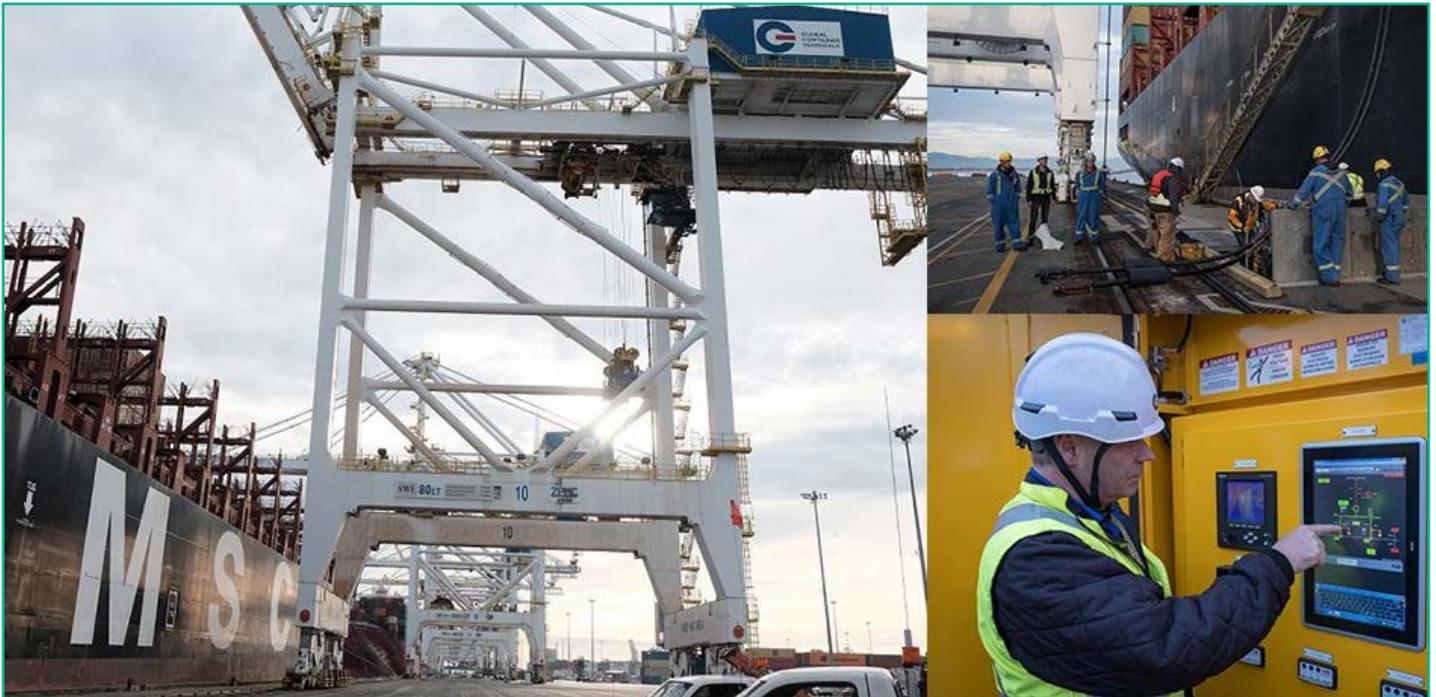


## GCT Deltaport Welcomes First Shore Powered Vessel at Roberts Bank



[globalterminals.com](http://globalterminals.com)

GCT Canada was proud to welcome the MSC Meline as the first vessel to use GCT Deltaport's Shore Power system on November 14, 2019. Completed in early 2019, this transformative technology allows vessels to plug into the clean electrical power grid at GCT Deltaport and turn off their auxiliary diesel engines while docked. This eliminates up to 95 tonnes of air pollutants per vessel - equivalent to removing 20 vehicles off the road for one year.

### Follow the BCMEA on social media



This collaboration was enabled through the Government of Canada Shore Power Technology for Ports program and the Vancouver Fraser Port Authority, each contributing \$3.4 million, for a total investment of \$6.8 million. GCT provided auxiliary project implementation support as part of GCT Canada's efforts to increase its competitiveness and deliver on its Global Commitment to sustainability. *(Continued)*

We're looking for your good news stories to share! Please submit to Grace Sullivan: [gsullivan@bcmea.com](mailto:gsullivan@bcmea.com)

## ***GCT Deltaport Welcomes First Shore Powered Vessel at Roberts Bank (continued)***

“Through this collaboration, we are helping protect our environment and community by encouraging vessels with the newest and greenest technology to call on GCT Deltaport,” says Doron Grosman, President and Chief Executive Officer of Global Container Terminals Inc. “We are pleased to see our customers’ vessels utilize the shore power provided at GCT Deltaport and thank our partners, the Vancouver Fraser Port Authority and Transport Canada for helping make Port of Vancouver the most sustainable in the world.”

“Idling ships can contribute to air pollution and climate change, important issues for the marine transportation industry. As a Canada Port Authority, we’re mandated to protect the environment and consider communities that neighbour the port, while ensuring port infrastructure is in place to handle our country’s expected growth in trade. Shore power is one of the ways we’re taking action to reduce air emissions and promote the use of renewable energy for ships.

“This is the fourth shore power installation at the Port of Vancouver, and the second at a container terminal. We, along with our project partners, will continue to seek ways to reduce air emissions from ships, reduce ship noise and improve air quality for terminal employees and neighbouring communities.” Robin Silvester, President and Chief Executive Officer, Vancouver Fraser Port Authority

“GCT Deltaport’s shore power system benefits are far-reaching in reducing global carbon emissions. Locally the benefits include reduced ship idling and noise, and improved air quality. We appreciate the ongoing efforts of the port community to improve livability for Delta citizens.” Mayor George Harvie, City of Delta.

<https://globalterminals.com/gct-deltaport-welcomes-first-shore-powered-vessel-at-roberts-bank/>

## **BACKGROUND**

- Each connection reduces greenhouse gases, equivalent to taking 20 cars off the road for one year.
- Shore power reduces fuel consumption of container ships while at berth by allowing auxiliary engines to shut down and the ship to be powered by the electrical grid, predominantly hydroelectric based, resulting in lower greenhouse gas and air quality emissions
- Over time, as more ships can connect to this technology, and as those ships grow in size and more terminals offer connections, the emission reduction benefits will grow.
- Shore power reduces noise associated with ship engines.
- Shore power is a clean technology that enables ships that are fitted with the necessary technical apparatus to shut down auxiliary engines and connect to the land-based electrical grid.
- Shore power capability qualifies a ship calling at GCT Deltaport for the EcoAction program, providing discounted harbour dues rates charged by the Vancouver Port Authority and opportunities to be recognized with the Blue Circle Award.

# Ceres Terminals Annual Day of Caring Raises \$8100 for Covenant House

Ceres Terminals Canada once again held their Day of Caring November 25th after raising \$8100 to support the Covenant House's backpack and youth programs. The Ceres Team spent an afternoon shopping for warm coats, personal products, socks and comfort items just to name a few for the many youth that are homeless and receive support from Covenant House.

"It is particularly rewarding to be able to let these youth know that their community cares about them and their safety. Many of these youth are in our neighbourhood here in the downtown eastside and this small gesture of a backpack filled with clothing and amenities may just help them get through the holiday season. Covenant House's team and their many programs do an incredible job in helping these youth strive to become healthy adults." notes Kathy deLisser, General Manager for Ceres Terminal Canada. Ceres will deliver the backpacks the first week of December and spend an evening handing them out and volunteering at their centre.



Covenant House's purpose is to serve all youth experiencing homelessness and to protect and safeguard them. Their Outreach team helps kids aged 16 to 24 who are living, or at risk of living, on Vancouver's streets. Finding kids in crisis, the team builds trusting relationships with street youth by being a consistent and a supportive presence in their lives by providing a multitude of programs to support them.

# Tentative deal reached between CN and Teamsters to end rail strike

[www.canadianshipper.com](http://www.canadianshipper.com)

CN and the Teamsters Canada Rail Conference announced that a tentative agreement has been reached on behalf of 3,200 CN conductors and yard crews working on CN's mainline and yards in Canada for a new collective agreement.



The agreement allowed for CN employees to return to work on November 26th, and yard assignments to start at 06:00 a.m. local times November 27th. There will be no job action during the ratification period. The results of the ratification votes are expected within eight weeks.

The strike on Canada's largest rail network brought to a halt much of Canada's export commodities, everything from wheat to potash. It also raised fears of a shortage of propane in parts of country, used to heat homes, power hospital back-up generators and by farmers to dry crops after harvest.

"We want to thank our customers for their patience and support and assure them that CN is preparing to resume full rail operations as soon as possible," said JJ Ruest, president and chief executive officer of CN. "I would also like to personally thank our employees who kept the railroad moving safely at a reduced capacity. CN and its people are committed to moving the North American economy by providing freight service that enables economic growth."

"I would like to thank our members for their incredible courage and solidarity," said the president of Teamsters Canada, François Laporte. "I would also like to thank all the Teamster local unions from across different industries, all the labour organizations and members of the public who supported us on the picket line."

The union also praised Prime Minister Justin Trudeau for respecting workers' right to strike. "The union would also like to acknowledge Labour Minister Filomena Tassi, Transport Minister Marc Garneau, and the Federal Mediation and Conciliation Service (FMCS). They were instrumental in helping parties find common ground.

"Previous governments routinely violated workers' right to strike when it came to the rail industry. This government remained calm and focused on helping parties reach an agreement, and it worked," added Laporte.

Filomena Tassi, Minister of Labour, and Marc Garneau, Minister of Transport issued a joint statement regarding the tentative agreement, following months of difficult negotiations. *(Continued)*

## ***Tentative deal reached between CN and Teamsters to end rail strike (continued)***

“These agreements are further evidence that when employers and organized labour work together, we get the best results for Canadians and for our economy.

“We congratulate and thank both CN and the Teamsters for staying at the table and coming to an agreement for the benefit of all Canadians. We would also like to recognize the important work of the mediators from our Federal Mediation and Conciliation Service.

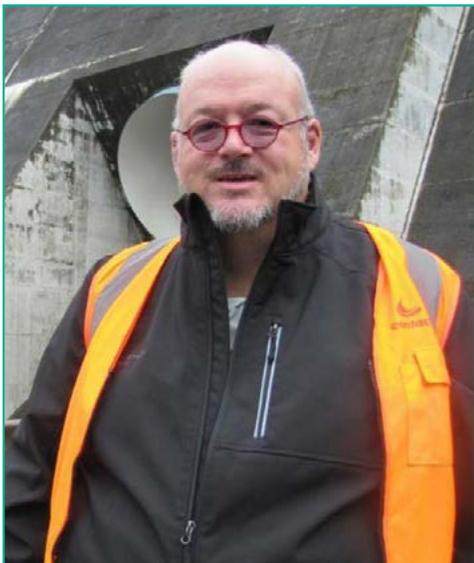
“We wish to thank workers, industry and all Canadians for their patience during these negotiations, and look forward to the return of rail service across our country.”

<https://www.canadianshipper.com/transportation-and-logistics/tentative-deal-reached-between-cn-and-teamsters-to-end-rail-strike/1003382042/>

# **BCMEA Hosts “Change How We Lead Initiative” Safety Leadership Event**

At the request of the BCMEA Direct Operator Committee, the BCMEA hosted the “Change How We Lead Initiative”, a safety leadership event aimed at waterfront managers and supervisory staff, on November 21. BCMEA Safety Systems Manager Kevin Jackson organized the event, which examined the interface between human operators and organizational systems, its connection to safety leadership, and the impact of traditional thinking and bias in the area of reliable safety systems.

Over the course of the day attendees looked at the manner in which highly reliable operations have had to learn to improve capacity become highly reliable, a journey which is has been both informative and interesting for systems designers, system operations, and systems users. The discussion also covered the serious impact that traditional cognitive bias holds over the concepts of what makes a system good or bad, and how administration, management and workers can work together to look at systems that lead to accidents and make changes before those accidents occur.



*Todd Conklin*

The event featured noted safety consultants Todd Conklin and Jeff Lyth. Mr. Conklin, a best-selling author and international safety consultant, is a 27 year veteran as Senior Advisor for Organizational and Safety Culture at Los Alamos National Laboratory.

Conklin feels that the new human performance safety is a key development in safety philosophy. “Is good safety program reflected in how many days an organization goes without having an accident? No! Accidents, incidents and potential disasters lurk around every corner or may be staring an organization right in the face. Looking at human performance theory in a simplistic and practical manner can save trauma, save lives and as equally important improve morale and increase productivity.”

Lyth, whose health and safety background in British Columbia covers 28 years, has spent the last six years promoting new and emerging views on safety, including Safety II, Safety Differently, Human Factors, Systems Thinking, and more recently HOP (Human and Organizational Performance). Between 2014 and 2016, he was a facilitator for the BCMEA’s Waterfront Leadership Program and continues to work with numerous BCMEA terminals to improve their supervisory processes.

# Western Stevedoring Realigns Executive Leadership

**westeve.com**



The Western Group of Companies is pleased to announce an update on the corporate structure and executive leadership realignment across the organization.

We remain focused on delivering value for our customers and stakeholders – to ensure we are positioned to meet your needs well into the future as we continue to evolve our business as an integrated, market leading marine logistics company.

Over the past 70 years Western has grown from its core breakbulk terminals and stevedoring business diversifying into multiple sectors and with additional business unit acquisitions and/or joint ventures. This includes the recent additions of Squamish Terminals, joint ventures with Tidal Transport and G3 Terminal Vancouver, as well as new business ventures in BC Vehicle Processing Centre and increased business opportunities in Northern BC. Through its diversification, Western has remained committed to its core forest products and breakbulk business.

“The breadth of Western’s business and the desire for growth have prompted analysis of our corporate structure to ensure the most effective leadership and oversight of the business along with strategic alignment for future growth. To ensure success as we build our Company, we are implementing a corporate structure change introducing an overall group president and restructuring for those leading our executive team as outlined below,” explains Mark Knudsen, President of SSA Marine Conventional Division.

## Western Stevedoring Group of Companies – Brad Eshleman, President

Brad Eshleman has been appointed President of Western Stevedoring Group of Companies, effective December 1, 2019 and will ensure that the management philosophy of Western is maintained as we position the Western Stevedoring Group of Companies for growth and success well into the future.

## Western Stevedoring Company Limited – Dave Lucas, President – Terminals & Stevedoring

Dave Lucas has been appointed President of Western Stevedoring Company Limited, effective December 1, 2019 and will assume all responsibilities in running Western’s core breakbulk terminals and stevedoring business.

“We are pleased to congratulate Dave Lucas on his appointment to President and ask that you provide him your full support in his new position. Dave brings over 30 years of experience in the waterfront industry and is well suited to lead our stevedoring and terminals team to meet the needs of our employees, customers, and industry,” said Brad Eshleman, President of Western Stevedoring Group of Companies.

## About Western Stevedoring Group of Companies

Western Stevedoring Group of Companies is the largest and most diversified terminal and stevedoring company in British Columbia, Canada. Western loads and unloads in excess of 12 million metric tons of cargo (forestry, steel, project, cruise passengers) annually at 12 different ports and terminals along the coast of Prince Rupert, Vancouver Island and throughout the Lower Mainland. For more information please visit us at [www.westeve.com](http://www.westeve.com).

[http://www.westeve.com/docs/default-source/news/november-25-announcement--website\\_sm--final.pdf?sfvrsn=d714de80\\_2](http://www.westeve.com/docs/default-source/news/november-25-announcement--website_sm--final.pdf?sfvrsn=d714de80_2)

# DP World's Dielle Pinto Heading to World Scrabble Championships in Goa, India

*dpworld.ca*

DP World Canada celebrates our very own Dielle Pinto, who recently traveled to Goa, India to participate in the World Scrabble Championships. This was her third time competing in the worldwide word competition.



## Growing Up in a Scrabble Family

Dielle grew up in a family of Scrabble players. Her parents got hooked on the game when the family lived in Dubai, and over the years, all three children have joined their parents in playing competitively. In fact, Dielle recalls one memorable adventure involving a drive from Vancouver, BC to Rhode Island, USA for a tournament—quite the road trip!

Scrabble has always been part of family life for Dielle. Her brother began playing when he was nine years old, and soon was beating adults at games in Dubai. Dielle and her sister began playing once the family moved to Canada. She was competing by the age of twelve and won her age bracket at her first significant tournament in San Diego, California at the age of thirteen. “I won a thousand dollars, and that kind of got me hooked. I’ve been playing ever since,” Dielle says.

## Representing Canada in the World Scrabble Championships

Dielle is no stranger to international Scrabble competition. She has represented Canada in championship tournaments in Malaysia and Poland in the past. Reconnecting with Scrabble-loving friends from around the world at this year’s competition in Goa, India was a fond and memorable experience for Dielle.

The location was particularly special for Dielle because both her parents are originally from Goa. In her words, “To play in your parents’ homeland is a pretty neat opportunity.” In fact, it was that possibility which brought Dielle back to competitive Scrabble after a few years away (focusing on other things, such as her work with DP World and the forthcoming birth of her first child). Dielle’s parents and sister joined her in Goa for the tournament, along with her brother, Dean Saldanha, who also competed for Canada.

Players from 31 countries competed in 32 games over the course of four days, culminating in the final match between the top two players. Dielle played well, but ultimately the championship went to New Zealander, Nigel Richards.

## Dielle and DP World Canada

When she’s not playing Scrabble, Dielle Pinto is a Human Resources Advisor for DP World Canada. She began working with us in January 2019 and feels DP World Canada is “an awesome place to work.” Dielle particularly appreciates the wellness opportunities that contribute to our inclusive and engaging company culture. Employees can suggest programmes for the whole team to get involved in, such as snowshoeing trips or Spanish language lessons. Perhaps she will organize a Scrabble tournament for us in 2020?

<https://www.dpworld.ca/dielle-pinto-heading-to-world-scrabble-championships-in-go-a-india/>



### **Director, Health & Safety, Quality & Environment**

Western Stevedoring is an integrated marine logistics service provider serving all BC ports with a diverse blend of stevedoring, terminal, off-dock and other marine related services. Our organization's success relies on our team of experienced and knowledgeable employees who embody the values that have shaped our company for more than seven decades.

Western has an immediate need for a Director, Health & Safety, Quality & Environment (HSQE). This is an integral role in the organization and a member of the Senior Leadership Team. The incumbent is responsible for developing, promoting, monitoring and leading the Western Stevedoring health & safety, quality & environment programs.

Reporting to the Senior Vice President, this position ensures compliance to all applicable regulations and demonstrates strategic, visionary leadership to ensure world class HSQE programs and standards are maintained by all business units.

#### ***Key Accountabilities & Competencies***

- Oversight and corporate responsibility for all HSQE and security systems/processes.
- Drives our health and safety, quality and environment initiatives that align to and support achievement of our corporate goals and objectives to continually improve performance.
- Monitors compliance to all regulations through assessment and auditing.
- Ensures infrastructure is in place (systems, processes, resources) for the delivery of first-in-class HSQE and security programs.
- Oversees investigation and/or assessment of any serious incidents and ensures protocols in place to mitigate against recurrence.
- Acts as an advocate for HSQE best practices within the Company. Promotes awareness through the successful delivery of education, training and development programs.
- Manages staff, including coaching, mentoring development, performance management and all other people-management practices.
- Represents the organization on various Industry and Stakeholder Committees and supports the advancement of collective initiatives.
- Field safety attendance – minimum 25% of time.

**Qualifications**

- Designation – Canadian Registered Safety Professional (CRSP)
- Undergraduate degree in related discipline
- Minimum 8 – 10 years' experience in occupational health and safety management, along with experience in the areas of environmental management, quality assurance, security and emergency management.
- An equivalent combination of education and relevant heavy industry experience may be considered.
- Strong leadership skills and ability to cultivate a strong team environment.
- Expert knowledge of the concepts and best practices of occupational health and safety, quality, environment and security management.
- Expert knowledge of the federal regulations related to occupational health and safety and environmental management.
- Excellent communication and interpersonal skills, including ability to interact with internal and external stakeholders and authorities in the context of a critical incident or traumatic event, as well as investigations.
- Excellent analytical skills and ability to apply sound judgement in problem solving, evaluating course of action and making decisions on complex health and safety and environmental matters.

**Benefits of working at Western Stevedoring**

- A generous total compensation package which includes life insurance, extended health & dental benefits and excellent pension plan.
- Access to professional development opportunities and funding for career development.
- Additional wellness and Employee Assistance programs.
- Working for a stable, successful organization that is a significant player in West Coast port operations.
- Enjoy a company culture that is steeped in a family approach to care for employees and where community and social opportunities are highly valued.

**To Apply**

Send your resume and cover letter to [hr@westeve.com](mailto:hr@westeve.com).

# Industry News Links

**Vancouver-based Seaspan announces major corporate reorganization and energy asset acquisition**

<https://biv.com/article/2019/11/vancouver-based-seaspan-announces-major-corporate-reorganization-and-energy-asset>

**Prince Rupert port growth poised to double over next decade**

<https://canadiansailings.ca/prince-rupert-port-growth-poised-to-double-over-next-decade/>

**Another year, another round of broken grain transport records**

<https://www.manitobacooperator.ca/news-opinion/news/another-year-another-round-of-broken-grain-transport-records/>

**2020 Dates Added! BCTA CleanBC Heavy-duty Vehicle Efficiency Program Course**

<https://www.bctrucking.com/bulletin/2019/11/18/2020-dates-added-bcta-cleanbc-heavy-duty-vehicle-efficiency-program-course>

**B.C. forest industry trade mission finding new markets in China**

<https://www.comoxvalleyrecord.com/business/b-c-forest-industry-trade-mission-finding-new-markets-in-china/>

**Is Canada the light at the end of the PSR intermodal tunnel?**

<https://www.joc.com/node/3620791>

**LNG for B.C.**

<https://www.bcbusiness.ca/LNG-for-BC>

**Hapag-Lloyd Sees Better Freight Rates, Higher Volumes in 2019**

<https://gcaptain.com/hapag-lloyd-sees-better-freight-rates-higher-volumes-in-2019/>

**Quay Cranes minimum safety features updated**

<https://intrademagazine.com/index.php/2019/11/21/quay-cranes-minimum-safety-features-updated/>

**China aims to strengthen port development**

<https://www.seatrade-maritime.com/industry-sectors/port-logistics/china-aims-to-strengthen-port-development/>

**Transpacific trade set for annual drop in container volumes**

<https://www.seatrade-maritime.com/industry-sectors/containers/transpacific-trade-set-for-annual-drop-in-container-volumes/>

**IMO agrees a goal-based approach to help cut emissions is best for now**

<https://www.maritimemag.com/news/1101-imo-agrees-a-goal-based-approach-to-help-cut-emissions-is-best-for-now>

**Lifting is going Wireless**

<https://seanews.co.uk/features/lifting-is-going-wireless/>

**Danger: A Cavalier Attitude at Work!**

<https://www.truckinginfo.com/345039/danger-a-cavalier-attitude-at-work>

**Breakbulk, coming of age in a digital world**

<https://ajot.com/premium/ajot-breakbulk-coming-of-age-in-a-digital-world>

**China: World's Largest Shipbuilder Established**

<https://worldmaritimenews.com/archives/286979/china-worlds-largest-shipbuilder-established/>

## Tweet of the Week



**DP World Canada**  
@DpworldCanada



The 11th annual @MPEastVan Gala is Dec 3. [mission-possible.ca/events/11th-an...](https://mission-possible.ca/events/11th-an...) We've long been supporters of this org and are proud to sponsor this year's gala. Get your tickets for a glamorous evening with heart-warming stories told by MP partners who've overcome unimaginable challenges.



# INDUSTRY EVENTS CALENDAR

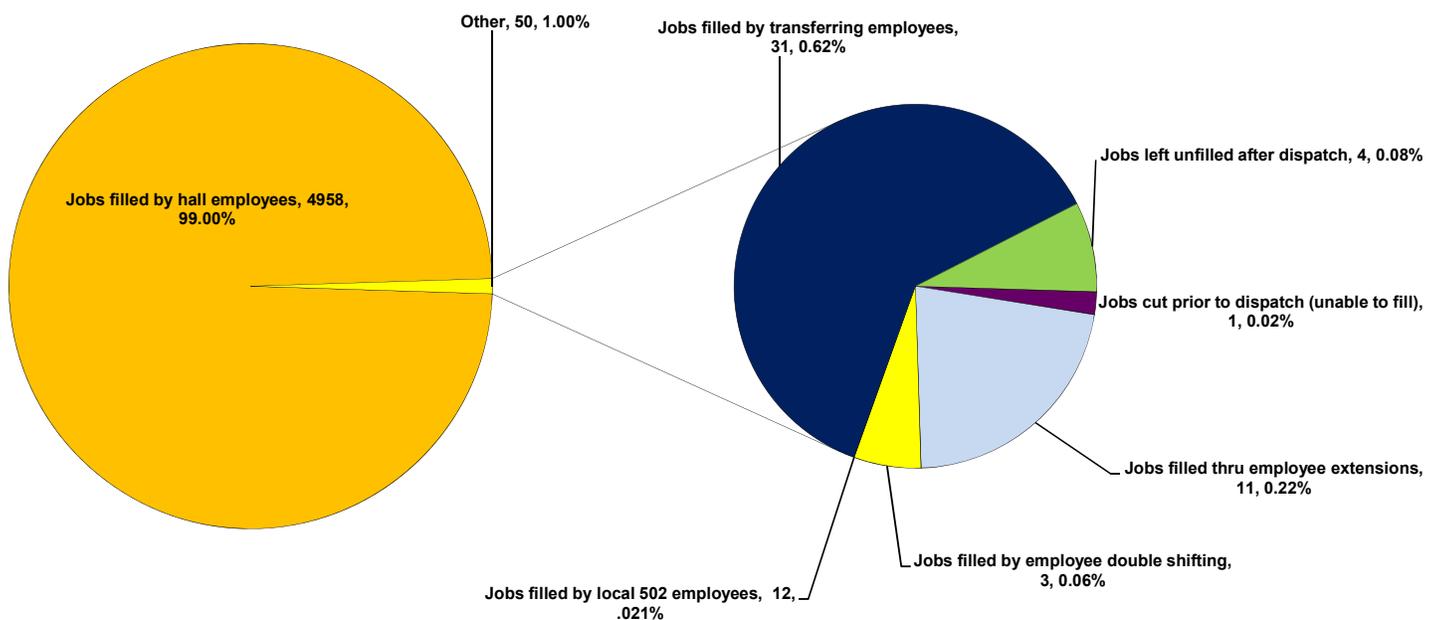
- Dec. 10-11, 2019      **2019 JOC Port Performance North America**  
Renaissance Newark Airport  
Newark, NJ  
<https://www.joc-port-performance.com/>
- Dec. 11-12, 2019      **Prairie Cereals Summit**  
Fairmont Banff Springs  
Banff, AB  
<https://albertawheat.com/media/events/prairie-cereals-summit>
- Jan. 15-17, 2020      **The 77th Annual Truck Loggers Association Convention  
+ Trade Show**  
Westin Bayshore  
Vancouver, BC  
<http://www.tla.ca/convention/>
- Feb. 4-6, 2020      **Cargo Logistics Canada**  
Vancouver Convention Centre West  
Vancouver, BC  
<https://www.cargologisticscanada.com/en/home.html>
- March 1-4, 2020      **JOC TPM 20**  
Long Beach Convention Centre  
Long Beach, CA  
<https://www.joc-tpm.com/>
- March 24-25, 2020      **Container Terminal Automation Conference**  
Chelsea Harbour Hotel  
London, UK  
<https://ctac.events/>
- April 28-30, 2020      **Mari-Tech 2020 Conference and Exhibition**  
Vision, Innovation and Trending in the Marine Sector  
Halifax Convention Centre  
Halifax, NS  
<http://mari-techconference.ca/>

# Dispatch Shortage Statistics

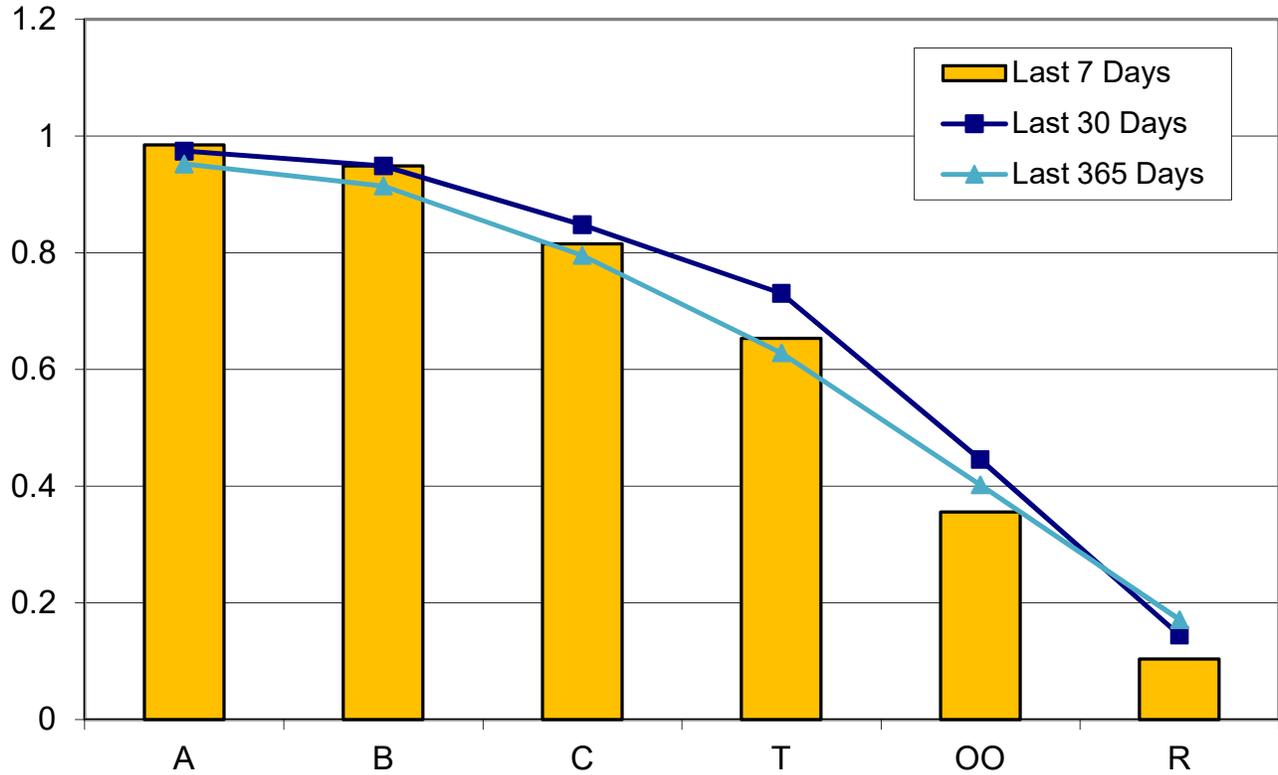
For the Period Sunday November 17th, 2019 to Saturday November 23rd, 2019

JOB	Jobs cut prior to dispatch (unable to fill)	Jobs filled thru employee extensions	Jobs filled by employee double shifting	Jobs filled by local 502 employees	Jobs filled by transferring employees	Jobs left unfilled after dispatch	TOTAL
BULK OPERATOR			1		7		8
BULLDOZER(SHIP)					2		2
CLASS #1 AIR					2		2
DOCK GANTRY		2			4		6
F.E.L.					1		1
H.D. MECHANIC						1	1
HATCH TENDER		2					2
HEAD CHKR		4			1		5
LIQUID BULK			1		1		2
MILLWRIGHT	1					2	3
RACK & S/HOIST					1		1
RED DOG CRANE		1					1
RUBBER TIRE GTY					5		5
SWITCHMAN					1		1
WELDER			1		1	1	3
WHEAT SPECIALTY					4		4
WINCH DRIVER		2			1		3
<b>TOTAL</b>	<b>1</b>	<b>11</b>	<b>3</b>		<b>31</b>	<b>4</b>	<b>50</b>

## How were shortages handled by Dispatch?



# Vancouver Casual Employee % Dispatched per Dispatch Board



## Future BCMEA Meeting Dates:

**MEETINGS WILL  
RESUME IN 2020**



## Your Feedback:



**Have something for  
the BCMEA Bulletin?**

**Send your comments  
or contributions to  
the Bulletin's  
Editor at:**

**[editor@bcmea.com](mailto:editor@bcmea.com)**