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BCMEA

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ANNUAL  
REPORT



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## PRESIDENT AND CHIEF EXECUTIVE OFFICER'S REPORT

During 1999, our industry began to see some benefit from the gradual improvement in the economies of our Asian trading partners. This was somewhat reflected by the increase in hours worked from 4,326,361 in 1998 to 4,578,976 in 1999. Much of this was associated with the significant increase in container volumes handled by our member companies.

We did not anticipate such a turnaround during the year. Consequently, there was an increase in labour shortages since many of our training programs had been reduced in an effort to adjust costs during the slow period which began in late 1997 and lasted throughout 1998 and part of 1999.

It was against this backdrop that we entered negotiations in October, 1998 for renewal of our Collective Agreement. The majority of senior staff time was devoted to the bargaining process. We met on a regular basis from October 1998 through June 1999. With the assistance of a Conciliation Officer, we were successful in concluding a tentative agreement which was subsequently rejected by the membership of the Union on July 30, 1999. Negotiations commenced again in September without progress and the Conciliation Officer notified the Minister of Labour that he could be of no further assistance to the Parties.

On October 13, 1999, the Minister of Labour advised both Parties that she intended to take no further action in this dispute which placed either party in a legal strike/lockout position at 12:01 a.m. October 20, 1999. Following receipt of this notice further discussions were held with representatives of the Union and regrettably negotiations broke off once again. As a result of the uncertainty which existed during this period we experienced significant diversions of cargo and vessels to U.S. Pacific Northwest Ports.

The Association bargaining committee convened a meeting with the Union committee on November 1<sup>st</sup> and presented them with a comprehensive offer to settle all issues in dispute and requested that they present this offer to their membership for a vote. The Association asked to be notified by November 3<sup>rd</sup> as to whether or not a vote on the industry offer would be taken; the Union advised that they were not prepared to refer the offer to a vote nor were they prepared to conclude an agreement. Based on the Association's offer, the Board of Directors subsequently authorized implementation of a coast wide lockout to take effect at 4:30 p.m. Sunday, November 7<sup>th</sup>. The lockout was implemented and remained in effect until 4:30 p.m. Monday, November 15<sup>th</sup>. During this period, negotiations resumed with the assistance of representatives from the Federal Department of Labour. A tentative four year agreement was reached which was subsequently ratified by both Parties.

While the new Agreement does not meet all our needs, it does represent a reasonable compromise and provides for certainty until December 31, 2002.

### **BCMEA STAFF**

We continued to monitor membership needs and the economic state of the industry to ensure the provision of essential services in a cost effective manner.

Mr. George Douglas, Manager Training, resigned from the Association effective July 2, 1999, and Mr. Johann Steinmann was recruited to fill the position of Manager Training.

Mr. Michael Cahan, Director Labour Relations and Corporate Secretary, retired from the Association after thirty-one (31) years of service. His dedication and knowledge of the industry will be sadly missed by all.

Mr. Onkar Athwal was promoted to the position of Director Labour Relations and Ms. Dianne Richards was appointed to the position of Corporate Secretary effective August 1, 1999.

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## **GOVERNMENT RELATIONS**

This area of responsibility once again required significant time commitment from senior staff members. Through our membership in FETCO, we unsuccessfully attempted to have employment data excluded from the *Protection and Electronic Documents Personal Information Act*.

We saw the implementation of the long awaited *Marine Act* during the first quarter of 1999. Representations to the Minister of Transport and other Federal Cabinet Ministers were made on the process used for selection of candidates for the Board of Directors of Port Authorities. The method employed was not consistent with our understanding of the intent of the *Marine Act*. Also through FETCO, we represented industry concerns before the Task Force which is reviewing the *Canadian Human Rights Act*. In addition, we represented members interests regarding the development of new regulations in the areas of prevention programs and violence in the workplace pursuant to Part II of the *Canada Labour Code*.

In our capacity as Chair of the Greater Vancouver Gateway Council we made presentations to the Minister of Transport and to members of the Federal B.C. Liberal Caucus on various transportation issues of importance and concern to our Ports.

We have also monitored the progress of specific regulations such as Part XVI-First Aid of the Canada Occupational Safety and Health Regulations. We have also made representations to Transport Canada with respect to the introduction of new regulations relative to accident investigation and reporting in the Marine Occupational Safety and Health Regulations .

## **COMMITTEES**

### **Joint Industry Labour Relations Committee**

This Committee met on one (1) occasion during 1999. The issue with respect to use of protective footwear was discussed and an additional meeting was scheduled for January 2000.

The Joint Industry Labour Relations Sub-Committee met on eight (8) occasions during 1999 to deal with eight (8) grievances and seven (7) re-hearings of Summary Dispositions. With respect to the re-hearings, three (3) were reheard by the Industry Arbitrator during 1999. With respect to grievances, one (1) was withdrawn, four (4) were resolved and two (2) were referred to the Industry Arbitrator. At year end one (1) grievance and six (6) Summary Dispositions remained under discussion.

### **Vancouver Port Labour Relations Committee**

#### **Bulk Sector**

This Committee met on one (1) occasion during 1999. Two (2) grievances were dealt with and resolved to the satisfaction of all parties.

#### **General Wharf Operators Sector**

This Committee met on five (5) occasions during 1999. Nine (9) grievances were dealt with; six (6) grievances were resolved and three (3) were referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

#### **Ship Owner, General Wharf and Stevedoring Sectors**

These three (3) groups met on a number of occasions to discuss one (1) industry grievance. The matter was not resolved and was referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

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**Chemainus Port Labour Relations Committee**

This Committee met on one (1) occasion during 1999. One (1) grievance was dealt with unsuccessfully and was therefore referred to the Sub-Committee of the Joint Industry Labour Relations Committee.

**Victoria Port Labour Relations Committee****Prince Rupert Port Labour Relations Committee****Port Alberni Port Labour Relations Committee****New Westminster Port Labour Relations Committee**

No formal meetings of these Committees were held during 1999. All matters arising within these port areas were resolved to the satisfaction of all Parties.

**Vancouver Island Committee**

No formal meetings of this Committee were held during 1999.

**Joint Safety Committee**

This Committee met on four (4) occasions during 1999 with the following results:

- Agreement to jointly host an Industry Safety Conference.
- Agreement to change emergency stop function on specific type vessels.
- Agreement to make joint submission to Chamber of Shipping with respect to access to cranes for inspection purposes.
- Agreement to modify pulp heads to eliminate pinch points.
- Agreement that loading grain with tents does not present an explosion hazard.
- Agreement to remind employees to wear appropriate personal protective equipment (i.e., high visibility vests and proper footwear).

Discussions were also held concerning improvement of access for vessels with high coamings and a joint meeting was convened with Transport Canada, Marine Safety to discuss gear certification.

**Allocation Committee**

The Allocation Committee operates under the direction of the Board of Directors and is comprised of representatives appointed by the Stevedore and Ship Owner classes of our membership. The Committee meets on a daily basis to ensure a fair and equitable despatch of available labour based on approved allocation rules and guidelines. Suggested amendments to the rules and guidelines are forwarded to the Board of Directors for their review and approval if they are deemed appropriate.

The Committee is reviewing its current method of operation and is considering the possibility of conducting the daily meetings electronically. This would involve Association staff communicating with Committee members via fax, e-mail and/or telephone to conduct the necessary allocation functions performed daily by this Committee.

We continue to receive valuable assistance from the Chamber of Shipping of B.C.'s Liner Committee in obtaining vessel forecasts for determining labour requirements during the months of December and January.

Daily updates provided by our member companies allow us to target specific periods of anticipated labour shortages throughout the year. The workforce is kept apprised of our needs through the Interactive Voice Response system which provides daily updated and projected labour requirements for the industry.

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### Industry Training Committee

During 1999, Training Department staff continued to meet with employer representatives on a regular basis to improve communications, monitor training activities and identify changes in equipment and technology in an effort to anticipate and incorporate such planned changes into our training programs.

Department staff also significantly contributed to finalizing the program which will be implemented for the recruitment of new entrants to the industry in the Port of Vancouver. Company and Union representatives have been instrumental in allowing us to achieve the level of success that we have enjoyed in our training activities.

Ongoing training and upgrading to maintain required inventories in critical skill categories resulted in the following training activities in 1999:

	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
(U = Union C = Casual)							
<b>VANCOUVER (Local 500)</b>							
Topside Category							
Topside							
- Ship Cranes	8	-	4	-	4	-	16
Ship Gantry	8	-	-	-	-	-	8
Dock Gantry Crane	5	-	1	-	2	-	8
- Upgrade	3	-	-	-	-	-	3
VWL Ship Unloader	5	-	1	-	-	-	6
Wheat Specialty Category							
Wheat Specialty	4	2	3	3	-	-	12
-Pac. El. Upgrade	74	7	1	-	3	-	85
Machine Category							
Squamish Lift Truck (to #35,000)	-	6	-	-	-	-	6
Front End Loader	1	17	-	2	-	-	20
Heavy Lift Truck							
-Container Handling	1	25	-	3	-	-	29
-Upgrade	-	-	-	1	-	-	1
Rubber Tire Gantry	8	10	1	5	1	-	25
-Upgrade	1	-	-	-	-	-	1
Excavator	-	2	-	1	-	-	3
Bombardier	3	-	-	-	4	-	7
-Upgrade	-	-	-	-	-	1	1
Checking Category							
Center Head Checker	11	4	3	-	2	1	21
Vanterm Head Checker	12	5	8	-	2	-	27
Standard Checker	3	1	-	-	-	-	4
-Upgrade	12	9	-	-	-	-	21
Coastwise							
Mobile Crane	12	-	-	-	-	-	12
-Upgrade	26	-	-	-	-	-	26
Mobile Gangway	55	-	-	-	-	-	55

	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
(U = Union C = Casual)							
<b>VANCOUVER (Local 500)</b>							
Vancouver Wharves Ltd.							
Trunk	7	1	1	-	-	1	10
Rotary Dumper							
-Upgrade	5	-	-	-	-	-	5
Scales	2	1	1	-	-	-	4
-Upgrade	3	-	1	-	-	-	4
Methanol	6	1	1	-	-	-	8
Fibreco Export Inc.							
Trunk	8	1	-	-	1	-	10
Rotary Dumper	8	-	-	-	1	-	9
-Upgrade	2	-	-	-	-	-	2
Neptune Bulk Terminals Ltd.							
Trunk	4	3	-	-	-	-	7
Stack Rake	4	3	-	-	-	-	7
Rotary Dumper/Indexer	4	3	-	-	-	-	7
Scales	4	2	-	-	-	-	6
Portal Reclaimer	3	3	-	-	-	-	6
Pacific Coast Terminals (Port Moody)							
Trunk	3	3	1	-	-	-	7
-Upgrade	8	-	-	-	-	-	8
Rotary Dumper/Indexer	3	3	-	-	-	-	6
-Upgrade	1	-	-	-	-	-	1
Stack Rake	3	3	-	-	-	-	6
Coastwise							
Mobile Crane	12	-	-	-	-	-	12
-Upgrade	26	-	-	-	-	-	26
Mobile Gangway	55	-	-	-	-	-	55
Dow Chemical Liquid Bulk							
-Upgrade	12	8	-	-	-	-	20
Port Moody Liquid Bulk	3	-	1	-	-	-	4
Railway Switchman	1	-	-	-	-	-	1
Trades							
Heavy Duty Mechanic							
-Upgrade	13	-	-	-	-	-	13

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	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
(U = Union C = Casual)							
<b>NEW WESTMINSTER (Local 502)</b>							
Topside Category							
Topside							
-SHIP Cranes	-	-	-	-	-	2	2
Ship Gantry	-	2	-	-	-	-	2
Dock Gantry Crane	7	1	2	-	-	-	10
-Upgrade	2	-	-	-	-	-	2
Checking Category							
Delta Port Checker	2	20	-	5	-	-	27
FSD Checker	-	9	-	-	-	-	9
Machine Category							
Standard Lift Truck	-	21	-	5	-	-	26
Reach Stacker	-	6	-	2	-	-	8
Rubber Tire Gantry	9	20	1	3	-	-	33
Multi Tractor	5	36	-	11	-	-	52
Railway Switchman	4	-	-	-	-	-	4
Trades Category							
Heavy Duty Mechanic							
-Apprentice	-	1	-	-	-	-	1
-Upgrade	-	6	-	-	-	-	6
<b>PRINCE RUPERT (Local 505)</b>							
Topside	2	-	-	-	-	-	2
Track mobile	19	-	-	-	-	-	19
Wheat Specialty	4	-	1	-	2	-	7
Lockerman	15	-	-	-	-	-	15
<b>CHEMAINUS (Local 508)</b>							
Machine Category							
Heavy Lift Truck	1	-	-	-	-	-	1
Standard Lift Truck	4	-	-	-	-	-	4
Trades							
Heavy Duty Mechanic							
-Apprentice	-	1	-	-	-	-	1

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### 1. 1999 First Aid Reimbursements

The following is a table representing the number of longshore workers who have qualified for or had First Aid certificates renewed:

	<b>U</b>	<b>C</b>	<b>Total</b>
Vancouver/New Westminster	13	13	26
Chemainus	2	1	3
Prince Rupert	2	-	2
Victoria	2	-	2
	<u>19</u>	<u>14</u>	<u>33</u>

### 2. Head Checker Training

A workshop to define appropriate standards for pre-screening and performance measurement for the Head Checker Training Program was held in February. A working group comprised of container terminal representatives, instructors, members of Local 500 and Association staff which had been established to deal with all issues of this program attended the workshop.

The pre-requisites and standards developed by the working group have been agreed upon by all stakeholders. Included in the program will be the testing of applicants for comprehension, basic math and communication skills. To ensure that examination instruments are appropriate, we secured the services of an educational consultant to develop the exams. A pilot session was conducted in November which resulted in a few modifications to the exams. The exams are now considered complete and will be implemented during 2000.

### 3. Topside Training

The Steering Committee, which has been established for this program, continues to significantly contribute to its successful operation. Bi-monthly meetings are held to discuss any and all issues related to the program. The Training Gang (Gang 29) has proven to be of great benefit in ensuring that trainees are capable of meeting program requirements once they have completed their rotation through Gang 29.

The Topside Manual module for cargo handling and stowage was completed with input from stevedoring representatives and members of ILWU Local 500. This will now be incorporated into the program and will serve as the basis for instruction delivered in the classroom sessions. Development of a training video on cargo stowage and handling to supplement the program is well underway and will be completed early in the new year.

We have also developed a Topside program information package in an effort to provide information to encourage individuals to become involved in this program. The package outlines the selection process, course content, pre-requisites and evaluation process as well as the obligations and expectations of the industry to ensure that the applicant understands the required commitment prior to taking the training. This information will be provided at the time of posting for individuals interested in applying for the program.

#### 4. Bulk Sector Training

As a result of major modifications to the bulk and rail systems at Vancouver Wharves, a considerable amount of Departmental effort was extended to produce written materials for the new dumper operations. Additionally, preparations are underway to ensure that materials are available for the agricultural dumper and ship loader.

A new classification of Rail Person has been established and the necessary training of individuals has commenced.

#### 5. Grain Training

Pacific Elevators installed a new ship loader which has been termed a "soft loader". This loader was designed to handle speciality grain products and became operative in June 1999. The Training Department, with the assistance of our grain instructors developed a "quick start" operating procedure to ensure a smooth start up of this new technology.

#### 6. Trades Training

The Training Department continues to promote apprenticeship training within the industry. In addition, trades training was the focus of our efforts in the maintenance sector during 1999. Heavy Duty Mechanics and Millwrights received hydraulics upgrading with partial funding from outside sources. Presently we are sponsoring apprentices in the following areas:

New Westminster Local 502

One (1) Heavy Duty Mechanic Apprentice (Fraser Surrey Docks Ltd.)

One (1) Electrical Apprentice (Terminal Systems Inc.-Deltaport)

Chemainus Local 508

One (1) Heavy Duty Mechanic Apprentice (Nanaimo Assembly Wharf)

#### 7. New Westminster and Deltaport

To assist the Training Department in more effectively planning and managing the rapidly expanding training activities and issues in the area serviced by the New Westminster Local, regularly scheduled meetings were held with representatives of Fraser Surrey Docks Ltd., Terminal Systems Inc. and ILWU Local 502.

A broad range of issues have been discussed including reduction of labour shortages, rating conflicts, availability of skilled labour and logical rating progressions allowing employers reasonable access to newly trained individuals while providing reasonable work opportunity to the newly trained employee. While significant progress has been made much remains to be done.

#### 8. Labour Shortages

In our ongoing effort to reduce and/or eliminate labour shortages, the Training Department initiated a number of specific programs designed to address this problem. Heavy Lift Truck Operators, Head Checkers and RTG Operators were trained with the provision for an extended call-back period over the Christmas season. We were unable to implement a similar program for Bulk Operators due to a disagreement regarding Trainers for this program.

It was unfortunate that we were unable to meet all demands for labour requirements during December 1999. Plans are being developed to determine reasons for such shortages and programs necessary to significantly reduce or eliminate them.

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## 9. New Developments

Agreement was reached with the Union regarding the content and implementation of an Industry Recruitment Program for the Port of Vancouver. New entrants will be required to participate in a pre-screening and selection process before entering the Lift Truck Training Program. This represents a significant change in the manner in which prospective employees enter the industry and we believe it will have a long term positive effect on our ability to train employees in our increasingly technological workplace.

To supply the workforce with timely training information we have implemented an Interactive Voice Response Information and Scheduling System. The administrative functions of the system have been completed and are being tested. The voice information and scheduling systems designed to provide training information to trainees will be implemented during the first quarter of 2000.

### **TRANSPORT CANADA - MARINE SAFETY**

A meeting was held with representatives of our industry and Transport Canada-Marine Safety to discuss the issue of certification of ships' equipment. While companies utilize different types of certificates it is recognized that significant progress has been made in the quality of certificates. Initiatives are underway to further enhance the identification of certificates to specific gear.

We continue to attend the Regional and National Canadian Marine Advisory Council (CMAC) meetings to represent member interests. We participate in a working group which is reviewing the Marine Occupational Safety and Health (MOSH) Regulations. This review will take approximately three (3) years to complete.

Transport Canada has advised that the new Tackle Regulations are now a priority. We have been requesting implementation of these for a number of years and are pleased that they will be completed soon.

### **HUMAN RESOURCES DEVELOPMENT CANADA (HRDC)**

The regulatory review process relative to the *Canada Labour Code* Part II has been very slow. Amendments have been tabled and are expected to take effect in the spring of 2000. Although problems with the legal drafting of Part XVI - First Aid Regulations also delayed their implementation, it is now expected that they will take effect early in the new year.

The revised Part II will require development and implementation of a Prevention Program. We have provided input on this matter through FETCO. A new regulation with respect to violence in the workplace is also being developed. We are providing input on this initiative as well.

We have also made representations to HRDC on securing an amendment to Part IX of the COSH regulations with respect to the requirement to provide tables and chairs in lunchrooms. We are optimistic that the word "seating" will be substituted for the word "chairs" in the Regulations.

### **CANADIAN HUMAN RIGHTS COMMISSION**

- 1) G. Pathal - In 1997, the Canadian Human Rights Commission dismissed Mr. Pathal's allegation of discrimination on the grounds of race, colour and national/ethnic origin. In September 1997, Mr. Pathal filed an application to have the Canadian Human Rights Commission decision reviewed in the Federal Court of Canada. The Court heard arguments on August 18, 1999, and issued its decision to dismiss Mr. Pathal's application on August 24, 1999.

*Status:* This matter is now closed.

**CANADA INDUSTRIAL RELATIONS BOARD (CIRB)**

The Association appeared before the Canada Industrial Relations Board on three (3) occasions during 1999. In August we sought and obtained an order instructing the Union to cease and desist its illegal strike activity at Vancouver Wharves. In September we sought and obtained a CIRB order instructing the Union to cease and desist its illegal strike activity at Casco Terminals. We also appeared before the Board as a result of an unfair labour practice complaint filed by an employee which was dismissed by the CIRB.

**SUPREME COURT OF BRITISH COLUMBIA**

## 1) Illegal Picketing - ILWU Local 500 Pensioners

A number of Local 500 Pensioners were arrested for picketing at Pacific Coast Terminals in violation of a Court Injunction. At the contempt of Court hearing they were found not guilty as the evidence did not demonstrate that the Court Order was properly read to the picketers by the Police.

**FEDERAL COURT OF CANADA**

## 1) Registration of Canada Industrial Relations Board Decisions

As a result of the refusal of some members of Local 500 to abide by CIRB decisions with respect to cease and desist orders for illegal strike activity the Association sought and obtained permission to register the two (2) decisions of the CIRB in Federal Court.

**ARBITRATIONS**

Staff prepared and presented nine (9) Job Arbitrations during 1999 which dealt with a variety of different issues. This represented a substantial decrease from the level of activity experienced during 1998. There were also three (3) Industry Arbitrations. One (1) dealt with the dismissal of a Union member and two (2) dealt with rehearings of Job Arbitrator decisions.

Copies of arbitration decisions were circulated to all members.

**OFFICIAL PICKET LINE NOTIFICATION**

The Association received official picket line notification on March 15, 1999, with respect to a dispute between the Public Service Alliance of Canada and the Canadian Grain Commission which resulted in picketing at Vancouver Grain Elevator operations. The notice was in effect from March 15 to March 18, 1999, inclusive.

**UNION PAY CLAIMS - ALL PORTS**

Total number of claims submitted	73
Accepted	33
Rejected	23
Withdrawn	4
Pending	13

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## **SECTORAL INITIATIVES**

Sectoral meetings have afforded Association staff and operating personnel the opportunity to discuss issues of concern and examine where improvements in operations may be achievable.

### **General Wharf Operators Sector**

This sectoral group met on one (1) occasion during 1999. The purpose of the meeting was to discuss the terms of settlement of the Collective Agreement.

### **Maintenance Sector**

This sectoral group met on two (2) occasions during 1999. Issues discussed included the development of industry entrance standards for certified trades personnel, the development of eligibility standards for trades personnel applying for regular work force positions and to discuss the terms of settlement of the Collective Agreement.

### **Bulk Operators Sector**

This sector met on three (3) occasions during 1999. Discussions included operational changes at Vancouver Wharves, discipline, training, health and safety and the terms of settlement of the Collective Agreement.

### **Stevedoring Sector - General Cargo**

This sector met on two (2) occasions during 1999. Issues discussed included arbitration decisions, unacceptable work practices and the terms of settlement of the Collective Agreement.

### **Stevedoring Sector - Grain**

Three (3) meetings of this sector were held during 1999. The process to be used for working grain vessels during a labour dispute and the terms of settlement of the Collective Agreement were discussed.

### **Ship Owners Sector**

This sector met on three (3) occasions during 1999. Issues discussed included the process for gear inspections, arbitration decisions, unacceptable work practices and the terms of settlement of the Collective Agreement.

### **Vancouver Island - Direct Employers**

Direct employers on Vancouver Island met on three (3) occasions to discuss a number of issues which included the Canada Industrial Relations Board decision with respect to the consolidation of the three (3) Island locals into one (1) unit, implementation of a central island despatch, bargaining, training, WCB, claims management, health and safety and discipline matters.

## **NEW OPERATIONS AND TECHNOLOGICAL CHANGE**

Companies continuously review existing operations to ensure they can efficiently and cost effectively meet the changing needs of customers.

Prince Rupert Port Authority constructed new facilities to allow for the handling of speciality grain products at Fairview Terminal and a new ship loader is currently being commissioned.

Vancouver Wharves Ltd. significantly restructured their operating systems with the introduction of loop tracks, rotary and bottom dumpers, agri-products storage facilities and a new ship loader.

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## HEALTH AND SAFETY

The BCMEA-ILWU Safety Orientation Program was reviewed and revised as has been our ongoing practice. A new section which deals with an individual's ability to understand industry signage, mathematical concepts and comprehension has been included as part of this program. The Safety Orientation Program will operate in conjunction with the new recruitment program for persons seeking employment on the Vancouver longshore workforce.

The Safety Orientation Program was presented on a very limited basis during 1999. Attendees were limited to those previously registered who were returning to the industry and who had not previously completed the program. The expanded program was also presented to trades persons who were temporarily registered to meet peak requirements.

The Safety Orientation Program has been offered to Union locals in the other port areas but none were presented during 1999.

On the provincial level we continued to chair the WCB Employers' Claims Advisory which directs its attention specifically to compensation issues. We were also a member of the WCB Grants and Awards Committee.

Meetings were held with B.C. Terminal Elevator Operators Association members to discuss issues of common concern relative to inspection jurisdiction associated with rail operations.

We maintained our awareness of developments in the longshore industry on both the east and west coasts by attending a meeting of the National Maritime Safety Association as well as the Washington State Governor's Health and Safety Conference.

Our joint BCMEA-ILWU bi-annual Safety Conference was conducted during 1999. Topics of discussion included the HRDC Waterfront Project, wearing of proper footwear, causes of injuries and confined spaces.

## CLAIMS MANAGEMENT

Staff were once again very active in representing member interests before the three (3) Workers' Compensation appeal structures; the Review Board, the Appeal Division and the Medical Review Panel. During 1999, there were eighty-nine (89) active cases at various levels of the appeal processes. Of those appeals, approximately seventeen per cent (17%) were filed by employers and the balance by employees. We were successful in about forty-seven per cent (47%) of the cases considered by the various levels of appeal.

The industry continued its efforts in returning employees to work through modified return to work programs with the assistance of WCB Adjudicators, Rehabilitation Consultants, workers, company officials and Union representatives. This year, thirty-five (35) employees participated in these programs which were tailored to the specific needs of each participant. These programs ranged in duration from one (1) to four (4) weeks.

The new WCB assessment program, which saw the reclassification of our members into different rate groupings has resulted in our industry base assessment rate increasing from \$4.12 to \$5.61 per \$100 of assessable payroll. Despite a reduction in the number of lost time injuries on a year over year basis, our duration rate continues to climb resulting in significant increases in our assessment rate.

Meetings were held with WCB Officers and senior representatives of member companies to express our concern with respect to the increasing duration of claims which were, in our opinion, the result of initiatives of the WCB such as their "Continuum of Care" program. Meetings were also held to discuss specific WCB operations such as the Entitlement Unit.

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## **DESPATCH**

All requirements for the daily despatch of labour under the terms and conditions of our Collective Agreement are placed through the various Port Despatch facilities located in Vancouver, New Westminster, Victoria, Chemainus, Port Alberni, Prince Rupert and Stewart. Senior staff in our Vancouver Despatch Office monitor all labour requirements, discrepancies and shortages for all Ports where our members operate in B.C.

During 1999, staff increased their understanding of the implications of a major disaster through discussions with representatives of the PMA and updated our disaster recovery plan accordingly. Considerable effort was also expended to ensure that our Despatch operations were Y2K compliant. Our telephone system was replaced, all software applications were updated as required and an alternate means of manually despatching the workforce was tested in the event our automated systems failed.

Continued effort was focused on the automation of additional despatch applications. The design and construction of an automated despatch system for Squamish/Woodfibre has been completed. This will be used as a template for future automation efforts.

Despatch staff also developed a presentation outlining the contribution the BCMEA Despatch makes to our industry. The presentation is intended to clarify procedures used in allocating labour requirements, compiling orders for labour, despatching the workforce and transporting them to the work site where required. This presentation is available to member company personnel on request.

## **INFORMATION SERVICES**

Our three (3) year project to downsize and re-engineer the Association's mainframe computer based payroll and benefits system was successfully completed on budget and without disruption to users.

One (1) additional member, Vancouver Wharves Ltd., became a remote payroll entry client during 1999 and the co-ordinating and planning activities for one (1) additional site, Neptune Bulk Terminals (Canada) Ltd., are underway for completion in 2000. Additionally, all member companies that directly employ Collective Agreement labour are currently accessing the electronic costing of their labour cost data for site based manipulation to meet their reporting requirements. This has eliminated the need for paper based distribution of the data.

During 1999, the vital software communications link between Despatch and Head Office was upgraded and made Year 2000 compliant. The Interactive Voice Response System (IVR) for longshore work information in Vancouver was upgraded to enhance system maintenance and to ensure Y2K compliance. Development of the automated despatch system for Squamish/Woodfibre was completed with anticipated implementation of the system during the first quarter of 2000. We are planning to expand our IVR application by inclusion of the Squamish despatch system.

An IVR information and scheduling system has been developed for the Training Department. This system will integrate seamlessly with the existing BCMEA computer based training system which was also enhanced during 1999 to allow the Training Department to more closely monitor trainees and graduates to ensure the cost effective expenditure of available resources.

The preliminary phase of a BCMEA Human Resource Information System has been defined and implemented. Additional components are under development for implementation in 2000.

All purchased software packages were reviewed and upgraded where necessary to ensure Y2K compliance. In addition, during the year, Information Services completed in excess of three hundred and sixty (360) user generated work requests ranging from one (1) to fifteen (15) days in duration.

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## **CONCLUSION**

We thank Members of the Board of Directors and in particular those Members of the Executive Committee for their contribution to the bargaining process. Other Committee members are also thanked for the time and effort they contribute on a regular basis representing the interests of the industry. Our ability to further the interests of the membership could not be successful without such support. We look for your continued efforts as the industry moves forward into the new millennium with its many opportunities and challenges.

R.V. Wilds

President and Chief Executive Officer

February 17, 2000

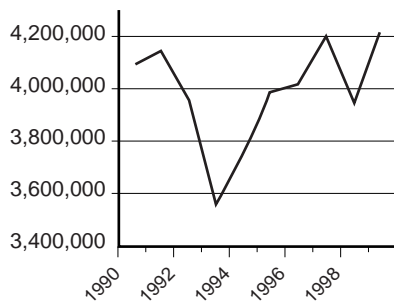
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## FINANCIAL REPORT

### General

The decade of the 90's can be characterized as one of significant change on the waterfront.

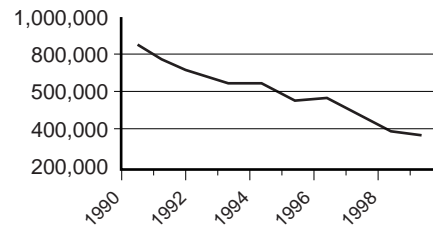
**Lower Mainland Ports**



**Longshore hours**

The Vancouver Island and North West ports of Victoria, Chemainus, Port Alberni, Prince Rupert and Stewart experienced a significant and continuing decline in longshore hours worked from a high of 855,318 in 1990 to 368,586 in 1999.

**Vancouver Island & North West Ports**



**Longshore hours**

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

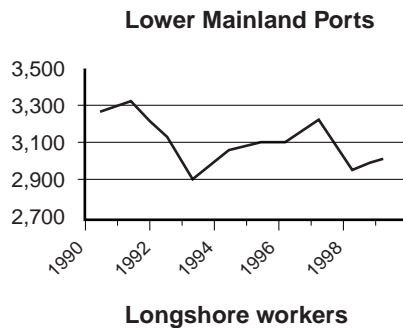
Since 1990, the quantity of lumber shipped by traditional break bulk waterborne transportation has declined by 44.8% or 671,807 MFBM from Vancouver Island and North West ports and 62.2% or 1,252,963 MFBM from Lower Mainland ports.

Not all of this decline can be attributed to a decline in lumber production. Port statistics show that while there was virtually no lumber shipped in containers in 1990, approximately 1,186,000 MFBM of lumber is now being shipped in containers (up from 713,000 MFBM in 1998 and 507,000 MFBM in 1997).

Over the past decade there has also been a significant shift away from traditional break bulk methods of shipping cargo to containerization for other types of forest related products such as pulp, paper, newsprint etc. The total volume for all products shipped by container and handled by our longshore work force has increased by 247% or 793,879 TEU's since 1990.

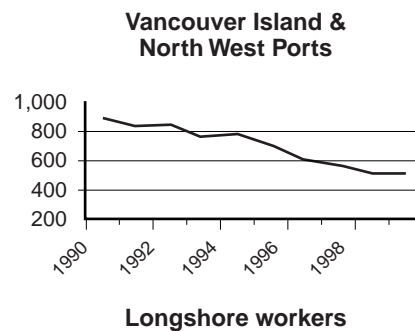
With the vast majority of container handling facilities located on the lower mainland the increase in work opportunity associated with the handling of containers has accrued to Vancouver and New Westminster longshore workers.

This transition in how cargo is shipped has resulted in a shift to less labour intensive methods of handling cargo.



In the Lower Mainland ports of Vancouver and New Westminster, total tonnage handled has increased by 18.4% but the activity has shifted from traditional break bulk to bulk and containerized cargoes, resulting in a 8.1% decline in the number of longshore workers.

In the Vancouver Island and North West ports of Victoria, Chemainus, Port Alberni, Prince Rupert and Stewart total tonnage handled has decreased by 46.9% due primarily to a decrease in the shipment of forest related cargoes, resulting in a 45.2% decline in the number of longshore workers.



These dramatic changes have had a significant effect on the financial condition of the Association. Over the past five (5) years 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, which are funded through cargo assessments, while maintaining required services to the industry. This was done in an effort to assist the industry in maintaining its relative competitive position during these times of significant change.

	1995	1996	1997	1998	1999
Net Operating Costs	\$ 2,910,919	\$ 3,442,845	\$ 4,332,886	\$ 3,972,841	\$ 3,962,590
Collective Agreement Costs	3,423,487	4,396,591	4,666,994	4,020,655	4,578,643
Total Costs	6,334,406	7,840,436	8,999,880	7,993,496	8,541,233
Cargo Revenues	5,316,746	5,463,577	6,451,680	7,191,342	7,760,076
Excess (Deficiency)	\$ (1,017,660)	\$ (2,376,858)	\$ (2,548,200)	\$ (802,154)	\$ (781,157)

With the payment of the retro active costs associated with the renewal Collective Agreement, the Association no longer has the resources necessary to continue to operate at a deficit. As a result, during 1999, cargo assessment rates were examined in detail. The impact of how and where cargo was being handled by longshore labour was measured and new cargo assessment rates were approved for implementation effective January 1, 2000. These new cargo assessment rates are designed to ensure that each cargo type pays the same cargo assessment cost per unit handled per longshore hour worked whether shipped by traditional break bulk means or as containerized cargo. However, these new rates are only structured to reduce one third of the Association's projected deficit for 2000. The Board of Directors of the BCMEA will continue to determine the level of any future assessment increases.

The following schedule sets out BCMEA cargo, payroll and hourly assessment rates which have been in effect since 1976.

## 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	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	12.500%	1.300
Jan-77	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	12.500%	1.300
Jan-78	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	12.500%	1.300
Jan-79	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	12.500%	1.300
Jan-80	0.0272	0.7800	0.0840	0.4698	0.2100	0.1179	0.0000	12.500%	1.250
Jan-81	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	13.100%	1.200
Jan-82	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	14.930%	1.370
Jan-83	0.0500	1.1700	0.0840	0.7047	0.3150	0.2150	0.0000	12.100%	1.390
Jul-84	0.0530	1.2600	0.0840	0.7569	0.3380	0.2300	0.0000	14.600%	1.860
Jan-85	0.0590	1.4100	0.0840	0.8280	0.3780	0.2570	0.0000	14.900%	1.970
Jan-86	0.0590	0.4770	0.0840	0.8280	0.3780	0.2570	0.0000	14.900%	1.970
Mar-87	0.0530	0.5520	0.0750	0.7450	0.3400	0.2310	0.0000	14.900%	1.970
Jan-88	0.0450	0.5640	0.0640	0.6330	0.2890	0.1960	0.0000	14.900%	1.970
Jan-89	0.0530	0.6770	0.0750	0.7450	0.3400	0.2310	0.0000	15.600%	2.070
Jul-89	0.0530	0.6940	0.0750	0.7450	0.3400	0.2310	0.0000	23.920% <sup>1</sup>	0.740 <sup>1</sup>
Mar-90	0.0620	0.8080	0.0870	0.8680	0.3960	0.2690	0.0000	25.960%	0.890
May-90	0.0620	0.8720	0.0870	0.8680	0.3960	0.2690	0.0000	22.810%	0.890
Jan-91	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	3.1500	23.200%	1.090
Jan-92	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	3.1500	23.444%	2.410 <sup>2</sup>
Jan-93	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	3.1500	23.444%	2.410
May-94	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	3.1500	25.750% <sup>3</sup>	2.760
Oct-94	0.08	0.93	0.06	0.90	0.35	0.24	2.00	25.75%	2.76
Jan-95	0.08	0.93	0.06	0.90	0.35	0.24	2.00	24.25%	2.70
Jan-96	0.08	0.93	0.06	0.90	0.35	0.24	2.00	24.88%	2.76
Oct-96	0.09	1.02	0.06	0.99	0.39	0.27	2.20	24.88%	2.76
Jul-97	0.10	1.18	0.06	1.15	0.45	0.31	2.55	24.88%	2.76
Jan-98	0.11	1.31	0.06	1.28	0.50	0.34	2.83	24.88%	2.81
Jan-99	0.11	1.31	0.06	1.28	0.50	0.34	2.83	24.88%	2.81
<b>Jan-00</b>	<b>0.17</b>	<b>1.80</b>	<b>0.06</b>	<b>0.72</b>	<b>0.54</b>	<b>0.32</b> <sup>4</sup>	<b>3.12</b>	<b>24.88%</b>	<b>3.05</b>

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. This surcharge was eliminated May 1, 1994 and replaced by increased Payroll and Hourly Assessments.

4 Effective January 1, 2000 the Association established individual cargo assessment rates of \$0.72 for vehicles of any kind and \$0.44 for all steel products. These two commodities were previously included in the general category.

The ratio of overtime 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%	1992	45.1%
1986	37.5%	1993	43.7%
1987	40.0%	1994	46.9%
1988	42.4%	1995	48.6%
1989	43.7%	1996	49.3%
1990	44.4%	1997	48.8%
1991	45.4%	1998	48.8%
		<b>1999</b>	<b>49.6%</b>

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 cost to Association members of longshore fringe benefits paid directly by the Association from its assessment revenues.

**BASIC LONGSHORE WAGE RATE AND WAGES PAID 1972 TO 1999**

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

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

<sup>2</sup> 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 <sup>1</sup>	CANADA PENSION 000s	HEALTH & BENEFITS 000s	RETIRING ALLOWANCE 000s <sup>2</sup>	OTHERS 000s <sup>4/5</sup>	WORKERS COMP. 000s <sup>3</sup>	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
<b>1999</b>	<b>13,824</b>	<b>4,705</b>	<b>26,083</b>	<b>3,234</b>	<b>5,973</b>	<b>3,059</b>	<b>2,890</b>	<b>552</b>	<b>60,320</b>

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 retro active 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 and as can be seen from the Association's statements of revenues and expenses, the decision by the Board to not match revenues and expenditures continues to result in costs per hour exceeding revenues per hour.

	1996	1997	1998	1999
Hours worked	4,568,659	4,669,072	4,326,361	4,578,976
Assessments plus Interest	\$51,416,575	\$54,362,074	\$53,172,471	\$56,633,491
Revenue per hour	\$11.25	\$11.64	\$12.29	\$12.37
Labour & Operating Costs	\$53,447,224	\$55,745,487	\$53,301,548	\$59,831,580
Cost per hour	\$11.70	\$11.94	\$12.32	\$13.07
Shortfall per hour	\$ 0.45	\$ 0.30	\$ 0.03	\$ 0.70

Consistent with its mandate, staff maintained a regular dialogue with Association members and many of the major users of port facilities across British Columbia. In doing so, we were able to keep the Board and Finance Committee appraised of current industry waterborne cargo forecasts. Armed with this and other pertinent information the Finance Committee met on six (6) occasions recommending and receiving Board agreement and/or approval of the following:

- 1998 draft and audited Financial Statements
- mid year correction in the Gainshare assessment rate
- amended 1999 cargo and hours forecasts as a consequence of longshore work opportunities increasing more rapidly than anticipated
- analyzing the shift in cargo handling from break bulk to containerization
- analyzing the impact of the renewal Collective Agreement and recommending that the Association pay for the retro active portion of the settlement
- recommending a new relative relationship between cargoes handled such that each identified cargo is assessed the same per unit per longshore hour worked
- 2000 operating, capital and labour fringe benefit budgets
- 2000 payroll, hourly, cargo, container gainshare and gang interchange assessment rates to become effective January 1, 2000.

## Investments

Investment and other income decreased from \$672,182 in 1998 to \$628,008 in 1999. This decrease occurred as a result of the Association paying for the retro active costs associated with the renewal Collective Agreement in early December, leaving little excess capital to invest.

## Vancouver Island and the Gang Interchange Pool

The longshore workforce on Vancouver Island continues to decrease, resulting in a requirement for more individuals to travel outside of their normal port area. This resulted in a 37.7% increase in gang interchange costs over 1998. With the consolidation of the three Vancouver Island locals into one local in 2000, we anticipate that gang interchange costs will continue to rise but not at the current pace.

The gang interchange pool is a self sustaining fund designed to equalize the cost of employing longshore labour on Vancouver Island. The fund reimburses the employer for the majority of the travel time and fare costs associated with traveling labour required to directly service ships calling at certain Vancouver Island ports.

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 there be no change to the Gang Interchange assessment rates at this time.

## Industrial Inquiry Commission Obligations (Container Gainshare)

During 1991, the Parties to the Collective Agreement agreed that all the then monies 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 12.6% with a 26.2% increase in 1999 over 1998. This has resulted in the Waterfront Industry Pension Plan being the beneficiary of a total of \$34,057,174.

	IMPORT TEUs FULL & EMPTY	EXPORT TEUs FULL & EMPTY	TOTAL TEUs FULL & EMPTY	INDUSTRIAL INQUIRY COMMISSION OBLIGATION	GAINSHARE ASSESSMENT RATE per TEU <sup>4</sup>
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 <sup>1</sup>
1993	214,414	246,110	460,524	\$ 1,825,050	\$ 4.50 <sup>2</sup>
1994	242,594	292,143	534,737	\$ 2,567,180	\$ 5.50 <sup>2</sup>
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 <sup>1</sup>
1998	427,806	456,200	884,006	\$ 6,059,868	\$ 6.75
<b>1999</b>	<b>532,133</b>	<b>583,105</b>	<b>1,115,238</b>	<b>\$8,372,195</b>	<b>\$7.25/\$8.00<sup>4/1</sup></b>
<b>Total</b>				<b>\$34,057,174<sup>3</sup></b>	

1 Effective July 1

2 Effective October 1

3 Paid to the Waterfront Industry Pension Plan

4 Effective January 1

If the Waterfront Industry Pension Plan Trustees should decide to use the 1999 contribution to increase the Plan benefit rate, as they have done with all previous gainshare monies, the total \$34,057,174 will have purchased an increased benefit, on a fully funded basis, totalling approximately \$5.75 per month per year of service for all active Union longshore members and retirees.

### COLLECTIVE AGREEMENT OPERATING ITEMS

	1995	1996 <sup>2</sup>	1997 <sup>2</sup>	1998	1999 <sup>3</sup>	1999 % Variance from 1998	
<b>Number of Employees Working</b>							
Union	1,959	2,004	1,988	1,919	<b>2,021</b>	<b>5.32%</b>	
Welfare Casual	352	319	354	336	320	<b>-4.76%</b>	
Casual	1,483	1,374	1,436	1,193	<b>1,153</b>	<b>-3.35%</b>	
Total	3,794	3,697	3,778	3,448	<b>3,494</b>	<b>1.33%</b>	
<b>Hours Worked</b>							
Union	3,329,415	3,384,262	3,410,542	3,223,970	<b>3,347,687</b>	<b>3.84%</b>	
Welfare Casual	523,870	475,992	488,937	504,019	<b>535,564</b>	<b>6.26%</b>	
Casual	691,676	708,405	769,593	598,372	<b>695,725</b>	<b>16.27%</b>	
Total	4,544,961	4,568,659	4,669,072	4,326,361	<b>4,578,976</b>	<b>5.84%</b>	
<b>Average Hours Worked</b>							
Union	1,700	1,689	1,716	1,680	<b>1,656</b>	<b>-1.40%</b>	
Welfare Casual	1,488	1,492	1,381	1,500	<b>1,674</b>	<b>11.57%</b>	
Casual	466	516	536	502	<b>603</b>	<b>20.30%</b>	
Average	1,198	1,236	1,236	1,255	<b>1,311</b>	<b>4.45%</b>	
<b>Average Earnings Per Worker<sup>1</sup></b>							
Union	\$ 57,037	\$ 59,400	\$ 60,950	\$ 61,210	<b>\$61,523</b>	<b>0.51%</b>	
Welfare Casual	\$ 46,482	\$ 49,700	\$ 44,115	\$ 48,877	<b>\$55,951</b>	<b>14.47%</b>	
Casual	\$ 13,280	\$ 13,095	\$ 16,360	\$ 16,150	<b>\$19,450</b>	<b>20.43%</b>	
Average	\$ 38,954	\$ 41,354	\$ 42,424	\$ 44,417	<b>\$47,138</b>	<b>6.13%</b>	
<b>Average Earnings Per Hour Worked</b>							
Union	\$ 33.56	\$ 35.17	\$ 35.53	\$ 36.43	<b>\$ 37.14</b>	<b>1.94%</b>	
Welfare Casual	\$ 31.23	\$ 33.31	\$ 31.94	\$ 32.58	<b>\$ 33.43</b>	<b>2.60%</b>	
Casual	\$ 28.47	\$ 25.40	\$ 30.53	\$ 32.20	<b>\$ 32.23</b>	<b>0.11%</b>	
Average	\$ 32.52	\$ 33.46	\$ 34.33	\$ 35.40	<b>\$ 35.97</b>	<b>1.61%</b>	
<b>Basic Rates of Pay</b>							
Day	Monday to Friday	\$ 23.36	\$23.96/\$24.06	\$24.61/\$24.71	\$ 25.36	<b>\$25.81</b>	<b>1.77%</b>
	Saturday	\$ 29.90	\$30.67/\$30.80	\$31.50/\$31.63	\$32.46	<b>\$33.04</b>	<b>1.79%</b>
	Sunday	\$ 37.38	\$38.34/\$38.50	\$39.38/\$39.54	\$40.58	<b>\$41.30</b>	<b>1.77%</b>
Night	Monday to Friday	\$ 29.43	\$30.18/\$30.31	\$31.00/\$31.13	\$31.95	<b>\$32.52</b>	<b>1.78%</b>
	Saturday & Sunday	\$ 37.38	\$38.34/\$38.50	\$39.38/\$39.54	\$40.58	<b>\$41.30</b>	<b>1.77%</b>
Graveyard	Monday to Friday	\$ 36.35	\$37.28/\$37.44	\$38.29/\$38.45	\$39.46	<b>\$40.16</b>	<b>1.77%</b>
	Saturday & Sunday	\$ 37.38	\$38.34/\$38.50	\$39.38/\$39.54	\$40.58	<b>\$41.30</b>	<b>1.77%</b>

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 above schedule longshore workers, on the average, took advantage of the overall increased work opportunity. Average earnings increased in spite of an eight (8) day shut down.

In order for longshore ports in British Columbia to remain viable, they must offer among other things a well trained longshore workforce capable of meeting the complex skill requirements demanded by our membership. The Association devotes a considerable portion of its operating revenues to training longshore workers (23.8% in 1999 with 2000 projected to be 38.0%).

One area not often recognized 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, over the last decade the industry has had a turnover of 4,963 workers. Most if not all of these individuals possessed work skills which 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
Total	898	153	3,912	4,963

The challenge facing senior staff and the Finance Committee in this new millennium is to continue to find ways to meet the needs and expectations of the membership while maintaining fiscal responsibility. I am certain that we will be as successful in the next decade as we were in the past decade.

B. D. Ciccozzi  
Vice President - Finance  
February 17, 2000

The challenges of the past year seem set to continue for some time, and the staff of BCMEA/WEBC and your committee members will continue to be called upon to find acceptable ways of meeting those challenges.

The Association has a valuable reserve in the staff and committee members and, on behalf of the members of the Association, I extend thanks to them for their efforts over the past year.

A.G. Roper  
Chair - Finance Committee  
February 25, 2000



## STATISTICAL REPORTS

### LONGSHORE EMPLOYEES BY LOCAL<sup>1</sup>

LOCAL	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999
<b>Union</b>										
500 VANCOUVER	1,654	1,619	1,618	1,562	1,532	1,541	1,603	1,583	1,520	<b>1,509</b>
502 NEW WESTMINSTER	214	217	224	221	225	228	228	225	261	<b>286</b>
503 PORT ALBERNI	78	72	61	55	54	52	50	43	33	<b>31</b>
504 VICTORIA	59	54	50	47	39	35	33	31	30	<b>30</b>
508 CHEMAINUS	232	227	219	212	203	192	186	172	157	<b>151</b>
505 PRINCE RUPERT	71	69	72	70	69	67	61	67	68	<b>67</b>
515 PORT SIMPSON	0	0	0	0	0	0	0	0	0	<b>1</b>
519 STEWART	8	7	3	4	3	3	3	3	4	<b>4</b>
<b>Total Union</b>	<u>2,316</u>	<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><b>2,079</b></u>
<b>Welfare Paying Casuals</b>										
500 VANCOUVER	237	218	247	252	248	252	232	272	256	<b>247</b>
502 NEW WESTMINSTER	50	45	45	44	46	45	47	54	56	<b>80</b>
503 PORT ALBERNI	2	2	2	2	2	2	3	3	3	<b>0</b>
504 VICTORIA	2	2	2	2	3	3	3	3	3	<b>0</b>
508 CHEMAINUS	10	2	1	1	1	1	1	1	1	<b>1</b>
505 PRINCE RUPERT	64	62	55	52	51	49	33	26	19	<b>17</b>
515 PORT SIMPSON	0	0	0	0	0	0	0	0	0	<b>0</b>
519 STEWART	2	2	2	0	0	0	0	0	0	<b>0</b>
<b>Total Welfare Paying Casuals</b>	<u>367</u>	<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><b>345</b></u>
<b>Casuals</b>										
500 VANCOUVER	907	907	812	655	786	847	868	771	625	<b>481</b>
502 NEW WESTMINSTER	274	336	319	285	345	316	259	429	365	<b>458</b>
503 PORT ALBERNI	19	5	12	10	8	7	5	7	8	<b>4</b>
504 VICTORIA	21	3	6	4	8	3	3	2	2	<b>1</b>
508 CHEMAINUS	25	11	15	14	18	30	26	24	27	<b>18</b>
505 PRINCE RUPERT	132	116	155	129	145	109	117	110	100	<b>95</b>
515 PORT SIMPSON	54	46	75	68	65	65	20	28	4	<b>4</b>
519 STEWART	79	95	69	56	74	55	37	36	38	<b>43</b>
OTHERS	50	62	64	49	36	51	39	29	24	<b>48</b>
<b>Total Casuals</b>	<u>1,561</u>	<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><b>1,152</b></u>
<b>GRAND TOTAL</b>	<u><u>4,244</u></u>	<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><b>3,576</b></u></u>

<sup>1</sup> as at December 31

**SUMMARY OF EARNINGS AND HOURS 1995 - 1999**  
(000)

	1995	1996	1997	1998	1999
<b>ALL PORTS</b>					
Wages	130,983	135,473	142,414	135,517	<b>147,084</b>
Vacation & Holidays <sup>1</sup>	<u>16,810</u>	<u>17,412</u>	<u>17,865</u>	<u>17,633</u>	<u><b>18,244</b></u>
<b>Longshore Earnings</b>	147,793	152,885	160,279	153,150	<b>165,328</b>
Pensions, Welfare, C.P.P. & U.I.C. <sup>2</sup>	<u>31,077</u>	<u>31,745</u>	<u>34,527</u>	<u>34,571</u>	<u><b>39,815</b></u>
<b>TOTAL LABOUR COST</b>	<u>178,870</u>	<u>184,630</u>	<u>194,806</u>	<u>187,721</u>	<u><b>205,143</b></u>
Hours Worked	<u>4,546</u>	<u>4,569</u>	<u>4,669</u>	<u>4,326</u>	<u><b>4,579</b></u>
<b>VANCOUVER</b>					
Wages	102,177	107,686	108,622	100,942	<b>105,265</b>
Vacations & Holidays	<u>13,075</u>	<u>13,714</u>	<u>13,782</u>	<u>13,497</u>	<u><b>13,442</b></u>
<b>Longshore Earnings</b>	115,252	121,400	122,404	114,439	<b>118,707</b>
Pensions, Welfare, C.P.P. & U. I.	<u>23,924</u>	<u>24,874</u>	<u>26,206</u>	<u>25,709</u>	<u><b>28,290</b></u>
<b>TOTAL LABOUR COST</b>	<u>139,176</u>	<u>146,274</u>	<u>148,610</u>	<u>140,148</u>	<u><b>146,997</b></u>
Hours Worked	<u>3,493</u>	<u>3,573</u>	<u>3,517</u>	<u>3,173</u>	<u><b>3,238</b></u>
<b>NEW WESTMINSTER</b>					
Wages	13,870	12,517	20,473	23,385	<b>29,487</b>
Vacations & Holidays	<u>1,571</u>	<u>1,496</u>	<u>2,108</u>	<u>2,228</u>	<u><b>2,976</b></u>
<b>Longshore Earnings</b>	15,441	14,013	22,581	25,613	<b>32,463</b>
Pensions, Welfare, C.P.P. & U. I.	<u>3,303</u>	<u>3,014</u>	<u>4,749</u>	<u>5,653</u>	<u><b>7,898</b></u>
<b>TOTAL LABOUR COST</b>	<u>18,744</u>	<u>17,027</u>	<u>27,330</u>	<u>31,266</u>	<u><b>40,361</b></u>
Hours Worked	<u>494</u>	<u>439</u>	<u>679</u>	<u>762</u>	<u><b>914</b></u>
<b>PORT ALBERNI</b>					
Wages	1,487	1,441	1,161	731	<b>921</b>
Vacations & Holidays	<u>251</u>	<u>231</u>	<u>187</u>	<u>167</u>	<u><b>149</b></u>
<b>Longshore Earnings</b>	1,738	1,672	1,348	898	<b>1,070</b>
Pensions, Welfare, C.P.P. & U. I.	<u>394</u>	<u>376</u>	<u>329</u>	<u>222</u>	<u><b>282</b></u>
<b>TOTAL LABOUR COST</b>	<u>2,132</u>	<u>2,048</u>	<u>1,677</u>	<u>1,120</u>	<u><b>1,352</b></u>
Hours Worked	<u>55</u>	<u>53</u>	<u>41</u>	<u>25</u>	<u><b>34</b></u>
<b>VICTORIA</b>					
Wages	1,233	1,276	1,144	971	<b>1,104</b>
Vacations & Holidays	<u>195</u>	<u>196</u>	<u>180</u>	<u>176</u>	<u><b>160</b></u>
<b>Longshore Earnings</b>	1,428	1,472	1,324	1,147	<b>1,264</b>
Pensions, Welfare, C.P.P. & U. I.	<u>345</u>	<u>344</u>	<u>331</u>	<u>299</u>	<u><b>333</b></u>
<b>TOTAL LABOUR COST</b>	<u>1,773</u>	<u>1,816</u>	<u>1,655</u>	<u>1,446</u>	<u><b>1,597</b></u>
Hours Worked	<u>53</u>	<u>52</u>	<u>45</u>	<u>38</u>	<u><b>41</b></u>

**SUMMARY OF EARNINGS AND HOURS 1995 - 1999**  
(000)

	1995	1996	1997	1998	1999
<b>CHEMAINUS</b>					
Wages	7,719	8,176	6,915	5,618	<b>6,569</b>
Vacations & Holidays	1,214	1,268	1,110	1,081	<b>1,056</b>
<b>Longshore Earnings</b>	<u>8,933</u>	<u>9,444</u>	<u>8,025</u>	<u>6,699</u>	<u><b>7,625</b></u>
Pensions, Welfare, C.P.P. & U. I. C.	2,004	2,074	1,869	1,645	<b>1,931</b>
<b>TOTAL LABOUR COST</b>	<u>10,937</u>	<u>11,518</u>	<u>9,894</u>	<u>8,344</u>	<u><b>9,556</b></u>
Hours Worked	<u>292</u>	<u>302</u>	<u>249</u>	<u>198</u>	<u><b>231</b></u>
<b>PRINCE RUPERT</b>					
Wages	4,155	4,153	3,995	3,783	<b>3,443</b>
Vacations & Holidays	486	494	493	480	<b>444</b>
<b>Longshore Earnings</b>	<u>4,641</u>	<u>4,647</u>	<u>4,488</u>	<u>4,263</u>	<u><b>3,887</b></u>
Pensions, Welfare, C.P.P. & U. I. C.	1,031	1,012	1,018	1,021	<b>996</b>
<b>TOTAL LABOUR COST</b>	<u>5,672</u>	<u>5,659</u>	<u>5,506</u>	<u>5,284</u>	<u><b>4,883</b></u>
Hours Worked	<u>146</u>	<u>141</u>	<u>133</u>	<u>126</u>	<u><b>110</b></u>
<b>STEWART</b>					
Wages	268	117	37	67	<b>214</b>
Vacations & Holidays	12	6	2	3	<b>12</b>
<b>Longshore Earnings</b>	<u>280</u>	<u>123</u>	<u>39</u>	<u>70</u>	<u><b>226</b></u>
Pensions, Welfare, C.P.P. & U. I. C.	59	27	9	17	<b>62</b>
<b>TOTAL LABOUR COST</b>	<u>339</u>	<u>150</u>	<u>48</u>	<u>87</u>	<u><b>288</b></u>
Hours Worked	<u>10</u>	<u>5</u>	<u>2</u>	<u>3</u>	<u><b>7</b></u>
<b>OTHERS</b>					
Wages	74	107	67	20	<b>81</b>
Vacations & Holidays	6	7	3	1	<b>5</b>
<b>Longshore Earnings</b>	<u>80</u>	<u>114</u>	<u>70</u>	<u>21</u>	<u><b>86</b></u>
Pensions, Welfare, C.P.P. & U. I. C.	17	24	16	5	<b>23</b>
<b>TOTAL LABOUR COST</b>	<u>97</u>	<u>138</u>	<u>86</u>	<u>26</u>	<u><b>109</b></u>
Hours Worked	<u>3</u>	<u>4</u>	<u>3</u>	<u>1</u>	<u><b>4</b></u>

1 Earned during the appropriate period

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

## TONNAGE DISTRIBUTION BY COMMODITY AND PORT AREA (000)<sup>1</sup>

	1995	1996	1997	1998	1999
<b>VANCOUVER</b>					
Bulk	22,295	22,081	21,475	21,009	<b>19,740</b>
Grain	12,224	12,227	12,444	11,444	<b>11,807</b>
Logs	31	48	100	468	<b>680</b>
Lumber	2,235	2,256	1,764	879	<b>803</b>
General	3,811	3,678	3,850	3,454	<b>3,791</b>
Containers	4,470	5,348	5,372	5,407	<b>5,795</b>
<b>Total</b>	<u>45,066</u>	<u>45,638</u>	<u>45,005</u>	<u>42,661</u>	<u><b>42,616</b></u>
<b>NEW WESTMINSTER</b>					
Bulk	62	30	34	64	<b>27</b>
Logs	0	0	1	7	<b>40</b>
Lumber	568	494	647	493	<b>398</b>
General	879	759	1,082	1,329	<b>1,344</b>
Containers	278	122	1,247	2,272	<b>3,842</b>
<b>Total</b>	<u>1,787</u>	<u>1,405</u>	<u>3,011</u>	<u>4,165</u>	<u><b>5,651</b></u>
<b>PORT ALBERNI</b>					
Logs	0	0	0	0	<b>7</b>
Lumber	204	188	156	139	<b>210</b>
General	78	99	83	23	<b>4</b>
<b>Total</b>	<u>282</u>	<u>287</u>	<u>239</u>	<u>162</u>	<u><b>221</b></u>
<b>VICTORIA</b>					
Lumber	157	130	220	202	<b>197</b>
General	0	12	13	13	<b>30</b>
<b>Total</b>	<u>157</u>	<u>142</u>	<u>233</u>	<u>215</u>	<u><b>227</b></u>
<b>CHEMAINUS</b>					
Bulk	0	20	13	0	<b>0</b>
Lumber	954	1,065	893	664	<b>746</b>
General	791	699	549	596	<b>740</b>
Containers	0	0	0	0	<b>24</b>
<b>Total</b>	<u>1,745</u>	<u>1,784</u>	<u>1,455</u>	<u>1,260</u>	<u><b>1,510</b></u>
<b>PRINCE RUPERT</b>					
Bulk	0	0	0	12	<b>43</b>
Grain	4,521	3,630	5,079	2,929	<b>1,867</b>
Logs	33	41	15	18	<b>109</b>
Lumber	352	315	253	181	<b>170</b>
General	292	410	381	478	<b>334</b>
<b>Total</b>	<u>5,198</u>	<u>4,396</u>	<u>5,728</u>	<u>3,618</u>	<u><b>2,523</b></u>
<b>OTHERS</b>					
Logs	123	55	24	20	<b>86</b>
<b>Total</b>	<u>123</u>	<u>55</u>	<u>24</u>	<u>20</u>	<u><b>86</b></u>
<b>TOTAL</b>					
Bulk <sup>2</sup>	22,357	22,131	21,521	21,085	<b>19,810</b>
Grain	16,745	15,857	17,523	14,373	<b>13,674</b>
Logs	186	144	140	512	<b>922</b>
Lumber	4,469	4,448	3,933	2,558	<b>2,524</b>
General <sup>3</sup>	5,851	5,657	5,958	5,893	<b>6,242</b>
Containers	4,748	5,470	6,620	7,679	<b>9,661</b>
<b>TOTAL</b>	<u>54,358</u>	<u>53,707</u>	<u>55,695</u>	<u>52,101</u>	<u><b>52,833</b></u>

1 Metric Tonnes handled by ILWU/BCMEA labour.

2 Including Bulk Liquids

3 Including Vehicles

## 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
1990	4,946	\$ 157,253	49,341	\$ 31.79	\$ 3.19	0.100	9.98
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
<b>1999</b>	<b>4,579</b>	<b>\$205,143</b>	<b>52,833</b>	<b>\$ 44.80</b>	<b>\$ 3.88</b>	<b>0.087</b>	<b>11.54</b>

Longshore Labour Cost consists of Wages, Vacation Pay, General Holiday Pay, Pensions, Health & Benefits, C.P.P. and U.I.C. 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	
		Average Number Paid	Average Annual Earnings	Average Number Paid	Average Annual Earnings	Average Number Paid	Annual Earnings	Number Paid	Annual Earnings	Number Paid	Annual Earnings
1990	Union	50	\$8,159	156	\$25,419	494	\$39,449	980	\$52,439	506	\$63,602
	Casual	1,073	\$3,319	362	\$19,305	255	\$32,051	188	\$44,871	47	\$56,906
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 <sup>1</sup>	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
<b>1999</b>	<b>Union</b>	<b>126</b>	<b>\$10,130</b>	<b>189</b>	<b>\$31,622</b>	<b>418</b>	<b>\$49,288</b>	<b>790</b>	<b>\$67,511</b>	<b>504</b>	<b>\$85,134</b>
	<b>Casual</b>	<b>647</b>	<b>\$4,697</b>	<b>265</b>	<b>\$23,969</b>	<b>255</b>	<b>\$41,969</b>	<b>239</b>	<b>\$59,982</b>	<b>75</b>	<b>\$79,139</b>

<sup>1</sup> 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. Day to day administration of these plans is carried out by the Waterfront Employers of B.C.

	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
<b>1999</b>	<b>1,264</b>	<b>256</b>	<b>19</b>	<b>1,539</b>	<b>35 years</b>	<b>\$49</b>	<b>\$1,715</b>	<b>25 years</b>	<b>\$28</b>	<b>\$700</b>

\* 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
<b>1999</b>	<b>\$323,153,835</b>	<b>\$21,711,882</b>	<b>\$1,157,375</b>	<b>\$26,083,000</b>	<b>\$14,040,326</b>	<b>\$3,058,547</b>	<b>\$343,466,451</b>

## 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 1999, 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	\$1,500 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

	1993 <sup>1</sup>	1994	1995	1996	1997	1998	1999
<b>REVENUES</b>							
Employer	\$5,408,727	\$5,376,795	\$5,663,193	\$5,958,770	\$6,042,674	\$5,722,171	<b>\$5,972,966</b>
Employee	3,556,441	3,917,412	3,930,136	3,936,403	3,978,181	3,988,686	<b>4,214,876</b>
Investment & Other	212,170	208,867	263,607	239,102	254,726	332,832	<b>347,748</b>
Total	<u>\$9,177,338</u>	<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>	<b><u>\$10,535,590</u></b>
<b>EXPENSES</b>							
Weekly Indemnity	\$2,653,780	\$2,194,116	\$2,104,334	\$1,901,667	\$2,188,063	\$1,983,600	<b>\$1,692,948</b>
M.S.P. of B.C.	2,505,901	2,303,229	2,356,157	2,421,191	2,458,846	2,467,085	<b>2,454,648</b>
Dental	1,248,313	1,298,804	1,410,314	1,478,379	1,621,479	1,525,089	<b>1,889,515</b>
Group Life	1,220,007	1,266,687	1,260,735	1,281,986	1,284,882	1,310,016	<b>1,398,198</b>
Long Term Disability	859,205	884,183	962,922	1,132,161	1,125,796	1,089,264	<b>1,102,508</b>
Extended Health	494,301	549,188	526,677	508,206	566,750	628,634	<b>804,234</b>
Vision Care	0	0	0	103,496	123,644	84,709	<b>67,664</b>
Death Benefits	148,000	144,000	140,500	140,000	136,000	134,000	<b>126,000</b>
Administration, Consultants	328,213	315,628	302,370	311,149	316,063	334,381	<b>372,268</b>
Total	<u>\$9,457,720</u>	<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>	<b><u>\$9,907,983</u></b>
<b>EXCESS (SHORTFALL)</b>	<u>(\$280,382)</u>	<u>\$547,239</u>	<u>\$792,927</u>	<u>\$856,040</u>	<u>\$454,058</u>	<u>\$486,911</u>	<b><u>\$627,607</u></b>

<sup>1</sup> Amended to include increased 1993 employee contributions paid 1994

## BOARD OF DIRECTORS & EXECUTIVE COMMITTEE

### BOARD OF DIRECTORS

*Board Chair*

**B. W. Bland**  
INTEROCEAN STEAMSHIP  
CORPORATION

**D. G. Bedwell**  
CHINA OCEAN  
SHIPPING CO. (CANADA) INC.

**R. A. Chappell**  
WEYERHAEUSER CANADA LTD.

**L. W. Friberg**  
PACIFIC COAST  
TERMINALS CO. LTD.

**A. R. MacRae**  
EMPIRE INTERNATIONAL  
STEVEDORES LTD.  
*to September 22, 1999*

**J. E. Roberts**  
MAPLE SHIPPING

**P. T. Senior**  
TERMINAL SYSTEMS INC.  
*from October 12, 1999*

**T. J. Chapman**  
WESTERN STEVEDORING  
COMPANY LIMITED

**S. Cutler**  
SAGA FOREST CARRIERS  
INTERNATIONAL (CANADA) LTD.

**P. Jaskiewicz**  
PACIFIC RIM  
STEVEDORING LTD.

**G. S. Robbins**  
WESTCAN STEVEDORING LTD.

**A. G. Roper**  
SQUAMISH TERMINALS LTD.

**W. J. Weymark**  
VANCOUVER WHARVES LTD.

**J. T. Willcox**  
NEPTUNE BULK TERMINALS  
(CANADA) LTD.

### EXECUTIVE COMMITTEE

*Chair*

**B. W. Bland**  
INTEROCEAN STEAMSHIP CORPORATION

**T. J. Chapman**  
WESTERN STEVEDORING  
COMPANY LIMITED

**R. A. Chappell**  
WEYERHAEUSER CANADA LTD.

**J. T. Willcox**  
NEPTUNE BULK TERMINALS  
(CANADA) LTD.

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## COMMITTEES

### JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

*Chair*

**F. A. Pasacreta**  
BRITISH COLUMBIA MARITIME  
EMPLOYERS ASSOCIATION

**T. J. Chapman**  
WESTERN STEVEDORING  
COMPANY LIMITED

**R. A. Chappell**  
WEYERHAEUSER  
CANADA LTD.

**G. S. Robbins**  
WESTCAN STEVEDORING LTD.

**J. T. Willcox**  
NEPTUNE BULK TERMINALS  
(CANADA) LTD.

### FINANCE COMMITTEE

*Chair*

**A. G. Roper**  
SQUAMISH TERMINALS LTD.

**M. B. Bjorndal**  
SEABOARD SHIPPING  
COMPANY LIMITED

**B. D. Ciccozzi**  
BRITISH COLUMBIA MARITIME  
EMPLOYERS ASSOCIATION

**B. Eshleman**  
WESTERN STEVEDORING  
COMPANY LIMITED

**L. A. W. Seney**  
NEPTUNE BULK TERMINALS  
(CANADA) LTD.

**M. Templeton**  
CANADIAN STEVEDORING  
COMPANY LIMITED

*Standing member*  
**R. V. Wilds**  
BRITISH COLUMBIA MARITIME  
EMPLOYERS ASSOCIATION

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## TRAINING COMMITTEE

*Chair*

**J. Steinmann**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**M. Christoffersen**  
TERMINAL SYSTEMS INC.

**B. W. Crosson**  
TIMBERWEST FOREST LIMITED  
-STUART CHANNEL WHARVES DIVISION

**R. E. Hodges**  
CASCO TERMINALS LIMITED

**G. Taylor**  
NEPTUNE BULK TERMINALS  
(CANADA) LTD.

**B. W. Thorson**  
WESTERN STEVEDORING COMPANY LIMITED

## VANCOUVER ISLAND COMMITTEE

*Chair*

**D. Sagar**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**S. Brown**  
GEARBULK SHIPPING  
CANADA LTD.

**R. A. Chappell**  
WEYERHAEUSER CANADA LTD.

**G. D. Koster**  
WESTCAN TERMINALS LTD.

**K. Larson**  
CANADIAN STEVEDORING  
COMPANY LIMITED

**L. Washington**  
WESTERN STEVEDORING  
COMPANY LIMITED

## MEMBERSHIP COMMITTEE

*Chair*

**M. B. Bjorndal**

SEABOARD SHIPPING COMPANY LIMITED

**D. Jorgenson**  
CASCO TERMINALS LIMITED

**P. J. McKay**  
WESTERN STEVEDORING  
COMPANY LIMITED

*Secretary*

**L. D. Richards**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

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## SAFETY COMMITTEE

*Chair*

**E. Skowronek**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

### Deepsea Matters

**E. Brochmann**

GEARBULK SHIPPING  
CANADA LTD.

**C. Carlsen**

WESTCAN STEVEDORING LTD.

**C. LaCroix**

EMPIRE INTERNATIONAL  
STEVEDORES LTD.

**F. Leigh-Spencer**

PACIFIC COMMERCE LINE INC.

**M. Phillips**

PACIFIC RIM STEVEDORING LTD.

**A. Ritchie**

CANADIAN STEVEDORING  
COMPANY LIMITED

**G. Thompson**

WESTERN STEVEDORING  
COMPANY LIMITED

**D. Vesteraas**

STAR SHIPPING (CANADA) LTD.

**B. Webster**

SEABOARD SHIPPING  
COMPANY LIMITED

**J. Webber**

SQUAMISH TERMINALS LTD.

### General Wharf Operators Matters

**B. W. Crosson**

TIMBERWEST FOREST LIMITED  
-STUART CHANNEL WHARVES DIVISION

**R. Erickson**

FRASER SURREY DOCKS LTD.

**V. Gagnon**

CASCO TERMINALS LIMITED

**G. D. Koster**

WESTCAN TERMINALS LTD.

**D. Lucas**

WESTERN STEVEDORING  
TERMINAL OPERATIONS LTD.

**R. E. Peters**

SEABOARD INTERNATIONAL  
TERMINALS LTD.

**G. Poltras**

TERMINAL SYSTEMS INC.

**M. Russel**

SQUAMISH TERMINALS LTD.

### Bulk Matters

**M. Casey**

FIBRECO EXPORT  
INC.

**R. Ladd**

PACIFIC COAST  
TERMINALS CO. LTD.

**R. Meyer**

VANCOUVER WHARVES LTD.

**D. Parry**

NEPTUNE BULK  
TERMINALS (CANADA) LTD.

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

**B. D. Ciccozzi**  
BRITISH COLUMBIA MARITIME  
EMPLOYERS ASSOCIATION

**S. Ironside**  
ILWU - CANADIAN AREA

**B. Ringrose**  
ILWU - LOCAL 502

**B. Eshleman**  
WESTERN STEVEDORING  
COMPANY LIMITED

**J. McKinley**  
ILWU - LOCAL 500

**M. Templeton**  
CANADIAN STEVEDORING  
COMPANY LIMITED

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# MEMBERSHIP LIST

## BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

### SHIP OWNERS CLASS

Anglo Canadian Shipping Company  
 Blue Star (North America) Limited  
 Canada Maritime Agencies Limited  
 China Ocean Shipping Co. (Canada) Inc.  
 Colley Motorship West Ltd.  
 Compass Marine Services Inc.  
 Dominion Shipping Co. Ltd.  
 Empire Shipping Company Limited  
 Fesco Agencies N.A. Inc.  
 Gearbulk Shipping Canada Ltd.  
 Global Enterprises Int'l Inc.  
 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.  
 NOL Canada Ltd.  
 Nootka Shipping International Limited  
 Norsk Pacific Steamship Canada Limited  
 Nortec Marine Agencies Inc.  
 North Pacific Shipping Company Ltd.  
 OOCL (Canada) Inc.  
 Pacific Commerce Line Inc.  
 Pacific Rim Waterways Inc.  
 PacNord Agencies Ltd.  
 Saga Forest Carriers International (Canada) Ltd.  
 Seaboard Shipping Company Limited  
 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.  
 Empire International Stevedores 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.  
 Vancouver Wharves Ltd.

### ASSOCIATE MEMBERS CLASS

Coastal Containers Ltd.



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

**FINANCIAL STATEMENTS**

December 31, 1999

**AUDITORS' REPORT**

February 17, 2000

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, 1999 and the statements of revenues and expenses 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.

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 verification 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, 1999 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.

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**BRITISH COLUMBIA MARITIME**  
(incorporated under the Society Act of

**BALANCE**

**ASSETS**

	<b>December 31</b>	
	<b>1999</b>	<b>1998</b>
Current assets:		
Cash and term deposits	\$ 21,264,361	\$ 22,348,780
Accounts receivable-		
Cargo assessments	3,308,233	2,852,935
Payroll & Hourly assessments	2,870,094	1,608,517
Accrued interest receivable	76,162	113,420
Other	138,273	134,379
	27,657,123	27,058,031
Fixed assets, at cost:		
Buildings	3,834,722	3,828,240
Furniture and equipment	4,126,917	4,028,634
	7,961,639	7,856,874
Less: Accumulated depreciation	5,280,823	4,781,854
	2,680,816	3,075,020
Land	753,700	753,700
	3,434,516	3,828,720

Approved by the Board:

\_\_\_\_\_ Director

\$ 31,091,639

\$ 30,886,751

\_\_\_\_\_ Director

**EMPLOYERS ASSOCIATION**  
the Province of British Columbia)

**SHEET**

**LIABILITIES**

	<b>December 31</b>	
	<b>1999</b>	<b>1998</b>
Current liabilities:		
Accounts payable and accrued liabilities	\$ 705,570	\$ 571,567
Accrued vacation pay	13,608,057	13,391,319
Accrued Industrial Inquiry Liability	8,372,195	6,059,868
Due to Waterfront Industry Pension Plan (Note 6(b))	1,622,140	1,306,583
Due to Waterfront Employers of B.C.	1,577,611	1,377,819
Due to ILWU-Employer Association		
Health and Benefit Plan	556,284	520,521
Due to Waterfront Foremen		
Employers Association (Note 8)	622,685	476,999
Current portion of long-term loan from		
Western Economic Diversification Fund		
(Note 7)	109,441	109,441
	<u>27,173,983</u>	<u>23,814,117</u>
Long-term loan from Western Economic		
Diversification Fund (Note 7)	0	109,440
	<u>27,173,983</u>	<u>23,923,557</u>

**ACCUMULATED EXCESS OF REVENUES OVER EXPENSES**

General:		
Unappropriated	(1,370,765)	1,827,324
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)	369,491	318,410
Industrial Inquiry Commission Pool (Note 4)	(131,070)	(232,540)
	<u>3,917,656</u>	<u>6,963,194</u>
Commitments and contingent liabilities (Notes 6 & 7)		
	<u>\$ 31,091,639</u>	<u>\$ 30,886,751</u>

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**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION**
**STATEMENT OF REVENUES AND EXPENSES**

	<b>Year ended December 31</b>	
	<b>1999</b>	<b>1998</b>
Revenues:		
Payroll and Man Hour assessments	\$ 48,245,407	\$ 45,308,948
Cargo assessments	7,760,076	7,191,341
Investment income	628,008	672,182
	<u>56,633,491</u>	<u>53,172,471</u>
Labour fringe benefits:		
Provision for vacation pay	13,824,402	13,618,053
Waterfront Industry Pension Plan (note 6(b))	17,710,805	16,502,775
General holiday pay	4,705,206	4,420,131
ILWU-Employer Association -		
Health & Benefits Plan	5,805,875	5,722,170
Canada Pension Plan	3,233,979	2,789,748
Retiring Allowance (Note 6(a))	2,210,318	1,866,166
Supplementary Benefits (Note 6(a))	229,500	203,351
WCB on Longshore vacation & general holiday pay	488,320	444,572
Adjustment Pay (Note 9)	3,599,488	-
Bereavement leave	48,726	45,431
BCMEA-ILWU Employee Assistance Program	77,017	82,673
Jury duty	16,197	15,857
	<u>51,949,833</u>	<u>45,710,927</u>
	4,683,658	7,461,544
Expenses:		
Operating and despatch (Schedule)	4,590,596	4,645,023
Longshore training	1,944,357	1,772,850
Central records & employee services	1,294,266	1,138,421
Midnight deadtime	40,930	26,716
Medical exams	11,598	7,611
	<u>7,881,747</u>	<u>7,590,621</u>
 (Deficiency) Excess of revenues over expenses for the year - carried to general reserve	 <u>\$ (3,198,089)</u>	 <u>\$ (129,077)</u>

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**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION**

**STATEMENT OF CHANGES**

**ACCUMULATED EXCESS OF REVENUES OVER EXPENDITURES**

	<b>Year ended December 31</b>	
	<b>1999</b>	<b>1998</b>
<b>GENERAL</b>		
Balance at beginning of year	\$ 1,827,324	\$ 1,956,401
Excess (deficiency) of revenue over expenditures	(3,198,089)	(129,077)
Balance at end of year	\$ (1,370,765)	\$ 1,827,324
 <b>WATERFRONT INDUSTRY PENSION EQUALIZATION RESERVE</b>		
Balance at beginning and end of year (Note 5)	\$ 2,250,000	\$ 2,250,000
 <b>WATERFRONT INDUSTRY RETIRING ALLOWANCE RESERVE</b>		
Balance at beginning and end of year (Note 6(a))	\$ 2,800,000	\$ 2,800,000
 <b>GANG INTERCHANGE POOL</b>		
Balance at beginning of year	\$ 318,410	\$ 227,741
Levies	635,554	515,270
Expenditures	(584,473)	(424,601)
Balance at end of year (Note 3)	\$ 369,491	\$ 318,410
 <b>INDUSTRIAL INQUIRY COMMISSION POOL</b>		
Balance at beginning of year	\$ (232,540)	\$ (138,005)
Levies	8,473,665	5,965,333
Expenditures	(8,372,195)	(6,059,868)
Balance at end of year (Note 4)	\$ (131,070)	\$ (232,540)

**BRITISH COLUMBIA MARITIME  
EMPLOYERS ASSOCIATION**

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

**NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 1999**

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, 1999, the Association's liability would have been approximately \$15,268,801.  
  
The Retiring Allowance is funded on a current assessment basis. The Association estimates that a total of \$3,033,750 will be paid under the Agreement in 2000.  
  
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 \$1.35 per longshore hour worked in 1999. 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 is repayable in eight equal annual instalments which commenced on December 31, 1993.
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.
 

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
	<u>\$ 3,599,488</u>
10. Collective Agreement:  
A renewal Collective Agreement was concluded on November 15, 1999 for the period January 1, 1999 to to December 31, 2002.

**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION**

**SCHEDULE OF OPERATING AND DESPATCH EXPENSES**

	<b>Year ended December 31</b>	
	<b>1999</b>	<b>1998</b>
Salaries and wages	\$ 2,115,094	\$ 2,097,199
Depreciation	498,970	551,417
Employee benefits	391,187	380,142
Legal	146,823	167,993
Consulting fees	127,629	50,354
Office supplies and printing	94,737	92,661
Property taxes	94,254	93,869
Janitor services	90,989	89,531
Miscellaneous	82,894	85,852
Telephone and facsimile	79,452	92,725
Automobile expense	77,557	78,563
Utilities	57,238	58,419
New Westminster Interchange	40,908	22,056
Dues and subscriptions	40,901	36,385
Audit	38,907	33,923
Travel	37,742	62,709
Insurance	31,966	35,807
Repairs and maintenance	28,821	31,463
Arbitration	26,574	27,517
Annual meeting	18,542	22,833
Squamish Interchange	14,842	13,919
High visibility vests	10,617	8,408
Despatch errors	5,472	1,893
Vancouver Island Office Expense	0	5,364
	4,152,116	4,141,002
Operating expenses recovered	187,862	188,562
	3,964,254	3,952,440
Outport despatch	626,342	692,583
Operating and despatch expenses for the year	\$ 4,590,596	\$ 4,645,023

*Note:*

*Approximately \$1,420,798 (1998 - \$1,455,408) 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

500 - 349 Railway Street  
Vancouver, B.C., Canada  
V6A 1A4

Tel: (604) 688-1155

Fax: (604) 684-2397

E-mail: [information@bcmea-webc.org](mailto:information@bcmea-webc.org)

#### EXECUTIVE

<b>R. (Bob) V. Wilds</b>	<i>President and Chief Executive Officer</i>
<b>F. (Frank) A. Pasacreta</b>	<i>Vice President - Operations</i>
<b>B.(Brian) D. Ciccozzi</b>	<i>Vice President - Finance</i>
<b>O. (Onkar) S. Athwal</b>	<i>Director Labour Relations</i>
<b>L. D. (Dianne) Richards</b>	<i>Corporate Secretary and Manager - Labour Relations</i>

#### SENIOR STAFF

<b>G. (Greg) Vurdela</b>	<i>Director of Information Services</i>
<b>J.A. (Tony) Genest</b>	<i>Manager - Labour Relations</i>
<b>A. (Andy) Martin</b>	<i>Manager - Despatch</i>
<b>D. (Drew) Sagar</b>	<i>Manager - Labour Relations</i>
<b>E. (Eric) Skowronek</b>	<i>Manager - Health, Safety and Claims</i>
<b>J. (Johann) Steinmann</b>	<i>Manager - Training</i>

#### HEAD OFFICE

**Marlene Campbell**  
**Jennifer Chen**  
**Sole Contreras**  
**Janet Kong**

#### TRAINING

**Olivia MacDonald**  
**Ian Nicol**

#### INFORMATION SERVICES

**Rick Barnes**  
**Will Campbell**  
**Gavin Loh**  
**Frank Voros**

#### DESPATCH

**Heather Bews**  
**Joe Barich**  
**Bill Campbell**  
**Tommy Chan**  
**Doug Cleaver**  
**Karen Connelly**  
**Tom Deak**  
**Trent Decker**  
**Gary Fenske**  
**Robert Gray**  
**Bruce McIsaac**  
**Larry Rusin**  
**Graham Spence**  
**Franco Tallarico**

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