

In 2013, the New York Shipping Association (NYSA) and the International Longshoremen’s Association (ILA) agreed on a hiring plan to bring new people into the industry.

The cornerstone of this plan is that 51% of new workers will be Military Veterans, 25% will be ILA referrals and 24% will be NYSA referrals. It should be noted that prior to 2013, 100% of new workers coming into the port were ILA referrals. The result of this plan is that over the past two years, NYSA and the ILA have brought in more than 400 Veterans as new workers and over 60% of the new workers are minorities.

The existing workforce can only be influenced by workers leaving the workforce through retirement or other avenues. The below charts exemplify in detail the diversity of the existing workforce prior to the new hiring plan and results of the new hiring plan.

New Hire Demographics

(Longshore & Checkers)

Diversity

Workforce as of January 1, 2012		
Asian	7	0.2%
Black or African American	668	21.2%
Hispanic or Latino	415	13.1%
Other	27	0.9%
White (not Hispanic or Latino)	2040	64.6%
	3157	

Female	287	9.1%
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New Hires 2014 - 2016*		
Asian	8	1.0%
Black or African American	278	33.9%
Hispanic or Latino	167	20.4%
Other	22	2.7%
White (not Hispanic or Latino)	344	42.0%
	819	

Female	72	8.8%
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*Note- No New Hires 2012 to 2014

Year to Date NYSA-ILA Work Hours by Facility Location

Contract Year: October 1, 2015 - April 10, 2015

		% of
	HOURS	TOTAL
ELIZABETH	3,073,049	53%
BAYONNE	1,295,787	22%
NEWARK	874,581	15%
STATEN ISLAND	301,284	5%
BROOKLYN	115,860	2%
MANHATTAN	86,026	1%
BULK & OTHER	46,832	1%
GRAND TOTAL	5,793,419	100%

Initial Geographic Residence of New Hires

New Jersey New Hires by County

BERGEN	5.3%
BURLINGTON	1.5%
CAMDEN	0.1%
CAPE MAY	0.1%
ESSEX	17.9%
HUDSON	8.5%
HUNTERDON	0.1%
MERCER	0.5%
MIDDLESEX	12.7%
MONMOUTH	6.4%
MORRIS	3.1%
OCEAN	2.4%
PASSAIC	1.8%
SOMERSET	1,8%
SUSSEX	1.8%
UNION	19.7%

New York City by County

Richmond	8.2%
Kings	3.3%
Queens	1.0%
Bronx	0.6%
New York	0.1%

Other New York State	1.7%
Other States	1.9%