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Board of Directors

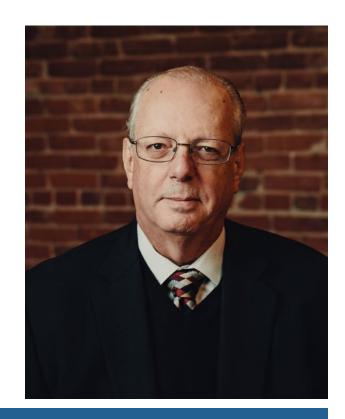
The Membership

Committees of the Board

Special & Standing Committees

Staff





2018 was a year that held both challenges and successes for our industry. On a positive note, business is growing. In 2006, we reached a record six million hours of work. We maintained that record in 2007 and 2008 and, only 10 years later, we have exceeded nine million hours of work in 2018.

Our recent success can be largely attributed to the Board of Directors' work in fostering a deep understanding of the culture, and their commitment to a common vision, regardless of individual imperatives and needs. Although the BCMEA is made up of different terminal operators and carriers, with diverse sectoral and individual company mandates, this year our Board aligned and acknowledged that the pursuits of safety, productivity and reliability were the BCMEA's top priorities. Collectively we recognize that this pursuit is a journey, not a destination.

This past year brought the renewal of a bargaining cycle for our industry after the expiration of our Collective Agreement in March 2018. Bargaining follows eight years of labour peace resulting from our historic 2010 Collective Agreement and four years without a single case of arbitration. In 2018, the Board of Directors saw that the BCMEA could directly influence collective bargaining at the table, and negotiations will continue into 2019.

Another initiative that came to fruition in 2018 was the implementation of the first-ever industry-wide Drug and Alcohol Policy. The BCMEA and the International Longshore and Warehouse Union (ILWU) Canada jointly reached an agreement that applies to all employees covered by the Longshore ILWU Canada-BCMEA Collective Agreement. The policy is consistent with industry best practices for safety-sensitive workplaces across British Columbia. This is an important success for the BCMEA and its customer-members, as the use of alcohol and drugs, including prescription medication, has the potential to seriously compromise the safety of those working in our industry. With new policies

focused on improving workers' safety on the waterfront, and by continuously striving to reduce incidents, near misses and lost time injuries, we are ensuring that employees return home safely to their families at the end of each and every shift.

With the continued growth of the industry, we face constantly changing demands for real-time data analytics, and the BCMEA has needed to stay current and progressive to keep up. We are seeing shipping lines continue to consolidate and super-size their vessels, terminals introducing new technologies, and railroads and trucking firms continually seeking improvements in their own on-time performance. All of these changes are aimed at improving the fluidity of the supply chain. As the labour provider for ports where our customer-members work, the BCMEA is a key intermediator in the supply chain. We need to be more reliable, more costeffective and provide more data on what is happening in each port and terminal.

With a track record of innovation, we have been meeting the demand for analytics by initiating a number of data-driven projects. Data-driven decision making begins with the collection of data and is ultimately an investment for long-term results. The data exists for both the supply and demand of labour on the waterfront. Our goal is to find that data—and to find new ways of using it—in pursuit of the best and most effective strategies to provide a just-in-time workforce with the right skills, in the right place, at the right time.

This is an exciting time to be part of the BCMEA and the greater waterfront industry. There are constantly new changes, advancements being made, successes to celebrate, challenges to overcome and continued achievements to pursue, collectively. I have had the honour to be part of many milestone moments throughout my 31-year career with the BCMEA, and as I transition to the next chapter in my life, I can say that I am very confident in the organization, the industry and those who will continue to accomplish great things for all who are involved in the marine sector. Our mission continues to be to serve our customer-members through enabling robust trade, advancing labour stability, improving performance growth and providing a safe work environment.

I would like to express my gratitude to all who have contributed so much to the industry and the Association during this past year and throughout my career. Many thanks to the Board of Directors, the Direct Operators Committee, the Ship Owners Committee and our other standing and special committee members for their service and guidance.

I would also like to thank the BCMEA's staff. I've said it before and I'll say it again: I have always enjoyed coming to work and it's been an honour to collaborate with such a professional, high-performance team. I leave the Association in good hands. I am very proud of the many and varied successes that we have achieved together, and I know there will be many more to come for the BCMEA in the years ahead.

TERRY DUGGAN

President & Chief Executive Officer

REPORT FROM THE CHAIR



2018 was another record-setting year for the maritime industry in British Columbia. Once again, we saw record cargo volumes throughout the province. As a result, labour hours in the province broke through another new milestone in 2018 with a record 9.1 million hours worked, up 4.36% from 2017.

However, the unintended consequence of growth has been an exacerbation of challenges with labour availability and productivity. Resolving labour shortages and providing consistent levels of performance remain the top priority for the industry, and the BCMEA Board of Directors continues to work closely with our management team to ensure we are working through the improvement plans as quickly as possible.

New trade agreements, changing political landscapes and a global focus on improving efficiency are placing more pressure on our industry. We must continue to adapt, evolve and improve to maintain a competitive advantage. In particular, we must continue to focus on safety, consistency, productivity and cost-effectiveness.

The industry was deeply saddened in 2018 with the tragic loss of life of two longshore workers while on the job. These fatalities shook management and labour to the core and reminded all of us that we must never lose sight of the pursuit of safety as a primary industry goal. Creating a culture of safety that permeates every aspect of the industry must continue to be a top priority.

On November 19, 2018, we implemented a new Drug and Alcohol Policy for the industry in collaboration with labour. The waterfront industry has been well behind the global workplace in addressing the safety and health challenges of drug and alcohol use at work. Both the ILWU and management of the BCMEA should be congratulated for launching a mutually agreeable process to allow for pre-employment, reasonable cause, post-incident, return-to-duty and followup substance testing. This policy represents a significant milestone for our industry, and although we are still working through the learning curve, we are confident that the measures in place are the right ones to enhance the safety and wellbeing of all workers. I would like to thank all those

who worked through the development, planning and implementation of this important change.

Our current unprecedented eight-year Collective Agreement expired on March 31, 2018, and we commenced bargaining with the ILWU in the second half of 2018. We are making progress, and remain optimistic that we can reach a new agreement in the first half of 2019. We understand that labour certainty is one of the most important factors for our supply chain partners and customer-members, and we remain focused on ensuring we do not experience any labour disruptions during this current round of bargaining.

I would like to recognize the BCMEA Executive Committee and Board of Directors for their leadership in supporting a more comprehensive strategy that aligns our short-term actions with long-term goals. I would also like to recognize the management team for continuing to embrace the strategy and taking the initiative to develop action plans to ensure we achieve our goals in the most efficient way. Along with all the employees, the BCMEA management team continues to embrace change with professionalism, dedication, eagerness, enthusiasm, skill and urgency.

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

Lastly, the directors were sad to accept the retirement notice for Terry Duggan. Terry is a dynamic leader and his strong financial background and diverse expertise in the maritime industry have left a positive impact on our Association and this sector over his 31-year tenure. His leadership has helped us continue to change, evolve and further strengthen our industry. On behalf of the Board, customermembers and employees I would like to thank Terry for his passionate and tireless service.

The Board was pleased to announce that Mike Leonard will replace Terry as President and CEO effective April 1, 2019. Mike has a solid track record of labour relations, negotiations and change management. Over the last 18 years, he has proven himself to be an effective leader and more than capable of taking our Association through our next stage of evolution. The Board looks forward to working with Mike and his management team to facilitate our continued growth and success.

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

JEFF SCOTT

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



JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

No formal meetings were held in 2018.

SUBCOMMITTEE OF THE JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

The subcommittee met on several occasions throughout 2018. Key discussion items addressed during those meetings included the Drug and Alcohol Policy, disciplinary items and referring unresolved matters to arbitration.

VANCOUVER ISLAND COMMITTEE

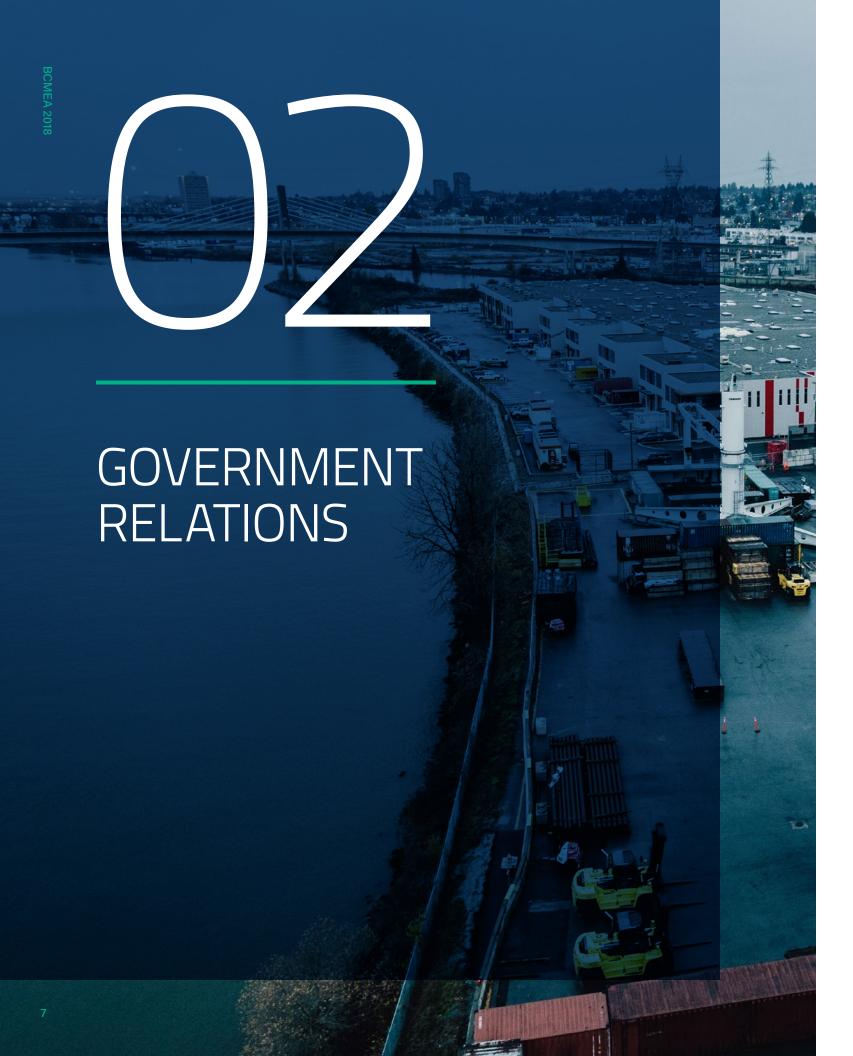
The committee didn't hold formal meetings in 2018, although informal meetings and conference calls with the committee members were held throughout the year on various items specific to terminal, sector and the Local. Topics discussed included training, safety and labour relations, pay practices, dispatch practices, fees and best practices.

OTHER STANDING COMMITTEES

In addition to those previously mentioned, a number of standing committees of the Board of Directors met throughout the year. Collectively, their efforts focused on strengthening communication, industry collaboration and the continued pursuit of alignment on key goals and objectives.

Those committees included:

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



Canada's ongoing economic success and competitiveness fundamentally depend on continued and increasing access to international markets, including the United States and the nations of the Pacific Rim.

The successful ratification of new trade agreements such as the United States-Mexico-Canada Agreement and the Comprehensive and Progressive Agreement for Trans-Pacific Partnership will significantly move the needle on supporting Canada's ongoing economic development.

In recent years, there has been increased uncertainty in the international trade regime. However, on the West Coast of Canada, the BCMEA continues to leverage its critical role in this strategic sector to interact positively with all three levels of government. This in turn serves to limit uncertainty in international trade and keep both British Columbia's and Canada's economies moving and thriving.

The BCMEA has brought a constructive message to Ottawa, Victoria and the cities in which our customer-members operate, strengthening contacts at all three levels of government. Most of the conversation has centred on the critical role played by our customer-members. We have emphasized the importance of the federal government's Transportation 2030 and Trade and Transportation Corridors Initiative and comparable provincial government priorities, as well as the value of the economic activity and the significance of the middle class jobs provided by the maritime industry.

We have engaged on a number of other issues of importance to our customer-members with the ministries of labour, trade and transportation. These include employment equity, accessibility, administrative monetary penalties, legalization of cannabis, changes to safety acts and regulations (including anti-harassment policies), environmental sustainability, infrastructure support and ports modernization. We continue to speak out on behalf of customer-members when opportunities arise for us to ensure policies are inclusive of traditionally underrepresented groups, including women and Indigenous peoples. This is a key priority within the broader goal of labour peace underpinning Canadian competitiveness.

The BCMEA continues to communicate the legitimate interests and needs of our customer-members, stakeholders and communities to make certain that those interests and needs are conveyed to all levels of government, a mandate that is particularly important during a federal election year. We aim to ensure that the maritime industry is well represented, and that its contribution to a healthy, sustainable and competitive Canadian economy is fully considered and acknowledged in public policy, legislation and regulation.





HIGHLIGHTS OF 2018

COLLECTIVE BARGAINING

Both the Longshore and Foremen Collective Agreements expired on March 31, 2018. Formal meetings for renewal agreements began in January 2018, and discussions have continued throughout the year. The BCMEA remains committed to negotiating and finalizing Collective Agreements for both units in 2019.

The BCMEA played a supporting role during the 15-month negotiations between GCT Canada and the ILWU Local 502 GCT Planners that concluded in September 2018 with a five-year agreement. With the dedication of all parties involved, including the Federal Mediation and Conciliation Service (FMCS), the negotiations concluded without disruption to the Gateway.

NEW LONGSHORE DRUG AND ALCOHOL POLICY

Following the initial phase 1 implementation in May 2018, ILWU Canada filed an application to the Canadian Industrial Relations Board (CIRB) in dispute of the unilateral implementation of customer-members' drug and alcohol policies. This application led to the parties participating in mediation with the presence of a CIRB officer, where they were able to jointly reach an agreement. The industry Drug and Alcohol Policy was subsequently ratified by both parties in August 2018. The policy is included as a black book document and now forms part of the BCMEA-ILWU Canada Collective Agreement.

The negotiated policy, which became effective on November 19, 2018, applies to Union members and casual employees working under the BCMEA-ILWU Canada Collective Agreement. The policy includes pre-employment, reasonable cause, post-incident, return-to-duty and follow-up substance testing.

The longshore Drug and Alcohol Policy serves as a practical example of how the industry continues to make health and safety the number one priority.



RECORD HOURS OF WORK

BCMEA 2018

In September 2018, the industry witnessed three of the four busiest weeks in the past 20 years in Vancouver. While Vancouver experienced labour supply challenges during these times of unprecedented labour requirements, a collaborative effort with all stakeholders, including the ILWU, mitigated these challenges for the remainder of 2018.

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

NEW WEST SHORTAGES COMMITTEE

In December 2017, a New West Shortages
Committee was initiated to ensure alignment
among terminal operators and keep informed of
any issues in order to be able to assess available
data to proactively address concerns. The
committee met eight times in 2018.

CHANGES TO THE GRAIN DUST EXPOSURE LIMIT

On June 25, 2018, the Government of Canada announced changes to the Canadian Occupational Health and Safety Regulations and the Maritime Occupational Health and Safety Regulations that lowered the safe exposure limit of airborne grain dust to 4 mg/m³. Industrial hygiene testing was conducted to estimate the impact of these regulatory changes and resulted in the mandated use of respirators for workers performing wheat

specialty and wheat machine duties. With fit testing being done at the BCMEA dispatch hall, the majority of wheat specialty and wheat machine workers are now fit-test capable. With the appropriate equipment now being supplied, we have ensured compliance with the abovementioned regulations.

BREAKBULK TOPSIDE COMMITTEE

In April 2017, a Breakbulk Topside Committee was formed to review and implement short-, medium- and long-term solutions to address the topside shortages and extensions within the Port of Vancouver. The committee consists of representatives from breakbulk terminals and carriers within the Port of Vancouver as well as from ILWU Local 500. The committee continued to meet quarterly in 2018 to review and discuss options and to monitor progress of

the implemented changes. The outputs of this committee affirmed the benefits of a purposeful and collaborative approach to stakeholder engagement on critical issues.

LABOUR RELATIONS SUPPORT FOR TRAINING, SAFETY AND RECRUITMENT

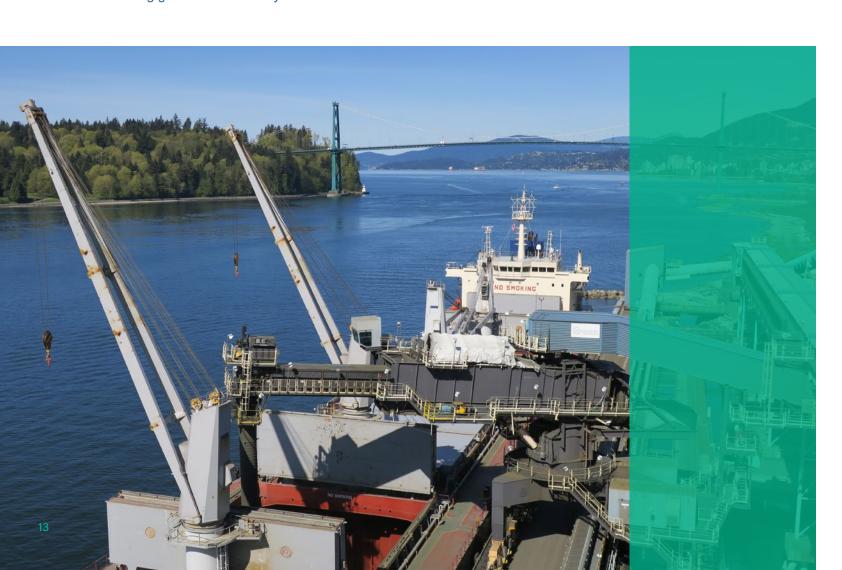
As the demand for BCMEA training services has grown, so too has the need for labour relations (LR) resources to support the many training, safety and recruitment (TSR) initiatives that took place in 2018 and will continue in 2019. Whether it is the Local 500 recruitment that started in the fourth quarter of 2018, the Waterfront Training Centre's growing role in industry training activities, or the day-to-day management of the many trainers employed in every Local, the BCMEA LR department actively supports multiple TSR programs. Through delivery of facilitated

discussions, attendance in operational meetings and by providing timely advice, the LR team is a strategic partner to the TSR group. Ensuring that TSR staff have what they need from an LR perspective means that issues are handled with tact and expediency, with the ultimate goal of providing the industry with the highest-quality training programs possible.

SUPPLY AND DEMAND, EDT, AND POOL SIZE REVIEW

In 2017, a supply and demand task force was created to develop a process that will determine and track future labour demand requirements and corresponding supply levels in each port. This is a multi-disciplinary, multi-departmental project with many sub-projects to get to our desired end goal—a performance monitoring dashboard based on better demand forecasting from the shipping lines and labour demand forecasting from the terminals. This in turn will lead to better supply decisions in order to meet dispatch demand. The LR team has joined the team to complete an ongoing review of the requirements and demand.

The labour relations department uses the information from the supply and demand task force, extensions, doubles and transfers (EDT) metric, and pool size measuring in conjunction with the dispatch and TSR departments to determine recruitment, dispatch and training needs. The synergy between the TSR, dispatch and LR departments will ensure that the supply and demand initiative is successful at delivering gains to the industry.



2018 JOB ARBITRATIONS

GCT VANTERM: LASHING

On July 9, 2018, the Job Arbitrator was appointed at the request of ILWU Local 500 to hear issues in dispute. The Union sought a declaration that the lashing work not completed was ILWU work, and as remedy made a pay claim for a full shift for a standard lashing gang (6) and gantry drivers (2).

The Association, on behalf of Global Container Terminals (GCT), disputed the pay claim and took the position that once the ship's captain or a designate signs off, the loading work is complete, the ship is no longer "under the control of a member of the Association" and any disputed work is out of scope pursuant to Article 1.03. The Association also sought an order that the Union engaged in an unlawful work stoppage as defined in Article 7.01.

The Job Arbitrator ruled in favour of the Association with regard to denying the pay claim.

The Job Arbitrator, however, denied the Association's request to issue an illegal work stoppage order, but cautioned that there were certain aspects to what happened that came close to "putting the whole situation in that category." Other factors in the Arbitrator's determination were that there was no work not being done and the sailing of the ship was not delayed.

INDUSTRY ARBITRATIONS

GCT DELTAPORT: HVAC SYSTEMS

On April 27, 2017, the Union referred the issue of heating, ventilation and air conditioning (HVAC) maintenance work on mobile equipment, currently contracted out by GCT DeltaPort, to the Job Arbitrator.

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

The Union appealed the decision and it proceeded to Industry Arbitration on November 27, 2018.

At the subsequent Industry Arbitration, the Union's grievance was dismissed. Industry Arbitrator McPhillips reasoned that the consistent practice of the parties suggests a mutual understanding of how Article 26 is applies to HVAC contracting, namely, that it is not "regular maintenance work."

KINDER MORGAN: 514 PAY PRACTICES

On August 22, 2018, the Industry Arbitrator was appointed to rule on two pay claims submitted by ILWU Local 514. The Arbitrator was to decide whether the foremen be paid or whether this constituted "pay pyramiding." The first pay claim dealt with the foremen's request to be paid extended time for a 30-minute period between 16:00 and 16:30 when working a double shift. The second pay claim dealt with foremen who work a double shift, then subsequently supervise longshore employees who work a shift extension from 16:30 to 17:30.

CMEA 2018

The Industry Arbitrator ruled in favour of the Association. The Arbitrator ruled that both claims amount to pyramiding; in other words, being paid twice for the same work performed for the same purpose (i.e. supervising longshore employees).

UNION PAY CLAIMS—ALL PORTS

	2017	2018
Accepted	61	49
Rejected	30	31
Withdrawn	2	0
Pending	2	16
Total	95	96

LABOUR RELATIONS TRAINING INITIATIVES

DRUG AND ALCOHOL TRAINING

In 2018, the BCMEA offered both multi-sector sessions and individualized terminal sessions for the rollout of the longshore Drug and Alcohol Policy. These training sessions and orientations ensured management personnel were trained to recognize substance use as well as how to apply and administer the BCMEA-ILWU longshore policy. This included consistent communication to all members during the transition from customer-members' drug and alcohol policies to the joint (ILWU-BCMEA) Drug and Alcohol Policy.

OTHER TRAINING

The Association continues to offer the following workshops every year:

- Labour Relations 101
- Regular Maintenance Training
- Work Refusals Training

INDUSTRY COMMITTEES

DIRECT OPERATORS COMMITTEE

The Direct Operators Committee (DOC) met monthly in 2018. While the DOC spearheaded a number of initiatives, its primary focus for 2018 was the drug and alcohol initiative.

SHIP OWNERS COMMITTEE

In addition to regular Ship Owners Committee meetings, the BCMEA began hosting monthly teleconferences in an effort to increase communication with the ship owners, particularly with regards to bargaining updates and the Drug and Alcohol Policy implementation. These touchpoints will continue into 2019.

GRAIN SECTOR

The grain employers met regularly in 2018 to address a number of recent changes to regulations and standard operating procedures. For example, the new grain dust exposure limits required wheat specialty and wheat machine workers to be fit-test capable to don the appropriate personal protective equipment (PPE).

While there have been a number of positive steps made throughout 2018 in the grain sector, there are items that will continue to receive attention in 2019. Specifically, loading grain in inclement weather has been a topic that continued to present new dimensions throughout 2018 that require grain stevedore and terminal consideration. While the future for loading in inclement weather is positive, further diligence is required to bring the outstanding items to a conclusion.

INDUSTRY MAINTENANCE SECTOR

The industry maintenance sector conducted one meeting in 2018. Several topics were reviewed, including current maintenance issues and practices by port area and terminal.

NATIONAL INITIATIVES

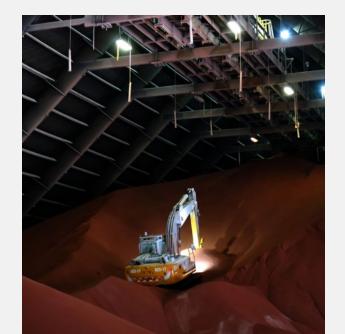
ADVOCACY ON HUMAN RIGHTS AND EMPLOYMENT EQUITY

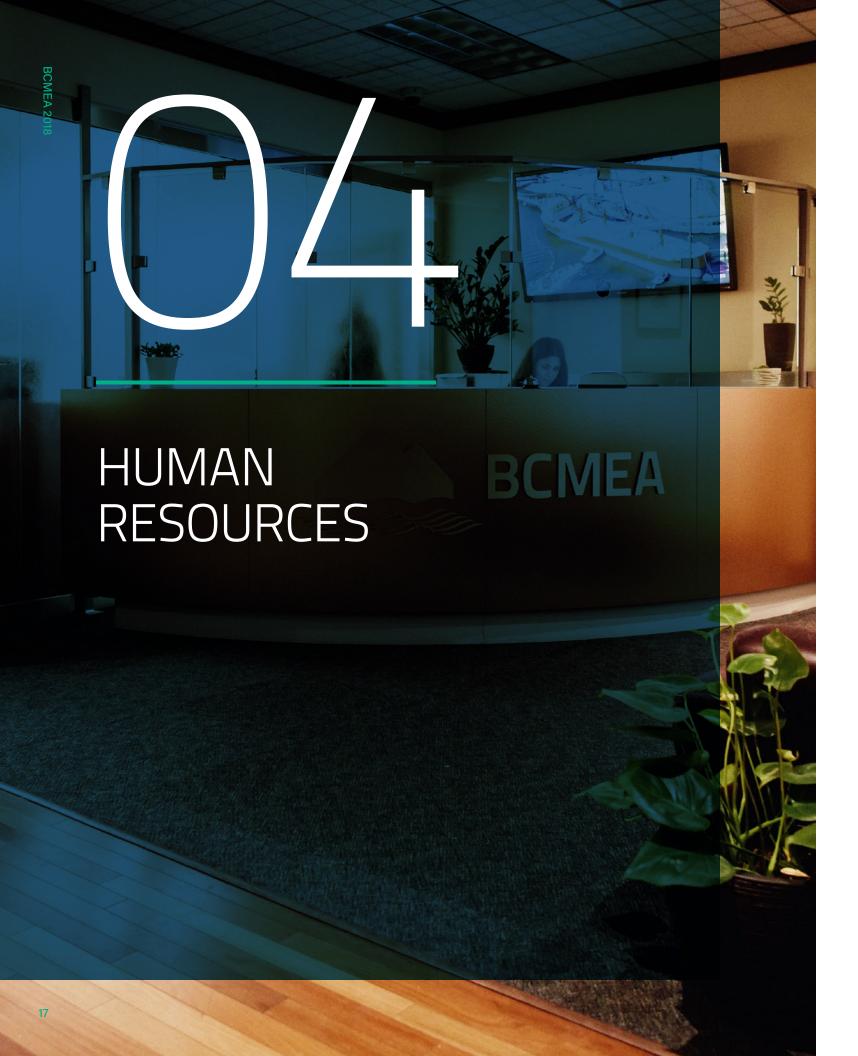
Staff participated on national working committees tasked with providing the federal government with feedback on topical issues and challenges associated with the current statutes governing human rights and employment equity.

The dialogue in 2018 encouraged changes to the Local 500 dispatch hall Restroom Policy and the re-design of gender neutral washrooms.

BILL C-86

Bill C-86 is a set of proposed changes to both the Pay Equity Act and Part III of the Canada Labour Code that has the potential to impact all customer-members of the BCMEA. As a member of Federally Regulated Employers-Transportation and Communications (FETCO), the BCMEA continue to participate in the dialogue to ensure that the interests of the industry are expressed to Ottawa. The BCMEA will ensure that forthcoming changes to the Pay Equity Act and Part III of the Canada Labour Code are communicated to customer-members well in advance of them taking effect, to ensure employers are prepared for any regulatory changes.





The success of the maritime industry relies on a driven and committed workforce.

Accordingly, the BCMEA continues to evolve and grow its human resources initiatives so we can consistently deliver dedicated and skilled employees to our customer-members. This approach yields tangible results, not just for the local maritime industry sector, but also for the economies of British Columbia and Canada.

In 2018, a variety of human resources (HR) initiatives were implemented to support the Association's strategic imperatives. Our HR strategic plan is grounded in the BCMEA's specialized talent and our track record of success in delivering programs and initiatives to the industry. Managing this talent through leading-edge HR practices contributes to an equitable, engaged, high-performing workforce.

The year also saw the execution of our HR strategic plan, which is being implemented on a timetable that extends from late 2017 through 2020. It is composed of four pillars that will equip the Association to invest in talent and fully realize a high-performance culture.

PERFORMANCE MANAGEMENT

2018 saw the launch of a performance management system for all Association staff. The system is designed to cascade our Board-level strategic imperatives into specific performance objectives for individual Association staff members. The system rewards goal-setting and high performance at every level of the Association. It emphasizes clear communication between our Board, management and staff, while providing each employee with the tools, support and autonomy to define goals that support the Association's ongoing drive for continuous improvement.

TALENT MANAGEMENT

Throughout 2018, succession planning and the creation of a high-potential program was a significant focus for the BCMEA. As we continue to plan for the future, we are investing in and preparing our employees to ascend into greater leadership positions within the Association. The result is a comprehensive program that identifies our top talent, providing tailored development plans for them and supporting their ability to step into future leadership roles.

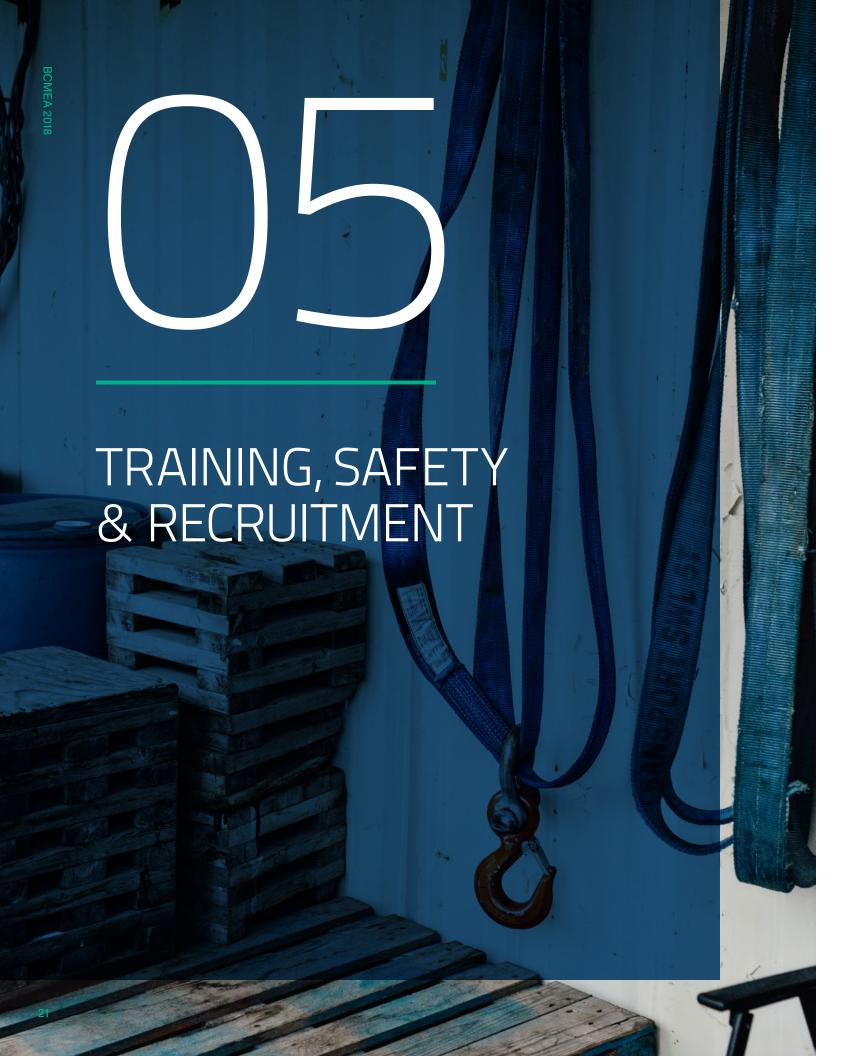
EMPLOYEE ENGAGEMENT

Using the results from our 2017 employee engagement survey, we created tactics to drive overall engagement throughout the Association in 2018. Through leadership training, departmental action plans and enhanced employee communication, we were able to increase our overall engagement score substantially during the year. Highly engaged employees allow us to deliver on our strategic imperatives and meet the demands of an ever-changing industry. Our continued focus on employee engagement will help us drive performance, innovation and productivity.

EMPLOYMENT EQUITY

A partnership between the BCMEA and the ILWU has allowed us to ensure that our industry is meeting and, in some cases, exceeding annual employment equity targets. In addition, to emphasize the BCMEA's stature as a leader in diversity and inclusion within the maritime sector, we have built the framework for an Indigenous internship program that aims to introduce Indigenous post-secondary graduates to the maritime sector through work experience, leadership development and mentoring.





OVERVIEW

The training, safety & recruitment (TSR) team once again delivered results based on increased need from the terminals. The TSR budget increased to meet another record year of labour demand, which reached a total of 9,104,483 hours. The increase was most notable in Prince Rupert, where labour exceeded a million hours for the first time and marked a 22.4% increase in hours in that port.

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

The team's mandate is broad, with a primary goal of ensuring that an adequate pool of trained and competent longshore workers are available to meet the needs of customer-members. In Vancouver, performance is measured through the extensions, doubles and transfers (EDT) metric, which was 2.0% in 2018 versus the target of 1.5%. This demonstrated a clear improvement over last year's EDT of 3.4%.

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

2018 TRAINING DAYS

Region	Trainee	Trainer	Apprentice	Subject Matter Expert (SME)	Total 2018	Total 2017
Vancouver	12,629	8,085	451	267	21,432	20,412
New Westminster	9,855	6,841	524	75	17,295	11,446
Prince Rupert	5,028	3,233	379	32	8,672	6,125
Vancouver Island	223	232	0	0	455	303
Stewart	13	5	0	2	20	132
Total	27,748	18,396	1,354	376	47,874	38,418

Does not include MOU & WTC Positions, Respirator Fit Testing and Safety Stores Distribution

Safety programs continued to be an important part of training activity. A grain fall protection/guardrail training program was developed and delivered, labour safety training programs such as the vessel safety program and the Kinder Morgan Best Foot Forward program continued to be delivered, and a new dock labour program was also initiated at Squamish Terminals.

Recruitment was also a significant focus for the team in 2018. Two separate recruitments were conducted for Local 502 for a total of 147 new longshore workers, and in Vancouver, a large recruitment process started in November. Approximately 100 new longshore workers were initially trained to be in place for the Christmas period in order to minimize shortages. A total of 405 new longshore recruits are planned for Vancouver, and this recruitment will be completed in 2019.

2018 LONGSHORE RECRUITMENT

Region	Longshore	Trades	Total
Vancouver	94	48	142
New Westminster	147	30	177
Prince Rupert	238	4	242
Chemainus	0	0	0
Stewart	0	0	0
Total	479	82	561

2018 TRADES RECRUITMENT

Region	Electricians	HD Mechanics	Millwrights	Plumbers	Welders	Total
Vancouver	12	18	16	1	1	48
New Westminster	0	26	0	0	4	30
Prince Rupert	1	1	2	0	0	4
Chemainus	0	0	0	0	0	0
Total	13	45	18	1	5	82

2018 APPRENTICESHIP PROGRAM

Region	Electricians	HD Mechanics	Millwrights	Total
Vancouver	6	8	2	16
New Westminster	6	5	0	11
Prince Rupert	0	6	0	6
Chemainus	0	1	0	1
Total	12	20	2	34

In continuing support of the growth witnessed in Prince Rupert, particularly with the recent DP World expansion and continued business level increases, recruitment began in mid-February and registered 238 new employees by the end of the first quarter. Both container labour and logs skills training were enhanced, and an additional day of training was added to each to provide a richer orientation and more practical time with a trainer.

Trades recruitment was another focal point, with 82 new tradespeople hired in 2018. The development and delivery of upgrade training programs continued to be a centre of attention for the team. These included the DeltaPort Rail Expansion Project (DREP), PCT potash upgrade and the AGT shiploader upgrade.

Coastwise operations at CERES had a business level increase of 4% for a total of 247 vessel calls in 2018, resulting in additional single, triple and quadruple ship days. The season also saw some larger vessels, which meant an overall passenger increase of 1,000 passengers per week, requiring the addition of five trainers and another 400 production training shifts throughout the season.

DREP PROGRAM DEVELOPMENT AND IMPLEMENTATION

The GCT DeltaPort Rail Expansion Project introduced significant changes to the duties and skills required of checkers, crane operators, tractor trailer drivers and dockmen due to the introduction of semi-automated cranes in the terminal's enhanced rail yard.

The go-live date for the project was September 24, 2018, and the training goal was to ensure that there was a sufficient pool of longshore employees upgraded to ensure efficient operations on that date. Upgrade programs and new safety protocols were finalized in close consultation with GCT and ILWU Local 502 in 2017, and the necessary training was completed in 2018.

GCT DREP TRAINING 2018

Checker	80
Cantilevered Rail Mounted Gantry Crane	136
Dockman	1,144
Tractor Trailer	364

DP WORLD N4 IMPLEMENTATION

DP World Prince Rupert implemented Navis N4 in the fourth quarter of 2018. The terminal had operated an older computer system since the start of operations, so this implementation required extensive retraining of ILWU personnel, including all planners, checkers and equipment operators.

Training programs were developed through a joint effort between the BCMEA, ILWU industry trainers and DP World staff. The resulting training was delivered both at the Prince Rupert terminal and the newly expanded BCMEA Waterfront Training Centre. In total, 23 planners, 55 checkers and 355 equipment operators were trained on the new operating system in Prince Rupert.

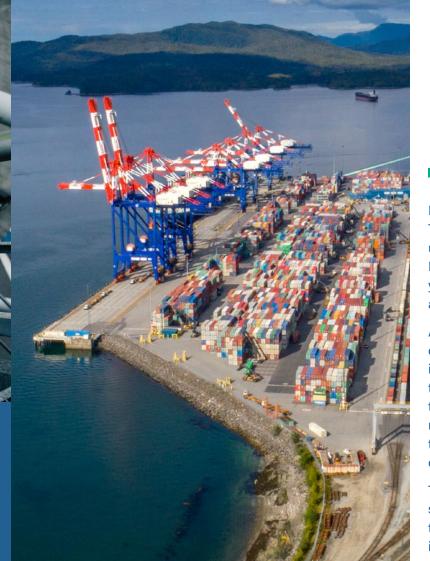
Through the efforts of trainers, the engagement of the ILWU Local and the support of the BCMEA, the Prince Rupert Navis N4 implementation was a resounding success. Within 72 hours of implementation, the terminal was back to operating at full capacity.

MAINTENANCE SAFETY TRAINING

Maintenance safety training was another major initiative for the department. The delivery of basic "Start/Move/Stop" maintenance employee training, the result of an Employment and Social Development Canada (ESDC) order requiring training for maintenance employees moving terminal equipment, was successfully completed for GCT DeltaPort.

The team also delivered fall protection, aerial boom lift and lift truck training to all maintenance employees in Vancouver and New Westminster—training that is now mandatory for all trades in Vancouver before they can be dispatched. This training is also now built into new trades recruitment programs.





TRADES MAINTENANCE - 2018

	Lift Truck	Aerial Boom Lift	Fall Protection	Total
Vancouver	93	105	78	276
New Westminster	66	116	116	298
Total	159	221	194	574

NEW TECH, NEW WORLD CONFERENCE

In September, the TSR department hosted the New Tech, New World Conference, a co-operative international venture between the International Cargo Handling Coordination Association (ICHCA) and the National Maritime Safety Association (NMSA). These two groups met for the first time to look at both the present and future states of the cargo industry.

The event brought together national, regional and international cargo professionals to explore the latest industry, regulatory and technology trends and share views and experiences on their impact on safety, security, sustainability, skills development and day-to-day practical operations. Attendees were also offered a look at the future of the industry through seminars covering topics such as automation, data and digitalization, scenarios for the next 25 years of container transport, landside automation in container terminals and biosecurity.

PRINCE RUPERT

During its first year of operation in 2008, Fairview Terminal moved 182,500 twenty-foot equivalent units (TEUs). In December 2018, DP World Prince Rupert loaded its one millionth TEU for that fiscal year. The terminal's current capacity is 1.35 TEUs, and it regularly has two vessels loading at once.

As the Prince Rupert port continues to grow, the demands on the BCMEA training department and its resources also increase. In the first quarter of the year, the BCMEA leased a second classroom training space in preparation for the largest area recruitment since 2007 and for the terminal-wide training required to implement the Navis N4 operating system at DP World Prince Rupert.

The BCMEA also hired an operations training supervisor in addition to the existing manager of training to further support the increase in training in Prince Rupert, which exploded from 929 training days in 2016 to 3,683 in 2017, and rose again to 5,028 in 2018.

PINNACLE PELLETS

Pinnacle Pellets' business levels in Prince Rupert continue to grow year upon year. The Westview site opened for operation in 2014 with a loading capacity of 350,000 tons. In 2018, they loaded 1.4 million tons, with a further increase to 1.65 million expected in 2019.

To support this growth of business at the Westview terminal, training was provided for four new shuttlewagon operators, four utility workers and an additional console operator. Twelve employees also completed the 45-day CN-BCMEA switching/locomotive program in August.

WATERFRONT TRAINING CENTRE EXPANSION

On May 29, the BCMEA Board of Directors approved the first of three phases of expansion for the BCMEA Waterfront Training Centre (WTC) on Mitchell Island. The first phase received a \$6.4 million budget approval with a scope including paving for the remaining four acres of the Mitchell Island location to container terminal specifications, along with the installation of high mast lighting throughout the entire 10 acre property.

The WTC expansion was needed as a result of the increasing role played by the training centre as the starting place for developing employees ahead of cargo demand. Training days at the WTC have grown consistently by 25% year over year since its opening in 2013, and as a result there is an increasing need for additional yard space for training, storage space, maintenance areas, classrooms and office space in order to keep pace with an ever-growing number of rating, safety, labour and terminal upgrade programs. This growth has also required the WTC to operate regular afternoon shifts in order to continue to provide the safe, out-of-production training environment that BCMEA customer-members have come to rely upon.

Design criteria initially focused on safety, space and supervision challenges but expanded to include training program synergies, bylaws, zoning, height restrictions, parking requirements and a rapidly increasing need for classroom space. The draft design was then refined through an iterative value-engineering process.

The first phase of the project is currently under way. The high mast lighting was successfully installed in December 2018, and completion of the paving will take place in early 2019. The remaining two phases of the expansion conceptually include the addition of a larger permanent building that will substantially increase classroom and office space and the inclusion of rubber-tired gantry crane training. Scoping and costing of these phases of the expansion are under way and will be subject to the approval of the BCMEA's Board of Directors in the upcoming years.

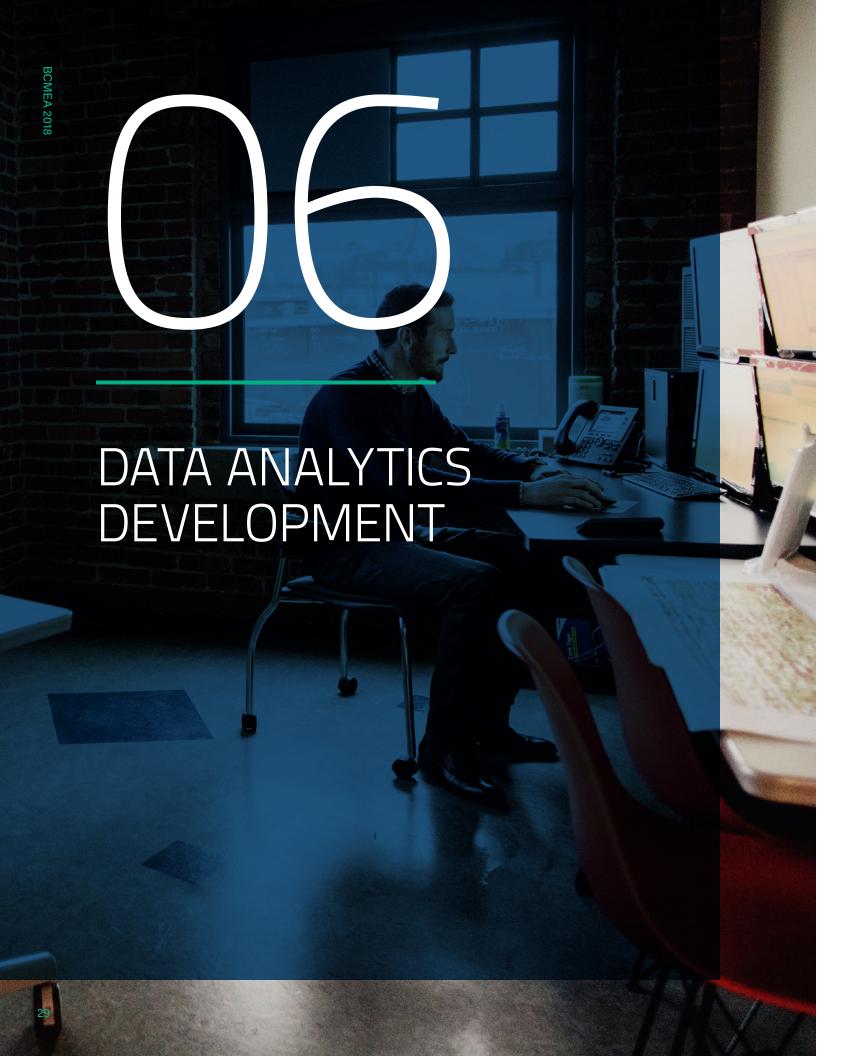




CLAIMS MANAGEMENT

There were 110 claim appeal decisions in 2018. The employer success rate was 67% (74 out of a total of 129 decided cases) in these reviews and appeals, with 14 decisions being returned to WorkSafeBC for further adjudication. The total financial implication for the industry was approximately \$1,360,500.

In 2018, there were 24 oral hearings at the Workers' Compensation Appeals Tribunal (WCAT), and a total of 231 written submissions were made to the Review Division and WCAT. Key issues at appeal continue to be the duration of wage loss payments, provision of light duty work, retirement age and claim acceptance.



FORECASTING THE FUTURE:

BCMEA 2035

One of the BCMEA's main priorities is to ensure a reliable supply of trained, qualified labour, now and in the future.

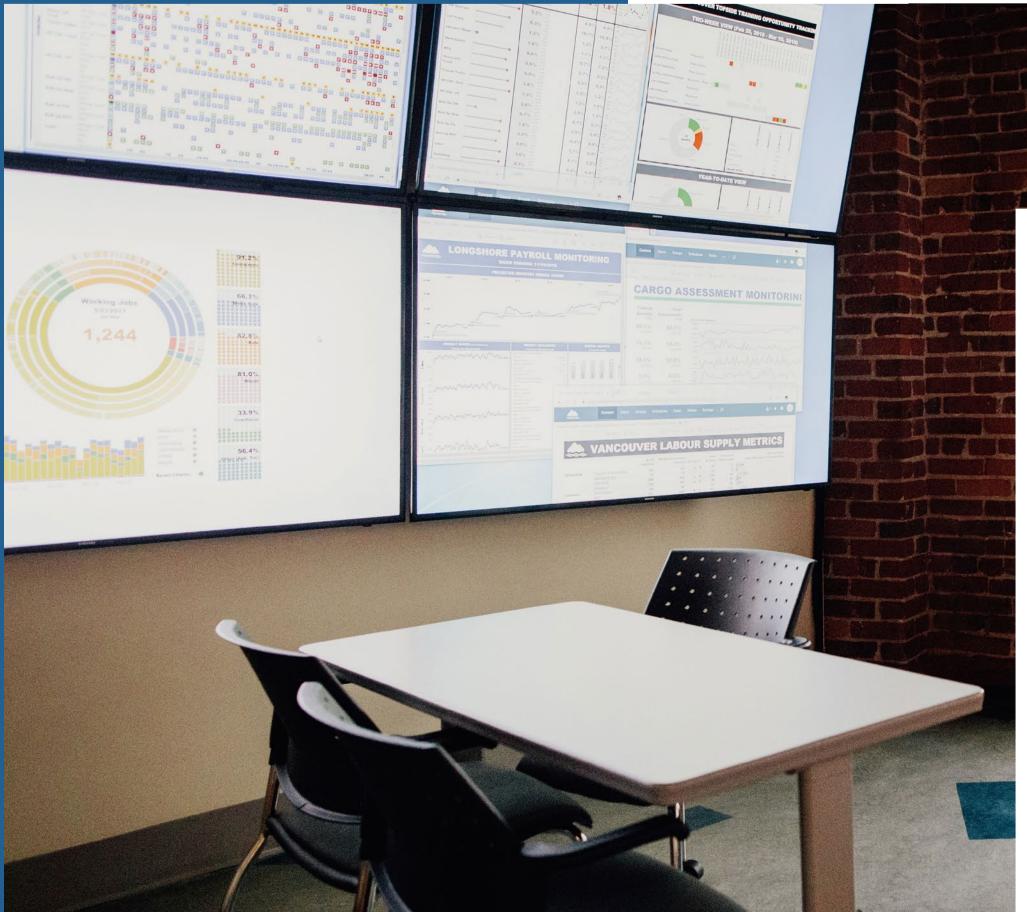
There is a three-phased plan to achieve this goal: short-term (fixing the now), medium-term (demand and supply) and long-term (BCMEA 2035). The objective with all these initiatives is to put better information into the system and onto the dashboards.

By using scenario modelling, analytics and demographic studies, along with key metrics from the demand side, the BCMEA can continue to deliver accurate, timely information that tailors training plans to meet the current and future demands of the industry.

DATA ANALYTICS DEVELOPMENT

Subsequent to the development of the Vancouver Labour Supply and Demand Dashboard in 2017, the BCMEA's Board of Directors requested similar dashboards for all ports. This request kick-started the development of a master province-wide labour supply and demand flat file dataset. This is a time-series dataset that moves the BCMEA away from a history of cross-sectional "snapshot" reporting and enables vast improvements to understanding labour supply and demand trends over periods as long as decades.

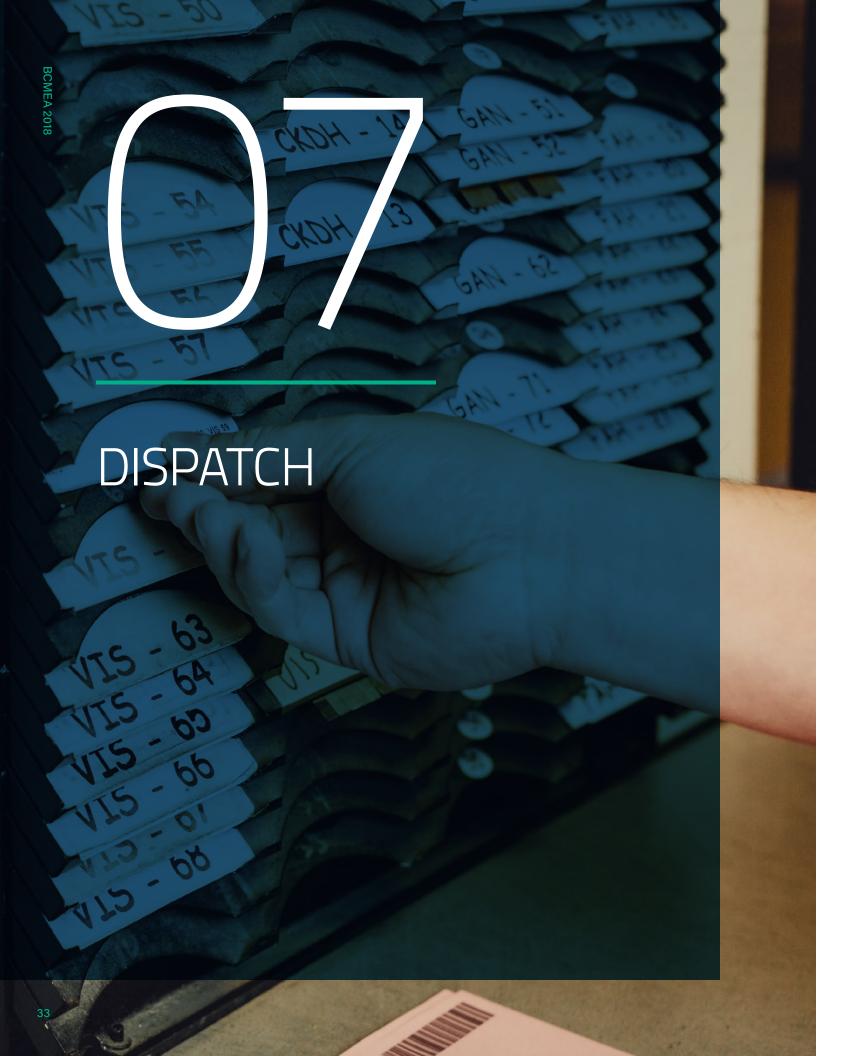
The dataset went live in November 2018 and includes more than 50 fields and one billion rows of information, dating back to 2001. The BCMEA's analytics team is now tasked with layering a variety of business intelligence metrics on top of this dataset in order to automate reporting, including province-wide labour supply and demand dashboards.



The request presented a variety of data challenges for all ports other than Vancouver's BCMEA-operated dispatch. To overcome these challenges, the BCMEA's analytics team completed a gap analysis and identified payroll data as a feasible means of obtaining standardized demand information across the province. Through consultation with terminal operators and stevedores, the analytics team determined that refining occupation codes in the payroll reporting process to more closely align with employee ratings was the most feasible approach. The BCMEA set about developing a final specification of occupation codes and worked with employers to implement by December 31. This change enables a one-to-one mapping between labour demand and supply within the flat file and, by mid-2019, the BCMEA will be publishing province-wide labour supply and demand dashboards.

The analytics team also supported a labour efficiency study being completed by Mercator International on behalf of the BCMEA, for the purposes of benchmarking across North America. In addition, the team engaged with the Port of Vancouver to secure a place in its pilot Supply Chain Visibility Project. This initial pilot project was completed jointly with Transport Canada, and tracks bulk grain, coal and fertilizer rail shipments near real-time from the inner provinces of origin through to Vancouver marine terminals to vessels. Future phases will include other commodities, such as forest products and container shipments, for both imports and exports. The BCMEA has provided a live data stream showing a labour order fill rate, which is included in the portal. In the longer term, the BCMEA hopes to also provide the Port of Vancouver with long-term labour demand forecast accuracy.

The systems rolled out by the analytics effort have also had a variety of spin-off benefits, including automated reports made available in areas such as payroll monitoring, cargo volume monitoring, rating utilization, training candidate vetting, health and safety reporting, steel pool monitoring, employee equity monitoring and departmental budget monitoring, as well as training analytics tools and tools to support injury claim investigations with the goal of streamlined internal processes.



VANCOUVER DISPATCH ACTIVITY

In 2018, the BCMEA dispatched a total of 233,614 employees, compared to 235,115 in 2017 for the Vancouver port area.

The following table compares dispatch activity levels for 2017 and 2018 between Union and casual workforces.

EMPLOYEES DISPATCHED PER SHIFT

	01:00	Shift	08:00	Shift	16:30	Shift	То	tal
Year	2017	2018	2017	2018	2017	2018	2017	2018
Union	29,209	29,468	34,096	33,579	42,477	42,921	105,782	105,968
Casual	28,282	25,360	59,043	59,883	42,008	42,403	129,333	127,646
Total	57,491	54,828	93,139	93,462	84,485	85,324	235,115	233,614

As the comparison above shows, the BCMEA dispatched 186 more Union employees in 2018 than it did the previous year. The number of casual employees dispatched in 2018 decreased by 1,687 compared to 2017. Total hours for Vancouver were down approximately 8,000, from 3.894 million hours in 2017 to 3.886 million hours in 2018.



COLLABORATIVE EFFORTS IN VANCOUVER TO ADDRESS LABOUR SUPPLY CHALLENGES

During 2018, we once again experienced very high levels of labour demand, with demand peaking during a three-week period in September. These peak periods challenge our ability to meet our customer-members' labour requirements.

In an effort to maximize our ability to provide the labour required, the BCMEA worked collaboratively with the labour relations department and Local 500 to implement the following initiatives.

Local 500 mandatory plug-ins for casuals

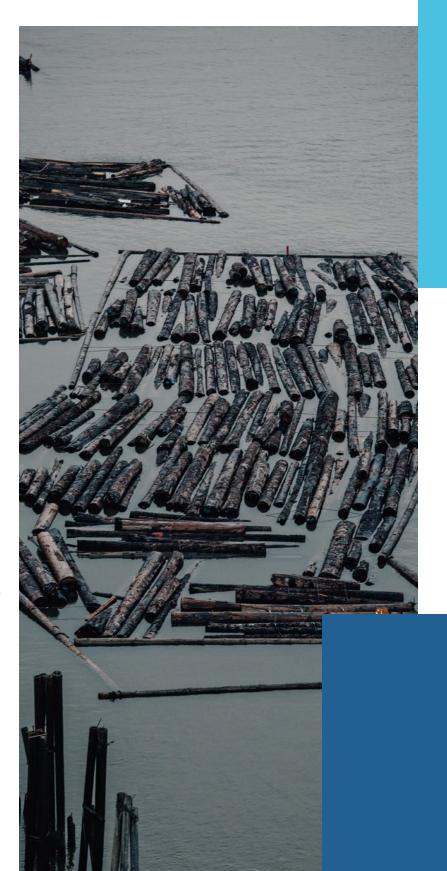
To ensure that casual employees are available on a consistent basis, all casuals are required to plug in and make themselves available 20 times per month. This provides a greater ability to have sufficient casuals available on days when we are experiencing heightened demand.

Casuals on the C, T, OO and R boards must first be available on day shift

Casuals located on these boards, in addition to having to plug in a minimum 20 days per month, must make themselves available for day shifts first. This provides the day shift with a confirmed labour force.

Declaration of availability coordinators on shifts when volumes are high

At the discretion of the dispatch staff, on shifts where we are anticipating a challenge in fulfilling all of our customer-members' requirements, we brought in an additional coordinator to aid in efficiently filling shortages.





Increases to Vancouver casual board sizes

We reached an agreement with the Local to increase the sizes of the boards to provide additional labour to meet the increasing labour demands.

Filling topside positions in registered gangs

Topside positions are critical to filling our breakbulk customer-members' registered gang requirements. The registered gangs help provide labour in advance of the regular dispatch times, typically securing consistent employees to service the topside position and help improve productivity. Having topside in the registered day shift gangs provides greater certainty of providing labour where we have the greatest need.

Casual topside day shift callback agreement

Agreeing to call back casual topside allows us to maintain gangs on day shifts and provides continuity on the job for our customer-members. Topside who are called back day to day can hit the ground running as they are already familiar with what is required.

Met M&G committee to discuss monthly reporting to assist with absent employees

In order to monitor longer-term absences of casual employees, we have implemented a reporting system to determine whether employees have left the industry. This enables us to maintain the casual strength at levels that will support labour demands.

Squamish casual A board plug-in requirements

Similar to the Vancouver casual requirements, the Squamish A board casuals are required to plug in 15 times per month. This requirement was implemented to benefit increased availability of casuals to reduce travel-time costs.

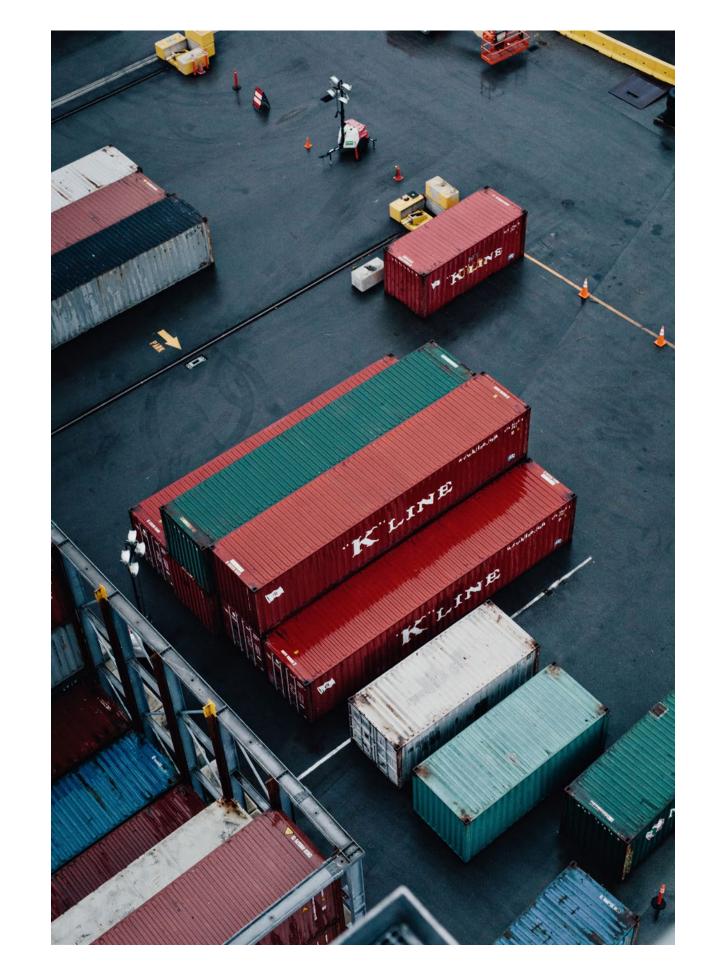
It is important to recognize that these efforts would not have been possible without the leadership and commitment from ILWU Local 500.

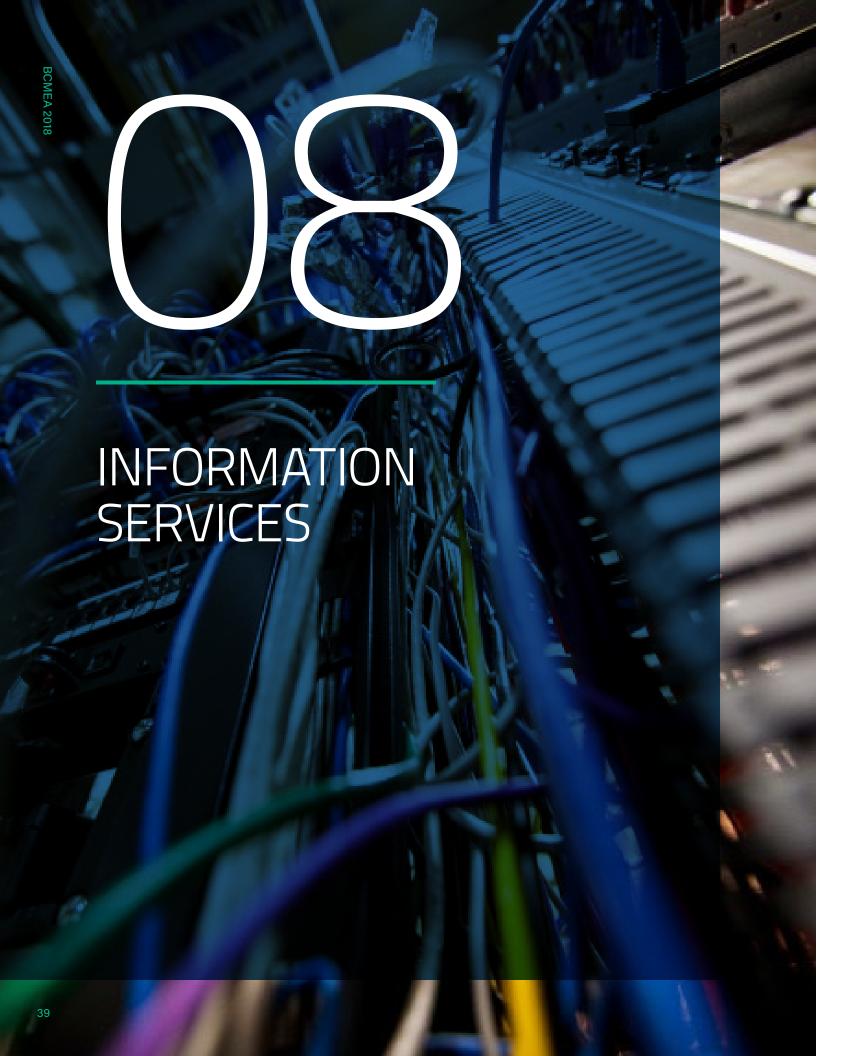
DISPATCH OUTREACH

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

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







DISASTER RECOVERY

Planning for the unknown can be difficult and being ready to respond is imperative to the longevity of any business. With the support of our customer-members and Board of Directors, the BCMEA is able to provide a very well-protected IT business environment with highly available systems through redundancies and regular backups.

Natural disasters can account for 30% of business outages and these disruptions are by nature longer term. In light of this, it is imperative that the BCMEA has a strong and thoughtful disaster relief plan. We are fortunate to be in a position to provide measures to our critical data centres to combat against a certain level of natural disaster. In the fall of 2018, the Lower Mainland and a significant portion of Vancouver Island suffered from some of the most severe windstorms in our history, resulting in a record number of power outages. The main longshore dispatch function, provided by ILWU Local 508, was able to sustain a 76.5 hour power outage on a backup generator while the rest of Chemainus was without power. The unit was able to continue dispatching labour to our direct employer sites without interruption.

The longshore IVR application suite, which was historically only available at the BCMEA head office data centre, is now duplicated and upgraded to the latest technology at the dispatch hall. This allows longshore workers access to work information and dispatch facilities should there be a service disruption at head office.

PRINCE RUPERT TRAINING CENTRE

The second phase of the new training facility building project was completed in the third quarter of 2018. Together, the LAN team and the training, safety & recruitment department saw the Prince Rupert training centre become fully operational. Three classrooms hosting 28 workstations now provide site-specific training for more than 350 checkers and equipment operators destined for the Prince Rupert workforce.

The project spanned more than five months of planning, ordering and installation, including local and remote personnel required to complete the work with minimal complications. Further visits in 2019 will be conducted to ensure a smooth operation going forward.

CYBERSECURITY

Based on the previous year's risk reports provided by third-party security companies, the BCMEA continues to enhance overall security. Over the past year, we have fortified protection measures on our perimeter network, servers and workstations—both local and remote.

As global technology and its threats grow, providing 24/7 service is essential to the success of the BCMEA and its customer-members, as well as to the economy of BC. We continue to educate our IT department through their own research and certification training, to find solutions to protect us against the increasing number of threats. Solutions vary, including hardware, software and, more importantly, the knowledge and experience of our team. Efforts are also being made to increase the security awareness of all our end users.

NEW CORPORATE WEBSITE

In addition to providing a more modern esthetic, mobile friendliness and improved user experience, the BCMEA's new website helps improve our efficiency. As a requirement from our end users, the new corporate website is built using a content management system that allows internal BCMEA users to be in control of administering the website. This in turn reduces the turnaround time needed to add new content.

While the site was designed and developed with the help of external contractors, the BCMEA's information services team was responsible for its infrastructure and security and for developing all dynamic informational pieces that were targeted for longshore workers. While the website uses technology that does not inherently fit with our current ecosystem, by overcoming technological hurdles, we are able to ensure the corporate website receives the same level of performance, availability and resiliency as our core systems.



CO-OP PROGRAM

The BCMEA continued the co-op program due to the success experienced in the previous year. We continue to build the BCMEA's reputation of being a great place to work and learn through the co-op programs at local universities. With the support of the team and hands-on training, students gain valuable real-world experience and learn new technical skills. As a result of our investment, students have proven to be highly productive team members and have contributed significantly to our projects. More recently, a student from the BCMEA's inaugural co-op program graduated from university and we were able to come to a one-year contract agreement with him.

SOFTWARE PRODUCT LIFECYCLE SUSTAINABILITY

As identified by the BCMEA's risk register, substantial technical debt and risk exist due to extending the use of applications beyond their intended shelf life. To manage our application suite in a sustainable manner, we need to continue replacing aging systems and building new systems with modern development and quality control processes.

The telephone plug-in/dispatch system has been upgraded because the underlying licensed technology (interactive voice response) was no longer being supported by our vendor. We took the opportunity to further improve the resiliency of the service by improving our configuration of the systems and upgrading our servers and workstations. Furthermore, Agent Vessel Forecast (AVF) was redeveloped to modernize the technology and enhance user experience. Although not released yet, it is in the final stages of performance and security testing.



GENERAL

Amid continued uncertain world economic and political conditions, payroll volumes continued to grow. We closed 2018 with a new record of over 9.1 million hours of work, exceeding our previous high-water mark of 8.7 million hours of work achieved in the previous year.

While global trade tensions continue to dominate the headlines, the Association and its customer-members believe that payroll and cargo volumes will continue to head higher. Accordingly, we are basing our 2019 budget on 9.5 million hours of work.

FINANCE AND AUDIT COMMITTEE

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

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

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

This committee met on seven occasions in 2018 and advised and/or reported to the Board on the following:

- Approval of the 2017 audited financial statements for inclusion in the annual report
- Review of 2018 interim operating results
- Review of assessed values and insurance levels carried by the BCMEA
- Review and recommend strategy on the implementation of the new BC Employer Health Tax
- Recommendation on 2019 cargo, payroll and hourly assessment levels
- Recommendation on 2019 operating and capital budgets

- Review of five-year assessment and cash flow budgets through to 2024
- Review and report on the Container Gainshare funding formula and surplus/ deficit positions
- Review and report on Gang Interchange and Lower Mainland Interchange assessments and surplus/deficit positions
- Review and report on current issues in the industry pension and benefit plans

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

FINANCIAL RESULTS

The balance sheet shows cash, investments and other assets of \$207 million at the end of 2018. Much of these balances represents amounts payable early in 2019 for Gainshare contributions (\$54 million) and for longshore vacation pay (\$41 million). The liabilities of \$158 million also include an accrual of \$44 million for the Modernization and Mechanization (M&M) benefits. The net assets show a cumulative surplus of \$48 million, largely unchanged from the previous year.

The statement of revenues and expenses shows total revenues of \$268 million, up from last year's \$256 million, reflecting higher volumes in payroll revenues. Expenses at \$270 million are up from 2017 levels. The net results from operations for 2018 show a deficit of \$1.7 million, compared to last year's \$1.8 million surplus.

INVESTMENTS

The BCMEA's invested funds have been managed by Leith Wheeler Investment Counsel and held for safekeeping by RBC Investor Services since August 2006. The BCMEA maintains a conservative portfolio mix, with a current asset allocation of approximately 40% cash and fixed income, and 60% equity. These are well within the ranges formalized within the Statement of Investment Policy and approved by the Board. The investment returns in this account were –5.9% in 2018, which lagged the benchmark return of –3% in 2018. Leith Wheeler is committed to its value investment strategy and we will continue to monitor returns closely. Total market value of the investments in this account is approximately \$12.4 million.

CONTAINER GAINSHARE

(INDUSTRY INQUIRY COMMISSION OBLIGATIONS)

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

Since the elimination of the Container Clause from the 1987 Collective Agreement, the total number of TEUs handled by customer-members has increased at an average annual growth rate of 9.7%. This has resulted in contributions of \$499 million to the longshore pension plan and an additional \$145 million to the foremen's plan.

To the end of 2018, these Gainshare contributions have been used to purchase fully funded benefit improvements of \$50.92 per month per year of eligible service in basic benefit plus \$10.35 per month per year of qualifying service in bridge benefit, applicable on average to all Union longshore members and retirees. Gainshare contributions to the foremen's plan have been blended with other employer and employee contributions in funding benefits under that plan.

The Gainshare Fund is designed to be self-sustaining, and assessment rates have been amended from time to time as the steadily increasing volume of containers has increased funding obligations. For 2019, there is no change to the current assessment rate of \$12.20 per TEU.



ASSESSMENTS

Despite continued growth in cargo volumes and labour demand, for the 2019 assessments, the Board once again considered the uncertain global economic environment. Operating budgets as well as assessment rates were established with that firmly in mind. The payroll and hourly assessments are established by the Board of Directors to cover vacation pay, industry pension and benefit contribution requirements, and certain other Collective Agreement costs. For 2019, no changes were made to the hourly assessment of \$5.45 per hour. The Association did face some new challenges for 2019. Effective January 1, 2019, the BC government implemented the new Employer Health Tax (EHT) to offset its planned elimination of the BC Medical Services Premiums (MSP) at the end of 2019. Our industry has historically funded MSP via negotiated contributions to the industry health and welfare plans. To address this new tax, the Board approved an increase of 2.44% to the payroll assessment, taking it from 25.15% to 27.59%. This is effective April 1, 2019, to allow time for our customermembers to better manage this substantial tax change.

The cargo assessment rates are established to fund the BCMEA's operating, dispatch and capital expenses as well as the costs of the industry's M&M benefits for longshore and foremen employees. With cargo volumes expected to continue to increase in 2019, the demand for rated employees has seen spending on longshore training increase from \$6 million in 2012 to a proposed \$26 million in 2019. Direct training costs have been budgeted at \$23 million, with terminal demand far exceeding that number, which has put pressure on the funding for these costs. For 2019, the Board approved a 6% general cargo rate increase to ensure the Association has the necessary resources to continue to meet the demands of our terminal operator and shipowner stakeholders.

VANCOUVER ISLAND GANG INTERCHANGE POOL

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

After suffering deficits in 2010 and 2011 due to uneven demand for labour, resulting in expensive transfers of gangs from the Lower Mainland to Vancouver Island, the Vancouver Island Committee implemented a "user-pay" system for these off-island transfers starting in October 2011. This resulted in a turnaround in this account and, as at the end of 2018, this account continues to maintain a surplus balance. There are no changes to the assessment rates or reimbursement formula for 2019.

LOWER MAINLAND INTERCHANGE POOL

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

Beginning in 2015, the fund came under significant pressure, as the reimbursements far exceeded the assessments. The Board established a subcommittee to review the operation of the fund, and the subcommittee concluded that the erosion of the fund was due to difficulties in the fulfilment of the Squamish Complement. Without enough local labour supply, employers were required to bring employees in from Vancouver at a considerable travel-time cost.

The BCMEA labour relations department and Squamish Terminals continue to work with the Union to ensure that the requirements of the Squamish Complement are met. As at the end of 2018, this account has a surplus balance, and it will continue to be monitored closely. There are no further changes to the assessment rates or reimbursement formula for 2019.

CONCLUSION

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

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

TONY KEUNG

Senior Director, Finance & Information Service

STATEMENT OF FINANCIAL POSITION

December 31, 2018, with comparative information for 2017

	2018	2017
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 137,430,411	\$ 129,139,369
Short-term investments	250,571	429,343
Accounts receivable and other assets	17,275,954	19,166,85
	154,956,936	148,735,568
Long-term investments	12,194,846	12,671,50
Property and equipment	37,605,651	34,918,53
Intangible assets	1,748,110	3,070,67
	\$ 206,505,543	\$ 199,396,28
CURRENT LIABILITIES: Accounts payable and accrued liabilities Accrued longshore vacation pay	\$ 16,503,407 40,866,367	\$ 14,413,28 38,929.03
Accrued longshore vacation pay	40,866,367	38,929,03
Accrued Container Gainshare liability	53,992,593	50,842,10
Deferred revenue	1,128,134	592,21
Current portion of post-employment benefit liability Current portion of modernization and mechanization allowance liability	39,618 4,929,000	30,34 3,513,00
	117,459,119	108,319,99
Post-employment benefit liability	1,524,920	1,520,21
Modernization and mechanization allowance liability	39,244,000	41,473,00
Asset retirement obligation	108,673	104,81
NET ASSETS:		
Investment in property and equipment and intangible assets	39,353,761	37,246,01
Capital replacement reserve	500,000	500,00
Unrestricted surplus	8,315,070	10,232,23
	48,168,831	47,978,25
Letter of credit		

STATEMENT OF OPERATIONS

Year ended December 31, 2018, with comparative information for 2017

	2018	2017
REVENUE:		
Payroll assessments	\$ 123,676,828	\$ 117,692,847
Hourly assessments	47,396,472	45,797,401
Cargo assessments, net of rebates	41,091,752	38,164,423
Investment income	853,777	1,912,922
Other income	135,096	125,993
Gain on disposal of property and equipment	91,957	17,040
Container Gainshare levies	53,502,916	50,566,286
Vancouver Island Gang Interchange	774,539	931,265
Lower Mainland Interchange	535,531	666,38
WorkSafeBC COR program contributions	29,107	157,312
	268,087,975	256,031,870
EXPENSES:		
Payroll related labour fringe benefits	115,797,078	112,091,89
Hourly related labour fringe benefits	46,344,112	45,003,26
Cargo related expenses	52,299,118	44,512,819
Container Gainshare contributions	53,992,593	50,842,109
Vancouver Island Gang Interchange expenses	774,539	931,265
Lower Mainland Interchange expenses	535,531	666,38
WorkSafeBC COR program expenses	29,107	157,312
	269,772,078	254,205,038
Excess (deficiency) of revenues over expenses	\$ (1,684,103)	\$ 1,826,832

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



CARGO

CARGO VOLUMES BY SECTOR

Year	Tonnes Bulk	Tonnes Breakbulk	Tonnes Containerized	Full TEUs
2014	50,457	8,636	31,561	3,046,450
2015	52,707	8,127	33,198	3,204,483
2016	53,702	7,734	33,303	3,214,631
2017	55,061	7,672	35,890	3,464,268
2018	55,425	6,905	37,838	3,652,263

LONGSHORE HOURS & PERCENTAGES BY SECTOR

Year	Bulk & Breakbulk Cor		Conta	ainers
	Longshore Hours	Percentage Hours	Longshore Hours	Percentage Hours
2014	3,217,000	41.3%	4,581,000	58.8%
2015	3,210,000	40.3%	4,760,000	59.7%
2016	3,014,000	37.7%	4,986,000	62.3%
2017	3,223,000	36.9%	5,510,000	63.1%
2018	3,028,000	33.3%	6,078,000	66.8%

CONTAINER GAINSHARE FUNDING

Year	Import TEUs Full & Empty	Export TEUs Full & Empty	Total TEUs Full & Empty	Longshore Industrial Inquiry Commission Obligation	Longshore Gainshare Assessment Rate Per TEU	Foremen Gainshare Obligation
2014	1,899,422	1,614,775	3,514,196	\$ 32,361,770	\$ 11.80	\$ 9,724,739
2015	2,023,216	1,814,188	3,837,404	\$ 35,593,850	\$ 11.80	\$ 10,225,549
2016	1,992,625	1,680,147	3,672,772	\$ 33,947,530	\$ 12.00	\$ 9,617,160
2017	2,232,658	1,942,891	4,175,549	\$38,975,300	\$12.00	\$11,866,809
2018	2,334,389	2,083,545	4,417,934	\$41,399,160	\$12.20	\$12,593,433
Total 1990	to date			\$499,102,411		\$144,864,966

CARGO

TONNAGE & HOURS BY COMMODITY AND PORT AREA (000'S)1

		_			
	2014	2015	2016	2017	2018
Vancouver					
Bulk	24,958	25,222	26,151	26,064	26,877
Grain	18,146	19,635	19,455	21,057	20,377
Logs	0	0	50	41	11
Lumber	298	157	86	84	74
General	2,572	2,747	2,310	2,130	2,302
Containers	10,703	10,899	11,710	14,377	10,124
Total	56,677	58,660	59,762	63,753	59,765
Hours Worked in -	3,663	3,690	3,623	3,894	3,887
New Westminster					
Bulk	0	26	47	144	39
Grain	526	806	1,062	1,160	1,131
Logs	786	660	497	470	232
Lumber	0	0	6	5	8
General	1,109	997	882	1,111	982
Containers	15,495	16,213	15,342	14,373	19,565
Total	17,916	18,702	17,836	17,263	21,957
Hours Worked in -	3,127	3,220	3,247	3,492	3,729
Vancouver Island					
Bulk	0	0	0	0	0
Logs	2,161	1,941	2,435	2,224	1,893
Lumber	404	309	261	243	159
General	721	752	727	758	714
Containers	0	0	0	0	0
Total	3,286	3,002	3,423	3,225	2,766
Hours Worked in -	431	390	452	419	368
Prince Rupert					
Bulk	502	735	896	1,083	1,217
Grain	6,325	6,283	6,091	5,553	5,650
Logs	306	395	305	276	321
Lumber	0	0	0	0	0
General	1	0	6	7	5
Containers	5,363	6,086	6,251	7,140	8,149
Total	12,497	13,499	13,549	14,059	15,342
Hours Worked in -	552	646	648	890	1,089
Others					
Grain	0	0	0	0	134
Logs	270	169	147	323	204
Lumber	5	0	0	0	0
General	3	0	22	0	0
Total	278	169	169	323	338
Hours Worked in -	24	24	31	39	33
TOTAL					
Bulk ²	25,459	25,983	27,094	27,291	28,133
Grain	24,997	26,724	26,608	27,770	27,292
Logs	3,523	3,165	3,434	3,334	2,661
Lumber	707	466	353	332	241
General ³	4,406	4,496	3,947	4,006	4,003
Containers	31,561	33,198	33,303	35,890	37,838
Total	90,652	94,071	94,739	98,601	100,168
Hours Worked in -	7,798	7,970	8,000	8,733	9,106

WORKFORCE

SUMMARY OF HOURS AND EARNINGS

	2014	2015	2016	2017	2018	2018 % Variance From 2017
Number of Employee	es Working					
Union Welfare Casual Casual Subtotal Longshore Foremen Total	2,389 875 2,499 5,763 540 6,303	2,340 1,081 2,494 5,915 549 6,464	2,420 1,059 2,472 5,951 552 6,503	2,382 1,086 2,608 6,076 596 6,672	2,502 1,059 2,867 6,428 629 7,057	5.04% -2.49% 9.93% 5.79% 5.54% 5.77%
Hours Worked						
Union Welfare Casual Casual Subtotal Longshore Foremen Total	3,964,468 1,619,237 2,214,044 7,797,748 1,231,285 9,029,034	4,202,312 1,988,747 1,777,483 7,968,542 1,278,989 9,247,531	4,163,236 1,920,958 1,916,113 8,000,307 1,300,237 9,300,543	4,178,088 1,956,485 2,598,769 8,733,342 1,397,819 10,131,161	4,535,887 1,893,291 2,676,112 9,105,291 1,457,456 10,562,746	8.56% -3.23% 2.98% 4.26% 4.27% 4.26%
Average Hours Work						
Union Welfare Casual Casual Average Longshore	1,659 1,851 886 1,353	1,796 1,840 713 1,347	1,720 1,814 775 1,344	1,754 1,802 996 1,437	1,813 1,788 933 1,417	3.36% -0.76% -6.33% -1.45%
Foremen	2,280	2,330	2,356	2,345	2,317	-1.20%
Average Earnings Pe	er Worker ¹					
Union Welfare Casual Casual Average Longshore	95,496 99,354 44,178 73,829	107,216 102,306 36,574 76,533	105,751 104,682 40,633 78,511	113,246 109,735 55,153 87,683	118,988 108,884 53,090 87,931	5.07% -0.78% -3.74% 0.28%
Foremen	189,400	197,868	208,796	215,970	213,516	-1.14%
Average Earnings Pe	er Hour Worked					
Union Welfare Casual Casual Average Longshore	57.55 53.69 49.86 54.56	59.70 55.61 51.32 56.81	61.47 57.71 52.42 58.40	64.56 60.91 55.35 61.00	65.63 60.90 56.88 62.08	1.66% -0.01% 2.76% 1.76%
Foremen Basic Rates of Pay	83.06	84.93	88.64	92.08	92.15	0.07%
Union, Welfare Casual, Casual Foremen	38.21 50.95	39.51 52.41	40.56 54.08	42.01 56.01	42.01 56.01	0.00% 0.00%

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

WORKFORCE

DISTRIBUTION OF LONGSHORE & FOREMEN EARNINGS

		1 - 10 Hours per Week			- 20 oer Week	Hou	- 30 rs per eek		- 40 ber Week	40 + Hours per Week		
Year	Group	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	Number Paid	Average Annual Earnings	
	Union	359	\$7,010	196	\$48,231	369	\$79,480	618	\$107,605	861	\$140,817	
2014	Casual	1,083	\$9,425	519	\$38,382	608	\$67,357	688	\$96,585	462	\$126,837	
	Foremen	18	\$26,363	16	\$68,460	22	\$105,815	93	\$156,535	386	\$215,205	
	Union	166	\$14,835	195	\$49,121	376	\$80,198	682	\$109,440	932	\$144,398	
2015	Casual	1,312	\$7,959	461	\$40,152	632	\$69,000	681	\$96,901	478	\$130,126	
	Foremen	16	\$28,135	8	\$65,874	21	\$116,785	76	\$155,185	427	\$216,176	
	Union	191	\$15,037	231	\$49,670	383	\$81,456	671	\$113,446	947	\$148,018	
2016	Casual	1,246	\$8,321	517	\$42,003	630	\$72,326	676	\$98,875	462	\$131,403	
	Foremen	14	\$21,226	10	\$83,296	21	\$121,237	75	\$165,950	431	\$228,241	
	Union	180	\$18,348	226	\$54,515	368	\$85,689	655	\$118,114	997	\$155,179	
2017	Casual	1,017	\$11,946	585	\$42,669	764	\$74,973	781	\$105,138	547	\$139,128	
	Foremen	15	\$35,376	19	\$75,913	34	\$120,005	81	\$170,889	451	\$239,357	
	Union	166	\$16,887	216	\$54,113	423	\$87,793	730	\$119,428	1040	\$159,357	
2018	Casual	1,110	\$9,683	617	\$45,389	794	\$75,667	804	\$106,327	534	\$141,457	
	Foremen	21	\$33,182	30	\$72,270	19	\$119,421	83	\$168,902	480	\$242,575	

WORKFORCE

LONGSHORE EMPLOYEES BY LOCAL¹

	2014	2015	2016	2017	2018
Union					
500 Vancouver	1,198	1,241	1,253	1,229	1,235
502 NewWestminster	862	971	998	1,020	1,119
505 PrinceRupert	102	117	131	161	220
508 Chemainus	125	124	125	131	129
515 PortSimpson	0	0	0	0	0
519 Stewart	9	11	27	27	26
Total Union	2,296	2,464	2,534	2,568	2,729
Welfare Paying Casuals					
500 Vancouver	382	402	387	402	408
502 NewWestminster	427	552	567	548	544
505 PrinceRupert	49	94	99	130	136
508 Chemainus	24	21	20	28	29
Total Welfare Paying Casuals	882	1,069	1,073	1,108	1,117
Casuals					
500 Vancouver	1,053	1,159	1,181	1,095	1,139
500 Vancouver 502 NewWestminster	1,053	1,159	1,181	1,095	1,139 1,080
502 NewWestminster	1,044	1,011	1,065	1,089	1,080
502 NewWestminster 505 PrinceRupert	1,044	1,011	1,065 245	1,089 359	1,080 509
502 NewWestminster 505 PrinceRupert 508 Chemainus	1,044 242 145	1,011 272 137	1,065 245 178	1,089 359 154	1,080 509 141
502 NewWestminster 505 PrinceRupert 508 Chemainus 515 PortSimpson	1,044 242 145 0	1,011 272 137 0	1,065 245 178 0	1,089 359 154	1,080 509 141 0
502 NewWestminster 505 PrinceRupert 508 Chemainus 515 PortSimpson 519 Stewart	1,044 242 145 0 62	1,011 272 137 0 60	1,065 245 178 0 35	1,089 359 154 0 39	1,080 509 141 0 34
502 NewWestminster 505 PrinceRupert 508 Chemainus 515 PortSimpson 519 Stewart Others	1,044 242 145 0 62	1,011 272 137 0 60	1,065 245 178 0 35	1,089 359 154 0 39	1,080 509 141 0 34
502 NewWestminster 505 PrinceRupert 508 Chemainus 515 PortSimpson 519 Stewart Others Total Casuals	1,044 242 145 0 62 0 2,546	1,011 272 137 0 60 0 2,639	1,065 245 178 0 35 0 2,704	1,089 359 154 0 39 0 2,736	1,080 509 141 0 34 0 2,903
502 NewWestminster 505 PrinceRupert 508 Chemainus 515 PortSimpson 519 Stewart Others Total Casuals Total Longshore	1,044 242 145 0 62 0 2,546	1,011 272 137 0 60 0 2,639	1,065 245 178 0 35 0 2,704	1,089 359 154 0 39 0 2,736	1,080 509 141 0 34 0 2,903

¹ As at December 31

WORKFORCE

HOURS AND EARNINGS BY LOCAL (000'S)

		2014		2015		2016		2017		2018
Total Longshore										
Wages Vacations & Holidays¹ Longshore Earnings Pensions, Welfare, C.P.P. & E.I.² Total Labour Cost Hours Worked	\$ \$ \$ \$	386,349 44,042 430,391 115,978 546,369 7,798	\$ \$ \$ \$	407,580 47,165 454,745 123,321 578,066 7,970	\$ \$ \$ \$	421,671 49,455 471,126 126,619 597,745 8,000	\$ \$ \$ \$	481,768 55,827 537,594 139,752 677,347 8,733	\$ \$ \$ \$ \$ \$	509,860 57,964 567,824 146,848 714,672 9,106
Vancouver Longshore										
Wages Vacations & Holidays Longshore Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	180,162 22,332 202,494 54,083 256,577 3,663	\$ \$ \$	187,128 23,320 210,449 56,619 267,068 3,690	\$ \$ \$ \$	189,973 23,809 213,782 57,045 270,827 3,623	\$ \$ \$ \$ \$	214,267 26,468 240,735 62,155 302,890 3,894	\$ \$ \$ \$ \$	215,207 26,079 241,285 61,983 303,269 3,887
New Westminster Longshore										
Wages Vacations & Holidays Longshore Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	160,761 17,027 177,788 48,259 226,047 3,127	\$ \$ \$ \$ \$	170,684 18,629 189,313 51,644 240,957 3,220	\$ \$ \$	177,541 19,858 197,399 53,312 250,710 3,247	\$ \$ \$ \$ \$	198,594 22,206 220,800 57,609 278,409 3,492	\$ \$ \$ \$ \$	216,102 24,013 240,115 62,241 302,356 3,729
Prince Rupert Longshore										
Wages Vacations & Holidays Longshore Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	27,882 2,832 30,714 8,370 39,084 552	\$ \$ \$ \$ \$	33,358 3,343 36,701 10,093 46,794 646	\$ \$ \$ \$	34,346 3,513 37,859 10,313 48,173 648	\$ \$ \$ \$ \$	49,420 4,856 54,276 14,336 68,612 890	\$ \$ \$ \$ \$	61,156 5,745 66,901 17,614 84,515 1,089
Vancouver Island Longshore										
Wages Vacations & Holidays Longshore Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	16,501 1,770 18,271 4,953 23,224 431	\$ \$ \$ \$	15,352 1,791 17,142 4,645 21,787 390	\$ \$ \$ \$	18,372 2,160 20,532 5,517 26,049 452	\$ \$ \$ \$	17,559 2,139 19,698 5,094 24,792 419	\$ \$ \$ \$ \$	15,751 1,980 17,731 4,536 22,267 368
Others Longshore ³										
Wages Vacations & Holidays Longshore Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	1,043 82 1,124 313 1,437 24	\$ \$ \$ \$	1,057 82 1,140 320 1,460 24	\$ \$ \$ \$	1,439 115 1,554 432 1,986 31	\$ \$ \$ \$	1,928 157 2,085 559 2,644 39	\$ \$ \$ \$	1,645 147 1,792 474 2,266 33
Foremen			4					44		
Wages Vacations & Holidays Foremen Earnings Pensions, Welfare, C.P.P. & E.I. Total Labour Cost Hours Worked	\$ \$ \$ \$	91,073 12,376 103,450 28,845 130,294 1,231	\$ \$ \$ \$	96,038 13,427 109,465 28,536 138,001 1,279	\$ \$ \$ \$	101,766 14,182 115,948 28,982 144,931 1,300	\$ \$ \$ \$ \$	114,243 14,367 128,610 33,008 161,618 1,398	\$ \$ \$ \$	118,459 16,551 135,010 31,351 166,361 1,398

WORKFORCE

LONGSHORE HOURS WORKED IN EACH PORT AREA

Port Area	Hours Worked By Vancouver Employees	By New By Vancouver By Prince r Westminster Island Rupert			Hours Worked By Outport ¹ Employees	Hours Worked By All Employees
Vancouver						
2014	3,560,865	20,534	10,121	649	458	3,592,626
2015	3,612,393	7,931	12,065	561	1,600	3,634,548
2016	3,553,421	9,369	12,413	289	585	3,576,077
2017	3,824,480	9,458	12,530	1,027	397	3,847,892
2018	3,819,898	8,196	16,595	1,126	288	3,846,103
New Westn	ninster					
2014	101,429	3,106,481	2,630	3,538	2,763	3,216,841
2015	77,399	3,211,872	507	3,693	3,427	3,296,897
2016	69,709	3,238,058	444	2,622	4,257	3,315,090
2017	70,197	3,482,216	500	2,837	8,940	3,564,690
2018	67,085	3,720,192	2,722	1,584	7,893	3,799,476
Prince Rupe	ert					
2014	2	-	26	547,985	2,190	550,202
2015	82	18	-	641,591	3,114	644,805
2016	32	-	-	644,505	2,285	646,822
2017	48	40	45	883,916	6,624	890,673
2018	30	73	85	1,082,124	6,929	1,089,241
Vancouver	Island					
2014	99	0	418,668	104	82	418,952
2015	120	-	377,400	-	-	377,519
2016	24	-	438,855	28	260	439,167
2017	141	-	404,562	2,371	44	407,118
2018	41	241	348,241	3,996	-	352,519
Others						
2014	237	224	2	54	18,629	19,144
2015	174	-	-	217	15,583	15,974
2016	180	112	-	84	23,189	23,565
2017	217	8	160	208	22,447	23,040
2018	143	-	-	60	16,672	16,875
Total						
2014	3,662,632	3,127,239	431,445	552,329	24,120	7,797,764
2015	3,690,168	3,219,821	389,971	646,061	23,723	7,969,743
2016	3,623,366	3,247,539	451,712	647,528	30,576	8,000,721
2017	3,895,083	3,491,722	417,797	890,359	38,452	8,733,413
Total	3,887,197	3,728,702	367,643	1,088,890	31,782	9,104,214

Earned during the appropriate period by members of that Local.
 Workers' Compensation and other insurance costs are not included. Pension costs include the Container Gainshare and other Pension contributions.
 Consists of work at Bella Coola, Massett, Nisga'a, Port Simpson and Stewart.

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

WORKFORCE

BASIC LONGSHORE WAGE RATE & COMPARISON OF WAGES PAID

Year	Hours Worked 000's	c Wage Rate	Wages Paid 000's	Fri	/ages & nges Paid 000's	Fringes As A % Of Wages Paid
2009	4,914	\$ 34.51	\$ 215,089	\$	314,065	46.02%
2010	5,852	\$ 34.51	\$ 261,778	\$	373,761	42.78%
2011	6,367	\$ 35.36	\$ 303,770	\$	424,102	39.61%
2012	6,691	\$ 36.26	\$ 310,501	\$	443,072	42.70%
2013	7,002	\$ 37.16	\$ 333,196	\$	472,425	41.79%
2014	7,797	\$ 38.21	\$ 386,349	\$	546,093	41.35%
2015	7,969	\$ 39.31	\$ 407,580	\$	577,365	41.66%
2016	8,000	\$ 40.56	\$ 421,671	\$	598,083	41.84%
2017	8,733	\$ 42.01	\$ 481,768	\$	679,445	41.03%
2018	9,106	\$ 42.01	\$ 565,238	\$	771,091	36.42%

EMPLOYER ASSESSMENTS PAID TOWARDS LONGSHORE FRINGE BENEFITS

Year	cations 000's	Н	atutory olidays 000's	Р	Industry Pension 000's¹		anada ension 000's	В	ealth & enefits 000's	M&M Allowance 000's		Others 000's		/sbc 00′s	Total 000's
2009	\$ 19,739	\$	6,604	\$	45,199	\$	6,387	\$	14,749	\$	5,543	\$	539	\$ 216	\$ 98,976
2010	\$ 22,778	\$	7,546	\$	54,135	\$	7,328	\$	16,021	\$	3,474	\$	501	\$ 200	\$ 111,984
2011	\$ 24,974	\$	8,290	\$	57,502	\$	8,154	\$	17,216	\$	3,173	\$	602	\$ 421	\$ 120,332
2012	\$ 26,616	\$	9,287	\$	64,975	\$	8,817	\$	18,410	\$	3,399	\$	690	\$ 378	\$ 132,571
2013	\$ 28,728	\$	9,604	\$	67,834	\$	9,445	\$	19,920	\$	2,514	\$	701	\$ 483	\$ 139,229
2014	\$ 32,750	\$	11,276	\$	75,837	\$	12,972	\$	22,111	\$	3,431	\$	782	\$ 584	\$ 159,744
2015	\$ 34,491	\$	12,674	\$	81,633	\$	11,019	\$	25,152	\$	3,088	\$	940	\$ 788	\$ 169,785
2016	\$ 36,176	\$	13,279	\$	82,258	\$	11,777	\$	26,905	\$	4,158	\$	1,076	\$ 782	\$ 176,412
2017	\$ 40,027	\$	15,800	\$	93,735	\$	13,075	\$	27,537	\$	5,672	\$	1,031	\$ 800	\$ 197,677
2018	\$ 42,164	\$	16,177	\$	99,177	\$	13,731	\$	28,133	\$	4,615	\$	1,101	\$ 756	\$ 205,854

WORKFORCE

BASIC FOREMEN WAGE RATE & COMPARISON OF WAGES PAID TO WAGES & FRINGE BENEFITS PAID

Year	Hours Worked 000's	c Wage Rate	ges Paid 000's	Frir	ages & nges Paid 000's	Fringes As A % Of Wages Paid
2009	835	\$ 46.01 ¹	\$ 57,818	\$	84,134	46.09%
2010	960	\$ 46.01	\$ 61,962	\$	90,523	45.62%
2011	1,055	\$ 47.15	\$ 68,160	\$	98,903	45.10%
2012	1,089	\$ 48.35	\$ 79,203 ²	\$	113,842	43.73%
2013	1,116	\$ 49.55	\$ 77,455	\$	112,502	45.25%
2014	1,231	\$ 50.95	\$ 91,073	\$	131,236	44.10%
2015	1,279	\$ 52.41	\$ 96,038	\$	138,110	43.81%
2016	1,300	\$ 54.08	\$ 101,766	\$	145,556	43.03%
2017	1,398	\$ 56.01	\$ 114,243	\$	163,785	43.37%
2018	1,457	\$ 56.01	\$ 118,459	\$	166,613	40.65%

FOREMEN EMPLOYER ASSESSMENTS PAID TOWARDS FOREMEN FRINGE BENEFITS

Year	١	Vacations 000's	Statutory Holidays 000's	Industry Pension 000's ¹		Canada Pension 000's	Health & Benefits 000's	ı	M&M Allowance 000's	Total 000's
2009	\$	6,019	\$ 1,777	\$ 13,977	\$	866	\$ 2,069	\$	1,751	\$ 26,316
2010	\$	7,012	\$ 1,806	\$ 15,290	\$	894	\$ 2,374	\$	1,186	\$ 28,561
2011	\$	7,770	\$ 2,012	\$ 16,748	\$	988	\$ 2,597	\$	628	\$ 30,743
2012	\$	8,298	\$ 2,132	\$ 18,630	\$	1,094	\$ 3,310	\$	1,175	\$ 34,639
2013	\$	8,879	\$ 2,158	\$ 18,621	\$	1,151	\$ 3,502	\$	735	\$ 35,047
2014	\$	9,955	\$ 2,421	\$ 20,881	\$	1,195	\$ 4,187	\$	1,523	\$ 40,163
2015	\$	10,895	\$ 2,532	\$ 22,043	\$	1,307	\$ 4,579	\$	717	\$ 42,072
2016	\$	11,555	\$ 2,627	\$ 21,958	\$	1,354	\$ 5,042	\$	1,254	\$ 43,790
2017	\$	12,657	\$ 2,938	\$ 25,483	\$	1,410	\$ 5,542	\$	1,512	\$ 49,542
2018	\$	13,451	\$ 3,100	\$ 23,313	\$	1,523	\$ 5,909	\$	858	\$ 48,154

¹ Effective April 1 ² Foremen earnings in 2012 include lump sum payment and retroactive wages for the period April 1, 2010 to December 31, 2011.

PENSIONS & BENEFITS

LONGSHORE & FOREMEN BENEFIT PLANS

Longshore benefits are provided to active and retired employees under the ILWU Employer Association Health and Benefit Plan and the ILWU Employer Association Employee Life and Health Trust. Similar benefits are provided to foremen employees and retirees under the Waterfront Foremen's Welfare Plan.

Benefits under both Plans are provided through specific Trusts established for that purpose. Benefits are generally paid based on a flat entitlement amount per period. The Trusts pay the cost of premiums for selected comprehensive coverage from independent third party carriers (prescription drugs, life insurance, AD&D). The balance of benefits are self-funded and limited by the remaining assets of the Trusts.

Each Plan is managed by six Trustees, three appointed by the Association and three appointed by the Union. Day-to-day benefits administration is carried out on behalf of the Trusts by the Waterfront Employers of B.C.

COST OF LONGSHORE HEALTH AND BENEFIT PLAN

	2014	2015	2016	2017	2018
Revenues					
Employer	\$ 22,111,162	\$ 25,152,149	\$ 22,250,287	\$ 27,536,578	\$ 28,132,897
Employee	\$ 7,006,577	\$ 7,941,030	\$ 8,557,398	\$ 8,739,591	\$ 8,967,943
Investment & Other	\$ 1,806,127	\$ 1,353,707	\$ 615,820	\$ 1,020,536	\$ (282,006)
Total	\$ 30,923,867	\$ 34,446,886	\$ 31,423,505	\$ 37,296,705	\$ 36,818,834
Expenses					
Weekly Indemnity	\$ 1,269,099	\$ 3,793,548	\$ 4,566,479	\$ 5,656,365	\$ 4,888,464
M.S.P. of B.C.	\$ 5,719,676	\$ 6,255,660	\$ 3,437,195	\$ 6,949,803	\$ 3,530,476
Dental	\$ 4,906,273	\$ 5,176,116	\$ 6,589,549	\$ 7,000,814	\$ 8,016,504
Group Life	\$ 1,996,227	\$ 3,130,729	\$ 3,437,195	\$ 4,014,249	\$ 4,437,640
Long Term Disability	\$ 1,402,298	\$ 2,136,088	\$ 2,572,799	\$ 3,437,205	\$ 2,674,689
Provisions for Disability Claims	\$ (412,586)	\$ 5,959,580	\$ (2,881,573)	\$ (218,787)	\$ (853,150)
Extended Health	\$ 4,433,680	\$ 4,576,844	\$ 6,108,973	\$ 6,741,968	\$ 8,191,279
Vision Care	\$ 574,011	\$ 685,215	\$ 993,740	\$ 1,012,253	\$ 1,433,435
Pensioners Survivor Benefits	\$ 204,000	\$ 203,494	\$ 150,506	\$ 233,750	\$ 210,000
Accidental Death & Dismemberment	\$ 355,190	\$ 391,963	\$ 424,300	\$ 449,373	\$ 462,428
Administration, Consultants	\$ 1,149,092	\$ 1,244,091	\$ 4,651,928	\$ 1,323,710	\$ 1,419,726
Total	\$ 21,596,960	\$ 33,553,328	\$ 30,051,091	\$ 36,600,703	\$ 34,411,491
EXCESS (SHORTFALL)	\$ 9,326,907	\$ 893,558	\$ 1,372,414	\$ 696,002	\$ 2,407,343

COST OF FOREMEN HEALTH AND BENEFIT PLAN

		2014		2015		2016		2017		2018
Revenues										
Employer	\$	3,509,478	\$	4,187,037	\$	4,578,731	\$	5,542,372	\$	5,908,630
Employee	\$	1,964,959	\$	2,141,124	\$	2,239,855	\$	2,444,352	\$	2,622,901
Investment & Other	\$	145,656	\$	491,325	\$	323,002	\$	238,323	\$	432,384
Total	\$	5,620,093	\$	6,819,486	\$	7,141,588	\$	8,225,047	\$	8,963,916
Expenses										
Weekly Indemnity	\$	260,863	\$	203,928	\$	509,849	\$	235,430	\$	273,990
M.S.P. of B.C.	\$	1,149,453	\$	1,221,102	\$	1,322,021	\$	1,439,083	\$	738,401
Dental	\$	904,373	\$	1,121,431	\$	1,251,290	\$	1,411,495	\$	1,538,979
Group Life	\$	460,610	\$	460,610	\$	478,109	\$	534,191	\$	575,303
Long Term Disability	\$	385,323	\$	131,531	\$	156,612	\$	517,402	\$	236,795
Provisions for Disability Claims	\$	(370,138)	\$	(37,246)	\$	288,283	\$	530,403	\$	(531,790)
Extended Health	\$	806,345	\$	960,886	\$	1,128,542	\$	1,516,125	\$	1,623,885
Vision Care	\$	105,950	\$	82,218	\$	127,345	\$	138,454	\$	165,191
Pensioners Survivor Benefits	\$	37,500	\$	30,500	\$	36,000	\$	57,000	\$	60,000
Accidental Death	\$	55,939	\$	59,388	\$	62,514	\$	66,493	\$	69,756
& Dismemberment	Ψ	33,333	Ψ	33,300	Ψ	02,014	Ψ	00,733	Ψ	03,130
Administration, Consultants	\$	169,400	\$	334,329	\$	309,781	\$	286,960	\$	260,463
Total	\$	3,965,618	\$	4,568,678	\$	5,670,346		6,733,039	\$	5,010,972
EXCESS (SHORTFALL)	\$	1,654,475	\$	2,250,808	\$	1,471,242	\$	1,492,008	\$	3,952,943





01. BOARD OF DIRECTORS

CHAIR

JEFF SCOTT

GENERAL TERMINAL (BREAKBULK) OPERATORS

BRAD ESHLEMAN*

WESTERN STEVEDORING COMPANY LTD.
Term to March 2020

BULK TERMINAL OPERATORS

WADE LESLIE

PACIFIC COAST TERMINALS LTD.
Term to March 2020

KERRY LIGE

FIBRECO EXPORT INC.
Term to March 2020

CONTAINER TERMINAL OPERATORS

MAKSIM MIHIC

DP WORLD (CANADA) INC. Term to March 2019

JEFF SCOTT*

FRASER SURREY DOCKS LP Term to March 2020

SHIP OWNERS

IAN HAMILL

CMA CGM (CANADA) INC. Term to March 2019

RICHARD CHAPPELL*

WESTWOOD SHIPPING LINES (CANADA) INC. Term to March 2020

J. BROCK CHRYSTAL

WHEELHOUSE SHIPPING AGENCY LTD.
Term to March 2020

DON NONIS*

KINDER MORGAN CANADA INC. Term to March 2019

ERIC WALTZ

GCT CANADA LTD. PARTNERSHIP
Term to March 2019

GEORGE RUNYON

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

ERICH BILLUNG-MEYER

ACGI SHIPPING INC. Term to March 2019

* Denotes Executive Committee

02. THE MEMBERSHIP

SHIP OWNERS CLASS

ACGI Shipping Inc.

APL (Canada)

China Navigation Co. Pte. Ltd.

CMA CGM (Canada) Inc.

Colley West Shipping Ltd.

COSCO Shipping Lines (Canada) Inc.

Evergreen Shipping Agency (America) Corp.

G2 Ocean Shipping Canada Ltd.

Hapag-Lloyd (Canada) Inc.

Hyundai America Shipping Agency (P.N.)

ICS Logistics Ltd.

Inchcape Shipping Services

Island Shipping Limited

Maersk Canada Inc.

Mason Agency Ltd.

McLean Kennedy Inc.

Montship Inc.

MSC Mediterranean Shipping Company (Canada) Inc.

Navitrans Shipping Agencies Inc.

Ocean Network Express (North America)

Oldendorff Carriers

OOCL (Canada) Inc.

Pacific Basin Shipping (Canada) Ltd.

Pacific Northwest Ship & Cargo Services Inc.

Saga Welco AS

Sinotrans Canada Inc.

Westward Shipping Ltd.

Westwood Shipping Lines (Canada) Inc.

Wheelhouse Shipping Agency Ltd.

Wilhelmsen Ships Service

Zim Integrated Shipping Services (Canada)

DIRECT EMPLOYERS CLASS

Bulk Terminals Operators Sub-class

Fibreco Export Inc.

Kinder Morgan Canada Inc.

Neptune Bulk Terminals (Canada) Ltd.

Pacific Coast Terminals Co. Ltd.

Pinnacle Renewable Energy Inc.

Container Terminal Operators Sub-class

DP World (Canada) Inc.

DP World Prince Rupert Inc.

Fraser Surrey Docks LP

GCT Canada Limited Partnership

General Terminal (Breakbulk) Operators Sub-class

Associated Stevedoring Co. Ltd.

Cerescorp Company

Empire Grain Stevedoring Ltd.

Louis Wolfe & Sons (Vancouver) Ltd.

Pacific Rim Stevedoring Ltd.

Pacific Stevedoring & Contracting Co. Ltd.

PCDC Canada Ltd.

Squamish Terminals Ltd.

Vancouver Shipping Agencies Ltd.

Western Stevedoring Company Ltd.

Western Stevedoring Terminal Operations Ltd.

ASSOCIATE MEMBERS CLASS

Chamber of Shipping of BC

Shipping Federation of Canada

Tidal Transport and Trading

Viterra Inc.

03. COMMITTEES OF THE BOARD

EXECUTIVE COMMITTEE – EFFECTIVE JUNE 1, 2017

PRIMARY

Brad Eshleman

WESTERN STEVEDORING COMPANY LTD.

Richard Chappell

WESTWOOD SHIPPING LINES (CANADA) INC.

Jeff Scott*

FRASER SURREY DOCKS LP

Don Nonis

KINDER MORGAN CANADA INC.

Eric Waltz

George Runyon

ALTERNATE

GCT CANADA LTD. PARTNERSHIP

EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

Kerry Lige

FIBRECO EXPORT INC.

GOVERNANCE COMMITTEE

Kerry Lige

FIBRECO EXPORT INC.

Jeff Scott*

FRASER SURREY DOCKS LP

J. Brock Chrystal

WHEELHOUSE SHIPPING AGENCY LTD.

Maksim Mihic

DP WORLD (CANADA) INC.

Terry Duggan, Standing Member

BCMEA

Mike Leonard, Standing Member

BCMEA

FINANCE & AUDIT¹ COMMITTEE

Ian Hamill[†]

CMA CGM (CANADA) INC.

Kerry Lige[†]

FIBRECO EXPORT INC.

Erich Billung-Meyer[†], Chair

ACGI SHIPPING INC.

Wade Leslie[†]

PACIFIC COAST TERMINALS CO. LTD.

Term to March 2020

Terry Duggan, Standing Member

BCMEA

Tony Keung, Standing Member

BCMEA

NON-BOARD MEMBERS

Gonzalo Benitez

NEPTUNE BULK TERMINALS (CANADA) LTD.

Kim Stegeman-Lowe

SQUAMISH TERMINALS LTD.

Ryan Uy

DP WORLD (CANADA) INC.

Dallas Leung

GCT CANADA LTD. PARTNERSHIP

* Denotes Chair | ¹† Denotes Audit Committee

MEMBERSHIP COMMITTEE

George Runyon, Chair

EVERGREEN SHIPPING AGENCY (AMERICA) CORP. SAGA WELCO AS

Eric Waltz

GCT CANADA LTD. PARTNERSHIP

Clifford Faleiro

Mike Leonard

BCMEA

SHIP OWNERS COMMITTEE*

Richard Chappell

J. Brock Chrystal

lan Hamill, Chair

Erich Billung-Meyer

George Runyon

John Beckett, Standing Member

Terry Duggan, Standing Member

Mike Leonard, Standing Member

DIRECT EMPLOYERS COMMITTEE[†]

Brad Eshleman, Chair

Wade Leslie

Maksim Mihic

Eric Waltz Jeff Scott

Don Nonis

Claus Thornberg

Kerry Lige

John Beckett, Standing Member

Terry Duggan, Standing Member

Mike Leonard, Standing Member

Bulk Terminals Operators Sub-class

Fibreco Export Inc.

Kinder Morgan Canada Inc.

Neptune Bulk Terminals (Canada) Ltd.

Pacific Coast Terminals Co. Ltd.

Pinnacle Renewable Energy Inc.

Container Terminal Operators Sub-class

DP World (Canada) Inc.

DP World Prince Rupert Inc.

Fraser Surrey Docks LP

GCT Canada Limited Partnership

General Terminal (Breakbulk) Operators Sub-class

Associated Stevedoring Co. Ltd.

Cerescorp Company

Empire Grain Stevedoring Ltd.

Louis Wolfe & Sons (Vancouver) Ltd.

Pacific Rim Stevedoring Ltd.

Pacific Stevedoring & Contracting Co. Ltd.

PCDC Canada Ltd.

Squamish Terminals Ltd.

Vancouver Shipping Agencies Ltd.

Western Stevedoring Company Ltd.

Western Stevedoring Terminal Operations Ltd.

ALLOCATION COMMITTEE

BCMEA

I. Nicol

B. Campbell

T. Chan

DP WORLD (CANADA) INC.

F. Tallarico Alternates

M. Yale J. Matic

B. Mortimer

GCT CANADA LTD. PARTNERSHIP

C. Labrash **Alternates**

> H. Fan K. Wong K. Lieu K. Jones

WESTERN STEVEDORING COMPANY LTD.

C. Dow **Alternates**

K. Letain

NEPTUNE BULK TERMINALS (CANADA) LTD.

R. Booker

DIRECT OPERATORS COMMITTEE

R. Booker

NEPTUNE BULK TERMINALS (CANADA) LTD.

D. Lucas

WESTERN STEVEDORING COMPANY LTD.,

CO-CHAIR

J. Fletcher

KINDER MORGAN CANADA INC.

A. Olivier

PACIFIC COAST TERMINALS CO. LTD.

D. Martin

FRASER SURREY DOCKS LP, CO-CHAIR

T. Clifford

GCT CANADA LTD. PARTNERSHIP

B. Gimblett

GCT CANADA LTD. PARTNERSHIP

B. Hull

DP WORLD (CANADA) INC.

K. Williams

WESTERN STEVEDORING COMPANY LTD.

B. Storey

PACIFIC COAST TERMINALS CO. LTD.

J. Beckett, Standing Member

BCMEA

J. Vogt, Standing Member

BCMEA

L. Familton, Standing Member

BCMEA

M. Nielissen, Standing Member

BCMEA

COLLECTIVE BARGAINING OVERSIGHT COMMITTEE

Brad Eshleman

WESTERN STEVEDORING COMPANY LTD.

Richard Chappell

WESTWOOD SHIPPING LINES (CANADA) INC.

Wade Leslie

PACIFIC COAST TERMINALS LTD.

Eric Waltz

GCT CANADA LTD. PARTNERSHIP

Maksim Mihic

DP WORLD (CANADA) INC.

Jeff Scott

FRASER SURREY DOCKS LP

Kerry Lige

FIBRECO EXPORT INC.

Don Nonis

KINDER MORGAN CANADA INC.

George Runyon

EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

Terry Duggan, Standing Member

BCMEA

John Beckett, Standing Member

BCMEA

Mike Leonard, Standing Member

BCMEA

Tony Keung, Standing Member

BCMEA

Jack Vogt, Standing Member

BCMEA

04. SPECIAL & STANDING COMMITTEES

JOINT INDUSTRY LABOUR RELATIONS COMMITTEE

ALTERNATE
Jack Vogt

BCMEA

Mike Leonard, Chair

BCMEA

George Runyon Richard Chappell

EVERGREEN SHIPPING AGENCY (AMERICA) CORP

WESTWOOD SHIPPING LINES (CANADA) INC.

Kerry Lige

Dave Lucas

FIBRECO EXPORT INC.

David Martin

Don Nonis

WESTERN STEVEDORING COMPANY LTD.

PACIFIC RIM STEVEDORING LTD.

KINDER MORGAN CANADA INC.

VANCOUVER ISLAND COMMITTEE

Lindsay Familton, Chair

BCMEA

John Briant

WESTERN STEVEDORING COMPANY LTD.

Richard Chappell

WESTWOOD SHIPPING LINES (CANADA) INC.

John Darbyshire

DP WORLD (CANADA) INC.

Clifford Faleiro

SAGA WELCO AS

Anthony Damron

G2 OCEAN SHIPPING CANADA LTD.

Dave Lucas

WESTERN STEVEDORING COMPANY LTD.

Pamela Fry

DP WORLD (CANADA) INC.

Ron Brinkhurst

TIDAL TRANSPORT AND TRADING

Al Moore

WESTERN STEVEDORING COMPANY LTD.

PORT LABOUR RELATIONS COMMITTEE - VANCOUVER

Lindsay Familton, DEEPSEA Chair

ALTERNATES

BCMEA

Kent Warwick

Kelly Greene

SQUAMISH TERMINALS LTD.

DP WORLD (CANADA) INC.

Ian Patterson

WESTERN STEVEDORING COMPANY LTD.

Russ Peters

WESTERN STEVEDORING TERMINAL OPERATORS LTD.

Michael Smolander, GRAIN Chair

BCMEA

ALTERNATES

Jack Chong

Fraser Parneta

EMPIRE GRAIN STEVEDORING LTD. EMPIRE GRAIN STEVEDORING LTD.

Tony Baker

Mark Climenhaga

WESTERN STEVEDORING COMPANY LTD. WESTERN STEVEDORING COMPANY LTD.

Macey Nielissen,

GEN. WHARF OPERATORS Chair

BCMEA

Dave Lucas

WESTERN STEVEDORING COMPANY LTD.

Brian Gimblett

GCT CANADA LTD. PARTNERSHIP

Maksim Mihic DP WORLD (CANADA) INC.

ALTERNATES

Kent Warwick

SQUAMISH TERMINALS LTD.

Taylor Dong, BULK TERMINALS Chair

BCMEA

ALTERNATES

Rob Booker

NEPTUNE BULK TERMINALS (CANADA) LTD.

Henry Zea

FIBRECO EXPORT INC.

Beau Story

PACIFIC COAST TERMINALS CO. LTD.

Troy Litowsky

NEPTUNE BULK TERMINALS (CANADA) LTD.

PORT LABOUR RELATIONS COMMITTEE - NEW WESTMINSTER

Lindsay Familton, DEEPSEA Chair

ALTERNATES

BCMEA

Mike Baker

Bruce Webster

WESTERN STEVEDORING COMPANY LTD. WESTERN STEVEDORING COMPANY LTD.

Macey Nielissen,

GEN. WHARF OPERATORS Chair

GCT CANADA LTD. PARTNERSHIP

BCMEA

Daniel Howell

Colin Parker

ALTERNATES

GCT CANADA LTD. PARTNERSHIP

David Martin

Tim Kjellbotn

PACIFIC RIM STEVEDORING

FRASER SURREY DOCKS LP

PORT LABOUR RELATIONS COMMITTEE - VANCOUVER ISLAND

Lindsay Familton, Chair

BCMEA

Al Moore

WESTERN STEVEDORING COMPANY LTD.

Pamela Fry

DP WORLD (CANADA) INC.

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

PORT LABOUR RELATIONS COMMITTEE - PRINCE RUPERT

Lindsay Familton, DEEPSEA Chair

BCMEA

ALTERNATES

Mike Baker

Bruce Webster

WESTERN STEVEDORING COMPANY LTD.

WESTERN STEVEDORING COMPANY LTD.

Macey Nielissen,

ALTERNATES

R. Alvarez

GEN. WHARF OPERATORS Chair

DP WORLD PRINCE RUPERT INC.

BCMEA

M. Mihic

DP WORLD PRINCE RUPERT INC.

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

JOINT SAFETY COMMITTEE

Kevin Jackson, Chair

BCMEA

DEEPSEA MATTERS

Randy Beatch

WESTERN STEVEDORING COMPANY LTD.

Ryan McFarlane

FRASER SURREY DOCKS LP

Samantha Mincher

DP WORLD (CANADA) INC.

BULK TERMINALS MATTERS

James Meany

KINDER MORGAN CANADA INC.

Brad Walker

NEPTUNE BULK TERMINALS (CANADA) LTD.

Gordon Sims

PACIFIC COAST TERMINALS CO. LTD.

Henry Zea

FIBRECO EXPORT INC.

Brian Watson

VITERRA INC.

GENERAL WHARF OPERATORS MATTERS

Derek Razzell

GLOBAL CONTAINER TERMINALS INC.

John Kwong

WESTERN STEVEDORING COMPANY LTD.

Kurt Slocombe

DP WORLD PRINCE RUPERT INC.

Kent Warwick

SQUAMISH TERMINALS LTD.

Bal Mann

GLOBAL CONTAINER TERMINALS INC.

Mark Kwon

FRASER SURREY DOCKS LP

Mikhail Chernomorchenko

WESTERN STEVEDORING COMPANY LTD.

Emma Jarrett

SQUAMISH TERMINALS LTD.

COASTWISE MATTERS

Elise Ferguson

CERESCORP COMPANY

IS STRATEGIC PLANNING COMMITTEE

Rick Barnes, Chair

BCMEA

Roger Dias

WESTERN STEVEDORING COMPANY LTD.

Ken Hales

DP WORLD (CANADA) INC.

John Parfitt

PACIFIC COAST TERMINALS CO. LTD.

Rob Cavallo

KINDER MORGAN CANADA INC.

Alison Chow

CERESCORP COMPANY

Chris Postle

GCT CANADA LTD. PARTNERSHIP

Keith Leclerc

FRASER SURREY DOCKS LP

Mark Petrik

NEPTUNE BULK TERMINALS (CANADA) LTD.

Doug Hackett

SQUAMISH TERMINALS LTD.

Andrey Vdovin

PORT METRO VANCOUVER

Miljan Cabrilo

DP WORLD (CANADA) INC.

Beau Storey

PACIFIC COAST TERMINALS CO. LTD.

ILWU – EMPLOYER ASSOCIATION HEALTH & BENEFIT PLAN TRUST ILWU – EMPLOYER ASSOCIATION EMPLOYEE LIFE & HEALTH TRUST WATERFRONT INDUSTRY PENSION PLAN

TRUSTEES - FOR THE EMPLOYERS

Ken Catton

Gerald Friesen

Greg Gardner

WATERFRONT FOREMEN'S WELFARE PLAN TRUST WATERFRONT FOREMEN'S PENSION PLAN

TRUSTEES – FOR THE EMPLOYERS

Greg Gardner

Gerald Friesen

Tony Keung

BCMEA

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

DISPATCH SUPPLY & DEMAND

Don Nonis

KINDER MORGAN CANADA INC.

Brad Eshleman

WESTERN STEVEDORING COMPANY LTD.

Kerry Lige

FIBRECO EXPORT INC.

Maksim Mihic

DP WORLD (CANADA) INC.

Eric Waltz

GCT CANADA LTD. PARTNERSHIP

Richard Chappell

WESTWOOD SHIPPING LINES (CANADA) INC.

George Runyon

EVERGREEN SHIPPING AGENCY (AMERICA) CORP.

05. STAFF

EXECUTIVE OFFICERS & DIRECTORS

Terry Duggan President & CEO

Mike Leonard Senior Vice President, Employee Relations,

Dispatch & Corporate Secretary

lan Nicol, Standing Member

Mike Leonard, Standing Member

John Beckett, Standing Member

Terry Duggan, Standing Member

Lauren Chan, Standing Member

Tony Keung, Standing Member

BCMEA

BCMEA

BCMEA

BCMEA

BCMEA

BCMEA

John Beckett Vice President, Training, Safety & Recruitment Senior Director, Finance & Information Services Tony Keung

Peter Edwards Director, Training, Safety & Recruitment

Jack Vogt **Director, Labour Relations**

Ian Nicol Director, Dispatch

SENIOR STAFF

Andrew Barnes Manager, Projects, Capital Assets & Facilities

Rick Barnes Manager, Information Services

Lauren Chan Manager, Communications & Marketing

Manager, Labour Relations **Taylor Dong Lindsay Familton** Manager, Labour Relations Kevin Jackson Manager, Safety Systems

Adarsh Johel Manager, Waterfront Training Centre

Sharon Law Controller, Accounting Heather Nairn Manager, Human Resources Macey Nielissen Manager, Labour Relations Gord Rumohr Manager, Claims Services Michael Smolander Manager, Labour Relations

HEAD OFFICE

Katelyn Bedwell Helen Coles Geniah Lessani Linda Jones Colleen Sammon

TRAINING, SAFETY & RECRUITMENT

Gerardo Aquila Amar Badhesha Wendy Ebbs Sasa Erceg Brennan Eyles Christi Frank Suki Hache Dan Hendrickson David Iwata Hannah Julian Meadd Miller Sid Plested Julia Samson

Veronica Smith Kate Southwell Jennifer Stadnychuk Kristopher Villeneuve

Richard Scott

Damon Smith

Jimmy Chen John Clarke Peter Fee Eddie Fok Wilson Lee Kuldeep Kaur Vincenzo Militello **Tavaras Powell Gurpreet Prihar** Pardeep Puar Nora Sabau Ivan Sangala **Greg Sangha** Keng Sim

Candice Su

Amit Trehan

Steven Zhou

Peter Whiteside

Fred Wei

ACCOUNTING

DISPATCH

Elizabeth Cortez Franco Diplacido Jennifer Rhodes Premila Singh Lian Tran Yuri Yamada Lisha Zhang

INFORMATION SERVICES

Saeed Ahmed Ryan Beattie Bill Campbell Piero Cantagallo Tommy Chan Ian Cheung Pavanjot Gill John Hook Brie Jepson **Amrit Johal** Francine Ozee Mike Rutherford Michael Tattrie Vik Singh







British Columbia Maritime Employers Association

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www.bcmea.com

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