



**LAX KW'ALAAMS BUSINESS DEVELOPMENT LP**

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## Notice Regarding ILWU 505 Long Shore Applications

May 16, 2022

### Background

In January of 2022, the International Long shore and Warehouse Union Local 505 (ILWU 505) announced a phased distribution of ILWU 505 long shore applications. It was decided by the union that each union member would receive one application for distribution. As a union, they also agreed to issue 5 applications to the Lax Kw'alaams Band, for casual employment.

There is a total of 342 applications, including the 5 applications issued to the Lax Kw'alaams Band, that will be dispersed in phases. This will allow for training to happen in smaller groups. The order that the groups of applications are arranged are chosen through a random draw by the union. The 5 applications issued to the Lax Kw'alaams Band were subject to the same draw, and will be distributed to the Lax Kw'alaams Membership as they become available.

In January 2022, Lax Kw'alaams did not receive any ILWU applications. On February 28th, 2022, Lax Kw'alaams distributed 2 of the 5 total applications. On March 13<sup>th</sup>, Lax Kw'alaams was notified of 2 available applications for distribution to the membership. There is one more application set aside for Lax Kw'alaams but is not available for distribution yet.

### Recruitment requirements

Applicants must meet ILWU Local 505 and BCMEA's recruitment requirements, including:

- criminal record check
- drug and alcohol test
- medical exam
- hearing exam
- two pieces of valid photo government ID – including a drivers license, BCID, citizenship, health card, passport, status card and/or firearms license.

Applicants must also be available for approximately 3 weeks of training (Monday-Friday) following the above pre-screening.

A lack of proper identification may prevent the successful applicant(s) from moving forward in their application process. Valid photo identification is required to complete the criminal record check, and to obtain a PRPA port pass (which allows longshore workers access to the job site).



## **How to submit your name for an ILWU application**

### **Deadline Friday May 20, 2022**

Lax Kw'alaams Band members who wish to put their name forward for consideration for an ILWU application may do so by submitting to the Lax Kw'alaams Business Development:

- an updated resume (including current contact information)
- copies of two (2) pieces of valid government photo ID – including a drivers license, BCID, citizenship, health card, passport, status card and/or a firearms license.

Ensure your resume has your current contact information, and your work experience and tickets are up to date.

To submit your resume and copies of your 2 pieces of government photo ID, email your documents to [employment@laxbdl.com](mailto:employment@laxbdl.com) OR drop off your documents at the Lax Kw'alaams Business Development office in Prince Rupert – 100 1st Ave East. If you require assistance with photo copying for two pieces of ID, please speak to the front desk receptionist to assist with photocopying.

**Resumes and ID will be accepted until Friday May 20, 2022.** Lax Kw'alaams Band members who submitted their resume and copies of 2 pieces of photo ID will be put into a random draw with witnesses' present. If you submitted a complete application in the previous intake (February/March 2022) you do not need to submit your resume and ID again.

If any documents are missing, incomplete, or expired, the name will not be put into the draw. If you do not have ID as outlined above, please work to get your ID for the next intake as there are still 3 applications to be distributed to the Lax Kw'alaams Band membership.

The draw will not be made public or recorded for social media.

### **About the application process**

While we understand there is a lot of interest in these applications, we would like our members to understand the following:

- The application is non-transferrable – the member's name will be physically written on the application
  - You cannot give the application to someone else if your name is drawn
- Pre-screening, prior to training, will take several weeks to complete
- An application to ILWU 505 is not a guaranteed job
- Workers can expect (at best) 1-2 shifts per week, and at times, no work at all
- Success is greater for those with part-time employment
- Workers are required to be living in Prince Rupert



- Should an application lead to work, you may be required to start on the log ships
- Work on the log ships is physically demanding
- Members with First Aid, Safety, or Trade related backgrounds may have a higher chance of success

Training will be provided and COVID protocols will be in place. Training will be scheduled once the candidate has passed the criminal record check, drug and alcohol test, medical exam and hearing test. As a part of the intake process, candidates will be required to pass a 1 day longshore course. A textbook will be provided for pre-reading after applicants complete their criminal record check, and when applicants pick up their medical packages.

To be successful in this line of work, applicants must be responsive to BCMEA's timelines, be available by phone and email, and follow up with the recruitment coordinator in a timely manner.

For Lax Kw'alaams Band members who have an inactive ILWU 505 number, ILWU will not allow members to reactivate their old numbers at this time. If you already have an inactive ILWU number, you cannot receive a new ILWU application or receive a new number.

The Lax Kw'alaams Business Development will not be making the recipients of the ILWU 505 applications public unless the recipient expresses consent to allow us to share their name with the rest of the membership.



## **Criminal Record Check**

The BCMEA (British Columbia Maritime Employers Association) requires a criminal record check for all new applicants for employment for longshore dispatch work. The criminal record check is conducted by a Third Party Screener, to protect the privacy of the individual.

The criminal record check will reflect the past 10 years of criminal record information for indictable offenses, and the past 5 years of criminal record information for summary offenses. In addition to the above 10 and 5 year time frames, the following offenses are not time restricted and will exclude your eligibility for an ILWU application:

- murder
- an offence related to terrorist activity
- an offence relating to the trafficking, production, importing, exporting, possession for the purposes of trafficking, selling or distribution of any controlled drug or substance contrary to the *Controlled Drugs and Substances Act*, the *Cannabis Act*, or the *Criminal Code* (or similar offences in other jurisdictions).

Those who have been charged with an offence on the date or following the date of application, must also disclose the charges to the Third Party Screener.

The following criminal offences will disqualify applicants from moving forward with their ILWU application. This includes any conspiracy or attempt to commit the offence, being an accessory after the fact in relation to the offence, or any counselling in relation to the offence:

### **Serious offences to people**

- aggravated assault
- assault causing bodily harm
- assault with a weapon
- sexual assault, sexual interference, any form of sexual invitation or exploitation, luring a child and agreeing or arranging to commit any sexual offence against a child
- any offence related to child pornography
- criminal negligence
- manslaughter
- murder
- an offence related to terrorist activity
- kidnapping, trafficking in persons, hostage taking and abduction, forceable confinement
- extortion
- possession of firearms or other weapons contrary to a prohibition
- criminal harassment
- voyeurism



### **Serious offences to property**

- theft over \$5,000
- motor vehicle theft
- robbery and extortion
- arson
- breaking and entering
- possession of property obtained by crime over \$5,000
- trafficking in property obtained by crime
- laundering proceeds of crime

### **Fraudulent offences**

- fraud
- theft of or trafficking in identity information
- theft of forgery in relation to credit cards
- counterfeiting

### **Drugs and trafficking**

- an offence relating to the trafficking, production, importing, exporting, possession, selling or distribution of any controlled drug or substance contrary to the *Controlled Drugs and Substances Act*, the *Cannabis Act*, or the *Criminal Code* (and similar offences in other jurisdictions) except as follows:
  - Summary cannabis possession convictions that occurred prior to the legalization of cannabis will not disqualify an applicant. Summary cannabis possession convictions that occurred after the date of legalization and indictable cannabis possession convictions that occurred prior to and after legalization will disqualify an applicant

### **Motor vehicle offenses**

The following motor vehicle offences will disqualify applicants from any driving and/or equipment operation positions for a 5 year period from the date of hire:

- two occurrences of each or all of the following within the previous 5 years:
  - operation of a conveyance while impaired or over the legal limit for alcohol or drugs
  - failure or refusal to comply with a demand under the *Criminal Code* for samples of breath or blood
  - refusal to take a breathalyser or other test prescribed by law

For further clarification on the criminal record check, Lax Kw'alaams members can contact the LaxBDL office.