

# BCMEA BULLETIN: RELIABILITY AND PRODUCTIVITY AT WORK

British Columbia Maritime Employers Association

## PROPOSED MARITIME OCCUPATIONAL HEALTH REGULATIONS

The proposed Maritime Occupational Health and Safety Regulations have been published in the August 22, 2009 Canada Gazette Part I. These will replace the existing MOSH Regulations in order to harmonize the current regulatory provisions with the Canada Occupational Health and Safety Regulations, with other regulations made under the Canada Shipping Act, 2001 (CSA 2001), with certain provisions of the International Labour Organization Maritime Labour Convention, 2006 (MLC 2006), including provisions to support the eventual ratification of this Convention by Canada on the spring of 2010, as well as current national and international standards and marine industry practices. All comments are required to be submitted by September 21, 2009.

While the proposed Regulations are in line with the current COSH Regulations and are focused primarily on the requirements for ships crew, there are significant changes that the BCMEA will be lobbying for change. The new requirements for confined space entry for the hold of ships and employer requirements to supply all safety footwear are problematic and potentially expensive.

The BCMEA is conducting a detailed analysis of the changes that affect our business and will follow-up with the safety specialist group before the deadline for comment.

<http://www.gazette.gc.ca/rp-pr/p1/2009/2009-08-22/html/reg1-eng.html>



### Statutory Holiday - Labour Day

This year, Labour Day falls on Monday, September 7, 2009. It is a "Recognized Holiday" in the Collective Agreement, as such work performed on that day is in accordance with the provisions of the Agreement.

### Meeting Nights for September 2009:

#### Mainland Locals

Vancouver (500)	September 16, 2009
New West. (502)	September 16, 2009

#### Vancouver Island Local

Chemainus (508)	September 14, 2009
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#### Northern Local

Prince Rupert (505)	September 15, 2009
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Please be guided by the provisions of Article 15 in the Collective Agreement respecting working restrictions and conditions on Union Meeting Nights.

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# BCMEA Payroll Outsourcing Project Update:

In November 2008, the BCMEA Board of Directors approved a motion to outsource the industry payroll to the Maritime Data Centre (MDC) in Montreal. For the last 40 years, MDC has provided payroll services to the Eastern Canadian waterfront employers under 44 separate collective agreements. The economies of scale available in combining resources by establishing MDC as the sole payroll provider to the waterfront industry across Canada is anticipated to create significant savings for all payroll users.

As we approach the November 1, 2009 conversion date, the project is well underway. The programming teams at MDC and WEBC have been working collaboratively to transfer the knowledge of our payroll processes to the MDC systems.

Much work has been completed to make the transition as smooth as possible for our member companies and their longshore and foremen employees.

We are presently testing actual payroll data through the MDC systems and they are dynamically making program modifications to ensure consistency with how BCMEA calculates payroll.

The project remains on track for the estimated completion near the end of September, giving an approximate 30 day buffer to

react to any unforeseen complications that may arise.

The testing of member company data submission and return of costing files will be scheduled once the programming modifications and preliminary testing have been completed.

In order to provide continuity of service to our member companies, the union locals and the industry employees, many of the existing payroll support staff have been hired by MDC. They will be moving over to MDC's Vancouver office at Suite 426 - 119 West Pender effective November 1st, 2009. Business hours are 8am to 4:30pm Pacific Time.

The new office is easily accessible by Skytrain, and ample parking is available at the Vancouver Community College Lot.



## Who should I contact for payroll enquiries?

The payroll enquiry number will remain the same: 604-688-0013

Employees should contact MDC office for the following:

- Address changes
- T4 replacement
- Shortages/overpayments
- Garnishee enquiries
- Cheque distribution
- Records of employment
- T2200 Request
- Advance cheques
- Banking information
- Employment confirmation letters for mortgages and loan
- TD1 personal tax credit form
- RRSP applications and enquiries
- Copies of pay stubs
- Replacement cheques

Member companies should contact MDC for all payroll information including:

- Shortages and Overpayments
- Employee Cheque Distribution
- Foremen Termination
- Foremen Option Changes
- Employee Deductions
- Invoice enquiries
- Foremen Days Available



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# BCMEA Payroll Outsourcing Employer Q&A:

**Q) Will there be any changes to the weekly pay day?**

No, employees will continue to be paid on the same day that they currently are. The cheques and advices will be distributed exactly the same once MDC takes over the payroll service.

**Q) What can the employee expect if he is short paid?**

MDC will provide advances for short payments, verified by member companies, upon request. Requests must be submitted to the MDC Vancouver Pay Office.



**Q) Can an employee request a current week advance?**

No, MDC does not issue current week advances.

**Q) How does MDC deal with overpayments?**

When an employee is overpaid, MDC issues the employee a “zero cheque,” in the next pay week, deducting the hours and gross earnings from the employee’s YTD earnings. The overpayment amount is then immediately refunded to the member company on their weekly invoice whether the money has been recovered from the employee or not.

If the employee did not have earnings to recover the overpayment from, MDC will continue to attempt to recover the amount each week for up to a year. If they are not successful in recovering the overpayment within a year, the member company will be re-invoiced for the overpayment amount.

**Q) Can manual timesheets still be used?**

Yes, but MDC charges an additional 0.25% of gross payroll to member companies submitting manual timesheets.

**Q) What will the format of payroll reports be?**

Instead of the current paper reports, MDC will provide encrypted electronic reports to all member companies.

**Q) Are there any changes to the payroll assessment?**

The payroll assessment will remain the same at 25.65%, but there will be some differences in how that assessment appears on invoices.

1) MDC shows the 25.65% payroll assessment as three pieces:

- a. Payroll Assessment (24.80%)
- b. C.R.O. (0.70%)
- c. C.P.O. “Payroll Prep” (0.15%)

2) In circumstances where there will be two different payroll assessment rates invoiced (such as when the rate changes mid-week) MDC will not show this on the invoice. Instead, they will provide a supplementary report detailing the two rates.

**Q) How should weekly payroll funds be remitted?**

Payroll will continue to be remitted via wire transfer and/or EFT, but they will be paid to MDC, which uses TD Bank.

<b>Agent Vessel Forecast Statistics for past 28 days: Aug 2, 2009 - Aug 29, 2009</b>		
Number of Companies with working vessels during this period		24
Number of participating companies		22
Participation Levels :		
	Very High	11
	High	10
	Moderate	1
	Low	0
Average accuracy level		62.14%
Maximum accuracy level		100.00%
Minimum accuracy level		28.21%

<b>Agent Participation and Accuracy Explanation</b>		
Overall Agent Accuracy is based on the forecasting information supplied by the agent compared to the final state of the forecast as supplied by despatch. Agent participation is calculated based on the efforts of the agent in providing forecasting information via the Agent Vessel Forecast System. Participation is based on the comparison between the <u>number</u> of forecasted shifts as against the number of working shifts. Forecast accuracy is based on forecasted shifts and gangs <u>matching</u> with working shifts and gangs.		Percentage of working shifts forecasted
	Very High	More than 90%
	High	61% to 90%
	Moderate	31% to 60%
	Low	up to 30%

### Vancouver Dispatch - Casual Employee Utilization (Aug 23, 2009 - Aug 29, 2009)

Shift	Week Day	A Board		B Board		C Board		T Board		00 Board		Total Available	Total Dispatched	% Dispatched
		Available	Dispatched	Available	Dispatched	Available	Dispatched	Available	Dispatched	Available	Dispatched			
DAY	Sunday	50	10	10	3	1	0	4	0	2	0	67	13	19%
	Monday	94	94	62	56	28	9	26	5	29	7	239	171	72%
	Tuesday	59	45	20	4	8	2	10	3	5	0	102	54	53%
	Wednesday	44	27	11	3	3	2	3	1			61	33	54%
	Thursday	75	22	10	2	4	0	2	2	3	1	94	27	29%
	Friday	78	48	11	0	5	0	2	0	6	4	102	52	51%
	Saturday	88	88	36	34	34	34	23	23	38	35	219	214	98%
GRAVEYARD	Sunday	12	6	10	2	5	2	7	0	4	0	38	10	26%
	Monday	6	3	2	0			2	0	3	0	13	3	23%
	Tuesday	8	7	4	3	14	14	40	17	18	0	84	41	49%
	Wednesday	10	1	21	0	25	3	15	1	17	0	88	5	6%
	Thursday	25	1	2	1	4	3	6	2	3	1	40	8	20%
	Friday	21	0	4	1	1	0	2	1	3	0	31	2	6%
	Saturday	7	4	11	5	8	2	4	0	1	1	31	12	39%
NIGHT	Sunday	7	3	1	0			3	0	1	0	12	3	25%
	Monday	25	25	20	20	43	34	43	6	20	1	151	86	57%
	Tuesday	46	46	31	10	30	2	19	9	20	2	146	69	47%
	Wednesday	40	7	5	1	3	1	7	2	5	2	60	13	22%
	Thursday	38	7	8	1			3	1	7	4	56	13	23%
	Friday	30	19	14	1	7	1	2	1	3	2	56	24	43%
	Saturday	14	14	8	8	13	8	14	0	12	0	61	30	49%
<b>Grand Total</b>		<b>777</b>	<b>477</b>	<b>301</b>	<b>155</b>	<b>236</b>	<b>117</b>	<b>237</b>	<b>74</b>	<b>200</b>	<b>60</b>	<b>1751</b>	<b>883</b>	<b>50%</b>

**Vancouver Gang Stats**  
**August 2009 (as at August 31/09)**

Shift	2/3 Man Special				Basic				Dock Gantry				Grain			
	Req	All	Rec	Shrt	Req	All	Rec	Shrt	Req	All	Rec	Shrt	Req	All	Rec	Shrt
Shift 1 (0100)	7	7	7	0	2	2	2	0	66	66	66	0	11	11	11	0
Shift 2 (0800)	22	22	22	0	68	68	68	0	71	71	71	0	136	136	136	0
Shift 3 (1630)	22	22	22	0	30	30	30	0	80	80	80	0	90	90	90	0
<b>Totals:</b>	<b>51</b>	<b>51</b>	<b>51</b>	<b>0</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>0</b>	<b>217</b>	<b>217</b>	<b>217</b>	<b>0</b>	<b>237</b>	<b>237</b>	<b>237</b>	<b>0</b>
<b>Percent of Shortage:</b>	<b>0.00%</b>				<b>0.00%</b>				<b>0.00%</b>				<b>0.00%</b>			

**Squamish Gang Stats**  
**August 2009 (as at August 31/09)**

Shift	2/3 Man Special				Basic				Dock Gantry			
	Req	All	Rec	Shrt	Req	All	Rec	Shrt	Req	All	Rec	Shrt
Shift 1 (0100)	0	0	0	0	6	6	6	0	0	0	0	0
Shift 2 (0800)	0	0	0	0	22	22	22	0	0	0	0	0
Shift 3 (1630)	0	0	0	0	18	18	18	0	0	0	0	0
<b>Totals:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>46</b>	<b>46</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percent of Shortage:</b>	<b>0.00%</b>				<b>0.00%</b>				<b>0.00%</b>			

**Vancouver Island Gang Stats**  
**August 2009 (as at August 31/09)**

Shift	2/3 Man Special				Basic				Dock Gantry			
	Req	All	Rec	Shrt	Req	All	Rec	Shrt	Req	All	Rec	Shrt
Shift 1 (0100)	0	0	0	0	0	0	0	0	0	0	0	0
Shift 2 (0800)	0	0	0	0	32	32	32	0	0	0	0	0
Shift 3 (1630)	0	0	0	0	7	7	7	0	0	0	0	0
<b>Totals:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>39</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Percent of Shortage:</b>	<b>0.00%</b>				<b>0.00%</b>				<b>0.00%</b>			

# Dispatch Shortage Stats for August 2009

Shortages at commencement and post dispatch, month-to-date August 31/09

0100 Shift					0800 Shift				
Rating	At Dispatch	Shifts	Post Dispatch	Shifts	Rating	At Dispatch	Shifts	Post Dispatch	Shifts
DOCK GANTRY	3	1	0	0	BULLDOZER (DOCK)	1	1	0	0
ELECTRICIAN (CERT)	12	7	2	2	CARPENTER (CERT)	1	1	1	1
F.E.L. (DOCK)	1	1	0	0	CENT CHECKER	1	1	0	0
H.D.MECH (CERT)	3	3	1	1	ELECTRICIAN (CERT)	21	17	16	13
KOMATSU OP. (VW)	1	1	0	0	F.E.L. (DOCK)	5	2	0	0
MILLWRIGHT (CERT)	5	5	2	2	F.S. BULK OPERATOR	3	2	0	0
P.M. BULK LIQUID OP.	5	2	0	0	FIBERCO PUSHER	1	1	0	0
P.M. PUSHER	1	1	0	0	FIBERCO TRUNK (B.O.)	3	3	0	0
SWITCHMAN (ALL SITES)	7	4	0	0	H.D.MECH (CERT)	13	11	8	8
V.W. TRUNK (B.O.)	3	1	0	0	LOCIE ENGINEER	1	1	1	1
1630 Shift					MILLWRIGHT (CERT)	6	4	6	4
Rating	At Dispatch	Shifts	Post Dispatch	Shifts	NEPTUNE TRUNK	5	3	0	0
CENT CHECKER	1	1	0	0	P.M. BULK LIQUID OP.	1	1	0	0
ELECTRICIAN (CERT)	31	22	14	12	PLUMBER (CERT)	2	2	1	1
H.D.MECH (CERT)	8	6	6	6	SWITCHMAN (NEPT)	2	1	1	1
HLT (WHITE DOT)	2	1	0	0	SWITCHMAN (ALL SITES)	1	1	1	1
KOMATSU OP. (VW)	1	1	0	0	TOPSIDE	13	7	2	1
LOCIE ENGINEER	3	3	0	0	TRACKMAN	1	1	1	1
MILLWRIGHT (CERT)	16	11	4	4					
P.M. BULK LIQUID OP.	2	2	0	0					
RAIL PERSON	1	1	1	1					
SWITCHMAN (NEPT)	1	1	0	0					
SWITCHMAN (ALL SITES)	9	7	0	0					
TOPSIDE	9	4	0	0					
WELDER (CERT)	1	1	1	1					

## COR Website now online!

The BCMEA is pleased to announce the launch of a website devoted to the COR program.

After a successful inaugural year, and expansion to the program in 2009, the BCMEA is well established as the waterfront industry's certifying partner for the Certificate of Recognition Program. The website is accessible through the BCMEA website under the Health and Safety tab or directly at [bcmeacor.com](http://bcmeacor.com)

The COR website has been designed for easy navigation through the variety of information including program, training outlines and training schedules. The website is password protected as it contains program forms and manuals.

Please visit [bcmeacor.com](http://bcmeacor.com) to learn more about the COR program.

For information regarding the website or to obtain passwords to the secured area, contact Deborah MacKinnon at [dmackinnon@bcmea.com](mailto:dmackinnon@bcmea.com) or 604.688.1155 ext 441.

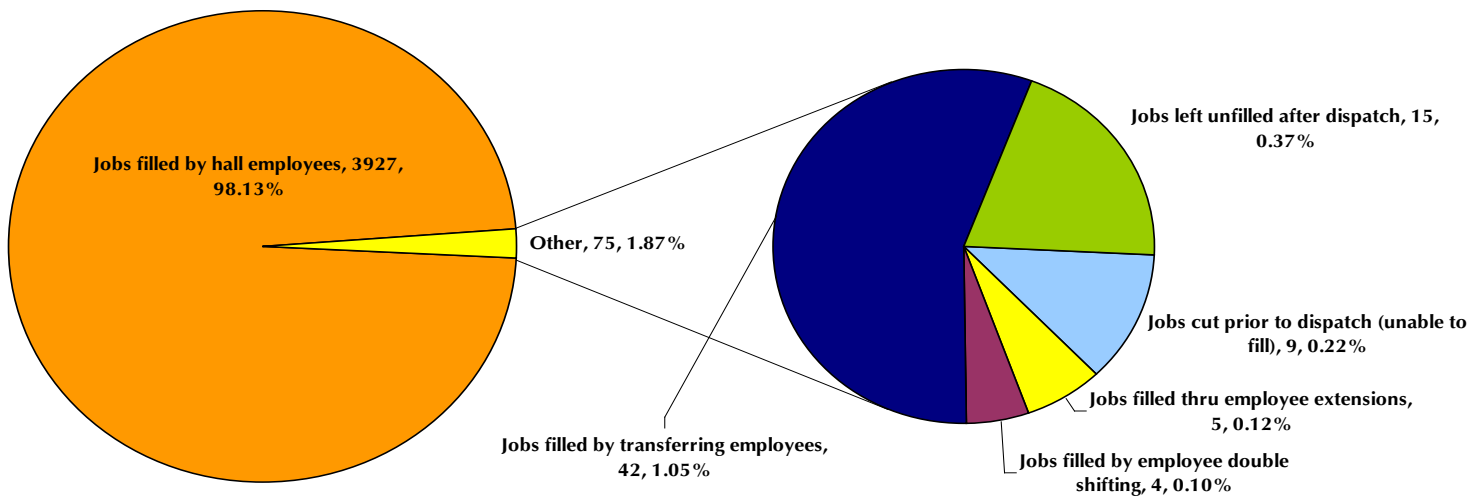


# Dispatch Shortage Statistics:

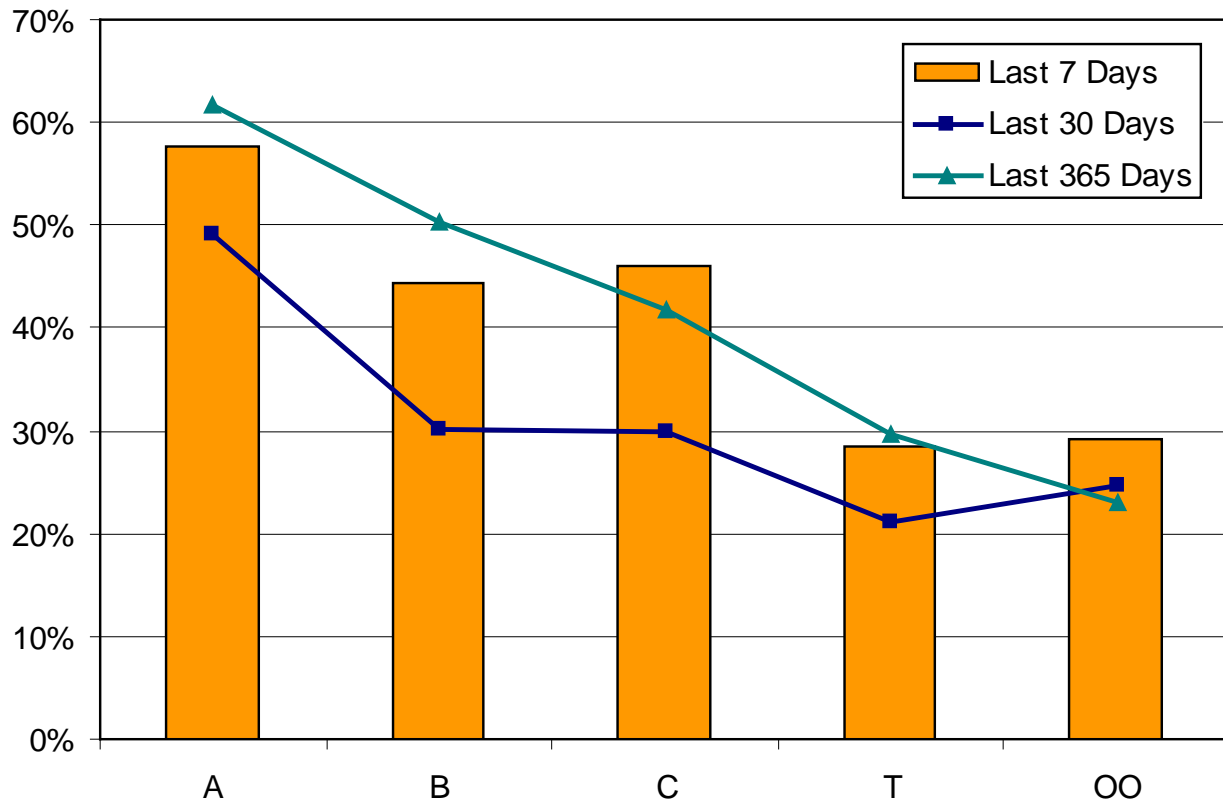
## For the Period Sunday, August 23, 2009 to Saturday, August 29, 2009

JOB	Jobs cut prior to dispatch (unable to fill)	Jobs filled thru employee extensions	Jobs filled by employee double shifting	Jobs filled by local 502 employees	Jobs filled by transferring employees	Jobs left unfilled after dispatch	TOTAL
BULK OPERATOR			1		8		9
BULLDOZER					1		1
BULLDOZER(SHIP)					1		1
DRIVER					1		1
ELECTRICIAN			1		3	2	6
F.E.L.	1						1
H.D. MECHANIC	1				2	8	11
HATCH TENDER					2		2
HEAD CHKR		4			1		5
HT SIGNALS					2		2
LABOUR	1						1
LIQUID BULK					4		4
LOCIE ENGINEER					1		1
MILLWRIGHT		1	2		3	2	8
PLUMBER						2	2
RACK & S/HOIST					1		1
RUBBER TIRE GTY	3				4		7
SHIP GANTRY					3		3
SWITCHMAN					4		4
TRAC.TRAIL. (Y)	3						3
TRACKMAN						1	1
WHEAT SPECIALTY					1		1
<b>TOTAL</b>	<b>9</b>	<b>5</b>	<b>4</b>		<b>42</b>	<b>15</b>	<b>75</b>

*Explains how shortages were managed by Dispatch*



## Vancouver Casual Employee % Dispatched per Dispatch Board



### Future BCMEA Meeting Dates:

#### Membership Committee

Thursday, Sept. 3, 2009  
9:00 AM - 11:00 AM  
5th Floor Boardroom  
349 Railway Street

#### Allocation Sub-Committee

Friday, Sept. 11, 2009  
9:00 AM - 11:00 AM  
5th Floor Boardroom  
349 Railway Street

#### Direct Employers Committee

Wednesday, Sept. 16, 2009  
9:30 AM - 12:00 PM  
5th Floor Boardroom  
349 Railway Street

#### Finance & Audit Committee

Friday, Sept. 18, 2009  
9:30 AM - 11:30 AM  
5th Floor Boardroom  
349 Railway Street

#### Board of Directors Meeting

Tuesday, Sept. 29, 2009  
9:30 AM - 12:00 PM  
5th Floor Boardroom  
349 Railway Street

#### Ship Owners Committee

Thursday, Oct. 1, 2009  
9:00 AM - 11:00 AM  
Terminal City Club  
837 W. Hastings Street

### Your Feedback:



Have something for the BCMEA Bulletin?

Send your comments or contributions to the Bulletin's Editor at [editor@bcmea.com](mailto:editor@bcmea.com) or (604) 694-2324.