



**BC Maritime
Employers
Association**

2024 ANNUAL REPORT



A JOINT MESSAGE FROM...

Don Nonis Board Chair, British Columbia Maritime Employers Association

Mike Leonard President and CEO, British Columbia Maritime Employers Association

It has long been said that stability brings success and success brings stability. Here in Canada, that stability—which has historically been a competitive advantage—has become a rare commodity in recent times, especially as it concerns the reliability of our nation’s vital supply chain.

In the last two years, numerous work stoppages have challenged Canada’s supply chain including our West Coast ports, the Port of Montreal, and Canada’s two main railways. Labour disruptions also occurred in other sectors including at one of the nation’s largest airlines and at Canada Post, among others.

The result has been unprecedented disruption to the free flow of goods and passengers that Canadians depend upon, destabilizing economies, impacting competitiveness, and making life even more unaffordable for Canadians.

It’s evident the status quo is no longer acceptable, and change is necessary to safeguard stability and enhance Canada’s position in the global supply chain. In critical recognition of this, the federally appointed Industrial Inquiry Commission (IIC) that is underway seeks to identify and make recommendations to address any underlying structural issues that contribute to labour disputes at B.C.’s ports. With growing trade uncertainty, impending government changes at home, escalating geopolitical tensions abroad, and cost pressures continuing to loom—solutions can’t come soon enough. Compounded by the recent US tariffs and the threat of even more, it is more important than ever that Canada’s ports and national supply chains are resilient and competitive, ensuring that we are a reliable trading nation for diversified international partners. With disproportionate harm on the horizon for Canadians, our economy cannot withstand more of the same.

Despite the challenging landscape of 2024, the BCMEA’s membership and staff persevered by continuing to build upon our strengths as an organization and industry. Empowered by our Board of Directors, the BCMEA is proud to have made significant strides in improving services to our membership and industry, with highlights in advancing data-driven solutions for workforce planning, fortifying relationships from coast-to-coast, and continual investment in the skills and safety of the waterfront workforce.

In the face of increased uncertainty and growing complexities in managing longshore labour supply and demand, the BCMEA’s data analytics and training teams have been steadfast in their efforts to ensure trained longshore labour are available to respond to variability in demand when it happens. This year, the BCMEA continued to make progress in advancing workforce planning and data governance upon receiving \$2.2M from Transport Canada to accelerate the launch of the WaterfrontWorks program, a cutting-edge digital solution to revolutionize workforce planning. With this, the BCMEA and our members are able to make more informed investments in workforce training and recruitment. In forging ahead with the WaterfrontWorks program, the BCMEA is excited to be at the forefront of digitalization in the maritime segment of Canada’s supply chain. As we look ahead, we are excited to continue to invest in innovative methods to train the waterfront workforce for the future.

This was also a hallmark year for advancing partnerships and prominence forged by the National Maritime Group (NMG), an alliance of nearly 100 private sector maritime employers and operators from across Canada. Through focused alignment, the NMG continued to elevate our industry’s profile by highlighting our collective impact to Canada’s supply chain to key decision

makers in Canada. Moving forward, the NMG is dedicated to strategically leveraging collective resources to continue to grow the NMG’s relevance and solidify its presence on the national stage.

Our progress throughout 2024 would not have been possible without the extraordinary alignment of our Board, membership and the BCMEA team. A momentum illustrated in a refreshed corporate brand that was launched this year. Modernizing the BCMEA look reflects our growth as an organization and encapsulates our long-term vision of driving maritime excellence. Our continued commitment to a common course of action has been instrumental in helping the industry navigate through one of the most unprecedented and challenging landscapes in recent times.

We would like to specifically recognize the Direct Operators Committee and Ocean Carriers Committee and their collective efforts to deepen industry collaboration and alignment with our Board of Directors. As operational strategic advisors, these groups helped to promote best practices, operational consistency and identification and implementation of industry-wide safety and operational programs. The outcomes of these efforts are exemplary of the BCMEA’s integration into operational excellence of the industry. A sincere appreciation to the members of both committees for their commitment of time, expertise, and strategic advice on a range of complex topics and industry best practices.

We would be remiss if we did not acknowledge the tireless efforts and commitment of the employer representatives who participated on the BCMEA’s longshore and foreperson bargaining committees. Their contributions have been immeasurable in helping navigate what was one of the most complex rounds of bargaining the organization has been through in years.

Finally, we extend our gratitude to our Board of Directors and membership of ocean carriers, marine terminals, and agents for their steadfast support of the BCMEA this past year. It is with their vision and strategic oversight that the BCMEA continues to be well positioned to represent the interests of its membership and navigate the challenges and opportunities that lie ahead.

Sincerely,



TRAINING BC'S WATERFRONT WORKFORCE TO BE SAFE, SKILLED & READY

Delivering comprehensive skills and safety training to B.C.'s waterfront workforce is at the heart of what we do at the BCMEA. We are dedicated to continuously improve to best equip waterfront workers to safely service the diverse commodities and needs of B.C.'s ports.

Coming through a challenging landscape at B.C.'s ports in 2024, the year also brought unprecedented opportunity to deepen relationships and collaborate, allowing us to continue to deliver comprehensive training with our union counterparts. Through this alignment, the BCMEA's Training and Safety department was able to optimize operations and make strategic advancements in key ratings, resulting in increased throughput, reduced labour shortages and improvement to the reliability of B.C.'s ports operations.

By the end of the year, total ratings and capabilities surpassed 7,600, with a total of 2,867 individual trainees and 298 individual trainers paid over 43,088 individual training days.

“Through efficiency gains and budget optimization, we are maximizing the industry's training investments without compromising on safety principles and service delivery.”

The safety of our workforce continues to be our top priority, with our comprehensive training programs at the core of this effort. A key innovation that launched this year included the Pedestrian Detection System (PDS) pilot program which utilizes advanced AI, camera technology and sensors to detect people in proximity to operating vehicles and machinery used at the Waterfront Training Centre. It's with innovative programs like PDS that the BCMEA and our members can best protect workers while on site.

We are proud to have completed industry-wide registration into the Technical High Angle Rope Rescue Program (THARRP), a WorkSafeBC Injury Reduction Initiative that prepares fire department personnel for scenarios specific to our industry. Administered by the BC Construction Safety Alliance, funds are provided to local participating fire departments to ensure they have required THARR equipment and appropriate scenario training. Through this registration, BCMEA member employers can work with fire departments to complete site surveys and run safety drills at their sites. This year, the BCMEA provided access to our Waterfront Training Centre dock gantry crane for fire personnel to practice scenario training.

We have also implemented an improved traffic flow pattern at the WTC for tractor training operations to better simulate real terminal-based scenarios.

These initiatives represent investments in our greatest strength, our people. With a focus on continuous improvement, we are training the workforce of tomorrow ensuring they continue to deliver for Canadians.



YEAR IN NUMBERS



734

Total active forepersons



7,095

Total active longshore



\$242,751

Median salary for foreperson



\$147,683

Median salary for union longshore



\$35.6 MILLION

invested in training



7,600

Total ratings and capabilities obtained



QUALITY DATA, INFORMED DECISIONS: STRENGTHENING CANADA'S SUPPLY CHAIN

This year's progress in the development of technological solutions has been transformational, thanks to a greater focus from our multi-disciplinary committee, comprised of the BCMEA's data analytics, programming, labour relations, dispatch, and training teams.

In essence, the tools developed continue to drive the digitalization of workforce planning activities, aimed at supporting the BCMEA, our customers, and supply chain partners with quality data to ensure informed and timely decisions, resulting in a reliable and competitive Canadian supply chain.

WaterfrontWorks is the culmination of this endeavour, a multi-year effort to utilize advanced data for smoother port operations. This groundbreaking technology uses predictive analytics and scenario planning to identify issues in advance, allowing us to strategically intervene, train, upskill and recruit to match longshore labour requirements to meet the demands at Canada's West Coast ports. This was a hallmark year for WaterfrontWorks, with \$2.2 million awarded by Transport Canada to support acceleration of its delivery. In collaboration with BCMEA members, Transport Canada and supply chain stakeholders, WaterfrontWorks represents a commitment to enhancing the reliability and efficiency of Canada's port-based supply chain operations.

“WaterfrontWorks is a groundbreaking solution designed to focus on PEOPLE, PLANNING and PERFORMANCE to predict and address the demand for labour.”

One key element of WaterfrontWorks is the pursuit of better workforce planning, specifically the development of a custom Voyage Management System. This system curates six weeks of data of incoming vessels, allowing the BCMEA and our members to effectively plan, train and ensure the right hands are on deck. Allowing us to streamline maritime operations with the rest of the supply chain, the Voyage Management System will be a game changer for our members, and we believe it sets the standard for voyage visibility for the waterfront.

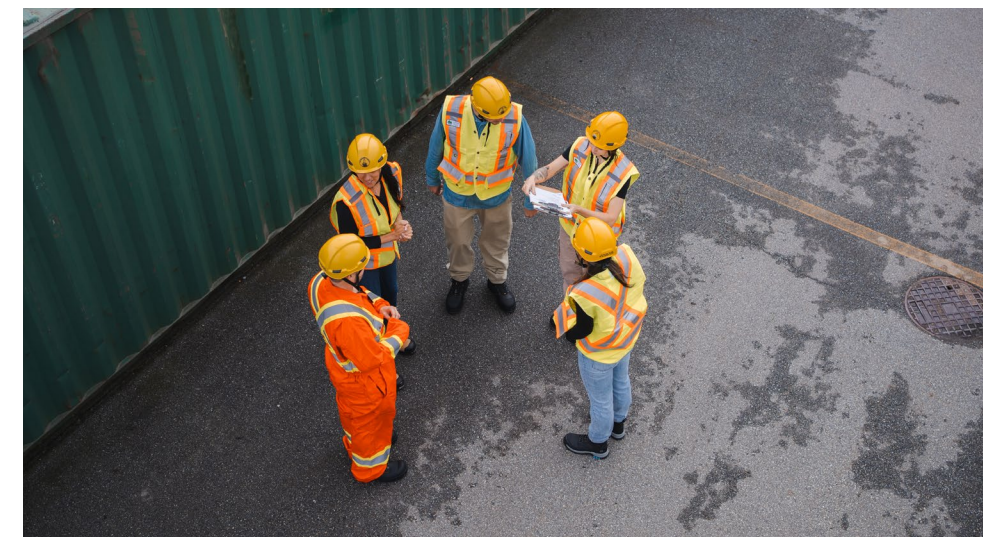
The best-in-class data from the Voyage Management System now flows to our six-week labour demand prediction which alerts our operations to upcoming labour demand spikes in order for anticipated shortages to be more effectively mitigated. Across the province we now have detailed data from port authorities and other supply chain partners, which is supporting further refinement of these predictive models for all port areas.

Horizon 2.0 is another WaterfrontWorks initiative that illustrates how innovative technology can play a critical role in our daily decisions and long-range workforce planning. The system

supports enhanced forecasting of labour requirements with critical inputs from our direct employers, allowing the BCMEA to recruit, train and upskill according to members' demands. Rather than collecting generic data on overall hours and cargo volumes, Horizon 2.0 seeks more targeted, job-specific data to precisely inform training initiatives.

We also made significant strides this year in data governance, establishing rigorous standards regarding the collection, storage, curation and ownership of data across our departments. The work of the Data Governance Council helps ensure the accuracy and quality of our data leading to better decisions, increased reliability and enhanced member confidence.

Together, the plethora of digital advancements we pursued this year generate critical value for our members by integrating data with service delivery. By continuing to innovate our digital capabilities, we are helping our members make smart, timely decisions that improve the efficiency of the supply chain and support all those that depend on it.



WaterfrontWorks
BC Maritime Employers Association

STRONGER TOGETHER: THE VALUE OF PARTNERSHIPS

Strengthening relationships and bridging divides has always been important—but never more critical than they are today. Simply put, we are stronger together.

From international trade disputes to increased supply chain disruptions and persistent inflation, every industry is facing unprecedented headwinds. The BCMEA understands these challenges and is a key industry leader when it comes to advancing important priorities like labour stability, technology and digitalization, port competitiveness and addressing regulatory issues.

This year we deepened a critical partnership through the important work of the National Maritime Group, an alliance of 100 private sector maritime employers and operators who support over 213,000 port jobs across 14 ports in Canada. At a time of rapid change in an evolving public policy sector, NMG continued building relationships with policy makers while advocating key priorities including labour stability, investments in trade enabling infrastructure, advancing digitalization and technology and port competitiveness.

Illustrating the operations of B.C.'s waterfront is important to deepening understanding of the significance of Canada's West Coast ports. This year, we continued to provide real experience of waterfront operations to government representatives, decision makers, members, and

supply chain partners alike. From touring our members such as MSC, around our state-of-the-art Waterfront Training Centre, to showcasing member terminal operations to federal government representatives and supply chain stakeholders responsible for Canada's economic well being, these experiences reinforced the importance of the BCMEA and our members' shared role as critical links in Canada's supply chain.

For the BCMEA, building relationships is about much more than the bottom line. This year, we continued to forge relationships with students across the province through our ongoing sponsorship of the renowned BC Lions Be More Than a Bystander program, an initiative aimed at eliminating bullying, harassment, and gender-based violence. The BCMEA has been embracing a workplace violence and harassment prevention training program based on BMTAB for several years to better cultivate respectful, more inclusive workplaces. The BMTAB partnership with the Lions ensures that high school students develop the confidence and skills to break the silence on gender-based violence—principles that translate from the classroom to our communities and across the waterfront.

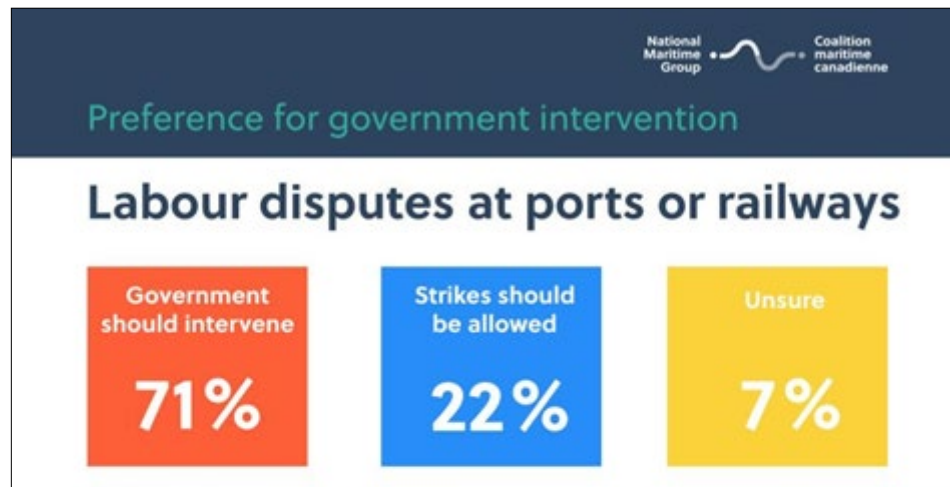
Strengthening our relationships extends to our collaboration on the redevelopment of the International Longshore and Warehouse Union Local 505 Dispatch Hall in Prince Rupert. The project is led and funded by the ILWU Local 505, with contributing partners including the BCMEA, Prince Rupert Port Authority and DP World (Prince Rupert) providing \$2.6M for the construction of the new hall. Nearing completion, the new building is already transforming the downtown area with new businesses emerging and spurring economic activity that supports Prince Rupert's 2030 vision of community revitalization.

Another exciting event that we participated in as a lead sponsor of the Waterfront Community Zone at Vancouver Fraser Port Authority's Port Day. A first for the BCMEA, we activated an in-person information booth where our staff volunteered to engage with hundreds of community members and maritime partners who stopped by to have meaningful conversations about the BCMEA and our members.

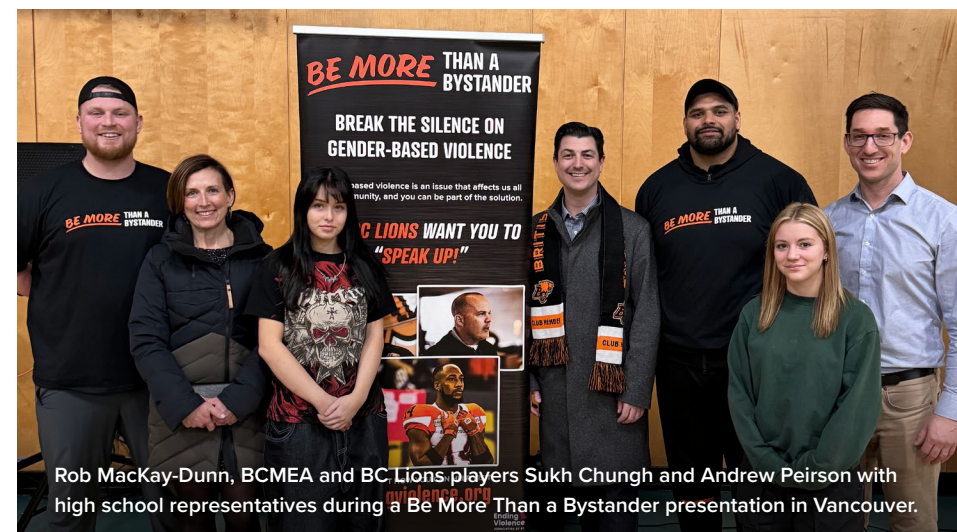
From advancing public policy to networking and collaboration, strategic relationships and fortified partnerships represent a key function of our work on behalf of our members. There are still challenges ahead, but by working together we know we can weather the storm.



Richelle Payer representing the BCMEA at the Vancouver Fraser Port Authority's Port Day, where we were the lead sponsor of the Waterfront Community Zone.



Nick Nanos, Founder & Chief Data Scientist, Nanos Research, speaking to CTV News about the results the National Maritime Group (NMG) labour disputes poll.



Rob MacKay-Dunn, BCMEA and BC Lions players Sukh Chugh and Andrew Peirson with high school representatives during a Be More Than a Bystander presentation in Vancouver.



Construction of the new ILWU Local 505 Union Hall in Prince Rupert nears completion.

EMPOWERING OUR WATERFRONT COMMUNITIES

We know the success of B.C.'s ports are intertwined with the health and well-being of the places that the waterfront workforce calls home. Empowered by our members, the BCMEA has always sought to recognize the importance of giving back to the places where our workforce thrives. Through our community partnerships, we support organizations and programs whose efforts and services foster social well-being, economic growth and ensure communities can excel.

Our community investments reflect our commitment to making a difference in the lives of those around us. This year we continued our efforts to uplift vulnerable populations, keep families and youth active and healthy, empower diverse voices, and support economic growth and development.

We've partnered with many organizations doing incredible work that it's hard to name them all, but we're proud to highlight some of the meaningful impact we made this year.

As a long-time supporter of Mission Possible (MP), last summer we were honoured to host one of the last Power Breakfast services, which has provided hot meals to more than 200 residents of Vancouver's Downtown East Side every week for two decades. As neighbours, every day, we see the important work MP does to uplift and serve the Downtown Eastside community. We are grateful for the opportunity to support such an impactful organization in the shared space where our offices and many of our members operate.

In the fall, we were proud to have supported the 3rd Annual BCMEA Prince Rupert Amateur Swim Meet, which reached a club record of 148 athletes who came from all over Northern B.C. to compete. The BCMEA believes that families should have access to the resources they need to stay active and healthy. By supporting programs that promote physical activity, mental wellness, and community engagement, we aim to make a positive impact on the lives of young people and their families.

Throughout the year, we've been a dedicated sponsor of the Down Syndrome Resource Foundation (DSRF), contributing to several key events that aim to support people living with Down syndrome and their families with individualized and leading-edge educational programs, health services, information resources, and rich social connections so each person can flourish in their own right. Notably, in celebration of World Down Syndrome Day of Awareness, we were proud to be the matching sponsor, helping to raise crucial funds for the foundation. In addition, we were proud to support the Run Up for Down Syndrome, an annual run and walk event that raised over \$245,000 for DSRF's programs. We closed the year by joining in on the annual Magical Morning Breakfast where DSRF families, friends, and donors came together to enjoy a festive breakfast buffet, gingerbread decorating, entertainment, and a special visit from Santa, all in support of the foundation's mission.

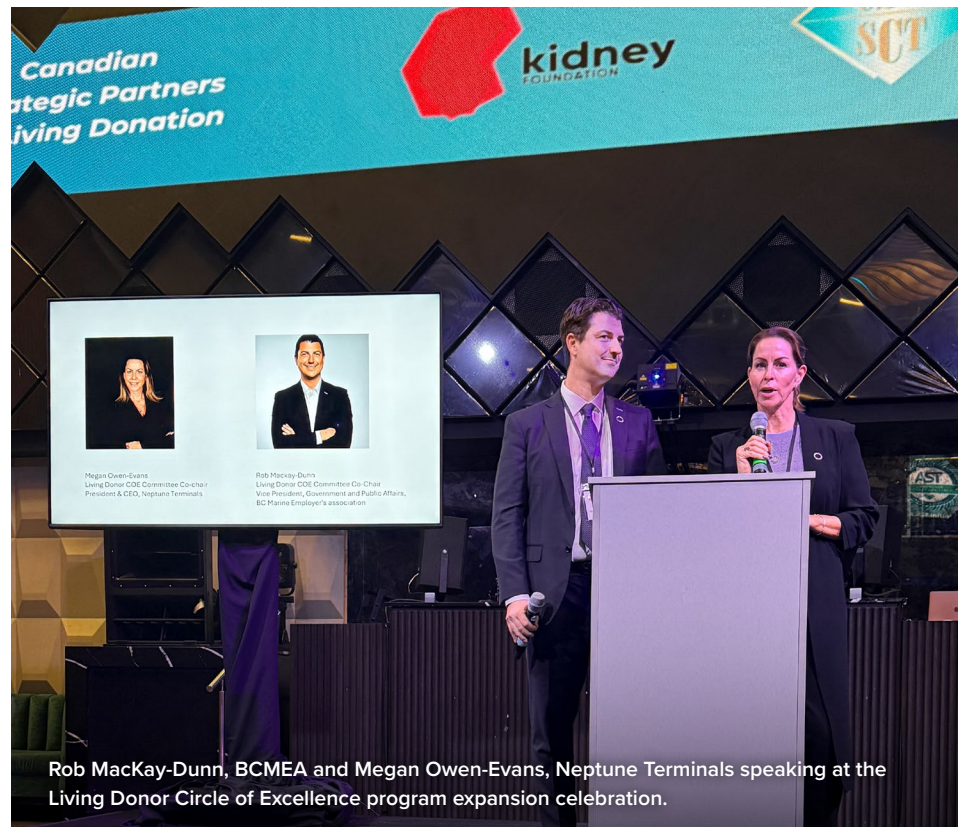
At the core of the BCMEA's community investment efforts is the belief that we are only as strong as the communities we serve. With the ongoing support of our membership, the BCMEA continues to invest in organizations that seek to strengthen the social fabric of coastal relationships and strive to make the B.C. waterfront the best place to live, work and play.



Daniel Hendrickson, BCMEA presents an award to a young athlete at the 3rd Annual BCMEA Prince Rupert Amateur Swim Meet.



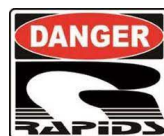
Mission Possible volunteer and Matt Smith, BCMEA serving a warm meal to participants of the Mission Possible, Power Breakfast program.



Rob MacKay-Dunn, BCMEA and Megan Owen-Evans, Neptune Terminals speaking at the Living Donor Circle of Excellence program expansion celebration.



Aydin Yulug, Laura VandeBraak, Christi Frank, Jeremy Chen and Tony Keung at the Downs Syndrome Resource Foundation Magic Morning Breakfast.



"HI YO! HI YO!
HLA AITISHL HAUN,
HI YO!"



COMMITTING TO A CULTURE OF COLLABORATION ACROSS THE WATERFRONT

Call it a quiet culture change—with big impact. Operations within the BCMEA have been continuously optimized to serve our members better.

Gone is the “silo approach” where departments operate seemingly independently. Today, the BCMEA has embraced a unified outlook, working proactively and collectively across departments. A direct result of this collaboration includes the successful delivery of WaterfrontWorks this past year. A project stemming from the dedicated efforts of our data analytics, programming, labour relations, training and workforce operations teams, WaterfrontWorks is rooted in the joint vision to enhance the BCMEA's long-term capacity and capabilities to improve labour availability for our members. With an enhanced focus on digitalization, our members can be assured the BCMEA is working in tandem to improve efficiencies and deliver timely solutions.

This one-team model is good for members and it's good for employees too. Increasingly, BCMEA employees report high levels of engagement. Based on the ratings of our staff, the BCMEA is within the top 80th percentile of global companies when it comes to employee engagement.

Every day, we are reminded that the BCMEA is an enviable place to work—demonstrated through strategic recruitment, employee retainment and our robust staff development

programs. Alongside internal supports that provide professional growth opportunities and ongoing learning, we continued our work in sponsoring the Greater Vancouver Board of Trade Engaged Leadership Program (ELP), providing mentorship for managers and entrepreneurs who are ready to take the next step in their career progression. The program provides resilient leadership training, mentorship, and community engagement opportunities for B.C.'s future leaders. Over the course of our sponsorship, the BCMEA is proud to have supported multiple staff members through this program.

We also recognized several employees for their dedication to the organization—with some celebrating 10, 20 and even 30 plus years of service. This kind of dedication is a testament to the support and growth that employees have come to identify our organization for. Creating a workplace that is respectful and collaborative is a collective achievement that we can all be proud of.

“Based on the ratings of our staff, the BCMEA is within the top 80th percentile of global companies when it comes to employee engagement.”

More broadly across the waterfront, we continue to do our part to reduce barriers at the workplace as part of the Accessible Canada Act, federal legislation aiming to make Canada barrier-free by 2040. By embracing inclusive practices, we are making changes that ensure our workplaces are equitable for everyone. Looking ahead to 2025, we anticipate a new Accessibility Committee with differing abilities to visit various worksites, reporting on progress and positioning our industry for future success.

Throughout 2024, we continued supporting the efforts of the Waterfront Diversity, Equity, and Inclusion (DEI) Council, focusing on embedding DEI practices and prioritizing higher accountability for industry initiatives in this space moving forward. Our waterfront employers are measuring this progress through an industry-led DEI best practices audit conducted every three years. Most recently, we saw a 10% increase in our industry DEI audit results since the work began in 2021. Each employer is calibrating their actions and making collective recommendations on best practices that can be used as a shared industry resource. For the BCMEA, our focus is making training programs as accessible and inclusive as possible.

Together, these initiatives are creating better workplaces, a better industry and better communities. When all voices are heard, diverse perspectives are embraced and human dignity is respected, we all benefit.



CELEBRATING COASTAL CONNECTIONS ON THE PATH OF RECONCILIATION

For generations, Indigenous nations have been a significant part of the maritime industry, contributing invaluable knowledge, skills, and traditions since time immemorial. In recognition of this legacy, the BCMEA has been elevating efforts in recent years to chart the path of the Association's reconciliation journey—acknowledging the principles outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and in response to the Truth and Reconciliation Commission Call to Action #92.

The BCMEA began this work in mid-2021, when we were one of the first workplaces in the federal sector to observe the first National Day for Truth and Reconciliation. Since then, empowered by our Board of Directors, we have been embarking on a multi-faceted Indigenous engagement and procurement strategy to enhance awareness of Indigenous experiences, culture and practices in Canada and to support Indigenous social and economic prosperity.



A traditional welcome by Tsawwassen First Nation at the Reconciliation Awareness and Strategic Workshop.

Notably last year, the BCMEA held an immersive Reconciliation Awareness & Strategic Workshop for the BCMEA senior leadership and key members to delve into the historical and cultural context of Indigenous Peoples, the current landscape of economic reconciliation, and begin development of an Indigenous Reconciliation Action Plan. Held on the lands of Tsawwassen First Nation (TFN), TFN members shared deep insight into their diverse cultural heritage, the economic evolution of Indigenous Nations in B.C., and highlighted TFN's strategic approaches to sustainable development and economic engagement. Following a tour of TFN lands, the workshop culminated in collaborative discussions on identifying gaps, risks and opportunities for the BCMEA to inform the development of a strategic Indigenous Reconciliation Action Plan.

Another initiative that we embarked upon last year was the process of commissioning an Indigenous artist to design a mural for the BCMEA's Vancouver Dispatch Hall. This project is to stand as a testament to the BCMEA's and our members ongoing dedication to advance reconciliation, acting as a visual reminder to encourage all to engage and learn about Indigenous contributions to the maritime sector. Representing the legacy of the maritime industry and our shared commitment to fostering an inclusive environment, this mural project looks to celebrate the interconnectedness of our communities and the importance of honouring Indigenous peoples as we work towards a shared future.

Designed by the talented Musqueam artist Darryl Blyth, the artwork titled "Oceans Together", transformed the space into a symbol of unity, promoting inclusivity, well-being, and cultural safety. An Artist Selection Committee comprised of BCMEA Board Chair Don Nonis, BCMEA President & CEO Mike Leonard, BCMEA Sr. Director of Workforce Operations Lindsay Familton, ILWU Local 500 representative Joulene Parent and Tahltan artist Alano Edzerza underwent a rigorous selection process to choose the successful artwork. Darryl's design and renderings were outstanding in bringing the BCMEA's Vancouver Dispatch Hall to life, making the decision unanimous.

The BCMEA is deeply grateful to have received guidance from the Musqueam, Squamish, and Tsleil-Waututh Nations on this project—whose traditional lands and waterways are central to the heritage we honour and where our Dispatch Hall operates. An unveiling ceremony will be held in 2025 in accordance with Musqueam cultural traditions and protocols.

Rounding out our recent efforts includes the ongoing sponsorship of community initiatives that support social connectedness and cultural recognition and celebration. From supporting the Annual Salmon Festival in Prince Rupert, to the Junior All-Native Basketball Tournament (JANT) held in the spring, its events like these that cultivate connections and uphold cultural traditions, providing opportunities that the BCMEA is honoured to be able to take part in.

The historic links between Indigenous peoples and the maritime community are long and rich. More work is to be done, but the efforts we are making today to foster meaningful relations through open dialogue and engagement to ensure that economic reconciliation is embedded in the fabric of B.C.'s maritime industry is critically important.



The BCMEA Senior Leadership team and member representatives take a tour of the Tsawwassen First Nation.

BCMEA COLLABORATES WITH INDIGENOUS ARTIST ON MURAL TO PROMOTE RECONCILIATION & COASTAL CONNECTIONS



Musqueam artist Darryl Blyth paints the exterior of the BCMEA Dispatch Hall transforming it into a beautiful mural titled "Oceans Together."

SCAN TO WATCH THE VIDEO



FINANCIAL REPORT

December 31, 2024 with comparative information for 2023

Statement of Financial Position

	2024	2023
Assets		
Current assets		
Cash	127,535,225	106,928,499
Accounts receivable and other assets	21,812,903	20,648,064
	149,348,128	127,576,563
Tangible capital assets	35,673,002	36,080,309
Intangible assets	4,599,465	2,743,333
	189,620,595	166,400,205
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities	50,780,533	36,127,407
Accrued longshore vacation pay	52,645,013	48,835,991
Accrued Container Gainshare liability	50,962,588	46,734,185
Deferred revenue	7,993,094	3,846,509
Current portion of Post-employment benefit liability	35,505	33,819
Current portion of Modernization and mechanization allowance liability	8,763,000	6,170,000
	171,179,733	141,747,911
Post-employment benefit liability	1,404,315	1,468,718
Modernization and mechanization allowance liability	55,750,000	56,563,000
Deferred Capital Contributions	531,822	
Asset retirement obligation	131,807	127,951
	228,997,677	199,907,580
Net assets (deficit)		
Investments in tangible capital assets and intangible assets	40,272,467	38,823,642
Deficit	-79,649,549	-72,331,017
	-39,377,082	-33,507,375
	189,620,595	166,400,205

Statement of Operations

	2024	2023
Revenue		
Payroll assessments	179,802,248	154,933,232
Hourly assessments	47,980,419	42,270,053
Cargo assessments	68,678,540	58,881,210
Labour surcharge assessment	13,317,340	12,082,830
Investment income	2,848,660	3,833,760
Container Gainshare levies	49,538,350	45,472,855
Vancouver Island Gang Interchange	297,429	340,327
Lower Mainland Interchange	424,521	506,040
Government of Canada violence & harassment program contributions		108,571
Other income	101,238	84,409
	362,988,745	318,513,287
Expenses		
Payroll related labour fringe benefits	180,771,138	164,512,506
Hourly related labour fringe benefits	48,086,687	45,152,128
Cargo related expenses	69,420,326	69,514,615
Container Gainshare contributions	50,962,588	46,734,185
Retroactive pay	17,865,264	31,212,376
Vancouver Island Gang Interchange expenses	297,429	340,327
Lower Mainland Interchange Expenses	424,521	506,040
Government of Canada violence & harassment program expenses		108,571
	367,827,953	358,080,748
Deficiency of revenues over expenses	-4,839,208	-39,567,461

CLOSING REMARKS

Now more than ever, Canada's economic and social well-being depends on stable, reliable, and competitive ports. West Coast ports are a critical link in our country's supply chain, keeping goods flowing despite the imposition of trade tariffs and an unpredictable trading partner in the U.S.

Spanning from the Lower Mainland to Vancouver Island and all the way to Prince Rupert, our B.C. ports safely and efficiently move over \$800 million in essential cargo like agri-foods, potash, critical minerals to household goods daily—that's more than 25% of Canada's total traded goods.

As trade tensions rise, our ports are ready to adapt because of the marine terminal operators, carriers, skilled waterfront workers, and innovators dedicated to keeping operations running smoothly. By leveraging global partnerships, expanding infrastructure, and diversifying markets, Canada's maritime employers can help reduce reliance on any single partner.

No matter the challenge, our West Coast ports, and the people behind them, remain a resilient economic hub for Canada, proving that trade thrives on stability and competitiveness.

