

**2003 to 2005 Data Comparison (Excludes Benefits)
Shipyards**

Exhibit VIII

Average Percentage Growth of Weighted Base Salary Rates

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>2003</i>	<i>2005</i>	<i>% Difference</i>	<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>2003</i>	<i>2005</i>	<i>% Difference</i>
101	Carpenter	Puget Sound	20.13	21.14	5.0%	105	Pipefitter	Puget Sound	20.80	22.90	10.1%
		Columbia River	20.01	20.36	1.7%			Columbia River	20.01	20.36	1.7%
		California	18.42	19.08	3.6%			California	18.05	20.14	11.6%
		Canada	23.55	26.97	14.5%			Canada	23.52	26.97	14.7%
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%
102	Machinist	Puget Sound	20.25	22.15	9.4%	106	Sheet Metal Worker	Puget Sound	20.49	22.71	10.8%
		Columbia River	20.01	20.36	1.7%			Columbia River	20.01	20.36	1.7%
		California	18.70	20.56	9.9%			California	18.53	20.46	10.4%
		Canada	23.52	26.97	14.7%			Canada			
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%
103	Electrician	Puget Sound	20.93	23.09	10.3%	107	Truck Driver	Puget Sound	18.97	21.23	11.9%
		Columbia River	21.00	20.36	-3.1%			Columbia River	21.72	22.10	1.7%
		California	18.92	21.64	14.4%			California	16.67	19.76	18.5%
		Canada	23.52	26.97	14.7%			Canada	21.39	24.52	14.6%
		WSFS	21.84	21.84	0.0%			WSFS			
104	Boilmaker/ Welder	Puget Sound	19.98	22.05	10.4%	108	Warehouse Worker	Puget Sound	18.61	20.66	11.0%
		Columbia River	17.37	20.36	17.2%			Columbia River	16.97	20.36	20.0%
		California	18.73	19.76	5.5%			California	15.52	19.51	25.7%
		Canada	23.52	26.97	14.7%			Canada	22.04	25.26	14.6%
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%

*Washington State Ferry System data excluded in determining overall market percentage change.

Total average growth of base salary

10.1%