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BCMEA

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ANNUAL
REPORT**

PRESIDENT AND CHIEF EXECUTIVE OFFICER'S REPORT

The year 2000 began with a significant amount of work opportunity. This was directly related to the need to recover from the backlog of cargo resulting from the labour dispute, which occurred during the early part of November 1999.

As the year progressed, we saw a return to a more traditional level of work opportunity.

While lumber and coal shipments continued to lag behind previous volumes, we did experience increases in volumes of pulp, steel, automobiles, containers and other general cargo.

We continue to work closely with all Locals of the ILWU to reduce shortages and improve efficiency and competitiveness. Much of this is being accomplished through our joint efforts in the areas of training, retraining and recruitment into the Industry.

A new comprehensive recruitment program was successfully introduced in the Port of Vancouver during 2000. We are confident that over time this program will significantly improve the calibre of future entrants into the workforce.

We also saw the development and deployment of the BCMEA web site (www.bcmea.com) during the year. The initial content of the site is of an informational nature. Over the coming months and years it will expand to include information on training, allocation and prospective work opportunity. We are confident our members and workforce will find many occasions to use the site.

BCMEA STAFF

Our efforts to provide efficient and cost effective services necessary to meet membership needs continued to be our guiding principle.

Ms. Dianne Richards resigned from the Association effective November 28, 2000. Mr. Michael Leonard has been recruited for the position of Manager, Labour Relations vacated by Ms. Richards and commenced employment on January 15, 2001.

The Board of Directors confirmed the appointment of Mr. Greg Vurdela as Corporate Secretary in addition to his regular duties as Director of Information Services.

Ms. Lee Egan joined our Labour Relations staff in the capacity of Labour Relations Assistant replacing a staff member who resigned.

Ms. Karen Connelly was promoted from our Despatch Department to Training to replace a staff member who resigned and Ms. Christi Frank was promoted from the Pay Office to our Despatch to fill that vacancy.

Also in our Despatch Department, Mr. Michael Rutherford was recruited to replace a staff member who accepted employment with a member company.

COMMITTEES

Joint Industry Labour Relations Committee

No formal meetings of this Committee were held during 2000, however, all matters were dealt with by the Co-Chairs on an informal basis.

Joint Industry Labour Relations Sub-Committee

This Committee met on nine (9) occasions during 2000 to deal with eighteen (18) grievances and thirteen (13) re-hearings of Summary Dispositions. With respect to the re-hearings, two (2) were re-heard by the Industry Arbitrator and two (2) were withdrawn by the Union. With respect to grievances, one (1) was withdrawn, six (6) were resolved and two (2) were referred to the Industry Arbitrator. At year end nine (9) grievances and nine (9) Summary Dispositions remained under discussion.

Vancouver Port Labour Relations Committee

Bulk Sector

This Committee met on six (6) occasions during 2000. Thirty-five (35) grievances were addressed with twenty-two (22) grievances being resolved and thirteen (13) being referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

Ship Owners and Stevedores Sector

This Committee met on one (1) occasion during 2000. Three (3) grievances were addressed with one (1) grievance being tabled for a future meeting and two (2) grievances being referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

General Wharf Operators Sector

This Committee met on one (1) occasion during 2000. Six (6) grievances were addressed with three (3) grievances being resolved and three (3) grievances being referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

Chemainus Port Labour Relations Committee

Prince Rupert Port Labour Relations Committee

New Westminster Port Labour Relations Committee

No formal meetings of these Committees were held during 2000. All matters arising within these port areas were resolved to the satisfaction of all parties.

Vancouver Island Committee

This Committee met on one (1) occasion during 2000. Issues surrounding the merger of the three (3) Locals on Vancouver Island into one (1) were the major topics of discussion. While many of the Parties' concerns have been addressed, the following remain outstanding:

- The need for a workforce complement to be located in both Victoria and Port Alberni.
- The overall size of the complement required to service Vancouver Island.

We are hopeful these issues will be resolved early in 2001.

Joint Safety Committee

The Joint Safety Committee met on four (4) occasions during 2000 with the following results:

- Agreement to investigate the use of hard hats for container lashing operations.
- Agreement to provide the Union with copies of training lists.
- Agreement that appropriate gear must be used for discharging operations.
- Agreement to establish a sub-committee to discuss issues relative to early touch warning systems on gantry vessels.
- Agreement to investigate the use of "back belts" for lift truck drivers.

The Committee members discussed many other areas of mutual interest and concern in an effort to improve the overall safety in the Industry.

Allocation Committee

This Committee is comprised of representatives from the Ship Owners and Stevedores Classes and is chaired by a senior staff member of the BCMEA. Allocation guidelines for this Committee are established by the Board of Directors and are intended to ensure achievement of as fair and equitable a distribution of available labour as is possible. This Committee also proposes amendments to the Allocation Guidelines for consideration by the Board of Directors.

As a result of significant labour shortages occurring during December 1999 and January 2000, the membership requested a review of the Allocation Guidelines. A Sub-Committee of the Board of Directors was established to conduct this review. This Sub-Committee met on seven (7) occasions during 2000 and received both verbal and written submissions for its consideration. The Sub-Committee concluded deliberations on December 15, 2000 and made a unanimous recommendation to the Board of Directors for amendments to the guidelines intended to address many of the concerns raised by members. The Sub-Committee's recommendations were approved by the Board of Directors and implemented effective January 1, 2001. Additional studies will be ongoing with a further review to take place in October 2001.

Resulting from the review undertaken during 2000, the daily Allocation Committee meeting will, on a trial basis, be held electronically; no longer requiring Committee members to attend at the Despatch Office in person.

The Liner Committee of the Chamber of Shipping continues to provide us with valuable forecast data for labour requirements, particularly during the months of December and January. On a daily basis, this information allows us to provide the workforce with as accurate information as possible, to encourage employees to make themselves available for work.

Industry Training Committee

No formal meetings of this Committee took place during 2000. However, Training Department staff and trainers spent considerable time and effort ensuring the efficient and smooth re-activation of the Waterfront Training Centre in June.

We are thankful to the Vancouver Port Authority for generously providing the property that houses our Training Centre as well as the many member companies who have assisted in providing necessary materials for the ongoing operation of the centre.

Use of the Training Centre has been expanded and now includes the physical hands on evaluation of prospective entrants to the workforce in the Port of Vancouver as well as an assessment of their ability to operate mobile equipment, prior to being registered.

Ongoing training and upgrading to maintain required inventories in critical skill categories resulted in the following training activities in 2000:

	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
U = Union C = Casual							
VANCOUVER (Local 500)							
Topside Category							
Topside	13	-	1	-	3	-	17
Dock Gantry Crane	8	-	3	-	3	-	14
-Upgrade	44	-	-	-	-	-	44
BCR Ship Unloader	1	-	-	-	-	-	1
-Upgrade	16	-	-	-	-	-	16
Wheat Specialty Category							
Wheat Specialty	3	1	-	1	1	1	7
-Upgrade	6	-	1	-	-	-	7
Machine Category							
Lift Truck	-	30	-	18	-	33	81
-Upgrade	5	6	-	4	-	-	15
-Locker Evaluation	5	4	-	6	-	-	15
Lift Truck (Ship)	1	37	-	-	-	-	38
Squamish Lift Truck	-	15	-	-	-	-	15
Front End Loader	-	-	-	1	-	-	1
-Upgrade	1	-	-	-	-	-	1
Bulldozer	1	5	-	2	-	-	8
-Upgrade	1	-	-	-	-	-	1
Heavy Lift Truck	1	29	1	4	-	-	35
-Upgrade	10	-	-	-	-	-	10
Rubber Tire Gantry	7	21	2	6	1	3	40
-Upgrade	42	11	-	-	-	-	53
Excavator	4	1	-	-	-	1	6
-Upgrade	17	9	-	-	-	-	26
Bombardier	3	-	-	-	1	-	4
Checking Category							
Center Head Checker	9	4	1	-	2	1	17
-Upgrade	1	-	-	-	-	-	1
Vanterm Head Checker	9	7	5	2	2	-	25
Standard Checker	8	6	1	-	-	-	15
-Upgrade	3	-	-	-	-	-	3
Coastwise							
Mobile Crane	14	-	-	-	-	-	14
Mobile Gangway	35	-	-	-	-	-	35
BCR Marine Ltd.							
Trunk	6	-	2	-	3	-	11
Agricultural Dumper							
-Upgrade	45	-	-	-	3	-	48
Sulphur Dumper							
-Upgrade	33	-	-	-	5	-	38
Scales	6	-	-	-	-	-	6
-Upgrade	1	-	-	-	-	-	1
Fibreco Export Inc.							
Trunk	5	2	-	-	1	-	8
Rotary Dumper	5	2	-	-	-	-	7
-Upgrade	3	-	-	-	-	-	3

	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
	U = Union C = Casual						
VANCOUVER (Local 500)							
Neptune Bulk Terminals Ltd.							
Trunk	6	-	2	-	3	-	11
Stakrake	6	-	-	-	-	-	6
Rotary Dumper/Indexer	6	-	-	-	-	-	6
Scales	6	-	-	-	-	-	6
Portal Reclaimer	6	-	-	-	-	-	6
Pacific Coast Terminals (Port Moody)							
Trunk	6	-	1	-	2	-	9
Rotary Dumper/Indexer	6	-	-	-	-	-	6
-Upgrade	72	-	-	-	-	-	72
Stakrake	6	-	-	-	-	-	6
-Upgrade	64	-	-	-	-	-	64
Dow Chemical Liquid Bulk	2	3	-	5	-	-	10
Port Moody Liquid Bulk	2	8	-	-	-	-	10
Railway Locomotive	5	-	-	-	-	-	5
Rail Person	10	-	-	-	-	-	10
Trades							
Electricians	-	-	-	-	-	-	-
-Upgrade	-	8	-	-	-	-	8
NEW WESTMINSTER (Local 502)							
Topside Category							
Topside	6	3	2	-	-	5	16
Dock Gantry Crane	11	-	1	-	-	-	12
-Upgrade	27	-	-	-	-	-	27
Checking Category							
Delta Port Checker	-	12	-	2	-	-	14
Checker	-	12	-	-	-	-	12
FSD Computer Checker	-	2	-	-	-	-	2
Machine Category							
Lift Truck	-	41	-	14	-	3	58
Heavy Lift Truck	-	12	-	1	-	1	14
Rubber Tire Gantry	7	15	1	5	-	-	28
Rail Mounted Gantry	1	8	1	-	-	-	10
Multi Tractor	3	45	-	1	-	-	49
Railway Switchman	2	-	-	-	-	-	2
PRINCE RUPERT (Local 505)							
Topside	-	-	3	-	2	-	5
Grainloader	9	-	-	-	-	-	9
Console Operator	4	-	-	-	-	-	4
Trackmobile	2	-	-	-	2	-	4
CHEMAINUS (Local 508)							
Topside	2	-	-	-	-	-	2
Machine Category							
Lift Truck	5	-	-	-	-	-	5

1. 2000 First Aid Training

The following is a table representing the number of longshore employees who have become qualified or renewed their First Aid certificates:

	U	C	Total
Vancouver/New Westminster	15	15	30
Chemainus	3	-	3
Prince Rupert	1	1	2
	<hr/>	<hr/>	<hr/>
	19	16	35

2. Recruitment Program

The new comprehensive recruitment program was launched in Squamish as a pilot program and later extended to Vancouver. There was a very significant level of interest in employment in the Industry. We received in excess of three thousand five hundred (3,500) applications for employment in Vancouver, from which one hundred and fifty (150) individuals were randomly selected and processed through phase one of the program, which was comprised of safety sign recognition, reading comprehension and mathematical aptitude. Of all candidates evaluated, sixty-two per cent (62%) successfully completed phase one and will now proceed to phase two, the Industry Safety Orientation Program. Those successfully completing phase two will then progress to the third phase, physical evaluation and the fourth phase, lift truck evaluation.

3. Head Checker Training

In our continuing efforts to improve the calibre of trainees, we have implemented examinations for math and writing skills in the selection process for our Head Checker Training Program. These have proven to be effective tools in the selection of candidates with the necessary skills to successfully complete this training program.

4. Topside Training

We are developing various training videos to use during the Topside classroom training sessions. We have produced a video on the safe handling and stowage of logs. The production of a pulp handling and stowage video, to be used in conjunction with the "Handle With Care" video, is well underway.

The Topside Training Committee continues to discuss methods for increasing the number of trainees processed without jeopardising the quality of operators trained. Significant progress has been accomplished in this area which should result in more operators being trained in 2001.

5. Bulk Sector Training

A considerable amount of time and effort was directed toward the development and completion of training materials for the agricultural dumper and shiploader at BCR Marine. Training materials were also developed incorporating the automation of the Stakrake at Port Moody.

Bulk operator training was once again resumed for all bulk sites to ensure that a sufficient inventory of rated employees is available to meet the needs of the terminals.

6. Trades Training

We continue to promote apprenticeship training within the Industry. Trades upgrading was also undertaken for Heavy Duty Mechanics and Electricians at Vanterm and Centerm.

Presently, we are sponsoring apprentices in the following areas:

New Westminster Local 502:

- Two (2) Heavy Duty Mechanic Apprentices (TSI Deltaport)
- One (1) Heavy Duty Mechanic Apprentice (Fraser Surrey Docks Ltd.)
- One (1) Electrical Apprentice (TSI Deltaport)

7. New Westminster and Deltaport

Regular meetings were held with representatives of Fraser Surrey Docks Ltd., Pacific Rim Stevedoring, Terminal Systems Inc. and ILWU Local 502 to discuss training and retraining needs. Although much has been achieved, the relatively small size of the workforce resulted in not always having sufficient candidates available for training. We continue to work with the Employers and Local 502 to ensure availability of a qualified workforce to meet member needs.

8. Labour Shortages

We continued our efforts toward the significant reduction and/or elimination of labour shortages throughout 2000. To that end, a working group was established with representation from the Training, Labour Relations, Despatch and Information Services Departments. Regular meetings were held to analyse possible causes of shortages. A five (5) year training plan was developed which is intended to increase the inventory of skill levels in all critical categories. In addition, a recruitment program directed at Heavy Duty Mechanics was undertaken which resulted in four (4) Heavy Duty Mechanics being recruited. An agreement was also reached with ILWU Local 500 allowing previously registered employees to return to the Industry providing they successfully completed the pre-screening process prior to entering the Lift Truck Training Program.

Training for Heavy Lift Truck Drivers, Head Checkers, Bulk Operators and Rubber Tire Gantry Operators was undertaken with the understanding that these individuals would be entitled to an extended period of call back over the Christmas period to assist in alleviating shortages.

We are pleased to report that we experienced a significant decrease in shortages of qualified labour during the 2000 Christmas season than were experienced during 1999.

9. New Developments

As a result of requests from member companies, a Boom Worker Training Program was developed and implemented. This program is designed to train employees in the proper method of safely preparing and securing logs for transfer from the log boom to the vessel.

We also provided Ship Gantry Training to twenty-four (24) operators sent to Vancouver by the Pacific Maritime Association. Monies received were used to offset training costs for our workforce.

TRANSPORT CANADA – MARINE SAFETY

In our ongoing effort to maintain a good working relationship with Transport Canada - Marine Safety, a meeting was scheduled with representatives of the regulatory agency from across the province to discuss issues of mutual interest and concern. It was agreed that when member companies required inspections every effort would be made to provide as much advance notice as possible to Transport Canada Inspectors.

We attended both Regional and National meetings of the Canadian Marine Advisory Council (CMAC). A comprehensive review of the Marine Occupational Safety and Health Regulations (MOSH) was commenced at the spring session. It is anticipated that this review will span a number of years. Implications with respect to the revisions to the *Canada Labour Code* Part II were discussed at the fall session.

Input was also sought relative to the inclusion of parts of the Tackle Regulations into the MOSH Regulations. We opposed this action on the basis that problems would be created relative to the appeal processes and additionally, if provisions were included in the MOSH Regulations, they would have no application to the vessel.

HUMAN RESOURCES DEVELOPMENT CANADA (HRDC)

Human Resources Development Canada initiated a comprehensive audit of member companies' operations in an effort to reduce the incidence of accidents in the Industry. It is anticipated that the audit results will be available to individual companies with an Industry wide report being made available early in 2001.

Meetings were also convened to discuss issues of importance such as training, record keeping, railway jurisdiction and the requirement for the use of CSA approved footwear in the Industry. With the assistance of HRDC, a comprehensive footwear program was implemented which is expected to improve safety within the Industry.

The long awaited revisions to the *Canada Labour Code* Part II came into effect near year-end. Two new regulations, which were enabled by the new legislation, Prevention Programs and Violence in the Workplace, are currently under development.

Representatives of HRDC continued to assist us in the presentation of our comprehensive Safety Orientation Program, providing us with guest speakers on a regular basis.

CANADIAN HUMAN RIGHTS COMMISSION

Employment Equity

The Canadian Human Rights Commission informed the Association that we would be subjected to an Employment Equity Compliance Audit during 2000. Initial discussions were held with representatives of the Commission and the Audit commenced in November.

CANADIAN HUMAN RIGHTS ACT

The Minister of Justice announced a comprehensive review of this Act in 1999. A Review Panel was formed with a mandate to examine the purpose of the Act and the grounds listed in it to ensure that the Act was current with human rights and equality principles. The Review Panel was also asked to review the scope and jurisdiction of the Act.

In June 2000, the Review Panel issued their 178-page report, which contained 165 recommended changes. The Association worked closely with other employer groups such as Federally Regulated Employers-Transportation and Communications (FETCO) and the Business Council of BC (BCBC) to develop a comprehensive response to the Review Panel's recommendations.

CANADA INDUSTRIAL RELATIONS BOARD (CIRB)

The Association appeared before the CIRB on behalf of TSI Deltaport as a result of a claim of unjust dismissal by an employee who alleged that he refused to perform work on the grounds of safety. The CIRB dismissed the complaint. The employee then unsuccessfully sought to have another panel of the CIRB overturn the original decision. The employee has now appealed the decision to the Federal Court of Canada. A court date has not as yet been set.

As a result of Local 500's refusal to implement the Container Freight Station Agreement (CFS) negotiated in the last round of bargaining, the Association filed an application with the CIRB. Prior to the hearing date, ILWU-Canada and the Association agreed to refer the matter to the Industry Arbitrator for a final and binding decision. The Arbitrator confirmed that the CFS agreement was valid and that such agreement would be effective for one year from the date of his award.

SUPREME COURT OF BRITISH COLUMBIA

In October 2000, the Association sought and obtained an injunction on behalf of Neptune Bulk Terminals (Canada) Ltd. to prevent members of ILWU Local 518 from illegally picketing their site. The dispute arose as a result of a decision by a customer of Neptune to engage a company which was not a signatory to the ILWU Local 518 Collective Agreement to perform sampling work.

ARBITRATIONS

Staff prepared and presented nine (9) Job Arbitrations during 2000, which dealt with a variety of issues. This level of activity was consistent with that experienced during 1999. There were also two (2) Industry Arbitrations which dealt with appeals by the Union of 1998 Job Arbitration decisions associated with staggered coffee breaks.

Copies of all arbitration decisions have been circulated to all members and are available on the BCMEA web site.

UNION PAY CLAIMS - ALL PORTS

Total number of claims submitted	77
Accepted	34
Rejected	30
Withdrawn	8
Pending	5

SECTORAL INITIATIVES

Sectoral meetings have continued to be an effective forum for staff and operating personnel from member companies to discuss problems and explore options to improve operating efficiencies.

General Wharf Operators Sector

This group met on two (2) occasions during 2000. Issues discussed included training, despatch, health and safety, claims management and discipline matters.

Maintenance Sector

This group met on one (1) occasion during 2000. Issues discussed included the need for amendment to the agreement on rotation of RWF trades persons and the impact of a decision of the Job Arbitrator with respect to a regular maintenance issue.

Bulk Operators Sector

This group met on five (5) occasions during 2000. Numerous issues were discussed which included track maintenance, general flexibility matters and unacceptable work practices.

Stevedores Sector – General Cargo

This group met on three (3) occasions during 2000. Issues discussed included the implementation of the Industry safety footwear policy, unauthorized use of mobile equipment, labour shortages, unacceptable work practices and recruitment of new employees into the Industry.

Stevedores Sector – Grain

This group met on four (4) occasions during 2000. Issues discussed included safety concerns raised by employees, manning requirements, arbitral decisions impacting operational requirements and the implementation of changes to the Collective Agreement.

Ship Owners Sector

This group met on three (3) occasions during 2000. Issues discussed included labour shortages, allocation guidelines, unacceptable work practices, arbitration decisions and safety issues of concern to this sector.

Vancouver Island – Direct Employers

This group met on three (3) occasions during 2000. Issues discussed included the size of workforce required to service the needs on Vancouver Island and the need for a complement of employees to be located in both Victoria and Port Alberni.

Vancouver Island – Amalgamation Sub-Committee

This group met on two (2) occasions during 2000. They were mandated with the responsibility of ensuring that the amalgamation of the three (3) Island locals proceeded as smoothly as possible and to address issues of concern that arose during the process.

NEW OPERATIONS AND TECHNOLOGICAL CHANGE

Pacific Coast Terminals continued automation of their Stakrake operation, which is scheduled for completion by January 1, 2001. We have been upgrading Bulk Operators to ensure trained personnel are available when automation is complete.

The Nanaimo Port Authority acquired and installed a Dock Gantry Crane at Duke Point. This will necessitate the training of Vancouver Island employees in the operation of this and other equipment required for the handling of containerized cargo.

The Agport facility in Prince Rupert was reactivated after a one and a half-year shutdown. This facility has been upgraded to accommodate vessels of various sizes regardless of tidal conditions. A new shiploader was also installed.

Also in Prince Rupert, hot wax from Taiwan became an important import cargo destined for receiving facilities in Alberta.

HEALTH AND SAFETY

The BCMEA – ILWU Safety Orientation Program, which has been revised and upgraded on a regular basis, has become one of the key phases in the new multi-phase recruitment program which was introduced in the Port of Vancouver during 2000.

This program was delivered more frequently with the commencement of the recruitment program in Squamish and Vancouver following a three (3) year period of little to no recruitment activity in this area. Individuals taking the program included previously registered employees returning to the Industry following a lengthy absence, as well as new recruits.

The program was also presented in Victoria to pre-qualify potential new casual employees for work opportunity in the Victoria area.

A summary version of the program was presented to newly hired foremen of member companies.

Provincially, we continue to chair the WCB Claims Advisory Committee, an employer group established to deal with Workers' Compensation issues of importance to the wide range of companies that are members of the advisory. We have also been appointed to the WCB's newly established Research Bureau, a successor to the Grants and Awards Committee. The new committee has both an expanded role and increased budget.

We continue to remain in contact with maritime representatives from Eastern Canada and the United States in an effort to ensure that developments and events taking place in those jurisdictions are brought to the attention of our member companies. We attended the Washington State Governor's Health and Safety Conference held in Tacoma as well as a meeting of the National Maritime Safety Association at which we were invited to present developments in safety at the ports in Western Canada.

Industry injury statistics were compiled and circulated to member companies during the year. This statistical database provides a more specific profile of activity than that previously available from the WCB.

The Canada Labour Code, Part II revisions have now come into force. In addition, a revision of the regulations, Part XVI – First Aid, pursuant to the Canada Occupational Safety and Health Regulations (COSH) and the new regulation relative to Accident Investigation and Reporting pursuant to the Marine Occupational Safety and Health Regulations (MOSH) have also come into effect.

We continue to participate in other organizations such as Federally Regulated Employers-Transportation and Communication (FETCO) and the Business Council of BC (BCBC) to ensure that member interests are represented with respect to new legislative initiatives or amendments to existing legislation or regulations.

CLAIMS MANAGEMENT

We saw another year of significant activity representing the interests of member companies before the three (3) Workers' Compensation Appeal Structures. Twenty-five (25) decisions [eighteen (18) Workers and seven (7) Employers] were received during the year. Of the eighteen (18) Worker appeals nine (9) were accepted, one (1) was accepted in part and eight (8) were denied. Of the seven (7) Employer appeals, five (5) were denied, one (1) was accepted and one (1) was accepted in part.

With the co-operation of member companies we have been very successful in returning injured employees to work. A total of eighteen (18) employees participated in graduated return to work programs during the year. Because of the variance in injury type, each case must be handled individually. We have worked with WCB adjudicators, Rehabilitation Consultants, employees, company representatives and union representatives to ensure that employees are reintegrated into the workforce in a timely and effective manner.

In our continuing effort to ensure that WCB adjudicators are informed about our Industry, we continued the practice of arranging tours of member sites.

We also pursued the issue of the WCB Continuum of Care program. In our opinion, this program had a detrimental effect on the duration of injury experience. We believe this effort has resulted in fewer referrals to the Continuum of Care program, which should have a positive impact on injury duration rate.

The WCB implemented a new Classification system for all employers to be effective in 2000. Our Industry, previously in one group, has now been split up into four different groups based upon type of work performed. This reclassification created some confusion due to the fact that some members were incorrectly classified. One group was placed into a classification with higher rates than that of our other members. Following discussions with the WCB, all members were assessed the same base rate of \$5.61 per \$100 of assessable payroll for 2000. In 2001, all members will be placed in the same rate group.

We also determined that our members had been assessed for "prevention" services. Since we are Federally regulated, the WCB provides no prevention services and we have now been informed that this charge for service will be removed and the overcharge will be credited and reflected in our rates for 2001.

Our projected rate for 2001 was \$6.35. However, following some accounting changes and adjustments for the prevention overcharge the base rate for 2001 will be \$5.83 per \$100 of assessable earnings, representing an increase of approximately four per cent (4%) over the previous year rather than an increase of approximately thirteen per cent (13%).

DESPATCH

Despatch offices located in Vancouver, New Westminster, Chemainus, Prince Rupert and Stewart continued to provide daily despatch employees to meet the needs of member companies in their respective port areas.

The Association's Despatch Manager and senior staff monitor all labour requirements, discrepancies and shortages in order to maximize the use of available labour and minimize labour shortages.

An automated despatch for the Squamish complement using an Interactive Voice Response (IVR) system was implemented. This system allows those employees to make themselves available for work, select their preferred job and receive their assignment. It also provides them with forecasted work opportunity.

We implemented an automated tracking system for employees volunteering for certain skilled work opportunity to ensure that only qualified individuals are despatched to perform work. In November we also implemented a Bar Code swipe card system for certain casual employees to track their availability on a daily basis. This will be extended to all casual employees. In addition to tracking availability, it will be used to provide the necessary information for determining Board moves as well as for other despatch related purposes.

A significant amount of effort was directed toward the issue of labour shortages through participation in the special committee established to address this problem.

Staff continued our practice of meeting employers on a regular basis to discuss issues of concern. Topics discussed included transportation, allocation and shortages.

Through the Despatch Committee, we were able to reach agreement on a number of issues including an increase in the number of basic gangs, advancement of the graveyard checkers plug-in and the ability to transfer casual tradesmen from coastwise work to maintenance.

INFORMATION SERVICES

A considerable amount of time and effort was devoted to the development of the Squamish area semi-automatic despatch system implemented during 2000. The system has been well received by ILWU members and Despatch staff. Other automation efforts included a volunteer tracking system and a Bar Code swipe card system for entry-level casual employees.

Planning has also begun for a four-year project to re-engineer the Association Despatch office based computer systems, which will be completed at minimum cost and without disruption to operations.

Neptune Bulk Terminals (Canada) Ltd. became a remote payroll entry client during 2000 and planning is underway for Canadian Stevedoring Company Ltd. to become a client with implementation scheduled for 2001. Additionally, all Association members who are direct employers of labour are currently taking advantage of the availability of Electronic Costing for site-based manipulation of valuable labour cost data. This has eliminated the need for paper-based distribution of the data.

The BCMEA Human Resource Information System (HRIS), which was initially defined and introduced in 1999, was expanded with the introduction of two additional components Employment Equity and Discipline Letters. Additional phases will be introduced over the next two years with completion of the entire system scheduled for 2002.

Information Services also participated in the design and implementation of a system to provide enhanced statistical information to better understand why labour shortages occur.

Senior staff continued their program of semi-annual visits to Association member sites to monitor Remote Order Entry/Remote Payroll Entry activities and to maintain ongoing dialogue with site representatives.

To ensure critical computer system availability, staff continued to refine and test the organization's I.S. Disaster Recovery Plan.

During the year, in excess of four hundred and twenty-five (425) user-generated work requests ranging from one (1) to fifteen (15) days in duration were completed.

CONCLUSION

Our appreciation is extended to members of the Board of Directors and all Committee members who have given generously of their time. Representing and promoting the interests of the Industry is a very integral role of the Association which would not be accomplished were it not for the significant level of interest and effort received from all representatives. We look forward to continuing our efforts on your behalf as we face the many opportunities in the year ahead.

R.V. Wilds

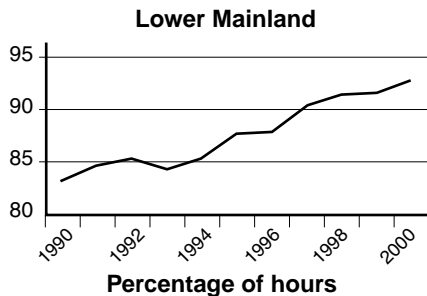
President and Chief Executive Officer

February 14, 2001

FINANCIAL REPORT

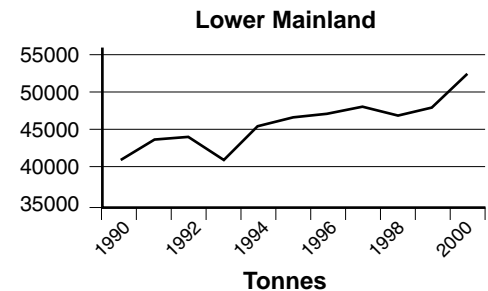
General

As indicated in previous reports the migration of work opportunity, handled by longshore workers covered under the BCMEA – ILWU Collective Agreement, to the Lower Mainland port areas of Vancouver and New Westminster continued through all of 2000.



The percentage of total hours of longshore work handled within the Lower Mainland ports of Vancouver and New Westminster has been growing at a rate of approximately 1% per year since 1990 to its current level of approximately 92.5%.

Total tonnage handled within the Lower Mainland ports of Vancouver and New Westminster has increased by approximately 9 million tonnes since 1990 (of which 8 million tonnes is attributable to increased container volumes) to a record volume of approximately 52,918,000 tonnes.



This shift in work opportunity is primarily attributable to changes that have occurred in British Columbia's forest industry. Changes that not only effect the amount of cargo shipped by waterborne transportation but how and where that cargo is shipped.

MOVEMENT OF FOREST RELATED PRODUCTS (excluding logs)

	MFBM LUMBER [000]			TONNES - PULP, PAPER & NEWSPRINT [000]		
	Break Bulk	Containerized	Total	Break Bulk	Containerized	Total
1990	3,513	148	3,661	2,968	306	3,274
2000	1,508	1,114	2,622	4,254	2,853	7,107
Increase (Decrease)	(2,005)	966	(1,039)	1,286	2,547	3,833
% Increase (Decrease)	(57%)	653%	(28%)	43%	832%	117%

An area of longshore work opportunity that is often over looked is that associated with the cruise industry. In order to facilitate the timely arrival and departure of cruise vessels, special provisions have been negotiated into the Collective Agreement resulting in the longshore workforce being involved with the handling of ships stores, passengers baggage, tie up and let go. During 2000 this activity represented in excess of 144,000 hours of employment.

These dramatic changes, in where this industry's work opportunity is located and how our waterborne cargoes are shipped, are having a significant effect on the financial condition of the Association.

Over the period 1995 to 1999, the Board of Directors set cargo assessment rates at levels less than that necessary to meet the Association's operating, despatch and Collective Agreement costs. This was done in an effort to assist the Industry in maintaining its relative competitive position during these times of significant change. Beginning in 2000 the Board of Directors initiated a program to return cargo assessment rates back to a net break-even position over the next three years. If everything remains on track, all of the Association's assessments should be on a break-even basis by January 2002.

	1995	1996	1997	1998	1999	2000
Net Operating Costs	\$ 2,910,919	\$ 3,442,845	\$ 4,332,886	\$ 3,972,841	\$ 3,962,590	\$ 3,873,390
Collective Agreement Costs	3,423,487	4,396,591	4,666,994	4,020,655	4,578,643	6,258,774
Total Costs	6,334,406	7,839,436	8,999,880	7,993,496	8,541,233	10,132,164
Cargo Revenues	5,316,746	5,463,577	6,451,680	7,191,342	7,760,076	9,356,552
Excess (Deficiency)	\$ (1,017,660)	\$ (2,375,859)	\$ (2,548,200)	\$ (802,154)	\$ (781,157)	\$ (775,612)

BCMEA ASSESSMENT RATE HISTORY

EFFECTIVE DATE	CARGO							PAYROLL HOURLY				
	OTHER BULK per METRIC TONNE	BULK per HOUR	GRAIN per METRIC TONNE	LOGS per M. SCRIBNER	LUMBER per M.B.M.	GENERAL per METRIC TONNE	VEHICLES per VEHICLE	STEEL per METRIC TONNE	CONTAINERS per TEU	AS A % OF EARNINGS	DOLLARS per HOUR	
Jan-76	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300	
Jan-77	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300	
Jan-78	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300	
Jan-79	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300	
Jan-80	0.0272	0.7800	0.0840	0.4698	0.2100	0.1179	0.0000	0.0000	0.0000	12.500%	1.250	
Jan-81	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	0.0000	0.0000	13.100%	1.200	
Jan-82	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	0.0000	0.0000	14.930%	1.370	
Jan-83	0.0500	1.1700	0.0840	0.7047	0.3150	0.2150	0.0000	0.0000	0.0000	12.100%	1.390	
Jul-84	0.0530	1.2600	0.0840	0.7569	0.3380	0.2300	0.0000	0.0000	0.0000	14.600%	1.860	
Jan-85	0.0590	1.4100	0.0840	0.8280	0.3780	0.2570	0.0000	0.0000	0.0000	14.900%	1.970	
Jan-86	0.0590	0.4770	0.0840	0.8280	0.3780	0.2570	0.0000	0.0000	0.0000	14.900%	1.970	
Mar-87	0.0530	0.5520	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	14.900%	1.970	
Jan-88	0.0450	0.5640	0.0640	0.6330	0.2890	0.1960	0.0000	0.0000	0.0000	14.900%	1.970	
Jan-89	0.0530	0.6770	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	15.600%	2.070	
Jul-89	0.0530	0.6940	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	23.920% ¹	0.740 ¹	
Mar-90	0.0620	0.8080	0.0870	0.8680	0.3960	0.2690	0.0000	0.0000	0.0000	25.960%	0.890	
May-90	0.0620	0.8720	0.0870	0.8680	0.3960	0.2690	0.0000	0.0000	0.0000	22.810%	0.890	
Jan-91	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.200%	1.090	
Jan-92	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.444%	2.410 ²	
Jan-93	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.444%	2.410	
May-94	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	25.750% ³	2.760	
Oct-94	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	25.75%	2.76	
Jan-95	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	24.25%	2.70	
Jan-96	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	24.88%	2.76	
Oct-96	0.09	1.02	0.06	0.99	0.39	0.27	0.00	0.00	2.20	24.88%	2.76	
Jul-97	0.10	1.18	0.06	1.15	0.45	0.31	0.00	0.00	2.55	24.88%	2.76	
Jan-98	0.11	1.31	0.06	1.28	0.50	0.34	0.00	0.00	2.83	24.88%	2.81	
Jan-99	0.11	1.31	0.06	1.28	0.50	0.34	0.00	0.00	2.83	24.88%	2.81	
Jan-00 ⁴	0.17	1.80	0.06	0.72	0.54	0.32	0.72 ⁵	0.44 ⁵	3.12	24.88%	3.05	
Jan-01	0.22	2.29	0.06	0.92	0.69	0.41	0.92	0.56	3.97	24.88%	3.05	

¹ Funding of Longshore Pension Plan changed from Dollars per Hour to a Percentage of Earnings.

² Total negotiated increase applied to Longshore Pension and Health & Benefit Plans.

³ The Association imposed a 9.15% surcharge of wages January 2, 1994, which was eliminated May 1, 1994 and replaced by increased Payroll and Hourly Assessments.

⁴ Effective January 1, 2000 cargo assessment rates were adjusted so that the cost of handling each type of cargo was the same cost per unit of cargo handled per longshore hour worked.

⁵ Previously included as general cargo.

The ratio of overtime and premium shift hours worked as compared to the Monday to Friday day shift hours worked remains high. This continuing trend confirms previous assertions that in order to maintain "just in time" delivery schedules there is a greater tendency for vessels to work around the clock or more than just the day shift.

PERCENTAGE OF OVERTIME HOURS TO MONDAY TO FRIDAY SHIFT HOURS WORKED

1985	37.0%	1993	43.7%
1986	37.5%	1994	46.9%
1987	40.0%	1995	48.6%
1988	42.4%	1996	49.3%
1989	43.7%	1997	48.8%
1990	44.4%	1998	48.8%
1991	45.4%	1999	49.6%
1992	45.1%	2000	50.2%

The first of the following tables provides an historic review of the number of longshore hours worked, basic Monday to Friday day shift rate of pay and total annual wages (excluding Vacation and Holiday Pay) paid to longshore workers by members of the Association.

The second table shows the annual cost to Association members of fringe benefits paid directly by the Association from its assessment revenues.

BASIC LONGSHORE WAGE RATE AND WAGES PAID 1972 TO 2000

YEAR	HOURS WORKED 000s	BASIC WAGE RATE	WAGES PAID 000s	YEAR	HOURS WORKED 000s	BASIC WAGE RATE	WAGES PAID 000s
1972	6,281	5.18	38,526	1987	5,350	17.24	114,239
1973	5,692	5.60	41,195	1988	5,446	17.76	119,832
1974	5,773	5.93	43,898	1989	5,116	19.01	120,511
1975	4,545	7.23	41,546	1990	4,946	20.21	122,858
1976	5,095	8.03	50,744	1991	4,904	21.41	128,339
1977	5,309	8.60	56,808	1992	4,648	21.41 ¹	121,842
1978	5,499	9.10	62,578	1993	4,216	22.06 ²	113,245
1979	5,363	10.00	68,343	1994	4,385	22.71	122,130
1980	5,638	10.90	79,936	1995	4,546	23.36	130,983
1981	5,556	12.55	90,032	1996	4,569	23.96/24.06	135,473
1982	5,026	13.85	89,356	1997	4,669	24.61/24.71	142,414
1983	4,708	15.45	93,178	1998	4,327	25.36	135,517
1984	4,849	15.95/16.10	95,627	1999	4,579	25.81	147,084
1985	4,585	16.90	95,062	2000	4,956	26.46	163,692
1986	4,535	16.90	94,968				

1 One year contract extension with negotiated increased hourly rate directed to be paid into the Waterfront Industry Pension and Health & Benefit Plans.

2 1993 information has been updated to include retroactive costs paid in 1994.

EMPLOYER ASSESSMENTS PAID TOWARDS LABOUR FRINGE BENEFITS

YEAR	VACATIONS 000s	STATUTORY HOLIDAYS 000s	INDUSTRY PENSION 000s ¹	CANADA PENSION 000s	HEALTH & BENEFITS 000s	RETIRING ALLOWANCE 000s ²	OTHERS 000s ^{4/5}	WORKERS COMP. 000s ³	TOTAL 000s
1972	2,705	943	2,655	369	671	709	0	0	8,052
1973	2,840	1,067	3,252	336	723	709	0	0	8,927
1974	3,130	1,109	3,668	386	714	1,089	0	0	10,096
1975	3,273	1,043	3,912	404	667	696	306	0	10,301
1976	4,040	1,542	4,194	449	840	948	255	0	12,268
1977	4,545	1,695	5,494	505	1,418	816	738	0	15,211
1978	5,092	1,882	6,570	580	1,566	672	63	0	16,425
1979	6,028	1,951	4,363	658	1,565	713	177	0	15,455
1980	7,075	2,236	4,500	746	1,749	562	143	0	17,011
1981	7,973	2,601	4,680	864	1,748	909	152	0	18,927
1982	8,201	2,299	5,040	904	2,018	990	520	0	19,972
1983	8,696	3,081	5,040	903	2,204	1,258	486	0	21,668
1984	9,156	3,170	5,400	1,011	2,496	965	498	0	22,696
1985	9,340	3,286	5,880	1,075	2,691	1,074	482	0	23,828
1986	9,300	3,286	5,880	1,164	2,586	985	463	0	23,664
1987	10,506	3,692	5,880	1,392	3,235	997	559	0	26,261
1988	10,995	3,837	5,880	1,536	3,302	1,081	571	0	27,202
1989	10,562	3,648	14,750	1,578	3,257	906	529	0	35,230
1990	11,542	3,963	11,217	1,596	4,072	1,353	541	0	34,284
1991	12,057	4,338	11,129	1,859	4,864	1,575	532	0	36,354
1992	12,024	4,070	16,755	1,899	5,810	1,200	525	387	42,670
1993	11,573	3,888	16,897	1,993	5,540	1,560	133	539	42,123
1994	12,180	4,022	17,665	2,036	5,510	1,348	128	579	43,468
1995	12,768	4,182	19,469	2,278	5,725	1,467	131	568	46,588
1996	13,650	4,396	20,141	2,405	5,959	1,486	138	536	48,711
1997	14,016	4,498	22,137	2,678	6,043	1,738	138	502	51,750
1998	13,618	4,420	22,563	2,790	5,722	2,070	144	444	51,771
1999	13,824	4,708	26,083	3,103	5,973	3,059	2,891	552	60,193
2000	15,275	5,189	29,256	3,784	6,455	2,163	623	593	63,338

1 Includes the following lump sum payments: \$1,300,000 for 1977, \$2,250,000 for 1978 and \$5,000,000 in 1989 relating to 1986, 1987 and 1988. Effective 1988 an Industrial Inquiry Commissioner ruled that the Association must compensate Longshoremen for the elimination of the Container Clause. In 1989, the Parties agreed that all such payments would be made to the Waterfront Industry Pension Plan. In addition, the Union instructed that \$692,738 of funds previously used to provide SUB benefits be paid to the Waterfront Industry Pension Plan in 1995.

2 Updated to include a Supplementary Retiring Allowance program negotiated to become effective from January 1, 1993.

3 Effective January 1, 1992, the Association structured an agreement with the WCB to pay WCB premiums on Vacation and Statutory Holiday Pay.

4 Includes cost of Employee Assistance, Jury Duty and Bereavement Leave programs plus SUB program which was cancelled effective December 31, 1992.

5 Health & Benefits, Retiring Allowance, Workers Compensation and Others updated to include retroactive costs paid by the Association.

Finance Committee

The Finance Committee, comprised of representatives from each sector of the Industry plus senior staff members, is charged by the Board of Directors with the responsibility of reviewing the financial position of the Association on a continuous basis and, where appropriate, making recommendations with respect to all budgetary issues and assessment levels.

As indicated earlier in this report, the decision of the Board not to set assessment rates to match projected expenses until 2002, has resulted in and will continue to result in there being an imbalance between revenues and expenses.

	1995	1996	1997	1998	1999	2000
Hours worked	4,544,961	4,568,659	4,669,072	4,326,361	4,578,976	4,956,498
Assessments plus Interest	\$49,723,057	\$51,416,575	\$54,362,074	\$53,172,471	\$56,633,491	\$64,730,806
Revenue per hour	\$10.94	\$11.25	\$11.64	\$12.29	\$12.37	\$13.06
Labour & Operating Costs	\$50,464,925	\$53,447,224	\$55,745,487	\$53,301,548	\$59,831,580	\$63,330,207
Cost per hour	\$11.10	\$11.70	\$11.94	\$12.32	\$13.07	\$12.78
Excess (Shortfall) per hour	\$(0.16)	\$(0.45)	\$(0.30)	\$(0.03)	\$(0.70)	\$.28

Staff continued their dialogue with Association members and other users of port facilities across British Columbia. As a result we were able to keep the Board and Finance Committee apprised of current waterborne cargo forecasts. The Finance Committee met on three (3) occasions to consider this and other pertinent information. As a consequence of these meetings the Committee recommended and received Board agreement and/or approval of the following:

- 1999 draft and audited Financial Statements
- future minimum level of cash reserves
- mid year addition of a Gang Interchange assessment for cable ships
- financial results for the first 9 months
- 2001 operating, capital and labour fringe benefit budgets
- 2001 payroll, hourly, cargo, container gainshare and gang interchange assessment rates to become effective January 1, 2001.

Investments

Investments and other income increased from \$628,008 in 1999 to \$743,919 in 2000. This increase, in spite of declining interest rates, can be attributed to monies being held by the Association to meet increased Vacation Pay, General Holiday Pay and Container Gainshare expenses.

Vancouver Island and the Gang Interchange Pool

As indicated earlier in this report and as can be seen later in the statistical data, work opportunity and the number of individuals working on Vancouver Island continues to decline. This has resulted in an increased requirement for those employees remaining on Vancouver Island to travel outside of their normal port area in order to meet labour requirements at each port location. During 2000, hours worked on Vancouver Island decreased by some 19,768 hours while charges against the gang interchange pool, for reimbursable travel and fare costs increased by some \$187,986.

The gang interchange pool is a self-sustaining fund designed to equalize the cost of employing longshore labour on Vancouver Island. The fund reimburses direct employers for the majority of the travel time and fare costs when longshore workers are required to travel to service ships working at another Vancouver Island port (less the travel and fare costs equal to that stipulated for travel from Chemainus to Crofton).

The Finance Committee in conjunction with the chair of the Vancouver Island Committee reviewed the current balance of the fund and recommended to the Board that, subject to a further review of the levy set for cable ship operations, there be no change to the Gang Interchange rates at his time.

Industrial Inquiry Commission Obligations (Container Gainshare)

During 1991, the Parties to the Collective Agreement agreed that all the monies then accumulated and current monies flowing from the Gainshare and Waterfront Industry Productivity obligations mandated by the Industrial Inquiry Commission would be paid on an annual basis to the Waterfront Industry Pension Plan. The Commission requires the Association to pay \$10.00 for every TEU, full or empty, handled in excess of the number of TEU's handled in 1987 (the base year).

Since the elimination of the Container Clause and the imposition of the Industrial Inquiry Commission Obligations, annual growth in container traffic handled by Association members has averaged 12.4% with a 10.31% increase in 2000 over 1999. This has resulted in the Waterfront Industry Pension Plan being the beneficiary of a total of \$43,579,244.

	IMPORT TEUs FULL & EMPTY	EXPORT TEUs FULL & EMPTY	TOTAL TEUs FULL & EMPTY	INDUSTRIAL INQUIRY COMMISSION OBLIGATION	GAINSHARE ASSESSMENT RATE per TEU ⁴
1987	124,308	153,711	278,019	0	0.0
1988	150,304	174,014	324,318	\$ 462,990	\$ 2.33
1989	154,711	166,648	321,359	\$ 433,400	\$ 2.00
1990	164,187	170,896	335,083	\$ 570,640	\$ 2.00
1991	188,829	196,290	385,119	\$ 1,071,002	\$ 2.00
1992	213,340	232,939	446,279	\$ 1,682,598	\$ 4.00 ¹
1993	214,414	246,110	460,524	\$ 1,825,050	\$ 4.50 ²
1994	242,594	292,143	534,737	\$ 2,567,180	\$ 5.50 ²
1995	236,080	299,774	535,854	\$ 2,578,348	\$ 5.50
1996	297,867	337,156	635,023	\$ 3,570,043	\$ 5.50
1997	365,800	398,605	764,405	\$ 4,863,860	\$ 6.75 ¹
1998	427,806	456,200	884,006	\$ 6,059,868	\$ 6.75
1999	532,133	583,105	1,115,238	\$ 8,372,195	\$7.25/\$8.00 ^{4/1}
2000	579,313	650,913	1,230,226	\$ 9,522,070	\$ 8.00
Total				\$43,579,244 ³	

1 Effective July 1

2 Effective October 1

3 Paid to the Waterfront Industry Pension Plan

4 Effective January 1

Total Gainshare contributions of \$34,057,174 to the end of 1999 have been used by the Waterfront Industry Pension Plan Trustees to purchase an increased benefit, on a fully funded basis, totalling \$6.00 per month per year of service in basic benefit plus \$2.00 per month per year of qualifying service in bridge benefit, applicable to all active Union longshore members and retirees.

COLLECTIVE AGREEMENT OPERATING ITEMS

		1996 ²	1997 ²	1998	1999 ³	2000	2000 % Variance from 1999
Number of Employees Working							
	Union	2,004	1,988	1,919	2,021	2,068	2.33%
	Welfare Casual	319	354	336	320	314	-1.88%
	Casual	1,374	1,436	1,193	1,153	1,209	4.86%
	Total	3,697	3,778	3,448	3,494	3,591	2.78%
Hours Worked							
	Union	3,384,262	3,410,542	3,223,970	3,347,687	3,636,744	8.63%
	Welfare Casual	475,992	488,937	504,019	535,564	440,251	-17.80%
	Casual	708,405	769,593	598,372	695,725	879,503	26.42%
	Total	4,568,659	4,669,072	4,326,361	4,578,976	4,956,498	8.24%
Average Hours Worked							
	Union	1,689	1,716	1,680	1,656	1,759	6.17%
	Welfare Casual	1,492	1,381	1,500	1,674	1,402	-16.23%
	Casual	516	536	502	603	727	20.56%
	Average	1,236	1,236	1,255	1,311	1,380	5.32%
Average Earnings Per Worker¹							
	Union	\$ 59,400	\$ 60,950	\$ 61,210	\$ 61,523	\$ 67,403	9.56%
	Welfare Casual	\$ 49,700	\$ 44,115	\$ 48,877	\$ 55,951	\$ 48,526	-13.27%
	Casual	\$ 13,095	\$ 16,360	\$ 16,150	\$ 19,450	\$ 23,938	23.07%
	Average	\$ 41,354	\$ 42,424	\$ 44,417	\$ 47,138	\$ 51,119	8.45%
Average Earnings Per Hour Worked							
	Union	\$ 35.17	\$ 35.53	\$ 36.43	\$ 37.14	\$ 38.33	3.19%
	Welfare Casual	\$ 33.31	\$ 31.94	\$ 32.58	\$ 33.43	\$ 34.61	3.53%
	Casual	\$ 25.40	\$ 30.53	\$ 32.20	\$ 32.23	\$ 32.91	2.09%
	Average	\$ 33.46	\$ 34.33	\$ 35.40	\$ 35.97	\$ 37.04	2.97%
Basic Rates of Pay							
Day	Monday to Friday	\$23.96/\$24.06	\$24.61/\$24.71	\$ 25.36	\$ 25.81	\$ 26.46	2.52%
	Saturday	\$30.67/\$30.80	\$31.50/\$31.63	\$ 32.46	\$ 33.04	\$ 33.87	2.51%
	Sunday	\$38.34/\$38.50	\$39.38/\$39.54	\$ 40.58	\$ 41.30	\$ 42.34	2.52%
Night	Monday to Friday	\$30.18/\$30.31	\$31.00/\$31.13	\$ 31.95	\$ 32.52	\$ 33.33	2.49%
	Saturday & Sunday	\$38.34/\$38.50	\$39.38/\$39.54	\$ 40.58	\$ 41.30	\$ 42.34	2.52%
Graveyard	Monday to Friday	\$37.28/\$37.44	\$38.29/\$38.45	\$ 39.46	\$ 40.16	\$ 41.17	2.51%
	Saturday&Sunday	\$38.34/\$38.50	\$39.38/\$39.54	\$ 40.58	\$ 41.30	\$ 42.34	2.52%

1 Includes vacation and holiday pay earned during the appropriate period

2 Rate increased January and July 1

3 1999 rates effective January 1 but not introduced until November

Other

As can be seen from the schedule on the previous page, longshore workers took advantage of the increased work opportunity with average annual earnings increasing by 8.45% over the prior year. During 2000, 631 longshore workers earned in excess of \$80,000. Of this number 190 longshore workers earned between \$90,000 and \$100,000 with 99 longshore workers earning in excess of \$100,000.

In order for ports in British Columbia to remain viable, they must have, among other things, a well trained and knowledgeable longshore workforce capable of meeting the complex skill requirements demanded by our membership. To this end, the Association commits a considerable portion of its operating revenues to providing training for longshore workers (23.8% in 1999 and 35.5% in 2000).

Another area of significance is the large number of longshore workers who retire from or leave the Industry each year. In addition to training workers to fill the increased needs of the longshore Industry, it is necessary to train new employees to replace those who retire or leave the Industry. As can be seen below, since 1990 the Industry has had a turnover of 5,312 workers. Most if not all of these individuals possessed work skills that had to be replaced.

LEAVING THE LONGSHORE INDUSTRY

YEAR	RETIREMENTS	TRANSFER TO FOREMAN	LEFT THE INDUSTRY	TOTAL
1990	94	18	550	662
1991	100	19	379	498
1992	68	13	421	502
1993	79	6	509	594
1994	72	13	329	414
1995	88	22	421	531
1996	80	18	397	495
1997	95	21	264	380
1998	110	3	370	483
1999	112	20	272	404
2000	76	28	245	349
Total	974	181	4,157	5,312

The financial challenge that senior staff and the Finance Committee face is to ensure that the Association is in a position to meet the various needs and demands of our Industry and membership while maintaining complete fiscal responsibility. With the continued hard work of our staff and the countless volunteer hours put in by members of the Board and the Finance Committee, I am convinced that we will continue to meet this objective.

B. D. Ciccozzi
Vice President - Finance
February 17, 2001

STATISTICAL REPORTS

LONGSHORE EMPLOYEES BY LOCAL ¹

LOCAL	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Union										
500 VANCOUVER	1,619	1,618	1,562	1,532	1,541	1,603	1,583	1,520	1,509	1,504
502 NEW WESTMINSTER	217	224	221	225	228	228	225	261	286	337
508 CHEMAINUS ²	353	330	314	296	279	269	246	220	212	199
505 PRINCE RUPERT	69	72	70	69	67	61	67	68	67	64
515 PORT SIMPSON	0	0	0	0	0	0	0	0	1	1
519 STEWART	7	3	4	3	3	3	3	4	4	4
Total Union	<u>2,265</u>	<u>2,247</u>	<u>2,171</u>	<u>2,125</u>	<u>2,118</u>	<u>2,164</u>	<u>2,124</u>	<u>2,073</u>	<u>2,079</u>	<u>2,109</u>
Welfare Paying Casuals										
500 VANCOUVER	218	247	252	248	252	232	272	256	247	246
502 NEW WESTMINSTER	45	45	44	46	45	47	54	56	80	66
508 CHEMAINUS ²	6	5	5	6	6	7	7	7	1	1
505 PRINCE RUPERT	62	55	52	51	49	33	26	19	17	25
515 PORT SIMPSON	0	0	0	0	0	0	0	0	0	0
519 STEWART	2	2	0	0	0	0	0	0	0	0
Total Welfare Paying Casuals	<u>333</u>	<u>354</u>	<u>353</u>	<u>351</u>	<u>352</u>	<u>319</u>	<u>359</u>	<u>338</u>	<u>345</u>	<u>338</u>
Casuals										
500 VANCOUVER	907	812	655	786	847	868	771	625	481	491
502 NEW WESTMINSTER	336	319	285	345	316	259	429	365	458	525
508 CHEMAINUS ²	19	33	28	34	40	34	33	37	23	24
505 PRINCE RUPERT	116	155	129	145	109	117	110	100	95	84
515 PORT SIMPSON	46	75	68	65	65	20	28	4	4	8
519 STEWART	95	69	56	74	55	37	36	38	43	46
OTHERS	62	64	49	36	51	39	29	24	48	31
Total Casuals	<u>1,581</u>	<u>1,527</u>	<u>1,270</u>	<u>1,485</u>	<u>1,483</u>	<u>1,374</u>	<u>1,436</u>	<u>1,193</u>	<u>1,152</u>	<u>1,209</u>
GRAND TOTAL	<u><u>4,179</u></u>	<u><u>4,128</u></u>	<u><u>3,794</u></u>	<u><u>3,961</u></u>	<u><u>3,953</u></u>	<u><u>3,857</u></u>	<u><u>3,919</u></u>	<u><u>3,604</u></u>	<u><u>3,576</u></u>	<u><u>3,656</u></u>

¹ as at December 31

² In December 1998, the Canada Labour Relations Board ruled that all of the locals on Vancouver Island be consolidated into one local. Chemainus is a consolidation of the information previously reported as Chemainus, Port Alberni and Victoria.

SUMMARY OF EARNINGS AND HOURS 1996 - 2000

(000)

	1996	1997	1998	1999	2000
ALL PORTS					
Wages	135,473	142,414	135,517	147,084	163,692
Vacation & Holidays ¹	17,412	17,865	17,633	18,244	19,865
Longshore Earnings	152,885	160,279	153,150	165,328	183,557
Pensions, Welfare, C.P.P. & E.I. ²	31,745	34,527	34,571	39,815	43,496
TOTAL LABOUR COST	184,630	194,806	187,721	205,143	227,053
Hours Worked	4,569	4,669	4,326	4,579	4,956
VANCOUVER					
Wages	107,686	108,622	100,942	105,265	112,451
Vacations & Holidays	13,714	13,782	13,497	13,442	14,340
Longshore Earnings	121,400	122,404	114,439	118,707	126,791
Pensions, Welfare, C.P.P. & E.I.	24,874	26,206	25,709	28,290	29,661
TOTAL LABOUR COST	146,274	148,610	140,148	146,997	156,452
Hours Worked	3,573	3,517	3,173	3,238	3,372
NEW WESTMINSTER					
Wages	12,517	20,473	23,385	29,487	38,726
Vacations & Holidays	1,496	2,108	2,228	2,976	3,646
Longshore Earnings	14,013	22,581	25,613	32,463	42,372
Pensions, Welfare, C.P.P. & E.I.	3,014	4,749	5,653	7,898	10,222
TOTAL LABOUR COST	17,027	27,330	31,266	40,361	52,594
Hours Worked	439	679	762	914	1,164
VANCOUVER ISLAND ³					
Wages	10,893	9,220	7,320	8,594	8,476
Vacations & Holidays	1,695	1,477	1,424	1,365	1,377
Longshore Earnings	12,588	10,697	8,744	9,959	9,853
Pensions, Welfare, C.P.P. & E.I.	2,794	2,529	2,166	2,546	2,464
TOTAL LABOUR COST	15,382	13,226	10,910	12,505	12,317
Hours Worked	407	335	261	306	292
PRINCE RUPERT					
Wages	4,153	3,995	3,783	3,443	3,777
Vacations & Holidays	494	493	480	444	486
Longshore Earnings	4,647	4,488	4,263	3,887	4,263
Pensions, Welfare, C.P.P. & E.I.	1,012	1,018	1,021	996	1,071
TOTAL LABOUR COST	5,659	5,506	5,284	4,883	5,334
Hours Worked	141	133	126	110	119
OTHERS ⁴					
Wages	224	104	87	295	262
Vacations & Holidays	13	5	4	17	16
Longshore Earnings	237	109	91	312	278
Pensions, Welfare, C.P.P. & E.I.	51	25	22	85	78
TOTAL LABOUR COST	288	134	113	397	356
Hours Worked	9	5	4	11	9

1 Earned during the appropriate period by members of that Local.

2 Workers compensation and other insurance costs are not included. Pension costs include the Container Gainshare and other Pension contributions.

3 In December 1998, the Canada Labour Relations Board ruled that all of the locals on Vancouver Island be consolidated into one local. Vancouver Island is a consolidation of the information previously reported as Chemainus, Port Alberni and Victoria.

4 Consists of work at Bella Coola, Massett, Nisga'a, Port Simpson and Stewart.

EMPLOYEE HOURS WORKED IN EACH PORT AREA

PORT AREA	Hours Worked by Vancouver Employees at	Hours Worked by New Westminster Employees at	Hours Worked by Vancouver Island ¹ Employees at	Hours Worked by Prince Rupert Employees at	Hours Worked by Output ² Employees at	Hours Worked by All Employees at
Vancouver						
1996	3,563,063	5,832	774	417	30	3,570,116
1997	3,480,259	7,804	694	13,921	11	3,502,689
1998	3,108,478	10,893	5,799	1,705	851	3,127,726
1999	3,145,632	7,581	3,934	8,532	1,059	3,166,738
2000	3,205,660	16,542	4,296	5,073	805	3,232,376
New Westminster						
1996	5,910	432,849	179	423	0	439,361
1997	34,477	671,013	183	1,555	78	707,306
1998	65,440	751,028	7,123	2,413	48	826,052
1999	92,364	906,654	6,366	16,734	1,538	1,023,656
2000	166,622	1,147,734	11,449	22,381	1,762	1,349,948
Vancouver Island						
1996	3,904	88	406,844	16	0	410,852
1997	2,383	33	335,013	0	0	337,429
1998	0	0	247,782	8	16	247,806
1999	449	0	295,785	0	0	296,234
2000	42	0	276,424	0	0	276,466
Prince Rupert						
1996	0	0	0	139,866	119	139,985
1997	0	0	0	117,718	31	117,749
1998	0	0	0	122,472	192	122,664
1999	0	0	0	84,624	182	84,806
2000	0	0	0	91,543	359	91,902
Others						
1996	17	0	0	0	8,328	8,345
1997	0	0	0	24	3,875	3,899
1998	0	0	0	0	2,113	2,113
1999	76	0	0	0	7,466	7,542
2000	24	0	0	0	5,782	5,806
TOTAL						
1996	3,572,894	438,769	407,797	140,722	8,477	4,568,659
1997	3,517,119	678,850	335,890	133,218	3,995	4,669,072
1998	3,173,918	761,921	260,704	126,598	3,220	4,326,361
1999	3,238,521	914,235	306,085	109,890	10,245	4,578,976
2000	3,372,348	1,164,276	292,169	118,997	8,708	4,956,498

1 In 1998 the Vancouver Island Locals 503,504 and 508 were consolidated into one (1) local - Local 508

2 Hours worked in Stewart, Bella Coola, Massett, Nisga'a and Port Simpson

TONNAGE DISTRIBUTION BY COMMODITY AND PORT AREA (000)¹

	1996	1997	1998	1999	2000
VANCOUVER					
Bulk	22,081	21,475	21,009	19,740	20,292
Grain	12,227	12,444	11,444	11,807	14,398
Logs	48	100	468	680	561
Lumber	2,256	1,764	879	803	866
General	3,678	3,850	3,454	3,791	3,711
Containers	<u>5,348</u>	<u>5,372</u>	<u>5,407</u>	<u>5,795</u>	<u>6,200</u>
Total	45,638	45,005	42,661	42,616	46,028
NEW WESTMINSTER					
Bulk	30	34	64	27	45
Logs	0	1	7	40	158
Lumber	494	647	493	398	364
General	759	1,082	1,329	1,344	1,543
Containers	<u>122</u>	<u>1,247</u>	<u>2,272</u>	<u>3,842</u>	<u>4,780</u>
Total	1,405	3,011	4,165	5,651	6,890
VANCOUVER ISLAND ⁴					
Bulk	20	13	0	0	24
Logs	0	0	0	7	0
Lumber	1,383	1,269	1,005	1,153	987
General	810	645	632	773	912
Containers	<u>0</u>	<u>0</u>	<u>0</u>	<u>24</u>	<u>12</u>
Total	2,213	1,927	1,637	1,957	1,935
PRINCE RUPERT					
Bulk	0	0	12	43	0
Grain	3,630	5,079	2,929	1,867	2,619
Logs	41	15	18	109	224
Lumber	315	253	181	170	196
General	<u>410</u>	<u>381</u>	<u>478</u>	<u>334</u>	<u>423</u>
Total	4,396	5,728	3,618	2,523	3,462
OTHERS					
Logs	<u>55</u>	<u>24</u>	<u>20</u>	<u>86</u>	<u>57</u>
Total	55	24	20	86	57
TOTAL					
Bulk ²	22,131	21,521	21,085	19,810	20,362
Grain	15,857	17,523	14,373	13,674	17,017
Logs	144	140	512	922	1,001
Lumber	4,448	3,933	2,558	2,524	2,412
General ³	5,657	5,958	5,893	6,242	6,588
Containers	<u>5,470</u>	<u>6,620</u>	<u>7,679</u>	<u>9,661</u>	<u>10,992</u>
TOTAL	<u>53,707</u>	<u>55,695</u>	<u>52,101</u>	<u>52,833</u>	<u>58,372</u>

1 Metric Tonnes handled by ILWU/BCMEA labour

2 Including Bulk Liquids

3 Including Vehicles

4 In 1998, the Vancouver Island Locals 503, 504 and 508 were consolidated into one (1) local - Local 508 Chemainus

LONGSHORE TONNAGE, HOURS & LABOUR COST

	LONGSHORE HOURS (000)	LONGSHORE LABOUR COST (000)	TONNAGE (000)	COST per HOUR	COST per TONNE	HOURS per TONNE	TONNES per HOUR
1991	4,904	\$ 165,647	53,131	\$ 33.78	\$ 3.12	0.092	10.83
1992	4,648	\$ 164,199	53,128	\$ 35.33	\$ 3.09	0.088	11.43
1993	4,216	\$ 154,144	48,677	\$ 36.56	\$ 3.17	0.087	11.54
1994	4,385	\$ 164,390	54,574	\$ 37.49	\$ 3.01	0.080	12.45
1995	4,546	\$ 178,870	54,358	\$ 39.35	\$ 3.29	0.084	11.96
1996	4,569	\$ 184,630	53,707	\$ 40.41	\$ 3.44	0.085	11.75
1997	4,669	\$ 194,806	55,695	\$ 41.72	\$ 3.50	0.084	11.93
1998	4,326	\$ 187,721	52,101	\$ 43.39	\$ 3.60	0.083	12.04
1999	4,579	\$ 205,143	52,833	\$ 44.80	\$ 3.88	0.087	11.54
2000	4,956	\$227,053	58,372	\$ 45.81	\$ 3.89	0.085	11.78

Longshore Labour Cost consists of Wages, Vacation Pay, General Holiday Pay, Pensions, Health & Benefits, C.P.P. and E.I. earned.

Workers Compensation and other insurance costs are not included.

Longshore Labour Cost amended to include wage and benefit cost of 1993 Collective Agreement settlement paid in 1994.

DISTRIBUTION OF LONGSHORE EARNINGS

		1 - 10 Hours per Week		11 - 20 Hours per Week		21 - 30 Hours per Week		31 - 40 Hours per Week		40 + Hours per Week	
		Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings
1991	Union	64	\$8,638	168	\$26,162	438	\$41,191	921	\$55,119	550	\$67,864
	Casual	1,034	\$3,252	345	\$19,872	270	\$34,113	197	\$47,088	58	\$60,728
1992	Union	81	\$9,963	171	\$26,162	449	\$41,831	936	\$56,445	476	\$68,948
	Casual	1,198	\$3,433	278	\$21,449	181	\$35,000	179	\$49,360	40	\$61,842
1993 ¹	Union	91	\$8,919	175	\$26,559	472	\$42,462	891	\$57,284	409	\$69,018
	Casual	1,019	\$3,625	252	\$21,903	210	\$35,671	116	\$51,069	26	\$62,175
1994	Union	95	\$8,469	147	\$27,646	406	\$43,382	858	\$58,881	469	\$71,483
	Casual	1,107	\$3,308	276	\$22,886	240	\$37,030	181	\$52,275	32	\$67,990
1995	Union	92	\$9,173	147	\$28,510	389	\$44,845	827	\$60,833	504	\$75,360
	Casual	1,041	\$3,999	262	\$23,679	251	\$38,274	217	\$53,909	64	\$69,386
1996	Union	83	\$9,009	138	\$28,631	378	\$46,304	834	\$63,202	571	\$77,278
	Casual	924	\$4,188	292	\$23,719	265	\$39,164	175	\$54,662	37	\$69,833
1997	Union	96	\$9,380	162	\$30,518	397	\$48,448	820	\$65,497	513	\$80,848
	Casual	931	\$4,396	312	\$24,352	287	\$40,494	191	\$57,204	69	\$73,652
1998	Union	107	\$8,415	163	\$28,634	441	\$48,682	728	\$66,655	490	\$82,967
	Casual	766	\$5,401	271	\$25,358	256	\$42,324	167	\$58,177	69	\$74,944
1999	Union	126	\$10,130	189	\$31,622	418	\$49,288	790	\$67,511	504	\$85,134
	Casual	647	\$4,697	265	\$23,969	255	\$41,969	239	\$59,982	75	\$79,139
2000	Union	140	\$11,231	184	\$31,833	355	\$51,385	734	\$70,050	651	\$88,124
	Casual	596	\$4,511	285	\$25,680	239	\$42,371	258	\$60,625	149	\$80,718

¹ Amended to include wage cost of 1993 Collective Agreement settlement paid in 1994.

LONGSHORE BENEFIT PLAN

Benefits provided under the Longshore Pension and Health & Benefit Plans are administered by six (6) Trustees, three (3) appointed by the Association and three (3) appointed by the Union. The Trustees are responsible for determining benefit levels in an equitable manner based on qualified advice, but subject to the limitations imposed on the Trustees by the Pension and Welfare Agreements. Day to day administration of these plans is carried out by the Waterfront Employers of B.C.

WATERFRONT INDUSTRY PENSION PLAN

	NUMBER OF BENEFIT RECIPIENTS				MONTHLY PENSION BENEFIT			MONTHLY BRIDGE BENEFIT*		
	Pensioner	Spouses	Others	Total	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit
1988	1,163	97	17	1,277	25 years	\$22	\$550	25 years	\$22	\$550
1989	1,183	108	18	1,309	32 years	\$22	\$704	25 years	\$22	\$550
1990	1,210	124	19	1,353	35 years	\$22	\$770	25 years	\$22	\$550
1991	1,246	136	17	1,399	35 years	\$23	\$805	25 years	\$22	\$550
1992	1,242	151	18	1,411	35 years	\$30	\$1,050	25 years	\$25	\$625
1993	1,224	167	19	1,410	35 years	\$31	\$1,085	25 years	\$25	\$625
1994	1,216	180	22	1,418	35 years	\$32	\$1,120	25 years	\$27	\$675
1995	1,198	201	17	1,416	35 years	\$33	\$1,155	25 years	\$27	\$675
1996	1,212	216	23	1,451	35 years	\$35	\$1,225	25 years	\$27	\$675
1997	1,223	229	21	1,473	35 years	\$42.50	\$1,487.50	25 years	\$27	\$675
1998	1,237	241	17	1,495	35 years	\$45	\$1,575	25 years	\$28	\$700
1999	1,267	266	16	1,549	35 years	\$49	\$1,715	25 years	\$28	\$700
2000	1,275	273	15	1,563	35 years	\$52	\$1,820	25 years	\$28	\$700

* Payable from age 62 to 65 in the amount shown above or at a lesser rate if retired at age 55 or over but under age 62.

CHANGES IN PENSION FUND ASSETS

	Assets Available at Beginning of Year	Pensions Paid	Administration Expense	Employer Contribution	Investment Income	Market Value Gain (Loss)	Assets Available at End of Year
1988	\$ 71,437,149	\$ 7,299,874	\$ 224,181	\$ 5,880,000	\$ 8,231,707	\$ 0	\$ 78,024,801
1989	78,024,801	8,560,311	219,205	14,750,000	9,164,999	0	93,160,284
1990	93,160,284	9,552,678	249,729	11,217,031	10,648,114	(2,180,115)	103,042,907
1991	103,042,907	10,130,488	256,738	11,129,394	11,986,265	10,348,493	126,119,833
1992	126,119,833	12,558,608	286,254	16,659,739	13,172,381	(843,133)	142,263,958
1993	142,263,958	12,441,167	330,239	16,686,621	13,808,314	15,627,188	175,614,675
1994	175,614,675	13,151,584	387,639	17,876,087	13,950,657	(19,513,316)	174,388,880
1995	174,388,880	13,629,392	470,918	19,468,827	14,584,977	20,151,996	214,494,370
1996	214,494,370	14,676,178	543,120	20,140,972	15,172,843	18,047,702	252,636,589
1997	252,636,589	17,988,072	795,306	22,136,855	14,949,173	28,438,069	299,377,308
1998	299,377,308	19,077,999	1,266,394	22,562,643	14,954,848	6,603,429	323,153,835
1999	323,153,835	21,691,694	1,157,375	26,083,000	14,322,626	2,393,348	343,103,740
2000	\$343,103,740	\$23,447,290	\$1,191,634	\$29,256,281	\$13,927,264	\$22,668,573	\$384,316,934

ILWU - BCMEA HEALTH and BENEFIT PLAN**Benefits Provided**

Benefits under the ILWU - Employer Association Health and Benefit Plans are provided through a Trust. Benefits paid are limited by the assets of the Trust and are generally based on a flat amount per period. The Trust pays the cost of premiums for selected comprehensive coverage from independent third party carriers (basic medical, vision care and life insurance). The balance of the benefits are self funded and limited by the remaining assets of the Trust.

During 2000, qualifying Union and Welfare Eligible Casuals were eligible to apply for the following benefits:

Weekly Indemnity	\$472 per week to a maximum of 52 weeks
Medical Services Plan of B.C.	including Pensioners
Dental	80 % of all routine, restorative and surgical costs. Orthodontics, limited at 50% - \$2,000 lifetime
Group Life	"A" coverage \$90,000, "B" coverage \$45,000
Long Term Disability	\$1,600 per month but only after qualifying for CPP permanent disability benefits
Extended Health	80% of covered expenses including prescription drugs, long term care, ambulances, wheelchairs, etc.
Vision Care	\$125 per individual dependent family member every 2 years
Death Benefit	\$2,000 survivor benefit

Cost of Health and Benefit Plan Benefits

	1994	1995	1996	1997	1998	1999	2000
REVENUES							
Employer	\$5,376,795	\$5,663,193	\$5,958,770	\$6,042,674	\$5,722,171	\$5,972,966	\$6,467,183
Employee	3,917,412	3,930,136	3,936,403	3,978,181	3,988,686	4,214,876	4,597,364
Investment & Other	208,867	263,607	239,102	254,726	332,832	347,748	460,858
Total	<u>\$9,503,074</u>	<u>\$9,856,936</u>	<u>\$10,134,275</u>	<u>\$10,275,581</u>	<u>\$10,043,689</u>	<u>\$10,535,590</u>	<u>\$11,525,405</u>
EXPENSES							
Weekly Indemnity	\$2,194,116	\$2,104,334	\$1,901,667	\$2,188,063	\$1,983,600	\$1,692,948	\$1,561,596
M.S.P. of B.C.	2,303,229	2,356,157	2,421,191	2,458,846	2,467,085	2,454,648	2,512,581
Dental	1,298,804	1,410,314	1,478,379	1,621,479	1,525,089	1,889,515	1,911,870
Group Life	1,266,687	1,260,735	1,281,986	1,284,882	1,310,016	1,398,198	1,371,059
Long Term Disability	884,183	962,922	1,132,161	1,125,796	1,089,264	1,102,508	1,051,347
Extended Health	549,188	526,677	508,206	566,750	628,634	804,234	835,116
Vision Care	0	0	103,496	123,644	84,709	67,664	71,533
Death Benefits	144,000	140,500	140,000	136,000	134,000	126,000	122,000
Administration, Consultants	315,628	302,370	311,149	316,063	334,381	372,268	372,487
Total	<u>\$8,955,835</u>	<u>\$9,064,009</u>	<u>\$9,278,235</u>	<u>\$9,821,523</u>	<u>\$9,556,778</u>	<u>\$9,907,983</u>	<u>\$9,809,589</u>
EXCESS (SHORTFALL)	<u>\$547,239</u>	<u>\$792,927</u>	<u>\$856,040</u>	<u>\$454,058</u>	<u>\$486,911</u>	<u>\$627,607</u>	<u>\$1,715,816</u>

BOARD OF DIRECTORS & EXECUTIVE COMMITTEE

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Standing member

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-STUART CHANNEL WHARVES DIVISION

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E. Skowronek

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J. Webber

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General Wharf Operators Matters

B. W. Crosson

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-STUART CHANNEL WHARVES DIVISION

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Bulk Matters

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**WATERFRONT INDUSTRY PENSION
AND HEALTH AND BENEFIT PLAN TRUSTEES**

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BRITISH COLUMBIA MARITIME
EMPLOYERS ASSOCIATION

M. Gordlenko
ILWU - CANADA

B. Ringrose
ILWU - LOCAL 502

B. Eshleman
WESTERN STEVEDORING
COMPANY LIMITED

J. McKinley
ILWU - LOCAL 500

M. Templeton
CANADIAN STEVEDORING
COMPANY LIMITED

MEMBERSHIP LIST

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

SHIP OWNERS CLASS

APL (Canada)
 Anglo Canadian Shipping Company
 Canada Maritime Agencies Limited
 China Ocean Shipping Co. (Canada) Inc.
 China Shipping (Canada) Agency Co. Ltd.
 Colley Motorship West Ltd.
 Compass Marine Services Inc.
 Dominion Shipping Co. Ltd.
 Empire Shipping Company Limited
 Evergreen America Corporation
 Fesco Agencies N.A. Inc.
 Gearbulk Shipping Canada Ltd.
 Greer Shipping Ltd.
 Hanjin Shipping Company Limited
 Hapag-Lloyd (Canada) Inc.
 Hyundai America Shipping Agency (P.N.), Inc.
 Inchcape Shipping Services - Canada
 International Chartering Services Ltd.
 Interocean Steamship Corporation
 Island Shipping Limited
 Kerr Norton Marine Canada
 Kingsley Navigation Ltd.
 Lavino Shipping Agencies
 McLean Kennedy Inc.
 Maersk Canada Inc.
 Maple Shipping
 Mason Agency Ltd.
 Montship Inc.
 Nootka Industries Limited
 Norasia Canada/N-Xpress Canada Inc.
 Norsk Pacific Steamship Canada Limited
 Nortec Marine Agencies Inc.
 North Pacific Shipping Company Ltd.
 OOCL (Canada) Inc.
 P&O Nedlloyd Limited
 Pacific Commerce Line Inc.
 Pacific Rim Waterways Inc.
 PacNord Agencies Ltd.
 Saga Forest Carriers International (Canada) Ltd.
 Seaboard Shipping Company Limited
 Seabridge International Shipping Inc.
 Sinotrans Canada Inc.
 SMI Marine Limited
 Star Shipping (Canada) Ltd.
 Sunline Shipping & Enterprises (Canada) Ltd.
 Trans-Oceanic Shipping Co. Ltd.
 Westward Shipping Ltd.
 Weyerhaeuser Canada Ltd.

STEVEDORES CLASS

Arrow Stevedoring Inc.
 Associated Stevedoring Co. Ltd.
 Canadian Stevedoring Company Limited
 Empire Grain Stevedoring Ltd.
 Louis Wolfe & Sons (Vancouver) Ltd.
 Nisga'a Westcoast Stevedoring (1999) Ltd.
 Pacific Rim Stevedoring Ltd.
 Pacific Stevedoring & Contracting Co. Ltd.
 PCDC Canada Ltd.
 Vancouver Shipping Agencies Ltd.
 Westcan Stevedoring Ltd.
 Western Stevedoring Company Limited

GENERAL WHARF OPERATORS CLASS

Casco Terminals Limited
 Fraser Surrey Docks Ltd.
 Seaboard International Terminal Ltd.
 Squamish Terminals Ltd.
 Terminal Dock Limited
 Terminal Systems Inc.
 TFL Forest Limited - Stuart Channel Wharves Division
 Westcan Terminals Ltd.
 Western Stevedoring Terminal Operations Ltd.

BULK TERMINAL OPERATORS CLASS

Fibreco Export Inc.
 Neptune Bulk Terminals (Canada) Ltd.
 Pacific Coast Terminals Co. Ltd.
 BCR Marine Ltd.

ASSOCIATE MEMBERS CLASS

Coastal Containers Ltd.

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION
(incorporated under the Society Act of the Province of British Columbia)

FINANCIAL STATEMENTS

December 31, 2000

AUDITORS' REPORT

February 14, 2001

To the Directors and Members of
British Columbia Maritime Employers Association

We have audited the balance sheet of British Columbia Maritime Employers Association as at December 31, 2000 and the statements of revenues and expenditures and changes in accumulated excess of revenues over expenditures for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards required that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

The Association derives its revenues from assessments of its members. We did not review the accounting records of the member employers to ascertain whether certain assessments had been completely remitted. Accordingly, our testing of certain assessments was limited to amounts recorded by the Association.

In our opinion, except for the effect of any adjustments that might have been required had we been able to satisfy ourselves concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2000 and the results of its operations and the changes in its financial position for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the British Columbia Society Act, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

Chartered Accountants
Vancouver, B.C.

BRITISH COLUMBIA MARITIME
(incorporated under the Society Act of

BALANCE

ASSETS

	December 31	
	2000	1999
Current assets:		
Cash and term deposits	\$ 26,415,068	\$ 21,264,361
Accounts receivable-		
Cargo assessments	3,071,571	3,308,233
Payroll & Hourly assessments	751,016	2,870,094
Accrued interest receivable	160,119	76,162
Other	117,556	138,273
	<u>30,515,330</u>	<u>27,657,123</u>
Fixed assets, at cost:		
Buildings	3,834,722	3,834,722
Furniture and equipment	<u>4,374,017</u>	<u>4,126,917</u>
	8,208,739	7,961,639
Less: Accumulated depreciation	<u>5,749,236</u>	<u>5,280,823</u>
	2,459,503	2,680,816
Land	<u>753,700</u>	<u>753,700</u>
	<u>3,213,203</u>	<u>3,434,516</u>

Approved by the Board:

_____ Director

	<u>\$ 33,728,533</u>		<u>\$ 31,091,639</u>
--	----------------------	--	----------------------

_____ Director

EMPLOYERS ASSOCIATION
the Province of British Columbia)

SHEET

LIABILITIES

	December 31	
	2000	1999
Current liabilities:		
Accounts payable and accrued liabilities	\$ 450,018	\$ 705,570
Accrued vacation pay	14,626,569	13,608,057
Accrued Industrial Inquiry Liability	9,522,072	8,372,195
Due to Waterfront Industry Pension Plan (Note 6(b))	1,114,302	1,622,140
Due to Waterfront Employers of B.C.	1,549,158	1,577,611
Due to ILWU-Employer Association		
Health and Benefit Plan	440,548	556,284
Due to Waterfront Foremen		
Employers Association (Note 8)	615,810	622,685
Current portion of long-term loan from		
Western Economic Diversification Fund		
(Note 7)	0	109,441
	28,318,477	27,173,983

ACCUMULATED EXCESS OF REVENUES OVER EXPENDITURES

General:		
Unappropriated	29,834	(1,370,765)
WIPP Equalization Reserve (Note 5)	2,250,000	2,250,000
Retiring Allowance Reserve (Note 6 (a))	2,800,000	2,800,000
Gang Interchange Pool (Note 3)	222,466	369,491
Industrial Inquiry Commission Pool (Note 4)	107,756	(131,070)
	5,410,056	3,917,656
Commitments and contingent liabilities (Notes 6 & 7)		
	\$ 33,728,533	\$ 31,091,639

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION
STATEMENT OF REVENUES AND EXPENDITURES

	Year ended December 31	
	2000	1999
Revenues:		
Payroll and Hourly assessments	\$ 54,630,335	\$ 48,245,407
Cargo assessments	9,356,552	7,760,076
Investment income	743,919	628,008
	<u>64,730,806</u>	<u>56,633,491</u>
Labour fringe benefits:		
Provision for vacation pay	15,275,114	13,824,402
Waterfront Industry Pension Plan (note 6(b))	19,734,209	17,710,805
General holiday pay	5,188,828	4,705,206
ILWU-Employer Association -		
Health & Benefits Plan	6,454,651	5,805,875
Canada Pension Plan	3,783,828	3,233,979
Boot Allowance (Note 11)	275,096	0
Retiring Allowance (Note 6(a))	2,026,312	2,210,318
Supplementary Benefits (Note 6(a))	136,824	229,500
WCB on Longshore vacation & general holiday pay	593,299	488,320
Adjustment Pay (Note 9)	(217)	3,599,488
Bereavement leave	92,847	48,726
BCMEA-ILWU Employee Assistance Program	74,791	77,017
Jury duty	9,197	16,197
	<u>53,644,779</u>	<u>51,949,833</u>
	<u>11,086,027</u>	<u>4,683,658</u>
Expenses:		
Operating and despatch (Schedule)	4,617,308	4,590,596
Longshore training	3,587,353	1,944,357
Central records & employee services	1,424,412	1,294,266
Midnight deadtime	39,007	40,930
Medical exams	17,348	11,598
	<u>9,685,428</u>	<u>7,881,747</u>
Excess (Deficiency) of revenues over expenditures for the year - carried to general reserve	<u>\$ 1,400,599</u>	<u>\$ (3,198,089)</u>

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

STATEMENT OF CHANGES

ACCUMULATED EXCESS OF REVENUES OVER EXPENDITURES

	Year ended December 31	
	2000	1999
UNAPPROPRIATED		
Balance at beginning of year	\$ (1,370,765)	\$ 1,827,324
Excess (deficiency) of revenue over expenditures	1,400,599	(3,198,089)
Balance at end of year	\$ 29,834	\$ (1,370,765)
 WATERFRONT INDUSTRY PENSION EQUALIZATION RESERVE		
Balance at beginning and end of year (Note 5)	\$ 2,250,000	\$ 2,250,000
 WATERFRONT INDUSTRY RETIRING ALLOWANCE RESERVE		
Balance at beginning and end of year (Note 6(a))	\$ 2,800,000	\$ 2,800,000
 GANG INTERCHANGE POOL		
Balance at beginning of year	\$ 369,491	\$ 318,410
Levies	625,434	635,554
Expenditures	(772,459)	(584,473)
Balance at end of year (Note 3)	\$ 222,466	\$ 369,491
 INDUSTRIAL INQUIRY COMMISSION POOL		
Balance at beginning of year	\$ (131,070)	\$ (232,540)
Levies	9,760,898	8,473,665
Expenditures	(9,522,072)	(8,372,195)
Balance at end of year (Note 4)	\$ 107,756	\$ (131,070)

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

(incorporated under the Society Act
of the Province of British Columbia)

NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2000

1. Labour negotiations:
British Columbia Maritime Employers Association, on behalf of the Association's member companies, negotiates the labour agreement with the Canadian Area of the International Longshore and Warehouse Union.
2. Significant accounting policies:
Depreciation –
Depreciation is provided on the buildings and furniture and equipment on a straight-line basis over periods varying from 3 to 20 years which will depreciate their original cost over their estimated useful lives.
3. Gang Interchange Pool:
This Pool is only available to equalize travelling costs which result from interchanges of longshore workers between certain ports on Vancouver Island.
4. Industrial Inquiry Commission Pool:
This Pool is only available to pay for liabilities associated with the elimination of the Container Clause.
5. Waterfront Industry Pension Equalization Reserve:
The Reserve is intended to stabilize the rate of contribution to the Waterfront Industry Pension Plan.
6. Commitments and contingent liabilities:
 - (a) Waterfront Industry Retiring Allowance Agreement – Under this Agreement, the Association is required to provide both a lump sum and supplementary payment to eligible Union members upon retirement or death. If all Union members with an entitlement were to have retired at December 31, 2000, the Association's liability would have been approximately \$17,609,860.

The Retiring Allowance is funded on a current assessment basis. The Association estimates that a total of \$4,335,200 will be paid under the Agreement in 2001.

The Waterfront Industry Retiring Allowance Reserve is intended to stabilize the rate of funding required to meet current obligations.
 - (b) Waterfront Industry Pension Agreement –
The Association is obliged to contribute a minimum \$10,500,000 per annum, based on a percentage of total longshore payroll, plus a further contribution of \$1.40 per longshore hour worked in 2000. Under the solvency deficiency provisions of the Pension Benefits Standards Act, 1985, there is a requirement to value the assets and liabilities of the Plan on a plan termination basis. The Office of the Superintendent of Financial Institutions Canada, which is responsible for the administration of the Pension Benefits Standards Act, has agreed that the levels of contributions are sufficient to meet its requirements.
7. Long-term loan:
In 1991, the Association purchased a multi-moduled training simulator for a purchase price of \$1,869,000. This purchase was financed in part by an interest free loan of \$875,526 from the Western Economic Diversification Fund. This amount, repayable in eight equal annual installments which commenced on December 31, 1993, was repaid in full as of December 31, 2000.
8. Due to Waterfront Foremen Employers Association:
Effective July 1, 1997 the Association agreed to collect and remit selected assessment levies on behalf of the Waterfront Foremen Employers Association.
9. Adjustment Pay:
Adjustment Pay represents Collective Agreement costs paid by the Association during 1999.

Wages	\$ 2,719,890
Retiring Allowance	619,465
ILWU-Employer Association	
Health & Benefit Plan	167,091
WCB on Adjustment Pay Wages	63,950
CPP, EI & CRO on	
Adjustment Pay Wages	29,092
	\$ 3,599,488
10. Collective Agreement:
A renewal Collective Agreement was concluded on November 15, 1999 for the period January 1, 1999 to December 31, 2002.
11. Boot Allowance:
During 2000, HRDC implemented a requirement for the use of CSA approved footwear. Through negotiation with ILWU-Canada, the Association agreed to pay longshore workers, who met the minimum work criteria over 1998 and 1999, \$100 towards the purchase of the required footwear.

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

SCHEDULE OF OPERATING AND DESPATCH EXPENSES

	Year ended December 31	
	2000	1999
Salaries and wages	\$ 2,191,613	\$ 2,115,094
Depreciation	492,951	498,970
Employee benefits	387,267	391,187
Consulting fees	102,586	127,629
Property taxes	97,039	94,254
Janitor services	93,576	90,989
Miscellaneous	89,968	82,894
New Westminster Interchange	87,340	40,908
Office supplies and printing	86,727	94,737
Telephone and facsimile	81,859	79,452
Automobile expense	71,827	77,557
Legal	69,738	146,823
Utilities	55,938	57,238
Repairs and maintenance	51,751	28,821
Dues and subscriptions	50,037	40,901
Vancouver Island Interchange	45,755	0
Audit	37,965	38,907
Insurance	30,667	31,966
Travel	29,949	37,742
Arbitration	28,927	26,574
Annual meeting	19,098	18,542
High visibility vests	17,210	10,617
Squamish Interchange	15,366	14,842
Despatch errors	5,667	5,472
	4,240,821	4,152,116
Operating expenses recovered	187,362	187,862
	4,053,459	3,964,254
Outport despatch	563,849	626,342
Operating and despatch expenses for the year	\$ 4,617,308	\$ 4,590,596

Note:

Approximately \$1,488,626 (1999 - \$1,420,798) of the operating and despatch expenses for the year represent expenses applicable to Vancouver and Outport despatch activities.

THE PEOPLE OF THE BCMEA

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

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Vancouver, B.C., Canada
V6A 1A4

Tel: (604) 688-1155
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EXECUTIVE

R. (Bob) V. Wilds
F. (Frank) A. Pasacreta
B. (Brian) D. Ciccozzi
O. (Onkar) S. Athwal
G. (Greg) Vurdela

President and Chief Executive Officer
Vice President - Operations
Vice President - Finance
Director Labour Relations
Corporate Secretary and
Director of Information Services

E-mail address

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fpasacreta@bcmea.com
bciccozzi@bcmea.com
oathwal@bcmea.com
gvurdela@bcmea.com

SENIOR STAFF

J.A. (Tony) Genest
M. (Mike) Leonard
A. (Andy) Martin
D. (Drew) Sagar
E. (Eric) Skowronek
J. (Johann) Steinmann

Manager - Labour Relations
Manager - Labour Relations
Manager - Despatch
Manager - Labour Relations
Manager - Health, Safety and Claims
Manager - Training

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Jennifer Chen
Lee Egan
Janet Kong

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Ian Nicol

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Wii Campbell
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Joe Barich
Bill Campbell
Tommy Chan
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Tom Deak
Gary Fenske
Christi Frank
Robert Gray
Bruce McIsaac
Graham Spence
Franco Tallarico
Michael Rutherford
