

# BCMEA BULLETIN: RELIABILITY AND PRODUCTIVITY AT WORK

December 1, 2009

## BCMEA - CN STRIKE UPDATE

On November 24, 2009, the BCMEA was advised that CN Rail would be unilaterally imposing new terms and conditions effective 0001 hrs on November 28, 2009.

As a result, Teamsters issued CN 72-hour strike notice, which took effect 0001 hrs on November 28, 2009. Upon hearing this, the Association sent out an email to all of its members advising them of the upcoming dispute and that we were working with legal council in preparation of a CIRB application and were on standby should a disruption occur. The initial email also included a "Picket Line Checklist" handout for the purposes of educating front line management and supervisors on their responsibilities when encountering a "Secondary" picket line near or at their entrances.

On November 26, 2009 the Association sent a letter to all locals and ILWU – Canada, putting them on notice of our position and our pursuit of full redress, including damages should any work disruption occur as it relates to the CN dispute. This was followed up with bulletin's being posted at the 500 dispatch hall.

On November 27, 2009 the Association sent out a "Picketing Guideline" attached with the above mentioned "Picket Line Checklist". The picket guide outlined the

necessary steps someone should take when dealing with a picket, illegal work stoppage/slowdown or hot declaration.

During the lead up to the strike, the Association was informed that Teamsters may picket near or at the 502 Dispatch office on Tannery Rd. As such the Association had an LR representative present during dispatch times at the 502 office. To date, there have been no pickets at the 502 union office.

Throughout this process, the Association has been diligent in keeping their members up to date, sending out emails throughout each day. Additionally, personnel from Labour Relations have been on standby 24 hours a day should immediate action be required by way of Arbitration as a result of Longshore refusing to cross picket lines and or other illegal activity.

On November 30, 2009 there were numerous sources indicating that the Federal Government had tabled back-to-work bill and that the Conservative government also introduced a motion that would keep the House from adjourning before the matter was resolved once the debate began.

### Union Meeting Nights

#### Mainland Locals

Vancouver (500)	no meeting
New West. (502)	no meeting

#### Vancouver Island Local

Chemainus (508)      December 14, 2009

#### Northern Local

Prince Rupert (505)      no meeting

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 Presentation to PMV Stakeholders-Part 4

Additional safety initiatives continue to be undertaken on behalf of our customer members. Some examples are; pouring grain in inclement weather, gear inspection, procedures for dealing with mould on ships, fall protection training for foremen.

## Working Toward Viable Solutions

### Training, Safety, & Recruitment Department Initiatives

- **Continuous improvement in safety performance-72% reduction in on-the-job injuries over the past nine years**
  - Expanded safety and security training to improve employers due diligence in all training programs
  - Voluntary Safety Management System program that provides a WCB rebate of 15% (COR)
- **Procedural changes in “Hiring Hall” dispatch sequence to ensure on-the-job employee experience levels are adequate. (Western AVC)**



### Ensuring “Qualified” Workers

We are continuing to explore initiatives to ensure that only those workers with the requisite training and/or work experience are dispatched to jobs to ensure safe production.

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Serving the Ports of BC

By improving the consistency of training we provide employers the assurance of a minimum level of skill in their operators. Employers can utilize their onsite supervision to build on this skill level, increasing productivity and safety performance on the terminal.

## Working Toward Viable Solutions

### Training, Safety, & Recruitment Department Initiatives

- **Increased on the job oversight and management of the training function**
  - Less trainee dwell time
  - Accurate record keeping and management
  - Rationalized trainee to trainer ratios and time frames
- **Competency based training**
  - Guaranteed minimum set of knowledge and skill per candidate
  - Utilization of previous industrial experience
  - Enhanced tools for trainers
  - Consistent delivery of product
- **Government Relations**
  - Human Resources Skills Development Canada
  - Transport Canada Marine
  - Worksafe BC



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Serving the Ports of BC



Agent Vessel Forecast Statistics for past 28 days:Nov. 1, 2009 - Nov. 28, 2009		
Number of Companies with working vessels during this period		28
Number of participating companies		24
Participation Levels :		
	Very High	8
	High	10
	Moderate	4
	Low	2
Average accuracy level		46.35%
Maximum accuracy level		70.37%
Minimum accuracy level		8.33%

Agent Participation and Accuracy Explanation		
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 number of forecasted shifts as against the number of working shifts. Forecast accuracy is based on forecasted shifts and gangs matching 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 (November 22, 2009 - November 28, 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	24	7	4	1	3	1	5	1	2	1	38	11	29%
	Monday	59	56	31	20	14	7	20	8	11	6	135	97	72%
	Tuesday	61	61	20	20	11	11	12	5	3	3	107	100	93%
	Wednesday	35	35	18	18	8	3	7	4	3	3	71	63	89%
	Thursday	37	37	12	12	35	35	28	15	12	1	124	100	81%
	Friday	37	37	18	18	44	44	35	24	15	3	149	126	85%
	Saturday	51	51	17	11	19	8	18	2	8	4	113	76	67%
GRAVEYARD	Sunday	12	1	18	2	12	1	5	0	2	1	49	5	10%
	Monday	10	4	2	0	3	0					15	4	27%
	Tuesday	27	7	18	0	10	0	5	0	4	0	64	7	11%
	Wednesday	7	0	15	2	10	0	5	1	2	0	39	3	8%
	Thursday	11	10	28	28	46	2	29	1	4	0	118	41	35%
	Friday	17	16	26	26	9	5	55	3	34	0	141	50	35%
	Saturday	19	17	27	23	15	2	17	1	4	0	82	43	52%
NIGHT	Sunday	13	3	2	0	4	1	4	3	1	0	24	7	29%
	Monday	39	13	22	1	12	1	5	1	7	3	85	19	22%
	Tuesday	25	24	21	1	12	1	11	4	6	3	75	33	44%
	Wednesday	59	57	29	2	49	6	25	1	9	1	171	67	39%
	Thursday	46	46	12	12	36	35	47	3	33	0	174	96	55%
	Friday	22	20	5	4	6	2	9	0	7	2	49	28	57%
	Saturday	10	8	11	6	6	1	8	2	3	0	38	17	45%
<b>Grand Total</b>		<b>621</b>	<b>510</b>	<b>356</b>	<b>207</b>	<b>364</b>	<b>166</b>	<b>350</b>	<b>79</b>	<b>170</b>	<b>31</b>	<b>1861</b>	<b>993</b>	<b>53%</b>



**Vancouver Gang Stats**  
**November 2009 (as at November 30/09)**

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)	15	15	15	0	5	5	5	0	78	78	78	0	76	76	76	0
Shift 2 (0800)	40	40	40	0	81	81	81	0	76	76	76	0	193	193	193	0
Shift 3 (1630)	37	37	37	0	39	39	39	0	94	94	94	0	163	163	163	0
<b>Totals:</b>	<b>92</b>	<b>92</b>	<b>92</b>	<b>0</b>	<b>125</b>	<b>125</b>	<b>125</b>	<b>0</b>	<b>248</b>	<b>248</b>	<b>248</b>	<b>0</b>	<b>432</b>	<b>432</b>	<b>432</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**  
**November 2009 (as at November 30/09)**

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	3	3	3	0	0	0	0	0
Shift 2 (0800)	0	0	0	0	29	29	29	0	0	0	0	0
Shift 3 (1630)	0	0	0	0	16	16	16	0	0	0	0	0
<b>Totals:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>48</b>	<b>48</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**  
**November 2009 (as at November 30/09)**

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	2	2	2	0	0	0	0	0
Shift 2 (0800)	0	0	0	0	40	40	40	0	0	0	0	0
Shift 3 (1630)	0	0	0	0	11	11	11	0	0	0	0	0
<b>Totals:</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>53</b>	<b>53</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 November 2009

Shortages at commencement and post dispatch, month-to-date November 30/09

0100 Shift					1630 Shift				
Rating	At Dispatch	Shifts	Post Dispatch	Shifts	Rating	At Dispatch	Shifts	Post Dispatch	Shifts
BOMBADIER	2	2	0	0	BOMBADIER	3	3	0	0
DOCK GANTRY	1	1	0	0	BULLDOZER (DOCK)	1	1	0	0
ELECTRICIAN (CERT)	8	7	4	3	BULLDOZER (SHIP)	3	2	0	0
FIBERCO TRUNK (B.O.)	1	1	0	0	DOCK GANTRY	1	1	0	0
H.D. MECH (CERT)	9	5	1	1	ELECTRICIAN (CERT)	35	22	13	11
MILLWRIGHT (CERT)	3	3	1	1	FIBERCO PUSHER	2	1	0	0
SWITCHMAN (NEPT)	1	1	0	0	FIBERCO TRUNK (B.O.)	1	1	0	0
SWITCHMAN (ALL)	3	3	0	0	H.D. MECH (CERT)	9	8	4	3
TOPSIDE	2	2	0	0	LOCIE ENGINEER	2	2	0	0
WHEAT SPEC. PECO	1	1	0	0	MILLWRIGHT (CERT)	10	7	1	1
WHEAT SPECIALTY	1	1	0	0	RAIL PERSON	1	1	1	1
0800 Shift					SWITCHMAN (NEPT)	4	2	1	1
Rating	At Dispatch	Shifts	Post Dispatch	Shifts	SWITCHMAN (V.W.)	1	1	0	0
BACKHOE OP	1	1	0	0	SWITCHMAN (ALL)	3	3	0	0
BOMBADIER	1	1	0	0	WELDER (CERT)	1	1	0	0
BULLDOZER (DOCK)	1	1	0	0	WHEAT MACHINE	3	2	0	0
CARPENTER (CERT)	3	2	3	2	WHEAT SPEC. PECO.	2	2	0	0
DOCK GANTRY	13	5	0	0	WHEAT SPEC. PIPES	0	0	0	0
DOW CHEMICALS	2	1	0	0	WHEAT SPECIALTY	13	13	0	0
ELECTRICIAN (CERT)	33	24	26	19					
F.E.L. (DOCK)	3	2	0	0					
FIBERCO TRUNK (B.O.)	1	1	0	0					
H.D. MECH (CERT)	4	4	3	3					
LOCIE ENGINEER	4	4	0	0					
MILLWRIGHT (CERT)	2	2	1	1					
NEPTUNE TRUNK (B.O.)	1	1	0	0					
RAIL PERSON	1	1	0	0					
SWITCHMAN (ALL)	4	4	0	0					
TOPSIDE	18	9	0	0					
V.W. TRUNK (B.O.)	3	2	0	0					
VT CHECKER	2	1	0	0					
WHEAT SPECIALTY	13	9	0	0					

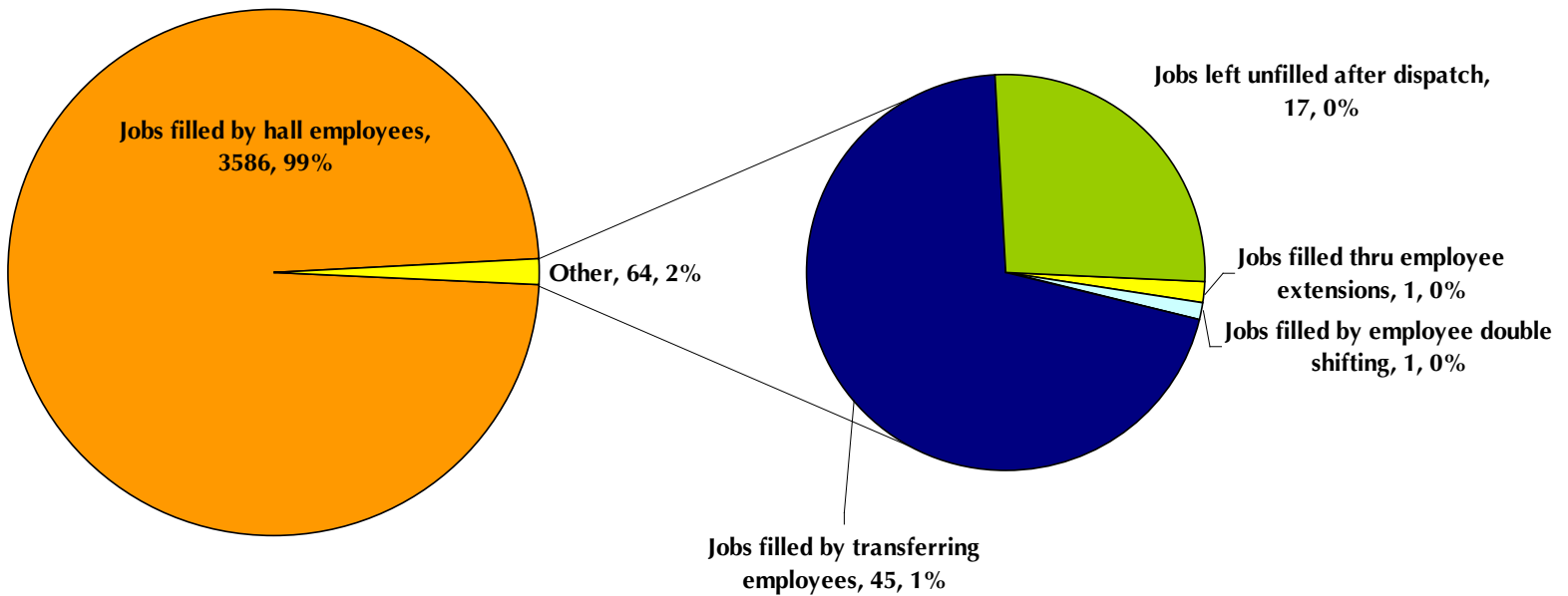


# Dispatch Shortage Statistics:

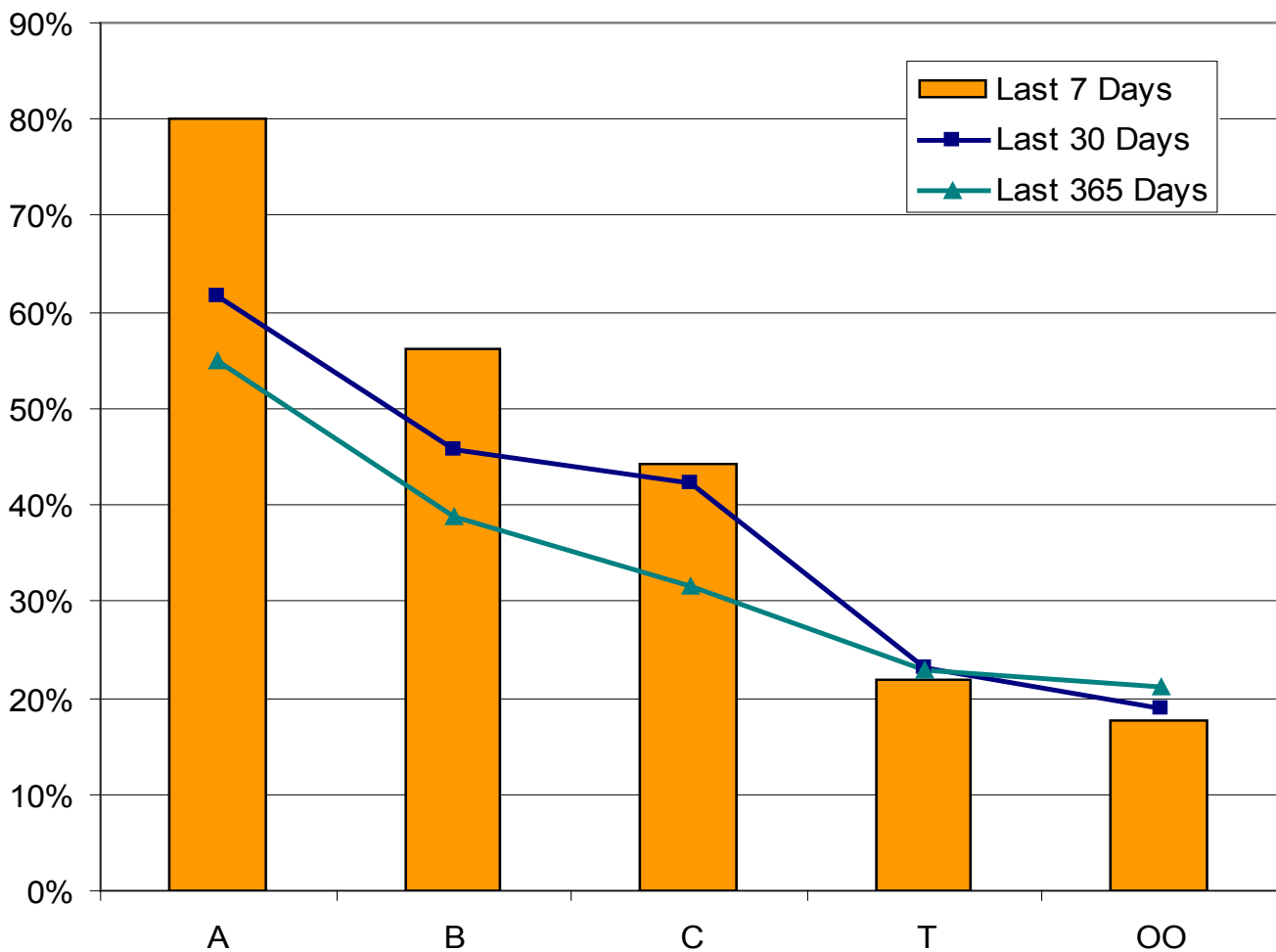
For the Period Sunday, November 22, 2009 to Saturday, November 28, 2009

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					2		2
40 TON & RACK					1		1
BULK OPERATOR					2		2
BULLDOZER					1		1
DOCK GANTRY					9		9
ELECTRICIAN					2	13	15
F.E.L.						1	1
H.D. MECHANIC					1	2	3
HATCH TENDER					2		2
HEAD CHKR		1	1		4		6
HT SIGNALS					2		2
LOCIE ENGINEER					1		1
MILLWRIGHT						1	1
SWITCHMAN					3		3
WHEAT SPECIALTY					12		12
WINCH DRIVER					3		3
<b>TOTAL</b>		<b>1</b>	<b>1</b>		<b>45</b>	<b>17</b>	<b>64</b>

*Explains how shortages were handled by Dispatch*

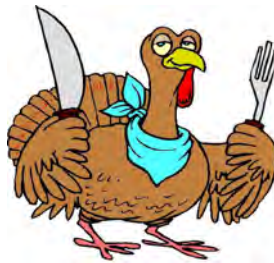


## Vancouver Casual Employee % Dispatched per Dispatch Board



### Vancouver Transportation Club

December Christmas Dinner  
December 10, 2009



Executive Plaza Hotel & Conference Centre  
7311 Westminster Highway  
Richmond, B.C.  
Reservations (604) 635-3555 x119

[www.vancouvertransportationclub.com](http://www.vancouvertransportationclub.com)



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