

ANNUAL REPORT 2017



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REPORT FROM THE PRESIDENT & CEO

The British Columbia Maritime Employers Association (BCMEA) faced some exciting challenges in 2017 as the industry continued to expand on the West Coast of Canada. Collectively, we achieved an all-time record 8.7 million hours of work, which has been facilitated in large part due to growth and development at a number of our customer-members' terminal facilities. DP World officially opened its newly expanded Prince Rupert terminal and added a new crane at Centerm. GCT DeltaPort added two new cranes and rebuilt its rail facility. Pacific Coast Terminals added a new potash facility in Port Moody. And finally, Western Stevedoring began preparations for the new G3 grain terminal, which will be built at Lynnterm.

This rapid growth tested the BCMEA's ability to recruit, train and dispatch employees quickly enough to meet the unprecedented labour demand. In response, we held recruitment drives in five Union Locals across the province, with more than 430 new people joining the industry. Our Waterfront Training Centre on Mitchell Island expanded its operations to include evening and weekend training. And labour relations and dispatch staff worked closely with the International Longshore and Warehouse Union (ILWU) dispatchers to explore alternative ways of ensuring that all jobs get filled.



While some improvements have been achieved in Vancouver, the industry struggled with labour shortages throughout the year in New Westminster, and more needs to be done here to provide the surety and reliability that our customer-members deserve. The BCMEA and Local 502 have collaborated to form a new dispatch committee that will conduct regular meetings with the terminals in order to more effectively align the Local's dispatch system capabilities with recruitment and training activities to meet actual and projected labour demands.

Toward that end, the BCMEA has embarked on a bold new planning initiative: BCMEA 2035. There are three phases to this project:

- **Fix the now**
- **Medium-term supply and demand**
- **20-year view to 2035 and beyond**

Many of the immediate recruitment, training and dispatch initiatives have already been implemented or are in progress in the first phase, "fix the now." The medium-term phase is well underway, with new ways of collecting and analyzing forecasts and other data on both the cargo demand and labour supply sides of the equation. All of this will feed the visioning exercises of the Board of Directors in their view of 2035 and beyond.



The current industry Collective Agreements with ILWU Canada and ILWU Local 514 set an historic eight-year term from 2010 to 2018. The BCMEA met with counterparts in the ILWU throughout 2017 to explore the possibility of an early renewal. That did not prove to be achievable, and as the March 31, 2018 expiry date approaches, preparations are being made for more traditional bargaining. Senior staff worked closely with the BCMEA Board of Directors to establish bargaining proposals that focus on the key issues of reliability and productivity.

The industry has continued to improve its safety record, with the accident frequency rate reaching 4.2 lost time injuries per 200,000 hours, very near the targeted rate of 4.0. With an improved focus on safety at the terminal level, the BCMEA Board has decided that the WorkSafeBC Certificate of Recognition program has served its purpose, and we are winding down our term as a certifying partner.

Also in the safety arena, the BCMEA and our customer-members drafted a drug and alcohol policy for implementation in May 2018. The draft policy was circulated to ILWU Canada and respective Locals in December for their comments before it is finalized. Training of BCMEA and customer-member staff will complete early in 2018.

I would like to take this opportunity to express my appreciation to all of those customer-members

who contributed so much to the industry and the Association during 2017. Many thanks to the Board of Directors, the Direct Operators Committee, the Ship Owners Committee and our other standing and special committee members for their advice and guidance. I would also like to thank BCMEA staff. I am very proud of the many and varied services that they provide to our customer-members, as well as of their continued support of the broader community by participating in the United Way campaign, the meal program at Crabtree Corner, Build-A-Bike for Ray-Cam Co-operative Centre, RiverFest and other local activities.

I look forward to the challenges of 2018 as we support our customer-members in continuing to pursue their opportunities for development and growth on the road to 2035 and beyond.

Terry Duggan

President & Chief Executive Officer

REPORT FROM THE CHAIR

2017 was the busiest year ever in the history of the maritime industry in British Columbia. The ports of both Prince Rupert and Vancouver/Squamish saw record container and cruise volumes, and all bulk and breakbulk commodities continue to see steady growth. In addition, ports on Vancouver Island have seen a resurgence of activity due to increased cruise ship calls, forest products loadings and short sea barge service. As a result, labour hours across all Locals are up significantly with a record 8.7 million hours, up 9.1% from 2016.



However, rapid growth does not come without challenges. In 2017, we experienced unprecedented labour shortages and there were resulting impacts on productivity. In response, the BCMEA Board of Directors has been working closely with our management team to ensure that we have a strong plan in place to overcome these challenges. The Board recognizes the importance of aligning long-term vision with short-term actions to ensure the issues we faced in 2017 are not repeated in the future.

Competition within the shipping sector is increasing both globally and within North America, with increasing options for moving goods and providing related services. As a result, the BCMEA and our customer-members must continually adapt to

maintain a competitive advantage. We recognize that if we want to maintain our business and jobs, we must consistently improve on performance. As a result, our strategic focus continues to be on ensuring that the BC maritime industry is the most consistent, productive and cost-effective option, as well as the safest. By working closely with our labour unions, creating stronger partnerships, and improving communication, collaboration and understanding, we will achieve our goal.

I would like to recognize the BCMEA Executive Committee and Board of Directors for their support and leadership in identifying the need to align on a more comprehensive strategy. I would also like to recognize the management team for continuing to take the initiative to develop action plans to ensure

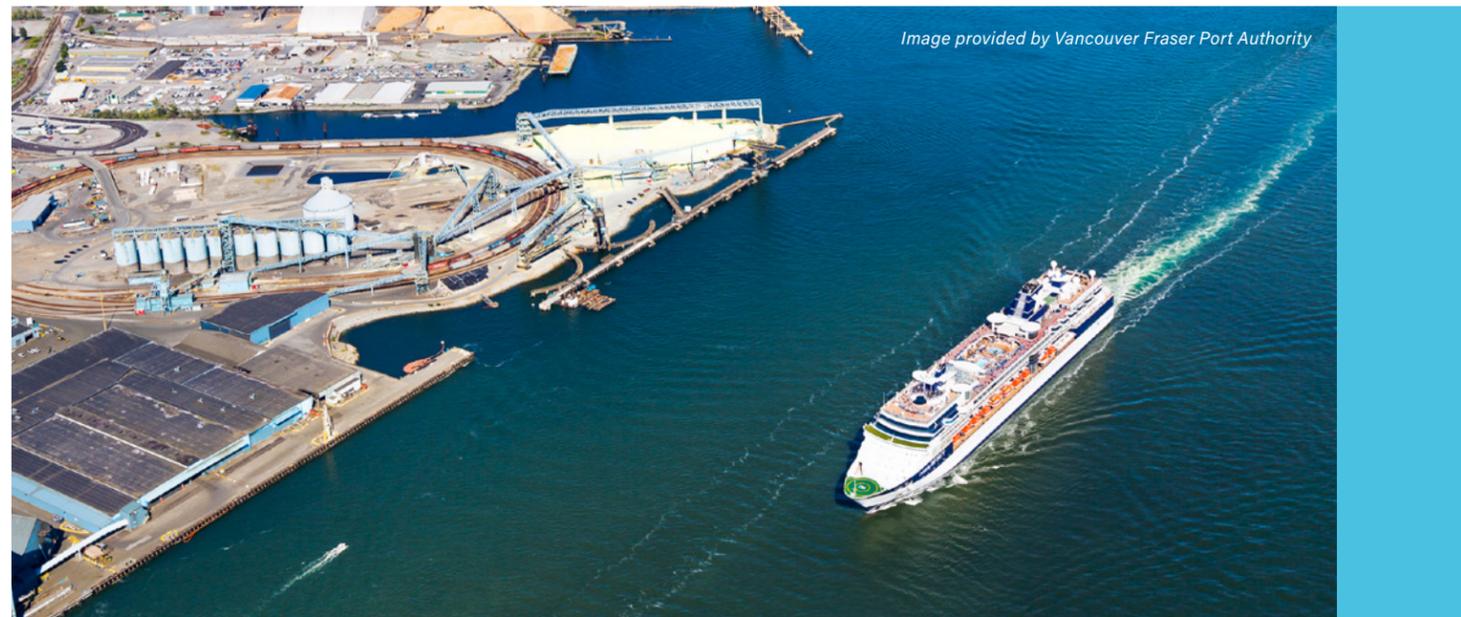


Image provided by Vancouver Fraser Port Authority



Image provided by GCT Canada LP

we achieve our goals in the most efficient way. Along with all employees, the BCMEA management team continues to embrace change with eagerness, enthusiasm and urgency. This in turn increases the Association's ability to deliver against customer expectations. I would like to thank our leadership for the professionalism, dedication and skill they provide to the Association and our customer-members.

Additionally, I would like to highlight and acknowledge the individuals who share their time by participating in various committees, as well as the respective organizations that allow their employees' time to be used in this capacity. The Association would not be able to function without the collective support of all our customer-member companies and organizations.

We understand that one of the most important questions for our supply chain partners and customer-members is the consistency of labour availability, especially in light of the recent contract extensions throughout North America. The current unprecedented eight-year Collective Agreement expires March 31, 2018, and we have been working closely with the ILWU to explore options. We are focused on ensuring we do not experience any labour disruptions during this current round of bargaining.

The BCMEA, our customer-members and labour unions all play a critical role in the economic success of British Columbia. A well-functioning, productive and cost-effective maritime industry maintains our competitive advantage and ensures growth and prosperity for all Canadians. Through thoughtful and strategic analysis and support, quality training, safety education and essential labour relations leadership, the BCMEA is creating a strong foundation for sustained success. I am encouraged and look forward to seeing the Association and industry continue to bring about sustainable change, innovative growth and shared prosperity for all.

Jeff Scott

Chair of the Board of Directors, BCMEA
President & CEO, Fraser Surrey Docks LP

COMMITTEE REPORTS

It takes more than ships to do the shipping. That's where we come in.

01

The BCMEA brings together the best talent in the industry to make the waterfront work more safely and efficiently.

JOINT INDUSTRY SAFETY COMMITTEE

The Joint Industry Safety Committee (JISC) met twice in 2017 to discuss new and ongoing safety concerns on the waterfront. The committee addressed the question of distracted workers and the challenges of collecting accurate data on mobile device-related incidents, and developed new shipboard signage for first aid attendants. Further training for first aid attendants is under discussion.

The Lines Worker Subcommittee met with BC Coast Pilots to develop and adopt a radio protocol for lines workers and pilots. In addition, the subcommittee created a framework for inflatable PFD maintenance at Local 500, and engaged Locals 502 and 508 in the creation of similar programs. The subcommittee also recommended a second lead lines worker to the BCMEA in order to increase radio communication between the pilots and lines workers at the forward and aft ends of the vessel.

JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

No formal meetings were held in 2017.



SUBCOMMITTEE OF THE JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

The subcommittee met on several occasions throughout 2017. Key discussion items addressed during those meetings included pay claims, disciplinary items and referring unresolved matters to arbitration.

VANCOUVER ISLAND COMMITTEE

The committee held three Vancouver Island meetings and conference calls in 2017. Topics discussed included training, safety and labour relations, pay practices, fees and best practices. The committee also reviewed bargaining initiatives specific to Vancouver Island employers.

In addition to the foregoing, a number of standing committees of the Board of Directors met throughout 2017. Collectively, their efforts focused on strengthening communication, collaboration and understanding in pursuit of strategic alignment on key goals and priorities.

Those committees were:

- Governance Committee
- Collective Bargaining Oversight Committee
- Direct Employers Committee
- Direct Operators Committee
- Ship Owners Committee

GOVERNMENT RELATIONS

The West Coast of Canada has long been viewed as an economic driver for the country, and local ports are part of an essential infrastructure for a trading nation. Traditionally, the BCMEA has leveraged our critical role in this strategic sector to interact positively with all three levels of government. During the last two years, the political landscape has changed significantly at both the federal and provincial levels, following close to a decade of political consistency. The previous federal and provincial governments had a deep understanding of maritime issues after years of governing, so our focus has been on assisting the new governments to get up to speed on a variety of issues. While the BCMEA leadership continually plans for potential change, the inauguration of new governments has created different dynamics and the need to spend time building relationships.

The BCMEA has brought a positive message to Ottawa, developing contacts in three key federal ministries—finance, transport and labour—as well as with local MPs on both sides of the House. Most of the conversation has centred on educating the new government on the importance of the Pacific Gateway, the value of the economic activity and the significance of the middle class jobs provided.

Building these relationships has also provided an opportunity to support customer-members on a number of other issues of importance with the ministries of labour, trade and transportation. These include employment equity, accessibility, administrative monetary penalties, legalization of marijuana, changes to safety acts and regulations, environmental sustainability and infrastructure support for transportation initiatives. The messages communicated were well received by decision-makers and will continue to be reinforced.

The BCMEA strives to articulate the legitimate interests and needs of our customer-members, stakeholders and communities to make certain that those interests and needs are conveyed to all levels of government. We aim to ensure that the maritime industry is well represented, and that its contribution to a healthy, sustainable and productive Canadian economy and community is understood and acknowledged.



Image provided by Vancouver Fraser Port Authority

GOVERNMENT RELATIONS

We are a vital link in the supply chain, and a major driver of our economy.

02



LABOUR RELATIONS

There are a thousand moving parts on the waterfront. We bring them all together.

03



Highlights of 2017

The BCMEA provided both Unions with a draft policy for their feedback. The draft policy will cover more than 6,500 employees.

DELTAPORT RAIL EXPANSION PROJECT (DREP)

The BCMEA has been working closely with Global Container Terminals (GCT) on the DeltaPort Rail Expansion Project, which introduced the installation of semi-automated equipment in its rail yard. The LR department will continue to partner with GCT as this project enters its go live phase in 2018.

RECORD HOURS OF WORK

In September 2017, the industry witnessed its busiest week in history, with more than 192,000 hours worked. While Vancouver experienced labour supply challenges at the end of 2016 and into early 2017, a collaborative effort with all stakeholders, including the ILWU, mitigated these challenges for the rest of 2017.

While progress was made in Vancouver, more work needs to be done in New Westminster. To that end, the LR department facilitated a dispatch committee—a collaboration between the BCMEA and Local 502—to conduct regular meetings at the terminal level. The objective is to more effectively align Local 502's dispatch system capabilities with training and recruitment activities to meet actual and projected increases in the volume of work.

COLLECTIVE BARGAINING

Throughout 2017, the BCMEA's labour relations (LR) department engaged customer-members in preparing for the upcoming expiration and renewal of the Longshore and Foremen Collective Agreements. Feedback was collected from customer-members through one-on-one terminal, sectoral and committee-based meetings, all of which are reflected in the industry's bargaining proposals.

Both the Longshore and Foremen Collective Agreements expire on March 31, 2018, and formal discussions for renewal agreements commenced in January 2018.

DRUG AND ALCOHOL POLICY NOTIFICATION

The BCMEA, on behalf of its Board of Directors, advised the ILWU longshore Locals, and their representative ILWU Canada, that customer-members will be implementing a drug and alcohol testing policy by May 2018.

In the case of Local 514 (foremen), individual customer-members advised of an identical policy with the same implementation date.

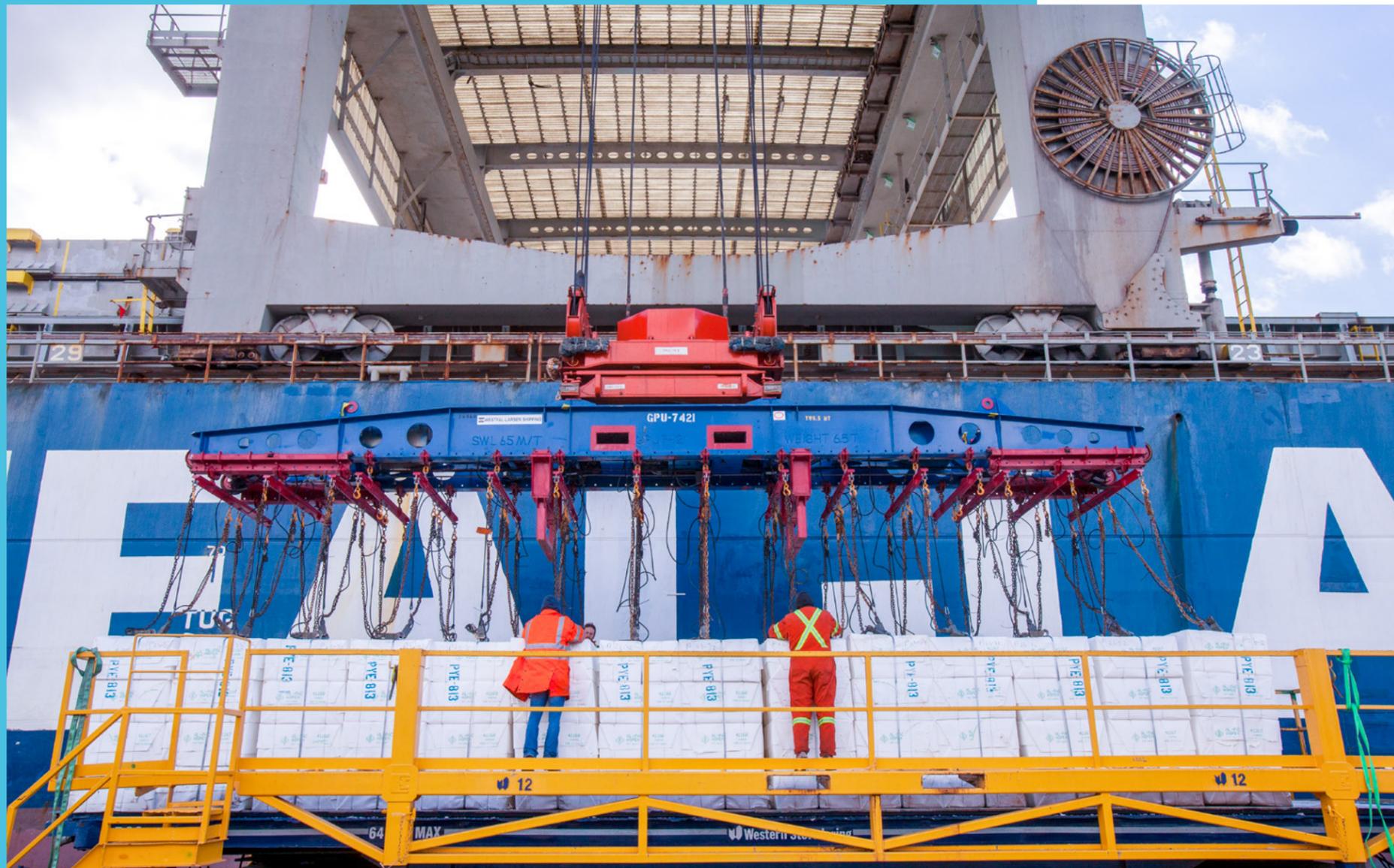


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BREAKBULK TOPSIDE COMMITTEE

In April 2017, a Breakbulk Topside Committee was formed to review and implement short-, medium- and long-term solutions to address the topside shortages and extensions within the Port of Vancouver. The committee consists of representatives from breakbulk terminals and carriers within the Port of Vancouver as well as

from ILWU Local 500. The committee met 13 times to review and discuss options and to monitor progress of the implemented changes. The outputs of this committee affirmed the benefits of a purposeful and collaborative approach to stakeholder engagement on critical issues.

2017 JOB ARBITRATIONS

Summary Disposition 2017-01 – GCT DeltaPort: HVAC Systems

On April 27, 2017, the Union referred the issue of HVAC maintenance work on mobile equipment, currently contracted out by GCT DeltaPort, to the Job Arbitrator.

Decision: The Job Arbitrator ruled in the Association’s favour. Specifically, the Arbitrator ruled that this work was contracted out for 21 years and was not disputed by the Union, and that it was not work ordinarily performed by ILWU personnel. This was specialty work that required a certain level of expertise and was, therefore, not regular maintenance work as set out in Article 26.

The Union has appealed the decision.

Summary Disposition 2017-02 – Vancouver Wharves: Light Fixtures

On August 18, 2017, the Union referred the issue of replacement of light fixtures, which was being contracted out by Kinder Morgan, to the Job Arbitrator.

Decision: The Job Arbitrator ruled in the Association’s favour, in that the phase of work in question should continue because it was not within the Union’s jurisdiction under Article 26, Regular Maintenance. The Arbitrator, however, requested that the parties meet to discuss the next phases of the project.

The Union has appealed the decision.

Summary Disposition 2017-03 – PCT: Potash Commissioning Jurisdiction

On December 8, 2017, the Union triggered a job arbitration at Pacific Coast Terminals. The disputed work was in relation to the switching and manual dumping of rail cars at the new potash dumper. At the hearing, the Union asserted that a threshold issue that must be determined relates to whether or not the disputed work is “commissioned.” The Association opposed the Union’s applications.

Decision: The Job Arbitrator ruled in favour of the Association, finding that the disputed work was integral to the commissioning, which is in turn an integral part of the new construction of the potash project. Accordingly, the arbitration found the work at issue was captured by the exceptions in Article 26.01(9) of the Collective Agreement, and was therefore outside the Union’s jurisdiction.

The Union has appealed the decision.

INDUSTRY ARBITRATIONS

Loading Grain in Inclement Weather (Fall Protection)

In October and November 2015, the Union refused to conduct grain tarping and feeder hole loading on the grounds that such work was unsafe because the vessel hatch covers were more than 2.4 metres high.

Two separate job arbitrations took place, in which the BCMEA's position was that the current loading procedures met all safety requirements under the Canada Labour Code, that the procedures had been appropriately tested in consultation with the Union and that they had been in operation for several years without issue.

The Job Arbitrator ruled in favour of the Union on the grain tarping procedure and, in a separate decision, in favour of the BCMEA on the feeder hole procedure. The grain tarping decision was appealed by the BCMEA to the Industry Arbitrator, and the feeder hole decision was appealed by the Union to the Industry Arbitrator.

The BCMEA and ILWU Canada agreed to consolidate the above appeals into the same industry arbitration, as much of the evidence is the same. However, two separate decisions will be rendered: one on grain tarping procedures and one on feeder hole loading procedures.

Decision: An industry arbitration ruling determined that employee safety requirements for the loading of grain on ships at the Port of Vancouver during inclement weather must be improved. We are in the midst of procedural and training development, while grain stevedores work to train foremen and obtain the required fall protection equipment specified in the Arbitrator's decision.

In addition, multiple safety committees are collectively developing a common set of safety procedures that will align all parties in the industry.

UNION PAY CLAIMS—ALL PORTS

	2016	2017
Accepted	56	61
Rejected	33	30
Withdrawn	3	2
Pending	2	2
Total	94	95

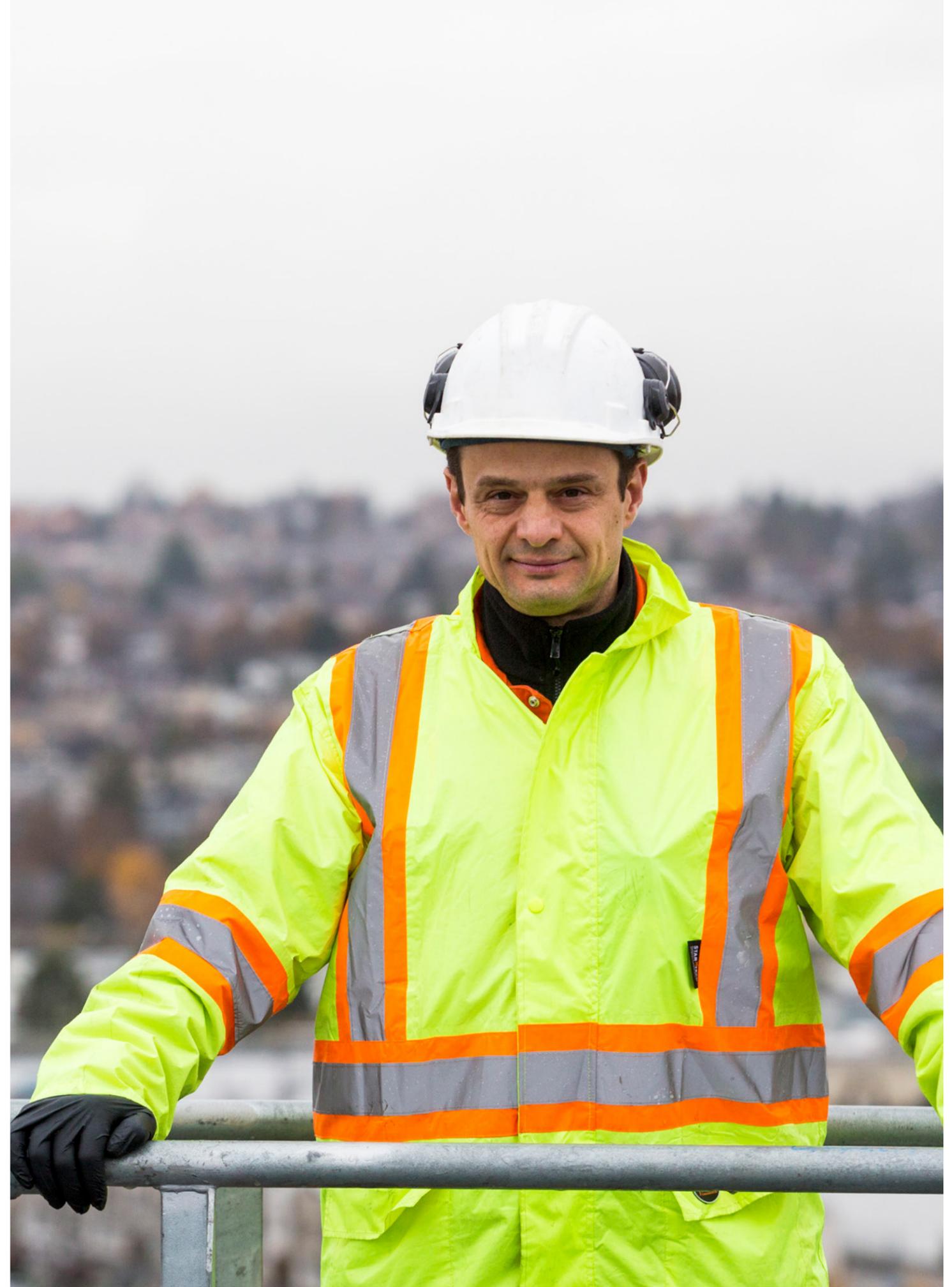
LABOUR RELATIONS TRAINING INITIATIVES

In 2017, the LR department offered both multi-sector sessions and individualized site-specific sessions for its Work Refusal Workshop. This workshop helps employers and employees understand their rights when there is a work refusal, which continues to be a topic of interest for many employers. This course explains the rights of employers and employees contained in the Collective Agreement and applicable legislation. In addition, practical advice is provided on how best to manage situations involving a work slowdown or refusal. In 2017, we had the highest turnout for this workshop since it was first offered more than 15 years ago.

The Association continues to offer the following workshops every year.

Labour Relations 101

Labour relations training has become a regular component in training management staff to navigate a unionized environment. The Labour Relations 101 Program is a full-day course consisting of four modules, with topics such as interpreting the Collective Agreement, managing work refusals, notable arbitrations and discipline/grievance procedures. The curriculum encourages ongoing communication among participants to enhance operational knowledge and create opportunities for active learning to continue on the job.





LABOUR RELATIONS

This course is geared toward management/non-Union personnel who have a general interest in labour relations on the waterfront or who have a role—direct or indirect—in labour relations activities within their respective organizations. Attendees include assistant superintendents, superintendents and other management personnel who are new to the industry and who have little or no labour relations industry experience, as well as those looking for a refresher.

Regular Maintenance Training

Regular maintenance is an area of interest for many employers, especially those engaging in capital projects where work jurisdiction questions often arise. Topics covered include interpreting provisions of the Collective Agreement, dealing with regular maintenance, arbitration awards, ILWU jurisdiction of work, case studies and general discussions concerning regular maintenance. This subject affects nearly all of our customer-members' operations and continues to be of value to those managing maintenance activities.

Duty to Accommodate

The duty to accommodate—which arises from Canadian human rights legislation—has become an area of increased focus and scrutiny for employers.

The LR department provides an overview of the obligations of employers, Unions and employees in accommodation discussions, including the most common types of accommodation requests and the factors and processes that employers need to consider in addressing such requests. Human rights is an area of the law that has become increasingly complex, and effective preparation through this training equips management staff with the knowledge to appropriately field requests and implement solutions to matters of accommodation.

The LR team provides training that covers applicable concepts, case law and Collective Agreement provisions to provide participants with the tools to complete thorough investigations. Sound performance management can only occur with evidence-based decisions, and investigations are a useful way to ensure we have the facts to support management decisions.

Drug and Alcohol Recognition

The industry's zero tolerance policy for drugs and alcohol attracts heavy penalties to those breaching the policy. This high standard requires front-line supervisors to feel comfortable with identifying signs of impairment and making decisions accordingly. The LR department has offered all sectors drug and alcohol recognition courses, which enable supervisors to better recognize behaviours and symptoms associated with drug and/or alcohol use.

The instructor, Mr. Wayne Jeffery, a member of the Royal Canadian Mounted Police, Toxicology Section, was the first person in Canada to be trained as a Drug Recognition Expert Officer. Mr. Jeffery has instructed police forces all over the world on this topic and has customized this course for use in our industry.

Fit For Work Guidelines

Fit For Work Workshops, which began to roll out in October 2016, continued in 2017. The LR team conducted workshops on-site and for individual terminal operators to ensure that the guidelines can be tailored as needed. Topics covered include scenarios where a supervisor would need to consider whether there are appropriate grounds to request medical information, and how best to communicate and document an incident that has taken place.

PORT LABOUR RELATIONS SECTOR COMMITTEES

A key focus for the labour relations sector committee meetings in 2017 was the upcoming 2018 round of Collective Bargaining for both the Longshore and Foremen Collective Agreements.

Container Sector

The container sector held two meetings in 2017, as well as site-specific meetings to discuss bargaining items. These site-specific meetings shaped conversations at the sector level. Special interest topics discussed included fitness for work, new technology and general developments in labour relations activities, both sector-specific and industry-wide.

Breakbulk Sector

The breakbulk sector conducted two meetings in 2017, as well as conference calls to increase communication and to raise any sector-specific news, issues or concerns. The meetings and calls sparked valuable conversations regarding breakbulk best practices, as well as outstanding issues and strategies for navigating through these areas into 2018. Incorporated within these meetings were discussions regarding bargaining items, on both the sector and individual terminal levels.

Bulk Sector

The bulk sector held two meetings in 2017. Several topics were discussed, including Collective Bargaining, pay practices and feeder hole operations.

Grain Sector

The grain sector met three times in 2017. The main topic of discussion was new grain loading operations from both a terminal and new equipment perspective. Continued communication has been distributed to the sector regarding the ongoing industry arbitration and application of current policies and procedures pending the outcome, which is anticipated in early 2018.

Industry Maintenance Sector

The industry maintenance sector conducted two meetings in 2017. Several topics were reviewed, including current maintenance issues and practices by port area and terminal.

Additionally, staff were involved in the following national initiatives:

Advocacy on Human Rights and Employment Equity

Staff participated on national working committees tasked with providing the federal government with feedback on topical issues and challenges associated with the current statutes governing human rights and employment equity.

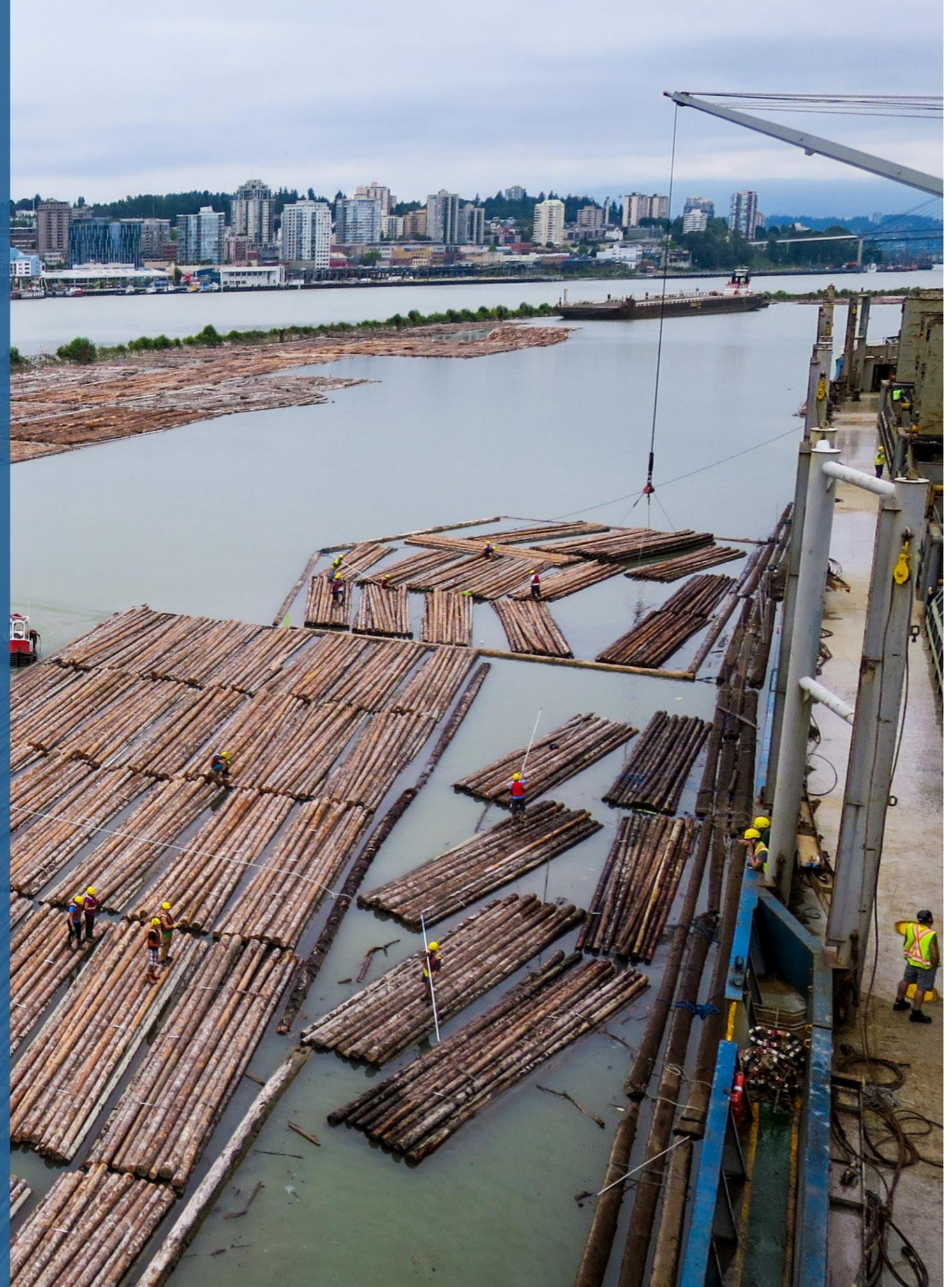
National Alliance of Maritime Employers Associations

The BCMEA's LR department was instrumental in co-founding the Canadian Alliance of Maritime Employers Associations (CAMEA), comprising the following members:

- The British Columbia Maritime Employers Association (BCMEA)
- The Halifax Employers Association (HEA)
- The Maritime Employers Association (MEA)
- The Port of Saint John Employers Association (PSJEA)

The Alliance began work to address matters of joint importance and to amplify the individual voices of its members at a national level. Alliance member organizations agreed to joint action in the following areas:

- Sharing best practices in labour relations for the Canadian maritime workforce as a whole
- Jointly addressing common safety concerns
- Achieving training excellence
- Educating government, stakeholders and the public on the importance of the maritime sector and its employees to the Canadian economy, highlighting:
 - The threat of protectionism
 - The importance of trade growth to economic prosperity
 - The need for continued investment in port infrastructure, especially when competing jurisdictions are investing in and optimizing the utilization of transportation infrastructure
 - The value of labour stability to infrastructure investment and cargo growth



HUMAN RESOURCES

We bring new talent and new ideas together to move our industry ahead.

04



HUMAN RESOURCES

In a sector that continues to grow and evolve, our talent is our competitive advantage. To this end, the BCMEA aggressively pursues strategies and programs to sustain and grow that advantage.

In 2017, a thorough assessment of the BCMEA's existing human resources (HR) management practices resulted in a plan that supports the Association's strategic imperatives. The new HR plan is grounded in the BCMEA's committed and specialized talent and our track record of success in delivering programs and initiatives to the industry. Managing this talent through leading-edge HR practices contributes to an equitable, engaged, high-performing workforce.

The new HR plan will be implemented on a timetable that extends from late 2017 through 2020. It is composed of five pillars that will together equip the Association to invest in talent and fully realize a high-performance culture.

HR TECHNOLOGY. The introduction of HR reporting systems will enable the BCMEA to document critical data and measure our progress toward specific talent management goals.

TALENT MANAGEMENT. A cohesive talent management program will involve strategies to support each stage of an employee's attraction and tenure within the Association. The result will be a fully engaged workforce that is optimally aligned and empowered for maximum productivity and focus.

EMPLOYEE ENGAGEMENT. A quantitative analysis of employee engagement across the Association was undertaken in late 2017 and early 2018, providing a statistical baseline for prioritizing which talent management programs to introduce in the year ahead. Scores will assist in determining the areas of greatest potential impact. This study will be repeated annually, since the Association benefits when we better understand the degree to which employees are committed to their work and colleagues. A highly engaged workforce increases innovation, productivity and performance while

reducing hiring and retention costs in competitive talent markets.

PERFORMANCE MANAGEMENT. Introducing an organization-wide performance management system is a vital step in building a culture focused on innovation, efficiency and consistent results. Implemented in early 2018, the program will reward goal-setting and high performance at every level of the Association. The program emphasizes clear communication between supervisors and staff, providing each employee with the tools, support and autonomy to define goals that support the Association's mission. Continuous improvement of the program is anticipated, with feedback and evaluation resulting in refinement and renewed focus on key activities.

EMPLOYMENT EQUITY. To reinforce the BCMEA's stature as a leader in diversity and inclusion within the maritime sector, HR personnel are developing a strategy to work in partnership with customer-members to promote positive change across the industry. This strategy will focus first on an Indigenous Internship Program, to be launched in the spring of 2018.

The BCMEA's approach to human resources management has had a significant evolution over the years, readying the Association to compete aggressively for top talent and integrating modern systems of measurement and reward. Yet, the approach remains rooted in our historical strength: driven and committed talent dedicated to the growth and success of BC's maritime industry.



TRAINING, SAFETY & RECRUITMENT

Better training means a safer workplace.

05



TRAINING, SAFETY & RECRUITMENT

Forecasting The Future: BCMEA 2035

One of our main priorities as an organization is to ensure a reliable supply of trained, qualified labour, now and in the future.

We're looking at this issue with a three-phased plan: short-term (fixing the now), medium-term (demand and supply) and long-term (BCMEA 2035). Our objective with all these initiatives is to put better information into our system, and onto our dashboards.

By using scenario modeling, analytics and demographic studies, along with key metrics from the demand side, we can continue to deliver accurate, timely information that lets us tailor our training plans to meet the current and future demands of our industry.



OVERVIEW

The Training, Safety & Recruitment (TSR) team delivered a record year based on a higher than forecast labour demand and increased needs from the terminals. The TSR budget was increased to meet this record labour demand, which reached a total of 8,732,523 hours worked in 2017.

A key driver for the increase came from shortages experienced at the beginning of the year in Vancouver and the subsequent need to ramp up training activities and make improvements in order to adequately maintain and increase key rating pool sizes.

TSR representatives joined an interdisciplinary BCMEA team to work on short- and medium-term plans to deal with this demand and to develop improved methods for determining how to most efficiently predict future demand and thereby supply trained labour.

The team's mandate is broad, with a key focus on ensuring that an adequate pool of trained and competent longshore workers is available to meet the needs of customer-members. Performance is measured through the extensions, doubles and transfers (EDT) metric, which was 3.4% in 2017 versus the target of 2.5%.



Detailed training information for each region of the province can be seen in the table below.

2017 TRAINING DAYS						
REGION	TRAINEE	TRAINER	APPRENTICE	SUBJECT MATTER EXPERT (SME)	TOTAL 2017	TOTAL 2016
VANCOUVER	13,807	7,974	258	181	22,220	15,466
NEW WESTMINSTER	7,636	4,947	514	54	13,151	10,589
PRINCE RUPERT	3,699	2,348	77	12	6,136	1,746
VANCOUVER ISLAND	174	166	-	16	356	734
STEWART	74	70	-	-	144	71
TOTAL	25,390	15,505	849	263	42,007	28,606

Safety continued to be a key focus for the team, with activities centred around the strategic improvement plan to reduce the industry accident frequency rate. The team made significant progress through several initiatives, including constructing a new lashing training station at the Waterfront Training Centre (WTC), increasing log safety training, assisting terminals with hazard prevention programs and implementing additional labour training and disability management programs.

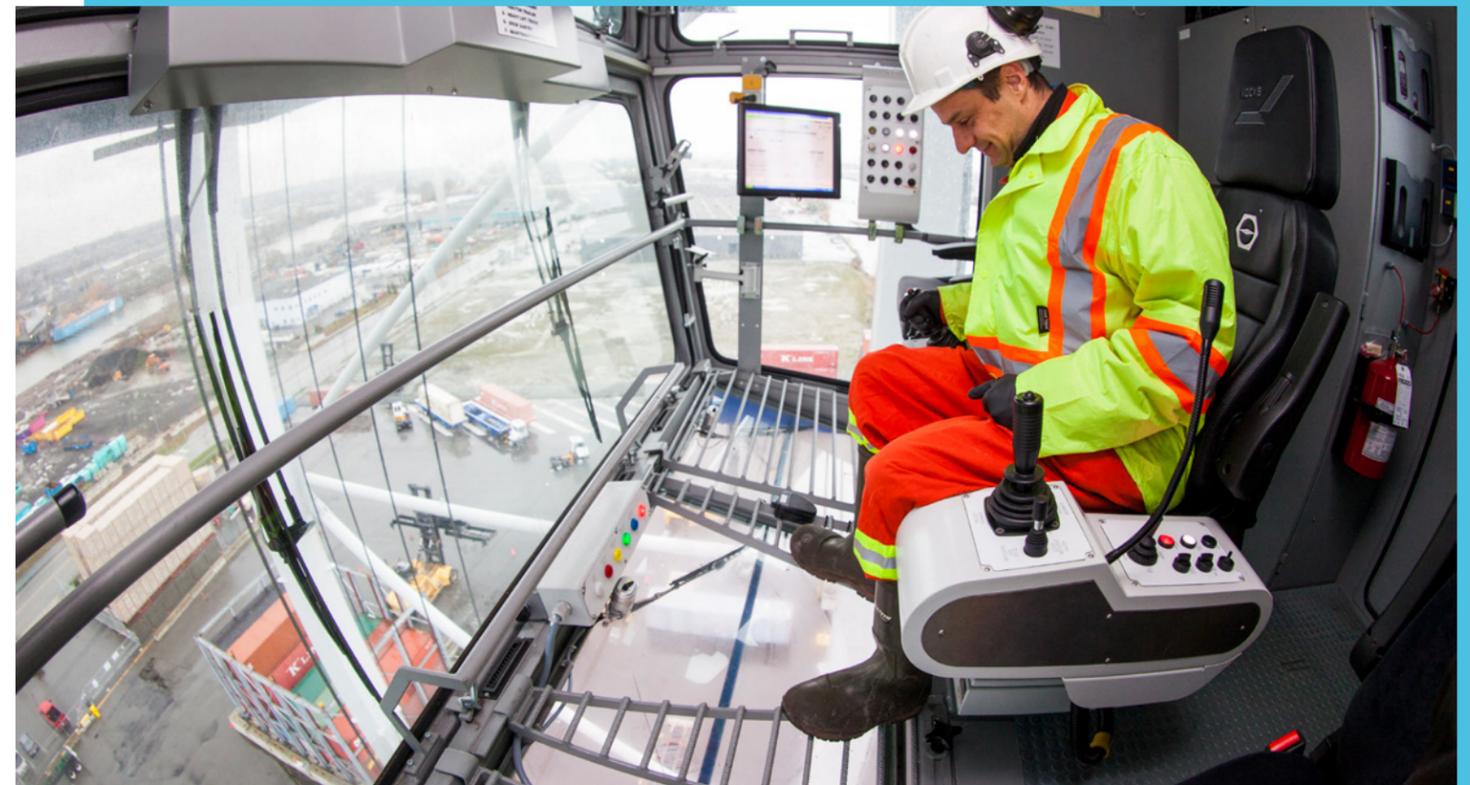
We were also busy with recruitments in Vancouver, New Westminster and Prince Rupert, with a total of 386 new people brought into the industry during the year, as well as 48 new tradespeople.

The development of upgrade training programs for the GCT DeltaPort Rail Expansion Project (DREP) was another key focus for the team. The programs were successfully developed in 2017 and will be rolled out in 2018.

Another significant project was the development of maintenance employee training, which was the result of an Employment and Social Development Canada (ESDC) order requiring training for maintenance employees moving terminal equipment.

HAZARD PREVENTION PROGRAM

As part of the Hazard Prevention Program (HPP) instituted at the WTC in 2016, the TSR department continues to develop and review hazard prevention as existing training programs evolve and new ones begin. We also continue to assist in terminal-specific hazard analysis and HPP development as part of the BCMEA's commitment to supporting its customer-members and raising the standard for safety on the waterfront.



TRAINING INITIATIVES

Data Analytics

In early 2017, the Board of Directors requested the creation of a workforce supply and demand dashboard. This request initiated an effort that in 2017 saw the engagement and involvement of all departments, from dispatch to information services, labour relations, finance and TSR.

Championed by the TSR Vice President, John Beckett, two teams were created in order to involve terminal operators and stevedores as well as shipping lines. A third team then focused on performance monitoring, which grew into a drive to improve our analytics capability.

To achieve its mandate, the team reached out to the Port of Vancouver, Transport Canada, the Port of Los Angeles, GE Transportation, the Pacific Maritime Association and the Health Employers Association

of British Columbia. Staff also attended the Tableau Conference 2017, PORTCON 2017 and a visual analytics workshop. A Tableau software consultant, Interworks, provided an analytics road-mapping session to establish a data governance policy, install software and share ideas for harnessing the power of our vast amounts of varied data.

In addition, nine staff members were certified in Lean Six Sigma in order to reach agreement on the training planning process and the needed information and communication changes. The staff also identified monitoring activities to improve the process, all while providing the Board with greater transparency on workforce supply and demand.

As a result of the team's hard work, the Board of Directors now has a new supply and demand

dashboard for Vancouver, and the first quarter of 2018 will see sector-specific targets established for a number of metrics.

The BCMEA will continue to build on the capabilities established in 2017 to increase our data transparency, improve communication and build a common language around our data, as well as increase our analytics offerings in order to better serve our customer-members in all ports.

Logs Training Program Redevelopment

Loading logs involves many risks, and job regularity is serviced by new, younger workers. To ensure that all risks and hazards are conveyed to new recruits, the logs program was completely overhauled, resulting in a new curriculum and video. Program redevelopment started with a joint session facilitated by Vancouver Community College, where a large group of workers and employers from all ports and Locals brainstormed and categorized the knowledge, skills and attitudes required for safely loading logs. The new program will be delivered in log ports, providing new recruits with a high level of awareness of both the hazards and the required skills.

Topside Training

Overall, the year was characterized by two increasing trends: a continued increased need for topside drivers and, in response, an increased approval rate for training opportunities from the terminals and ship operators. Major challenges included a lack of volunteers for intakes and the high attrition rate, which at one port averaged 21%.

The increased approval rate for topside training opportunities on board ship, which was trending at 80% at the end of 2017, was a result of the collaborative efforts of the breakbulk sector stakeholders.

To respond to the need for more drivers and the opportunity to train in more locations, the topside training team expanded its numbers and capabilities. The trainers increased their skills to enable

deployment to any areas where they were needed. All components of the topside program were delivered throughout the year, with multiple trainees being rated in each of the different components.

The program also responded to the need for increasing the skills of currently trained operators by delivering on two major upgrades this year: mobile crane upgrades for coastwise and the Totally Enclosed Forestry Carrier (TEFC). Trainers were deployed to coach and formally upgrade dispatched drivers.

Several new initiatives were also implemented this year with the objective of rating workers faster and developing a system to allow partially rated trainees to service their ratings faster. These initiatives included introducing new partial ratings for phosrock and salt, sending Vancouver trainees to train in Squamish, and upgrading Squamish Complement drivers to be able to service Vancouver.

Dock Gantry

We also saw an increased need for dock gantry drivers in 2017. In response, and in order to implement concurrent trainings across terminals or across cranes at a single terminal, new trainers were brought on board across Locals 500 and 502. Stakeholder support allowed for training in parallel across terminals—for example, Local 500 held parallel training for Vanterm and Centerm, each with a different trainer and trainees. The program also upgraded existing drivers due to the commissioning of two new ZPMC 80 long ton cranes at DeltaPort, while continuing to train new drivers.

ILWU Training Partnership

The ongoing training partnership between the BCMEA and the ILWU continued to grow in 2017. In addition to maintaining existing programs, industry trainers provided key insights in the development of programs such as the maintenance worker training and the GCT DeltaPort Rail Expansion Project.

To support the needs of the industry, the TSR department also undertook several initiatives

in partnership with the ILWU. A number of new trainers were added to the key dock gantry and topside programs in Locals 500 and 502, with one returning topside trainer for Local 502. Across these programs, flexibility was also increased by cross-skilling trainers to deliver multiple components of the program, as opposed to only delivering one segment of the training.

We're helping bring the next generation of workers and technology to the waterfront.



TRAINING, SAFETY & RECRUITMENT

WATERFRONT TRAINING CENTRE (WTC)

The Waterfront Training Centre continued to grow in services offered for the fourth consecutive year, since opening in 2013. This year, due to labour shortages, the WTC added ongoing afternoon shift training to the schedule for the first time, which is expected to continue. This included a variety of programs such as tractor trailer, heavy lift and dock gantry, and allowed trainees to finish their production training at terminals much quicker. The WTC also replaced aging mobile equipment in the form of a brand new Taylor heavy lift truck, thereby ensuring minimal downtime on key equipment for the future as training demands increase.

The WTC Joint Health and Safety Committee (JHSC) was expanded to include representation from all ILWU Locals in BC. Over the course of the year, the JHSC worked to deal with a wide range of health and safety issues. It modified procedures such as hazardous occurrence reporting and updated the WTC safety orientation. The JHSC also recommended modifications to tractor trailer training procedures in response to safety-related incidents, and continued to monitor all training-related hazards as part of the ongoing Hazard Prevention Program.

TRAINING BY REGION

VANCOUVER

In Vancouver, training concentrated on maintaining and increasing pool levels to avoid shortages in key ratings. Local 500 Container Vessel Safety Training started in September 2017, and 456 trainees completed the program by the end of December.

Centerm N4 Upgrade

This year, DP World Vancouver introduced Navis N4, an update to the detailed software system in place at Centerm that allows real-time planning, container tracking and data management. Head checkers enter information into and access information in Navis through a number of different interfaces.

The N4 enhancements include improvements to functionality for canopy checkers and ingate and outgate checkers. A total of 137 head checkers were trained and upgraded on Navis N4 in 2017 through the use of a simulated work environment at the WTC.

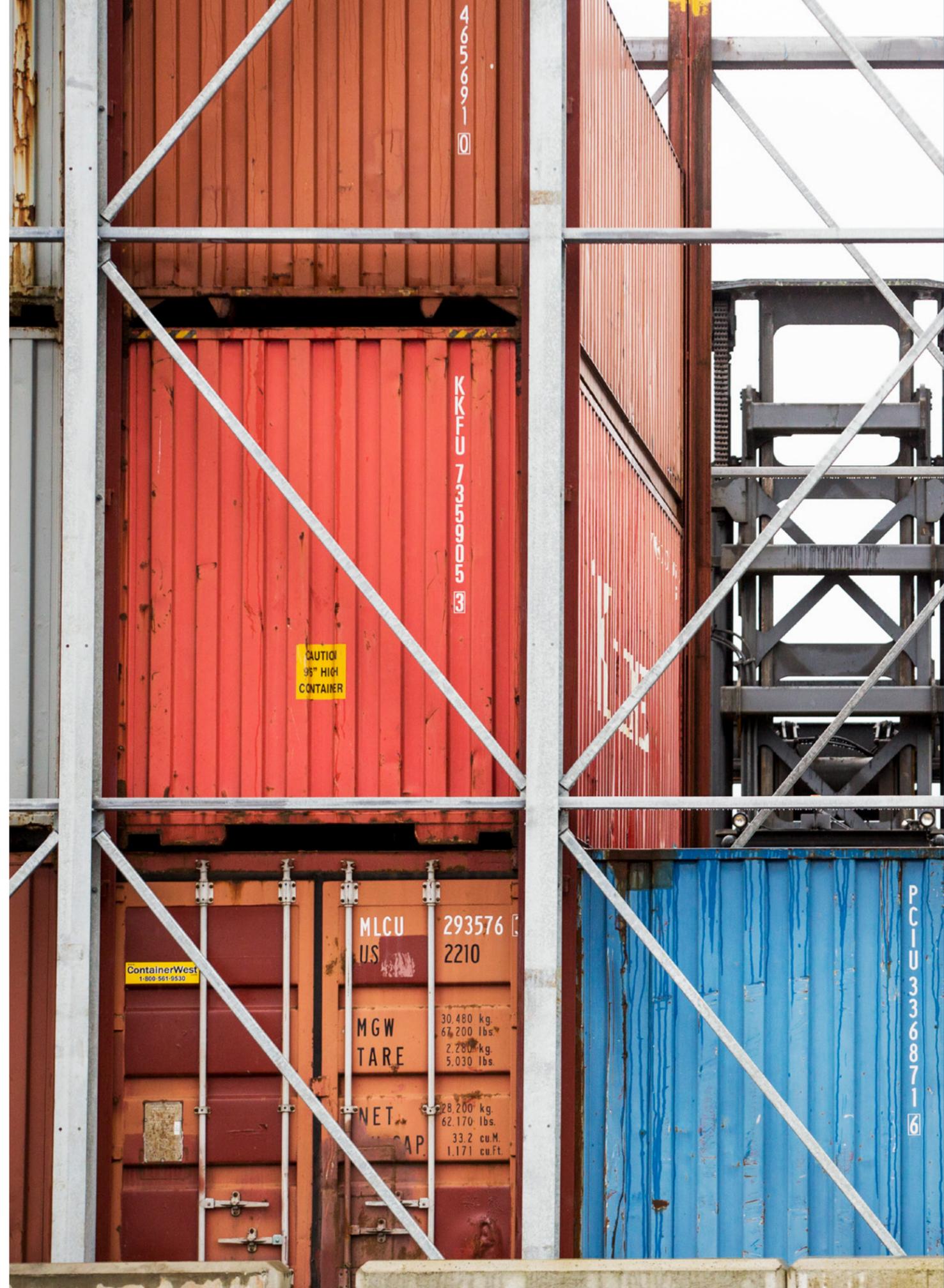
GCT Vanterm Konecranes RTGs

In 2017, GCT Vanterm received six state-of-the-art rubber tired gantry (RTG) cranes from Konecranes of Finland, a leading clean-energy equipment manufacturer. The new equipment boosts yard velocity at GCT's Vanterm container terminal, densifying container handling. These low-emission RTGs are considered among the most sophisticated in their class and are hydraulics-free, featuring diesel fuel-saving and active load control technologies.

A training upgrade program was developed and offered to all existing RTG operators, with a total of 303 operators successfully trained in the safe operation of the RTGs in the second quarter of 2017.

PCT Potash Operations

Pacific Coast Terminals completed its potash receiving, storage and shipping infrastructure, and continues to commission the system. The BCMEA is working closely with the terminal to document procedures, train the trainers and provide operator support. This process will continue into 2018 as rated operators upgrade their skills on the new system.



FRASER RIVER

DREP Program Development and Implementation

The GCT DeltaPort Rail Expansion Project (DREP) introduced significant changes to the duties and skills required of checkers, crane operators, tractor trailer drivers and dockmen. The BCMEA worked closely with GCT to develop training programs to support the implementation of the new operation. Each program, along with a module on the unique safety aspects of the system, was developed from scratch based on risk assessments and work procedures. Industry trainers were engaged to review, practice and test the curriculum in order to be comfortable with the delivery of their programs well in advance of actual training, resulting in a seamless introduction of the operation.

Fraser Surrey Docks Agri Support

Fraser Surrey Docks (FSD) continues to see year-over-year increases in agricultural commodities, and the BCMEA concentrated on increasing the number of rated bulk operators and switchpersons in order to deal with this increased demand, rating six switchpersons, two locomotive engineers and three bulk operators. Projections for next year are similar, and thus our focus on bulk operations and rail for FSD will continue.

FSD hired three regular workforce head checkers to alleviate the shortages experienced in that rating. Over 12 head checkers were rated this year, and training will continue to focus on this vital rating for 2018. The ILWU training group has been increased in order to cover time off and build in some redundancies for this program.

To support FSD rail training, the switching curriculum was updated and separated from Local 500 materials to produce a more site-specific document. The training material now also reflects safe work practices at FSD and updated site maps.

VANCOUVER ISLAND

Reduced dispatch hours led to a corresponding reduction in training in Local 508, with pool maintenance training as required. The WTC continued the successful practice of conducting lift truck, reach stacker and tractor trailer training. BCMEA training safety supervisors successfully negotiated with Vancouver Island terminals to ensure increased access to vessels for topside training opportunities in order to complete open ratings for 2017, and worked with Local 508 industry trainers to complete the harbour mobile crane training curriculum for DP World Nanaimo.

PRINCE RUPERT

Training in Prince Rupert has been increasing year-over-year in response to the growing demand for workers, and classroom training space has become increasingly difficult to obtain. With the expansion of the DP World terminal in progress and recruitment expected in early 2017, the BCMEA leased an office space to accommodate recruitment, trainer training and training program intakes. The BCMEA opened this training office in January 2017. The 2,400 square foot space has three classrooms and can accommodate training groups of up to 24.

Trainer Development

Trainer intakes and trainer development continued throughout 2017 with the selection of 36 new Prince Rupert trainers, 35 of whom attended the BCMEA-sponsored Vancouver Community College Train the Trainer Basic Level program. This included new trainers for recruitment skills, checker, tractor trailer, reach stacker, dock gantry, planner, rubber tire gantry, topside, shuttlewagon and loci field training, increasing the trainer pool to a total of 68 trainers.



Image provided by GCT Canada LP.

Image provided by GCT Canada LP.

DP World Equipment Upgrades

As part of its terminal expansion program, DP World Prince Rupert enlarged its fleet of reach stackers and tractor trailers and added three new ZPMC cranes to the dockface. Variations in reach stacker controls and cab layout required upgrade training for the terminal's 80 reach stacker operators.

In addition, rubber tired gantry (RTG) cranes were added to the terminal's pool of equipment. Training began on the new cranes in December and will be completed in 2018 in preparation for including the RTGs in the operations lineup.

STEWART

Recruiting and retaining employees in Stewart continues to be challenging. The work in Stewart includes log work, and 2017 saw only 16 vessel calls. A February recruitment added nine employees to the workforce, and another three employees were added for Stewart during the April Prince Rupert recruitment.

As much as possible, the Stewart Local is invited to participate in Prince Rupert recruitment and any relevant trainer development. Four Stewart trainers attended the VCC Train the Trainer program in Prince Rupert. Two of these trainers also attended a Prince Rupert fall protection for logs train the trainer, and two attended the emergency egress train the trainer.



SAFETY

Grain Dust Report

In preparation for the potential decrease in the Canada Labour Code's exposure limit for grain dust—from 10mg/m³ to 4 mg/m³—the BCMEA arranged to have Kinetic OHS Services perform a study for exposure limits on grain dust. Kinetics performed 17 separate studies on various vessels and terminals and obtained 22 occupational samples, revealing levels in some locations that exceeded the anticipated new standard. In further preparation, the current respirator fit testers were updated on N95 disposable mask testing, and allergy pre-screening was instituted for wheat specialty and wheat machine ratings.

Disaster Management Plan

Work is currently underway on updating the head office fire safety plan, which coincides with the development of a Disaster Management Program for the four BCMEA locations. This program will institute disaster recovery plans for the BCMEA and our customer-members. The head office plan will include contingencies for a range of possible incidents, such as fire, earthquake, personal violence, intruders and so on.

National Maritime Safety Association

The BCMEA continues to be an active participant in the National Maritime Safety Association (NMSA) Technical Committee. The committee meets four times yearly to share best practices, analyze trends, and develop tools and information useful to the maritime community. In 2017, the BCMEA shared information on the redevelopment of the logs and lashing training programs and collaborated in the development of an NMSA waterfront leadership video.

Certificate of Recognition (COR) Program Wind-up

Following direction from the BCMEA Board of Directors to conclude the BCMEA COR program, a good portion of 2017 was spent orchestrating the logistics with all parties involved. BCMEA COR

worked closely with WorkSafeBC, certifying partners and BCMEA COR certified employers to ensure a seamless transition for employers to be transferred to other COR certifying partners for 2018.

In addition, BCMEA COR continued work as usual for all 2017 BCMEA COR auditing activities, such as providing quality assurance and customer service to its 14 COR certified employers (20 accounts) and auditors. These activities will continue until the end of the first quarter of 2018, when the BCMEA COR program will be officially closed.

RECRUITMENT

The first half of 2017 saw recruitment in all regions. Stewart started in early February, Prince Rupert and Vancouver dominated the spring, while New Westminster held the summer. Stewart had, as usual, a small group with nine new hires in February and three more picked up with Prince Rupert in May.

Vancouver recruitment started shortly after in March. Of the 107 candidates chosen to be part of the recruitment process, 85 successfully completed the Waterfront Basics safety training, physical demands testing and skills training.

Prince Rupert followed immediately in April with 176 new longshore employees hired, making this the largest Prince Rupert recruitment since the opening of the container terminal in 2007. With the input of industry trainers, the skills training that forms part of the recruitment was reviewed and revised. Skills training was increased by two days for a total of six skills training days for each new recruit. Another recruitment is scheduled to take place in the first quarter of 2018.

There was a short break before July recruitment in New Westminster, with 114 of 124 chosen candidates registered.



TRADES RECRUITMENT

Due to constant demand in key trades, the BCMEA undertook continuous intake of heavy duty mechanics and millwrights in Vancouver and New Westminster throughout 2017.

TRADES RECRUITMENT DETAIL 2017							
HOME PORT	AUTOMOTIVE MECHANICS	ELECTRICIANS	HEAVY DUTY MECHANICS	MILLWRIGHTS	LUMBERS	WELDERS	TOTAL
VANCOUVER	0	0	15	12	2	0	29
NEW WEST	0	0	5	0	0	1	6
PRINCE RUPERT	1	7	4	1	0	0	13
CHEMAINUS	0	0	0	0	0	0	0
STEWART	0	0	0	0	0	0	0
ALL PORTS	1	7	24	13	2	1	48

APPRENTICESHIP

The BCMEA currently sponsors 26 trades apprentices who are completing workplace hours across five different member sites, with eight new starts in 2017. Now that BCIT is offering industrial electrician classes, three of the previous construction electrician apprentices have changed their focus, and there was one new start.

In 2017, the apprenticeship program showed progress with nine graduates: four in Vancouver (three electricians and one millwright), three in New Westminster (one electrician and two mechanics) and two in Prince Rupert (one electrician and one heavy duty mechanic).

For 2018, the BCMEA will continue to work with customer-members to replace graduates and to increase the number of apprentice positions, which decreased in 2017.

2017 APPRENTICESHIP PROGRAM				
REGION	ELECTRICIANS	HD MECHANICS	MILLWRIGHTS	TOTAL
VANCOUVER	3	6	1	10
NEW WEST	6	4	-	10
PRINCE RUPERT	1	5	-	6
TOTAL	10	15	1	26

Large recruitments in Vancouver, New Westminster and Prince Rupert are planned for 2018.

LONGSHORE RECRUITMENT 2017 - ALL PORTS			
HOME PORT	LONGSHORE	TRADES	TOTAL
VANCOUVER	85	29	114
NEW WEST	114	6	120
PRINCE RUPERT	176	13	189
CHEMAINUS	0	0	0
STEWART	12	0	12
ALL PORTS	387	48	435

CLAIMS MANAGEMENT

There were 129 claim appeal decisions in 2017. The employer success rate was 66% (85 out of a total of 129 decided cases) in these reviews and appeals, with 25 decisions being returned to WorkSafeBC for further adjudication. The total financial implication for the industry was approximately \$1,112,000.

In 2017, there were 28 oral hearings at the Workers' Compensation Appeals Tribunal (WCAT). A total of 225 written submissions were made to the Review Division and WCAT. Key issues at appeal continue to be the duration of wage loss payments, provision of light duty work, retirement age and claim acceptance.

Bill Blackler, Manager of Claims Services, retired at the end of December 2017. Gordon Rumohr, former WorkSafeBC Client Service Manager responsible for the waterfront industry claims team, will assume this position.

Regular meetings with industry employers and WorkSafeBC will continue in 2018. Mr. Rumohr will support our customer-members with key return to work initiatives: Xilo, Direct Access Physiotherapy (DAP), e-learning and Job Demand Analysis reviews.

DISABILITY MANAGEMENT

In 2017, the BCMEA worked closely with all stakeholders to develop new initiatives that will help implement and better support recover at work (RAW) programs for the waterfront.

Previous initiatives such as terminal return to work (RTW) programs, a RAW program guide, third-party claims management and joint accommodation/retraining programs have helped bring about improvement and build a solid base.

The latest initiatives include new modified duty Job Demand Analysis descriptions (JDAs) developed for terminals to provide productive and meaningful modified job duties to allow injured employees to RAW; Xilo, a searchable software package with safety management system (SMS) capability that houses all modified and regular JDAs and includes WorkSafeBC Form 7 reporting capabilities; and a new sedentary short-term RAW e-learning program that is based on the existing Waterfront Basics safety training program. The BCMEA team will now be working with individual terminals to roll out the RAW initiative using the new tools.

These new leading-edge initiatives build on the innovative programs already in place and will ensure continuous improvement in the years to come.



DISPATCH

We help put the right hands on deck.

06



DISPATCH

VANCOUVER DISPATCH ACTIVITY

During 2017, the BCMEA dispatched a total of 235,115 employees, compared to 214,130 in 2016 for the Vancouver port area. The following table compares dispatch activity levels for 2016 and 2017 between Union and casual workforces.

EMPLOYEES DISPATCHED PER SHIFT

YEAR	01:00 Shift		08:00 Shift		16:30 Shift		Total	
	2016	2017	2016	2017	2016	2017	2016	2017
UNION	27,382	29,209	36,629	34,096	45,527	42,477	109,538	105,782
CASUAL	18,677	28,282	53,332	59,043	32,583	42,008	104,592	129,333
TOTAL	46,059	57,491	89,961	93,139	78,110	84,485	214,130	235,115

As the comparison above shows, the BCMEA dispatched 3,756 less Union employees compared to last year. The number of casual employees dispatched in 2017 increased by 24,741 compared to 2016. Totals for Vancouver were up approximately 271,624 hours, from 3.622 million hours in 2016 to 3.894 million hours in 2017.

VANCOUVER DEMAND AND SUPPLY PROJECT

In late 2016 and a substantial portion of 2017, we faced significant challenges in providing the industry with sufficient labour to minimize disruption to the operations of our customer-members. The industry has experienced record hours in consecutive years in Vancouver, which has resulted in significant stress on our key skills inventories.

In 2017, the Board of Directors tasked the Association with providing a plan to address issues surrounding the demand and supply of labour. The approved plan consisted of three main streams: short-term (fixing the now), medium-term (demand and supply) and long-term (BCMEA 2035).

The medium-term demand and supply team consists of key members from IT, training, labour relations and Vancouver dispatch. During 2017, dispatch—on the supply side of the initiative—provided expertise on metrics related to “working inventories” in each skill category; shortages; extensions, doubles and transfers (EDT); and average participation rates in key skill areas.

These key metrics, along with key metrics from the demand side, will harness available data to populate dashboards that allow constant monitoring and forecasting of labour demand and supply. The goal is to provide timely information to allow us to tailor our training plans to address the current and future medium-term needs of our industry.

DISPATCH OUTREACH

The Vancouver dispatch department continued its outreach program to customer-members through ongoing dispatch orientation sessions.

These sessions take attendees through an overview of the dispatch process and applicable provisions of the Longshore Collective Agreement and black book documents. Topics covered include labour allocation and orders, when and how the dispatch process uses transfers, shift extensions and doubles to cover shortfalls in supply, order placement, amendment and cancellation, call backs, bump-ups and late orders. The sessions take place at the BCMEA dispatch hall, where participants view a live dispatch for an afternoon (16:30) shift.



availability for work and pick up their daily work assignment on their mobile phones. The BCMEA is proud to be an industry leader in implementing and maintaining complex labour dispatch systems.

PRINCE RUPERT TRAINING CENTRE

In 2017, DP World completed a major expansion of Fairview Terminal, increasing its container handling capacity to 1.35 million twenty-foot equivalent units (TEUs). This expansion created opportunities and challenges for expedited delivery of training programs to meet the increasing labour demands of the terminal. To ensure the BCMEA training department can efficiently accommodate the demands for simultaneous streams of labour training, a new training facility was proposed in Prince Rupert. The BCMEA IS team installed and configured communication and IT systems in the new training facility located on Fraser Street in Prince Rupert.



INFORMATION SERVICES

Information Systems, Facilities and Infrastructure

VANCOUVER DISPATCH CENTRE

Vancouver Dispatch Centre operations enjoyed another year of the industry's highest service levels in system reliability and availability. The Dispatch Centre assigned 2,619 employees to a record-breaking 364,835 required positions servicing the ports of Vancouver and Squamish. BCMEA staff continued to monitor and maintain the dispatch systems around the clock, ensuring on-time completion of the labour dispatch process, which is critical for the smooth movement of cargo through the port area and the productivity of our customer-members' facilities. There were no outages reported that affected businesses, which can be attributed to the dedication and responsiveness of Information Systems (IS) support staff and redundancies built into the systems.

VANCOUVER ISLAND DISPATCH CENTRE

After the successful implementation of a brand new state-of-the-art electronic dispatch system in 2016, the BCMEA IS staff continue to monitor and maintain the on-premise and cloud-based business systems, ensuring the highest levels of system availability and reliability. On-site ILWU dispatch staff continued to build confidence in the modern process and have indicated that the new systems are accurate and save time. The local ILWU longshore employees are enjoying efficient interactions facilitated by the electronic dispatch system, through which they can specify their

INFORMATION SERVICES

We use talent and technology to create opportunities for all our stakeholders.

07



HUMAN RESOURCES INFORMATION SYSTEM

The BCMEA operations team, in collaboration with the human resources department, installed and configured a comprehensive Human Resources Management System (HRIS). The new streamlined information system integrates with the corporate enterprise resource planning (ERP) and is designed to track individual employee and departmental performance levels against

corporate goals and objectives. The formalized process is intended to track and report on employee engagement levels throughout the Association. The new web-based system will be accessible by all managers and employees, who will each have a unique portal to keep abreast of their individual and departmental progress.

BUSINESS ANALYTICS

In 2017, the BCMEA introduced a statistical business analytics platform to develop a predictive labour demand and supply model. This new initiative was spearheaded by a multi-disciplinary team of system administrators, data experts and business stakeholders. The system explores and identifies trends by performing data mining, quantitative analysis and advanced data visualizations of historical BCMEA labour data that extends decades. Business intelligence gathered from this model is providing valuable insight into the industry's labour demand and supply trends and will help provide efficiencies in our operational decision support processes.

CYBER SECURITY

Security has been a focus of the BCMEA, and several projects were completed in 2017 to strengthen the overall cyber security of the Association. The BCMEA IS team engaged with several reputable security services companies and renowned industry experts to assess the Association's information security practices and development patterns. The BCMEA began reviewing and implementing the report's recommendations to further strengthen the Association's security policies and practices. BCMEA IS staff also participated in several training courses and industry conferences and are continuing to provide important leadership in this realm throughout the industry.

CUSTOMER CARE TEAM

The customer care team has become an essential part of the BCMEA business process. The team continues to provide exemplary proactive and reactive technical assistance to BCMEA staff. In 2017, 1,700 requests were logged, with over 75% resolved in the same day. Prompt resolution of requests directly impacts the quality and pace of services the BCMEA offers to our customer-members. A Gallup survey taken in the fourth quarter of 2017 indicated that our staff are extremely satisfied with the material and equipment they need to optimally perform their roles and duties.

CO-OP STUDENT PROGRAM

The BCMEA recognizes the importance of giving back to the local IT community by investing in the next generation of workers. Through the BCMEA's inaugural Co-op Program, two students were hired and joined the application development team. The program has produced many success stories. The positive experience of these students and their testimonials will serve as a great way to share the story of the BCMEA and the maritime industry as a whole as a dynamic, innovative place to work.

FINANCIAL REPORT

08

FINANCIAL REPORT

GENERAL

Payroll and cargo volumes continue to exceed expectations despite uncertain market and political conditions in Canada and around the world. After two successive years at the high-water mark of 8 million hours of work, 2017 shattered that record by closing with over 8.7 million hours of work.

The additional volume of hours and cargo resulted in both payroll and cargo revenues exceeding budget expectations. This in turn continues to support a healthy balance sheet for the Association.

While global uncertainty continues to be the theme as we head into 2018, the Association and its customer-members believe that payroll and cargo volumes will continue to head higher, and we are basing our 2018 budget on 9.5 million hours of work.

FINANCE AND AUDIT COMMITTEE

The Finance and Audit Committee is charged by the Board of Directors with two distinct areas of responsibility.

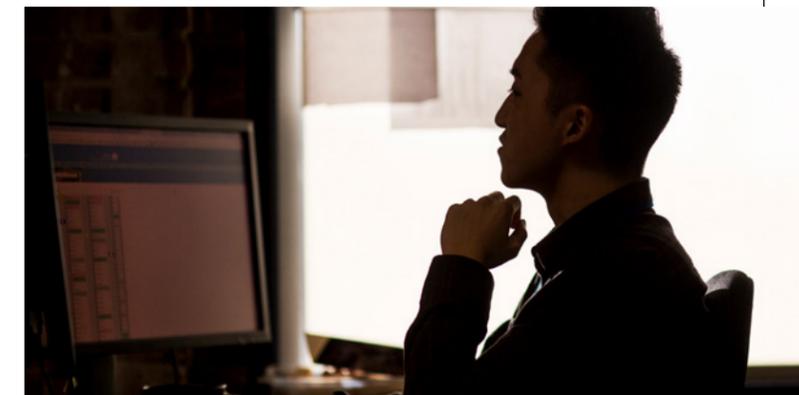
The main responsibilities of the Audit Committee are to review and discuss, together with management and the external auditor, all of the financial reporting and accounting standards and principles; to recommend the external auditor to the Board; to evaluate the independence, effectiveness and cost of the audit services provided by the external auditor; and to review and monitor the BCMEA's major financial risks and risk management policies.

The primary duties of the Finance Committee are to make recommendations to the Board of Directors in respect of all financial matters, including annual operating and capital budgets, strategic financial plans, assessments, significant financial reports of a predictive nature, and the appropriateness and validity of any fundamental assumptions and estimates used in the preparation of such financial plans and assessment recommendations.

This Committee met on seven occasions in 2017 and advised and/or reported to the Board on the following:

- **Approval of the 2016 audited financial statements for inclusion in the annual report**
- **Review of 2017 interim operating results**
- **Review of assessed values and insurance levels carried by the BCMEA**
- **Review of the Enterprise Risk Assessment process and report**
- **Recommendation on 2018 cargo, payroll and hourly assessment levels**
- **Recommendation on 2018 operating and capital budgets**
- **Review of five-year assessment and cash flow budgets through to 2022**
- **Review and report on the Container Gainshare funding formula and surplus/deficit positions**
- **Review and report on Gang Interchange and Lower Mainland Interchange assessments and surplus/deficit positions**
- **Review and report on current issues in the industry pension and benefit plans**

The committee also worked with customer-members in providing cargo and payroll volume forecasts that were updated throughout the year. The co-operation received from customer-members was invaluable in providing a continually evolving view of the industry's economic outlook, and provided a solid foundation for ensuring that the spending plans were commensurate with revenue expectations.



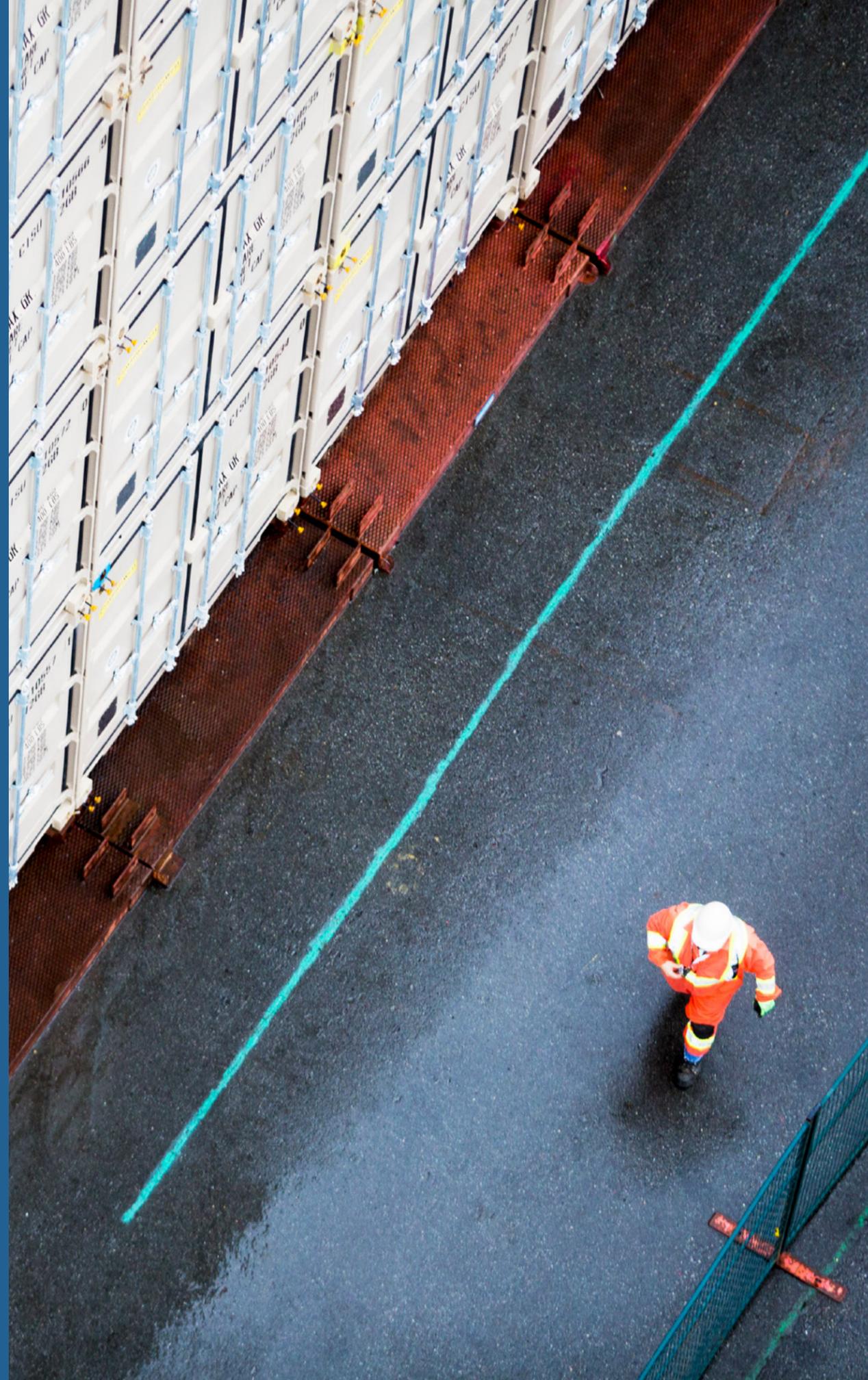
FINANCIAL RESULTS

The balance sheet shows cash, investments and other assets of \$199 million at the end of 2017. Much of these balances represents amounts payable early in 2018 for Gainshare contributions (\$51 million) and for longshore vacation pay (\$39 million). The liabilities of \$151 million also include an accrual of \$45 million for the Modernization and Mechanization (M&M) benefits. With a surplus from operations in the year, the net assets show a cumulative surplus of \$48 million, further improving on the surplus of \$46 million from 2016.

The statement of revenues and expenses shows total revenues of \$256 million, up from last year's \$229 million, reflecting higher volumes in payroll revenues. Expenses at \$254 million are up from 2016 levels. The net results from operations for 2017 show a surplus of \$1.8 million, compared to last year's \$4.1 million surplus.

INVESTMENTS

The BCMEA's invested funds have been managed by Leith Wheeler Investment Counsel and held for safekeeping by RBC Investor Services since August 2006. The BCMEA maintains a conservative portfolio mix, with a current asset allocation of approximately 40% cash and fixed income, and 60% equity. These are well within the ranges formalized within the Statement of Investment Policy and approved by the Board. The investment returns in this account were 8.4% in 2017, which exceeded the benchmark return of 7.5% in 2017. Total market value of the investments in this account is approximately \$13.1 million.



CONTAINER GAINSHARE (INDUSTRY INQUIRY COMMISSION OBLIGATIONS)

During 1991, the parties of the Longshore Collective Agreement agreed that all monies flowing from the Container Gainshare and Waterfront Industry Productivity obligations, as mandated by the Industrial Inquiry Commission, would be paid on an annual basis to the Waterfront Industry Pension Plan. The Commission requires the BCMEA to pay \$10 for every twenty-foot equivalent unit (TEU), full or empty, handled in excess of the 278,000 TEUs handled in 1987. A similar Supplementary Agreement with ILWU Local 514 sets out a related formula-driven contribution that has, by mutual agreement, been paid annually to the Waterfront Foremen's Pension Plan.

Since the elimination of the Container Clause from the 1987 Collective Agreement, the total number of TEUs handled by customer-members has increased at an average compounded annual growth rate of 9.5%. This has resulted in contributions of \$458 million to the longshore pension plan and an additional \$132 million to the foremen's plan.

To the end of 2017, these Gainshare contributions have been used to purchase fully funded benefit improvements of \$47.39 per month per year of eligible service in basic benefit plus \$10.35 per month per year of qualifying service in bridge benefit, applicable on average to all Union longshore members and retirees. Gainshare contributions to the foremen's plan have been blended with other employer and employee contributions in funding benefits under that plan.

The Gainshare Fund is designed to be self-sustaining, and assessment rates have been amended from time to time as the steadily increasing volume of containers has increased funding obligations. For 2018, the current assessment rate of \$12.00 per TEU will increase by \$0.20 to \$12.20 per TEU effective April 1, 2018.

ASSESSMENTS

Despite continued growth in cargo volumes and labour demand, for the 2018 assessments, the Board once again considered the uncertain global economic environment. Operating budgets as well as assessment rates were established with that firmly in mind. For 2018, no changes were made to the hourly assessment of \$5.45 per hour, or to the payroll assessment, which remains at 25.15%. The payroll and hourly assessments are established by the Board of Directors to cover vacation pay, industry pension and benefit contribution requirements, and certain other Collective Agreement costs.

The cargo assessment rates are established to fund the BCMEA's operating, dispatch and capital expenses as well as the costs of the industry's M&M (Mechanization & Modernization) benefits for longshore and foremen employees. With cargo volumes expected to continue to increase in 2018, the demand for rated employees has seen spending on longshore training increase from \$6 million in 2012 to a proposed \$25 million in 2018. Direct training costs have been budgeted at \$22 million, with terminal demand far exceeding that number. For 2018 the Board approved a 4% general cargo rate increase to ensure the Association has the necessary resources to continue to meet the demands of our terminal operators.

VANCOUVER ISLAND GANG INTERCHANGE POOL

This pool is designed to equalize the cost of employing longshore labour on Vancouver Island. The pool reimburses Direct Employers a portion of the travel time and fares they pay when longshore workers are required to travel to directly or indirectly service ships working at most Vancouver Island ports. Since the consolidation of the Vancouver Island workforce into a single Local in 2000, the majority of labour has been provided out of Chemainus.

After suffering deficits in 2010 and 2011 due to uneven demand for labour, resulting in expensive transfers of gangs from the Lower Mainland to Vancouver Island, the Vancouver Island Committee implemented a "user-pay" system for these off-island transfers starting in October 2011. This resulted in a turnaround in this account and, as at the end of 2017, this account continues to have a healthy surplus balance of about \$728,000. There were no changes to the assessment rates or reimbursement formula for 2018.

LOWER MAINLAND INTERCHANGE POOL

This pool was established by the Board of Directors in 2002 to ensure that costs were transparent and equitable for employees travelling to and within the Lower Mainland. The Lower Mainland Interchange Pool is to be self-sustaining and is to be funded through assessments on all cargo handled in the Lower Mainland, excluding grain. The pool reimburses Direct Employers for a portion of the costs of longshore labour travelling to and within the Lower Mainland when required and when authorized by the Vancouver Dispatch Centre.

With the increased cargo volumes over the last several years, this account had an accumulated surplus of \$510,000 at the end of 2014. Beginning in 2015, the fund came under significant pressure, as the reimbursements far exceeded the assessments, reducing the cumulative surplus to \$84,000 at the end of 2015. The Board established a subcommittee to review the operation of the fund, and the subcommittee concluded that the erosion of the fund was due to difficulties in the fulfilment of the Squamish Complement. Without sufficient local labour supply, employers were required to bring employees in from Vancouver at a considerable travel-time cost.

The BCMEA Labour Relations department and Squamish Terminals continue to work with the Union to ensure that the requirements of the Squamish Complement are met. The BCMEA Board continues to act to support this account. In 2016, the Board

approved that the Lower Mainland interchange assessment be increased by 50% effective April 1, 2017. In 2017, the Board approved a one-time \$200,000 transfer from the Island Interchange Fund to help bring it back to level, and as at December 31, 2017, this account is at breakeven and will continue to be monitored closely. There were no further changes to the assessment rates or reimbursement formula for 2018.

CONCLUSION

I would like to extend my sincere thanks to the members of the Finance and Audit Committee and the Board of Directors who have contributed their time and effort to ensure that the BCMEA continues to meet the demands of our industry.

The Board of Directors, the Finance and Audit Committee and BCMEA staff are focused on maintaining a healthy, fiscally responsible and sustainable organization.



Tony Keung
Senior Director, Finance & Information Services

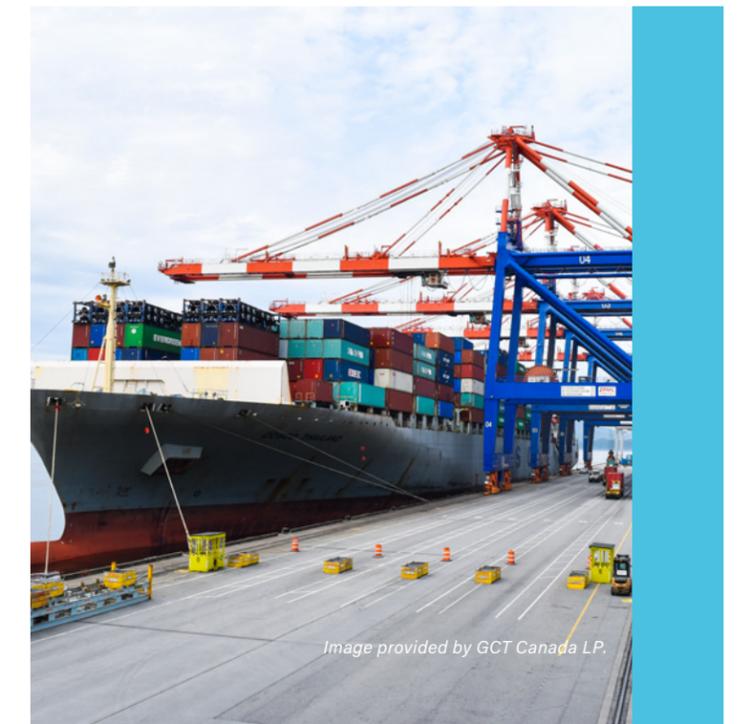


Image provided by GCT Canada LP.

AUDITORS' REPORT

09

AUDITORS' REPORT

Report of the independent auditor on the summary financial statements

TO THE MEMBERS OF BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

The accompanying summary financial statements of British Columbia Maritime Employers Association, which comprise the summary statement of financial position as at December 31, 2017 and the summary statement of operations for the year then ended, are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, of British Columbia Maritime Employers Association as at and for the year ended December 31, 2017.

We expressed a qualified audit opinion on those complete financial statements in our report dated February 27, 2018. Our opinion on those audited financial statements contained a qualification on certain financial statement items due to the fact that British Columbia Maritime Employers Association derives its revenues from assessments of its members. We did not review the accounting records of the member employers to ascertain whether all required cargo assessments and Container Gainshare levies have been remitted. Accordingly, our verification of cargo assessments and Container Gainshare levies were limited to the amounts reported by members to British Columbia Maritime Employers Association. Therefore, we were not able to determine, as at and for the year ended December 31, 2017, whether any adjustments might be necessary to cargo assessments and Container Gainshare levies and excess of revenues over expenses reported in the statements of operations and cash flows, and current assets, current liabilities and net assets reported in the statements of financial position, in the complete financial statements.

The summary financial statements do not contain all the requirements of Canadian accounting standards for not-for-profit organizations applied in the preparation of the complete audited financial statements of British Columbia Maritime Employers Association. Reading the summary financial statements, therefore, is not a substitute for reading the complete audited financial statements of British Columbia Maritime Employers Association.

MANAGEMENT'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

Management is responsible for the preparation of a summary of the audited financial statements in accordance with the basis described in Note 1.

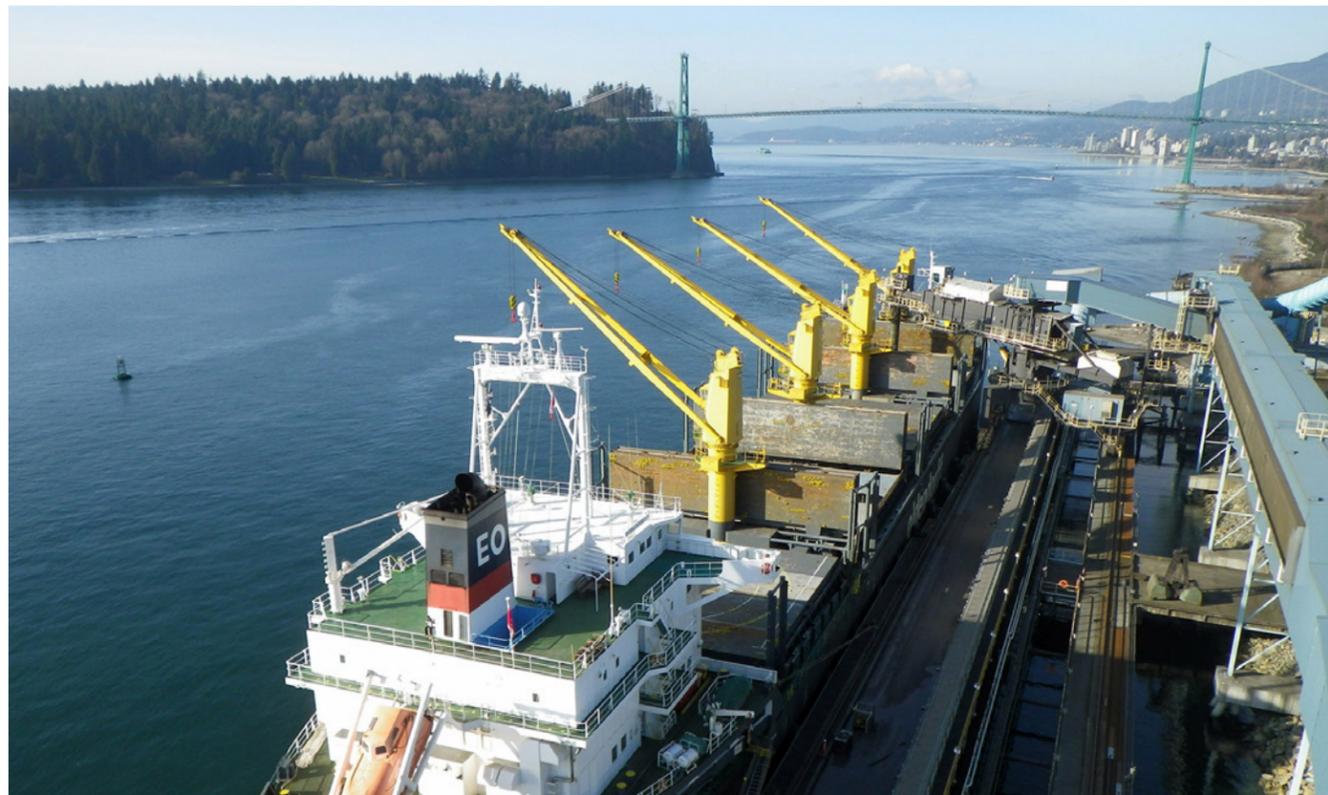
AUDITORS' RESPONSIBILITY

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to report on summary financial statements."

OPINION

In our opinion, the summary financial statements derived from the complete audited financial statements of British Columbia Maritime Employers Association as at and for the year ended December 31, 2017 are a fair summary of those complete financial statements, in accordance with the basis described in Note 1.

Chartered Professional Accountants
February 27, 2018
Vancouver, Canada



BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

Statement of Financial Position

December 31, 2017, with comparative information for 2016

	2017	2016
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 129,139,369	\$ 113,931,449
Short-term investments	429,343	549,398
Accounts receivable and other assets	19,166,856	15,606,601
	148,735,568	130,087,448
Long-term investments	12,671,506	11,535,470
Property and equipment	34,918,534	34,908,763
Intangible assets	3,070,673	6,067,523
	\$ 199,396,281	\$ 182,599,204
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued liabilities	\$ 14,413,284	\$ 12,371,854
Accrued longshore vacation pay	38,929,037	35,140,283
Accrued Container Gainshare liability	50,842,109	43,564,690
Deferred revenue	592,218	1,009,330
Post-employment benefit liability	30,343	33,684
Modernization and mechanization allowance liability	3,513,000	4,917,000
	108,319,991	97,036,841
Post-employment benefit liability	1,520,218	1,533,896
Modernization and mechanization allowance liability	41,473,000	37,810,000
Asset retirement obligation	104,818	100,962
NET ASSETS:		
Investment in property and equipment	34,918,534	34,908,763
Capital replacement reserve	500,000	500,000
Unrestricted surplus	12,559,720	10,708,742
	47,978,254	46,117,505
	\$ 199,396,281	\$ 182,599,204

Approved on behalf of the Board.

RA Chappell

Director

Director

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

Statement of Operations

Year ended December 31, 2017, with comparative information for 2016

	2017	2016
REVENUES:		
Payroll assessments	\$ 117,692,846	\$ 104,878,747
Hourly assessments	45,797,401	41,601,103
Cargo assessments, net of rebates	38,164,423	35,314,616
Investment income	2,055,955	2,487,037
Container Gainshare levies	50,566,286	43,366,877
Vancouver Island Gang Interchange	931,265	893,434
Lower Mainland Interchange	666,381	596,640
	256,031,870	229,308,023
EXPENSES:		
Payroll related labour fringe benefits	112,091,891	99,719,908
Hourly related labour fringe benefits	45,003,261	42,510,557
Cargo related expenses	44,512,820	37,762,244
Container Gainshare contributions	50,842,109	43,564,690
Vancouver Island Gang Interchange expenses	931,265	893,434
Lower Mainland Interchange expenses	666,381	596,640
WorkSafeBC COR program expenses	157,312	169,569
	254,205,038	225,217,042
EXCESS OF REVENUES OVER EXPENSES	\$ 1,826,832	\$ 4,090,981

1. NOTE TO SUMMARY FINANCIAL STATEMENTS:

These summary financial statements of British Columbia Maritime Employers Association are derived from the complete financial statements as at and for the year ended December 31, 2017, prepared in accordance with Canadian accounting standards for not-for-profit organizations, of British Columbia Maritime Employers Association. The preparation of these summary financial statements requires management to determine the information that needs to be reflected in them so that they represent a fair summary of the complete financial statements. Management prepared these summary financial statements by including a statement of financial position and statement of operations with comparative information. These two statements are included, and agree with the related information, in the complete financial statements.

The complete financial statements of British Columbia Maritime Employers Association are available upon request by contacting the British Columbia Maritime Employers Association.



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STATISTICS

CARGO

Cargo Volumes by Sector

Year	Tonnes Bulk	Tonnes Breakbulk	Tonnes Containerized	Full TEUs
2013	45,172	8,269	31,031	2,995,347
2014	50,457	8,636	31,561	3,046,450
2015	52,707	8,127	33,198	3,204,483
2016	53,702	7,734	33,303	3,214,631
2017	55,039	7,672	35,890	3,464,268

Longshore Hours & Percentages by Sector

Year	Bulk & Breakbulk		Containers	
	Longshore Hours	Percentage Hours	Longshore Hours	Percentage Hours
2013	2,843,000	40.6%	4,159,000	59.4%
2014	3,217,000	41.3%	4,581,000	58.8%
2015	3,210,000	40.3%	4,760,000	59.7%
2016	3,014,000	37.7%	4,986,000	62.3%
2017	3,223,000	36.9%	5,510,000	63.1%

Container Gainshare Funding

Year	Import TEUs Full & Empty	Export TEUs Full & Empty	Total TEUs Full & Empty	Longshore Industrial Inquiry Commission Obligation	Longshore Gainshare Assessment Rate Per TEU	Foremen Gainshare Obligation
2013	1,808,198	1,550,194	3,358,393	\$ 30,803,740	\$ 11.80	\$ 8,706,839
2014	1,899,422	1,614,775	3,514,196	\$ 32,361,770	\$ 11.80	\$ 9,724,739
2015	2,023,216	1,814,188	3,837,404	\$ 35,593,850	\$ 11.80	\$ 10,225,549
2016	1,992,625	1,680,147	3,672,772	\$ 33,947,530	\$ 12.00	\$ 9,617,160
2017	2,232,658	1,942,891	4,175,549	\$38,975,300	\$12.00	\$11,866,809

Total 1990 to date

\$457,703,251

\$132,271,533

STATISTICS

CARGO

Tonnage & Hours by Commodity and Port Area (000's)¹

	2013	2014	2015	2016	2017
Vancouver					
Bulk	24,052	24,958	25,222	26,151	26,042
Grain	15,608	18,146	19,635	19,455	21,057
Logs	0	0	0	50	41
Lumber	241	298	157	86	84
General	2,270	2,572	2,747	2,310	2,130
Containers	11,062	10,703	10,899	11,710	14,377
Total	52,234	56,677	58,660	59,762	63,731
Hours Worked in -	3,389	3,663	3,690	3,623	3,894
New Westminster					
Bulk	0	0	26	47	144
Grain	374	526	806	1,062	1,160
Logs	958	786	660	497	470
Lumber	0	0	0	6	5
General	856	1,109	997	882	1,111
Containers	15,282	15,495	16,213	15,342	14,373
Total	17,470	17,916	18,702	17,836	17,263
Hours Worked in -	2,711	3,127	3,220	3,247	3,492
Chemainus					
Bulk	0	0	0	0	0
Logs	2,154	2,161	1,941	2,435	2,224
Lumber	395	404	309	261	243
General	818	721	752	727	758
Containers	0	0	0	0	0
Total	3,367	3,286	3,002	3,423	3,225
Hours Worked in -	436	431	390	452	419
Prince Rupert					
Bulk	1	502	735	896	1,083
Grain	5,137	6,325	6,283	6,091	5,553
Logs	328	306	395	305	276
Lumber	0	0	0	0	0
General	0	1	0	6	7
Containers	4,687	5,363	6,086	6,251	7,140
Total	10,153	12,497	13,499	13,549	14,059
Hours Worked in -	454	552	646	648	890
Others					
Logs	249	270	169	147	323
Lumber	0	5	0	0	0
General	0	3	0	22	0
Total	249	278	169	169	323
Hours Worked in -	12	24	24	31	39
TOTAL					
Bulk ²	24,053	25,459	25,983	27,094	27,269
Grain	21,119	24,997	26,724	26,608	27,770
Logs	3,689	3,523	3,165	3,434	3,334
Lumber	636	707	466	353	332
General ³	3,944	4,406	4,496	3,947	4,006
Containers	31,031	31,561	33,198	33,303	35,890
Total	84,472	90,652	94,071	94,739	98,601
Hours Worked in -	7,002	7,798	7,970	8,000	8,733

WORKFORCE

Summary of Hours and Earnings

	2013	2014	2015	2016	2017	2017 % Variance From 2016
Number of Employees Working						
Union	2,220	2,389	2,340	2,420	2,382	-1.57%
Welfare Casual	783	875	1,081	1,059	1,086	2.55%
Casual	2,304	2,499	2,494	2,472	2,608	5.50%
Subtotal Longshore	5,307	5,763	5,915	5,951	6,076	2.10%
Foremen	495	540	549	552	596	7.97%
Total	5,802	6,303	6,464	6,503	6,672	2.60%
Hours Worked						
Union	3,785,612	3,964,468	4,202,312	4,163,236	4,178,088	0.36%
Welfare Casual	1,367,529	1,619,237	1,988,747	1,920,958	1,956,485	1.85%
Casual	1,849,043	2,214,044	1,777,483	1,916,113	2,598,769	35.63%
Subtotal Longshore	7,002,184	7,797,748	7,968,542	8,000,307	8,733,342	9.16%
Foremen	1,115,978	1,231,285	1,278,989	1,300,237	1,397,819	7.50%
Total	8,118,162	9,029,034	9,247,531	9,300,543	10,131,161	8.93%
Average Hours Worked						
Union	1,705	1,659	1,796	1,720	1,754	1.96%
Welfare Casual	1,747	1,851	1,840	1,814	1,802	-0.68%
Casual	803	886	713	775	996	28.55%
Average Longshore	1,319	1,353	1,347	1,344	1,437	6.92%
Foremen	2,255	2,280	2,330	2,356	2,345	-0.43%
Average Earnings Per Worker¹						
Union	\$ 94,549	\$ 95,496	\$ 107,216	\$ 105,751	\$ 113,246	7.09%
Welfare Casual	\$ 89,803	\$ 99,354	\$ 102,306	\$ 104,682	\$ 109,735	4.83%
Casual	\$ 38,517	\$ 44,178	\$ 36,574	\$ 40,633	\$ 55,153	35.74%
Average Longshore	\$ 69,523	\$ 73,829	\$ 76,533	\$ 78,511	\$ 87,683	11.68%
Foremen	\$ 177,760	\$ 189,400	\$ 197,868	\$ 208,796	\$ 215,970	3.44%
Average Earnings Per Hour Worked						
Union	\$ 55.45	\$ 57.55	\$ 59.70	\$ 61.47	\$ 64.56	5.03%
Welfare Casual	\$ 51.42	\$ 53.69	\$ 55.61	\$ 57.71	\$ 60.91	5.55%
Casual	\$ 47.99	\$ 49.86	\$ 51.32	\$ 52.42	\$ 55.35	5.59%
Average Longshore	\$ 52.69	\$ 54.56	\$ 56.81	\$ 58.40	\$ 61.00	4.46%
Foremen	\$ 78.85	\$ 83.06	\$ 84.93	\$ 88.64	\$ 92.08	3.88%
Basic Rates of Pay						
Longshore	\$ 37.16	\$ 38.21	\$ 39.51	\$ 40.56	\$ 42.01	3.57%
Foremen	\$ 49.55	\$ 50.95	\$ 52.41	\$ 54.08	\$ 56.01	3.57%

¹Includes vacation and holiday pay earned during the appropriate period.²2012 foremen earnings include lump sum payments and retroactive pay on ratification of 8 year Collective Agreement.¹ Metric Tonnes handled by ILWU/BCMEA labour | ² Including Bulk Liquids | ³ Including Vehicles

Source: BCMEA Commodities by Month report, and Annual Tonnage reports

STATISTICS

WORKFORCE

Distribution of Longshore & Foremen Earnings

Year	Group	1 - 10 Hours per Week		11 - 20 Hours per Week		21 - 30 Hours per Week		31 - 40 Hours per Week		40 + Hours per Week	
		Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings
2012	Union	134	\$ 12,953	198	\$ 44,040	340	\$ 73,446	582	\$ 99,568	824	\$ 130,678
	Casual	1253	\$ 6,820	442	\$ 37,054	531	\$ 63,229	576	\$ 88,111	299	\$ 115,452
	Foremen ²	45	\$ 15,801	25	\$ 67,206	21	\$ 98,681	105	\$ 156,318	339	\$ 200,465
2013	Union	265	\$ 7,984	179	\$ 45,019	354	\$ 74,988	601	\$ 103,389	840	\$ 133,444
	Casual	1060	\$ 8,204	521	\$ 36,930	529	\$ 64,488	607	\$ 89,964	351	\$ 116,776
	Foremen	18	\$ 31,637	11	\$ 69,204	19	\$ 100,734	80	\$ 150,498	373	\$ 193,816
2014	Union	359	\$ 7,010	196	\$ 48,231	369	\$ 79,480	618	\$ 107,605	861	\$ 140,817
	Casual	1,083	\$ 9,425	519	\$ 38,382	608	\$ 67,357	688	\$ 96,585	462	\$ 126,837
	Foremen	18	\$ 26,363	16	\$ 68,460	22	\$ 105,815	93	\$ 156,535	386	\$ 215,205
2015	Union	166	\$ 14,835	195	\$ 49,121	376	\$ 80,198	682	\$ 109,440	932	\$ 144,398
	Casual	1,312	\$ 7,959	461	\$ 40,152	632	\$ 69,000	681	\$ 96,901	478	\$ 130,126
	Foremen	16	\$ 28,135	8	\$ 65,874	21	\$ 116,785	76	\$ 155,185	427	\$ 216,176
2016	Union	191	\$ 15,037	231	\$ 49,670	383	\$ 81,456	671	\$ 113,446	947	\$ 148,018
	Casual	1,248	\$ 8,321	517	\$ 42,003	630	\$ 72,326	676	\$ 98,875	462	\$ 131,403
	Foremen	14	\$ 21,226	10	\$ 83,296	21	\$ 121,237	75	\$ 165,950	431	\$ 228,241
2017	Union	180	\$ 18,348	226	\$ 54,515	368	\$ 85,689	655	\$ 118,114	997	\$ 155,179
	Casual	1,017	\$ 11,946	585	\$ 42,669	764	\$ 74,973	781	\$ 105,138	547	\$ 139,128
	Foremen	15	\$ 35,376	19	\$ 75,913	34	\$ 120,005	81	\$ 170,889	451	\$ 239,357

WORKFORCE

Longshore Employees By Local¹

	2013	2014	2015	2016	2017
Union					
500Vancouver	1,169	1,198	1,241	1,253	1,229
502NewWestminster	844	862	971	998	1,020
505PrinceRupert	90	102	117	131	161
508Chemainus	118	125	124	125	131
515PortSimpson	0	0	0	0	0
519Stewart	8	9	11	27	27
TotalUnion	2,229	2,296	2,464	2,534	2,568
WelfarePayingCasuals					
500Vancouver	363	382	402	387	402
502NewWestminster	345	427	552	567	548
505PrinceRupert	45	49	94	99	130
508Chemainus	24	24	21	20	28
TotalWelfarePayingCasuals	777	882	1,069	1,073	1,108
Casuals					
500Vancouver	1,006	1,053	1,159	1,181	1,095
502NewWestminster	910	1,044	1,011	1,065	1,089
505PrinceRupert	318	242	272	245	359
508Chemainus	159	145	137	178	154
515PortSimpson	0	0	0	0	0
519Stewart	76	62	60	35	39
Others	0	0	0	0	0
TotalCasuals	2,469	2,546	2,639	2,704	2,736
TotalLongshore	5,475	5,724	6,172	6,311	6,412
ForemenEmployees¹					
Local514	495	540	549	552	596
GrandTotal	5,970	6,264	6,721	6,863	7,008

¹2011 longshore earnings include lump sum payment on ratification of 8 year Collective Agreement.

²2012 foremen earnings include lump sum payments and retroactive pay on ratification of 8 year Collective Agreement

¹As at December 31

STATISTICS

WORKFORCE

Hours and Earnings by Local (000's)

	2013	2014	2015	2016	2017
Longshore (All Ports)					
Wages	\$ 333,196	\$ 386,349	\$ 407,580	\$ 421,671	\$ 481,768
Vacations & Holidays ¹	\$ 38,400	\$ 44,042	\$ 47,165	\$ 49,455	\$ 55,827
Longshore Earnings	\$ 371,596	\$ 430,391	\$ 454,745	\$ 471,126	\$ 537,594
Pensions, Welfare, C.P.P. & E.I. ²	\$ 101,818	\$ 115,978	\$ 123,321	\$ 126,619	\$ 139,752
Total Labour Cost	\$ 473,413	\$ 546,369	\$ 578,066	\$ 597,745	\$ 677,347
Hours Worked	7,002	7,798	7,970	8,000	8,733
Vancouver					
Wages	\$ 161,093	\$ 180,162	\$ 187,128	\$ 189,973	\$ 214,267
Vacations & Holidays	\$ 20,143	\$ 22,332	\$ 23,320	\$ 23,809	\$ 26,468
Longshore Earnings	\$ 181,236	\$ 202,494	\$ 210,449	\$ 213,782	\$ 240,735
Pensions, Welfare, C.P.P. & E.I.	\$ 49,227	\$ 54,083	\$ 56,619	\$ 57,045	\$ 62,155
Total Labour Cost	\$ 230,463	\$ 256,577	\$ 267,068	\$ 270,827	\$ 302,890
Hours Worked	3,389	3,663	3,690	3,623	3,894
New Westminster					
Wages	\$ 133,401	\$ 160,761	\$ 170,684	\$ 177,541	\$ 198,594
Vacations & Holidays	\$ 14,272	\$ 17,027	\$ 18,629	\$ 19,858	\$ 22,206
Longshore Earnings	\$ 147,673	\$ 177,788	\$ 189,313	\$ 197,399	\$ 220,800
Pensions, Welfare, C.P.P. & E.I.	\$ 40,764	\$ 48,259	\$ 51,644	\$ 53,312	\$ 57,609
Total Labour Cost	\$ 188,437	\$ 226,047	\$ 240,957	\$ 250,710	\$ 278,409
Hours Worked	2,711	3,127	3,220	3,247	3,492
Prince Rupert					
Wages	\$ 21,858	\$ 27,882	\$ 33,358	\$ 34,346	\$ 49,420
Vacations & Holidays	\$ 2,242	\$ 2,832	\$ 3,343	\$ 3,513	\$ 4,856
Longshore Earnings	\$ 24,100	\$ 30,714	\$ 36,701	\$ 37,859	\$ 54,276
Pensions, Welfare, C.P.P. & E.I.	\$ 6,679	\$ 8,370	\$ 10,093	\$ 10,313	\$ 14,336
Total Labour Cost	\$ 30,779	\$ 39,084	\$ 46,794	\$ 48,173	\$ 68,612
Hours Worked	454	552	646	648	890
Vancouver Island					
Wages	\$ 16,342	\$ 16,501	\$ 15,352	\$ 18,372	\$ 17,559
Vacations & Holidays	\$ 1,704	\$ 1,770	\$ 1,791	\$ 2,160	\$ 2,139
Longshore Earnings	\$ 18,046	\$ 18,271	\$ 17,142	\$ 20,532	\$ 19,698
Pensions, Welfare, C.P.P. & E.I.	\$ 4,994	\$ 4,953	\$ 4,645	\$ 5,517	\$ 5,094
Total Labour Cost	\$ 23,040	\$ 23,224	\$ 21,787	\$ 26,049	\$ 24,792
Hours Worked	436	431	390	452	419
Others³					
Wages	\$ 501	\$ 1,043	\$ 1,057	\$ 1,439	\$ 1,928
Vacations & Holidays	\$ 40	\$ 82	\$ 82	\$ 115	\$ 157
Longshore Earnings	\$ 541	\$ 1,124	\$ 1,140	\$ 1,554	\$ 2,085
Pensions, Welfare, C.P.P. & E.I.	\$ 153	\$ 313	\$ 320	\$ 432	\$ 559
Total Labour Cost	\$ 694	\$ 1,437	\$ 1,460	\$ 1,986	\$ 2,644
Hours Worked	12	24	24	31	39
Foremen (All Ports)					
Wages	\$ 77,507	\$ 91,073	\$ 96,038	\$ 101,766	\$ 114,243
Vacations & Holidays	\$ 10,834	\$ 12,376	\$ 13,427	\$ 14,182	\$ 14,367
Foremen Earnings	\$ 88,341	\$ 103,450	\$ 109,465	\$ 115,948	\$ 128,610
Pensions, Welfare, C.P.P. & E.I.	\$ 23,766	\$ 28,845	\$ 28,536	\$ 28,982	\$ 33,008
Total Labour Cost	\$ 112,107	\$ 130,294	\$ 138,001	\$ 144,931	\$ 161,618
Hours Worked	1,116	1,231	1,279	1,300	1,398

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

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

³Consists of work at Bella Coola, Massett, Nisga'a, Port Simpson and Stewart.

⁴2012 foremen earnings include lump sum payments and retroactive pay on ratification of 8 year Collective Agreement

WORKFORCE

Longshore Hours Worked In Each Port Area

Port Area	Hours Worked By Vancouver Employees	Hours Worked By New Westminster Employees	Hours Worked By Vancouver Island Employees	Hours Worked By Prince Rupert Employees	Hours Worked By Outport ¹ Employees	Hours Worked By All Employees
Vancouver						
2013	3,310,682	26,408	8,929	225	355	3,346,599
2014	3,560,865	20,534	10,121	649	458	3,592,626
2015	3,612,393	7,931	12,065	561	1,600	3,634,548
2016	3,553,421	9,369	12,413	289	585	3,576,077
2017	3,824,480	9,458	12,530	1,027	397	3,847,892
New Westminster						
2013	78,080	2,683,637	1,731	2,855	2,155	2,768,458
2014	101,429	3,106,481	2,630	3,538	2,763	3,216,841
2015	77,399	3,211,872	507	3,693	3,427	3,296,897
2016	69,709	3,238,058	444	2,622	4,257	3,315,090
2017	70,197	3,482,216	500	2,837	8,940	3,564,690
Prince Rupert						
2013	-	46	-	451,313	222	451,581
2014	2	-	26	547,985	2,190	550,202
2015	82	18	-	641,591	3,114	644,805
2016	32	-	-	644,505	2,285	646,822
2017	48	40	45	883,916	6,624	890,673
Vancouver Island						
2013	14	669	425,046	-	-	425,728
2014	99	0	418,668	104	82	418,952
2015	120	-	377,400	-	-	377,519
2016	24	-	438,855	28	260	439,167
2017	141	-	404,562	2,371	44	407,118
Others						
2013	9	8	6	34	9,763	9,819
2014	237	224	2	54	18,629	19,144
2015	174	-	-	217	15,583	15,974
2016	180	112	-	84	23,189	23,565
2017	217	8	160	208	22,447	23,040
Total						
2013	3,388,785	2,710,767	435,711	454,427	12,495	7,002,184
2014	3,662,632	3,127,239	431,445	552,329	24,120	7,797,764
2015	3,690,168	3,219,821	389,971	646,061	23,723	7,969,743
2016	3,623,366	3,247,539	451,712	647,528	30,576	8,000,721
Total	3,895,083	3,491,722	417,797	890,359	38,452	8,733,413

¹Hours worked in Stewart, Bella Coola, Massett, Nisga'a and Port Simpson.

WORKFORCE

Longshore Wages & Comparison Of Wages Paid To Wages & Fringe Benefits Paid

Year	Hours Worked 000's	Basic Wage Rate	Wages Paid 000's	Wages & Fringes Paid 000's	Fringes As A % Of Wages Paid
2008	6,032	\$ 33.31	\$ 266,0672	\$ 373,803	40.49%
2009	4,914	\$ 34.51	\$ 215,089	\$ 314,065	46.02%
2010	5,852	\$ 34.51	\$ 261,778	\$ 373,761	42.78%
2011	6,367	\$ 35.36	\$ 303,770	\$ 424,102	39.61%
2012	6,691	\$ 36.26	\$ 310,501	\$ 443,072	42.70%
2013	7,002	\$ 37.16	\$ 333,196	\$ 472,425	41.79%
2014	7,797	\$ 38.21	\$ 386,349	\$ 546,093	41.35%
2015	7,969	\$ 39.31	\$ 407,580	\$ 577,365	41.66%
2016	8,000	\$ 40.56	\$ 421,671	\$ 598,083	41.84%
2017	8,733	\$ 42.01	\$ 481,768	\$ 679,445	41.03%

Employer Assessments Paid Towards Longshore Fringe Benefits

Year	Vacations 000's	Statutory Holidays 000's	Industry Pension 000's ¹	Canada Pension 000's	Health & Benefits 000's	M&M Allowance 000's	Others 000's	Wsbcc 000's	Total 000's
2008	\$ 21,681	\$ 7,369	\$ 52,382	\$ 7,285	\$ 15,013	\$ 3,113	\$ 547	\$ 347	\$ 107,736
2009	\$ 19,739	\$ 6,604	\$ 45,199	\$ 6,387	\$ 14,749	\$ 5,543	\$ 539	\$ 216	\$ 98,976
2010	\$ 22,778	\$ 7,546	\$ 54,135	\$ 7,328	\$ 16,021	\$ 3,474	\$ 501	\$ 200	\$ 111,984
2011	\$ 24,974	\$ 8,290	\$ 57,502	\$ 8,154	\$ 17,216	\$ 3,173	\$ 602	\$ 421	\$ 120,332
2012	\$ 26,616	\$ 9,287	\$ 64,975	\$ 8,817	\$ 18,410	\$ 3,399	\$ 690	\$ 378	\$ 132,571
2013	\$ 28,728	\$ 9,604	\$ 67,834	\$ 9,445	\$ 19,920	\$ 2,514	\$ 701	\$ 483	\$ 139,229
2014	\$ 32,750	\$ 11,276	\$ 75,837	\$ 12,972	\$ 22,111	\$ 3,431	\$ 782	\$ 584	\$ 159,744
2015	\$ 34,491	\$ 12,674	\$ 81,633	\$ 11,019	\$ 25,152	\$ 3,088	\$ 940	\$ 788	\$ 169,785
2016	\$ 36,176	\$ 13,279	\$ 82,258	\$ 11,777	\$ 26,905	\$ 4,158	\$ 1,076	\$ 782	\$ 176,412
2017	\$ 40,027	\$ 15,800	\$ 93,735	\$ 13,075	\$ 27,537	\$ 5,672	\$ 1,031	\$ 800	\$ 197,677

¹Effective April 1²2008 earnings include retroactive wages for the period April 1 to December 31, 2007³2011 earnings include lumpsum payments of \$19.7m.¹Includes cost of Employee Assistance, Jury Duty and Bereavement Leave.

WORKFORCE

Foremen Wages & Comparison Of Wages Paid To Wages & Fringe Benefits Paid

Year	Hours Worked 000's	Basic Wage Rate	Wages Paid 000's	Wages & Fringes Paid 000's	Fringes As A % Of Wages Paid
2008	984	\$ 44.41 ¹	\$ 57,766	\$ 83,719	44.93%
2009	835	\$ 46.01 ¹	\$ 57,818 ²	\$ 84,134	46.09%
2010	960	\$ 46.01	\$ 61,962	\$ 90,523	45.62%
2011	1,055	\$ 47.15	\$ 68,160	\$ 98,903	45.10%
2012	1,089	\$ 48.35	\$ 79,203 ³	\$ 113,842	43.73%
2013	1,116	\$ 49.55	\$ 77,455	\$ 112,502	45.25%
2014	1,231	\$ 50.95	\$ 91,073	\$ 131,236	44.10%
2015	1,279	\$ 52.41	\$ 96,038	\$ 138,110	43.81%
2016	1,300	\$ 54.08	\$ 101,766	\$ 145,556	43.03%
2017	1,398	\$ 56.01	\$ 114,243	\$ 163,785	43.37%

Employer Funding Paid Towards Foremen Fringe Benefits

Year	Vacations 000's	Statutory Holidays 000's	Industry Pension 000's ¹	Canada Pension 000's	Health & Benefits 000's	M&M Allowance 000's	Total 000's
2008	\$ 6,546	\$ 1,675	\$ 13,491	\$ 919	\$ 2,450	\$ 872	\$ 25,953
2009	\$ 6,019	\$ 1,777	\$ 13,977	\$ 866	\$ 2,069	\$ 1,751	\$ 26,316
2010	\$ 7,012	\$ 1,806	\$ 15,290	\$ 894	\$ 2,374	\$ 1,186	\$ 28,561
2011	\$ 7,770	\$ 2,012	\$ 16,748	\$ 988	\$ 2,597	\$ 628	\$ 30,743
2012	\$ 8,298	\$ 2,132	\$ 18,630	\$ 1,094	\$ 3,310	\$ 1,175	\$ 34,639
2013	\$ 8,879	\$ 2,158	\$ 18,621	\$ 1,151	\$ 3,502	\$ 735	\$ 35,047
2014	\$ 9,955	\$ 2,421	\$ 20,881	\$ 1,195	\$ 4,187	\$ 1,523	\$ 40,163
2015	\$ 10,895	\$ 2,532	\$ 22,043	\$ 1,307	\$ 4,579	\$ 717	\$ 42,072
2016	\$ 11,555	\$ 2,627	\$ 21,958	\$ 1,354	\$ 5,042	\$ 1,254	\$ 43,790
2017	\$ 12,657	\$ 2,938	\$ 25,483	\$ 1,410	\$ 5,542	\$ 1,512	\$ 49,542

¹Effective April 1²Foremen earnings include retroactive wages for the period April 1, 2007 to December 31, 2008.³Foremen earnings in 2012 include lump sum payment and retroactive wages for the period April 1, 2010 to December 31, 2011.

PENSIONS & BENEFITS

Longshore Pension Plan

Longshore pension benefits are provided to retirees, their widows and beneficiaries under the Waterfront Industry Pension Plan. The benefit is based on a fixed amount per year of eligible service. The trustees have been able to provide a consistent record of benefit increases after review of the contributions, investment returns and actuarial advice.

Waterfront Industry Pension Plan

Year	Number Of Benefit Recipients				Monthly Pension Benefit			Monthly Bridge Benefit ¹		
	Pensioners	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
2008	1,358	397	16	1,771	35 years	\$ 75.00	\$ 2,625.00	25 years	\$ 29.00	\$ 725.00
2009	1,388	405	13	1,806	35 years	\$ 75.00	\$ 2,625.00	25 years	\$ 29.00	\$ 725.00
2010	1,395	415	14	1,824	35 years	\$ 80.00	\$ 2,800.00	25 years	\$ 36.35	\$ 908.75
2011	1,375	430	16	1,821	35 years	\$ 82.70	\$ 2,894.50	25 years	\$ 36.35	\$ 908.75
2012	1,374	442	16	1,832	35 years	\$ 82.70	\$ 2,894.50	25 years	\$ 36.35	\$ 908.75
2013	1,376	450	16	1,842	35 years	\$ 85.00	\$ 2,975.00	25 years	\$ 36.35	\$ 908.75
2014	1,348	446	14	1,808	35 years	\$ 95.00	\$ 3,325.00	25 years	\$ 36.35	\$ 908.75
2015	1,344	443	16	1,803	35 years	\$ 110.00	\$ 3,850.00	25 years	\$ 36.35	\$ 908.75
2016	1,356	473	15	1,844	35 years	\$ 113.17	\$ 3,960.95	25 years	\$ 36.35	\$ 908.75
2017	1,370	490	19	1,879	35 years	\$ 116.77	\$ 4,086.95	25 years	\$ 36.35	\$ 908.75

Changes In Pension Fund Assets

Year	Assets Available at Beginning of Year	Pensions Paid	Admin. Expense	Employer Contribution	Employee Contribution	Investment Income	Market Value Gain (Loss)	Assets Available at End of Year
2008	\$ 704,414,710	\$ 36,133,297	\$ 1,840,133	\$ 52,873,564	\$ 52,873,564	\$ 33,031,583	\$ (140,877,868)	\$ 611,520,021
2009	\$ 611,532,021	\$ 38,701,835	\$ 2,474,367	\$ 45,199,243	\$ 45,199,243	\$ 22,579,953	\$ 76,491,116	\$ 796,030,190
2010	\$ 714,626,132	\$ 40,390,427	\$ 3,320,363	\$ 54,134,808	\$ 54,134,808	\$ 22,215,298	\$ 48,602,656	\$ 795,868,104
2011	\$ 795,868,104	\$ 43,734,494	\$ 3,618,656	\$ 58,690,954	\$ 58,690,954	\$ 24,248,746	\$ (11,361,869)	\$ 820,092,785
2012	\$ 820,092,785	\$ 43,755,750	\$ 3,227,891	\$ 64,975,074	\$ 64,975,074	\$ 29,749,478	\$ 47,830,089	\$ 915,663,785
2013	\$ 915,663,785	\$ 49,368,247	\$ 3,147,228	\$ 67,834,491	\$ 67,834,491	\$ 30,325,320	\$ 109,647,241	\$ 1,070,955,362
2014	\$ 1,070,955,362	\$ 50,886,499	\$ 3,927,668	\$ 75,837,318	\$ 75,837,318	\$ 30,113,125	\$ 93,916,617	\$ 1,219,437,186
2015	\$ 1,219,437,186	\$ 58,194,381	\$ 4,232,209	\$ 81,632,512	\$ 81,632,512	\$ 44,687,447	\$ 3,619,840	\$ 1,292,082,479
2016	\$ 1,292,082,479	\$ 64,177,129	\$ 4,618,102	\$ 86,913,107	\$ 6,086,983	\$ 55,125,842	\$ 55,419,241	\$ 1,426,832,421
2017	\$ 1,426,832,421	\$ 64,278,583	\$ 4,981,994	\$ 93,741,001	\$ 6,320,663	\$ 56,660,099	\$ 61,250,712	\$ 1,575,544,319

The Waterfront Employers of British Columbia (WEBC) provides pension and benefit administrative services to members working in the industry on behalf of four joint Trusts.

¹Payable 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.

²Members who have reached 35 years or more and retire between the ages of 55 to 65 receive an enhanced bridge of \$1,272.25 (35 years * \$36.35)

³Pensioners continuing to work in the industry: 21 in 2012, 27 in 2013, 25 in 2014, 24 in 2015, 20 in 2016, 19 in 2017.

STATISTICS

PENSIONS & BENEFITS

Foremen Pension Plan

Similar benefits are provided to foremen retirees, widows and beneficiaries under the Waterfront Foremen's Pension Plan. A significant revision to the foremen's plan in 2001 resulted in two distinct benefits for service up to 2001 and service after that date.

Foremen's service after 2001 has been credited at \$240.83 per month for each year of service.

This amount has been adjusted by the trustees annually to keep pace with increases in the CRA maximum allowable pension.

Foremen's service prior to 2002 has been credited at \$117.29 per month for each year of service.

Waterfront Foremen Pension Plan

Year	Number Of Benefit Recipients				Monthly Pension Benefit				Monthly Bridge Benefit ¹		
	Pensioners	Spouses	Others	Total	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit	Maximum Earning Subject to 2%	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit
2008	336	60	5	401	n/a	\$ 194.44	No max.	\$ 116,667.00	25 years	\$ 28	\$ 700
2009	341	66	3	410	n/a	\$ 203.70	No max.	\$ 122,222.00	25 years	\$ 28	\$ 700
2010	344	72	3	419	n/a	\$ 207.87	No max.	\$ 124,722.00	25 years	\$ 28	\$ 700
2011	356	77	1	434	n/a	\$ 212.69	No max.	\$ 127,611.00	25 years	\$ 28	\$ 700
2012	356	81	0	437	n/a	\$ 220.56	No max.	\$ 132,333.00	25 years	\$ 28	\$ 700
2013	357	83	0	440	n/a	\$ 224.72	No max.	\$ 134,833.50	25 years	\$ 36.35	\$ 908.75
2014	354	89	1	444	n/a	\$ 230.83	No max.	\$ 138,500.00	25 years	\$ 36.35	\$ 908.75
2015	358	92	1	451	n/a	\$ 234.91	No max.	\$ 140,944.50	25 years	\$ 36.35	\$ 908.75
2016	362	96	3	461	n/a	\$ 240.83	No max.	\$ 144,500.00	25 years	\$ 36.35	\$ 908.75
2017	361	103	4	468	n/a	\$ 242.87	No max.	\$ 145,722.00	25 years	\$ 36.35	\$ 908.75

Changes In Pension Fund Assets

Year	Assets Available at Beginning of Year	Pensions Paid	Admin. Expense	Employer Contribution	Employee Contribution	Investment Income	Market Value Gain (Loss)	Assets Available at End of Year
2008	\$ 218,919,252	\$ 11,307,622	\$ 673,295	\$ 13,491,902	\$ 3,862,568	\$ 10,321,272	\$ (43,330,580)	\$ 191,283,496
2009	\$ 191,283,496	\$ 12,220,388	\$ 878,347	\$ 13,977,247	\$ 3,777,519	\$ 7,453,664	\$ 26,668,033	\$ 230,061,227
2010	\$ 230,061,227	\$ 11,936,597	\$ 1,014,851	\$ 15,313,111	\$ 3,826,335	\$ 6,734,073	\$ 17,971,016	\$ 260,954,313
2011	\$ 260,954,313	\$ 12,309,342	\$ 1,441,534	\$ 16,745,994	\$ 4,006,454	\$ 7,394,970	\$ (7,900,461)	\$ 267,450,395
2012	\$ 267,450,394	\$ 13,760,365	\$ 1,366,365	\$ 18,630,244	\$ 4,295,457	\$ 9,326,671	\$ 17,655,950	\$ 302,231,987
2013	\$ 302,231,987	\$ 15,696,409	\$ 1,293,667	\$ 18,621,071	\$ 4,199,748	\$ 10,655,676	\$ 43,822,133	\$ 362,540,539
2014	\$ 362,540,539	\$ 15,299,271	\$ 1,488,449	\$ 20,881,436	\$ 389,307	\$ 10,042,004	\$ 31,801,466	\$ 408,867,032
2015	\$ 408,867,032	\$ 17,663,338	\$ 1,585,894	\$ 22,042,641	\$ 510,385	\$ 15,525,418	\$ (366,179)	\$ 427,330,065
2016	\$ 427,330,065	\$ 18,415,374	\$ 1,566,917	\$ 21,958,109	\$ 534,932	\$ 19,864,698	\$ 22,194,189	\$ 471,899,702
2017	\$ 471,899,702	\$ 19,289,014	\$ 1,753,553	\$ 25,503,069	\$ 535,989	\$ 19,422,050	\$ 21,551,780	\$ 517,870,023

¹Payable 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.

²Pensioners continuing to work in the industry: two in 2012, four in 2013, four in 2014, seven in 2015, seven in 2016, eight in 2017.

PENSIONS & BENEFITS

Longshore & Foremen Benefit Plans

Longshore benefits are provided to active and retired employees under the ILWU Employer Association Health and Benefit Plan and the ILWU Employer Association Employee Life and Health Trust. Similar benefits are provided to foremen employees and retirees under the Waterfront Foremen's Welfare Plan. Benefits under both Plans are provided through specific Trusts established for that purpose. Benefits are generally paid based on a flat entitlement amount per period. The Trusts pay the cost of premiums for selected comprehensive coverage from independent third party carriers (prescription drugs, life insurance, AD&D). The balance of benefits are self-funded and limited by the remaining assets of the Trusts. Each Plan is managed by six Trustees, three appointed by the Association and three appointed by the Union. Day-to-day benefits administration is carried out on behalf of the Trusts by the Waterfront Employers of B.C.

Cost of Longshore Health and Benefit Plan / Employee Life and Health Trust

	2013	2014	2015	2016	2017 ¹
Revenues					
Employer	\$ 19,919,973	\$ 22,111,162	\$ 25,152,149	\$ 22,250,287	\$ 27,536,578
Employee	\$ 6,430,399	\$ 7,006,577	\$ 7,941,030	\$ 8,557,398	\$ 8,739,591
Investment & Other	\$ 527,894	\$ 1,806,127	\$ 1,353,707	\$ 615,820	\$ 403,735
Total	\$ 26,878,266	\$ 30,923,867	\$ 34,446,886	\$ 31,423,505	\$ 36,679,904
Expenses					
Weekly Indemnity	\$ 3,467,877	\$ 1,269,099	\$ 3,793,548	\$ 4,566,479	\$ 5,223,068
M.S.P. of B.C.	\$ 5,329,918	\$ 5,719,676	\$ 6,255,660	\$ 3,437,195	\$ 5,049,803
Dental	\$ 4,025,055	\$ 4,906,273	\$ 5,176,116	\$ 6,589,549	\$ 6,982,011
Group Life	\$ 2,695,167	\$ 1,996,227	\$ 3,130,729	\$ 3,437,195	\$ 3,723,904
Long Term Disability	\$ 2,482,079	\$ 1,402,298	\$ 2,136,088	\$ 2,572,799	\$ 2,864,099
Provisions for Disability Claims	\$ 100,490	\$ (412,586)	\$ 5,959,580	\$ (2,881,573)	\$ 1,000,000
Extended Health	\$ 4,029,381	\$ 4,433,680	\$ 4,576,844	\$ 6,108,973	\$ 986,458
Vision Care	\$ 500,242	\$ 574,011	\$ 685,215	\$ 993,740	\$ 1,012,253
Pensioners Survivor Benefits	\$ 157,457	\$ 204,000	\$ 203,494	\$ 150,506	\$ 219,750
Accidental Death & Dismemberment	\$ 319,919	\$ 355,190	\$ 391,963	\$ 424,300	\$ 449,373
Administration, Consultants	\$ 910,847	\$ 1,149,092	\$ 1,244,091	\$ 4,651,928	\$ 3,182,352
Total	\$ 24,018,432	\$ 21,596,960	\$ 33,553,328	\$ 30,051,091	\$ 30,693,071
EXCESS (SHORTFALL)	\$ 2,859,834	\$ 9,326,907	\$ 893,558	\$ 1,372,414	\$ 5,986,833

¹Unaudited.

STATISTICS

PENSIONS & BENEFITS

Longshore & Foremen Benefit Plans

Benefit Type	Longshore	Foremen
Weekly Indemnity	"A" Coverage - \$735 per week to a maximum of 52 weeks	\$749 per week to a maximum of 52 weeks
Medical Services Plan of BC*	Including pensioners & surviving spouse	Including pensioners & surviving spouse
Dental	"A" Coverage - 100% of all routine, restorative and surgical costs (\$10,000 annual reimbursement limit) Orthodontics - Limited at 50% to a \$3,500 lifetime max. reimbursement limit	100% of all routine, restorative and surgical costs (\$6,000 annual reimbursement limit) Orthodontics - Services included in limit above
Pensioner & Surviving Spouse Dental	\$800 annual reimbursement limit, paid at 100%	100% of routine (\$1,500 annual reimbursement limit)
Group Life*	"A" Coverage \$215,000 "B" Coverage \$108,000	\$200,000 \$100,000 (Ages 65-70)
A D & D*	"A" Coverage \$215,000 "B" Coverage \$108,000	\$200,000 \$100,000 (Ages 65-70)
Long Term Disability	"A" Coverage \$2,550 per month (taxable)	\$3,990 per month (taxable)
Extended Health*	100% of covered expenses to a lifetime limit of \$50,000 Including pensioners and eligible surviving spouses	100% of covered expenses to a lifetime limit of \$50,000 Including pensioners and eligible surviving spouses
Vision Care*	\$700 per individual dependent family member every 2 years	\$565 per individual dependent family member every 2 years
Pensioner & Surviving Spouse Vision Care	\$350 per individual dependent family member every 2 years	\$350 per individual dependent family member every 2 years
Pensioners Survivor Benefits	\$3,500 survivor benefit - pensioners only	\$3,000 survivor benefit - pensioners only

*Board Casuals who maintain hours eligibility qualify for limited benefits coverage (EHB, MSP, Vision Care, B Board Dental Benefits, and 50% of Group Life and AD&D).

Cost of Foremen Health and Benefit Plan

	2013	2014	2015	2016	2017 ¹
Revenues					
Employer	\$ 3,509,478	\$ 4,187,037	\$ 4,578,731	\$ 5,041,723	\$ 5,542,372
Employee	\$ 1,964,959	\$ 2,141,124	\$ 2,239,855	\$ 2,279,084	\$ 2,444,325
Investment & Other	\$ 145,656	\$ 491,325	\$ 323,002	\$ 201,781	\$ 238,528
Total	\$ 5,620,093	\$ 6,819,486	\$ 7,141,588	\$ 7,522,588	\$ 8,225,225
Expenses					
Weekly Indemnity	\$ 260,863	\$ 203,928	\$ 509,849	\$ 409,643	\$ 317,356
M.S.P. of B.C.	\$ 1,149,453	\$ 1,221,102	\$ 1,322,021	\$ 1,377,353	\$ 1,439,083
Dental	\$ 904,373	\$ 1,121,431	\$ 1,251,290	\$ 1,296,795	\$ 1,398,720
Group Life	\$ 460,610	\$ 460,610	\$ 478,109	\$ 476,338	\$ 534,191
Long Term Disability	\$ 385,323	\$ 131,531	\$ 156,612	\$ 149,560	\$ 354,842
Provisions for Disability Claims	\$ (370,138)	\$ (37,246)	\$ 288,283	\$ 331,828	\$ 1,700,000
Extended Health	\$ 806,345	\$ 960,886	\$ 1,128,542	\$ 1,136,121	\$ 1,448,074
Vision Care	\$ 105,950	\$ 82,218	\$ 127,345	\$ 149,560	\$ 138,454
Pensioners Survivor Benefits	\$ 37,500	\$ 30,500	\$ 36,000	\$ 36,000	\$ 51,000
Accidental Death & Dismemberment	\$ 55,939	\$ 59,388	\$ 62,514	\$ 63,034	\$ 66,493
Administration, Consultants	\$ 169,400	\$ 334,329	\$ 309,781	\$ 284,177	\$ 236,229
Total	\$ 3,965,618	\$ 4,568,678	\$ 5,670,346	\$ 5,710,409	\$ 7,684,442
EXCESS (SHORTFALL)	\$ 1,654,475	\$ 2,250,808	\$ 1,471,242	\$ 1,812,178	\$ 540,782



APPENDICES

APPENDICES

BOARD OF DIRECTORS

CHAIR

JEFF SCOTT

GENERAL TERMINAL (BREAKBULK) OPERATORS

KIM STEGEMAN-LOWE
SQUAMISH TERMINALS LTD.
Term to March 2019

BRAD ESHLEMAN*
WESTERN STEVEDORING COMPANY LTD.
Term to March 2018

BULK TERMINAL OPERATORS

JIM BELSHEIM*
NEPTUNE BULK TERMINALS (CANADA) LTD.
Term to March 2018

LORNE FRIBERG
PACIFIC COAST TERMINALS CO. LTD.
Term to March 2018

DON NONIS
KINDER MORGAN CANADA INC.
Term to March 2019

CONTAINER TERMINAL OPERATORS

MAKSIM MIHIC
DP WORLD (CANADA) INC.
Term to March 2019

JEFF SCOTT*
FRASER SURREY DOCKS LP
Term to March 2018

ERIC WALTZ
GCT CANADA LTD. PARTNERSHIP
Term to March 2019

SHIP OWNERS

IAN HAMILL
CMA CGM (CANADA) INC.
Term to March 2019

ERICH BILLUNG-MEYER
ACGI SHIPPING INC.
Term to March 2019

GEORGE RUNYON
EVERGREEN SHIPPING AGENCY (AMERICA)
CORP.
Term to March 2019

J. BROCK CHRYSAL
WHEELHOUSE SHIPPING AGENCY LTD.
Term to March 2018

RICHARD CHAPPELL*
WESTWOOD SHIPPING LINES (CANADA) INC.
Term to March 2018

THE MEMBERSHIP

SHIP OWNERS CLASS

AAL Shipping (Austral Asia Line PTE. Ltd.)
 ACGI Shipping Inc.
 APL (Canada)
 CMA CGM (Canada) Inc.
 Colley West Shipping Ltd.
 COSCO Shipping Lines (Canada) Inc.
 Evergreen Shipping Agency (America) Corp.
 G2 Ocean Shipping Canada Ltd.
 Hapag-Lloyd (Canada) Inc.
 Hyundai America Shipping Agency (P.N.)
 ICS Logistics Ltd.
 Inchcape Shipping Services
 Interocean Steamship Corporation
 Island Shipping Limited
 "K" Line Canada Ltd.
 Maersk Canada Inc.
 Mason Agency Ltd.
 McLean Kennedy Inc.
 Montship Inc.
 MSC Mediterranean Shipping Company (Canada) Inc.
 Navitrans Shipping Agencies Inc.
 NYK Line (Western Canada) Inc.
 Oldendorff Carriers
 OOCL (Canada) Inc.
 Pacific Basin Shipping (Canada) Ltd.
 Pacific Northwest Ship & Cargo Services Inc.
 Saga Welco AS
 Sinotrans Canada Inc.
 Westward Shipping Ltd.
 Westwood Shipping Lines (Canada) Inc.
 Wheelhouse Shipping Agency Ltd.
 Wilhelmsen Ships Service
 Zim Integrated Shipping Services (Canada)

DIRECT EMPLOYERS CLASS

Bulk Terminals Operators Sub-class

Fibreco Export Inc.
 Kinder Morgan Canada Inc.
 Neptune Bulk Terminals (Canada) Ltd.
 Pacific Coast Terminals Co. Ltd.
 Pinnacle Renewable Energy Inc.

Container Terminal Operators Sub-class

DP World (Canada) Inc.
 DP World Prince Rupert Inc.
 Fraser Surrey Docks LP
 GCT Canada Limited Partnership

General Terminal (Breakbulk) Operators Sub-class

Associated Stevedoring Co. Ltd.
 Cerescorp Company
 Empire Grain Stevedoring Ltd.
 Louis Wolfe & Sons (Vancouver) Ltd.
 Pacific Rim Stevedoring Ltd.
 Pacific Stevedoring & Contracting Co. Ltd.
 PCDC Canada Ltd.
 Squamish Terminals Ltd.
 Vancouver Shipping Agencies Ltd.
 Western Stevedoring Company Ltd.
 Western Stevedoring Terminal Operations Ltd.

ASSOCIATE MEMBERS CLASS

Chamber of Shipping of BC
 Shipping Federation of Canada
 Tidal Transport and Trading
 Viterra Inc.

COMMITTEES OF THE BOARD

EXECUTIVE COMMITTEE

Primary

BRAD ESHLEMAN

WESTERN STEVEDORING COMPANY LTD.

RICHARD CHAPPELL

WESTWOOD SHIPPING LINES (CANADA) INC.

JEFF SCOTT*

FRASER SURREY DOCKS LP

JIM BELSHEIM

NEPTUNE BULK TERMINALS (CANADA) LTD.

GOVERNANCE COMMITTEE

JIM BELSHEIM, CHAIR

NEPTUNE BULK TERMINALS (CANADA) LTD.

TERRY DUGGAN, STANDING MEMBER

BCMEA

JEFF SCOTT

FRASER SURREY DOCKS LP

MIKE LEONARD, STANDING MEMBER

BCMEA

Alternate

KIM STEGEMAN-LOWE

SQUAMISH TERMINALS LTD.

IAN HAMILL

CMA CGM (CANADA) INC.

ERIC WALTZ

GCT CANADA LTD. PARTNERSHIP

LORNE FRIBERG

PACIFIC COAST TERMINALS CO. LTD.

GEORGE RUNYON

EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

MAKSIM MIHIC

DP WORLD (CANADA) INC.

APPENDICES

FINANCE & AUDIT COMMITTEE

RICHARD CHAPPELL, CHAIR †
WESTWOOD SHIPPING LINES (CANADA) INC.

LORNE FRIBERG†
PACIFIC COAST TERMINALS

ERICH BILLUNG-MEYER †
ACGI SHIPPING INC.

KIM STEGEMAN-LOWE
SQUAMISH TERMINALS LTD.

TERRY DUGGAN, STANDING MEMBER
BCMEA

TONY KEUNG, STANDING MEMBER
BCMEA

MEMBERSHIP COMMITTEE

GEORGE RUNYON, CHAIR
EVERGREEN SHIPPING AGENCY (AMERICA)
CORP.

CLIFFORD FALEIRO
SAGA WELCO AS

SHIP OWNERS COMMITTEE*

RICHARD CHAPPELL, CHAIR
J. BROCK CHRYSAL
IAN HAMILL
ERICH BILLUNG-MEYER
GEORGE RUNYON

Non-Board Members
GONZALO BENITEZ
NEPTUNE BULK TERMINALS (CANADA) LTD.

DAVE DUNBAR
WESTERN STEVEDORING COMPANY LTD.

RYAN UY
DP WORLD (CANADA) INC.

DALLAS LEUNG
GCT CANADA LTD. PARTNERSHIP

ERIC WALTZ
GCT CANADA LTD. PARTNERSHIP

MIKE LEONARD
BCMEA

JOHN BECKETT, STANDING MEMBER
TERRY DUGGAN, STANDING MEMBER
MIKE LEONARD, STANDING MEMBER

DIRECT EMPLOYERS COMMITTEE*

BRAD ESHLEMAN, CHAIR
JIM BELSHEIM
LORNE FRIBERG
MAKSIM MIHIC
ERIC WALTZ
JEFF SCOTT

Bulk Terminal Operators
Sub-class
Fibreco Export Inc.
Kinder Morgan Canada Inc.
Neptune Bulk Terminals (Canada) Ltd.
Pacific Coast Terminals Co. Ltd.
Pinnacle Renewable Energy Inc.

Container Terminal Operators
Sub-class
DP World (Canada) Inc.
Fraser Surrey Docks LP
DP World Prince Rupert Inc.
GCT Canada Limited Partnership

ALLOCATION COMMITTEE

BCMEA

I. NICOL
B. CAMPBELL
T. CHAN

DP WORLD (CANADA) INC.

F. TALLARICO Alternates
M. YALE **J. MATIC**
B. MORTIMER

DON NONIS
KIM STEGEMAN-LOWE
JOHN BECKETT, STANDING MEMBER
TERRY DUGGAN, STANDING MEMBER
MIKE LEONARD, STANDING MEMBER

General Terminal (Breakbulk) Operators
Sub-class
Associated Stevedoring Co. Ltd.
Cerescorp Company
Empire Grain Stevedoring Ltd.
Louis Wolfe & Sons (Vancouver) Ltd.
Pacific Rim Stevedoring Ltd.
Pacific Stevedoring & Contracting Co. Ltd.
PCDC Canada Ltd.
Squamish Terminals Ltd.
Vancouver Shipping Agencies Ltd.
Western Stevedoring Company Ltd.
Western Stevedoring Terminal Operators Ltd.

GCT CANADA LTD. PARTNERSHIP

C. LABRASH Alternates
H. FAN
K. WONG
K. LIEU
K. JONES

WESTERN STEVEDORING COMPANY LTD.

C. DOW Alternates
K. LETAIN

NEPTUNE BULK TERMINALS (CANADA) LTD.

R. BOOKER

† Denotes Audit Committee | *All members of the Ship Owners Class may participate.

*All members of the Ship Owners Class may participate.

DIRECT OPERATORS COMMITTEE**R. BOOKER**

NEPTUNE BULK TERMINALS (CANADA) LTD.

D. LUCAS

WESTERN STEVEDORING COMPANY LTD. CO-CHAIR

C. JONES

KINDER MORGAN CANADA INC.

W. LESLIE

PACIFIC COAST TERMINALS CO. LTD.

D. MARTIN

FRASER SURREY DOCKS LP, CO-CHAIR

J. WEBBER

SQUAMISH TERMINALS LTD.

B. GIMBLETT

GCT CANADA LTD. PARTNERSHIP

B. HULL

DP WORLD (CANADA) INC.

J. KIM

GCT CANADA LTD. PARTNERSHIP

N. VANCIC

DP WORLD (CANADA) INC.

M. LEONARD

STANDING MEMBER, BCMEA

J. VOGT

STANDING MEMBER, BCMEA

SPECIAL & STANDING COMMITTEES

JOINT INDUSTRY LABOUR RELATIONS COMMITTEE**MIKE LEONARD, CHAIR**

BCMEA

GEORGE RUNYON

EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

JIM BELSHEIM

NEPTUNE BULK TERMINALS (CANADA) LTD.

DAVE LUCAS

WESTERN STEVEDORING COMPANY LTD.

Alternate**JACK VOGT**

BCMEA

RICHARD CHAPPELL

WESTWOOD SHIPPING LINES (CANADA) INC.

DON NONIS

KINDER MORGAN CANADA INC.

DAVID MARTIN

PACIFIC RIM STEVEDORING LTD.

VANCOUVER ISLAND COMMITTEE**LINDSAY FAMILTON, CHAIR**

BCMEA

JOHN BRIANT

WESTERN STEVEDORING COMPANY LTD.

RICHARD CHAPPELL

WESTWOOD SHIPPING LINES (CANADA) INC.

JOHN DARBYSHIRE

DP WORLD (CANADA) INC.

CLIFFORD FALEIRO

SAGA WELCO AS

LUCKY HEWAVITHARANA

G2 OCEAN SHIPPING CANADA LTD.

DAVE LUCAS

WESTERN STEVEDORING COMPANY LTD.

PAMELA FRY

DP WORLD (CANADA) INC.

RON BRINKHURST

TIDAL TRANSPORT AND TRADING

AL MOORE

WESTERN STEVEDORING COMPANY LTD.

PORT LABOUR RELATIONS COMMITTEE – VANCOUVER

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BCMEA

JOE WEBBER
SQUAMISH TERMINALS LTD.

RANDY BEATCH
WESTERN STEVEDORING COMPANY LTD.

DAVE LUCAS
WESTERN STEVEDORING TERMINAL OPERATORS LTD.

Alternates
KELLY GREENE
DP WORLD (CANADA) INC.

FRASER BLAIR, GRAIN CHAIR
BCMEA

ADRIANO MAGRO
EMPIRE GRAIN STEVEDORING LTD.

TONY BAKER
WESTERN STEVEDORING COMPANY LTD.

DAVID SUTTIS
DP WORLD (CANADA) INC.

Alternates
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EMPIRE GRAIN STEVEDORING LTD.

FAB RAMANZIN
DP WORLD (CANADA) INC.

MACEY NIELISSEN, GEN. WHARF OPERATORS CHAIR
BCMEA

DAVE LUCAS
WESTERN STEVEDORING COMPANY LTD.

BRIAN GIMBLETT
GCT CANADA LTD. PARTNERSHIP

Alternates
MAKSIM MIHIC
DP WORLD (CANADA) INC.

JOE WEBBER
SQUAMISH TERMINALS LTD.

FRASER BLAIR, BULK TERMINALS CHAIR
BCMEA

ROB BOOKER
NEPTUNE BULK TERMINALS (CANADA) LTD.

WADE LESLIE
PACIFIC COAST TERMINALS CO. LTD.

Alternates
HENRY ZEA
FIBRECO EXPORT INC.

JIM ANDERSON
NEPTUNE BULK TERMINALS (CANADA) LTD.

PORT LABOUR RELATIONS COMMITTEE – NEW WESTMINSTER

LINDSAY FAMILTON DEEPSEA CHAIR
BCMEA

RANDY BEATCH
WESTERN STEVEDORING COMPANY LTD.

CLIFF CHERNOFF
PACIFIC RIM STEVEDORING LTD.

Alternates
BRUCE WEBSTER
WESTERN STEVEDORING COMPANY LTD.

DAVE SUTTIS
DP WORLD (CANADA) INC.

MACEY NIELISSEN, GEN. WHARF OPERATORS CHAIR
BCMEA

MIKE MCCLELLAN
GCT CANADA LTD. PARTNERSHIP

DAVID MARTIN
PACIFIC RIM STEVEDORING LTD.

Alternates
COLIN PARKER
GCT CANADA LTD. PARTNERSHIP

ANDREW WHIFFIN
PACIFIC RIM STEVEDORING LTD.

PORT LABOUR RELATIONS COMMITTEE – VANCOUVER ISLAND

LINDSAY FAMILTON DEEPSEA CHAIR
BCMEA

JOHN BRIANT
WESTERN STEVEDORING COMPANY LTD.

PAMELA FRY
DP WORLD (CANADA) INC.

NB: For each meeting, the Chair will request certain Reps to be present, having regard to the nature of the matters to be considered and the employers in the Sector involved. The Chair may include other Reps as advisors and/or observers.

PORT LABOUR RELATIONS COMMITTEE – PRINCE RUPERT

LINDSAY FAMILTON, DEEPSEA CHAIR
BCMEA

RANDY BEATCH
WESTERN STEVEDORING COMPANY LTD.

MIKE ZAWISLAK
EMPIRE GRAIN STEVEDORING LTD.

Alternates

BRUCE WEBSTER
WESTERN STEVEDORING TERMINAL OPERATORS LTD.

GENERAL WHARF OPERATORS

MACEY NIELISSEN, CHAIR
BCMEA

M. MIHIC
DP WORLD PRINCE RUPERT INC.

Alternates

R. ALVAREZ
DP WORLD PRINCE RUPERT INC.

NB: Per the Collective Agreement, each Party is limited to a maximum of three Reps. As such, the Chair will name the other one or two Reps, as the case may be, on each occasion a matter arises with regard to the matter and the Employer(s) involved. On matters involving ship, dock, and/or coastwise, the Chair may include any of the other representatives or alternates for advisory purposes.

JOINT SAFETY COMMITTEE

KEVIN JACKSON, CHAIR
BCMEA

DEEPSEA MATTERS
RANDY BEATCH
WESTERN STEVEDORING COMPANY LTD.

RYAN MCFARLANE
FRASER SURREY DOCKS LP

SAMANTHA MINCHER
DP WORLD (CANADA) INC.

BULK TERMINALS MATTERS
JAMES MEANY
KINDER MORGAN CANADA INC.

JEFF HAYES
NEPTUNE BULK TERMINALS (CANADA) LTD.

GORDON SIMS
PACIFIC COAST TERMINALS CO. LTD.

HENRY ZEA
FIBRECO EXPORT INC.

BRIAN WATSON
VITERRA INC.

GENERAL WHARF OPERATORS MATTERS

DANIEL HOWELL
GCT CANADA LTD. PARTNERSHIP

DEREK RAZZELL
GLOBAL CONTAINER TERMINALS INC.

JOHN CRIQUE
WESTERN STEVEDORING COMPANY LTD.

KURT SLOCOMBE
DP WORLD PRINCE RUPERT INC.

KENT WARWICK
SQUAMISH TERMINALS LTD.

BAL MANN
GLOBAL CONTAINER TERMINALS INC.

MARK KWON
FRASER SURREY DOCKS LP

MIKHAIL CHERNOMORCHENKO
WESTERN STEVEDORING COMPANY LTD.

EMMA JARRETT
SQUAMISH TERMINALS LTD.

COASTWISE MATTERS
ELISE FERGUSON
CERESCORP COMPANY

NB: For each meeting of the Joint Safety Committee, the Chair will request certain Reps to be present, having regard to the matters to be considered and the employers of the Industry involved. The Chair may include other Reps as advisors and/or observers.

**COR TECHNICAL ADVISORY COMMITTEE
(SUBCOMMITTEE OF THE DIRECT EMPLOYERS COMMITTEE)**

KEVIN JACKSON, CHAIR
BCMEA

J. FLEMMING
WESTJET

J. SANTOS
THRIFTY FOODS

D. FAGEN
BC FERRIES

G. ANDERSON
ISLAND TUG & BARGE

S. KOLBERG
WORKSAFEBBC

GORDON SIMS
PACIFIC COAST TERMINALS CO. LTD.

A. VINGNES
CATHERWOOD TOWING

IS STRATEGIC PLANNING COMMITTEE

RICK BARNES, CHAIR
BCMEA

ROGER DIAS
WESTERN STEVEDORING COMPANY LTD.

KEN HALES
DP WORLD (CANADA) INC.

JOHN PARFITT
PACIFIC COAST TERMINALS CO. LTD.

ROB CAVALLO
KINDER MORGAN CANADA INC.

ALISON CHOW
CERESCORP COMPANY

CHRIS POSTLE
GCT CANADA LTD. PARTNERSHIP

KEITH LECLERC
FRASER SURREY DOCKS LP

MARK PETRIK
NEPTUNE BULK TERMINALS (CANADA) LTD.

DOUG HACKETT
SQUAMISH TERMINALS LTD.

ANDREY VDOVIN
PORT METRO VANCOUVER

MILJAN CABRILO
DP WORLD (CANADA) INC.

BEAU STOREY
PACIFIC COAST TERMINALS CO. LTD.

DAVE FOX
NEPTUNE BULK TERMINALS (CANADA) LTD.

DISPATCH SUPPLY & DEMAND COMMITTEE

BRAD ESHLEMAN
WESTERN STEVEDORING COMPANY LTD.

IAN NICOL
STANDING MEMBER, BCMEA

JIM BELSHEIM
NEPTUNE BULK TERMINALS (CANADA)

MIKE LEONARD
STANDING MEMBER, BCMEA

MAKSIM MIHIC
DP WORLD (CANADA) INC.

JOHN BECKETT
STANDING MEMBER, BCMEA

ERIC WALTZ
GCT CANADA LTD. PARTNERSHIP

TERRY DUGGAN
STANDING MEMBER, BCMEA

RICHARD CHAPPELL
WESTWOOD SHIPPING LINES (CANADA) INC.

LAUREN CHAN
STANDING MEMBER, BCMEA

GEORGE RUNYON
EVERGREEN SHIPPING AGENCY (AMERICA)
CORP.

**LONGSHORE PENSION PLAN / EMPLOYEE HEALTH & BENEFIT PLAN TRUSTEES
FOR THE EMPLOYERS**

KEN CATTON
GERALD FRIESEN
GREG GARDNER

**FOREMEN PENSION / HEALTH & BENEFIT PLAN TRUSTEES
FOR THE EMPLOYERS**

KEN CATTON
GERALD FRIESEN
TONY KEUNG
BCMEA

PEOPLE

EXECUTIVE OFFICERS & DIRECTORS

TERRY DUGGAN
MIKE LEONARD

President & CEO
Senior Vice President, Employee Relations,
Dispatch & Corporate Secretary

JOHN BECKETT
TONY KEUNG
PETER EDWARDS
JACK VOGT
IAN NICOL

Vice President, Training, Safety & Recruitment
Senior Director, Finance & Information Services
Director, Training, Safety & Recruitment
Director, Labour Relations
Director, Dispatch

SENIOR STAFF

ANDREW BARNES
RICK BARNES
BILL BLACKLER
LAUREN CHAN
TAYLOR DONG
LINDSAY FAMILTON
KEVIN JACKSON
ADARSH JOHEL
SHARON LAW
HEATHER NAIRN
MACEY NIELISSEN
MICHAEL SMOLANDER

Manager, Projects, Capital Assets & Facilities
Manager, Information Services
Manager, Claims Services
Manager, Communications & Community Relations
Manager, Labour Relations
Manager, Labour Relations
Manager, Safety Systems
Manager, Waterfront Training Centre
Controller, Accounting
Manager, Human Resources
Manager, Labour Relations
Manager, Labour Relations

HEAD OFFICE

MANJIT DULAY
DONNA EDWARDS
GENIAH LESSANI

LINDA JONES
ELIZABETH WONG

TRAINING, SAFETY & RECRUITMENT

GERALDO AQUILA
AMAR BADHESHA
MARIE CALOGEROS
MORGAINA DEMATAO
WENDY EBBS
CHRISTI FRANK

SUKI HACHE
DAVID IWATA
MEADD MILLER
DAVID MOORHOUSE
SID PLESTED
JOE SHEWFELT

DAMON SMITH
VERONICA SMITH
KATE SOUTHWELL
KRISTOPHER VILLENEUVE
JOEY XU

INFORMATION SERVICES

JOHN CLARKE
SHELDON CRAIG
VAHID FARSCHI
PETER FEE
WILSON LEE
KULDEEP KAUR
VINCENZO MILITELLO

CAROL NEJEDLY
TAVARAS POWELL
GURPREET PRIHAR
PARDEEP PUAR
NORA SABAU
IVAN SANGALA
GREG SANGHA

KENG SIM
VIK SINGH
AMIT TREHAN
FRED WEI
PETER WHITESIDE
MALCOM WYNDEN
STEVEN ZHOU

DISPATCH

SAEED AHMED
RYAN BEATTIE
BILL CAMPBELL
PIERO CANTAGALLO
TOMMY CHAN
IAN CHEUNG
PAVANJOT GILL
JOHN HOOK

BRIE JEPSON
AMRIT JOHAL
HANNAH JULIAN
FRANCINE OZEE
MIKE RUTHERFORD
MICHAEL TATTRIE
GREG TODHUNTER

ACCOUNTING

FRANCO DIPLACIDO
JENNIFER RHODES
PREMILA SINGH
YURI YAMADA
LISHA ZHANG



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British Columbia Maritime Employers Association

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