

January 19, 2010

# BCMEA BULLETIN: RELIABILITY AND PRODUCTIVITY AT WORK

## Minister Ambrose Announces Appointments to the Canada Industrial Relations Board

OTTAWA, ONTARIO--(Marketwire - Jan. 15, 2010)

The Honourable Rona Ambrose, Minister of Labour, today announced three appointments to the Canada Industrial Relations Board (CIRB). Mr. Henry Allan Hope has been appointed as a part-time Vice-Chairperson, as well as Mr. William Terence Lineker and Ms. Cynthia Catherine Oliver as part-time Members representing Employers and Employees, respectively.

“In an effort to strengthen and improve the management of the CIRB and make it more responsive to local issues and more accessible to organizations, I have decided to establish a regional CIRB panel with part-time appointees in British Columbia,” said Minister Ambrose. “This regional panel will allow stakeholders to present issues locally, improve the timeliness of decisions, as well as avoid time-zone discrepancies. I am very pleased to announce the appointment of these three individuals who will bring a broad spectrum of knowledge and significant expertise to the Board.”

Mr. Hope’s qualifications include 45 years as an arbitrator and mediator in several hundred labour, environmental and commercial disputes.



In these situations, he served individually as a neutral third party or as a neutral chair of various boards or commissions. As a conciliation commissioner, he was given the mandate to investigate a dispute between the three railways that make up the bulk of the rail industry in Canada and its unions. He was also appointed as sole arbitrator in numerous collective agreements with B.C. Rail and Alcan, and he was appointed chair of a three-person commission charged with the task of making recommendations with respect to the compensation of provincial court judges.

Mr. Lineker and Ms. Oliver also have extensive knowledge and expertise dealing with labour relation issues.

For more information on the Board, please visit <http://www.cirb-ccri.gc.ca/>

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# Reminder of Tax Changes

## 2010 Lump Sum Tax Calculation Change Affecting Vacation & Retro Pay

Effective January 1, 2010, tax calculation on lumpsum payments to foremen and longshore employee's has changed.

Please be aware that Canada Revenue Agency has revised its "Option 2" calculation used for determining withholding taxes on lump sum payments. This change only affects income taxes being withheld on vacation pay and retroactive pay. Up to December 31, 2009, the income tax on lump sums was allowed to be pro-rated evenly over the entire year; meaning that only a small amount of tax was withheld at the time vacation pay was issued.

Effective 2010, it will be necessary to calculate and withhold the full income taxes due on the lump sum payment at the time the payment is made. Overall, the taxpayer will still pay the same amount of income tax for the year; however the full income tax attributable to a lump sum payment will be withheld up front.

This means that the amount of tax withheld from vacation pay cheques in February 2010 will be calculated at these new higher lumpsum rates.



<b>Industry Calendar of Events</b>	January 20	<b>Plimsoll Club Pub Night</b>
	January 21	<b>COS - Business of Shipping Course</b> Vancouver, BC
	January 29-30	<b>Pacific Northwest Economic Conference 2010</b> Vancouver, BC
	February 12-28	<b>Vancouver 2010 Winter Olympic Games</b>
	March 1-2	<b>10th Annual Trans-Pacific Maritime Conference</b> Long Beach, CA
	March 2-3	<b>Conference Board of Canada - Toronto, ON</b> Strategic Supply Chain Management Forum
	March 11	<b>Vancouver Transportation Club Annual General Meeting</b>
	April 29 & 30	<b>WESTAC Annual Meeting</b> Regina Inn Hotel & Conference Centre, SK.

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## Who went where in Harper's cabinet shuffle

Globe and Mail -Tuesday, Jan. 19, 2010

Read brief bios of politicians who moved as a result of Prime Minister Stephen Harper's cabinet shuffle

- **Diane Ablonczy: To Minister of State for Seniors from Minister of State for Small Business and Tourism.** Ms. Ablonczy, 60, represents the Alberta riding of Calgary-Nose Hill. She is a lawyer.

- **Rona Ambrose: To Public Works from Labour.** Ms. Ambrose, 40, represents the Alberta constituency of Edmonton-Spruce Grove and is a former civil servant.

- **Keith Ashfield: To Revenue with responsibility for the Atlantic Gateway.** Keeps responsibility for Atlantic Canada Opportunities Agency. Mr. Ashfield, a 57-year-old former businessman, represents the New Brunswick riding of Fredericton.

- **Jean-Pierre Blackburn: To Veterans Affairs and Agriculture from Revenue.** In taking over Veterans Affairs, Mr. Blackburn replaces Greg Thompson, who resigned from cabinet over the weekend. Mr. Blackburn, 61, represents the Quebec riding of Jonquière-Alma. He is a former administrator and community college professor.

- **Stockwell Day: To President of the Treasury Board from International Trade.** Mr. Day previously served as minister of Public

Safety and for the Asia-Pacific Gateway. He is a former leader of the Canadian Alliance and a former Alberta finance minister. Mr. Day, 59, represents the B.C. riding of Okanagan-Coquihalla.

- **Rob Moore: To Minister of State for Small Business and Tourism.** Mr. Moore, a 35-year-old lawyer, represents the New Brunswick riding of Fundy Royal.

- **Christian Paradis: To Natural Resources from Public Works.** The 36-year-old lawyer represents the Quebec constituency of Mégantic-L'Érable.

- **Lisa Raitt: To Labour from Natural Resources.** Ms. Raitt, a 41-year-old businesswoman, represents the Ontario riding of Halton.

- **Vic Toews: To Public Safety from Treasury Board President.** Mr. Toews, 57, represents the Manitoba riding of Provencher. He is a lawyer.

- **Peter Van Loan: To International Trade from Public Safety.** Mr. Van Loan, a 46-year-old lawyer, represents the Ontario riding of York-Simcoe.

### Deltaport new third berth officialy opens

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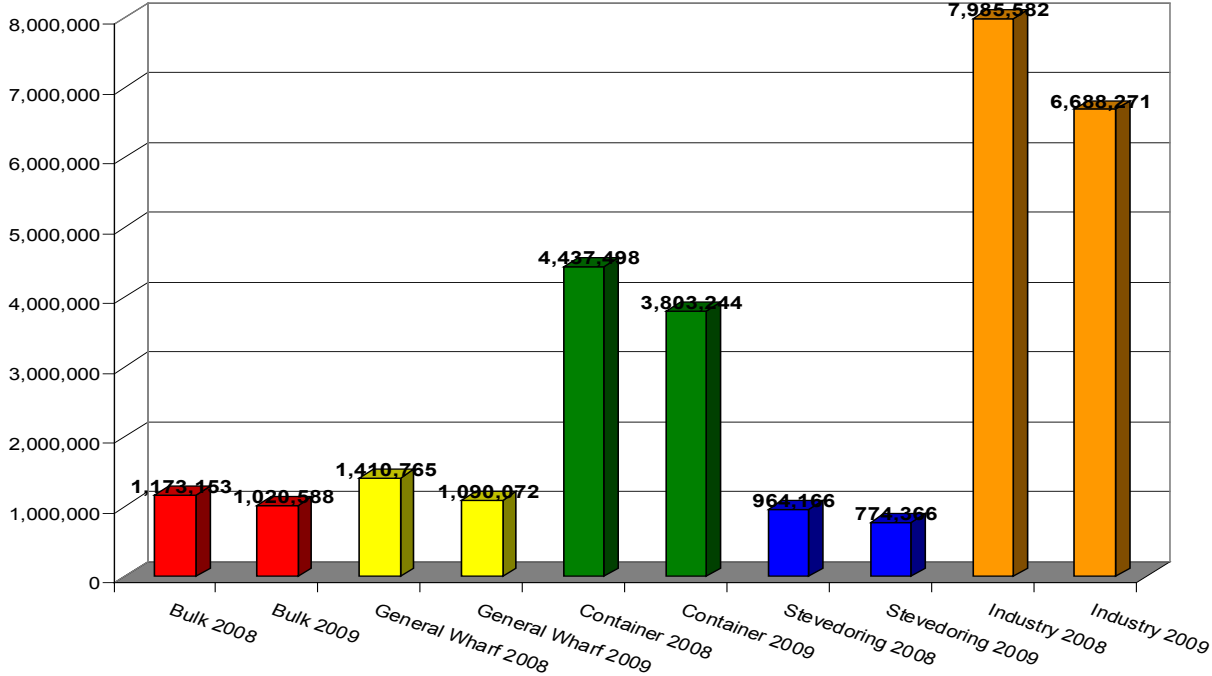


DELTA, BC, Today, Global Container Terminals and Port Metro Vancouver, along with government officials officially opened the new \$400 million third berth at Deltaport container terminal.

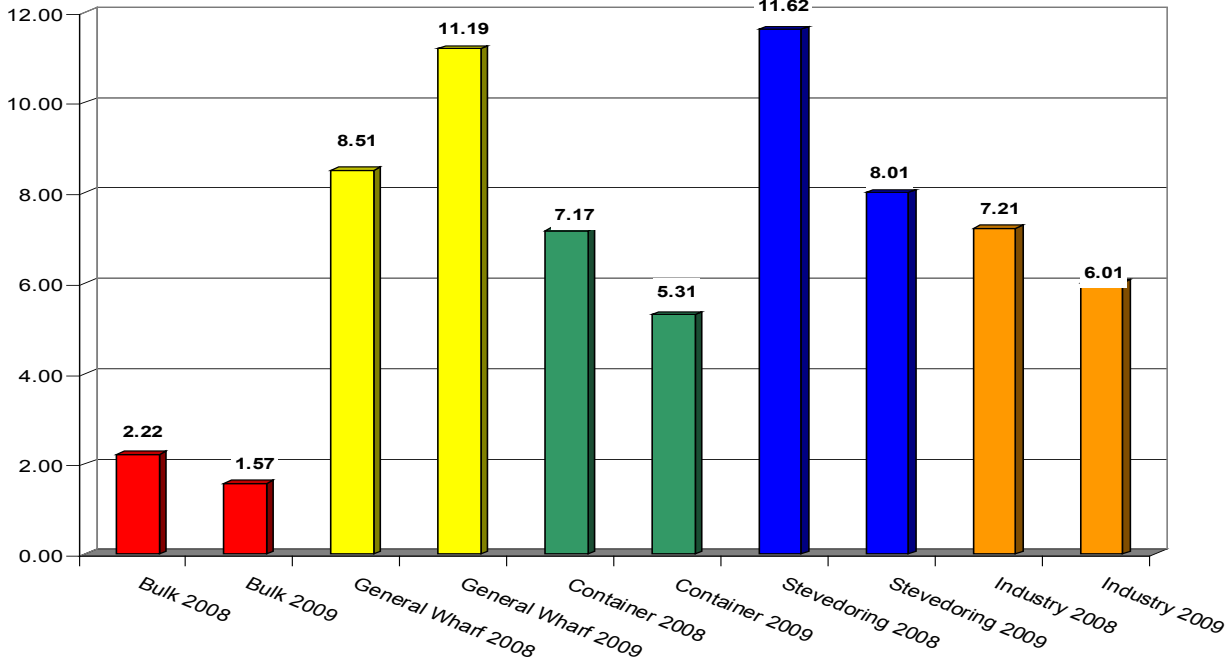
Deltaport is the largest container terminal in Canada, handling approximately 45 percent of the containerized cargo that moves through Canada's west coast and more than half of the containerized cargo through Port Metro Vancouver. The project, which took two years to construct, increases Deltaport's capacity by up to 50 per cent from 1.2 million twenty-foot equivalent units (TEUs) to 1.8 million TEUs, and adds approximately 20 hectares of container storage facilities and the first quad cranes in North and South America.

# Monthly Health & Safety Statistics: December

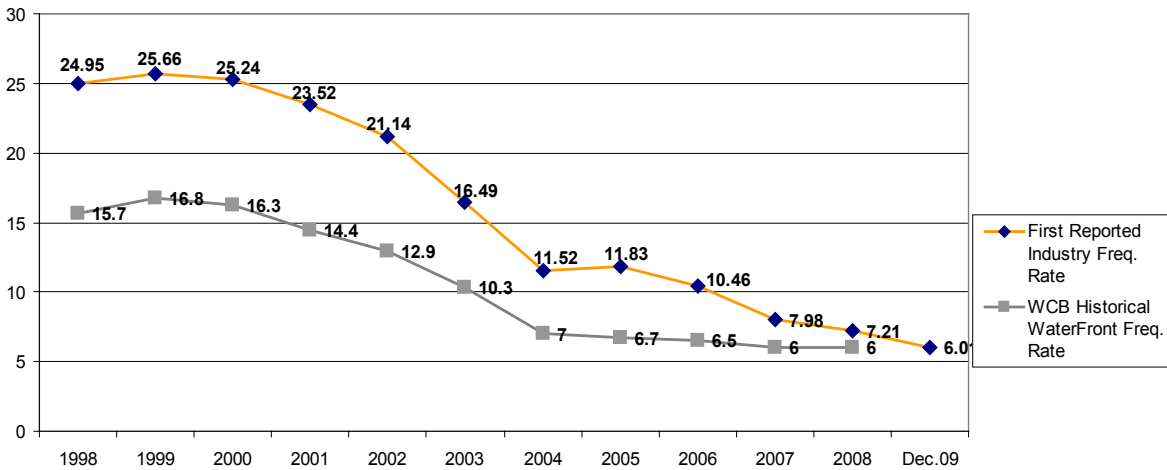
**Sectoral Hours Year - December 2008 vs. December 2009**



**Sectoral Frequencies Year to Date to December 2008 vs. December 2009  
Claims First Report**



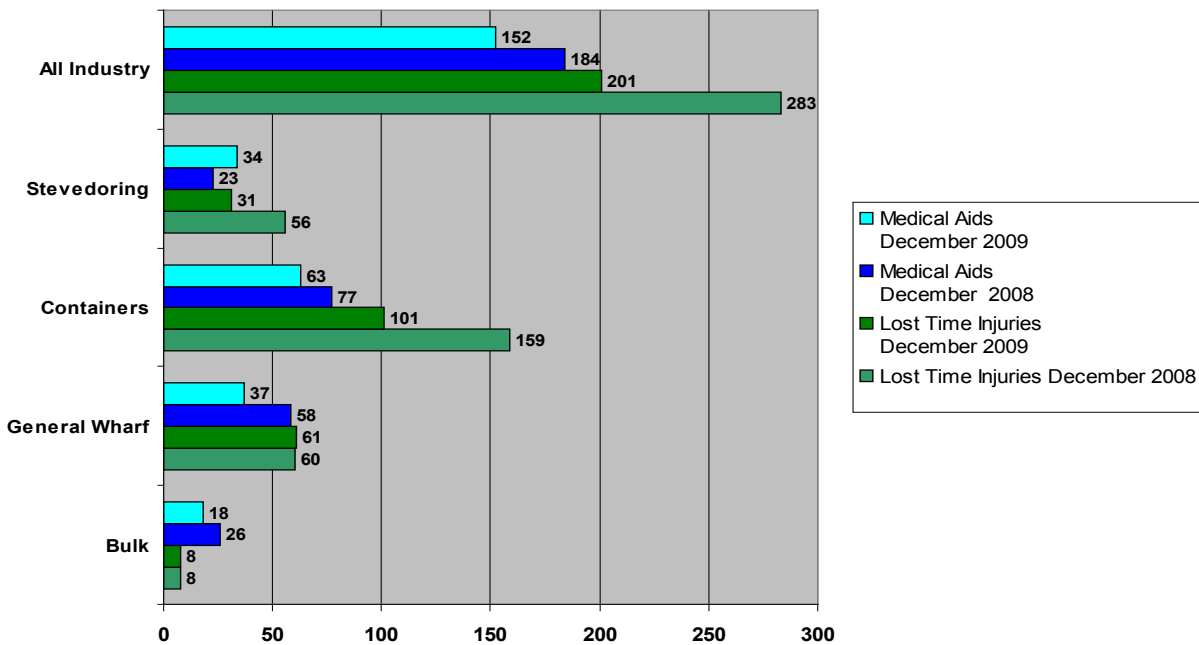
## Accident Frequency Year to Date to End of December 2009 Longshore and Foremen



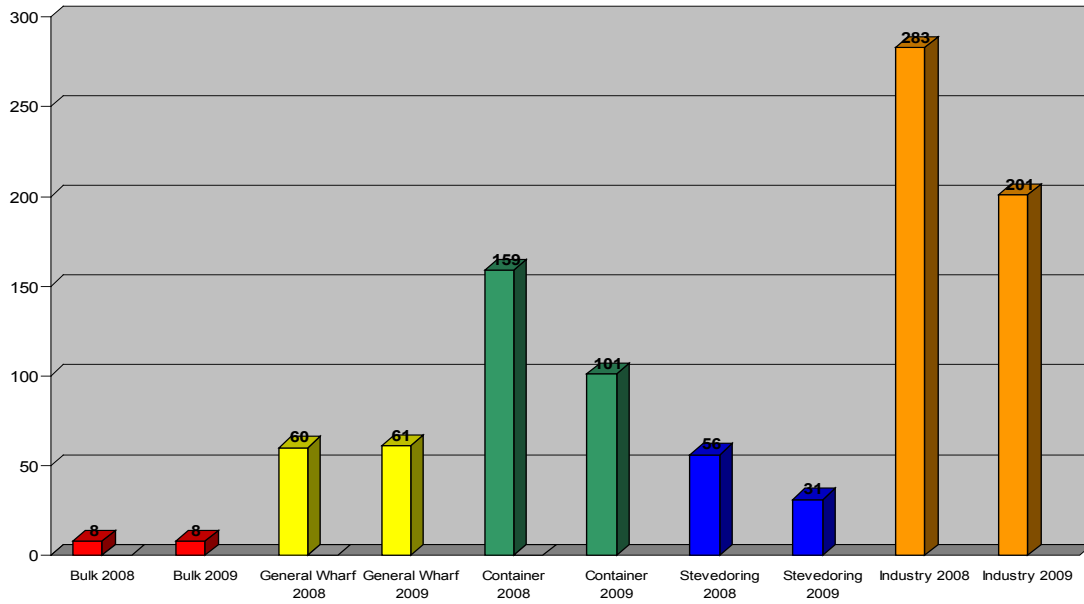
Top line represents LTIs as reported by member companies. Second line represents true frequency rate,  
2008 represents full year frequency  
2009 represents frequency year to date to November 2009.

## Lost Time Injuries and Medical Aid 2008 - 2009

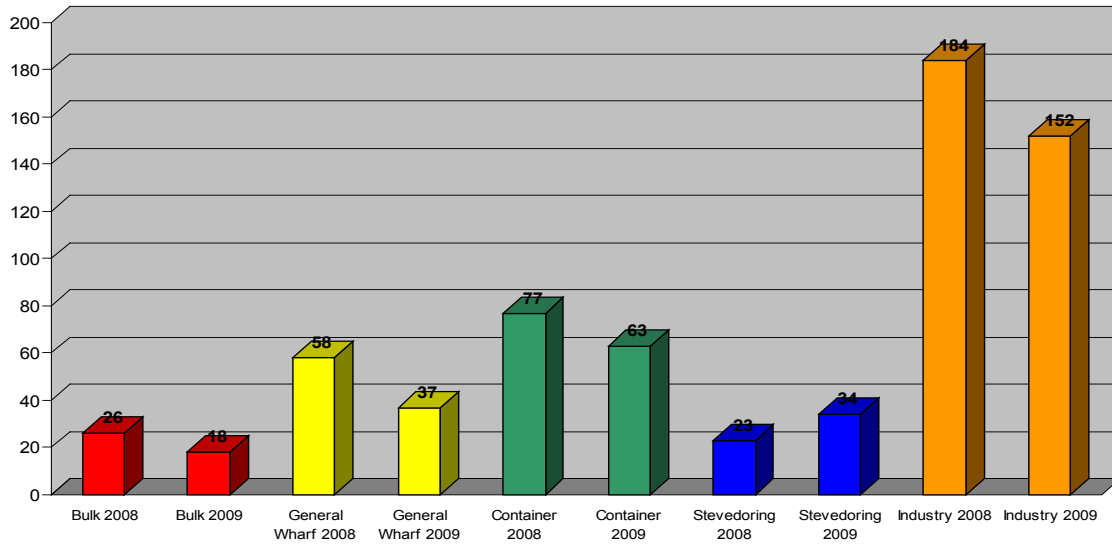
### Claims First Reported



## Lost Time Injuries by Sector - Claims First Reported December 2008 vs. December 2009



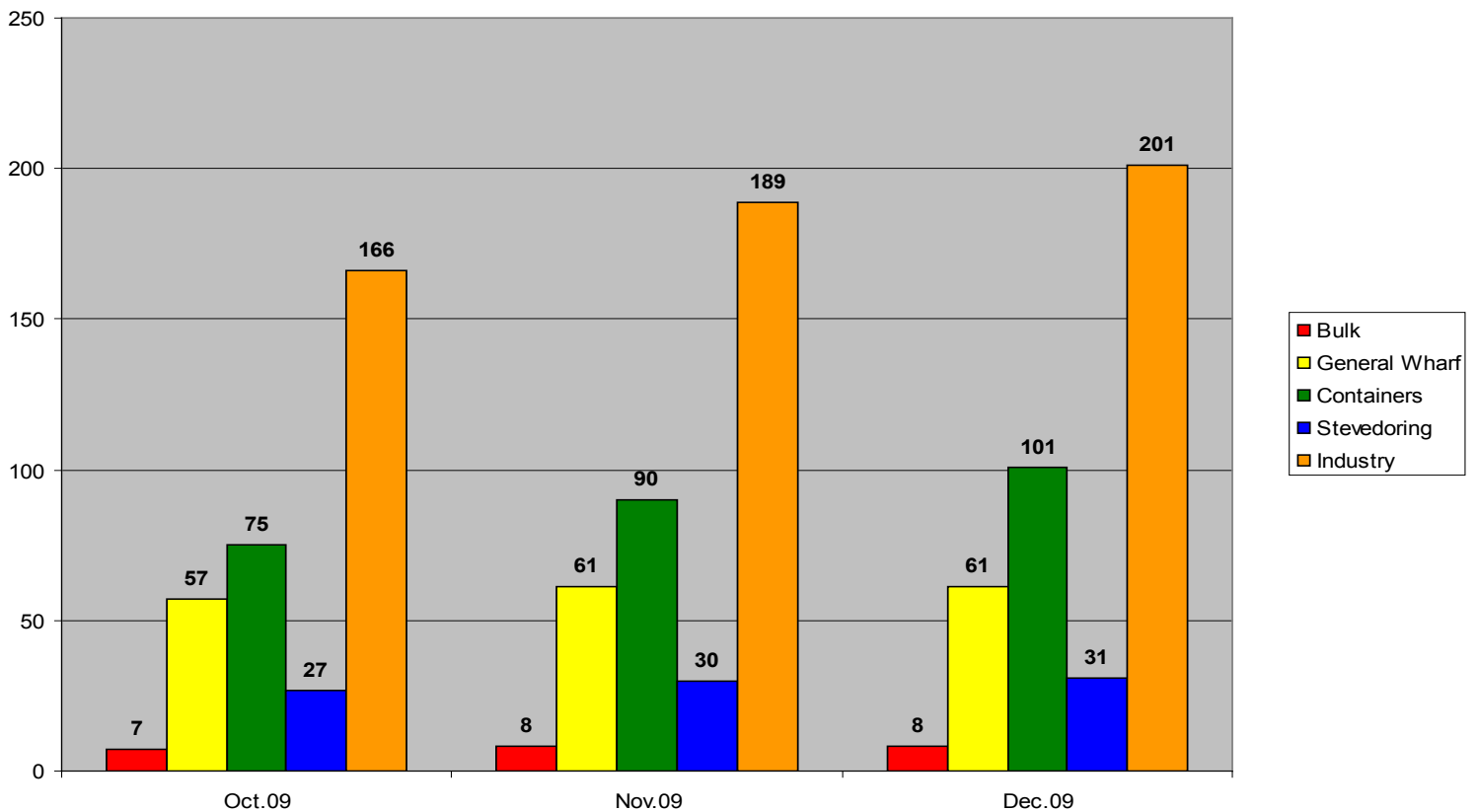
## Medical Aids by Sector December 2008 vs. December 2009



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# Monthly Health & Safety Statistics: December

**YTD Lost Time Injuries by Sector for October - December 2009  
Claims First Reported**



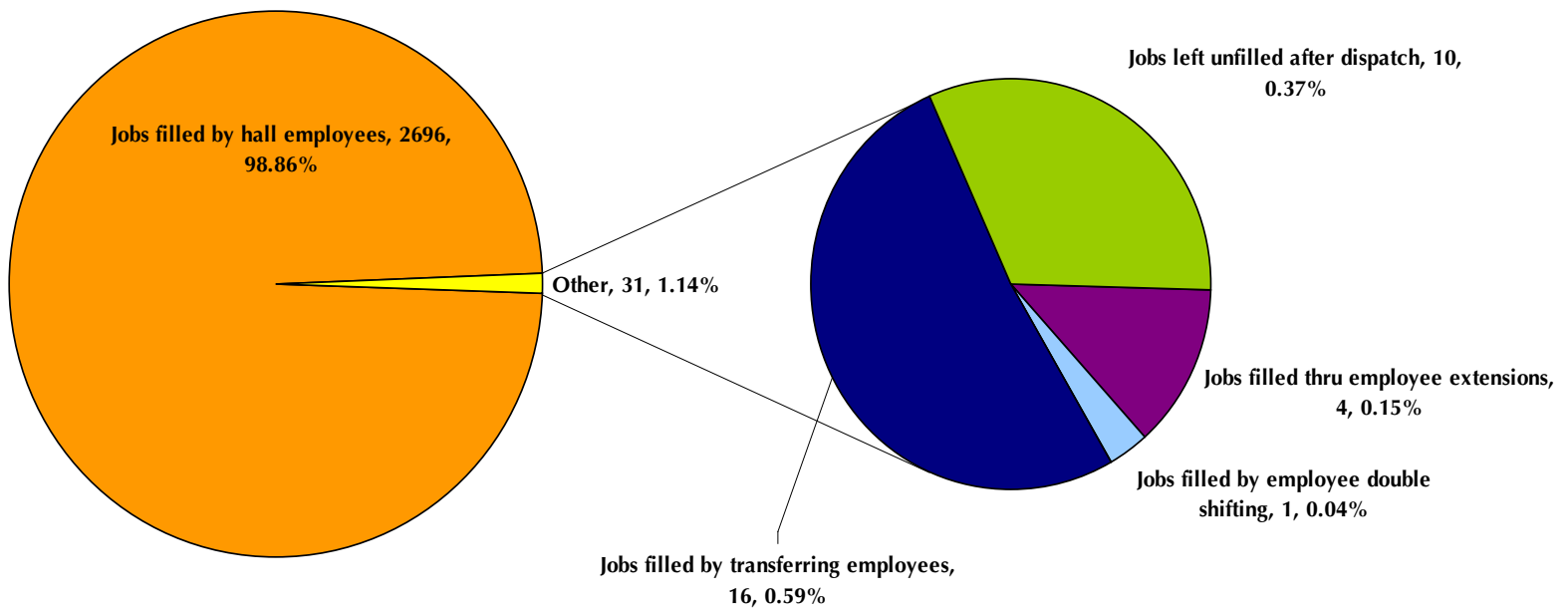
*For more information on the monthly  
Health & Safety graphs please contact  
Suki Hache, [shache@bcmea.com](mailto:shache@bcmea.com)*

# Dispatch Shortage Statistics:

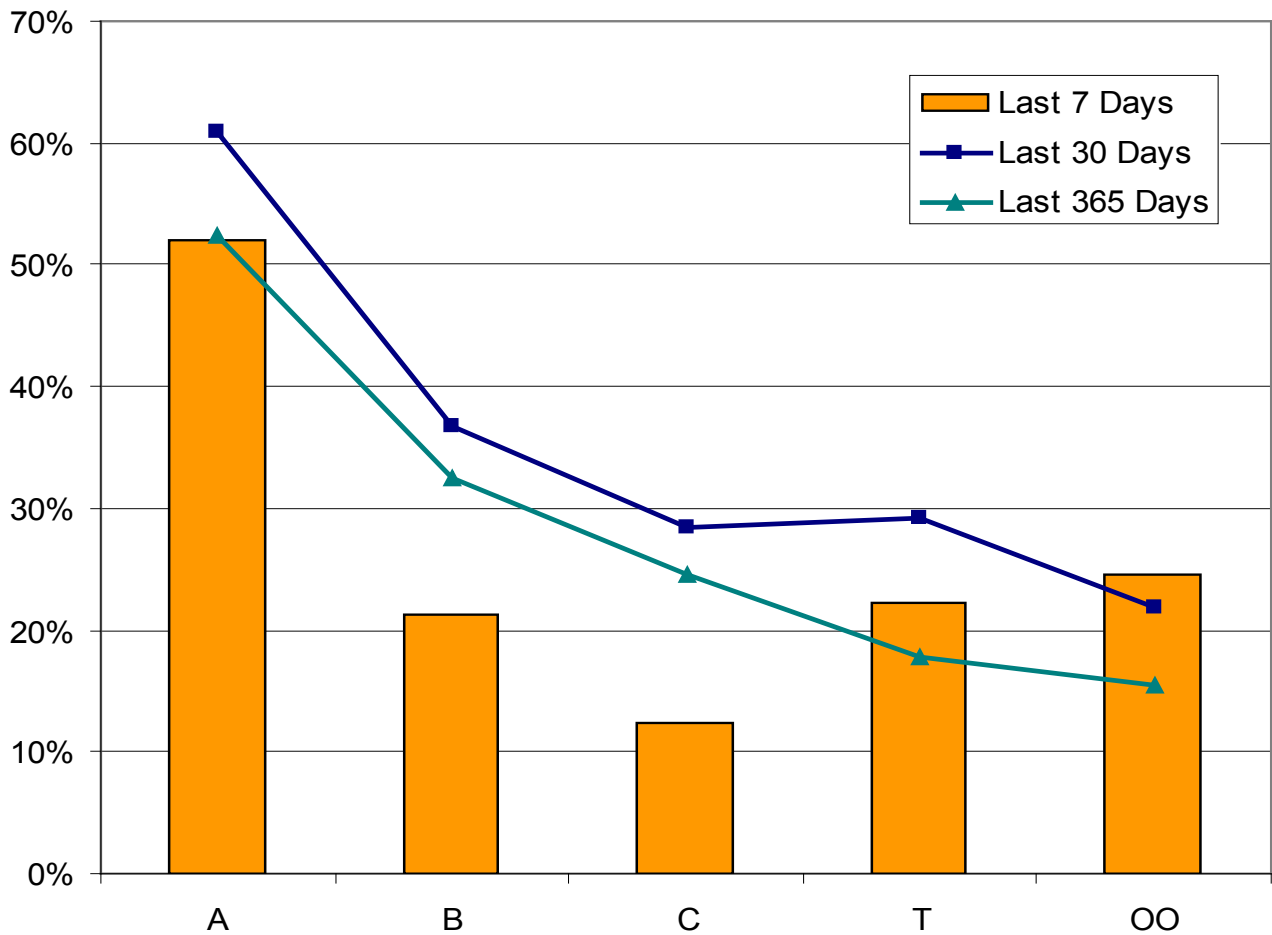
For the Period Sunday January 10, 2010 to Saturday January 16, 2010

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					2		2
BULLDOZER					1		1
CARPENTER						1	1
DOCK GANTRY					5		5
ELECTRICIAN			1			1	2
H.D. MECHANIC		3			1	7	11
HATCH TENDER					2		2
HEAD CHKR		1					1
HT SIGNALS					1		1
KOMATSU OP					1		1
LOCIE ENGINEER					2		2
SWITCHMAN					1		1
WELDER						1	1
<b>TOTAL</b>		<b>4</b>	<b>1</b>		<b>16</b>	<b>10</b>	<b>31</b>

*Explains how shortages were handled by Dispatch*



## Vancouver Casual Employee % Dispatched per Dispatch Board



### Future BCMEA Meeting Dates:

**Finance & Audit Committee**  
Friday, Jan. 29th, 2010  
9:30am - 11:30am  
5th Floor Boardroom  
349 Railway Street

**Direct Employers Committee**  
Wednesday, Feb. 3rd, 2010  
9:30am - 12:00am  
5th Floor Boardroom  
349 Railway Street

**Finance & Audit Committee**  
Wednesday, Feb. 10th, 2010  
9:30am - 11:30am  
5th Floor Boardroom  
349 Railway Street

**Board of Directors Meeting**  
Wednesday, Feb. 17th 2010  
9:30am - 11:30am  
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](mailto:editor@bcmea.com) or (604) 694-2324.