

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

ALLOCATION MANUAL

PURPOSE

The purpose of this manual is to acquaint the reader with the allocation procedures of the British Columbia Maritime Employers Association (BCMEA) covering port areas under its jurisdiction.

STRUCTURE

This document is structured to provide information to those new to the allocation process as well as to those who work with it on a daily basis. For an overview please refer to the sections entitled: “Overview” and “Allocation Committee Operation”. If more detail is required, the sections entitled: “Gang Availability”, “Allocation Guidelines” and “Gang Layouts” will be of assistance. The Glossary defines unfamiliar terminology.

OVERVIEW

Under the direction of the Board of Directors of the British Columbia Maritime Employers Association, the allocation of gangs, employees (Ro-Ro and Barges) and dock gantry drivers/ship unloader drivers to vessels working under the BCMEA-ILWU Collective Agreement is effected by the Allocation Committee.

The composition of the Allocation Committee is as follows:

- 1) One BCMEA representative (Chair);
- 2) One representative from each of three Stevedores Class member companies;
- 3) One representative from each of two Ship Owners Class member companies.

Allocation meetings are held daily except Christmas and New Years Day. The meetings are held in the boardroom of the Vancouver Despatch Hall, 1430 Franklin Street, at 10:30 a.m.

Each representative on the Committee, including the Chair, has one (1) vote. If necessary, an additional deciding (tie-breaking) vote is given to the Chair.

BCMEA members who are not on the Allocation Committee may attend Committee meetings. However, they must contact the Allocation Chair at least one day in advance of any meeting they wish to attend.

At the daily meetings, gang requirements for all BCMEA-ILWU ports in British Columbia are declared for the 4:30 p.m. shift on the day of the meeting and the 1 a.m. and 8 a.m. shifts the following day. On Saturdays, the Allocation Committee must also consider the 4:30 p.m. Sunday and 1 a.m. Monday shifts for the Vancouver Island Local port areas of Victoria, Chemainus and Port Alberni.

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Prior to the allocation meeting, the despatch offices throughout B.C. provide information regarding their estimated number of available gangs. During the allocation meeting, available gangs are allocated to declared vessels based upon allocation guidelines. (For specifics, refer to the “Allocation Guidelines” section of this manual.)

Only members of the Committee are permitted to address the Chair. Should guests choose to clarify a situation, it must be done through one of the Stevedore or Ship Owner representatives on the Committee.

The Allocation Committee Chair represents and speaks on behalf of all member companies not represented at the allocation meeting. Additionally, it is the responsibility of each member of the Allocation Committee to ensure that each member company of the BCMEA is treated in a fair and equitable manner relative to the allocation of gangs and employees.

If any member of the Committee is not satisfied with the consensus reached by the majority of the Committee, that individual may ask the Chair to conduct a vote. A vote is then taken and a simple majority rules. Only those Committee members present at the Allocation Committee meeting on the day are entitled to vote on the decision(s) being made.

ALLOCATION COMMITTEE OPERATION

All BCMEA Stevedore Class members must contact the Allocation Committee Chair prior to the 10:30 a.m. meeting and advise the Chair as to their anticipated gang requirements for the 4:30 p.m. shift that day and the 1 a.m. and 8 a.m. shifts the following day. The Stevedore companies must also indicate the status of their vessel(s) beyond the 8 a.m. shift of the following day (i.e., whether their vessel(s) will be finishing or will be working the next day). Additionally, should a company have a new vessel scheduled to start anytime during the ensuing two weeks, such must be reported prior to the meeting. It should be noted that in some port areas, failure to give adequate notice of a vessel's arrival may result in no labour being allocated to that vessel.

At the commencement of the meeting, the Chair provides the Committee members with a computer print-out of the Daily Allocation Sheets which identify all the gangs projected to be working during the next three shifts. Also, the Committee is provided with a two week Allocation Sheet showing all vessels working on the day of the meeting; projected to be working over the next seven days; and, those which worked the five days previous.

The meeting begins at 10:30 a.m. Committee members are asked to report any new information (i.e., vessel(s) to add or delete) which is recorded by all members. The Chair then confirms that all information (including new data) on the Daily Allocation Sheets is complete and correct. Committee members review the Allocation Sheets to determine whether the projected labour requirements exceed the estimated gang availability during the shifts under consideration. If it appears that there will be no shortages, the meeting is adjourned. Should labour shortages be apparent, the Committee will assign available gangs in accordance with allocation guidelines. Should there be any disagreement as to the assignment of gangs, a vote of the Committee is taken.

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After the allocation meeting, should changes in labour requirements indicate potential labour shortages, the Chair will contact Committee members who attended that day's meeting and advise them of the situation. Once a consensus is reached, the gangs are re-allocated accordingly. Although all Stevedore Committee members with working vessels are informed of subsequent Allocation Committee decisions, only those who attended that day's meeting are eligible to vote on same.

The practice of allocating labour prior to actual order deadlines allows companies to plan their requirements for subsequent shifts. For example, should it appear that a vessel will experience shortages on a particular shift, the company may decide to order additional gangs for any subsequent shift(s).

Later in the day when all gang orders are in and confirmed, pursuant to respective order and cancellation times for each port, the Chair assigns available gangs to the various vessels. The final allocation and distribution of gangs is provided to the appropriate despatch office for despatching available gangs to the 4:30 p.m. shift that day and the 1 a.m. shift the following day. Once the regular gangs have been despatched, Stevedore companies employing gangs are informed as to how many and which gangs have been allocated to each of their vessels.

The allocation procedure during the afternoon for the 8 a.m. shift the next day is conducted entirely by telephone. Anticipated shortages are reported to the Committee by the Chair and members of the Committee who attended that day's meeting participate in allocating gangs for the next day's 8 a.m. shift. By 4 p.m. available gangs for the upcoming 8 a.m. shift are allocated and Stevedoring companies are informed as to the gangs allocated to their vessels.

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Constant communication is maintained between the Stevedore companies and the Allocation Chair. Any change in gang requirements such as, increases, decreases, cancellations, additions, etc. must be reported to Committee members as they are received.

After 3:30 p.m. each despatch office is contacted to ascertain their confirmed orders along with any changes to the original allocation. The Stevedoring companies are then contacted to confirm that their requirements are the same as those recorded in the despatch offices.

Once the respective order and cancellation time for any given shift has passed, the final allocation sheet is printed and faxed to all Stevedoring companies. Order and cancellation times are strictly adhered to.

Any member of the BCMEA may appeal a decision of the Allocation Committee by contacting an Officer* of the BCMEA. Should a member feel there are grounds to appeal an Allocation Committee decision, an appeal request may be initiated with an Officer who will discuss and consider the matter with the Allocation Committee Chair. Following this discussion, if an error has been made, in the opinion of the BCMEA Officer, the decision of the Committee may be reversed.

While the foregoing illustrates the typical daily routine of the Allocation Committee, there is no guarantee that every gang allocated will be received. The Committee allocates gangs based on presumed availability. However, skill shortages, bookoffs and/or a lack of longshore personnel at despatch time(s) may mean that fewer gangs are actually despatched than were allocated.

*President, Vice President - Operations or Director of Labour Relations.

GANG AVAILABILITY

Prior to allocating gangs, the number of available gangs is determined for each B.C. port. Each port area has a recognized number of gangs that may vary from time to time.

Two port areas, Vancouver and Chemainus, have designated “night” gangs in addition to their day gangs. While “night” gangs may only be despatched to the 4:30 p.m. shift, the “day” gangs may be despatched to any shift. The remaining ports do not have designated “night” gangs and as such, gangs are despatched to any shift.

During the gang allocation process, the shift priority sequence is the 8 a.m. shift, followed by the 4:30 p.m. and the 1 a.m. shifts. In times of labour shortage, the first shift to be reduced or eliminated is the 1 a.m. shift and if the shortage is severe enough the same would apply to the 4:30 p.m. shift. However, port areas having night gangs continue to work them on the night shift regardless of labour shortages.

In times of labour shortage, gangs (other than night gangs and gangs travelled in from other ports) working the 4:30 p.m. shift which are required for the following 8 a.m. shift are released (“knocked off”) at midnight and despatched to the following 8 a.m. shift. Only the Allocation Committee may direct that the 4:30 p.m. shift employees be “knocked off” at midnight. Any employees “knocked off” are paid for the entire shift provided they report for work as ordered on the following 8 a.m. shift and the companies invoice the BCMEA for reimbursement for the extra hour (midnight to 1 a.m.).

Should gang requirements exceed availability in a port, interchange of gangs between ports is a possibility. However, gang interchange may only take place between immediately adjacent ports. For example, gang interchange takes place between Vancouver and New Westminster,

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Victoria and Chemainus, and Port Alberni and Chemainus. However, on Vancouver Island, direct and indirect gang interchanges may take place. (See Page E(7) for details.) All gang interchange is directed by the Allocation Chair. This control ensures that visiting gangs are properly placed and that interchange costs are kept to a minimum.

Other than depressed port areas such as Port Alberni and Victoria, both of which are in the process of moving toward a central Island despatch, each Local port area has sufficient manpower to satisfy its normal labour requirements. This includes a pool of casual employees.

In certain situations, additional employees are required to make a gang functional or to fulfil the needs of an operation. Additionally, the number of jobs requiring other than registered gangs or specific skills may exceed the availability of non-gang employees. Given any of these circumstances, it may be necessary to “break up” a gang to provide the skilled labour required or to alleviate shortages. Accordingly, Allocation Committee determination of gang availability for any shift must take into consideration a port’s total vessel labour requirements.

The Vancouver Island Local port areas (Victoria, Chemainus and Port Alberni) and Prince Rupert treat any gang ordered as a registered gang for allocation purposes. Although the actual make up of their gangs may not conform to the definition of registered gangs and may resemble special gangs, for allocation purposes in those ports, operations which require anything other than registered gangs are considered as “registered gang equivalents”. For example, a registered gang is deemed to be the equivalent of 8 to 10 employees. This equivalency factor is taken into account by the Allocation Committee when trying to estimate the number of gangs available for any given shift. Additionally, Prince Rupert has an established gang equivalency for grain vessels (i.e., two pouring gangs equals one registered gang). Vancouver and New Westminster differentiate between registered gangs and special gangs.

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Although gang availability and gang allocation is reasonably straight forward, certain factors tend to complicate the process. For example:

- i) vessels use registered gangs, special gangs and/or employees (Ro-Ro and barges);
- ii) in most cases a gang cannot operate by itself, requiring a complement of extra people on the dock and/or vessel; and,
- iii) not all jobs and employees are interchangeable.

Although the concept of registered gangs is used for allocation purposes, over the years vessel types and loading methods have changed, resulting in many vessels employing other than registered gangs. In fact, in many ports the requirement for special gangs or labour for special operations exceeds the requirement for registered gangs.

The Allocation Committee takes total labour requirements into account, however, actual labour availability is the determining factor. Thus, decisions of the Allocation Committee relative to the allocation of labour may not be possible to fully implement at despatch times due to shortages of skill-rated personnel. In such cases, adjustments to effect the maximum utilization of available labour while still observing the direction of the Allocation Committee will be made.

ALLOCATION GUIDELINES

GENERAL GUIDELINES

The Allocation Committee functions under the direction of the Board of Directors of the BCMEA. Recurring allocation problems are resolved by the Board, or a Subcommittee of the Board, with the resolutions forming part of the Allocation Guidelines.

Notwithstanding the above, the Board of Directors has vested the Allocation Committee with discretionary decision making powers and as such, the Allocation Guidelines are not etched in stone. Although followed and applied on as consistent a basis as practicable, they are only guidelines; special circumstances may dictate a deviation. Consequently, each situation is considered on a case by case basis and should not be regarded as setting precedent.

The following is a brief overview of allocation guidelines:

- i) vessels are allocated gangs or employees based on vessel seniority;
- ii) passenger vessels receive top priority, followed by container and then general cargo vessels;
- iii) Container vessels will be limited to two dock gantry cranes per vessel during periods of labour shortage in Vancouver;
- iv) in order to service day shifts during periods of labour shortage it may be necessary to reduce or eliminate graveyard and/or night work. In such circumstances, all classes of general cargo vessels are treated equally;
- v) working vessels are allocated their full reasonable labour requirement prior to newly arrived vessels (up to four gangs); and
- vi) new arrivals may be allocated one gang at the expense of working vessels, but if shortages are substantial, new arrivals will be idled. Working vessels employing in excess of four gangs will be reduced to four gangs under such circumstances.

Seniority

Vessel seniority is determined by the time of its arrival in port. However, before a vessel's seniority becomes effective, the vessel must work any one of the three shifts. Once a vessel has worked, it is ranked with all other working vessels in accordance with their respective arrival times in port.

Vessel seniority is a major determinant in allocation decisions and the despatch of labour. However, circumstances arise where senior vessels are neither allocated nor receive all the labour they require. Again, allocation guidelines are merely that; extenuating circumstances can and do over-ride longstanding practices.

Vessel Type

As noted above, in determining priority for allocation, vessel type is taken into consideration. Depending on cargo transported, type of operation and type of gang utilized, vessels fall into three major groups:

- 1) Passenger
- 2) Container
- 3) General Cargo

The general cargo group is prioritized further as follows:

- a) Ro-Ro vessels
- b) Barges
- c) Vessels employing gangs

Should a container or Ro-Ro vessel employ gangs, its labour needs would be subdivided into two operations. The container or Ro-Ro operation would fall into its own priority and the gang

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operation would be allocated with the other gangs.

The type of gang utilized is broken down into special gangs and registered gangs. Special gangs are given priority over registered gangs. However, in an effort to maintain fairness and equity, a balance must be struck. Although Ro-Ro vessels, barges and special gangs are given priority over registered gangs, this does not mean that the total requirements in terms of Ro-Ro vessels, barges and special gangs would be met prior to meeting registered gang requirements. Gangs are allocated on a fair and equitable basis; the foundation of the entire allocation procedure.

A theoretical composite of the allocation priority is:

- 1) Passenger
- 2) Container
- 3) General Cargo
 - a) Ro-Ro
 - b) Barges
 - c) Vessels Employing Gangs

Priority at each level is determined by vessel seniority.

Finishing Vessels

A. Vancouver Island Only

When labour shortages are being experienced, a vessel which has been declared a “finishing vessel” (i.e., to shift or sail) will be allocated a maximum of one additional gang on the basis of once only per voyage to B.C. over and above what it would have normally been allocated.

B. Port Areas Other Than Vancouver Island

When labour shortages are being experienced, a vessel which has been declared a “finishing vessel” (i.e., to shift or sail) will be allocated a maximum of one additional gang over and above what it would have been normally allocated.

Examples:

- (1) During periods of labour shortage, if a vessel declares a “finish” and requires an additional gang to do so, the Allocation Committee will allocate the additional gang, subject to A and/or B above, to the finishing vessel and reduce gang(s) to another vessel accordingly.
- (2) During periods of labour shortage, a working vessel ordering one gang for a subsequent shift but not entitled to same under the allocation guidelines, would, subject to A and/or B above, be entitled to that gang if the vessel declared a “finish”.
- (3) During periods of labour shortage a new start cannot declare a “finish” on the same shift.

Finishing vessels take priority and attempts are made to provide labour required; regardless of the finishing vessel’s seniority. Should a vessel indicate a “finish” during a labour shortage and as such receive an extra gang but fail to finish, the vessel will be denied labour on the next shift for which labour was ordered regardless of labour availability. However, as with other allocation matters, extenuating circumstances which may have prevented the finish are considered by the Allocation Committee.

PORT - SPECIFIC GUIDELINES

Although it would be ideal to have one set of guidelines to govern the allocation function, such is not the case. The general allocation guidelines outlined in the foregoing apply to all ports, however certain situations and operations in individual ports have led to the evolution of port-

specific allocation guidelines.

PRINCE RUPERT

Declaration Required

Vessels, other than grain vessels, destined for Prince Rupert or Watson Island must be declared at least 48 hours prior to the time work is expected to commence.

The declaration is to be given to the Allocation Committee before or during its daily meeting. Two days after a declaration, a vessel will be considered eligible for longshore labour. (i.e., a vessel declared at the Monday morning Allocation Committee meeting would be considered for longshore labour for the 8 a.m. shift on Wednesday.)

During times of congestion, a vessel arriving at Prince Rupert which has not given the required 48 hour notice is the last vessel considered for labour, regardless of the vessel's actual arrival time in port.

Vessel Seniority

Vessel seniority in the Port of Prince Rupert is based on the time at which the vessel was tied-up.

Should vessels arrive at close intervals or should a vessel proceeding to Watson Island have to drop anchor and await a favourable tide, the following applies:

- (a) For vessels arriving from Kitimat or southern ports via the Inside Passage for Prince Rupert, Watson Island or Ridley Island: the arrival time shall be the time passing Agnew Bank Bell Buoy (Lat 54° 11 ½' N Long. 130° 20 ½' W) off Porpoise Channel (i.e., the entrance to Watson Island).

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- (b) For vessels arriving from Sea for Prince Rupert, Watson Island or Ridley Island: the arrival time shall be the time passing Georgia Rock Bell Buoy (Lat 54° 13' N Long 130° 21 ½' W) off the South East point of Digby Island in the approaches to Prince Rupert Harbour.
- (c) In the event of an arrival time dispute, the matter shall be determined by the arrival time recorded by the Prince Rupert Coast Guard Traffic Centre.

Wheat Priority

During periods of labour shortage, a wheat vessel will receive a gang at the expense of a working general cargo vessel on both day shift and night shift. Furthermore, in a situation where only one gang is available and both a senior general cargo vessel and a junior wheat vessel have declared a finish, the wheat vessel would be entitled to receive the gang. Notwithstanding the above, during times of labour shortage, a working vessel which has declared a finish will be allocated one additional gang over the allotment of gangs it would normally receive before the gang is allocated to a non-finishing wheat vessel.

Prince Rupert Grain and Continental Grain operations are treated equitably for purposes of vessel seniority.

Vessel Idle by Own Choice

During a period of labour shortage, any working vessel idle by its own choice on a premium day (i.e., Saturdays, Sundays or holidays) shall be required to assume the status of a new arrival on the day it wishes to resume work. The working of a normal (not just a minimum) number of gangs on Saturdays, Sundays and Holidays is required.

VANCOUVER ISLAND

Vessel Seniority

On Vancouver Island, vessel seniority is established when a vessel arrives at berth in any one of the three Island port areas. Consequently, working vessels moving between Vancouver Island ports maintain their respective vessel seniority.

Gang Interchange

Interchange of gangs and/or employees on Vancouver Island is a frequent occurrence. Shortages occurring in the Victoria, Chemainus or Port Alberni areas are generally covered by moving gangs/employees from one area to another. Although every attempt is made to travel employees the shortest distance, requirements for specific skill rated people may dictate otherwise.

Travelling may only occur between adjacent ports. For example, an interchange may only occur between Victoria and the Chemainus area, and Port Alberni and the Chemainus area. Consequently, in order to meet labour requirements an indirect movement of gangs/employees may have to take place on occasion.

Should both Victoria and Chemainus experience a labour shortage and Port Alberni have employees available, but not enough to meet the requirements of both ports, the Port Alberni labour would be travelled to Chemainus. Employees would then be travelled from Chemainus to Victoria, resulting in an indirect sharing of the surplus Port Alberni labour.

Transportation

In the event of a gang interchange occurring at a time of adverse winter weather conditions, there may be a requirement that transportation be supplied for the employees. In such cases the company (or companies) involved arrange and pay for busses. In turn, the companies invoice the BCMEA for transportation costs incurred.

Order Confirmation Prior to Deadlines

Due to the frequency of interchange on Vancouver Island, all orders for gangs and labour must be confirmed with the Allocation Chair at least 30 minutes prior to order and cancellation times.

Vessel Idle by Own Choice

During periods of congestion and labour shortage, the Prince Rupert guidelines apply. In other words, working vessels idle by their own choice on premium time days will assume the status of a new arrival on the day they wish to resume work. The working of the regular (not a minimum) number of gangs on Saturdays, Sundays and Holidays is required.

Gang Levels

When labour shortages persist on the day shift, daily allocation is based upon two shifts (8 a.m. shift and 4:30 p.m. shift) with a maximum of four gangs (or their equivalent) being allocated to the 4:30 p.m. shift. These four night gangs are allotted on the basis of two gangs to the senior vessel and one gang each to the second and third senior vessels.

Should labour shortages exist on the 4:30 p.m. shift, gangs are allocated based on a maximum allotment of two gangs per vessel; depending on the number of gangs available. For example:

6 gangs available - 2,2,1,1

5 gangs available - 2,2,1

4 gangs available - 2,1,1

3 gangs available - 1,1,1

2 gangs available - 1,1

PORT ALBERNI

Gangs Allocated to Outports

The outports (log loading operations) serviced by Port Alberni are allocated gangs only if the gangs/employees are not required in Port Alberni. However, once gangs are allocated and working in the outports, they remain until they are no longer required. Such gangs are not recalled even though shortages may subsequently arise in Port Alberni.

VANCOUVER

Gangs Allocated to Outports

Squamish and Woodfibre are the Vancouver outports. These outports are serviced by a complement of employees from the Vancouver Local which are given job selection priority in these areas. This workforce is known as the “Squamish Complement”.

When gang and labour requirements cannot be met by the Squamish Complement, additional gangs or labour may be provided by transporting employees from Vancouver. However, Vancouver has priority and will not be shorted gangs to service the Squamish and Woodfibre outports.

Should a situation arise where vessels arrive at Squamish and Woodfibre on the same day, the available workforce is shared equitably amongst dock operators and the vessels. Should there be an uneven number of gangs available from the Squamish Complement, the senior vessel would receive the extra gang.

Squamish/Woodfibre vessel seniority does not travel with a vessel should it move to Vancouver.

Likewise Vancouver seniority does not travel with a vessel should it move to Squamish/Woodfibre.

GANG LAYOUT

Gang layout involves the layout and allocation of gangs and/or other labour requirements to vessels on the basis of vessel seniority. This is done in a manner which indicates the order of gang “break up” should there be shortages.

In Prince Rupert, Victoria, Chemainus and Port Alberni all employees not booked off are assumed available for work and are assigned work by their despatch office. A layout of the available workforce in relation to the number of functional gangs available for allocation is developed on a daily basis. Should a need for gangs on the following night shift be anticipated, the Stevedoring companies and Allocation Chair communicate such to the despatch offices receiving the orders. Accordingly, as a result of good communication, despatch office(s) may hold back some of their skill-rated personnel to facilitate filling orders for the following night shift. During periods of labour shortage, this may not be necessary since 8 a.m. shift requirements are generally met before considering 4:30 p.m. shift requirements.

Vancouver and New Westminster employees (excluding regular work force and telephone despatch) go to their respective despatch halls to indicate their availability. Consequently, an approximation of the number of available gangs for any shift is not easily determined. Based on availability the previous night and the experience of despatch office personnel, the Allocation Committee determines the number of gangs to be allocated and lays out the gangs accordingly.

Gangs (other than night gangs and gangs travelled in from other ports) working on the 4:30 p.m. shift which are required for the following 8 a.m. shift are released (“knocked off”) at midnight and despatched to the following 8 a.m. shift. If gangs are “knocked-off” at midnight to facilitate their despatch for the following 8 a.m. shift, care must be taken during the allocation process to ensure that gangs are not knocked-off finishing vessels. Therefore, night, day and scratch gangs are appropriately placed on vessels to facilitate any required knock-offs.

GLOSSARY

BREAK-UP

When shortages exist and a gang cannot be filled with the required skill ratings, it is “broken-up” and not despatched as allocated. The term “break-up” is used because employees already despatched to the gang are re-assigned to other employment (if available) thus “breaking-up” the gang unit.

ALLOCATION COMMITTEE

1) COMPOSITION

- a) BCMEA representative (Chair)

- BCMEA staff member

- b) One representative from each of three Stevedore Class Companies

- At present, Allocation Committee members representing the Stevedoring Class Companies are from Canadian Stevedoring, Empire International Stevedores and Western Stevedoring.

- c) One representative from each of two Ship Owners Class Companies

- These representatives from the Ship Owners Class are divided into lumber and general cargo carrier sub-groups. One representative from each sub-group makes up the representation from the Ship Owners Class. An Allocation Committee Representative Roster indicates who is scheduled to attend the meetings on specific dates.

GANG

A group of employees working as a unit which usually includes at least one topside rated person.

MIDNIGHT KNOCK-OFF

Employees working the 4:30 p.m. shift are knocked-off or released at midnight rather than at the usual shift finish time of 1 a.m.. This occurs so that if the employees are required, they may be despatched for the following 8 a.m. shift. Midnight knock-offs only occur if there are not enough employees available to meet the next 8 a.m. shift's requirements.

PORTS

The Ports in British Columbia to which the allocation guidelines apply are identified by geographic areas and are represented by different ILWU locals. The B.C. Ports are:

- i) Vancouver - includes Vancouver, Woodfibre and Squamish
- ii) New Westminster
- iii) Vancouver Island - includes Victoria, Chemainus and Port Alberni
 - Victoria - includes Victoria and Cowichan Bay
 - Chemainus - includes Nanaimo, Chemainus, Harmac, Crofton and Ladysmith
 - Port Alberni - includes Port Alberni and the log loading ports of Toquart Bay, Barr Creek, Cleagh Creek, Chamiss Bay, Kultas Cove and Port Alice.
- iv) Prince Rupert - includes Prince Rupert and Watson Island
- v) Stewart and Port Simpson

REGISTERED GANGS

A registered gang is a gang composed of six persons: one Hatch Tender, one Winch Driver, two Slingpersons, one Siderunner and one Holdperson. Registered gangs are despatched to loading/discharge operations which require both slingpersons and holdpersons.

SPECIAL GANGS

Special gangs are intended for loading/discharge operations not requiring both slingpersons and holdpersons.

SCRATCH GANGS

A scratch gang is the same composition as a registered gang and is made up when additional registered gangs are required.

OTHER OPERATIONS

These are operations which require anything other than the previously defined gangs. For example, barges require machine operators and labourers, Ro-Ro vessels also require machine operators and labourers, while automobile carriers only require employees to drive automobiles. The manning for these operations varies depending on the task to be performed.