

# STATISTICS

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## CARGO

### CARGO VOLUMES BY SECTOR

YEAR	TONNES BULK (000)	TONNES BREAKBULK (000)	TONNES CONTAINERIZED (000)	FULL TEUS HANDLED
2012	41,842	8,414	29,431	2,840,805
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
<b>2016</b>	<b>53,702</b>	<b>7,734</b>	<b>32,471</b>	<b>3,134,319</b>

### LONGSHORE HOURS + PERCENTAGES BY SECTOR

YEAR	BULK & BREAKBULK		CONTAINERS	
	Longshore Hours	Percentage Hours	Longshore Hours	Percentage Hours
2012	2,757,000	41.2%	3,934,000	58.8%
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%
<b>2016</b>	<b>3,014,000</b>	<b>37.7%</b>	<b>4,986,000</b>	<b>62.3%</b>

### 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
2012	1,765,900	1,509,497	3,275,396	\$ 29,973,770	\$ 11.80	\$ 8,816,591
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
<b>2016</b>	<b>1,992,625</b>	<b>1,680,147</b>	<b>3,672,772</b>	<b>\$ 33,947,530</b>	<b>\$ 12.00</b>	<b>\$ 9,617,160</b>
Total 1990 to date				\$ 418,727,951		\$ 120,404,724

# CARGO

## TONNAGE & HOURS BY COMMODITY AND PORT AREA (000'S)<sup>1</sup>

	2012	2013	2014	2015	2016
<b>VANCOUVER</b>					
Bulk	21,626	24,052	24,958	25,222	26,151
Grain	15,281	15,608	18,146	19,635	19,455
Logs	6	0	0	0	50
Lumber	358	241	298	157	86
General	2,534	2,270	2,572	2,747	2,310
Containers	10,115	11,062	10,703	10,899	11,710
Total	49,919	52,234	56,677	58,660	59,762
Hours Worked in -	3,266	3,389	3,663	3,690	3,623
<b>NEW WESTMINSTER</b>					
Bulk	0	0	0	26	47
Grain	155	374	526	806	1,062
Logs	936	958	786	660	497
Lumber	0	0	0	0	6
General	919	856	1,109	997	882
Containers	14,735	15,282	15,495	16,213	14,510
Total	16,746	17,470	17,916	18,702	17,004
Hours Worked in -	2,538	2,711	3,127	3,220	3,247
<b>CHEMAINUS</b>					
Bulk	0	0	0	0	0
Logs	1,906	2,154	2,161	1,941	2,435
Lumber	429	395	404	309	261
General	770	818	721	752	727
Containers	0	0	0	0	0
Total	3,105	3,367	3,286	3,002	3,423
Hours Worked in -	408	436	431	390	452
<b>PRINCE RUPERT</b>					
Bulk	0	1	502	735	896
Grain	4,780	5,137	6,325	6,283	6,091
Logs	296	328	306	395	305
Lumber	0	0	0	0	0
General	2	0	1	0	6
Containers	4,581	4,687	5,363	6,086	6,251
Total	9,659	10,153	12,497	13,499	13,549
Hours Worked in -	468	454	552	646	648
<b>OTHERS</b>					
Logs	258	249	270	169	147
Lumber	0	0	5	0	0
General	0	0	3	0	22
Total	258	249	278	169	169
Hours Worked in -	12	12	24	24	31
<b>TOTAL</b>					
Bulk <sup>2</sup>	21,626	24,053	25,459	25,983	27,094
Grain	20,216	21,119	24,997	26,724	26,608
Logs	3,402	3,689	3,523	3,165	3,434
Lumber	787	636	707	466	353
General <sup>3</sup>	4,225	3,944	4,406	4,496	3,947
Containers	29,431	31,031	31,561	33,198	32,471
Total	79,687	84,472	90,652	94,032	93,907
Hours Worked in -	6,691	7,002	7,798	7,970	8,000

1 Metric Tonnes handled by ILWU/BCMEA labour

2 Including Bulk Liquids

3 Including Vehicles

# WORKFORCE

## SUMMARY OF HOURS AND EARNINGS

	2012	2013	2014	2015	2016	2016 % VARIANCE FROM 2015
<b>NUMBER OF EMPLOYEES WORKING</b>						
Union	2,070	2,220	2,389	2,340	<b>2,828</b>	20.85%
Welfare Casual	732	783	875	1,081	<b>672</b>	-37.84%
Casual	2,377	2,304	2,499	2,494	<b>2,458</b>	-1.44%
Subtotal Longshore	5,179	5,307	5,763	5,915	<b>5,958</b>	0.73%
Foremen	501	495	540	549	<b>552</b>	0.55%
Total	5,680	5,802	6,303	6,464	<b>6,510</b>	0.71%
<b>HOURS WORKED</b>						
Union	3,706,013	3,785,612	3,964,468	4,202,312	<b>5,014,844</b>	19.34%
Welfare Casual	1,251,684	1,367,529	1,619,237	1,988,747	<b>1,173,485</b>	-40.99%
Casual	1,733,164	1,849,043	2,214,044	1,777,483	<b>1,811,978</b>	1.94%
Subtotal Longshore	6,690,861	7,002,184	7,797,748	7,968,542	<b>8,000,307</b>	0.40%
Foremen	1,088,896	1,115,978	1,231,285	1,278,989	<b>1,300,237</b>	1.66%
Total	7,779,757	8,118,162	9,029,034	9,247,531	<b>9,300,543</b>	0.57%
<b>AVERAGE HOURS WORKED</b>						
Union	1,790	1,705	1,659	1,796	<b>1,773</b>	-1.26%
Welfare Casual	1,710	1,747	1,851	1,840	<b>1,746</b>	-5.08%
Casual	729	803	886	713	<b>737</b>	3.43%
Average Longshore	1,292	1,319	1,353	1,347	<b>1,343</b>	-0.33%
Foremen	2,173	2,255	2,280	2,330	<b>2,356</b>	1.11%
<b>AVERAGE EARNINGS PER WORKER <sup>1</sup></b>						
Union	\$ 97,009	\$ 94,549	\$ 95,496	107,216	<b>108,094</b>	0.82%
Welfare Casual	\$ 86,300	\$ 89,803	\$ 99,354	102,306	<b>98,523</b>	-3.70%
Casual	\$ 34,191	\$ 38,517	\$ 44,178	36,574	<b>38,781</b>	6.03%
Average Longshore	\$ 66,664	\$ 69,523	\$ 73,829	76,533	<b>78,419</b>	2.46%
Foremen	\$ 177,839 <sup>2</sup>	\$ 177,760	\$ 189,400	197,868	<b>208,796</b>	5.52%
<b>AVERAGE EARNINGS PER HOUR WORKED</b>						
Union	\$ 54.18	\$ 55.45	\$ 57.55	59.70	<b>60.96</b>	2.10%
Welfare Casual	\$ 50.47	\$ 51.42	\$ 53.69	55.61	<b>56.42</b>	1.46%
Casual	\$ 46.89	\$ 47.99	\$ 49.86	51.32	<b>52.61</b>	2.51%
Average Longshore	\$ 51.60	\$ 52.69	\$ 54.56	56.81	<b>58.40</b>	2.80%
Foremen	\$ 81.82	\$ 78.85	\$ 83.06	84.93	<b>88.64</b>	4.37%
<b>BASIC RATES OF PAY</b>						
Longshore	\$ 36.26	\$ 37.16	\$ 38.21	39.51	<b>40.56</b>	2.66%
Foremen	\$ 48.35	\$ 49.55	\$ 50.95	52.41	<b>54.08</b>	3.19%

<sup>1</sup> Includes vacation and holiday pay earned during the appropriate period.

<sup>2</sup> 2012 foremen earnings include lump sum payments and retroactive pay on ratification of 8 year Collective Agreement.

## 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
2011	Union <sup>1</sup>	130	\$ 15,421	187	\$ 47,650	329	\$ 74,831	577	\$ 101,531	768	\$ 131,751
	Casual <sup>1</sup>	676	\$ 9,941	469	\$ 37,503	551	\$ 63,876	497	\$ 90,986	289	\$ 116,234
	Foremen	9	\$ 24,937	21	\$ 56,429	22	\$ 94,110	90	\$ 142,417	336	\$ 179,053
2012	Union	134	\$ 12,953	198	\$ 44,040	340	\$ 73,446	582	\$ 99,568	824	\$ 130,678
	Casual	1,253	\$ 6,820	442	\$ 37,054	531	\$ 63,229	576	\$ 88,111	299	\$ 115,452
	Foremen <sup>2</sup>	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	1,060	\$ 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	193	\$ 14,895	231	\$ 49,615	384	\$ 81,388	671	\$ 113,385	946	\$ 148,014
	Casual	1,248	\$ 8,270	517	\$ 41,907	631	\$ 72,268	676	\$ 98,811	461	\$ 131,416
	Foremen	14	\$ 21,391	9	\$ 79,943	23	\$ 122,107	72	\$ 165,756	434	\$ 228,599

1 2011 longshore earnings include lump sum payment on ratification of 8 year Collective Agreement.

2 2012 foremen earnings include lump sum payments and retroactive pay on ratification of 8 year Collective Agreement

## WORKFORCE

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

	2012	2013	2014	2015	2016
<b>UNION</b>					
500 Vancouver	1,234	1,169	1,198	1,241	<b>1,254</b>
502 New Westminster	813	844	862	971	<b>1,001</b>
505 Prince Rupert	90	90	102	117	<b>131</b>
508 Chemainus	131	118	125	124	<b>125</b>
515 Port Simpson	0	0	0	0	<b>0</b>
519 Stewart	3	8	9	11	<b>27</b>
Total Union	2,271	2,229	2,296	2,464	<b>2,538</b>
<b>WELFARE PAYING CASUALS</b>					
500 Vancouver	335	363	382	402	<b>386</b>
502 New Westminster	337	345	427	552	<b>568</b>
505 Prince Rupert	43	45	49	94	<b>99</b>
508 Chemainus	10	24	24	21	<b>20</b>
Total Welfare Paying Casuals	725	777	882	1,069	<b>1,073</b>
<b>CASUALS</b>					
500 Vancouver	924	1,006	1,053	1,159	<b>1,183</b>
502 New Westminster	951	910	1,044	1,011	<b>1,064</b>
505 Prince Rupert	296	318	242	272	<b>243</b>
508 Chemainus	146	159	145	137	<b>175</b>
515 Port Simpson	0	0	0	0	<b>0</b>
519 Stewart	60	76	62	60	<b>35</b>
Others	0	0	0	0	<b>0</b>
Total Casuals	2,377	2,469	2,546	2,639	<b>2,700</b>
<b>TOTAL LONGSHORE</b>	<b>5,373</b>	<b>5,475</b>	<b>5,724</b>	<b>6,172</b>	<b>6,311</b>
<b>FOREMEN EMPLOYEES <sup>1</sup></b>					
Local 514	501	495	540	549	<b>552</b>
<b>GRAND TOTAL</b>	<b>5,874</b>	<b>5,970</b>	<b>6,264</b>	<b>6,721</b>	<b>6,863</b>

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

# WORKFORCE

## HOURS AND EARNINGS BY LOCAL (000'S)

	2012	2013	2014	2015	2016
<b>LONGSHORE (ALL PORTS)</b>					
Wages	\$ 310,501	\$ 333,196	\$ 386,349	\$ 407,580	\$ 421,671
Vacations & Holidays <sup>1</sup>	\$ 35,830	\$ 38,400	\$ 44,042	\$ 47,165	\$ 49,455
Longshore Earnings	\$ 346,331	\$ 371,596	\$ 430,391	\$ 454,745	\$ 471,126
Pensions, Welfare, C.P.P. & E.I. <sup>2</sup>	\$ 96,339	\$ 101,818	\$ 115,978	\$ 123,321	\$ 126,619
<b>TOTAL LABOUR COST</b>	<b>\$ 442,671</b>	<b>\$ 473,413</b>	<b>\$ 546,369</b>	<b>\$ 578,066</b>	<b>\$ 597,745</b>
Hours Worked	6,691	7,002	7,798	7,970	8,000
<b>VANCOUVER</b>					
Wages	\$ 150,514	\$ 161,093	\$ 180,162	\$ 187,128	\$ 189,973
Vacations & Holidays	\$ 19,009	\$ 20,143	\$ 22,332	\$ 23,320	\$ 23,809
Longshore Earnings	\$ 169,524	\$ 181,236	\$ 202,494	\$ 210,449	\$ 213,782
Pensions, Welfare, C.P.P. & E.I.	\$ 46,700	\$ 49,227	\$ 54,083	\$ 56,619	\$ 57,045
<b>TOTAL LABOUR COST</b>	<b>\$ 216,224</b>	<b>\$ 230,463</b>	<b>\$ 256,577</b>	<b>\$ 267,068</b>	<b>\$ 270,827</b>
Hours Worked	3,266	3,389	3,663	3,690	3,623
<b>NEW WESTMINSTER</b>					
Wages	\$ 121,919	\$ 133,401	\$ 160,761	\$ 170,684	\$ 177,541
Vacations & Holidays	\$ 13,128	\$ 14,272	\$ 17,027	\$ 18,629	\$ 19,858
Longshore Earnings	\$ 135,047	\$ 147,673	\$ 177,788	\$ 189,313	\$ 197,399
Pensions, Welfare, C.P.P. & E.I.	\$ 37,828	\$ 40,764	\$ 48,259	\$ 51,644	\$ 53,312
<b>TOTAL LABOUR COST</b>	<b>\$ 172,875</b>	<b>\$ 188,437</b>	<b>\$ 226,047</b>	<b>\$ 240,957</b>	<b>\$ 250,710</b>
Hours Worked	2,538	2,711	3,127	3,220	3,247
<b>PRINCE RUPERT</b>					
Wages	\$ 22,471	\$ 21,858	\$ 27,882	\$ 33,358	\$ 34,346
Vacations & Holidays	\$ 2,051	\$ 2,242	\$ 2,832	\$ 3,343	\$ 3,513
Longshore Earnings	\$ 24,522	\$ 24,100	\$ 30,714	\$ 36,701	\$ 37,859
Pensions, Welfare, C.P.P. & E.I.	\$ 6,972	\$ 6,679	\$ 8,370	\$ 10,093	\$ 10,313
<b>TOTAL LABOUR COST</b>	<b>\$ 31,494</b>	<b>\$ 30,779</b>	<b>\$ 39,084</b>	<b>\$ 46,794</b>	<b>\$ 48,173</b>
Hours Worked	467	454	552	646	648
<b>VANCOUVER ISLAND</b>					
Wages	\$ 15,118	\$ 16,342	\$ 16,501	\$ 15,352	\$ 18,372
Vacations & Holidays	\$ 1,604	\$ 1,704	\$ 1,770	\$ 1,791	\$ 2,160
Longshore Earnings	\$ 16,721	\$ 18,046	\$ 18,271	\$ 17,142	\$ 20,532
Pensions, Welfare, C.P.P. & E.I.	\$ 4,691	\$ 4,994	\$ 4,953	\$ 4,645	\$ 5,517
<b>TOTAL LABOUR COST</b>	<b>\$ 21,412</b>	<b>\$ 23,040</b>	<b>\$ 23,224</b>	<b>\$ 21,787</b>	<b>\$ 26,049</b>
Hours Worked	408	436	431	390	452
<b>OTHERS <sup>3</sup></b>					
Wages	\$ 478	\$ 501	\$ 1,043	\$ 1,057	\$ 1,439
Vacations & Holidays	\$ 38	\$ 40	\$ 82	\$ 82	\$ 115
Longshore Earnings	\$ 517	\$ 541	\$ 1,124	\$ 1,140	\$ 1,554
Pensions, Welfare, C.P.P. & E.I.	\$ 148	\$ 153	\$ 313	\$ 320	\$ 432
<b>TOTAL LABOUR COST</b>	<b>\$ 665</b>	<b>\$ 694</b>	<b>\$ 1,437</b>	<b>\$ 1,460</b>	<b>\$ 1,986</b>
Hours Worked	12	12	24	24	31
<b>FOREMEN (ALL PORTS)</b>					
Wages	\$ 79,256 <sup>4</sup>	\$ 77,507	\$ 91,073	\$ 96,038	\$ 101,766
Vacations & Holidays	\$ 10,305	\$ 10,834	\$ 12,376	\$ 12,434	\$ 13,364
Foremen Earnings	\$ 89,561	\$ 88,341	\$ 103,450	\$ 108,471	\$ 115,130
Pensions, Welfare, C.P.P. & E.I.	\$ 23,509	\$ 23,766	\$ 28,845	\$ 28,536	\$ 28,982
<b>TOTAL LABOUR COST</b>	<b>\$ 113,070</b>	<b>\$ 112,107</b>	<b>\$ 130,294</b>	<b>\$ 137,008</b>	<b>\$ 144,112</b>
Hours Worked	1,089	1,116	1,231	1,279	1,300

<sup>1</sup> Earned during the appropriate period by members of that Local.

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

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

<sup>4</sup> 2012 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 <sup>1</sup> EMPLOYEES	HOURS WORKED BY ALL EMPLOYEES
VANCOUVER						
2012	3,137,722	23,795	6,323	870	255	3,168,964
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
<b>2016</b>	<b>3,552,786</b>	<b>9,374</b>	<b>12,705</b>	<b>289</b>	<b>585</b>	<b>3,575,738</b>
NEW WESTMINSTER						
2012	126,502	2,514,030	1,079	3,037	1,615	2,646,262
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
<b>2016</b>	<b>69,708</b>	<b>3,237,661</b>	<b>445</b>	<b>2,627</b>	<b>4,266</b>	<b>3,314,705</b>
PRINCE RUPERT						
2012	-	9	24	463,135	392	463,560
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
<b>2016</b>	<b>32</b>	<b>-</b>	<b>-</b>	<b>644,673</b>	<b>2,285</b>	<b>646,990</b>
VANCOUVER ISLAND						
2012	1,896	112	400,327	-	-	402,335
2013	14	669	425,046	-	-	425,728
2014	99	0	418,668	104	82	418,952
2015	120	-	377,400	-	-	377,519
<b>2016</b>	<b>24</b>	<b>273</b>	<b>438,722</b>	<b>29</b>	<b>261</b>	<b>439,308</b>
OTHERS						
2012	10	61	18	422	9,421	9,931
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
<b>2016</b>	<b>180</b>	<b>112</b>	<b>-</b>	<b>84</b>	<b>23,189</b>	<b>23,565</b>
TOTAL						
2012	3,266,129	2,538,007	407,770	467,464	11,683	6,691,053
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
<b>2016</b>	<b>3,622,730</b>	<b>3,247,420</b>	<b>451,871</b>	<b>647,701</b>	<b>30,585</b>	<b>8,000,307</b>

<sup>1</sup> Hours 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
2007	6,068	\$ 32.11	\$ 244,405	\$ 347,176	42.05%
2008	6,032	\$ 33.31 <sup>1</sup>	\$ 266,067 <sup>2</sup>	\$ 373,803	40.49%
2009	4,914	\$ 34.51 <sup>1</sup>	\$ 215,089	\$ 314,065	46.02%
2010	5,852	\$ 34.51	\$ 261,778	\$ 373,761	42.78%
2011	6,367	\$ 35.36 <sup>1</sup>	\$ 303,770 <sup>3</sup>	\$ 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%
<b>2016</b>	<b>8,000</b>	<b>\$ 40.56</b>	<b>\$ 421,671</b>	<b>\$ 598,083</b>	<b>41.84%</b>

1 Effective April 1

2 2008 earnings include retroactive wages for the period April 1 to December 31, 2007.

3 2011 earnings include lumpsum payments of \$19.7m.

### EMPLOYER ASSESSMENTS PAID TOWARDS LONGSHORE FRINGE BENEFITS

YEAR	VACATIONS 000'S	STATUTORY HOLIDAYS 000'S	INDUSTRY PENSION 000'S <sup>1</sup>	CANADA PENSION 000'S	HEALTH & BENEFITS 000'S	M&M ALLOWANCE 000'S	OTHERS 000'S <sup>1</sup>	WSBC 000'S	TOTAL 000'S
2007	\$ 21,287	\$ 7,153	\$ 50,389	\$ 6,955	\$ 13,594	\$ 2,540	\$ 477	\$ 376	\$ 102,771
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
<b>2016</b>	<b>\$ 36,176</b>	<b>\$ 13,279</b>	<b>\$ 82,258</b>	<b>\$ 11,777</b>	<b>\$ 26,905</b>	<b>\$ 4,158</b>	<b>\$ 1,076</b>	<b>\$ 782</b>	<b>\$ 176,412</b>

1 Includes 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
2007	1,010	\$ 42.81 <sup>1</sup>	\$ 59,157	\$ 85,401	44.36%
2008	984	\$ 44.41 <sup>1</sup>	\$ 57,766	\$ 83,719	44.93%
2009	835	\$ 46.01 <sup>1</sup>	\$ 57,818 <sup>2</sup>	\$ 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 <sup>3</sup>	\$ 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%
<b>2016</b>	<b>1,300</b>	<b>\$ 54.08</b>	<b>\$ 101,766</b>	<b>\$ 145,556</b>	<b>43.03%</b>

1 Effective April 1

2 Foremen earnings include retroactive wages for the period April 1, 2007 to December 31, 2008.

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

### EMPLOYER FUNDING PAID TOWARDS FOREMEN FRINGE BENEFITS

YEAR	VACATIONS 000'S	STATUTORY HOLIDAYS 000'S	INDUSTRY PENSION 000'S <sup>1</sup>	CANADA PENSION 000'S	HEALTH & BENEFITS 000'S	M&M ALLOWANCE 000'S	TOTAL 000'S
2007	\$ 6,743	\$ 1,744	\$ 13,628	\$ 932	\$ 2,501	\$ 697	\$ 26,244
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
<b>2016</b>	<b>11,555</b>	<b>\$ 2,627</b>	<b>\$ 21,958</b>	<b>\$ 1,354</b>	<b>\$ 5,042</b>	<b>\$ 1,254</b>	<b>43,790</b>

## 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 <sup>1</sup>		
	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
2007	1,340	383	15	1,738	35 years	\$ 70.00	\$ 2,450.00	25 years	\$ 29.00	\$ 725.00
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	1808	35 years	\$ 95.00	\$ 3,325.00	25 years	\$ 36.35	\$ 908.75
2015	1,344	443	16	1803	35 years	\$ 110.00	\$ 3,850.00	25 years	\$ 36.35	\$ 908.75
<b>2016</b>	<b>1,356</b>	<b>473</b>	<b>15</b>	<b>1844</b>	<b>35 years</b>	<b>\$ 113.17</b>	<b>\$ 3,960.95</b>	<b>25 years</b>	<b>\$ 36.35</b>	<b>\$ 908.75</b>

<sup>1</sup> Payable from age 62 to 65 in the amount shown above or at a lesser rate if retired at age 55 or over but under age 62.

<sup>2</sup> Members who have reached 35 years or more and retire between the ages of 60 to 65 receive an enhanced bridge of \$1,272.25 (35 years \* \$36.35)

<sup>3</sup> Pensioners continuing to work in the industry: 21 in 2012, 27 in 2013, 25 in 2014, 24 in 2015, 20 in 2016.

### CHANGES IN PENSION FUND ASSETS

YEAR	ASSETS AVAILABLE AT BEGINNING OF YEAR	PENSIONS PAID	ADMIN. EXPENSE	EMPLOYER CONTRIBUTION	INVESTMENT INCOME	MARKET VALUE GAIN (LOSS)	ASSETS AVAILABLE AT END OF YEAR
2007	\$ 685,785,683	\$ 33,756,846	\$ 1,909,473	\$ 49,884,811	\$ 24,965,244	\$ (20,554,710)	\$ 704,414,710
2008	\$ 704,414,710	\$ 36,133,297	\$ 1,840,133	\$ 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	\$ 22,579,953	\$ 76,491,116	\$ 796,030,190
2010	\$ 714,626,132	\$ 40,390,427	\$ 3,320,363	\$ 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	\$ 24,248,746	\$ (11,361,869)	\$ 820,092,785
2012	\$ 820,092,785	\$ 43,755,750	\$ 3,227,891	\$ 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	\$ 30,325,320	\$ 109,647,241	\$ 1,070,955,362
2014	\$ 1,070,955,362	\$ 50,886,499	\$ 3,927,668	\$ 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	\$ 44,687,447	\$ 3,619,840	\$ 1,292,082,479
<b>2016</b>	<b>\$ 1,292,082,479</b>	<b>\$ 63,182,491</b>	<b>\$ 4,616,858</b>	<b>\$ 86,913,107</b>	<b>\$ 55,125,842</b>	<b>\$ 55,419,241</b>	<b>\$ 1,427,828,303</b>

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.

## 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 <sup>1</sup>		
	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
2007	329	55	3	387	n/a	\$ 185.19	no max.	\$ 111,111.00	25 years	\$ 28	\$ 700
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
<b>2016</b>	<b>362</b>	<b>96</b>	<b>3</b>	<b>461</b>	<b>n/a</b>	<b>\$ 240.83</b>	<b>No max.</b>	<b>\$ 144,500.00</b>	<b>25 years</b>	<b>\$ 36.35</b>	<b>\$ 908.75</b>

<sup>1</sup> Payable from age 62 to 65 in the amount shown above or at a lesser rate if retired at age 55 or over but under age 62.

<sup>2</sup> Pensioners continuing to work in the industry: two in 2012, four in 2013, four in 2014, seven in 2015, seven in 2016.

### CHANGES IN PENSION FUND ASSETS

	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
2007	\$ 210,628,113	\$ 11,403,560	\$ 668,562	\$ 13,627,787	\$ 4,737,816	\$ 7,698,388	\$ (6,322,441)	\$ 218,919,252
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
<b>2016</b>	<b>\$ 427,330,065</b>	<b>\$ 18,048,315</b>	<b>\$ 1,564,780</b>	<b>\$ 21,958,109</b>	<b>\$ 534,932</b>	<b>\$ 19,864,698</b>	<b>\$ 22,194,189</b>	<b>\$ 472,268,898</b>

## 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 (basic medical, vision care, 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

	2012	2013	2014	2015	2016 <sup>1</sup>
<b>REVENUES</b>					
Employer	\$ 18,408,878	\$ 19,919,973	\$ 22,111,162	\$ 25,152,149	<b>22,250,287</b>
Employee	\$ 6,025,156	\$ 6,430,399	\$ 7,006,577	\$ 7,941,030	<b>8,557,398</b>
Investment & Other	\$ 881,305	\$ 527,894	\$ 1,806,127	\$ 1,353,707	<b>581,094</b>
Total	\$ 25,315,339	\$ 26,878,266	\$ 30,923,867	\$ 34,446,886	<b>31,388,779</b>
<b>EXPENSES</b>					
Weekly Indemnity	\$ 3,003,457	\$ 3,467,877	\$ 1,269,099	\$ 3,793,548	<b>\$ 5,055,043</b>
M.S.P. of B.C.	\$ 5,005,793	\$ 5,329,918	\$ 5,719,676	\$ 6,255,660	<b>\$ 6,868,074</b>
Dental	\$ 3,215,366	\$ 4,025,055	\$ 4,906,273	\$ 5,176,116	<b>\$ 6,589,549</b>
Group Life	\$ 2,187,293	\$ 2,695,167	\$ 1,996,227	\$ 3,130,729	<b>\$ 3,437,195</b>
Long Term Disability	\$ 2,342,846	\$ 2,482,079	\$ 1,402,298	\$ 2,136,088	<b>\$ 2,513,734</b>
Provisions for Disability Claims	\$ (1,256,200)	\$ 100,490	\$ (412,586)	\$ 5,959,580	<b>\$ (1,060,089)</b>
Extended Health	\$ 2,794,973	\$ 4,029,381	\$ 4,433,680	\$ 4,576,844	<b>\$ 6,299,384</b>
Vision Care	\$ 283,448	\$ 500,242	\$ 574,011	\$ 685,215	<b>\$ 993,740</b>
Pensioners Survivor Benefits	\$ 147,043	\$ 157,457	\$ 204,000	\$ 203,494	<b>\$ 144,506</b>
Accidental Death & Dismemberment	\$ 300,400	\$ 319,919	\$ 355,190	\$ 391,963	<b>\$ 424,300</b>
Administration, Consultants	\$ 701,680	\$ 910,847	\$ 1,149,092	\$ 1,244,091	<b>\$ 1,010,427</b>
Total	\$ 18,726,099	\$ 24,018,432	\$ 21,596,960	\$ 33,553,328	<b>\$ 32,275,863</b>
EXCESS (SHORTFALL)	\$ 6,589,240	\$ 2,859,834	\$ 9,326,907	\$ 893,558	<b>\$ (887,084)</b>

1 Unaudited.

## PENSIONS & BENEFITS

### Longshore & Foremen Benefit Plans

Benefit Type	Longshore	Foremen
Weekly Indemnity	"A" Coverage - \$728 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 "B" Coverage - \$750 annually, paid at 100%	100% of all routine, restorative and surgical costs (\$6,000 annual reimbursement limit) Orthodontics - Services included in limit above
Pensioner & Surviving Spouse Dental	\$750 annual reimbursement limit, paid at 100%	100% of routine (\$1,500 annual reimbursement limit)
Group Life*	"A" Coverage \$215,000 (eff. Sept. 1, 2016) "B" Coverage \$108,000 (eff. Sept. 1, 2016)	\$200,000
A D & D*	"A" Coverage \$215,000 (eff. Sept. 1, 2016) "B" Coverage \$108,000 (eff. Sept. 1, 2016)	\$200,000
Long Term Disability	"A" Coverage \$2,225 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 \$35,000 Including pensioners and eligible surviving spouses
Vision Care*	\$565 per individual dependent family member every 2 years	\$350 per individual dependent family member every 2 years
Pensioner & Surviving Spouse Vision Care	\$285 per individual dependent family member every 2 years	\$350 per individual dependent family member every 2 years
Pensioners Survivor Benefits	\$3,000 survivor benefit - pensioners only	\$3,000 survivor benefit - pensioners only

\* 'B' 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

	2012	2013	2014	2015	2016 <sup>1</sup>
<b>REVENUES</b>					
Employer	\$ 3,309,904	\$ 3,509,478	\$ 4,187,037	\$ 4,578,731	\$ 5,041,723
Employee	\$ 1,903,286	\$ 1,964,959	\$ 2,141,124	\$ 2,239,855	\$ 2,279,084
Investment & Other	\$ 245,151	\$ 145,656	\$ 491,325	\$ 323,002	\$ 201,781
<b>Total</b>	<b>\$ 5,458,341</b>	<b>\$ 5,620,093</b>	<b>\$ 6,819,486</b>	<b>\$ 7,141,588</b>	<b>\$ 7,522,588</b>
<b>EXPENSES</b>					
Weekly Indemnity	\$ 253,876	\$ 260,863	\$ 203,928	\$ 509,849	\$ 451,117
M.S.P. of B.C.	\$ 1,106,158	\$ 1,149,453	\$ 1,221,102	\$ 1,322,021	\$ 1,377,353
Dental	\$ 882,203	\$ 904,373	\$ 1,121,431	\$ 1,251,290	\$ 1,289,188
Group Life	\$ 415,827	\$ 460,610	\$ 460,610	\$ 478,109	\$ 476,338
Long Term Disability	\$ 435,930	\$ 385,323	\$ 131,531	\$ 156,612	\$ 262,076
Provisions for Disability Claims	\$ 514,153	\$ (370,138)	\$ (37,246)	\$ 288,283	\$ 49,661
Extended Health	\$ 643,487	\$ 806,345	\$ 960,886	\$ 1,128,542	\$ 1,087,668
Vision Care	\$ 86,416	\$ 105,950	\$ 82,218	\$ 127,345	\$ 149,560
Pensioners Survivor Benefits	\$ 22,500	\$ 37,500	\$ 30,500	\$ 36,000	\$ 30,000
Accidental Death & Dismemberment	\$ 52,092	\$ 55,939	\$ 59,388	\$ 62,514	\$ 63,034
Administration, Consultants	\$ 159,305	\$ 169,400	\$ 334,329	\$ 309,781	\$ 220,391
<b>Total</b>	<b>\$ 4,571,947</b>	<b>\$ 3,965,618</b>	<b>\$ 4,568,678</b>	<b>\$ 5,670,346</b>	<b>\$ 5,456,386</b>
<b>EXCESS (SHORTFALL)</b>	<b>\$ 886,394</b>	<b>\$ 1,654,475</b>	<b>\$ 2,250,808</b>	<b>\$ 1,471,242</b>	<b>\$ 2,066,201</b>

1 Unaudited.