

BCMEA BULLETIN: RELIABILITY AND PRODUCTIVITY AT WORK

November 24, 2009

Province Opens Training Funding Program for Employers:

Workplace Training Innovation Program gives access to funding for employee training



INFORMATION BULLETIN

2009ALMD0038-000567

Ministry of Advanced Education and
Labour Market Development
Province of British Columbia

VICTORIA - The Workplace Training for Innovation Pilot program is open for applications, providing small business and not-for-profit employers in British Columbia with access to funding to support employee training, helping improve skills and productivity.

Available to employers in every community across the province, the \$15-million Workplace Training for Innovation Pilot, funded through the federal Strategic Training and Transition Fund, offers up to \$1,500 per employee - to a maximum of \$5,000 per employer - to support employee training.

The funding will support training activities, which may be up to six months in duration, and can be offered offsite or in-house. Both businesses and not-for-profit employers may be eligible to receive funding. Eligible employers must be a small organization of less than 50 employees, in good standing with the BC Corporate Registry, and in existence for one year or more.

Eligible costs include training purchase costs, books and study materials. The program is designed to provide eligible employers with funding for employee training in order to:

- Improve productivity.
- Support the introduction of new technology, machinery or work processes.
- Enhance international competitiveness.
- Introduce innovative training to increase the long-term competitiveness of the organization and its workforce.

Applications will be accepted until January 31, 2011. They will be processed on a first-come, first-served basis and will be subject to available funding.

For more information please go to:

www.aved.gov.bc.ca/workplace_training_program/welcome.htm

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BCMEA News:

In The News

“Changing workplace culture on the waterfront stalled by lack of women workers”

By Kim Pemberton, Vancouver Sun
November 22, 2009



DP World Welcomes New GM

Matthew Hoag has been appointed General Manager for DP World Canada, Inc. which comprises two business units: DP World Vancouver marine container terminal and Canadian Stevedoring, a bulk, ro-ro and general cargo stevedoring provider. Matt has managed container terminal operations with Maersk Pacific and SeaLand, with his most recent position as CEO for Laem Chabang International Terminal in Thailand. Formerly, Matt was General Manager for DP World’s container terminal business in Puerto Cabello, Venezuela. Matt currently serves in the United States Navy Reserve as a Lieutenant Commander.



**You give.
We match.**



Please give today.

Double your impact!

The United Way Philanthropists' Circle will match your gift for vulnerable children and families.

You Give	\$365
We Match	+ \$365
Total Impact	= \$730

Industry Calendar of Events:

November 24	Port Metro Vancouver Sectoral Meeting - Agents
November 26	Port Metro Vancouver Sectoral Meeting - Breakbulk
November 27	Port Metro Vancouver Sectoral Meeting - Owners
December 2-4	The International Workboat Show Morial Convention Center, New Orleans, LA
December 4	Vancouver Board of Trade Lunch with Robin Silvester
December 10	Vancouver Transportation Club Christmas Dinner Executive Plaza Hotel 7311 Westminster Hwy, Richmond, B.C.
January 19-20	SMC³'s 2010 Winter Conference Atlanta, Georgia
January 26-27	2nd Breakbulk Asia Transportation Conference & Exhibition Singapore
January 27-29	Pacific 2010 International Maritime Conference Sydney Convention and Exhibition Centre, Australia
January 29 - 6	Seattle Boat Show Qwest Field, Seattle, WA

BCMEA Presentation to PMV Stakeholders-Part 3

On behalf of Asia Pacific Gateway customers and stakeholders the BCMEA is working to improve labour reliability in the supply chain.

Working Toward Viable Solutions

Labour Reliability in the Supply Chain

- **Implement Alternative Dispute Resolution mechanism that will reduce labour uncertainty during the collective agreement bargaining process**
 - A binding arbitration process with a terms of reference will eliminate the economic harm associated with the threat (perceived or real) of a strike or lockout on the waterfront
- **Change existing bargaining structure**
 - Merge longshore and foremen collective agreements (Jamieson & Greyell recommendation)
- **Improve the accessibility of the Canada Industrial Relations Board**
 - Re-establish a strong regional Vice-Chair
 - In-depth local issues, knowledge and “available”
- **Evolve system of Centralized Dispatch through “Hiring Hall”**
 - Predictability of labour workforce-Declaration of Availability solution
 - Equitable distribution of hours within specific skill sets



Working Toward Viable Solutions

“Hiring Hall” Dispatch Process

Increased productivity – on-time, on-site arrival

- In the Port of Vancouver, **over 96% of labour dispatches were on time in 2008, vs. 58% in 2007**
- We are committed to achieving 100% of on-time labour dispatches

Eliminating labour shortages

- In 2008, over 97% of ordered labour requirements in the Port of Vancouver were met (including trades and skilled labour)
- We are working toward meeting 100% of ordered labour requirements

“The right number is 100%”

The goal is reliability and availability of Labour



Improving the system of centralized dispatch of labour through the “Hiring Hall” concept is an ongoing focus for association staff.

Increasing the predictability of daily labour skills availability will attract greater cargo volumes to the AP Gateway.

Working Toward Viable Solutions

“Hiring Hall” Dispatch Process

Dispatched Employees per Minute:

2007 (Pre-Dispatch modifications and process change)

5.5 men per minute

Current (Post-Dispatch modifications and process change)

10.5 men per minute



Hiring Hall/Dispatch Process

The association is committed to achieving “on time” labour dispatches and to completely eliminate shortages of skilled labour.

When work volumes return, the increase in dispatched employees per minute will ensure continuation of timely dispatch finish times.

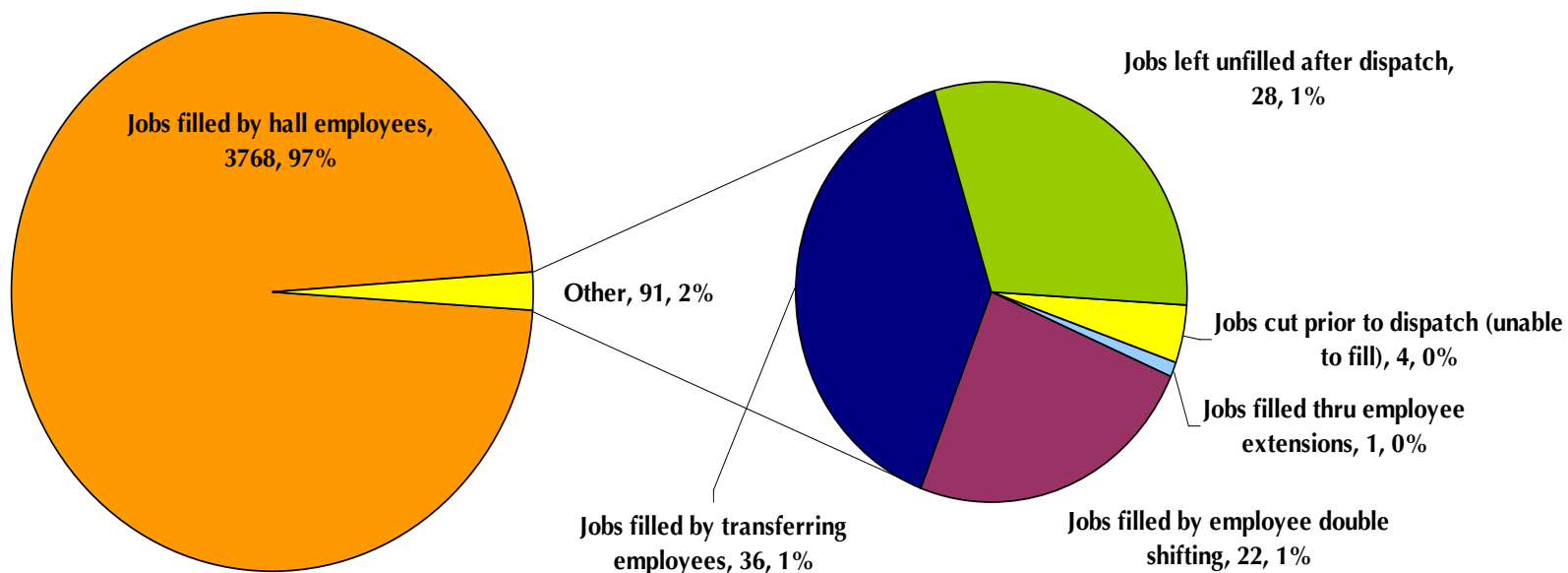


Dispatch Shortage Statistics:

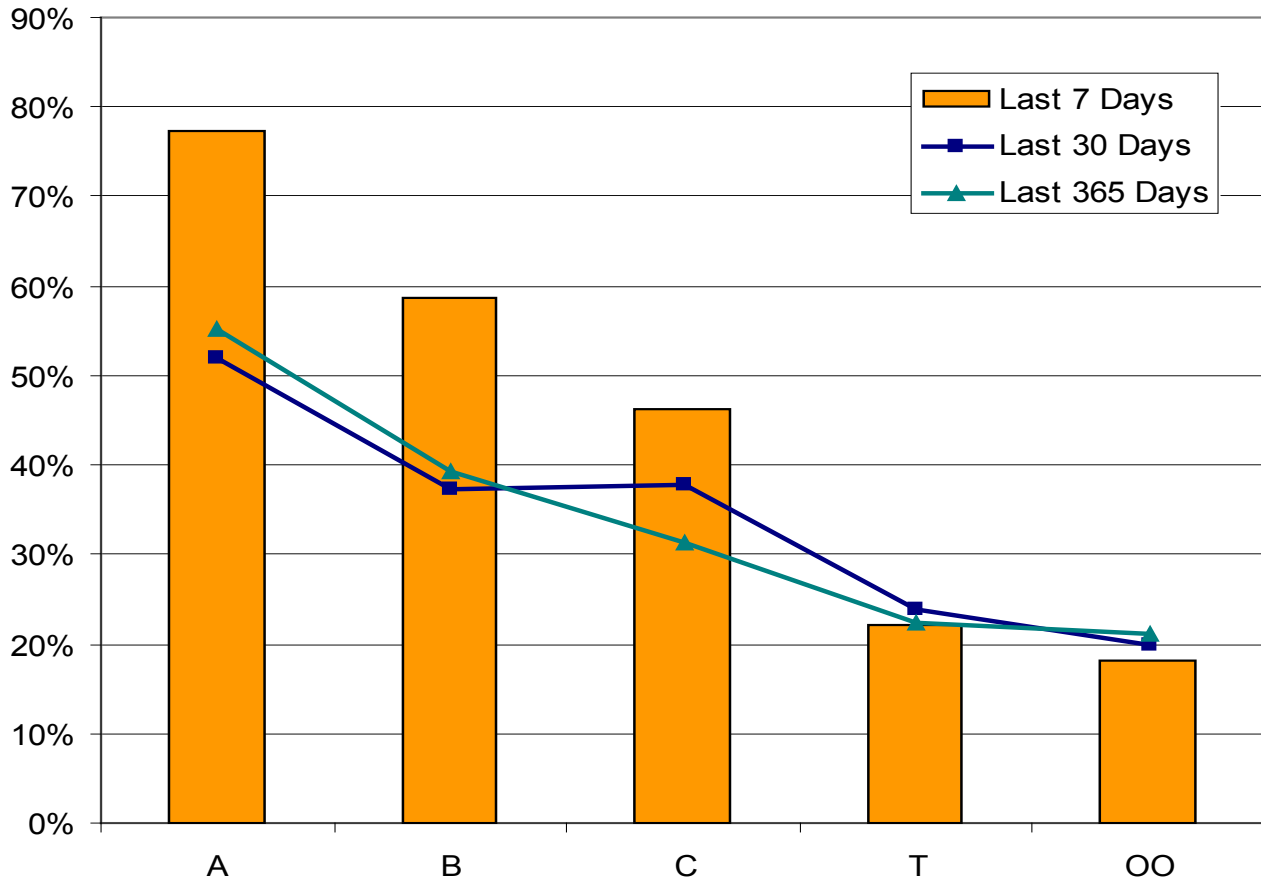
For the Period Sunday, November 15, 2009 to Saturday, November 21, 2009

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
40 TON					1		1
BACKHOE OP					1		1
BULK OPERATOR			1		11		12
BULLDOZER					2		2
ELECTRICIAN			13		1	18	32
F.E.L.					1		1
H.D. MECHANIC	2		1		1	4	8
HATCH TENDER					2		2
HEAD CHKR			1				1
KOMATSU OP					1		1
LABOUR	2						2
LOCIE ENGINEER			1		4		5
MILLWRIGHT		1	4		1	4	10
RAIL PERSON						1	1
SWITCHMAN			1		7		8
TRACTOR TRAILER						1	1
WELDER					1		1
WHEAT SPECIALTY					2		2
TOTAL	4	1	22		36	28	91

Explains how shortages are handled by Dispatch



Vancouver Casual Employee % Dispatched per Dispatch Board



Future BCMEA Meeting Dates:

Board of Directors Meeting

Tuesday, Nov. 24, 2009
9:30 AM - 12:00 PM
5th Floor Boardroom
349 Railway Street

Finance & Audit Committee

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



Your Feedback:



Have something for the BCMEA Bulletin?

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