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BCMEA

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REPORT



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## CHAIRMAN'S REPORT

As Chair of the Board I am pleased to report that 2004 was a year full of successes and milestones. The committee structure launched in 2003 is working well with all committees actively involved in steering the Association to ensure that it continues to evolve and efficiently meet the Industry's needs.

The Industry Policy Safety Committee has been working closely with staff to ensure the new safety initiatives being designed and implemented continuously improve safety on the waterfront. To that end I am pleased to report that during 2004 the frequency and severity of accidents were significantly reduced, exceeding our goal for the year. For the third straight year, the waterfront industry has seen dramatically improved safety statistics in the form of reduced numbers of lost time accidents, as well as improved lost time frequency rates and decreased severity rates. Specifically, the number of lost time accidents has been reduced by 23%, and the lost time frequency rate has improved by 22% when compared to the 2003 results. These reductions are due to the combined efforts of member companies, the longshore workforce, and both industry associations.

In the area of Port Security, the Association led the way in the country by organizing and leading a national coalition to lobby the government for funding for security infrastructure. This initiative was started in 2003 and culminated in 2004 with a commitment from the Federal Government to provide \$115 million. In the process the Association received national recognition for its efforts in the area of Port Security.

The Association embarked on an aggressive training program in 2004, processing 1,428 individuals through the system covering all areas of the longshore industry; from safety training for new registrants to the longshore industry to full training for most skill ratings. We were able to achieve these new levels of training by revising and improving the method of delivery of many of our training programs.

Similarly, the administrative and financial arms of the Association, in conjunction with the Finance & Audit Committee, developed a new financial statement format that more clearly defines how certain collective agreement costs are funded.

To continue the evolution of the Association, during 2004 the Boards of both the BCMEA and the WFEA decided to explore the desirability of merging the two organizations. A joint committee was struck and work on this initiative progressed throughout the year. Considerable work has been done to move the Association towards a new merged organization that will meet the current and future needs of the Industry and the fruits of this effort should be realized in 2005.

In conclusion, I would like to say that the Board of Directors continues to be actively engaged in the constant evolution of the Association to meet the changing needs of its members.

On behalf of the Board of Directors, I would like to congratulate the Association staff members for their hard work and dedication during a very challenging year.



T. J. Chapman  
Chair  
BCMEA Board of Directors

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## **PRESIDENT AND CHIEF EXECUTIVE OFFICER'S REPORT**

This has been an exceedingly challenging and exciting year for the Association. This represents the third year since the Association adopted safety in the workplace as its number one objective. The Chairman's report spoke to our results and accomplishments for 2004. It is worth noting that over the last five years loss time accidents have dropped from 740 during 2000 to 375 in 2004, a reduction of 49.3%. Days lost due to injuries during the same period dropped from 44,712 during 2000 to 14,492 during 2004, a reduction of 67.6%. These improvements represent a significant achievement that every waterfront employee, union representative and manager should be proud of and one we are determined to continue in the coming months and years.

This year was also marked by significant cargo growth in all sectors resulting in increased demand for labour in every category. The spring presented many challenges as we attempted to ramp up to meet this demand. Every training program was examined to determine whether throughput could be increased. Co-operation was sought and obtained from the officers of the ILWU in seeking innovative solutions to meet the increased demand for skilled labour with properly trained personnel. Not all shortages were alleviated but much has been accomplished and the Union and Association continue to meet on a weekly or by-weekly basis to address these issues.

Throughout much of the year, staff and industry representatives worked on revising the Allocation guidelines which govern the distribution of labour to vessels during times of congestion, a sensitive subject to say the least. As with all Association policies, fairness and equity are hallmarks and the participants continue to strive to find a system that recognizes these principles. In addition to seeking to improve the rules, accurate vessel and labour forecasting was identified as a key requirement for the future. To this end the Association has developed a sophisticated web-based vessel forecasting system that is currently widely used by our members. A similar system is under development to marry the vessel forecasting information with dock labour requirements, thus providing a total picture of projected labour demand several weeks into the future. Additionally, discussions are underway both internally and with the ILWU to enable us to respond to projected labour shortages, identified by the new forecasting model, so as to reduce future shortages to a minimum.

On the subject of Port Security, the Association has been actively involved in meetings with all stakeholders as well as transport Canada in promoting Port Security measures while recognizing the rights of all port workers to a system that is fair, transparent and not unnecessarily intrusive.

Finally, much work has been done by Association committees to further the interests of our members. Financial reporting and financial management has been significantly improved. Board governance, health and safety and training have all been the beneficiaries of the contribution made by industry committees. In many respects it is their work along with the Association staff that has made the accomplishments described in this report possible.

Many thanks to all of you who have so generously contributed your time, energy and wise counsel to the Association during 2004.



Frank Pasacreta  
President and Chief Executive Officer  
February 23, 2005

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## **COMMITTEES**

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

No formal meetings of this Committee were held during 2004. The business of the Committee was conducted informally by the two Co-Chairs.

### **Joint Industry Labour Relations Sub-Committee**

This committee met on three occasions during 2004 to deal with four grievances and two Summary Dispositions. With respect to grievances, two were resolved one was held in abeyance pending proceedings in another forum and one remained outstanding. Regarding the Summary Dispositions one was referred to the Industry Arbitrator and the other one remained under discussion between the parties. At year-end, there was one grievance and one Summary Disposition that remained under discussion.

## **PORT LABOUR RELATIONS COMMITTEE**

### **Bulk Sector**

No formal meetings of the Committee were held in 2004. Matters were resolved on an informal basis, to the satisfaction of the parties.

### **Ship Owners and Stevedores Sector**

No formal meetings of the Committee were held in 2004. Matters were resolved on an informal basis, to the satisfaction of the parties.

### **Chemainus Prince Rupert New Westminster**

No formal meetings were held in 2004. Matters arising on Vancouver Island were resolved on an informal basis to the satisfaction of the Parties.

### **General Wharf Operators Sector**

This committee met on three occasions in 2004 solely to discuss and resolve disciplinary matters.

### **Vancouver Island Committee**

The Vancouver Island Committee met once in 2004. Items discussed included work force size, shortages, training and the Gang Interchange Fund.

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**Joint Safety Committee**

The Joint Safety Committee met twice during 2004. Due to direct activity pertaining to industry issues the third quarter meeting was cancelled. The fourth quarter meeting was postponed until January 2005 due to an extraordinary recruitment campaign during the last quarter of 2004.

Many issues were raised and discussed during the year with agreement being reached on the following:

- The implementation of protective head wear initially on Container Lashing operations.
- Emergency Preparedness Training for representatives on the Joint Safety Committee.
- The implementation of caulk boots for log operations initiated on an agreed criteria and the distribution of the vouchers by the respective Locals.
- Risk Hazard Analysis Training sessions were offered to all Joint Safety Committee participants.
- The joint application of Risk Hazard Analysis process to establish Standard Operating Procedures was implemented and is ongoing as a joint industry initiative.

**Allocation Committee**

The Committee continued to convene daily via telephone conferences and in person during times of labour shortages.

The Board of Directors' Subcommittee on Allocation met a number of times to review the Allocation Rules and possible changes were considered and reviewed with various member groups. A committee of Shipowner Representatives was struck to develop possible solutions to the issue of allocation priority. This committee met on several occasions and discussed a number of alternatives. No decision has yet been finalized and discussion continues at a conceptual level.

A web-based forecasting system was launched in December and is proving useful in forecasting labour requirements. A number of members regularly use the system to provide vessel arrival and labour requirement information which is then used by our Despatch Centre staff to take steps to meet the required labour demands.

**Industry Training Committee**

The Committee met four times during the year. In the process, the role of the Industry Training Committee was expanded to play a more active role in training needs analysis and the training budget approval process.

Due to severe shortages experienced starting in the 3<sup>rd</sup> quarter of 2004, the Association had to dramatically increase training activities. Certain training programs were revised in order to accommodate the increased demand for training and qualified employees.

The Association also recruited 175 new employees in Vancouver and a significant effort was put in to evaluate these employees for their physical ability and lashing skills. Applications from 1050 individuals were received in New Westminster, of which 300 have completed phase one of the recruitment process.

The following training activities to maintain required inventories in critical skill categories, took place in 2004:

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	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
U = Union    C = Casual							
<b>VANCOUVER (Local 500)</b>							
<b>Topside Category</b>							
Topside	8	-	2	-	2	-	12
- Upgrade	3	-	-	-	-	-	3
Dock Gantry Crane	5	-	4	-	4	-	13
- Upgrade - NW	3	-	-	-	-	-	3
<b>Wheat Specialty Category</b>							
Wheat Specialty	3	-	2	-	1	-	6
- Upgrade	6	-	-	-	-	-	6
<b>Machine Category</b>							
Lift Truck	1	18	1	24	-	71	115
- Upgrade	13	6	-	-	-	-	19
Front End Loader	6	-	1	-	-	-	7
- Upgrade	1	1	-	-	-	-	2
Bulldozer	2	4	-	-	-	2	8
- Upgrade	11	11	-	-	-	-	22
Bombardier	-	-	-	-	1	-	1
Heavy Lift Truck	7	6	3	2	-	1	19
- Upgrade - Centerm Fantuzzi	8	20	-	-	-	1	29
Rubber Tired Gantry	19	-	12	-	-	5	36
Excavator	-	-	-	-	-	1	1
- Upgrade	1	1	-	-	-	-	2
<b>Trades</b>							
Electrician PLC	6	6	-	-	-	-	12
- Upgrade	-	11	-	-	-	-	11
<b>Recruitment</b>							
Lashing Safety	-	192	-	-	-	-	192
Log Safety	-	197	-	-	-	-	197
<b>Checking Category</b>							
Centerm Head Checker	7	6	3	2	1	9	28
- Upgrade	-	1	-	-	-	-	1
Vanterm Head Checker	5	-	-	-	-	-	5
- Upgrade	24	1	-	-	-	-	25
Van Wharves Checker Upgrade	27	-	-	-	-	-	27
Standard Checker	14	2	-	-	-	-	16
<b>Coastwise</b>							
Mobile Crane	6	-	-	-	-	-	6
Mobile Gangway	54	-	-	-	-	-	54
<b>Bulk Operator</b>							
<b>Vancouver Wharves Ltd.</b>							
Bulk Operator	10	1	2	-	2	-	15
- Upgrade	4	-	-	-	1	-	5
<b>Fibreco Export Inc.</b>							
Bulk Operator	6	-	-	-	5	-	11
- Upgrade	3	-	-	-	1	-	4

	Passed		Failed		Incomplete		Total Processed
	U	C	U	C	U	C	
U = Union    C = Casual							
<b>Bulk Operator (cont'd)</b>							
<b>Neptune Bulk Terminals Ltd.</b>							
Bulk Operator	10	1	6	-	-	-	17
- Upgrade	5	-	-	-	1	-	6
<b>Pacific Coast Terminals (Port Moody)</b>							
Bulk Operator	10	1	2	-	-	-	13
- Upgrade	7	-	-	-	1	-	8
<b>Rail Category</b>							
Switching	7	-	1	-	-	-	8
- Upgrade	1	-	-	-	-	-	1
Railperson	6	-	-	-	-	-	6
Locomotive	7	-	-	-	-	-	7
- Upgrade	2	-	-	-	-	-	2
<b>Liquid Bulk Operator</b>							
Dow	2	-	2	9	-	-	13
Port Moody	6	2	-	-	-	-	8
<b>NEW WESTMINSTER (Local 502)</b>							
<b>Topside Category</b>							
Topside	3	4	2	1	1	3	14
Dock Gantry Crane	10	-	-	-	3	-	13
- Upgrade	5	-	-	-	-	-	5
<b>Checker Category</b>							
Delta Port Checker	1	20	-	5	-	-	26
FSD Checker	-	9	-	-	-	-	9
FSD Computer Checker	4	12	1	-	-	-	17
- Upgrade	-	1	-	-	-	-	1
<b>Machine Category</b>							
Standard Lift Truck	1	71	-	4	-	1	77
Heavy Lift Truck	-	26	-	4	-	-	30
Reach Stacker	-	24	-	5	-	-	29
Rubber Tired Gantry	1	20	2	1	-	-	24
Rail Mounted Gantry	12	33	-	5	-	-	50
- Upgrade	9	9	1	1	-	-	20
Multi Tractor	1	69	-	7	-	-	77
<b>Rail Category</b>							
Switching	-	2	-	-	-	-	2
<b>Trades Category</b>							
Electrical Apprentice	-	2	-	-	-	-	2
<b>PRINCE RUPERT (Local 505)</b>							
Topside	1	1	-	-	1	1	4
Console	2	-	-	-	-	-	2
Trackmobile	2	2	-	-	-	-	4
Wheat Specialty	2	-	-	-	-	-	2
<b>CHEMAINUS (Local 508)</b>							
Topside	2	-	-	-	3	-	5
Checkers	4	-	-	-	-	-	4
Lift Truck	2	6	-	1	2	-	11



**1. 2004 First Aid Training**

41 longshore employees newly qualified or renewed their first aid certificate in 2004:

	U	C	Total
Vancouver / New Westminster	16	20	36
Chemainus	2	1	3
Prince Rupert	1	1	2
<b>Total</b>	<b>19</b>	<b>22</b>	<b>41</b>

**2. Dock Gantry Training**

The Dock Gantry training program was restructured to accommodate the increased need for operators. Based on the projected rate of expansion, it was determined that the Association would need to train approximately 40 operators per year for the next six years to meet the demand. As such, the length of the program was reduced from 25 to 20 days while allowing for greater flexibility in moving trainees around to alleviate critical shortages.

**3. Topside Training**

The Topside Training program was reduced from 30 to 15 days in length in order to increase the throughput of trainees. After the initial simulator training, the trainees are placed in one of four designated gangs as a third Topside operator. The restructured program produced excellent results, although on-the-job training opportunities are still a concern due to the limited availability of opportunities to put trainees on live equipment.

**4. Lift Truck Training**

The Lift Truck training program was restructured to accommodate the need for immediate and repetitive hands-on experience on equipment. As a result, the program was reduced from 26 to 19 days in length, allowing for consistent and consecutive practice of skills and removing the responsibility on the employers to train within a production pressure environment.

The Association has also started training employees as Bomb Cart drivers, to alleviate critical driver shortages, while the employees are waiting in line to complete the full Lift Truck training program. Acute driver shortages have also led the Association to start training Lift Truck and Bomb Cart drivers on day and night shifts, seven days a week.

**5. Trades Training**

Six apprentices were sponsored in the following areas:

- Two Heavy Duty Mechanics (Deltaport)
- Two Electrical Apprentices (Deltaport)
- One Electrical Apprentice (Fraser Surrey Docks)
- One Heavy Duty Mechanic (Fraser Surrey Docks)

## **6. New Westminster and Deltaport**

A new recruitment initiative was launched by Local 502, resulting in 1,050 applications for entry into the Industry handed out and received back. An initial 300 applicants completed phase one of the recruitment process, while the rest will be systematically processed throughout 2005.

The addition of all these new employees will put a considerable amount of pressure on the Training Department to find creative ways to train the recruits, while still maintaining quality standards.

## **7. Simulators**

The BCMEA currently has two interactive computerized simulators that were specifically designed to train crane operators. As crane sophistication and demand for operational safety and efficiency have increased, the skill requirements for crane operators have become increasingly important. However, it is difficult to train such operators on live equipment due to the unavailability of the equipment, in addition to productivity and safety concerns. Therefore, simulation devices are integral to better prepare crane operators prior to having them operate in the real world crane environment. The demand from both break bulk vessel and container terminal operators is to have trainees arrive from simulation training almost fully qualified. This is not possible given the technological limitations of the BCMEA's current simulators.

The obsolescence of the existing simulators, the advanced nature of new simulation technology and the requirements to increase training in a non-production environment, necessitates that the Association look at acquiring two new simulators in 2005.

## **HUMAN RESOURCES AND SKILLS DEVELOPMENT CANADA (HRSDC)**

### **Health & Safety Initiatives**

Throughout the year the Association met with HRSDC regional representatives and the Union relative to the 2004 Industry Safety Plan. During the year, all Direct Employer members were involved in achieving the goal of a 20% reduction of the Total Injury frequency rate for the Industry. This goal was exceeded.

Presentations by the Association to the Regional HRSDC Management and Staff were conducted outlining the current progress and future directions within Industry Health and Safety. A continuing process of communication with program measures and relevant updates will continue quarterly.

## **CANADIAN HUMAN RIGHTS COMMISSION**

### **Employment Equity**

The Canadian Human Rights concluded the audit of the Association with regard to the Employment Equity Act. We are pleased to report that the Association was found to be in compliance with all twelve statutory requirements of the Employment Equity Act.

During 2004 we continued to recruit more women into the longshore workforce. We are now very close to having a workforce that meets or exceeds the target representation for all groups identified by the Employment Equity Act.

### **Mediation**

The Labour Relations Department acted as counsel on a complaint filed with the Canadian Human Rights Commission. The matter was successfully resolved before the Alternative Dispute Resolution Branch of the Commission.

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## **COURTS AND TRIBUNAL PROCEEDINGS**

### **CIRB Hearings**

The BCMEA filed an application with the CIRB on October 1, 2004 requesting an order that members of ILWU 500 and 514, and PSAC Local 60 cease and desist from illegal strike activity interfering with the business operations of BCMEA members. In particular, the application was based on illegal picketing activity on the part of PSAC Local 60 that occurred on September 24 and 30, 2004 and ILWU's subsequent refusal to cross the PSAC lines on September 30, 2004.

The hearing of this matter took place on October 4, 2004. The BCMEA was given an interim injunction order directing that members of ILWU Locals 500 and 514 cease and desist from their refusal to work. The CIRB found that refusal of ILWU Local 500 and 514 members to cross the PSAC picket lines was an illegal strike and contravened the Canada Labour Code.

The October 4, 2004 hearing was adjourned to October 28 and 29, 2004 to allow for an extensive Charter argument made by PSAC and the subsequent BCMEA response. The Charter argument concerned freedom of expression arguments in relation to the definition of strike under the Canada Labour Code.

### **Picket Line Notifications, Lockouts, Injunctions**

Picketing by PSAC Local 60 occurred on September 24, 2004 at Saskatchewan Wheat Pool, James Richardson International Ltd., United Grain Growers Ltd., Pacific Elevators Ltd., and Cascadia Terminal.

Picketing by PSAC Local 60 also occurred on September 30, 2004 at Vancouver Wharves and affected the operations of Western Stevedoring Company Ltd., P&O Ports Canada Inc., Empire Grain Stevedoring Ltd. and, of course, Vancouver Wharves.

Picketing by IWA affected Fraser Surrey Docks in May 2004.

### **Federal Court of Canada**

The BCMEA did not appear in the Federal Court of Canada in 2004.

### **Arbitrations**

During 2004, staff presented four arbitrations, three of which were decided in favour of the Association. The most significant of these dealt with and upheld the right of the grain stevedore companies to work uninterrupted grain pouring operations through the shift changeovers.

There was also one industry Arbitration hearing which dealt with the Union's appeal of a 2002 job arbitration on the issue of transferring grain gangs. The Industry Arbitrator upheld the Job Arbitrator's Summary Disposition ruling that the employers' right to transfer gangs was not thwarted by section 14(a) of the 1967 Despatch Rules and Regulations because such section is in conflict with the Collective Agreement and therefore no longer in effect.

## **NEW OPERATIONS AND TECHNOLOGICAL CHANGE**

Pacific Coast Terminals introduced bar code technology on rail receiving operations.

Vancouver Wharves introduced a computerized tablet which simplified the administration and increased the efficient management of pulp movement at Berths 2 & 3.

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## **SECTORAL INITIATIVES**

### **Ship Owners Sector**

During 2004, the Association's Information Services Department, in conjunction with the Ship Owners Sector, introduced a web-based vessel forecasting program. The program was developed as a vital tool towards the Association's continuing efforts to mitigate against costly labour shortages and resultant vessel delays.

Long-standing issues in the ship owners sector have been vessel tie-ups and the use of lines boats. Notwithstanding previous discussions, attempts to resolve these issues have proven unsuccessful. However, following recent discussions, the Union has advised that it has struck its own lines committee and is prepared to meet with representatives from the ship owners sector. Meetings are scheduled for early 2005.

During 2004, the ship gantry group discussed implementation options for uninterrupted operations for forest products at Lynnterm on a trial basis. Meetings are being arranged for early 2005.

### **Bulk Operators Sector**

The Bulk Operators successfully implemented hardhats in 2004.

### **General Wharf Operators Sector**

Container Terminal Operators successfully implemented hardhats in container lashing operations in 2004.

### **Stevedores Sector – General Cargo**

The main initiative of the stevedore sector has been to address the issue of the employment of the waterboy. While the initial thrust was to eliminate the employment of the waterboy altogether, the emerging focus has been on changing the name of waterboy to "gearperson" and developing the job into one that is both a productive and responsible position for the stevedore companies – reflective of the job title. Discussions with the Union are continuing into early 2005.

### **Stevedores Sector – Grain**

During 2004, the Grain Stevedoring Sector addressed two outstanding issues which were resolved in its favour.

After considerable delay, due to factors beyond the Association's control, the Memorandum of Understanding - Grain Operations, in respect to conducting uninterrupted pouring operations for grain, negotiated in 2003, was implemented. While such implementation was initially and partially thwarted by the Union's refusal to work through the shift changeover on an uninterrupted basis, the issue was immediately brought before the Job Arbitrator who awarded in favour of the Association.

The second issue concerned the right of the employers to transfer gangs when there were idle grain rated employees available in the despatch hall. A long standing issue, the matter was initially taken by the Union to the Job Arbitrator in 2002. While the Job Arbitrator ruled in favour of the Association, the Union subsequently appealed the decision. In 2004, the appeal was heard by the Industry Arbitrator, who upheld the Job Arbitrator's Summary Disposition ruling that the employers' right to transfer gangs was not thwarted by section 14(a) of the 1967 Despatch Rules and Regulations because such section is in conflict with the Collective Agreement and therefore no longer in effect.

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## **TRANSPORT CANADA - MARINE SAFETY**

The Association met informally with representatives of Transport Canada on a number of occasions during 2004 to resolve issues specific to its members. These issues were resolved to both parties satisfaction.

The regulatory review of the Cargo Regulations pursuant to the Canada Shipping Act began in early 2004. Association representatives attended the National Canadian Marine Advisory Council meetings in Ottawa and Vancouver to support the interests of its members. The review of the Marine Occupational Safety and Health Regulations (MOSH) continued with management and labour providing input to the regulatory agencies that are jointly undertaking this review – Transport Canada, Marine Safety and Human Resources Skills Development Canada, Labour Programs. It was announced that a final review will commence early 2005 with subsequent changes communicated to the membership. We will be closely monitoring this initiative and providing input.

## **HEALTH AND SAFETY**

In consultation with the Industry Policy Safety Committee representing the Board of Directors, the following areas were identified as key strategies for 2005: the development and delivery of basic safety training for all employees, management and supervisors; improved safety and health communications throughout the industry; and the continuation of Joint Risk Hazard identification to name a few.

In 2004, twelve sessions of the Industry Safety Orientation Program were delivered. The majority of these sessions were for new employees in the ILWU Local 502 area where approximately 320 new employees participated.

The Association continues to participate as an employer representative on the WCB Research Advisory Committee. This committee reviews and makes recommendations for funding of research projects through the WCB.

The Association continues to maintain contact with industry representatives in Eastern Canada and the United States to keep apprised of issues arising in other longshore jurisdictions which may surface here.

Through the Association's membership in the Federally Regulated Employers, Transportation and Communications Organization (FETCO), our members interests continue to be represented. In conjunction with FETCO, Peter Bamford was selected as representative for the Canadian Delegation of the NAFTA Tri-national Working Group, meeting semi-annually on behalf of the Canada Business Council ensuring domestic policy is maintained.

The Association continues to monitor the progress of the review of the Marine Occupational Safety and Health Regulations (MOSH) as well as the review of the cargo regulations pursuant to the Canada Shipping Act.

A continuation of the Log Safety Forum, as established in 2003, in conjunction with the Training function, ensured a significant reduction in injury severities on log operations during the year.

The synopsis of the 'Safety Strategy for the Waterfront Industry' report conducted by Royal Roads University, based on best practices reviewed with other organizations, was delivered at the International General Stevedoring Conference hosted in Vancouver in May of 2004.

Through the ongoing efforts of all Parties in the Industry, injury frequency rates continue to decline for the fourth year in a row. The decline in the 2004 rate from that in 2003 has exceeded the 20 percent year-end target.

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## **CLAIMS MANAGEMENT**

WCB activity continued to be heavy in 2004. A great deal of time was spent dealing with appeals. Appeals scheduling is less flexible than in the past and the timelines for submissions are very short.

The Association attends oral appeals as well as representing members by way of written submissions. In 2004, 47 major submissions were made on behalf of our members. Though most oral hearings are completed in a day, one oral hearing in 2004 extended to five days. The Association also represents the Industry relative to claims/appeals filed for employees of companies no longer in business.

Appeal decisions received in 2004 represented 42 employee appeals and 17 employer appeals. The decisions on these appeals yielded results as follows: employees were successful in 40% of their appeals and employers were successful in 30% of theirs. Overall, this reflects a success rate of 51% in Industry representations.

The efforts in the area of claims management and prevention by the Industry both this year and the previous years have helped to contribute to a reduction in the Industry WCB base rate for 2005. The Industry base rate for 2005 per \$100 of assessable payroll will go from \$5.93 to \$4.80. This reduction of approximately 19% is very favourable when compared with the overall decrease reported by the WCB of 4.1%.

The Association has continued efforts at working with employees with high claims frequency. We continue to contact these employees to offer assistance and have meetings with them and their Union representatives to discuss their situations and offer programs to assist them in reducing their incidence of injury. The upcoming year will see more emphasis in this area.

The Association has continued to work with injured employees in conjunction with the WCB and the Union in efforts to return them to work. The implementation of graduated/modified return to work programs and retraining are the primary tools used in these efforts. We are also meeting with the Union to try to enhance return to work outcomes for injured employees.

## **DESPATCH**

2004 was a very challenging year for our Despatch Centre due to a significant increase in the demand for labour. To meet the challenge, the Despatch Centre was restructured such that the manager's position was eliminated and two supervisors now report directly to the Vice President of Operations. In addition to this change, two more dispatchers were hired to meet the increased demand for labour. Additionally, much of the administration function at Despatch was moved to the Head Office thus freeing up resources at Despatch to assist in the actual despatch of labour. The new structure is working well and allows the Association to respond more quickly to the changing needs of the industry.

## **UNION PAY CLAIMS – ALL PORTS**

	<b>2003</b>	<b>2004</b>
Accepted	28	36
Rejected	42	22
Withdrawn	9	3
Pending	13	19
<b>Total</b>	<b>92</b>	<b>80</b>

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## **INFORMATION SERVICES**

### **Despatch Order Entry and Vessel Allocation**

The Despatch Order Entry and Vessel Allocation systems have been upgraded and enhanced in response to the increased business use during this busy year. System enhancements completed in 2004 have provided improved information for use in the design of custom statistical analysis reporting.

### **Direct Remote Order Entry (DROE)**

DROE facilitates the direct exchange of ILWU Labour Orders data with our member companies. It is currently in use by one of our largest clients and soon will be in use by others. DROE has been substantially enhanced by the inclusion new industry-standard technologies. Senior staff works closely with member companies to monitor system activities and we're anticipating the use of the technology pioneered by this system in other mission-critical application areas.

### **Website Development**

The Association's website initiatives have been well received and are drawing 700-800 visitors daily. The public portal site, [www.bcmea.com](http://www.bcmea.com), is used to communicate important and dynamically changing industry news and information to the waterfront community. It acts as a gateway to other industry related websites:

The Waterfront Occupational Health and Safety (W-OHSS) system website is currently being utilized by 29 member company users. In 2004, 2,420 new claims were created and 1,058 of those faxed to regulatory bodies; WCB, HRSDC and Transport Canada. Several enhancements have been implemented and the W-OHSS system will soon include an interactive voice response system, allowing ILWU Canada Longshore employees to initiate a WCB incident via the telephone.

The Employers website serves the BCMEA, WEBC, and WFEA board members with general membership information, agendas and board minutes. It also serves the direct employers with employment related information pertaining to longshore employees working under the BCMEA/ILWU Collective Agreement. The recent addition of the Vessel Forecast system provides ship owners and agents the facility to input vessel allocation information which complements existing work forecast tools.

The Longshore website, [www.mybcmea.com](http://www.mybcmea.com), has been well received by the ILWU Canada Longshore employees and has more than 550 registered private users. The ILWU membership is using the system on a regular basis to view daily despatch, weekly payroll and other personal information. Several enhancements have been implemented including real time, shift based, plug in and callback information. The Squamish, First Aid and Checkers Telephone boards have been enhanced to allow members of those boards to plug in and pick up their despatch jobs for upcoming shifts via the Web.

To support the substantial growth of our user base that have come to rely on the uninterrupted access to critical business and personal information, we have made significant improvements to the security, redundancy, and robustness of our Web systems.

### **Payroll and Benefits Systems**

Data entry systems for timesheets and extended health claims were replaced to facilitate the retirement of the obsolete third party software that had been in use since the late eighties. The system that is used to process Longshore and Foremen dental claims has been redeveloped using our current technology platform while providing improved functionality. More than a hundred change requests were processed in collaboration with the user community, leading to extensive improvements in the Eligibility, Service History and Pension systems.

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### **Strategic Planning**

The BCMEA Strategic Planning Committee for Information Systems and Services met regularly to facilitate the communication of common objectives and technology exchange. It was instrumental in providing a significant upgrade to port security by facilitating implementation of the new port security ID card.

### **Infrastructure**

There were a number of technical upgrades to the Association's infrastructure in 2004. A redundant switching system has mitigated single points of failure and increased network reliability. System security has been enhanced by the leveraging of several significant technologies, including firewalls and intrusion detection systems. The network and desktop operating systems were upgraded to current releases. Physical building security was improved with the implementation of a new "proximity reader" card system.

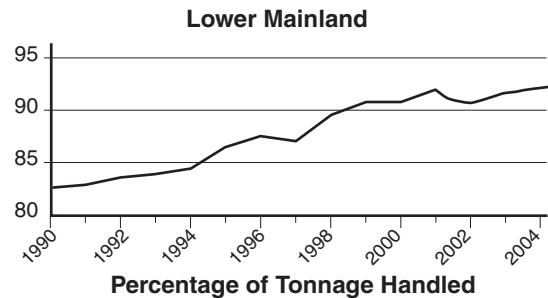
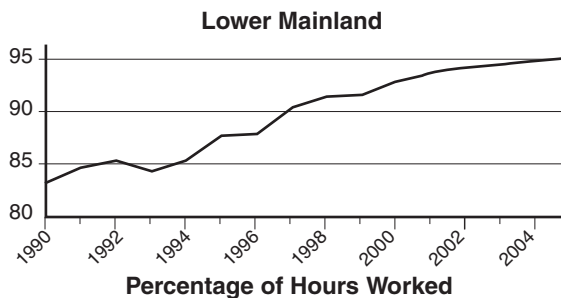
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## FINANCIAL REPORT

### GENERAL

The percentage of hours worked and tonnage handled in the lower mainland ports of Vancouver and New Westminster, continues its average upward trend with 94.4 percent of the work opportunity and 91.2 percent of the tonnage being handled in the lower mainland ports of Vancouver and New Westminster.



The systematic increase in the trend to ship non-bulk goods, including forest related commodities, in containers, continues to result in a dramatic shift in the traditional methods of handling water-borne cargo. The following table lists the tonnes of bulk, break bulk and containerized cargo handled as well as the growth in full TEU's handled.

	<b>Tonnes Bulk (000)</b>	<b>Tonnes Break Bulk (000)</b>	<b>Tonnes Containerized (000)</b>	<b>Full TEU's Handled</b>
1990	36,410	9,972	2,959	325,967
1991	39,288	10,399	3,444	376,619
1992	38,375	10,746	4,007	388,673
1993	34,389	10,076	4,212	407,107
1994	39,406	10,354	4,814	464,773
1995	39,102	10,506	4,748	458,267
1996	37,988	10,249	5,470	527,883
1997	39,044	10,031	6,620	638,962
1998	35,458	8,963	7,679	742,522
1999	33,484	9,688	9,661	932,544
2000	37,379	10,001	10,991	1,071,430
2001	32,071	8,684	11,233	1,084,295
2002	24,670	8,391	14,274	1,377,821
2003	27,107	8,397	16,122	1,534,551
<b>2004</b>	<b>32,309</b>	<b>8,216</b>	<b>18,129</b>	<b>1,742,741</b>

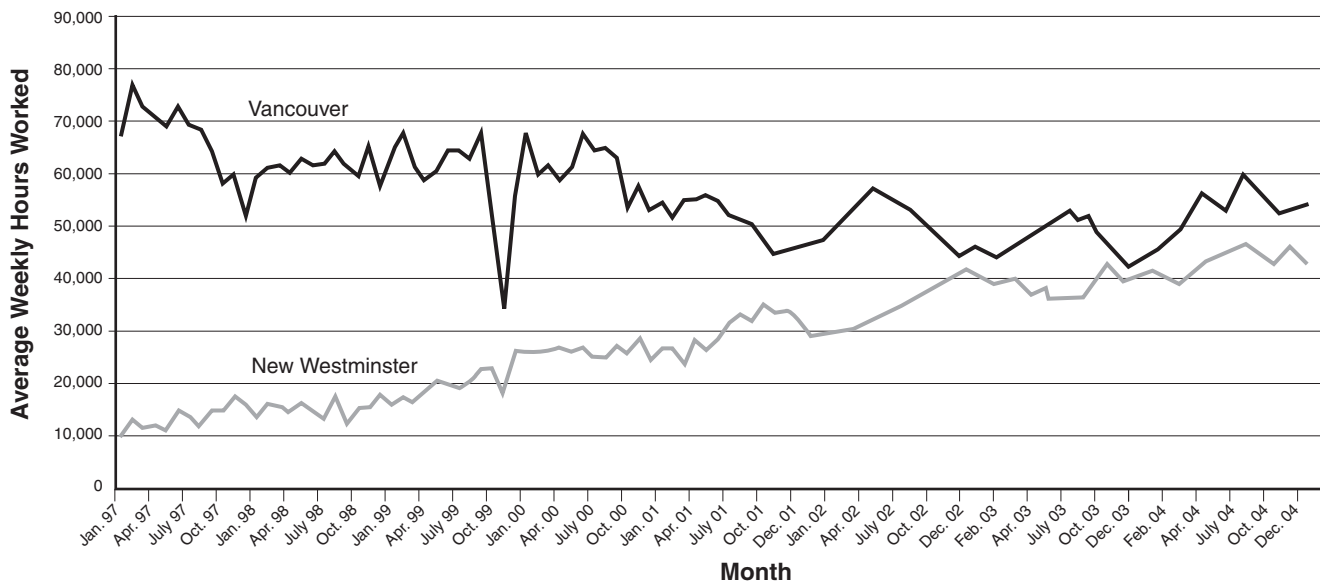
It is obvious, from the previous table, that there has been a significant growth in the tonnage of cargo being shipped in containers and in the number of full TEU's handled. In anticipation of this growth and the change in the method of shipping and receiving cargo, port authorities in Vancouver and New Westminster, in conjunction with their terminal operators, have embarked on a program of improving and expanding the capacity of and access to their existing container terminals. This has resulted in total container throughput increasing from 335,083 TEU's in 1990 to 1,999,834 TEU's in 2004.

The handling of containers continues to provide significant work opportunity to our industry, but we must not lose sight of the work opportunity generated through the handling of bulk and break-bulk cargos. As can be seen from the previous table, the most dramatic growth in container volumes has occurred over the last 5 years. The following table lists the number and percentage of longshore hours worked under the general headings of bulk & break-bulk and containers for this 5 year period. This analysis demonstrates that the industry's current work opportunity is evenly divided between containers and the balance of the industry.

	<b>Bulk &amp; Break-Bulk</b>		<b>Containers</b>	
	<b>Hours</b>	<b>Percentage</b>	<b>Hours</b>	<b>Percentage</b>
2000	3,055,106	62.95	1,798,058	37.05
2001	2,665,654	52.92	1,743,347	39.54
2002	2,473,602	54.57	2,058,714	45.42
2003	2,400,400	49.62	2,440,631	50.42
<b>2004</b>	<b>2,649,542</b>	<b>50.66</b>	<b>2,580,287</b>	<b>49.34</b>

The long term trend of longshore work opportunity becoming centralized in the lower mainland and how it has balanced between those areas serviced by members of the Vancouver and New Westminster port areas can be seen in the following graph.

#### **AVERAGE WEEKLY HOURS WORKED IN VANCOUVER AND NEW WESTMINSTER**



Effective October 1994 the Board of Directors set cargo assessment rates at levels less than those necessary to meet the Association's operating, despatch and Collective Agreement costs. Beginning in 2000, the Board of Directors initiated a program to return all assessment rates back to a break-even position.

As a consequence of its decision to have all Association assessments set to meet its current obligations, the Board, with effect from August 2003, elected to acknowledge the longshore retiring allowance liability. As part of its ongoing discussions on this matter, the Board subsequently elected to increase cargo assessment rates by approximately 7% effective January 2005 in order to fund this retiring allowance liability over the next 5 years.

### BCMEA ASSESSMENT RATE HISTORY

EFFECTIVE DATE	CARGO									PAYROLL HOURLY	
	OTHER BULK per METRIC TONNE	BULK per HOUR	GRAIN per METRIC TONNE	LOGS per M. SCRIBNER	LUMBER per M.B.M.	GENERAL per METRIC TONNE	VEHICLES per VEHICLE	STEEL per METRIC TONNE	CONTAINERS per TEU	AS A % OF EARNINGS	DOLLARS per HOUR
Jan-76	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300
Jan-77	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300
Jan-78	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300
Jan-79	0.0363	1.1200	0.1270	0.6610	0.3000	0.1726	0.0000	0.0000	0.0000	12.500%	1.300
Jan-80	0.0272	0.7800	0.0840	0.4698	0.2100	0.1179	0.0000	0.0000	0.0000	12.500%	1.250
Jan-81	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	0.0000	0.0000	13.100%	1.200
Jan-82	0.0330	0.7800	0.0840	0.4698	0.2100	0.1430	0.0000	0.0000	0.0000	14.930%	1.370
Jan-83	0.0500	1.1700	0.0840	0.7047	0.3150	0.2150	0.0000	0.0000	0.0000	12.100%	1.390
Jul-84	0.0530	1.2600	0.0840	0.7569	0.3380	0.2300	0.0000	0.0000	0.0000	14.600%	1.860
Jan-85	0.0590	1.4100	0.0840	0.8280	0.3780	0.2570	0.0000	0.0000	0.0000	14.900%	1.970
Jan-86	0.0590	0.4770	0.0840	0.8280	0.3780	0.2570	0.0000	0.0000	0.0000	14.900%	1.970
Mar-87	0.0530	0.5520	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	14.900%	1.970
Jan-88	0.0450	0.5640	0.0640	0.6330	0.2890	0.1960	0.0000	0.0000	0.0000	14.900%	1.970
Jan-89	0.0530	0.6770	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	15.600%	2.070
Jul-89	0.0530	0.6940	0.0750	0.7450	0.3400	0.2310	0.0000	0.0000	0.0000	23.920% <sup>1</sup>	0.740 <sup>1</sup>
Mar-90	0.0620	0.8080	0.0870	0.8680	0.3960	0.2690	0.0000	0.0000	0.0000	25.960%	0.890
May-90	0.0620	0.8720	0.0870	0.8680	0.3960	0.2690	0.0000	0.0000	0.0000	22.810%	0.890
Jan-91	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.200%	1.090
Jan-92	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.444% <sup>2</sup>	2.410 <sup>2</sup>
Jan-93	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	23.444%	2.410
May-94	0.0700	0.9850	0.0980	0.9810	0.4470	0.3040	0.0000	0.0000	3.1500	25.750% <sup>3</sup>	2.760
Oct-94	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	25.75%	2.76
Jan-95	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	24.25%	2.70
Jan-96	0.08	0.93	0.06	0.90	0.35	0.24	0.00	0.00	2.00	24.88%	2.76
Oct-96	0.09	1.02	0.06	0.99	0.39	0.27	0.00	0.00	2.20	24.88%	2.76
Jul-97	0.10	1.18	0.06	1.15	0.45	0.31	0.00	0.00	2.55	24.88%	2.76
Jan-98	0.11	1.31	0.06	1.28	0.50	0.34	0.00	0.00	2.83	24.88%	2.81
Jan-99	0.11	1.31	0.06	1.28	0.50	0.34	0.00	0.00	2.83	24.88%	2.81
Jan-00 <sup>4</sup>	0.17	1.80	0.06	0.72	0.54	0.32	0.72 <sup>5</sup>	0.44 <sup>4</sup>	3.12	24.88%	3.05
Jan-01	0.22	2.29	0.06	0.92	0.69	0.41	0.92	0.56	3.97	24.88%	3.05
Jan-02	0.24	2.54	0.06	1.02	0.76	0.46	1.02	0.62	4.40	25.25%	3.15
Jan-03 <sup>6</sup>	0.24	2.54	0.06	1.02	0.76	0.46	1.02	0.62	4.40	25.25%	3.15
Aug-03 <sup>7</sup>	0.28	2.92	0.07	1.17	0.87	0.53	1.17	0.71	5.06	25.25%	3.40
Jan-04	0.28	2.92	0.07	1.17	0.87	0.53	1.17	0.71	5.06	25.25%	3.56
<b>Jan-05</b>	<b>0.19</b>	<b>3.32</b>	<b>0.07</b>	<b>1.40</b>	<b>0.85</b>	<b>0.55</b>	<b>1.33</b>	<b>0.90</b>	<b>5.41</b>	<b>25.25%</b>	<b>3.56</b>

1 Funding of Longshore Pension Plan changed from Dollars per Hour to a Percentage of Earnings.

2 Total negotiated increase applied to Longshore Pension and Health & Benefit Plans.

3 The Association imposed a 9.15% surcharge of wages on January 2, 1994, which was eliminated May 1, 1994 and replaced by increased Payroll and Hourly Assessments.

4 Effective January 1, 1999 cargo assessment rates were adjusted so that the cost of handling each type of cargo was the same cost per unit of cargo handled per longshore hour worked.

5 Previously included as general cargo.

6 Effective January 1, 2003 the Board of Directors of the BCMEA instituted 2.0% surcharge on all longshore wages, payroll and hourly assessments.

7 Effective August 3, 2003, the Board of Directors of the BCMEA eliminated the 2% surcharge on all longshore wages, payroll and hourly assessments.

The ratio of overtime and premium shift hours worked as compared to the Monday to Friday day shift hours worked remains high. This continuing trend confirms previous assertions that in order to maintain "just in time" delivery schedules for bulk, break-bulk and containerized cargo there is a growing tendency for vessels to work around the clock or more than just the day shift.

### PERCENTAGE OF OVERTIME HOURS TO MONDAY TO FRIDAY SHIFT HOURS WORKED

1985	37.0%	1995	48.6%
1986	37.5%	1996	49.3%
1987	40.0%	1997	48.8%
1988	42.4%	1998	48.8%
1989	43.7%	1999	49.6%
1990	44.4%	2000	50.2%
1991	45.4%	2001	50.0%
1992	45.1%	2002	51.5%
1993	43.7%	2003	54.0%
1994	46.9%	<b>2004</b>	<b>56.7%</b>

The first of the following tables provides an historic review of the number of longshore hours worked, basic Monday to Friday day shift rate of pay and fringes as a percentage of total wages paid to longshore workers by members of the Association.

The second table shows the annual cost to Association members of fringe benefits paid directly by the Association from its assessment revenues.

### BASIC LONGSHORE WAGE RATE AND COMPARISON OF WAGES PAID TO WAGES & FRINGE BENEFITS PAID 1972 TO 2004

YEAR	HOURS WORKED 000's	BASIC WAGE RATE	WAGES PAID 000's	WAGES & FRINGES PAID 000'S	FRINGES as a % of WAGES PAID	YEAR	HOURS WORKED 000's	BASIC WAGE RATE	WAGES PAID 000's	WAGES & FRINGES PAID 000'S	FRINGES as a % of WAGES PAID
1972	6,281	5.18	38,526	46,578	20.90%	1989	5,116	19.01	120,511	155,741	29.23%
1973	5,692	5.60	41,195	50,122	21.67%	1990	4,946	20.21	122,858	157,142	27.91%
1974	5,773	5.93	43,898	53,994	23.00%	1991	4,904	21.41	128,339	164,693	28.33%
1975	4,545	7.23	41,546	51,847	24.79%	1992	4,648	21.41 <sup>1</sup>	121,842	164,512	35.02%
1976	5,095	8.03	50,744	63,012	24.18%	1993	4,216	22.06 <sup>2</sup>	113,245	155,368	37.20%
1977	5,309	8.60	56,808	72,019	26.78%	1994	4,385	22.71	122,130	165,598	35.59%
1978	5,499	9.10	62,578	79,003	26.25%	1995	4,546	23.36	130,983	177,571	35.57%
1979	5,363	10.00	68,343	83,798	22.61%	1996	4,569	23.96/24.06	135,473	184,184	35.96%
1980	5,638	10.90	79,936	96,947	21.28%	1997	4,669	24.61/24.71	142,414	194,164	36.34%
1981	5,556	12.55	90,032	108,959	21.02%	1998	4,327	25.36	135,517	187,288	38.20%
1982	5,026	13.85	89,356	109,328	22.35%	1999	4,579	25.81	147,084	207,277	40.92%
1983	4,708	15.45	93,178	114,816	23.22%	2000	4,956	26.46	163,692	226,881	38.60%
1984	4,849	15.95/16.10	95,627	118,323	23.73%	2001	4,523	27.11	153,146	215,418	40.66%
1985	4,585	16.90	95,062	118,890	25.07%	2002	4,599	27.76	160,978	228,512	41.95%
1986	4,535	16.90	94,968	118,632	24.92%	2003	4,918	28.51	180,330	257,005	42.52%
1987	5,350	17.24	114,239	140,500	22.99%	<b>2004</b>	<b>5,230</b>	<b>29.26</b>	<b>197,932</b>	<b>282,626</b>	<b>42.79%</b>
1988	5,446	17.76	119,832	147,034	22.70%						

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

<sup>2</sup> 1993 information has been updated to include retroactive costs paid in 1994.

**EMPLOYER ASSESSMENTS PAID TOWARDS LABOUR FRINGE BENEFITS**

YEAR	VACATIONS 000's	STATUTORY HOLIDAYS 000's	INDUSTRY PENSION 000's <sup>1</sup>	CANADA PENSION 000's	HEALTH & BENEFITS 000's <sup>5</sup>	RETIRING ALLOWANCE 000's <sup>2/5</sup>	OTHERS 000's <sup>4/5</sup>	WORKERS COMP. 000's <sup>3/5</sup>	TOTAL 000's
1972	2,705	943	2,655	369	671	709	0	0	8,052
1973	2,840	1,067	3,252	336	723	709	0	0	8,927
1974	3,130	1,109	3,668	386	714	1,089	0	0	10,096
1975	3,273	1,043	3,912	404	667	696	306	0	10,301
1976	4,040	1,542	4,194	449	840	948	255	0	12,268
1977	4,545	1,695	5,494	505	1,418	816	738	0	15,211
1978	5,092	1,882	6,570	580	1,566	672	63	0	16,425
1979	6,028	1,951	4,363	658	1,565	713	177	0	15,455
1980	7,075	2,236	4,500	746	1,749	562	143	0	17,011
1981	7,973	2,601	4,680	864	1,748	909	152	0	18,927
1982	8,201	2,299	5,040	904	2,018	990	520	0	19,972
1983	8,696	3,081	5,040	903	2,204	1,258	486	0	21,668
1984	9,156	3,170	5,400	1,011	2,496	965	498	0	22,696
1985	9,340	3,286	5,880	1,075	2,691	1,074	482	0	23,828
1986	9,300	3,286	5,880	1,164	2,586	985	463	0	23,664
1987	10,506	3,692	5,880	1,392	3,235	997	559	0	26,261
1988	10,995	3,837	5,880	1,536	3,302	1,081	571	0	27,202
1989	10,562	3,648	14,750	1,578	3,257	906	529	0	35,230
1990	11,542	3,963	11,217	1,596	4,072	1,353	541	0	34,284
1991	12,057	4,338	11,129	1,859	4,864	1,575	532	0	36,354
1992	12,024	4,070	16,755	1,899	5,810	1,200	525	387	42,670
1993	11,573	3,888	16,897	1,993	5,540	1,560	133	539	42,123
1994	12,180	4,022	17,665	2,036	5,510	1,348	128	579	43,468
1995	12,768	4,182	19,469	2,278	5,725	1,467	131	568	46,588
1996	13,650	4,396	20,141	2,405	5,959	1,486	138	536	48,711
1997	14,016	4,498	22,137	2,678	6,043	1,738	138	502	51,750
1998	13,618	4,420	22,563	2,790	5,722	2,070	144	444	51,771
1999	13,824	4,708	26,083	3,103	5,973	3,059	2,891	552	60,193
2000	15,275	5,189	29,256	3,784	6,455	2,163	474	593	63,189
2001	15,114	4,896	27,715	4,024	6,069	3,439	440	575	62,272
2002	15,543	5,071	31,995	4,566	6,215	3,070	480	594	67,534
2003	16,878	5,353	36,140	5,038	7,583	4,347	609	727	76,675
<b>2004</b>	<b>18,101</b>	<b>5,956</b>	<b>39,929</b>	<b>5,444</b>	<b>9,011</b>	<b>5,186</b>	<b>405</b>	<b>662</b>	<b>84,694</b>

1 Includes the following lump sum payments: \$1,300,000 for 1977, \$2,250,000 for 1978 and \$5,000,000 in 1989 relating to 1986, 1987 and 1988. Effective 1988 an Industrial Inquiry Commissioner ruled that the Association must compensate Longshoremen for the elimination of the Container Clause. In 1989, the Parties agreed that all such payments would be made to the Waterfront Industry Pension Plan. In addition, the Union instructed that \$692,738 of funds previously used to provide SUB benefits be paid to the Waterfront Industry Pension Plan in 1995.

2 Updated to include a Supplementary Retiring Allowance program negotiated to become effective from January 1, 1993.

3 Effective January 1, 1992, the Association structured an agreement with the WCB to pay WCB premiums on Vacation and Statutory Holiday Pay.

4 Includes cost of Employee Assistance, Jury Duty, Bereavement Leave, Medical Exams, Midnight Deadtime and other programs such as Boot Allowance.

5 Health & Benefits, Retiring Allowance, Workers Compensation and Others updated to include retroactive costs paid by the Association.

## **FINANCE & AUDIT COMMITTEE**

As part of its Governance responsibilities the Board of Directors changed the composition of the Finance Committee and established the Finance & Audit Committee.

The Finance component is comprised of “not fewer than three directors one of whom shall act as chair, not less than four senior financial officers from the Association member companies plus the President & CEO and the Vice President - Finance of the Association”. The primary duties of the Finance Committee are to make recommendations to the Board in respect of all financial matters including, but not restricted to, annual operating and capital budgets; strategic financial plans; assessments; significant financial reports of a predictive nature; the appropriateness and validity of any fundamental assumptions and estimates used in the preparation of such financial plans and assessment recommendations.

The Audit component is comprised of the directors who are members of the Finance Committee. The primary duties of the Audit Committee are to review and discuss with management and where appropriate, the External Auditor, all of the financial and related information that require the Board’s approval; the Association’s financial reporting and accounting standards and principles; recommend to the Board the External Auditor; in conjunction with the Finance Committee, evaluate the independence, effectiveness and cost of the audit services provided by the External Auditor; review and monitor the Association’s major financial risks and risk management policies including but not limited to insurance, insurance values, exposures that may flow from changing legislation, post retirement and/or post employment obligations and disaster recovery plans.

Staff and members of the Finance & Audit Committee, through dialogue with Association members and non member users of port facilities across British Columbia, monitor the impact of the Industry’s fluctuating work opportunity. As a result, we are able to keep the Board apprised of the major indicators that drive industry costs and thus assessment rates.

The Finance & Audit Committee met on six occasions during the year. The Committee advised the Board of or recommended and received Board agreement and/or approval of the following:

- 2003 internal statements as fairly representing the activities of the Association throughout the year including a comparison of operating and despatch expenses along with an explanation of significant variances
  - a new financial statement format which more closely align the statements with today’s Generally Accepted Accounting Principles. These statements more clearly identify the amount and current level of funding of the Retiring Allowance liability; the change in Vancouver Island Gang Interchange, Lower Mainland Interchange and Container Gainshare fund balances using the deferral method of accounting; the status of the Capital replacement reserve; labour fringe benefits and related expenses paid through either payroll, hourly or cargo assessments and the creation of a net assets account
  - 2003 audited statements for inclusion in the BCMEA annual report
  - 2004 assessment levels
  - a costing analysis of non-budgeted Health & Safety new initiatives for 2004
  - an appropriate operating reserve for the Association
  - the amount of insurance and insurance values carried by the Association
-

- whether the funding of the Retiring Allowance liability could be fast tracked
- an analysis showing the amount of surplus/(deficit) generated from payroll, hourly and cargo assessments
- the Association's banking relationship
- the Association's relationship with its External Auditors
- detailed actuarial and tax recommendations
- cargo handled by commodity
- hours worked by commodity
- 2005 operating and capital budgets
- 2005 longshore training budget
- 2005 health & safety new initiatives
- current and five year capital plan
- an analysis demonstrating that each cargo type contributes the same proportionate share towards the operation of the Association
- 2005 assessment levels

## **INVESTMENTS**

Investment and other income increased from \$576,559 to \$626,983 in 2004. This increase was caused primarily by the accumulation of funds during the year to pay obligations associated with longshore vacation pay, container gainshare and retiring allowance.

## **VANCOUVER ISLAND GANG INTERCHANGE POOL**

The pool is designed to equalize the cost of employing longshore labour on Vancouver Island. The pool reimburses direct employers of labour for the amount they have paid to longshore workers for travel time and fares, less the travel and fare costs equal to that stipulated for travel from Chemainus to Crofton, when longshore workers are required to travel to, directly or indirectly, service ships working at most Vancouver Island ports.

In 2000 the longshore locals on Vancouver Island were consolidated into one, with small residential workforces in both Victoria and Port Alberni. The Vancouver Island Committee monitors both revenues obtained from Gang Interchange assessments and expenses paid from the accumulated Gang Interchange pool.

As can be seen, later in this report, from schedule 2 of the Associations audited financial statements, there has been little change in the balance of the account since 2002. Over that two-year period of time revenues have equaled \$1,155,922 while expenses have equalled \$1,121,157. The Vancouver Island Committee continues to review the balance of the pool on a continuing basis.

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## LOWER MAINLAND INTERCHANGE POOL

In 2001, the Board of Directors determined that the practice whereby some lower mainland travel was paid for by employers and others by the BCMEA from general revenues was not equitable. The Board further agreed that the cost of travelling longshore employees to and within the lower mainland should be as transparent as possible.

Effective 2002, the Board established a Lower Mainland Interchange Pool, to be funded through assessments on all cargo handled on the lower mainland, except grain. The pool reimburses direct employers of labour for the costs of travelling longshore labour to and within the lower mainland. The direct employer is only reimbursed for longshore workers who are required to travel by the Vancouver Despatch Centre and only to the level approved by the Board.

The following table summarizes the number of hours of travel authorized by Vancouver Despatch to meet industry labour requirements and fully or partially paid from the Lower Mainland Interchange Pool since its inception in 2002.

### DESPATCH AUTHORIZED TRAVEL HOURS

	<b>Vancouver Island to Vancouver</b>	<b>Vancouver Island to New West</b>	<b>Prince Rupert to Vancouver</b>	<b>Prince Rupert to New West</b>	<b>Vancouver to New West</b>	<b>New West to Vancouver</b>	<b>Vancouver to Squamish*</b>	<b>Total Despatch Authorized</b>
2002	44	357	8	651	5,407	50	5,836	12,353
2003	340	2,499	19	2,818	3,488	152	6,894	16,210
<b>2004</b>	<b>771</b>	<b>4,450</b>	<b>411</b>	<b>3,368</b>	<b>3,845</b>	<b>365</b>	<b>6,724</b>	<b>19,934</b>

\* Only 50% of the authorized travel time to the Squamish Woodfibre area is reimbursed from the Lower Mainland Interchange Pool.



## **CONTAINER GAINSHARE (INDUSTRIAL INQUIRY COMMISSION OBLIGATIONS)**

During 1991, the Parties to the Collective Agreement agreed that all monies then accumulated and current monies flowing from the Container Gainshare and Waterfront Industry Productivity obligations mandated by the Industrial Inquiry Commission would be paid on an annual basis to the Waterfront Industry Pension Plan. The Commission requires the Association to pay \$10.00 for every TEU, full or empty, handled in excess of the number of TEU's handled in 1987 (278,019 - the base year number of TEU's).

Since the elimination of the Container Clause from the Collective Agreement and imposition of the Industrial Inquiry Commission obligations in 1987, the total number of TEU's handled by Association members has increased at an average compounded growth rate of approximately 12.3%. This has resulted in the Waterfront Industry Pension Plan being the beneficiary of a total of \$98,334,489.

	<b>IMPORT TEU's FULL &amp; EMPTY</b>	<b>EXPORT TEU's FULL &amp; EMPTY</b>	<b>TOTAL TEU's FULL &amp; EMPTY</b>	<b>INDUSTRIAL INQUIRY COMMISSION OBLIGATION</b>	<b>GAINSHARE ASSESSMENT RATE per TEU<sup>4</sup></b>
1987	124,308	153,711	278,019	0	0.0
1988	150,304	174,014	324,318	\$ 462,990	\$ 2.33
1989	154,711	166,648	321,359	\$ 433,400	\$ 2.00
1990	164,187	170,896	335,083	\$ 570,640	\$ 2.00
1991	188,829	196,290	385,119	\$ 1,071,002	\$ 2.00
1992	213,340	232,939	446,279	\$ 1,682,598	\$ 4.00 <sup>1</sup>
1993	214,414	246,110	460,524	\$ 1,825,050	\$ 4.50 <sup>2</sup>
1994	242,594	292,143	534,737	\$ 2,567,180	\$ 5.50 <sup>2</sup>
1995	236,080	299,774	535,854	\$ 2,578,348	\$ 5.50
1996	297,867	337,156	635,023	\$ 3,570,043	\$ 5.50
1997	365,800	398,605	764,405	\$ 4,863,860	\$ 6.75 <sup>1</sup>
1998	427,806	456,200	884,006	\$ 6,059,868	\$ 6.75
1999	532,133	583,105	1,115,238	\$ 8,372,195	\$ 7.25/\$8.00 <sup>4/1</sup>
2000	579,313	650,913	1,230,226	\$ 9,522,070	\$ 8.00
2001	577,540	630,824	1,208,364	\$ 9,303,449	\$ 8.00
2002	797,130	779,876	1,577,006	\$ 12,989,870	\$ 8.25
2003	888,445	913,953	1,802,398	\$ 15,243,780	\$ 8.55 <sup>5</sup>
<b>2004</b>	<b>998,136</b>	<b>1,001,698</b>	<b>1,999,834</b>	<b>\$ 17,218,146</b>	<b>\$ 8.60</b>
<b>Total</b>				<b>\$ 98,334,489<sup>3</sup></b>	

1 Effective July 1

2 Effective October 1

3 Paid to the Waterfront Industry Pension Plan

4 Effective January 1

5 Effective August 1

Total Gainshare contributions of approximately \$75,800,000 to the end of 2003 have been used by the Waterfront Industry Pension Plan Trustees to purchase an increased benefit, on a fully funded basis, totalling \$12.15 per month per year of eligible service in basic benefit plus \$2.00 per month per year of qualifying service in bridge benefit, applicable to all Union longshore members and retirees.

**COLLECTIVE AGREEMENT OPERATING ITEMS**

	2000	2001	2002	2003	2004	<b>2004 % Variance from 2003</b>	
<b>Number of Employees Working</b>							
Union	2,068	1,952	1,940	1,949	<b>1,929</b>	<b>-1.03%</b>	
Welfare Casual	314	384	400	349	<b>349</b>	<b>0.00%</b>	
Casual	1,209	1,122	1,372	1,276	<b>1,578</b>	<b>23.67%</b>	
Total	3,591	3,458	3,712	3,574	<b>3,856</b>	<b>7.89%</b>	
<b>Hours Worked</b>							
Union	3,636,744	3,253,444	3,238,619	3,401,681	<b>3,487,996</b>	<b>2.54%</b>	
Welfare Casual	440,251	574,660	532,230	490,592	<b>601,741</b>	<b>22.66%</b>	
Casual	879,503	695,042	827,898	1,025,842	<b>1,140,092</b>	<b>11.14%</b>	
Total	4,956,498	4,523,146	4,598,747	4,918,115	<b>5,229,829</b>	<b>6.34%</b>	
<b>Average Hours Worked</b>							
Union	1,759	1,667	1,669	1,745	<b>1,808</b>	<b>3.61%</b>	
Welfare Casual	1,402	1,497	1,331	1,406	<b>1,724</b>	<b>22.62%</b>	
Casual	727	618	603	804	<b>722</b>	<b>-10.20%</b>	
Average	1,380	1,308	1,239	1,376	<b>1,356</b>	<b>-1.44%</b>	
<b>Average Earnings Per Worker<sup>1</sup></b>							
Union	\$ 67,403	\$ 67,908	\$ 67,654	\$ 72,845	<b>\$ 77,122</b>	<b>5.87%</b>	
Welfare Casual	\$ 48,526	\$ 52,463	\$ 50,111	\$ 54,240	<b>\$ 69,527</b>	<b>28.18%</b>	
Casual	\$ 23,938	\$ 17,968	\$ 21,509	\$ 30,860	<b>\$ 28,211</b>	<b>-8.58%</b>	
Average	\$ 51,119	\$ 49,989	\$ 48,538	\$ 56,038	<b>\$ 56,418</b>	<b>0.68%</b>	
<b>Average Earnings Per Hour Worked</b>							
Union	\$ 38.33	\$ 40.74	\$ 40.54	\$ 41.74	<b>\$ 42.66</b>	<b>2.18%</b>	
Welfare Casual	\$ 34.61	\$ 35.05	\$ 37.65	\$ 38.58	<b>\$ 40.33</b>	<b>4.54%</b>	
Casual	\$ 32.91	\$ 29.07	\$ 35.61	\$ 38.38	<b>\$ 39.07</b>	<b>1.80%</b>	
Average	\$ 37.04	\$ 38.22	\$ 39.18	\$ 40.72	<b>\$ 41.60</b>	<b>2.15%</b>	
<b>Basic Rates of Pay</b>							
Day	Monday to Friday	\$ 26.46	\$ 27.11	\$ 27.76	\$ 28.51	<b>\$ 29.26</b>	<b>2.63%</b>
	Saturday	\$ 33.87	\$ 34.70	\$ 35.53	\$ 36.49	<b>\$ 37.45</b>	<b>2.63%</b>
	Sunday	\$ 42.34	\$ 43.38	\$ 44.42	\$ 45.62	<b>\$ 46.82</b>	<b>2.63%</b>
Night	Monday to Friday	\$ 33.33	\$ 34.15	\$ 34.97	\$ 35.92	<b>\$ 36.86</b>	<b>2.62%</b>
	Saturday & Sunday	\$ 42.34	\$ 43.38	\$ 44.42	\$ 45.62	<b>\$ 46.82</b>	<b>2.63%</b>
<b>Graveyard</b>							
	Monday to Friday	\$ 41.17	\$ 42.18	\$ 43.19	\$ 44.36	<b>\$ 45.53</b>	<b>2.64%</b>
	Saturday & Sunday	\$ 42.34	\$ 43.38	\$ 44.42	\$ 45.62	<b>\$ 46.82</b>	<b>2.63%</b>

1 Includes vacation and holiday pay earned during the appropriate period.

**OTHER**

As mentioned earlier in this report, there has been and continues to be a significant shift in the location of the work opportunity within all ports serviced by our longshore employees.

	<b>YEAR</b>	<b>HOURS WORKED WITHIN LOCAL</b>	<b>% CHANGE</b>
Vancouver	1997	3,502,689	
	2004	2,743,604	-21.67%
New Westminster	1997	707,306	
	2004	2,194,293	+210.23%
Vancouver Island	1997	337,429	
	2004	237,667	-29.57%
Prince Rupert	1997	117,749	
	2004	43,953	-62.67%
<b>Total Industry</b>	<b>1997</b>	<b>4,669,072</b>	
	<b>2004</b>	<b>5,229,835</b>	<b>+12.01%</b>

As can be seen from the following schedule, since 1990 our industry has had a turnover of 6,521 workers or an average of 435 per year. Most if not all of these individuals possessed work skills that had to be replaced through various industry training programs. The schedule also shows that more longshore employees were taken on as foremen in 2004 than in any other year within the last 15 years. Additionally, with the increasing work opportunity in the lower mainland, the industry experienced the fewest number of longshore employees leaving the industry in 2004 than in any other year within the last 15 years.

**LEAVING THE LONGSHORE INDUSTRY**

<b>YEAR</b>	<b>RETIREMENTS</b>	<b>TRANSFER TO FOREMAN</b>	<b>LEFT THE INDUSTRY</b>	<b>TOTAL</b>
1990	94	18	550	662
1991	100	19	379	498
1992	68	13	421	502
1993	79	6	509	594
1994	72	13	329	414
1995	88	22	421	531
1996	80	18	397	495
1997	95	21	264	380
1998	110	3	370	483
1999	112	20	272	404
2000	76	28	245	349
2001	76	5	271	352
2002	61	15	198	274
2003	84	17	221	322
<b>2004</b>	<b>83</b>	<b>48</b>	<b>130</b>	<b>261</b>
<b>Total</b>	<b>1,278</b>	<b>266</b>	<b>4,977</b>	<b>6,521</b>

## **CONCLUSION**

The introduction of a new financial statement format and the acknowledgment of certain industry obligations presented staff and the Finance & Audit Committee with many significant challenges over the past two years. I am pleased to report that each challenge was faced and a solution acceptable to the Board found.

I am certain that through the continued hard work of the staff of the BCMEA and Waterfront Employers of BC combined with the countless volunteer hours put in by members of the Board and the Finance & Audit Committee, that the Association will continue to be in a position to meet the various financial needs and demands of our industry.

As I will be retiring in March 2005, this will be my final report on the financial activities of the Association.

I would like to take the opportunity to thank the many people who have worked with me to ensure the financial health of the Association. Thank you to the seven members of the Board who took on the role of chair of the Finance Committee and the 19 member company senior financial executives who have sat on the Finance Committee over the past 21 years. Your time and dedication to the financial health of the Association is extraordinary.

Similarly, thank you to the seven senior executives who over various periods of time stood with me as members of both the Waterfront Industry Health & Benefit and Pension Plans.

Finally, to the staff and officers of both the BCMEA and Waterfront Employers of BC, whatever I may have been fortunate enough to accomplish could not have been done without your total support and cooperation.



B. D. Ciccozzi  
Vice President - Finance

February 4, 2005

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## STATISTICAL REPORTS

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

LOCAL	1995	1996	1997	1998	1999	2000	2001	2002	2003	<b>2004</b>
<b>Union</b>										
500 VANCOUVER	1,541	1,603	1,583	1,520	1,509	1,504	1,458	1,395	1,335	<b>1,301</b>
502 NEW WESTMINSTER	228	228	225	261	286	337	349	378	450	<b>496</b>
508 CHEMAINUS <sup>2</sup>	279	269	246	220	212	199	179	166	165	<b>143</b>
505 PRINCE RUPERT	67	61	67	68	67	64	64	61	56	<b>53</b>
515 PORT SIMPSON	0	0	0	0	1	1	1	0	0	<b>0</b>
519 STEWART	3	3	3	4	4	4	4	4	4	<b>3</b>
<b>Total Union</b>	<u>2,118</u>	<u>2,164</u>	<u>2,124</u>	<u>2,073</u>	<u>2,079</u>	<u>2,109</u>	<u>2,055</u>	<u>2,004</u>	<u>2,010</u>	<b>1,996</b>
<b>Welfare Paying Casuals</b>										
500 VANCOUVER	252	232	272	256	247	246	245	238	235	<b>246</b>
502 NEW WESTMINSTER	45	47	54	56	80	66	105	88	107	<b>86</b>
508 CHEMAINUS <sup>2</sup>	6	7	7	7	1	1	1	1	0	<b>0</b>
505 PRINCE RUPERT	49	33	26	19	17	25	23	24	21	<b>22</b>
<b>Total Welfare Paying Casuals</b>	<u>352</u>	<u>319</u>	<u>359</u>	<u>338</u>	<u>345</u>	<u>338</u>	<u>374</u>	<u>351</u>	<u>363</u>	<b>354</b>
<b>Casuals</b>										
500 VANCOUVER	847	868	771	625	481	491	445	425	356	<b>472</b>
502 NEW WESTMINSTER	316	259	429	365	458	525	472	683	732	<b>898</b>
508 CHEMAINUS <sup>2</sup>	40	34	33	37	23	24	35	36	31	<b>50</b>
505 PRINCE RUPERT	109	117	110	100	95	84	83	106	69	<b>67</b>
515 PORT SIMPSON	65	20	28	4	4	8	7	9	7	<b>7</b>
519 STEWART	55	37	36	38	43	46	46	49	54	<b>54</b>
OTHERS	51	39	29	24	48	31	31	64	27	<b>80</b>
<b>Total Casuals</b>	<u>1,483</u>	<u>1,374</u>	<u>1,436</u>	<u>1,193</u>	<u>1,152</u>	<u>1,209</u>	<u>1,119</u>	<u>1,372</u>	<u>1,276</u>	<b>1,578</b>
<b>GRAND TOTAL</b>	<u><u>3,953</u></u>	<u><u>3,857</u></u>	<u><u>3,919</u></u>	<u><u>3,604</u></u>	<u><u>3,576</u></u>	<u><u>3,656</u></u>	<u><u>3,548</u></u>	<u><u>3,727</u></u>	<u><u>3,649</u></u>	<b><u>3,928</u></b>

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

<sup>2</sup> In December 1998, the Canada Labour Relations Board ruled that all of the locals on Vancouver Island be consolidated into one local. Chemainus is a consolidation of the information previously reported as Chemainus, Port Alberni and Victoria.

**SUMMARY OF EARNINGS AND HOURS 2000 - 2004**

	<b>(000)</b>				
	2000	2001	2002	2003	<b>2004</b>
<b>ALL PORTS</b>					
Wages	163,692	153,146	160,978	180,330	<b>197,932</b>
Vacations & Holidays <sup>1</sup>	<u>19,865</u>	<u>19,002</u>	<u>19,862</u>	<u>21,475</u>	<u><b>23,655</b></u>
<b>Longshore Earnings</b>	183,557	172,148	180,840	201,805	<b>221,587</b>
Pensions, Welfare, C.P.P. & E.I. <sup>2</sup>	<u>43,496</u>	<u>41,550</u>	<u>45,214</u>	<u>51,145</u>	<u><b>57,472</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>227,053</u></u>	<u><u>213,698</u></u>	<u><u>226,054</u></u>	<u><u>252,950</u></u>	<u><u><b>279,059</b></u></u>
Hours Worked	<u>4,956</u>	<u>4,523</u>	<u>4,599</u>	<u>4,918</u>	<u><b>5,230</b></u>
<b>VANCOUVER</b>					
Wages	112,451	97,223	98,310	102,743	<b>110,637</b>
Vacations & Holidays	<u>14,340</u>	<u>13,253</u>	<u>13,267</u>	<u>13,728</u>	<u><b>15,025</b></u>
<b>Longshore Earnings</b>	126,791	110,476	111,577	116,471	<b>125,662</b>
Pensions, Welfare, C.P.P. & E.I.	<u>29,661</u>	<u>26,481</u>	<u>27,897</u>	<u>29,130</u>	<u><b>33,109</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>156,452</u></u>	<u><u>136,957</u></u>	<u><u>139,474</u></u>	<u><u>145,601</u></u>	<u><u><b>158,771</b></u></u>
Hours Worked	<u>3,372</u>	<u>2,887</u>	<u>2,831</u>	<u>2,832</u>	<u><b>2,949</b></u>
<b>NEW WESTMINSTER</b>					
Wages	38,726	45,199	51,621	66,005	<b>75,013</b>
Vacations & Holidays	<u>3,646</u>	<u>4,088</u>	<u>4,905</u>	<u>6,000</u>	<u><b>6,750</b></u>
<b>Longshore Earnings</b>	42,372	49,287	56,526	72,005	<b>81,763</b>
Pensions, Welfare, C.P.P. & E.I.	<u>10,222</u>	<u>11,884</u>	<u>14,133</u>	<u>18,696</u>	<u><b>20,491</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>52,594</u></u>	<u><u>61,171</u></u>	<u><u>70,659</u></u>	<u><u>90,701</u></u>	<u><u><b>102,254</b></u></u>
Hours Worked	<u>1,164</u>	<u>1,285</u>	<u>1,415</u>	<u>1,729</u>	<u><b>1,911</b></u>
<b>VANCOUVER ISLAND <sup>3</sup></b>					
Wages	8,476	7,298	7,300	7,967	<b>8,653</b>
Vacations & Holidays	<u>1,377</u>	<u>1,222</u>	<u>1,204</u>	<u>1,269</u>	<u><b>1,370</b></u>
<b>Longshore Earnings</b>	9,853	8,520	8,504	9,236	<b>10,023</b>
Pensions, Welfare, C.P.P. & E.I.	<u>2,464</u>	<u>2,180</u>	<u>2,126</u>	<u>2,273</u>	<u><b>2,741</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>12,317</u></u>	<u><u>10,700</u></u>	<u><u>10,630</u></u>	<u><u>11,509</u></u>	<u><u><b>12,764</b></u></u>
Hours Worked	<u>292</u>	<u>245</u>	<u>237</u>	<u>250</u>	<u><b>268</b></u>
<b>PRINCE RUPERT</b>					
Wages	3,777	3,205	3,485	3,268	<b>3,202</b>
Vacations & Holidays	<u>486</u>	<u>425</u>	<u>473</u>	<u>461</u>	<u><b>491</b></u>
<b>Longshore Earnings</b>	4,263	3,630	3,958	3,729	<b>3,693</b>
Pensions, Welfare, C.P.P. & E.I.	<u>1,071</u>	<u>933</u>	<u>990</u>	<u>943</u>	<u><b>1,008</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>5,334</u></u>	<u><u>4,563</u></u>	<u><u>4,948</u></u>	<u><u>4,672</u></u>	<u><u><b>4,701</b></u></u>
Hours Worked	<u>119</u>	<u>99</u>	<u>108</u>	<u>96</u>	<u><b>90</b></u>
<b>OTHERS <sup>4</sup></b>					
Wages	262	221	262	347	<b>427</b>
Vacations & Holidays	<u>16</u>	<u>14</u>	<u>13</u>	<u>17</u>	<u><b>19</b></u>
<b>Longshore Earnings</b>	278	235	275	364	<b>446</b>
Pensions, Welfare, C.P.P. & E.I.	<u>78</u>	<u>72</u>	<u>68</u>	<u>103</u>	<u><b>123</b></u>
<b>TOTAL LABOUR COST</b>	<u><u>356</u></u>	<u><u>307</u></u>	<u><u>343</u></u>	<u><u>467</u></u>	<u><u><b>569</b></u></u>
Hours Worked	<u>9</u>	<u>7</u>	<u>8</u>	<u>11</u>	<u><b>12</b></u>

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

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

3 In December 1998, the Canada Labour Relations Board ruled that all of the locals on Vancouver Island be consolidated into one local. Vancouver Island is a consolidation of the information previously reported as Chemainus, Port Alberni and Victoria.

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

**EMPLOYEE HOURS WORKED IN EACH PORT AREA**

<b>PORT AREA</b>	<b>Hours Worked by Vancouver Employees in</b>	<b>Hours Worked by New Westminster Employees in</b>	<b>Hours Worked by Vancouver Island <sup>1</sup> Employees in</b>	<b>Hours Worked by Prince Rupert Employees in</b>	<b>Hours Worked by Outport <sup>2</sup> Employees in</b>	<b>Hours Worked by All Employees in</b>
<b>Vancouver</b>						
1997	3,480,259	7,804	694	13,921	11	3,502,689
1998	3,108,478	10,893	5,799	1,705	851	3,127,726
1999	3,145,632	7,581	3,934	8,532	1,059	3,166,738
2000	3,205,660	16,542	4,296	5,073	805	3,232,376
2001	2,693,423	2,547	1,985	2,807	65	2,700,827
2002	2,574,537	2,171	1,765	5,168	0	2,583,641
2003	2,545,472	3,615	3,511	4,424	8	2,557,030
<b>2004</b>	<b>2,723,184</b>	<b>7,211</b>	<b>6,513</b>	<b>6,200</b>	<b>496</b>	<b>2,743,604</b>
<b>New Westminster</b>						
1997	34,477	671,013	183	1,555	78	707,306
1998	65,440	751,028	7,123	2,413	48	826,052
1999	92,364	906,654	6,366	16,734	1,538	1,023,656
2000	166,622	1,147,734	11,449	22,381	1,762	1,349,948
2001	193,486	1,282,244	13,587	22,008	2,617	1,513,942
2002	256,058	1,412,847	15,512	39,410	1,893	1,725,720
2003	286,295	1,725,639	21,936	44,452	1,667	2,079,989
<b>2004</b>	<b>225,842</b>	<b>1,903,862</b>	<b>23,517</b>	<b>39,592</b>	<b>1,480</b>	<b>2,194,293</b>
<b>Vancouver Island</b>						
1997	2,383	33	335,013	0	0	337,429
1998	0	0	247,782	8	16	247,806
1999	449	0	295,785	0	0	296,234
2000	42	0	276,424	0	0	276,466
2001	136	0	228,971	0	0	229,107
2002	288	0	219,263	218	408	220,177
2003	248	0	224,579	179	0	225,006
<b>2004</b>	<b>0</b>	<b>0</b>	<b>237,667</b>	<b>0</b>	<b>0</b>	<b>237,667</b>
<b>Prince Rupert</b>						
1997	0	0	0	117,718	31	117,749
1998	0	0	0	122,472	192	122,664
1999	0	0	0	84,624	182	84,806
2000	0	0	0	91,543	359	91,902
2001	24	0	0	74,025	421	74,470
2002	0	0	0	60,069	996	61,065
2003	0	0	0	43,724	429	44,153
<b>2004</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>43,778</b>	<b>150</b>	<b>43,953</b>
<b>Others</b>						
1997	0	0	0	24	3,875	3,899
1998	0	0	0	0	2,113	2,113
1999	76	0	0	0	7,466	7,542
2000	24	0	0	0	5,782	5,806
2001	8	0	0	33	4,759	4,800
2002	42	0	426	2,989	4,687	8,144
2003	0	0	0	3,177	8,760	11,937
<b>2004</b>	<b>112</b>	<b>0</b>	<b>34</b>	<b>0</b>	<b>10,172</b>	<b>10,318</b>
<b>TOTAL</b>						
1997	3,517,119	678,850	335,890	133,218	3,995	4,669,072
1998	3,173,918	761,921	260,704	126,598	3,220	4,326,361
1999	3,238,521	914,235	306,085	109,890	10,245	4,578,976
2000	3,372,348	1,164,276	292,169	118,997	8,708	4,956,498
2001	2,887,077	1,284,791	244,543	98,873	7,862	4,523,146
2002	2,830,925	1,415,018	236,966	107,854	7,984	4,598,747
2003	2,832,015	1,729,254	250,026	95,956	10,864	4,918,115
<b>2004</b>	<b>2,949,163</b>	<b>1,911,073</b>	<b>267,731</b>	<b>89,570</b>	<b>12,298</b>	<b>5,229,835</b>

1 In 1998 the Vancouver Island Locals 503, 504 and 508 were consolidated into one local - Local 508.

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

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

	2000	2001	2002	2003	2004
<b>VANCOUVER</b>					
Bulk	20,292	17,125	17,089	18,849	20,353
Grain	14,398	12,896	5,011	5,348	8,813
Logs	561	291	88	240	124
Lumber	866	676	557	583	827
General	3,711	3,257	3,142	3,222	3,130
Containers	6,200	4,400	6,052	5,965	7,066
<b>Total</b>	<u>46,028</u>	<u>38,645</u>	<u>31,939</u>	<u>34,207</u>	<u>40,313</u>
Hours Worked in -	<u>3,232</u>	<u>2,701</u>	<u>2,584</u>	<u>2,557</u>	<u>2,744</u>
<b>NEW WESTMINSTER</b>					
Bulk	45	22	36	0	11
Logs	158	552	906	886	723
Lumber	364	323	252	272	186
General	1,543	1,426	1,386	1,227	1,208
Containers	24,780	6,832	8,222	10,157	11,063
<b>Total</b>	<u>6,890</u>	<u>9,155</u>	<u>10,802</u>	<u>12,542</u>	<u>13,191</u>
Hours Worked in -	<u>1,350</u>	<u>1,514</u>	<u>1,726</u>	<u>2,080</u>	<u>2,194</u>
<b>VANCOUVER ISLAND<sup>4</sup></b>					
Bulk	24	0	0	0	0
Logs	0	0	4	16	0
Lumber	987	931	971	973	1,023
General	912	755	785	746	722
Containers	12	1	0	0	0
<b>Total</b>	<u>1,935</u>	<u>1,687</u>	<u>1,760</u>	<u>1,735</u>	<u>1,745</u>
Hours Worked in -	<u>276</u>	<u>229</u>	<u>220</u>	<u>225</u>	<u>238</u>
<b>PRINCE RUPERT</b>					
Bulk	0	0	0	68	56
Grain	2,619	2,028	2,534	2,842	3,076
Logs	224	126	160	167	138
Lumber	196	93	0	0	50
General	423	204	66	15	2
<b>Total</b>	<u>3,462</u>	<u>2,451</u>	<u>2,760</u>	<u>3,092</u>	<u>3,322</u>
Hours Worked in -	<u>92</u>	<u>74</u>	<u>61</u>	<u>44</u>	<u>44</u>
<b>OTHERS</b>					
Logs	57	50	74	50	83
<b>Total</b>	<u>57</u>	<u>50</u>	<u>74</u>	<u>50</u>	<u>83</u>
Hours Worked in -	<u>6</u>	<u>5</u>	<u>8</u>	<u>12</u>	<u>10</u>
<b>TOTAL</b>					
Bulk <sup>2</sup>	20,362	17,147	17,125	18,918	20,420
Grain	17,017	14,924	7,545	8,189	11,889
Logs	1,001	1,018	1,232	1,359	1,069
Lumber	2,412	2,024	1,780	1,828	2,086
General <sup>3</sup>	6,588	5,642	5,379	5,210	5,061
Containers	10,992	11,233	14,274	16,122	18,129
<b>TOTAL</b>	<u>58,372</u>	<u>51,988</u>	<u>47,335</u>	<u>51,626</u>	<u>58,654</u>
Hours Worked in -	<u>4,956</u>	<u>4,523</u>	<u>4,599</u>	<u>4,918</u>	<u>5,230</u>

1 Metric Tonnes handled by ILWU/BCMEA labour

2 Including Bulk Liquids

3 Including Vehicles

4 In 1998, the Vancouver Island Locals 503, 504 and 508 were consolidated into one local - Local 508 Chemainus.



## LONGSHORE TONNAGE, HOURS & LABOUR COST

	<b>LONGSHORE HOURS (000)</b>	<b>LONGSHORE LABOUR COST <sup>1</sup> (000)</b>	<b>TONNAGE (000)</b>	<b>COST per HOUR</b>	<b>COST per TONNE</b>	<b>HOURS per TONNE</b>	<b>TONNES per HOUR</b>
1995	4,546	\$ 178,870	54,358	\$ 39.35	\$ 3.29	0.084	11.96
1996	4,569	\$ 184,630	53,707	\$ 40.41	\$ 3.44	0.085	11.75
1997	4,669	\$ 194,806	55,695	\$ 41.72	\$ 3.50	0.084	11.93
1998	4,326	\$ 187,721	52,101	\$ 43.39	\$ 3.60	0.083	12.04
1999	4,579	\$ 205,143	52,833	\$ 44.80	\$ 3.88	0.087	11.54
2000	4,956	\$ 227,053	58,372	\$ 45.81	\$ 3.89	0.085	11.78
2001	4,523	\$ 213,698	51,988	\$ 47.25	\$ 4.11	0.087	11.49
2002	4,599	\$ 226,054	47,335	\$ 49.15	\$ 4.78	0.097	10.29
2003	4,918	\$ 252,950	51,626	\$ 51.43	\$ 4.90	0.095	10.50
<b>2004</b>	<b>5,230</b>	<b>\$ 279,059</b>	<b>58,654</b>	<b>\$ 53.36</b>	<b>\$ 4.76</b>	<b>0.089</b>	<b>11.21</b>

<sup>1</sup> Longshore Labour Cost consists of Wages, Vacation Pay, General Holiday Pay, Pensions, Health & Benefits, C.P.P. and E.I. earned. Workers Compensation and other insurance costs are not included.

Longshore Labour Cost amended to include wage and benefit cost of 1993 Collective Agreement settlement paid in 1994.

## DISTRIBUTION OF LONGSHORE EARNINGS

		<b>1 - 10 HOURS PER WEEK</b>		<b>11 - 20 HOURS PER WEEK</b>		<b>21 - 30 HOURS PER WEEK</b>		<b>31 - 40 HOURS PER WEEK</b>		<b>40 + HOURS PER WEEK</b>	
		<b>Number Paid</b>	<b>Average Annual Earnings</b>	<b>Number Paid</b>	<b>Average Annual Earnings</b>	<b>Number Paid</b>	<b>Average Annual Earnings</b>	<b>Number Paid</b>	<b>Average Annual Earnings</b>	<b>Number Paid</b>	<b>Average Annual Earnings</b>
1995	Union	92	\$9,173	147	\$28,510	389	\$44,845	827	\$60,833	504	\$75,360
	Casual	1,041	\$3,999	262	\$23,679	251	\$38,274	217	\$53,909	64	\$69,386
1996	Union	83	\$9,009	138	\$28,631	378	\$46,304	834	\$63,202	571	\$77,278
	Casual	924	\$4,188	292	\$23,719	265	\$39,164	175	\$54,662	37	\$69,833
1997	Union	96	\$9,380	162	\$30,518	397	\$48,448	820	\$65,497	513	\$80,848
	Casual	931	\$4,396	312	\$24,352	287	\$40,494	191	\$57,204	69	\$73,652
1998	Union	107	\$8,415	163	\$28,634	441	\$48,682	728	\$66,655	490	\$82,967
	Casual	766	\$5,401	271	\$25,358	256	\$42,324	167	\$58,177	69	\$74,944
1999	Union	126	\$10,130	189	\$31,622	418	\$49,288	790	\$67,511	504	\$85,134
	Casual	647	\$4,697	265	\$23,969	255	\$41,969	239	\$59,982	75	\$79,139
2000	Union	140	\$11,231	184	\$31,833	355	\$51,385	734	\$70,050	651	\$88,124
	Casual	596	\$4,511	285	\$25,680	239	\$42,371	258	\$60,625	149	\$80,718
2001	Union	120	\$12,774	166	\$32,931	431	\$52,938	742	\$70,748	499	\$90,990
	Casual	683	\$5,587	264	\$26,426	215	\$44,280	186	\$65,168	140	\$88,019
2002	Union	126	\$12,629	180	\$34,148	405	\$53,713	708	\$72,246	522	\$94,625
	Casual	770	\$4,693	279	\$27,856	242	\$47,320	230	\$68,071	123	\$93,540
2003	Union	116	\$11,983	186	\$35,495	361	\$56,087	666	\$76,705	621	\$100,886
	Casual	700	\$6,429	284	\$30,283	233	\$49,711	230	\$71,072	177	\$97,628
<b>2004</b>	<b>Union</b>	<b>117</b>	<b>\$12,286</b>	<b>187</b>	<b>\$36,450</b>	<b>326</b>	<b>\$58,112</b>	<b>607</b>	<b>\$79,047</b>	<b>735</b>	<b>\$102,456</b>
	<b>Casual</b>	<b>889</b>	<b>\$4,974</b>	<b>284</b>	<b>\$30,630</b>	<b>266</b>	<b>\$51,351</b>	<b>296</b>	<b>\$72,676</b>	<b>214</b>	<b>\$98,097</b>

## LONGSHORE BENEFIT PLAN

Benefits provided under the Longshore Pension and Health & Benefit Plans are administered by six Trustees, three appointed by the Association and three appointed by the Union. The Trustees are responsible for determining benefit levels in an equitable manner based on qualified advice, but subject to the limitations imposed on the Trustees by the Pension and Welfare Agreements. Day to day administration of these plans is carried out by the Waterfront Employers of B.C.

## WATERFRONT INDUSTRY PENSION PLAN

	NUMBER OF BENEFIT RECIPIENTS				MONTHLY PENSION BENEFIT			MONTHLY BRIDGE BENEFIT <sup>1</sup>		
	Pensioner	Spouses	Others	Total	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit	Maximum Years of Service	Maximum Rate per Month	Maximum Monthly Benefit
1990	1,210	124	19	1,353	35 years	\$22	\$770	25 years	\$22	\$550
1991	1,246	136	17	1,399	35 years	\$23	\$805	25 years	\$22	\$550
1992	1,242	151	18	1,411	35 years	\$30	\$1,050	25 years	\$25	\$625
1993	1,224	167	19	1,410	35 years	\$31	\$1,085	25 years	\$25	\$625
1994	1,216	180	22	1,418	35 years	\$32	\$1,120	25 years	\$27	\$675
1995	1,198	201	17	1,416	35 years	\$33	\$1,155	25 years	\$27	\$675
1996	1,212	216	23	1,451	35 years	\$35	\$1,225	25 years	\$27	\$675
1997	1,223	229	21	1,473	35 years	\$42.50	\$1,487.50	25 years	\$27	\$675
1998	1,237	241	17	1,495	35 years	\$45	\$1,575	25 years	\$28	\$700
1999	1,267	266	16	1,549	35 years	\$49	\$1,715	25 years	\$28	\$700
2000	1,268	269	14	1,551	35 years	\$52	\$1,820	25 years	\$28	\$700
2001	1,276	286	16	1,578	35 years	\$55	\$1,925	25 years	\$28	\$700
2002	1,294	301	13	1,608	35 years	\$56.50	\$1,977.50	25 years	\$28	\$700
2003	1,316	315	12	1,643	35 years	\$57.50	\$2,012.50	25 years	\$28	\$700
<b>2004</b>	<b>1,336</b>	<b>330</b>	<b>11</b>	<b>1,677</b>	<b>35 years</b>	<b>\$59.75</b>	<b>\$2,091.25</b>	<b>25 years</b>	<b>\$28</b>	<b>\$700</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.

## CHANGES IN PENSION FUND ASSETS

	Assets Available at Beginning of Year	Pensions Paid	Administration Expense	Employer Contribution	Investment Income	Market Value Gain (Loss)	Assets Available at End of Year
1990	\$ 93,160,284	\$ 9,552,678	\$ 249,729	\$ 11,217,031	\$ 10,648,114	\$ (2,180,115)	\$ 103,042,907
1991	103,042,907	10,130,488	256,738	11,129,394	11,986,265	10,348,493	126,119,833
1992	126,119,833	12,558,608	286,254	16,659,739	13,172,381	(843,133)	142,263,958
1993	142,263,958	12,441,167	330,239	16,686,621	13,808,314	15,627,188	175,614,675
1994	175,614,675	13,151,584	387,639	17,876,087	13,950,657	(19,513,316)	174,388,880
1995	174,388,880	13,629,392	470,918	19,468,827	14,584,977	20,151,996	214,494,370
1996	214,494,370	14,676,178	543,120	20,140,972	15,172,843	18,047,702	252,636,589
1997	252,636,589	17,988,072	795,306	22,136,855	14,949,173	28,438,069	299,377,308
1998	299,377,308	19,077,999	1,266,394	22,562,643	14,954,848	6,603,429	323,153,835
1999	323,153,835	21,691,694	1,157,375	26,083,000	14,322,626	2,393,348	343,103,740
2000	343,103,740	23,572,290	1,191,634	29,256,281	16,675,759	19,958,685	384,230,541
2001	384,230,541	24,627,526	1,203,439	27,714,898	16,791,783	(5,666,206)	397,240,051
2002	397,240,051	26,391,072	1,128,439	31,995,253	15,651,958	(21,445,003)	395,922,746
2003	395,922,746	27,178,890	1,194,266	36,140,335	13,169,567	44,577,041	461,436,533
<b>2004</b>	<b>\$ 461,436,533</b>	<b>\$ 28,115,544</b>	<b>\$ 1,372,843</b>	<b>\$ 39,929,202</b>	<b>\$ 16,246,227</b>	<b>\$ 38,582,498</b>	<b>\$ 526,706,072</b>

## ILWU - BCMEA HEALTH AND BENEFIT PLAN

### Benefits Provided

Benefits under the ILWU - Employer Association Health and Benefit Plans are provided through a Trust. Benefits paid are limited by the assets of the Trust and are generally based on a flat amount per period. The Trust pays the cost of premiums for selected comprehensive coverage from independent third party carriers (basic medical, vision care and life insurance). The balance of the benefits are self funded and limited by the remaining assets of the Trust.

During 2004, qualifying Union and Welfare Eligible Casuals were eligible to apply for the following benefits:

Weekly Indemnity	\$525 per week to a maximum of 52 weeks
Medical Services Plan of B.C.	Including Pensioners
Dental	80% of all routine, restorative and surgical costs. Orthodontics, limited at 50% - \$2,000 lifetime
Group Life	"A" coverage \$100,000, "B" coverage \$50,000
Long Term Disability	\$1,760 per month but only after qualifying for CPP permanent disability benefits Partial CPP offset eliminated 2003
Extended Health	80% of covered expenses including prescription drugs, long term care, ambulances, wheelchairs, etc.
Vision Care	\$200 per individual dependent family member every 2 years
Death Benefit	\$2,000 survivor benefit

### COST OF HEALTH AND BENEFIT PLAN BENEFITS

	1998	1999	2000	2001	2002	2003	2004
<b>REVENUES</b>							
Employer	\$ 5,722,171	\$ 5,972,966	\$ 6,467,183	\$ 6,078,596	\$ 6,220,330	\$ 7,587,655	\$ 9,024,114
Employee	3,988,686	4,214,876	4,597,364	4,324,029	4,297,545	4,437,271	4,574,261
Investment & Other	332,832	347,748	460,858	419,915	299,049	322,810	292,218
<b>Total</b>	<u>\$10,043,689</u>	<u>\$10,535,590</u>	<u>\$11,525,405</u>	<u>\$10,822,540</u>	<u>\$10,816,924</u>	<u>\$12,347,736</u>	<u>\$13,890,593</u>
<b>EXPENSES</b>							
Weekly Indemnity	\$ 1,983,600	\$ 1,692,948	\$ 1,561,596	\$ 1,838,459	\$ 1,877,393	\$ 1,786,547	\$ 2,055,137
M.S.P. of B.C.	2,467,085	2,454,648	2,512,581	2,548,018	3,359,006	3,715,465	3,644,680
Dental	1,525,089	1,889,515	1,911,870	1,884,307	1,861,302	1,953,185	2,116,379
Group Life	1,310,016	1,398,198	1,371,059	1,455,670	1,153,123	1,279,957	1,012,748
Long Term Disability	1,089,264	1,102,508	1,051,347	1,183,091	1,223,507	1,640,646	1,708,817
Extended Health	628,634	804,234	835,116	775,208	978,837	1,076,184	1,275,638
Vision Care	84,709	67,664	71,533	106,255	103,938	108,437	109,989
Death Benefits	134,000	126,000	122,000	144,000	122,000	118,000	136,000
Administration, Consultants	334,381	372,268	372,487	383,370	387,715	450,317	423,648
<b>Total</b>	<u>\$ 9,556,778</u>	<u>\$ 9,907,983</u>	<u>\$ 9,809,589</u>	<u>\$10,318,378</u>	<u>\$11,066,821</u>	<u>\$12,128,738</u>	<u>\$12,483,036</u>
<b>EXCESS (SHORTFALL)</b>	<u>\$ 486,911</u>	<u>\$ 627,607</u>	<u>\$ 1,715,816</u>	<u>\$ 504,162</u>	<u>(\$249,897)</u>	<u>\$ 218,998</u>	<u>\$ 1,407,557</u>

## **BOARD OF DIRECTORS & EXECUTIVE COMMITTEE**

### **BOARD OF DIRECTORS**

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**T. J. Chapman**

WESTERN STEVEDORING COMPANY LIMITED

**R. K. Anderson**  
SQUAMISH TERMINALS LTD.

**T. Boardley**  
P & O PORTS CANADA, INC.  
*from February 10, 2004 to August 16, 2004*

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

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

**J. B. Chrystal**  
INTERNATIONAL CHARTERING SERVICES LTD.

**D. Clarkson**  
P & O PORTS CANADA, INC.  
*from September 13, 2004*

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

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GREER SHIPPING LTD.

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**R. Silvester**  
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*to January 25, 2004*

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

**W. J. Weymark**  
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WESTERN STEVEDORING COMPANY LIMITED

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CHINA OCEAN SHIPPING CO. (CANADA) INC.

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

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## COMMITTEES

### GOVERNANCE COMMITTEE

*Chair*

**D. R. Greer**

GREER SHIPPING LTD.

**J. B. Chrystal**

INTERNATIONAL CHARTERING SERVICES LTD.

**P. Jaskiewicz**

PACIFIC RIM STEVEDORING LTD.

**Captain N. C. Stark**

TERMINAL SYSTEMS INC.

### FINANCE & AUDIT COMMITTEE\*

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WEYERHAEUSER CANADA LTD.

**M. B. Bjorndal**

SEABOARD SHIPPING COMPANY LIMITED

**T. Boardley\***

P & O PORTS CANADA, INC.

*from February 10, 2004 to August 16, 2004*

**B. D. Ciccozzi**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**D. Clarkson\***

P & O PORTS CANADA, INC.

*from September 13, 2004*

**B. Eshleman**

WESTERN STEVEDORING COMPANY LIMITED

**L. W. Friberg\***

PACIFIC COAST TERMINALS CO. LTD.

**M. Kaye**

VANCOUVER WHARVES LTD.

**G. Langlais\***

WESTWARD SHIPPING LTD.

**F. A. Pasacreta**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**B. Pettipas**

TERMINAL SYSTEMS INC..

**R. Silvester\***

P & O PORTS CANADA, INC.

*to January 25, 2004*

*\* Constitute the Audit Committee*

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## **SAFETY COMMITTEE**

*Chair*

**P. Bamford**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

### **Deepsea Matters**

**E. Brochmann**

GEARBULK SHIPPING CANADA LTD.

**D. Martin**

PACIFIC RIM STEVEDORING LTD.

**F. Parneta**

EMPIRE GRAIN STEVEDORING LTD.

**G. Thompson**

WESTERN STEVEDORING COMPANY LIMITED

**C. Carlsen**

WESTCAN STEVEDORING LTD.

**R. McFarlane**

STAR SHIPPING (CANADA) LTD.

**A. Ritchie**

P & O PORTS CANADA, INC.

**B. Webster**

SEABOARD SHIPPING COMPANY LIMITED

### **General Wharf Operators Matters**

**B. W. Crosson**

TFL FOREST LIMITED - STUART CHANNEL WHARVES DIVISION

**T. Gutenberg**

FRASER SURREY DOCKS

**A. Schwingenschloegl**

TERMINAL SYSTEMS INC.

**P. Fry**

P & O PORTS CANADA, INC.

**G. D. Koster**

WESTCAN TERMINALS LTD.

**B. Thorson**

WESTERN STEVEDORING TERMINAL OPERATIONS LTD.

**J. Webber**

SQUAMISH TERMINALS LTD.

### **Bulk Matters**

**R. Meyer**

VANCOUVER WHARVES LTD.

**G. Sims**

PACIFIC COAST TERMINALS CO. LTD.

**D. Parry**

NEPTUNE BULK TERMINALS (CANADA) LTD.

**M. Sullivan**

FIBRECO EXPORT INC.

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## **INDUSTRY POLICY SAFETY COMMITTEE**

*Chair*

**G. J. Taylor**

NEPTUNE BULK TERMINALS (CANADA) LTD.

**R. K. Anderson**

SQUAMISH TERMINALS LTD.

**T. J. Chapman**

WESTERN STEVEDORING COMPANY LIMITED

**D. Clarkson**

P & O PORTS CANADA, INC.

**P. Jaskiewicz**

PACIFIC RIM STEVEDORING LTD.

**Captain N. C. Stark**

TERMINAL SYSTEMS INC.

**W. J. Weymark**

VANCOUVER WHARVES LTD.

## **JOINT INDUSTRY LABOUR RELATIONS COMMITTEE**

*Chair*

**O. S. Athwal**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**T. J. Chapman**

WESTERN STEVEDORING COMPANY LIMITED

**R. A. Chappell**

WEYERHAEUSER CANADA LTD.

**P. Jaskiewicz**

PACIFIC RIM STEVEDORING LTD.

**W. J. Weymark**

VANCOUVER WHARVES LTD.

## **TRAINING COMMITTEE**

*Chair*

**J. Steinmann**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**M. Christoffersen**

TERMINAL SYSTEMS INC. (VANTERM)

**B. W. Crosson**

TFL FOREST LIMITED - STUART CHANNEL WHARVES DIVISION

**D. Garland**

TERMINAL SYSTEMS INC. (DELTA PORT)

**D. Lucas**

WESTERN STEVEDORING COMPANY LIMITED

**J. Scott**

FRASER SURREY DOCKS LTD.

**C. Stewart**

P & O PORTS CANADA, INC.

**G. J. Taylor**

NEPTUNE BULK TERMINALS (CANADA) LTD.

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## PORT LABOUR RELATIONS COMMITTEES

### VANCOUVER

#### Deepsea Matters

*Chair*

**T. Genest**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**D. Suttis**

P & O PORTS CANADA, INC.

**J. Webber**

SQUAMISH TERMINALS LTD.

#### General Wharf Operators Matters

*Chair*

**D. Sagar**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**D. McCune**

TERMINAL SYSTEMS INC.

**F. Vick**

WESTERN STEVEDORING COMPANY LIMITED

#### Bulk Terminal Matters

*Chair*

**M. Leonard**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**R. Booker**

NEPTUNE BULK TERMINALS (CANADA) LTD.

### NEW WESTMINSTER

#### Deepsea Matters

*Chair*

**T. Genest**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**R. Beatch**

WESTCAN STEVEDORING LTD.

**C. Chernoff**

PACIFIC RIM STEVEDORING LTD.

#### General Wharf Operators Matters

*Chair*

**D. Sagar**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**B. Sime**

TERMINAL SYSTEMS INC.

**J. Scott**

FRASER SURREY DOCKS

### VANCOUVER ISLAND

*Chair*

**D. Sagar**

BRITISH COLUMBIA  
MARITIME EMPLOYERS ASSOCIATION

**B. Crosson**

TFL FOREST LIMITED  
- STUART CHANNEL WHARVES DIVISION

**K. Larsen**

P & O PORTS CANADA, INC.

**G. Lutz**

WESTCAN TERMINALS LTD.

### PRINCE RUPERT

*Chair*

**M. Leonard**

BRITISH COLUMBIA  
MARITIME EMPLOYERS ASSOCIATION

#### Deepsea Matters

**C. Hansen**

P & O PORTS CANADA, INC.

**M. Zawislak**

EMPIRE GRAIN STEVEDORING LTD.

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**VANCOUVER ISLAND COMMITTEE***Chair***D. Sagar**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**S. Brown**

GEARBULK SHIPPING CANADA LTD.

**R. A. Chappell**

WEYERHAEUSER CANADA LTD.

**B. W. Crosson**

TFL FOREST LIMITED - STUART CHANNEL WHARVES DIVISION

**G. D. Koster**

WESTCAN TERMINALS LTD.

**K. Larson**

P &amp; O PORTS CANADA, INC.

**K. Moger**

WESTERN STEVEDORING COMPANY LIMITED

**MEMBERSHIP COMMITTEE***Chair***M. B. Bjorndal**

SEABOARD SHIPPING COMPANY LIMITED

**K. Catton**

PACIFIC COAST TERMINALS CO. LTD.

**P. J. McKay**

WESTERN STEVEDORING COMPANY LIMITED

*Secretary***G. Vurdela**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**WATERFRONT INDUSTRY PENSION  
AND HEALTH AND BENEFIT PLAN TRUSTEES****K. Bauder**

ILWU - CANADA

**G. Benitez**

NEPTUNE BULK TERMINALS (CANADA) LTD.

**B. D. Ciccozzi**

BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

**B. Eshleman**

WESTERN STEVEDORING COMPANY LIMITED

**M. Turmel**

ILWU - LOCAL 502

**G. Westrand**ILWU - LOCAL 500

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## MEMBERSHIP LIST\*

### BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

#### SHIP OWNERS CLASS

Anglo Canadian Shipping Company  
APL (Canada)

Canada Maritime Agencies Limited  
China Ocean Shipping Co. (Canada) Inc.  
China Shipping (Canada) Agency Co. Ltd.  
Colley West Shipping Ltd.  
Compass Marine Services Inc.

Dominion Shipping Co. Ltd.

Empire Shipping Agency Ltd.  
Evergreen America Corporation

Fesco Agencies N.A. Inc.

Gearbulk Shipping Canada Ltd.  
Greer Shipping Ltd.

Hanjin Shipping Company Limited  
Hapag-Lloyd (Canada) Inc.  
Hyundai America Shipping Agency (P.N.), Inc.

Inchcape Shipping Services - Canada  
International Chartering Services Ltd.  
Interocean Steamship Corporation  
Island Shipping Limited

Kerr Norton Strachan Agency, Canada

Lavino Shipping Agencies

McLean Kennedy Inc.  
Maersk Canada Inc.  
Maple Shipping  
Mason Agency Ltd.  
Montship Inc.

Norasia Container Lines Canada Ltd.  
Norsk Pacific Steamship Canada Limited  
Nortec Marine Agencies Inc.  
North Pacific Shipping Company Ltd.

Oldendorff Carriers  
OOCL (Canada) Inc.

P&O Nedlloyd Limited  
Pacific Northwest Ship & Cargo Services Inc.  
PacNord Agencies Ltd.

Saga Forest Carriers International (Canada) Ltd.  
Seaboard Shipping Company Limited  
Seabridge International Shipping Inc.  
Sinotrans Canada Inc.  
SMI Marine Limited  
Star Shipping (Canada) Ltd.

Trans-Oceanic Shipping Co. Ltd.

Westward Shipping Ltd.  
Weyerhaeuser Canada Ltd.

#### STEVEDORES CLASS

Arrow Stevedoring Inc.  
Associated Stevedoring Co. Ltd.

Empire Grain Stevedoring Ltd.

Louis Wolfe & Sons (Vancouver) Ltd.

P & O Ports Canada, Inc.  
Pacific Rim Stevedoring Ltd.  
Pacific Stevedoring & Contracting Co. Ltd.  
PCDC Canada Ltd.

Vancouver Shipping Agencies Ltd.

Westcan Stevedoring Ltd.  
Western Stevedoring Company Limited

#### GENERAL WHARF OPERATORS CLASS

Fraser Surrey Docks Ltd.

Squamish Terminals Ltd.

Terminal Dock Limited  
Terminal Systems Inc.  
TFL Forest Limited - Stuart Channel Wharves Division

Westcan Terminals Ltd.  
Western Stevedoring Terminal Operations Ltd.

#### BULK TERMINAL OPERATORS CLASS

Fibreco Export Inc.

Neptune Bulk Terminals (Canada) Ltd.

Pacific Coast Terminals Co. Ltd.

Vancouver Wharves Ltd.

#### ASSOCIATE MEMBERS CLASS

Coastal Containers Ltd.

\* as at December 31, 2004.

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

**FINANCIAL STATEMENTS**

December 31, 2004

**AUDITORS' REPORT**

February 4, 2005

**To the Directors and Members of British Columbia Maritime Employers Association**

We have audited the balance sheet of British Columbia Maritime Employers Association (incorporated under the Society Act of the Province of British Columbia) as at December 31, 2004 and the statement of revenues and expenditures for the year then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

The Association derives its revenues from assessments of its members. We did not review the accounting records of the member employers to ascertain whether cargo assessments had been completely remitted. Accordingly, our verification of cargo assessments was limited to amounts recorded by the Association.

In our opinion, except for the effect of any adjustments that might have been required had we been able to satisfy ourselves concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2004 and the results of its operations for the year then ended in accordance with Canadian generally accepted accounting principles. As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the preceding year.

*PricewaterhouseCoopers LLP*

Chartered Accountants

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

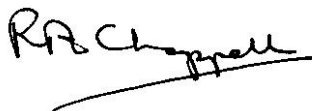
**BALANCE SHEET**

ASSETS	December 31 2004	December 31 2003
<b>Current Assets</b>	\$	\$
Cash and cash equivalents	49,981,569	37,361,678
Accounts and other receivables	7,342,418	8,601,230
	<u>57,323,987</u>	<u>45,962,908</u>
Property and equipment (Note 3)	<u>2,729,305</u>	<u>3,362,490</u>
	<b><u>60,053,292</u></b>	<b><u>49,325,398</u></b>
 <b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts payable and accrued liabilities	6,746,235	6,018,132
Accrued longshore vacation pay	17,401,799	16,217,648
Accrued Container Gainshare liability (Schedule 2)	17,218,146	15,243,780
Deferred Revenue (Schedule 2)	394,026	723,447
Retiring allowance liability accrual (Schedule 2)	3,102,106	1,238,478
	<u>44,862,312</u>	<u>39,441,485</u>
 <b>NET ASSETS</b> (Note 4)		
Investment in property and equipment	2,729,305	3,362,490
Capital replacement reserve	34,693	44,518
Unrestricted net assets	12,426,982	6,476,905
	<u>15,190,980</u>	<u>9,883,913</u>
	<b><u>60,053,292</u></b>	<b><u>49,325,398</u></b>

Approved by the Board of Directors



T. J. Chapman, Director



R. A. Chappell, Director

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

**STATEMENT OF REVENUES AND EXPENDITURES**

For the Year Ended

	December 31 2004 \$	December 31 2003 \$
<b>Revenues</b>		
Payroll assessments	48,905,096	44,268,289
Surcharge assessments	-	830,667
Hourly assessments	18,213,275	15,755,014
Cargo assessments	16,561,594	14,122,851
Investment income	626,983	576,559
Container Gainshare (Schedule 2)	17,218,146	15,243,780
Vancouver Island Gang Interchange (Schedule 2)	652,882	468,275
Lower Mainland Interchange (Schedule 2)	611,942	404,217
	<u>102,789,918</u>	<u>91,669,652</u>
<b>Expenditures</b>		
Payroll related labour fringe benefits (Schedule 1)	47,221,886	43,615,079
Adjustment pay	-	1,283,172
Hourly related labour fringe benefits (Schedule 1)	16,721,085	14,758,084
Cargo related expenditures (Schedule 1)	15,056,910	12,595,661
Container Gainshare contributions to Waterfront Industry Pension Plan	17,218,146	15,243,780
Vancouver Island Gang Interchange expenditures	652,882	468,275
Lower Mainland Interchange expenditures	611,942	404,217
	<u>97,482,851</u>	<u>88,368,268</u>
Excess of revenues over expenses for the year	5,307,067	3,301,384
Transfer to capital replacement reserve	164,328	411,920
Excess of revenues over expenses and transfers for the year	<u>5,142,739</u>	<u>2,889,464</u>

**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION**  
 (incorporated under the Society Act of the Province of British Columbia) **Schedule 1**

**SCHEDULE OF LABOUR FRINGE BENEFITS AND RELATED EXPENDITURES**

For the Year Ended

	December 31 2004 \$	December 31 2003 \$
Vacation pay	18,100,851	16,878,290
General holiday pay	5,955,601	5,353,100
Canada Pension Plan	5,443,802	5,037,524
Central records	1,707,779	1,571,849
Pension contributions (%)	15,352,199	14,047,761
Workers Compensation	661,654	726,555
	<hr/>	<hr/>
<b>Payroll related labour fringe benefits</b>	<b>47,221,886</b>	<b>43,615,079</b>
	<hr/>	<hr/>
Supplementary retiring allowance (Schedule 2)	250,000	182,154
Bereavement and parental leave	98,851	103,559
Jury Duty	2,450	10,825
Health & Benefits	9,010,927	7,583,388
Pension contributions (hourly)	7,358,857	6,848,794
COLA Clause	-	29,364
	<hr/>	<hr/>
<b>Hourly related labour fringe benefits</b>	<b>16,721,085</b>	<b>14,758,084</b>
	<hr/>	<hr/>
Operating and despatch (Schedule 3)	5,763,550	5,171,524
Boot allowance (Note 6)	175,235	344,050
Retiring allowance (Schedule 2)	4,935,624	4,165,280
Training	4,054,297	2,763,816
Employee assistance	65,536	79,306
Midnight deadtime	50,042	34,263
Medicals	12,626	37,422
	<hr/>	<hr/>
<b>Cargo related expenditures</b>	<b>15,056,910</b>	<b>12,595,661</b>
	<hr/>	<hr/>
<b>Total Labour Fringe Benefits &amp; Related Expenditures</b>	<b>78,999,881</b>	<b>70,968,824</b>
	<hr/> <hr/>	<hr/> <hr/>

**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION****(incorporated under the Society Act of the Province of British Columbia) Schedule 2****SCHEDULE OF DEFERRED REVENUE AND RETIRING ALLOWANCE LIABILITY**

For the Year Ended

	December 31 2004 \$	December 31 2003 \$
<b>Vancouver Island Gang Interchange Pool</b>		
Balance - Beginning of year	546,229	451,408
Levies from members	592,826	563,096
Less: Amount recognized as income in the year	(652,882)	(468,275)
	<u>486,173</u>	<u>546,229</u>
<b>Lower Mainland Interchange Pool</b>		
Balance - Beginning of year	246,380	210,502
Levies from members	481,816	440,095
Less: Amount recognized as income in the year	(611,942)	(404,217)
	<u>116,254</u>	<u>246,380</u>
<b>Container Gainshare (Industrial Inquiry Commission) Pool</b>		
Balance - Beginning of year	(69,162)	97,397
Levies from members	17,078,907	15,077,221
Less: Amount recognized as income in the year	(17,218,146)	(15,243,780)
	<u>(208,401)</u>	<u>(69,162)</u>
<b>Total deferred revenue</b>	<u><b>394,026</b></u>	<u><b>723,447</b></u>
<b>Retiring allowance liability accrual (Note 5)</b>		
Liability - Beginning of year	1,238,478	-
Retiring allowance expense	4,935,624	4,165,280
Supplementary retiring allowance expense	250,000	182,154
Retiring allowance paid	(3,154,996)	(2,944,308)
Supplementary retiring allowance paid	(167,000)	(164,648)
	<u>3,102,106</u>	<u>1,238,478</u>

**BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION**  
**(incorporated under the Society Act of the Province of British Columbia) Schedule 3**

**SCHEDULE OF OPERATING AND DESPATCH EXPENSES**  
**For the Year Ended**

	December 31 2004 \$	December 31 2003 \$
Salaries and wages	2,285,579	2,209,760
Depreciation	807,338	804,818
Employee benefits	522,321	621,182
Consulting fees	199,036	201,918
Property taxes	127,352	127,347
Legal	127,227	64,779
New initiatives	125,318	-
Maritime security coalition	111,929	39,515
Telephone and facsimile	109,679	105,859
Janitorial	104,605	100,127
Joint security training	85,770	-
Automobile	84,223	79,454
Forensic audit	73,938	-
Utilities	65,777	64,779
Caulk boots	64,106	-
Other	53,888	44,291
Insurance	48,754	42,473
Travel	45,602	40,809
Supplies	43,953	43,926
Audit	41,201	39,276
Dues and memberships	36,118	33,198
New West recruitment	32,656	-
Repairs and maintenance	31,801	31,376
Printing	30,312	21,613
Service contracts	28,989	25,349
Arbitrators' fees	22,722	25,451
Port security identification cards	22,620	19,232
High visibility vests	22,354	11,244
Annual meeting	22,206	23,476
Recruitment	20,961	37,192
Conferences and catering	20,784	26,862
Entertainment	19,649	22,328
Miscellaneous	13,751	13,952
Despatch errors	5,902	9,682
Staff training	5,583	14,124
Negotiations	1,443	6,612
	<b>5,465,447</b>	<b>4,952,004</b>
Operating expenses recovered and sign revenue	201,306	201,311
	<b>5,264,141</b>	<b>4,750,693</b>
Outport despatch	499,409	420,831
Operating and despatch expenses for the year	<b>5,763,550</b>	<b>5,171,524</b>



## BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

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

### NOTES TO FINANCIAL STATEMENTS DECEMBER 31, 2004

#### 1. Nature of operations

The Association's primary purposes are to negotiate labour agreements, maintain registers of longshore workers, promote health & safety, conduct training and maintain and administer any longshore pension and health and benefit plans. The current collective agreement with the International Longshore and Warehouse Union - Canada (ILWU) expires on March 31, 2007.

#### 2. Significant accounting policies

##### Revenue recognition

Unrestricted assessments are recognized as revenue when collection is reasonably assured. Restricted contributions, which consist of Container Gainshare (Industrial Inquiry Commission), Vancouver Island Gang Interchange and Lower Mainland Interchange, are recognized using the deferral method of accounting, as revenue in the year in which the related expenses are incurred.

The interchange levies are only available to equalize travelling costs that result from interchange of longshore workers between certain ports on Vancouver Island or in the Lower Mainland. Container Gainshare levies are only available to pay for obligations flowing from the Industrial Inquiry Commission.

##### Property and equipment

Property and equipment are recorded at cost. Depreciation is provided on a straight-line basis over 20 years for buildings and 3 to 10 years for furniture and equipment, which will depreciate their original cost over their estimated useful lives.

#### 3. Property and equipment

			<b>2004</b>	<b>2003</b>
	<b>Cost</b>	<b>Accumulated</b>	<b>Net</b>	<b>Net</b>
	<b>\$</b>	<b>Depreciation</b>	<b>\$</b>	<b>\$</b>
		<b>\$</b>		
Land	753,700	-	753,700	753,700
Buildings	3,939,925	2,534,512	1,405,413	1,526,004
Furniture and equipment	5,721,659	5,151,467	570,192	1,082,786
Automobile	7,769	7,769	-	-
	<u>10,423,053</u>	<u>7,693,748</u>	<u>2,729,305</u>	<u>3,362,490</u>

**4. Changes in net assets**

				<b>2004</b>	<b>2003</b>
	<b>Investment in property and equipment \$</b>	<b>Capital replacement reserve<sup>1</sup> \$</b>	<b>Unrestricted<sup>2</sup> \$</b>	<b>Total \$</b>	<b>Total</b>
Balance - Beginning of year	3,362,490	44,518	6,476,905	9,883,913	6,582,529
Depreciation	(807,338)	-	807,338	-	-
Excess of revenues over expenses	-	-	5,307,067	5,307,067	3,301,384
Transfer to capital replacement reserve	-	164,328	(164,328)	-	-
Invested in property and equipment	174,153	(174,153)	-	-	-
Balance - End of year	<u><u>2,729,305</u></u>	<u><u>34,693</u></u>	<u><u>12,426,982</u></u>	<u><u>15,190,980</u></u>	<u><u>9,883,913</u></u>

1 The capital replacement reserve represents an appropriation by the Board to ensure adequate resources are available to replace equipment as required.

2 The unrestricted reserve balance of \$12,426,982 includes a Board mandated operating reserve of \$1,500,000.

**5. Retiring allowance liability accrual**

Pursuant to the Waterfront Industry Retiring Allowance Agreement, the Association is required to pay both a lump sum and a supplementary payment to eligible Union members upon retirement or death. If all Union members with an entitlement were to have retired at December 31, 2004, the Association's liability would have been approximately \$19,243,323. In order to recognize this obligation to future retirees, the Board has agreed to accrue \$1,372,992 in 2004 and \$2,550,000 in 2005 through to 2009 towards this liability (2003 - \$416,667).

**6. Boot allowance**

Through negotiations with ILWU - Canada, the Association agreed to pay longshore workers, who meet minimum work criteria during 2004 and 2005, \$125 towards the purchase of CSA approved footwear. The amount of \$171,875 has been included in accounts payable and accrued liabilities.

# THE PEOPLE OF THE BCMEA

## BRITISH COLUMBIA MARITIME EMPLOYERS ASSOCIATION

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

Tel: (604) 688-1155  
Fax: (604) 684-2397  
E-mail: [information@bcmea.com](mailto:information@bcmea.com)  
Internet: [www.bcmea.com](http://www.bcmea.com)

### OFFICERS

		<i>E-mail address</i>
<b>F. (Frank) A. Pasacreta</b>	<i>President and Chief Executive Officer</i>	<a href="mailto:fpasacreta@bcmea.com">fpasacreta@bcmea.com</a>
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