



## Local 514 Bargaining Update

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Please be advised that in response to ILWU Local 514's second industry-wide strike notice set to commence on Monday, November 4 at or about 08:00 am PT, and in anticipation of escalating and unpredictable strike action, the BCMEA has made a decision to take defensive action in the form of a coast-wide lockout.

ILWU Local 514's strike action will have repercussions across B.C.'s waterfront operations, and strike activity can easily escalate, including a complete withdrawal of labour without notice. Accordingly, to facilitate a safe and orderly wind-down of operations, the BCMEA has issued formal notice of its intention to defensively lock out all ILWU Local 514 members on Monday, November 4 at or around 09:00 am PT. Should it be required, this coast-wide lockout will shut down all cargo operations of BCMEA Member companies across the province. It will not affect long-shoring operations on grain vessels or cruise operations.

We did not arrive to this decision lightly. This regretful action follows thorough consideration of ILWU Local 514's continued intransigence and their provocative decision to proceed with another strike notice, despite being found to have been bargaining in bad faith on three occasions.

The BCMEA appreciates that Canada's West Coast ports and global trade require certainty and predictability to operate. ILWU Local 514 continues to put Canada's supply chain and all those that depend on it at risk with its repeated inflammatory and disruptive behavior.

The Parties met this week with the assistance of FMCS. The BCMEA was deeply disappointed that ILWU Local 514 came to mediation at this late stage of bargaining, with proposals and positions that took bargaining backwards, and thus further from achieving a collective agreement.

On Wednesday the BCMEA provided a balanced and competitive final offer to ILWU Local 514. If accepted, it will provide all forepersons with significant gains in wages and benefits without concession requests from employers. The final offer includes a 19.2% wage increase, which would enhance the median foreperson compensation from \$246,323 to \$293,617 annually, not including benefits and pension. On average, eligible workers would receive a cumulative lump sum payment of approximately \$21,000, inclusive of signing bonus and retroactive pay increases back to April 2023. Subject to the date of acceptance, the BCMEA will agree to accelerate and pay retroactivity and the signing bonus in full to each member by mid-December.

Despite ILWU Local 514's regrettable decision to repeatedly destabilize Canada's supply chain, the BCMEA's comprehensive offer remains open until withdrawn.

In the interest of all Canadians, the industry is prepared to rescind lock out notice if ILWU Local 514 chooses to withdraw its strike notice.