacific Coast, and that immediately after the execution of this agreement a Joint Committee be appointed for the purpose of working out as quickly as possible such

uniform rates for any of the cargoes mentioned in the proposals of the International Longshoremen's Association heretofore submitted as to which penalties are applicable.

Section 4.- The hiring of all longshoremen shall be through halls maintained and operated jointly by the International Longshoremen's Association, Pacific Coast District, and the respective employers' associations. The hiring and dispatching of all longshoremen shall be done through one central hiring hall in each of the ports of Seattle, Portland, San Francisco and Los Angeles, with such branch halls as the Labor Relations Committee, provided for in Section 9, shall decide. All expense of the hiring halls shall be borne one-half by the International Longshoremen's Association and one-half by the employers. Each longshoreman registered at any hiring hall who is not a member of the International Longshoremen's Association shall pay to the Labor Relations Committee toward the support of the hall a sum equal to the pro rata share of the expense of the support of the hall paid by each member of the International Longshoremen's Association.

Section 5.- The personnel for each hiring hall shall be determined and appointed by the Labor Relations Committee for the port, except that the dispatcher shall be selected by the International Longshoremen's Association.

Section 6.- Preference of employment shall be given to members of Pacific Coast District International Longshoremen's Association whenever available. This section shall not deprive the employers, members of the Labor Relations Committee of the right to object to unsatisfactory men (giving reasons therefor) in making additions to the registration list, and shall not interfere with the making of appropriate dispatching rules.

Section 7.-

(a) The following holidays shall be recognized: New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Armistice Day, Thanksgiving Day, General Election Day, Christmas Day, or any other legal holiday that may be proclaimed by state or national authority. When a holiday falls on Sunday the following Monday shall be observed as a holiday.

•

(b) Election Day. On election day the work shall be so arranged as to enable the men to vote.

Section 8.- The hiring and dispatching of longshoremen in all ports covered by this award other than those mentioned in Section 4, and excepting Tacoma, shall be done as provided for the ports mentioned in Section 4; unless the Labor Relations Committee in any of such ports established other methods of hiring or dispatching.

Section 9.- The parties shall immediately establish for each port affected by this agreement, a Labor Relations Committee to be composed of three representatives designated by the Employers' Association of that port and three representatives designated by the International Longshoremen's Association. By mutual consent the Labor Relations Committee in each port may change the number of representatives from the International Longshoremen's Association and the Employers' Association. In the event that such committee fails to agree on any matter, they may refer such matter for decision to any person or persons mutually acceptable to them, or they shall refer such matter, on request of either party, for decision to an arbitrator, who shall be designated by the Secretary of Labor of the United States or by any person authorized by the Secretary to designate such an arbitrator. Such arbitrator shall be paid by the International Longshoremen's Association and by the Employers' Association in each port. Nothing in this section shall be construed to prevent the Labor Relations Committee from agreeing upon other means of deciding matters upon which there has been disagreement.

Section 10.- The duties of the Labor Relations Committee shall be:

- (a) To maintain and operate the hiring hall;
- (b) To take charge of the registration list of the regular longshoremen of the port and to make such additional registration of longshoremen as may be necessary; no longshoremen not on such list shall be dispatched from the hiring hall or employed by any employer while there are any men on the registered list qualified, ready and willing to do the work;
- (c) To decide questions regarding rotation of gangs and extra men; revision of existing lists of extra men and of casuals; and the addition of new men to the industry when needed;

(d) To investigate and adjudicate all grievances and disputes relating to working agreements;

(e) To decide all grievances relating to discharges. The hearing and investigation of grievances relating to discharges shall be given preference over all other business before the Committee. In case of discharge without sufficient cause, the Committee may order payment for lost time or reinstatement with or without payment for lost time;

(f) To decide any other question of mutual concern relating to the industry and not covered by this agreement.

The Committee shall meet at any time within twenty-four (24) hours, upon a written notice from either party stating the purpose of the meeting.

Section 11.-

(a) The Labor Relations Committee for each port shall determine the organization of gangs and methods of dispatching. Subject to this provision and to the limitations of hours fixed in this agreement, the employers shall have the right to have dispatched to them, when available, the gangs in their opinion best qualified to do their work. Subject to the foregoing provisions gangs and men not assigned to gangs shall be so dispatched as to equalize their earnings as nearly as practicable, having regard to their qualifications for the work they are required to do. The employers shall be free to select their men within those eligible under the policies jointly determined, and the men likewise shall be free to select their jobs.

(b) The employees shall perform work as ordered by the employer in accordance with the provisions of this agreement. In case a dispute arises, work shall be continued pending the settlement of same in accordance with the provisions of the Agreement and under the conditions that prevailed prior to the time the dispute arose, and the matter shall be adjusted, if possible by the representatives of the International Longshoremen's Association and the Employers, who shall adjust the dispute as quickly as possible; in case they are unable to settle the matter involved within twenty-four (24) hours, then, upon request of either party, the matter shall be referred to the Labor Relations Committee.

(c) The Employers shall have the right to discharge any man for incompetence, insubordination or failure to perform the work as required in conformance with the provisions of this Agreement. If any man feels that he has been unjustly discharged or dealt with, his grievance shall be taken up as provided in Section 10 (b).

(d) The Employer shall be free, without interference or restraint from the International Longshoremen's Association to introduce labor saving devices and to institute such methods of discharging and loading cargo as he considers best suited to the conduct of his business, provided such methods of discharging and loading are not inimical to the safety or health of the employees.

(e) All members of the International Longshoremen's Association shall perform their work conscientiously and with sobriety and with due regard to their own interests shall not disregard the interests of their employers. Any International Longshoremen's Association member who is guilty of deliberate bad conduct in connection with his work as a longshoreman or through illegal stoppage of work shall cause the delay of any vessel, shall, upon trial and conviction by the International Longshoremen's Association be fined, suspended, or for deliberate repeated offenses be expelled from the Union. Any Employer may file with the Union a complaint against any member of the International Longshoremen's Association and the International Longshoremen's Association shall act thereon and notify the Employer of its decision. Any failure on the part of any local of the International Longshoremen's Association to comply with this provision in good faith may be taken up by the Employers before the Labor Relations Committee under Section 10.

(f) Rules covering longshore work when shifting ship and dispatching rules shall be adopted by the local Labor Relations Committee.

(g) The Employers shall provide safe gear and safe working conditions.

For purpose of safeguarding the safety and health of employees, a joint committee representing Pacific Coast District of the International Longshoremen's Association and the various Waterfront Employers' Associations shall negotiate and adopt a safety code for longshore work, the provisions of which

shall apply to and become a part of this agreement. The safety code shall, in addition to all other provisions, cover the subject of:

1. Stretchers on ships and docks to be used in case of accident.
2. Sanitary facilities for water supply.
3. Minimum requirements for space from hatch combing.
4. Sufficient space for clearance of cargo.
5. Minimum clearance between decks.
6. Extension levers.
7. Elimination of work on deck when hatches are not covered.
8. Counter-weights on winch handles.

If it is a question of convenience vs. safety - "Safety First!"

If comfort vs. safety, then again - "Safety First!"

If tonnage vs. safety, then again - "Safety First!"

(h) It is agreed that immediately upon the execution of this agreement, a Joint Committee consisting of representatives of the International Longshoremen's Association and representatives of the Waterfront Employers' Association shall be appointed for the purpose of investigating, negotiating, and adopting maximum loads for standard commodities.

Agreement

This agreement by and between International Longshoremen's Association, Pacific Coast District No. 38 and the Shipowners Association of the Pacific Coast:

Witnesseth:

The 1934 Arbitration Award as amended in the foregoing agreement shall govern longshore work on steam schooners operated by members of the Shipowners Association of the Pacific Coast, provided, however, that members of crews of steam schooners may perform cargo work properly within the scope of their duties, but neither the International Longshoremen's Association nor the Shipowners' Association shall be permitted with reference to the scope or nature of the duties of longshoremen or members of the crews of steam schooners, but any dispute relating thereto, and any other dispute that may arise between the undersigned shall be determined by the Labor Relations Committee

created under said agreement, in accordance with the procedure set forth in Section 10 thereof, and any decision of the Joint Labor Relations Committee, or if they cannot agree, of the Arbitrator, shall be final and binding.

The provisions of said agreement do not apply to wages or working conditions of crews on steam schooners during such time as they are working cargo.

When the work in a hatch is not entirely controlled by longshoremen Section 11 (c) shall not apply.

MAXIMUM LOADS FOR STANDARD COMMODITIES: PACIFIC COAST PORTS⁶

(Effective July 26, 1937)

On and after July 26, 1937, at 8 o'clock in the morning, the maximum loads hereinafter specified shall be adopted for the commodities hereinafter referred to in all ports coming under the provisions of said agreement of February 4, 1937. After the effective date of this agreement all loads for commodities covered herein handled by longshoremen shall be of such size as the employer shall direct, within the maximum limits hereinafter specified, and no employer after such date shall direct and no longshoremen shall be required to handle loads in excess of those hereinafter stated. The following standard maximum sling loads are hereby adopted:

1. Canned Goods

| | |
|--|------------------------|
| 24-2½ talls, 6-12s tall and 48-1 talls (including salmon)..... | 35 cases to sling load |
| or | |
| when loads are built of | |
| 3 tiers of 12..... | 36 cases to sling load |
| 24-1 talls..... | 60 cases to sling load |
| 24-2's talls..... | 50 cases to sling load |
| 6-10s talls..... | 40 cases to sling load |
| Miscellaneous cans and Jars | Maximum 2100 lbs. |

2. Dried Fruits and Raisins (Gross Weight)

| | |
|-------------------|------------------------|
| 22 to 31 lbs..... | 72 cases to sling load |
| 32 to 39 lbs..... | 60 cases to sling load |
| 40 to 50 lbs..... | 40 cases to sling load |

⁶Transcript of printed booklet. Copies may be obtained from the Joint Dispatching Hall.

shall apply to and become a part of this agreement. The safety code shall, in addition to all other provisions, cover the subject of:

1. Stretchers on ships and docks to be used in case of accident.
2. Sanitary facilities for water supply.
3. Minimum requirements for space from hatch combing.
4. Sufficient space for clearance of cargo.
5. Minimum clearance between decks.
6. Extension levers.
7. Elimination of work on deck when hatches are not covered.
8. Counter-weights on winch handles.

If it is a question of convenience vs. safety - "Safety First!"

If comfort vs. safety, then again - "Safety First!"

If tonnage vs. safety, then again - "Safety First!"

(h) It is agreed that immediately upon the execution of this agreement, a Joint Committee consisting of representatives of the International Longshoremen's Association and representatives of the Waterfront Employers' Association shall be appointed for the purpose of investigating, negotiating, and adopting maximum loads for standard commodities.

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created under said agreement, in accordance with the procedure set forth in Section 10 thereof, and any decision of the Joint Labor Relations Committee, or if they cannot agree, of the Arbitrator, shall be final and binding.

The provisions of said agreement do not apply to wages or working conditions of crews on steam schooners during such time as they are working cargo.

When the work in a hatch is not entirely controlled by longshoremen Section 11 (c) shall not apply.

MAXIMUM LOADS FOR STANDARD COMMODITIES: PACIFIC COAST PORTS⁵

(Effective July 26, 1937)

On and after July 26, 1937, at 8 o'clock in the morning, the maximum loads hereinafter specified shall be adopted for the commodities hereinafter referred to in all ports coming under the provisions of said agreement of February 4, 1937. After the effective date of this agreement all loads for commodities covered herein handled by longshoremen shall be of such size as the employer shall direct, within the maximum limits hereinafter specified, and no employer after such date shall direct and no longshoremen shall be required to handle loads in excess of those hereinafter stated. The following standard maximum sling loads are hereby adopted:

1. Canned Goods

| | |
|--|------------------------|
| 24-2½ talls, 6-12s tall and 48-1 talls (including salmon)..... | 35 cases to sling load |
| or | |
| when loads are built of | |
| 3 tiers of 12..... | 36 cases to sling load |
| 24-1 talls..... | 60 cases to sling load |
| 24-2's talls..... | 50 cases to sling load |
| 6-10s talls..... | 40 cases to sling load |
| Miscellaneous cans and Jars | Maximum 2100 lbs. |

2. Dried Fruits and Raisins (Gross Weight)

| | |
|-------------------|------------------------|
| 22 to 31 lbs..... | 72 cases to sling load |
| 32 to 39 lbs..... | 60 cases to sling load |
| 40 to 50 lbs..... | 40 cases to sling load |

⁵ Transcript of printed booklet. Copies may be obtained from the Joint Dispatching Hall.

24-2 lbs..... 35 cases to sling load
 48-15 oz..... 40 cases to sling load

3. Fresh Fruits - Standard Boxes

Oranges..... Standard, 27 boxes to sling load
 Oranges..... Maximum, 28 boxes to sling load
 Apples and Pears..... 40 boxes to sling load

4. Miscellaneous Products

Case oil - 2 5-gal. cans
 (Hand hauled to or from
 ship's tackle)..... 18 cases to sling load
 (Power hauled to or from
 ship's tackle)..... 24 cases to sling load
 Coconut..... 12 cases to sling load
 Tea - standard..... 12 cases to sling load
 Tea - small..... 16 cases to sling load
 Copper (Large)..... 5 slabs to sling load
 Copper (Small)..... 6 slabs to sling load
 Copper (Bars)..... 9 bars to sling load
 Cotton, under standard
 conditions..... 3 bales to sling load
 Rubber (1 tier on sling)
 maximum of..... 10 bales to sling load
 Gunnies, large..... 2 bales to sling load
 Gunnies, medium..... 3 bales to sling load
 Gunnies, small..... 4 bales to sling load
 Rags, large (Above 700#)..... 2 bales to sling load
 Rags, medium (500 to 700#)..... 3 bales to sling load
 Rags, small (below 500#)..... 4 bales to sling load
 Sisal, large..... 3 bales to sling load
 Hemp, ordinary..... 5 bales to sling load
 Jute (400# bales)..... 5 bales to sling load
 Pulp, bales weighing 350#
 or more..... 6 bales to sling load
 Pulp, bales weighing 349#
 or less..... 8 bales to sling load

(Note: With respect to loading where the loads have been built
 by other than longshoremen, the employers will make arrange-
 ments for the application of this rule as soon as possible and
 in any event within 60 days from the date of this agreement).

Steel drums, containing
 Asphalt, Oil, etc.,
 weighing 500# or less..... 4 to the sling load
 (When using Chine Hooks)

Steel drums, containing
 Asphalt, Oil, etc.,
 weighing 500# or less
 on board (capacity of
 board - 1 tier)
 maximum of..... 5 drums to sling load

Barrels, wood, heavy,
containing wine, lard, etc.,
maximum of..... 4 bbls. to sling load
(When using Chine Hooks)

Barrels, wood, heavy,
containing wine, lard, etc.
(capacity of board - 1 tier)
on board - maximum of..... 4 bbls. to sling load

Barrels, wood, containing
Dry Milk, Sugar, etc..... 6 bbls. to sling load

(Present port practice or gear in handling drums of asphalt or
barrels shall not be changed in order to increase the load).

Newsprint, rolls..... 2 rolls to sling load
Newsprint, rolls..... 1 when wgt. 1800# or
over

5. Sacks

Flour - 140 lbs..... 15 sacks to sling load
Flour - 98 lbs..... 20 sacks to sling load
Flour - 49 lbs..... 40 sacks to sling load
Flour - 49 lbs
(in balloon sling)..... 50 sacks to sling load
Cement 22 sacks to sling load
Wheat 15 sacks to sling load
Barley 15 sacks to sling load
Coffee - Power haul from
and to ship's tackle..... 12 sacks to sling load
Coffee - Hand haul from
and to ship's tackle..... 8 sacks to sling load
Other sacks - maximum..... 2100# to sling load

6. When flat trucks are pulled by hand between ship's tackle
and place of rest on dock, load not to exceed 1400#.

7. Number of loaded trailers (4 wheelers) - to be hauled by
jitney as follows: Within the limits of the ordinary berthing
space of the vessel - 2 trailers.

Long hauls to bulkhead warehouse or to adjoining docks or
berths - 3 trailers.

Extra long haul to separate docks or across streets - 4
trailers, providing that four (4) trailers shall be used only
where it is now the port practice.

8. When cargo is transported to or from the point of stowage by
power equipment, the following loads shall apply:

48 - 1 talls..... 40
24 - 1 talls..... 60
24 - 2's talls..... 48

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| | |
|----------------------|----|
| 24 - 2½'s talls..... | 40 |
| 6 - 10's talls..... | 50 |
| 6 - 12's talls..... | 50 |

9. This agreement is supplemental to said agreement of February 4, 1937, and is hereby made a part thereof.

The purpose of the parties in negotiating this scale of maximum loads for standard commodities, is to establish a reasonable loading and discharging rate under the working conditions applicable to the operation, including the number of men used. It is agreed that the employers will not use the maximum loads herein set forth as a subterfuge to establish unreasonable speed-ups; nor will the I. L. A. resort to subterfuges to curtail production.

WAGE RATES FOR LONGSHORE WORK: PACIFIC COAST PORTS⁶

(Effective July 26, 1937)

Basic Wages

| | |
|-----------------------------------|--------|
| Straight time, per hour | \$.95 |
| Overtime. | 1.40 |

Penalty Cargo Rates

1. On and after July 26, 1937, at 8 o'clock in the morning, the penalty rates hereinafter specified shall apply to the handling of cargoes hereinafter mentioned to the extent herein stated. Said penalty rates shall supersede and apply in lieu of all penalty cargo rates now being paid in any port coming under the provisions of said agreement of February 4, 1937, and shall be the only penalty cargo rates payable for the handling of any such cargo in any such port, and none of such penalty cargo rates shall hereafter be subject to alteration or amendment except by agreement of all of the parties hereto.

2. In addition to the basic wages for longshore work as provided in Section 3 (a) additional wages to be called penalties shall be paid for the types of cargoes, condition of cargoes or working conditions specified below. Penalty cargo rates shall apply to all members of the longshore gang, including dockmen, except where herein otherwise specified. Where differentials

⁶ Transcript of printed booklet. Copies may be obtained from the Joint Dispatching Hall.

are now paid for skill, penalty cargo rates shall not be pyramided thereon. Where the cargo penalty rate herein is higher than the skilled rate paid to any member of the gang, such member shall receive the cargo penalty rate less the allowance which he is receiving for skill.

Present port practices shall be continued in the payment of penalties to gang bosses.

Where two penalties might apply the higher penalty shall apply and in no case shall penalties be pyramided.

3. For shovelling all commodities except on commodities earning higher rate.

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.15 |
| Overtime, per hour | 1.70 |

To Boardmen stowing bulk grain:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.25 |
| Overtime, per hour | 1.70 |

For handling bulk sulphur, soda ash and crude untreated potash:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.40 |
| Overtime, per hour | 1.85 |

Untreated or offensive bones in bulk:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.70 |
| Overtime, per hour | 1.70 |

For handling phosphate rock in bulk:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.25 |
| Overtime, per hour | 1.70 |

4. When handling the following commodities in lots of 25 tons or more a penalty for both straight and overtime work in addition to the basic rate shall be 10¢ per hour; the total rates for such work shall be:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.05 |
| Overtime, per hour | 1.50 |

Alfalfa Meal
 Untreated or offensive Bones in sacks
 Caustic Soda in drums
 Celite and decolite in sacks
 Coal in sacks
 Cement:

- (a) All discharging from ships.
- (b) Loading only when in bags with no inner containers, unless the cargo falls within the provision relating to damaged cargo.

DECASUALIZATION OF LONGSHORE WORK

Creosote, when not crated
 Creosoted Wood Products unless boxed or crated
 Following fertilizers in bags:
 Tankage, animal, fish, fishmeal, guano, blood meal
 and bone meal
 Glass, broken, in sacks
 Green hides
 Herring, in boxes and barrels
 Lime, in barrels and loose mesh sacks
 Lumber products loaded out of water, including that
 part of cribs only which has been submerged.
 Meat scraps, in sacks
 Nitrates, crude, untreated, in sacks
 Phosphates, crude, untreated, in sacks
 Plaster, in sacks without inner containers

Refrigerated Cargo: Handling and stowing refrigerator
 space meats, fowl and other similar cargoes to be trans-
 ported at temperatures of freezing or below in the
 boxes.

Sacks: Loading only and to apply to the entire loading
 operation where table or chutes are used and the men are
 handling sacks weighing 120# or over on the basis of one
 man per sack.

Salt Blocks in sacks.
 Scrap metal in bulk and bales, excluding rails,
 plates, drums, car wheels and axles.
 Soda ash in bags.

When the following cargoes are leaking or sifting because
 of damage or faulty containers, a penalty of 10¢ per hour shall
 be paid; and total rate shall be:

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.05 |
| Overtime, per hour | 1.50 |

Analine Dyes
 Fish Oil, whale oil and oriental oils, in drums,
 barrels or cases
 Lamp black.

5. Penalties to Certain Gang Members:

To winchdrivers, hatchtenders, siderunners, burton men,
 donkey drivers, stowing machine drivers and boom men only:

Handling lumber and logs out of water

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.15 |
| Overtime, per hour | 1.60 |

To Boom men only:

Handling creosoted products out of water

| | |
|------------------------------|--------|
| Straight time, per hour..... | \$1.25 |
| Overtime, per hour | 1.70 |

To Hold men only: All paper and pulp in packages weighing 300 lbs. or over per package, only when winging up, and when stowing in fore peaks, after peaks and special compartments other than regular cargo spaces.

(This does not apply to rolls)

Straight time, per hour..... \$1.05
Overtime, per hour 1.50

To Hold men only:

Head room: When there is less than 6 ft. of head room -

(a) Loading cargo in hold on top of bulk grain.

(b) Covering logs or piling with lumber products.

Straight time, per hour..... \$1.05
Overtime, per hour 1.50

6. Penalties for Special Conditions:

Damaged Cargo: Cargo badly damaged by fire, collision, springing a leak or stranding, for that part of cargo only which is in a badly damaged or offensive condition.

Straight time, per hour..... \$1.50
Overtime, per hour 1.50

Cargo damaged from causes other than those enumerated above, shall, if inspection warrants, pay the damaged cargo rate or such other rate as determined by the Labor Relations Committee for handling that part of the cargo only which is in a badly damaged or offensive condition.

Explosives: When working explosives, as defined by current Western Classification Rules, all men working ship and barge to receive:

Straight time, per hour..... \$1.40
Overtime, per hour 1.40

Fire: When fire is burning or cargo smouldering in a hatch, the gang working the hatch to receive:

Straight time, per hour..... \$2.10
Overtime, per hour 2.10

APPENDIX F

CALENDAR OF 4-WEEK WORK PERIODS^a

| Period number | Period dates | |
|-----------------|--------------------|--------------------|
| | From | Through |
| 1 | October 15, 1934 | November 11, 1934 |
| 2 | November 12, 1934 | December 9, 1934 |
| 3 | December 10, 1934 | January 6, 1935 |
| 4 | January 7, 1935 | February 3, 1935 |
| 5 | February 4, 1935 | March 3, 1935 |
| 6 | March 4, 1935 | March 31, 1935 |
| 7 | April 1, 1935 | April 28, 1935 |
| 8 | April 29, 1935 | May 26, 1935 |
| 9 | May 27, 1935 | June 23, 1935 |
| 10 | June 24, 1935 | July 21, 1935 |
| 11 | July 22, 1935 | August 18, 1935 |
| 12 | August 19, 1935 | September 15, 1935 |
| 13 | September 16, 1935 | October 13, 1935 |
| 14 | October 14, 1935 | November 10, 1935 |
| 15 | November 11, 1935 | December 8, 1935 |
| 16 | December 9, 1935 | January 5, 1936 |
| 17 | January 6, 1936 | February 2, 1936 |
| 18 | February 3, 1936 | March 1, 1936 |
| 19 | March 2, 1936 | March 29, 1936 |
| 20 | March 30, 1936 | April 26, 1936 |
| 21 | April 27, 1936 | May 24, 1936 |
| 22 | May 25, 1936 | June 21, 1936 |
| 23 | June 22, 1936 | July 19, 1936 |
| 24 | July 20, 1936 | August 16, 1936 |
| 25 | August 17, 1936 | September 13, 1936 |
| 26 | September 14, 1936 | October 11, 1936 |
| 27 ^b | October 12, 1936 | November 8, 1936 |
| 28 ^b | November 9, 1936 | December 6, 1936 |
| 29 ^b | December 7, 1936 | January 3, 1937 |
| 30 ^b | January 4, 1937 | January 31, 1937 |
| 31 ^b | February 1, 1937 | February 28, 1937 |
| 32 | March 1, 1937 | March 28, 1937 |
| 33 | March 29, 1937 | April 25, 1937 |
| 34 | April 26, 1937 | May 24, 1937 |
| 35 | May 25, 1937 | June 20, 1937 |
| 36 | June 21, 1937 | July 18, 1937 |
| 37 | July 19, 1937 | August 15, 1937 |
| 38 | August 16, 1937 | September 12, 1937 |
| 39 | September 13, 1937 | October 10, 1937 |
| 40 | October 11, 1937 | November 7, 1937 |
| 41 | November 8, 1937 | December 5, 1937 |
| 42 | December 6, 1937 | January 2, 1938 |
| 43 | January 3, 1938 | January 30, 1938 |

^a According to *Wage Scale and Working Rules for Longshore Work: San Francisco Bay District*, effective January 12, 1935 (see appendix E), the following holidays were recognized: Admission Day (September 9), Armistice Day, Columbus Day, Christmas Day, Decoration Day, Election Day, Independence Day, Labor Day, Lincoln's Birthday, New Year's Day, Thanksgiving Day, and Washington's Birthday, as well as any other legal holidays that might be proclaimed by State or National authorities.

^b Longshoremen's strike, October 31, 1936 to February 4, 1937.

SELECTED BIBLIOGRAPHY

This bibliography covers two types of material: primary and secondary sources of information on decasualization schemes and their operation. The primary sources, some of which are reprinted in whole or in part in appendix E, are documents used by the author in her discussion of the establishment and operation of the work-rotation system in the port of San Francisco in particular and of decasualization in other West Coast ports in general.

The secondary sources represent some of the literature available in English on port decasualization schemes in Europe and in America. Selected items have also been included on conditions of employment of longshoremen in casual ports, with emphasis on the United States.

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