

Wages

SOURCE	Comp	
EFF.	87	07
TERM.	88	09
No. OF EMPLOYEES	22	
NOMBRE D'EMPLOYÉS	R	

AGREEMENT
1986-1988

BETWEEN:

NORTH ARM TRANSPORTATION LIMITED

AND:

CANADIAN MERCHANT SERVICE GUILD
representing Masters, Mates & Engineers
(hereinafter referred to as "The Guild")

PREAMBLE

For the purposes of this Agreement, the "Company" shall mean NORTH ARM TRANSPORTATION LIMITED as of the date of signing this Agreement.

The intent of this Agreement is to ensure for the Company, the Guild and the Officers employed by the Company the full benefits of orderly and legal collective bargaining, and to promote harmonious employment relationships between the parties.

As signatories to this Agreement, it shall be the duty of the Company and the Guild to abide by the terms set out hereinafter.

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PART I GENERAL

1.01 RECOGNITION

(a) The Company recognizes the Guild as the sole bargaining agent for all Masters, Mates and Engineers employed on vessels owned, operated or directly or indirectly controlled by the Company provided that such vessels are operated within the coastal and inland waters of British Columbia or in waters bordering on the Yukon and North West Territories, or if operated on a national or international basis that the port from which the vessel is dispatched is within those waters of British Columbia, Yukon and the North West Territories.

The Company agrees that only tugs covered by a Guild Agreement will be employed to perform work except in those designated areas in which other unions have historically manned tugs. It is understood that the only exceptions to this would be in the event of Guild tugs not being available when required to do the job and U.S. Flag Tugs. The Company agrees to inform the Guild monthly of any exceptions,

(b) Where a vessel covered and listed in this Agreement is chartered or leased, the terms of such charter or lease shall provide that this Agreement shall apply unless a vessel is chartered or leased to a Company which has an Agreement with another Union to man and operate vessels and such agreement contains the provision that the other Union has jurisdiction over the work to be performed. Should the charterer or lessee fail or neglect to abide by the terms of this Agreement, the Company, or lessor, shall be liable to the Guild members concerned for wages or other monetary benefits which are not paid by the charterer or lessee.

(c) Where a vessel covered by this Agreement is sold to another Company or to an individual, satisfactory proof of such sale shall be provided to the Guild.

(d) For greater clarity, the parties agree that the vessels described above are as listed in Appendix "B", and the parties recognize that the list may be altered from time to time, pursuant to ARTICLE 1.01 (a). Additions to the company's fleet of existing vessels shall be covered by the agreement.

The Guild will be allowed to display its insignia aboard the vessels and it may be up to to 12" by 9" in size,

(e) (i) The Company recognizes the Guild as the source of supply for all Officers covered by this Agreement, and will request same from the Guild. The Company agrees to employ only members of the Guild in good standing.

(ii) An Apprentice Engineer may join the Guild and pay the applicable dues to obtain status on the Hiring Hall Board.

(f) In the Event the Guild is unable to supply competent personnel the Company reserves the right to obtain replacements elsewhere. The Guild may replace any such replacements upon completion of their first tour of duty and within thirty days of the date of hire of the replacement. This clause shall not apply in the case of promotion under Article 1.03.

(g) An Officer employed by the company who is not a Guild member shall, as a condition of employment, immediately apply for membership in the Guild upon taking employment with the Company.

(h) Effective the last pay period of each month, the Company shall deduct from the wages due and payable each Officer coming within the scope of this Agreement, an amount equal to the uniform monthly membership fees, pension contributions are required and any assessments of the Guild. The amount so deducted shall only be changed during the term of this Agreement to conform with changes in the amount of the regular fees of the Guild in accordance with its Constitution and By-laws.

(i) The Company will deduct initiation fees and remit same to the Guild upon receipt of proper authorization from the employee concerned.

(j) All deductions required under this Article will be forwarded to the Western Branch of the Guild, attention of the Secretary-Treasurer within thirty (30) days together with a list in duplicate showing the names of the Officers to whom said deductions are to be credited and the month for which the deductions are made.

1.02 TERMINATION OF EMPLOYMENT

An Officer shall be given forty-eight (48) hours notice of termination of employment or layoff, except where the termination constitutes a discharge for just cause.

An Officer shall given his employer forty-eight (48) hours notice of terminating employment.

Employee/Employer to be responsible for payment of up to two (2) days wages (not including leave) for failure to give each other forty-eight (48) hours notice of termination.

1.03 PROMOTION FROM WITHIN THE COMPANY

It is agreed that the Company shall **have** the right to promote employees from within the Company to Officer status, provided:

- (a) The employee has been employed at sea by the Company for a period of at least **one** (1) year;
- (b) The employee concerned has met the requirements of Guild membership;
- (c) The Company informs the Guild in advance of its desire to make such promotion, and
- (d) The Guild shall have the right to limit promotions in times **of** above average unemployment in the specific categories of Master, Mate and Engineer.

1.04 DISCRIMINATION AND INTIMIDATION

The Company agrees not to discriminate against or intimidate any member of the Guild for his activities on behalf of/or for membership in the Guild.

1.05 LEGAL DEFENCE INSURANCE

(a) Legal defence insurance for Officers covered by this agreement shall be provided in the following manner: The Guild shall provide legal defence insurance which shall be paid for by the Company at the rate of Three Dollars (\$3.00) per month for each Officer in its employ.

(b) The Company and Officers shall be advised **as** to the terms, conditions and extent of coverage **so** placed.

1.06 CANADIAN MERCHANT SERVICE GUILD, WESTERN BRANCH PENSION PLAN (TOWBOATS)

(a) (i) The Company will contribute **a** total of six percent (6%) of each employee's monthly basic rate of pay to the Pension Plan. The Plan will be portable within participating Companies and Guild membership. Employees for **whom** the six percent (6%) contribution is made will contribute an equal **six** percent (6%) on their own behalf.

(ii) **A** Board of Trustees will continue to jointly administer the Pension Plan in accordance with the Trust Agreement. The Trustees shall be six (6) in number, comprised of three (3) company and three (3) Guild Trustees.

(b) The six percent (6%) referred to above is exclusive of any contributions required for the Canada Pension Plan.

(c) A Company shall not be required to contribute to the Guild Plan on behalf of any employee who is presently a member of an existing company plan.

1.07 BOARDING PASS

Guild representatives shall be given access to Company property and aboard Company vessels either by checking with the company office or by possession of a Boarding Pass issued by the Company. It is agreed that these visits will not interfere with the sailing or maintenance of the vessel.

At times when the Company offices are not open, permission shall be obtained from the Master of the vessel. It is agreed that the Company **assumes** no liability for injury to any Officer representative while he is on Company property.

1.08 WARRANTY OF CONTINUOUS OPERATION

(a) The Company, signatory to this Agreement, and the Guild agree that there shall be no strikes or lockouts during the life of this Agreement.

(b) There shall be no slowdown or stoppage of work during the period when a grievance is being resolved.

(c) Refusal to pass through a picket line which has not been held to be illegal shall not be construed as a violation of this Article.

(d) The Company will not require any member of the Guild to continue with a tow, if it **has** been brought through a picket line.

1.09 BENEFIT PLAN

(a) The Company shall pay for each Officer in its employ who is eligible for and participates in the B.C. Marine Industry Standard Employee Benefit Plan the full cost of the Group Insurance, Weekly Indemnity, Dental and Extended Health Benefits (when the surplus fund has been exhausted) portions of the Plan.

(b) Weekly Indemnity benefits shall be based on a maximum of fifty-two (52) weeks commencing the first day in case of accident and the seventh (7th) day in case of illness. However, in case of illness, if the employee is hospitalized the Weekly Indemnity will commence on the first day, Weekly Indemnity benefits will be determined by the employee's basic monthly wage and shall be sixty five percent (65%) of that wage.

(i) An employee who is on Weekly Indemnity as of July 1, 1987 shall have his benefit rate changed to that provided above.

(ii) Employees shall be paid lay days (including red days) during waiting periods for weekly indemnity benefits.

(iii) An employee on the weekly indemnity plan shall be entitled to top off his weekly indemnity income up to full basic wages with lay days. Such lay days shall include red days (unearned leave) as follows: seven days red day credit for each year of service with the Company up to a maximum of forty five (45) red days, exclusive of any red days the employee might have had when going off on weekly indemnity. Employees who would otherwise have been laid off will not be entitled to be supplemented with red days.

(iv) Where W.C.B. payments are made the Weekly Indemnity benefits shall be subrogated.

(c) The Life Insurance benefit will be \$50,000.00. Accidental Death and Dismemberment is provided to a maximum of **\$50,000.00**.

(d) B.C. Medical Services Plan premium shall be paid 100% by the Company.

(e) The Long Term Disability Plan shall provide a monthly benefit of fifty-five percent (**55%**) of the employee's monthly basic rate for total disability from the fifty-second week of disability through to normal retirement. The monthly premium shall be fully paid by the employee.

(f) The Dental Plan shall provide three types of coverage **as** follows:

- (i) Basic: (100% coverage)
- (ii) Restorative: (50% employee co-insurance)
- (iii) Orthodontia (50% employee co-insurance) to cover employee, spouse and dependent children with a \$1,500,00 lifetime maximum.

(iv) The Plan shall only pay **up to a** maximum of twelve hundred dollars (\$1,200.00) per person per year. This maximum may only be exceeded on approval by the Board of Trustees of the Health Plan and then only for work required for dental health. Orthodontia is excluded from this subsection (iv).

(v) Employees on Long Term Disability are covered by the Plan.

(vi) The Trustees shall retain on **a** monthly basis **a** Dental Consultant **as** advisor to the Trustees.

(g) The Extended Health Benefit **Plan** shall provide **a** variety of medical services and supplies not covered by Provincial or Medicare Acts including:

- (i) Vision Care
- (ii) Hearing Aids
- (iii) Out-of-Province Medical
- (iv) Paramedical
- (v) Supplementary Hospital
- (vi) Prescription Drugs

Employees on Long Term Disability are covered by the **Plan**.

(h) A Board of Trustees will continue to administer the Welfare Plan. The Trustees shall be six (6) in number, comprised of three (3) Company Trustees, one (1) Guild Trustee, one (1) C.B.R.T. Trustee and one (1) S.I.U. Trustee.

(i) Health Plan Booklet,. The Board of Trustees shall provide a Health Plan booklet summarizing all of the terms, conditions **and** benefits of the Health Plan.

(j) When an employee is on Weekly Indemnity or W.C.B. Benefits for up to fifty-two weeks, the employer will pay the full premiums for the Welfare Plan benefits. The employee shall repay, the employer, his share of the premiums upon return to work and repayment shall be made monthly in the same amounts as it was paid, An employee will not be laid off during this period.

(k) Any rebate of U.I.C. Premiums shall be applied to offset the cost of Welfare Plan improvements.

1.10 MARINE DISASTER AND MISHAP

Any Officer who suffers loss of personal effects, clothing, navigational equipment and tools related to the operation of the vessel through wreck or marine disaster, or while in transit provided or paid for by the Company to or from home port, shall be compensated by a payment up to one thousand dollars (\$1,000.00) subject to satisfactory proof of loss.

1.11 MEDICAL EXAMINATIONS

(a) It is agreed that the Company has the right to have all Officers medically examined for fitness and any Officer found medically unfit for service at sea shall not be employed, or, if employed, may be dismissed. Medical examination shall be at the company's expense.

(b) Where the Company refuses to employ an Officer or discharges an Officer for medical reasons, the question of the Officer's fitness for full **sea** duties in the category in which he is to be employed may be referred to a competent medical authority, acceptable to the Company, the Guild and the Officer concerned for determination acceptable to the Company, the Guild and the Officer concerned.

1.12 GRIEVANCE PROCEDURE

DEFINITIONS:

"Company" means "Company named in Agreement".

"Guild" means "Canadian Merchant Service Guild".

"Party" means "the Guild or Company".

"Officer" means "a member of the Guild".

(A) **Grievance** - Any difference concerning the interpretation, application or operation of this Agreement or any alleged violation thereof, including any question as to whether any matter is arbitrable shall be dealt with without stoppage of work in the following manner:

Initiation of Grievance

By the Guild

1. Any grievance lodged by an Officer or the Guild shall be presented to a person designated for that purpose by the Employer.

2. The maximum time for instituting a grievance concerning demotion, suspension or dismissal shall be thirty (30) days from the date of demotion, suspension or dismissal. A letter stating the reasons for the demotion, suspension or dismissal shall be given to the Officer concerned, if he requests it.

The maximum time for instituting a grievance concerning issues other than those described above shall be sixty (60) days.

3. Grievances arising **shall** be dealt with and processed to settlement in the following manner:

Step 1: The Officer or Officers involved shall first present the matter to the designated Employer official.

Step 2: If the matter is not satisfactorily resolved at Step 1 within forty eight (48) hours of the date the grievance is presented, the Officer shall within thirty (30) days of that date refer the matter to the appropriate Guild representative, who shall then within seven (7) days submit the grievance, in writing, to the Employer.

Step 3: If a satisfactory settlement is not reached within forty eight (48) hours of the date the grievance is submitted to the Employer, the grievance may, within thirty (30) days of that date be referred to the Arbitrator, in the manner provided in Section (b).

By the Company

4. Any grievance lodged by the Employer or the Company shall be presented in writing to a person designated for that purpose by the Guild. If a satisfactory settlement is not reached within seven (7) days of the date the grievance is presented in writing, the grievance may, within thirty (30) days of that date be referred to the Arbitrator, in the manner provided in Section (b).

Time Limits

5.(i) The time limits set out in the foregoing may be extended by mutual agreement of the parties.

(ii) Failing mutual agreement to extend time limits under Section (a)(5)(i), a grievance which has not been processed within the time limits shall be deemed to be abandoned and all rights of recourse to the Grievance Procedure under this Agreement in respect of this grievance shall be at an end.

6. Any grievance may be advanced directly to arbitration by mutual agreement of the parties.

(B) Arbitration - In the case of a dispute arising under this Agreement which cannot be settled in the manner provided for in Section (a), the matter shall be determined by arbitration in the following manner:

Arbitrator

1. The parties by mutual agreement appoint a Single Named Industry Arbitrator and an Alternate.

Cost Apportionment

2. The parties shall bear in equal proportions the fees and expenses of the Arbitrator or the Alternate Arbitrator, including the rental of any premises used for the hearing. This shall apply in all cases except where, as provided in Section (b)(8), the Arbitrator is called upon to reconsider his decision. In such latter instances the fees and expenses connected with his reconsideration of the decision, including the rental of any premises used, shall be borne in full by the party which requested such reconsideration.

Powers

3. The Arbitrator shall have no authority to alter, modify, subtract from or supplement the provisions of this Agreement in any way.

4. If the Arbitrator finds that an employee has been unjustly demoted, suspended or discharged, the Arbitrator shall order the re-instatement of the employee by the Employer without loss of pay and with all his rights and privileges preserved under the terms of this Agreement, provided however, that if it is shown to the Arbitrator that the employee has been in receipt of wages or related remuneration during the period between suspension or discharge and reinstatement, the amount so received shall be deducted from wages payable by the Employer pursuant to this section.

Arbitration Procedure

5. The party advancing the grievance shall notify the other party and the Arbitrator in writing of the issue to be arbitrated.

6. The Arbitrator shall then invite the parties to meet and present evidence, and shall render a decision within fifteen (15) days of concluding his hearing, said decision to be final and binding upon the Parties to this Agreement, subject to the provisions of Section (b)(8).

7. If, upon application by either party, it appears to the Arbitrator that the circumstances surrounding the grievance are of such urgency or seriousness **as** to justify disposition in a summary manner, then:

- (i) The Arbitrator may order that the matter proceed to arbitration without compliance with the grievance provisions of Section (a).
- (ii) The Arbitrator may proceed to hear the matter in such manner and in such time as he deems advisable.
- (iii) The Arbitrator may issue a summary decision, direction or order which shall be binding on the parties.
- (iv) The Arbitrator shall, within seven (7) days of his summary decision, render his decision in writing, and at that time he may, on his own initiative, vary the summary decision made by him.

The procedure outlined herein shall be subject to the provision of Section (b) (8).

§. Either party may, within five (5) days of receipt of the Arbitrator's decision, notify the Arbitrator and the other party of its desire to have the Arbitrator reconsider his decision, such notice to be in writing and to be supported by reasons. The Arbitrator may proceed to reconsider the matter, and in the event that he does he shall render a decision within seven (7) days of receiving notice, provided that if he has to conduct a hearing into the matter he shall render a decision within fifteen (15) days of concluding the hearing.

(C) Interpretation Ruling - Either party may, within fifteen (15) days notice to the other, request the Arbitrator to make an interpretation ruling on any question involving an interpretation of any terms of this Collective Agreement. It is agreed that such an interpretation ruling will only be initiated as a result of one of the parties disagreeing with the actions or stated intended actions of the other party. In such instances, the Arbitrator shall invite the parties to make submissions in support of their respective interpretations at a hearing to be held for the purpose, and shall render a ruling within thirty (30) days of the conclusion of the hearing. Such a ruling shall be final and binding upon the parties and shall not be subject to reconsideration.

1.13 SENIORITY

(a) For the purposes of this Article there shall be two (2) kinds of seniority:

1. SERVICE SENIORITY - being length of service with the Company **as** an officer
2. CATEGORY SENIORITY - being length of service with the Company in a specified category of Officer - i.e., Master, Mate, Chief Engineer and Second Engineer.

(b) An Officer shall acquire seniority ~~as~~ of his date of employment with the Company **as** an Officer provided he has completed six (6) months continuous employment as an Officer.

(c) The Company will provide the Guild with separate lists setting out both kinds of seniority. These lists shall include length of service in the above named categories and total service as an Officer. A seniority list to be posted on vessels every 12 months. A new seniority list shall be final if not disputed within four (4) months of it being posted.

(d) (i) In cases of layoff or recall, service seniority shall be the determining factor, qualifications, experience and ability being sufficient to do the **job**. Lay day positions will not affect the layoff sequence.

(ii) Realignment of positions due to layoffs shall be in accordance with the sequence set out below subject to qualifications, experience and ability being sufficient to do the job.

Realignment Sequence

Deck

- (a) number of masters retained in accordance with masters category seniority, and
- (b) displaced masters transferred to mate category and any realignment of positions to be based on service seniority.

Engineering

The above sequence shall apply similarly to Engineers with the divisions being First (chief) Engineer and Second/Third Engineer.

(e) Appointments

1. Appointments to regular job vacancies shall be made on the following basis:

(i) If the applicants are from the same category, category seniority shall apply, qualifications, experience and ability being sufficient to do the job.

(ii) If the applicants are from different categories - i.e. Master and Mate, service seniority shall apply, qualifications, experience and ability being sufficient to do the job.

Non-certificated Officers shall acquire category seniority only for purposes of appointment to other non-certificated positions.

2. When a regular job vacancy occurs, it will be posted within fifteen (15) days and eligible Officers will be given forty-five (45) days in which to apply, provided that in the event a company makes arrangements to directly notify all eligible Officers, those who wish to apply shall be given fourteen (14) days in which to do so. Without restricting the foregoing the Company may temporarily promote an Officer to fill a vacancy. Final selection shall be made on the basis set out in Sub-section (1) within sixty (60) days of the job vacancy posting. The name(s) of successful applicants shall be posted on bulletins boards accessible to all applicants for a period of not **less** than ninety (90) days.
3. An Officer **who** has failed to apply for a particular job vacancy within the time limit specified shall not be entitled to apply for the position in question until such time as it again becomes vacant.

(f) An Officer who has been laid off will retain his seniority and the right to be recalled for a period up to, eighteen (18) months from date of layoff, provided he reports to the Company when recalled, and further provided, that should payment of severance pay under Article 1.33 or the Canada Labour Code be made after the expiration of the twelfth (12th) month of layoff, all rights including seniority and recall shall be at an end. It is understood that an employee is not entitled to any severance pay until twelve (12) months of layoff has occurred, An Officer who is given reasonable notice and fails to report for work upon recall is subject to discharge from service,

Should a Guild member be demoted to a position of Seaman or Oiler because of layoffs, the Company shall be entitled to promote him back to that of an Officer before hiring new personnel.

(g) When an Officer on leave takes employment with another company within the marine industry, he shall be deemed to have terminated employment with the Company from which he took leave.

(h) The provisions of this Article shall not in any way interfere with the Company's right to discharge for cause, nor shall they preclude the adoption by the Company of a compulsory retirement age for all Company personnel.

(i) Where a merger or a purchase occurs between companies and the purchase or merger agreement involves the transferring of Officers from one company to another, the resulting company agrees to meet and consult with the Guild on matters of seniority. The meeting shall take place within thirty (30) days following the date of the event or later if mutually agreed. The company, after consulting with the Guild, shall effect a revised seniority list.

The Guild shall have the right to dispute the revised seniority list under Section 144 of the Canada Labour Code provided it does so within sixty (60) days of receiving the list.

1.14 ANNUAL VACATIONS

(a) An Officer shall receive fourteen (14) consecutive days annual vacation upon completion of one year of service with the Company and for each succeeding year. He shall be paid for such vacation on the basis of four (4) percent of gross wages earned in each year.

(b) An Officer shall receive twenty-one (21) consecutive days annual vacation upon completion of two (2) years of service with the Company, He shall be paid for such vacation on the basis of six (6) percent of gross wages earned during his second (2nd) and succeeding years of service.

(c) An Officer shall receive twenty-eight (28) consecutive days annual vacation upon completion of seven (7) years of service with the Company, He shall be paid for such vacation on the basis of eight (8) percent of gross wages earned during his seventh (7th) and succeeding years of service,

(d) An Officer shall receive thirty-five (35) consecutive days annual vacation upon completion of fifteen (15) years service with the Company. He shall be paid for such vacation on the basis of ten (10) percent of gross wages earned during his fifteenth (15th) and succeeding years of service.

(e) An Officer shall receive forty two (42) days annual vacation upon completion of twenty-two (22) years of service with the Company. He shall be paid for such vacation on the basis of twelve (12) percent of gross wages earned during his twenty-second (22nd) and succeeding years of service.

(f) An Officer with thirty (30) years of service with the Company shall receive an additional two (2) percent of gross wages earned during his thirtieth (30th) and succeeding years of service.

(g) In all cases under (a), (b), (c), (d), (e) and (f) above, if the Officer has worked less than a normal year and he is not entitled to the full annual vacation days allowed, they shall be prorated in accordance with the vacation pay earned.

(h) Vacation pay shall be accumulated throughout the year and shall be paid to the Officer on the pay-day prior to his vacation.

(i) The Company shall provide vacation pay information, including amount, income tax deducted, period covered and gross earnings for the period, at the same time an Officer receives his vacation pay.

(j) An Officer shall be entitled to select the periods desirable to him for his vacation periods on the basis of his seniority with the Company, and his vacation periods may, at his discretion, be combined with time off, subject to the Company having the right to approve the over-all vacation schedule. The Officer's request will not be unreasonably denied.

(k) For the purposes of this Article, the term "**gross wages**" shall include all monies credited including wages, overtime, excessive hours, subsistence allowance, previous vacation pay and engine servicing pay.

(l) An Officer terminating his employment shall be paid all vacation pay due him up to the date of leaving, calculated in accordance with Sections (a), (b), (c), (d), (e), (f) and (g).

(m) An employee who has been laid off and is re-employed by the same employer within eighteen (18) months of the date of layoff shall be granted the same vacation entitlement as he possessed immediately prior to the layoff.

1.15 ANNUAL VACATION PAY ON TERMINATION

An Officer terminated or laid off for lack of work shall be entitled to request payment of any vacation pay due him **at** the time of layoff in accordance with Article 1.14.

1.16 STATUTORY HOLIDAYS

(a) All Officers will be given the following paid statutory holidays:

New Year's Day	Thanksgiving Day
Good Friday	B.C. Day
Victoria Day	Remembrance Day
Easter Monday	Christmas Day
Labour Day	Boxing Day
Dominion Day	

Any Statutory Holiday proclaimed by either the Federal or **B.C.** Provincial Government shall be recognized upon proclamation and included as a **paid** holiday.

(b) **Twelve (12) hour Officers**

- (i) If it is not possible to take a holiday listed above and an Officer is called to work on that day, he shall be granted an alternate day off in lieu thereof. This day off shall be in addition to the pay and leave for the day worked as provided for in (iii) **below**.
- (ii) The rate of pay for work on a Statutory Holiday shall be time and one half the straight time hourly rate. Only the straight time value of the leave portion of earnings shall be credited to the lay day account, i.e. 1.24 of a normal day's pay.
- (iii) For each statutory holiday not worked or for each alternate day off in place of a statutory holiday worked, an Officer shall be paid his regular pay for a normal day worked (12 hours) plus the leave he would earn for that day.

(c) **Eight (8) Hour Officers**

If it is not possible to take a holiday listed above and an Officer on an eight (8) hour shift tug is called to work on that day, he shall be paid at time and one-half for the time worked and shall be given an alternate day off with pay. If the Officer and the Company agree, the Officer may, at his request, take eight (8) hours pay in lieu of the day off.

d) For each statutory holiday or alternate day off in lieu of a statutory holiday, the Officer shall be credited with eight (8) hours work under the Canada Labour Standards Code.

(e) Officers employed on vessels operating in the Home Trade Class 3 and Home Trade Class 4, Minor waters, and including the Queen Charlotte Islands, will be granted the three (3) day period, consisting of December 24th, 25th and 26th, as leave in the home port, Where due to cases of distress, extreme emergency or continuous on station operations, all or any part of this three (3) day period is not granted, then the three (3) day period of December 31st and January 1st and 2nd will be granted.

(f) Officers who do not receive either three (3) day period referred to in Section (e) above shall receive a three (3) consecutive day period of leave immediately on return to home port. All three (3) days in such case will be paid for at the Statutory Holiday rate.

(g) Where the Company is unable to obtain the services of its Officers for ship berthing or unberthing and security checks of moored equipment and log booms during the three (3) day period consisting of December 24th, 25th and 26th, management personnel may be used, Officers scheduled to work New Year's need not be requested to work these dates.

1.17 LEAVE (LAY DAYS)

(a) Pay in lieu of leave shall not be tendered or accepted except as mutually agreed between the Guild and the Company. The Company, before paying such leave, shall have a letter of authorization from the Guild.

(b) No Officer shall accumulate more than forty-five (45) days leave without mutual agreement between the Guild and the Company. A list of all accumulated leave shall be forwarded by the Company to the Guild monthly. This list will indicate if the Officer was at sea or on leave at the end of the indicated pay period.

(c) When a vessel is laid up for overhaul, an Officer with any accumulated leave due shall take such leave while his vessel **is** laid up unless requested by the Company to work by his vessel or to sail on another Company vessel. When requested to work by his vessel, the Officer concerned may also be required to oversee overhauls. Under these circumstances, the conditions set out in ARTICLE 1.22 (**VESSELS IN PORT**) shall be in effect.

(d) Any Officer away on leave who fails to report for duty at the expiry of his leave, without reasonable excuse, shall be considered to have terminated his employment with the Company.

(e) At the expiration of accumulated time off and, when an Officer is unable to rejoin his vessel, he shall continue to receive his rate of pay until such time as he resumes duty on the vessel from which he took his leave or such other vessel as the Company may assign him, but such time shall be deducted from his next accumulated leave period, provided that an Officer returning from a red day leave may not be arbitrarily **assigned** to a **vessel of a lesser class** solely for the purpose of recovering monies. The Company may temporarily assign the Officer to a lesser class of vessel if he is unable to rejoin his vessel or an equivalent vessel for reasons clearly beyond the control of the company, i.e.

- overhaul;
- major reconversion;
- major damage or breakdown;
- extended voyage (in excess of two (2) weeks)

The individual shall repay any and all monies advanced under this arrangement.

(f) Where an Officer has been granted leave of twenty-four (24) hours he shall return to his vessel at the end of such time unless previously requested to phone for confirmation of sailing-time. The Officer shall not be required to phone more than once in that twenty-four (24) hour period.

If the Officer is not required to sail at the expiration of the above noted twenty-four (24) hour period, the onus shall thereafter be upon the Company to inform the Officer **as** to sailing time.

(g) When an Officer has been recalled to work he shall receive a minimum of one (1) day's pay and leave earned for that day before being given leave again. When an Officer has been recalled to work and due to weather or breakdown the vessel does not sail, he shall be paid one half (1/2) days pay and leave. Entitlement to pay is not affected by watch status. Excepted from this provision are those Officers covered by ARTICLE 3.01(g).

(h) The Company shall endeavor to give twenty-four (24) hours notice (and twelve (12) hours confirmation of same) when leave of more than two (2) days is to be granted, with the intent being to allow sufficient time to properly prepare the vessel for a new oncoming crew.

(i) In all occupational classifications covered by this Agreement, leave with pay shall be granted as set forth in Section (j), exclusive of annual vacation and statutory holidays.

(j) The method of calculating leave shall be 1.24 days leave earned for each day worked. Such leave shall be granted in the home port.

(k) (i) An Officer who is on a regular period of leave and who has a positive leave position, shall not be required to return to work prior to the expiration of his regular leave period. Should an Officer be required as a replacement, an Officer in the same pay class (taking into regard SENIORITY - Article 1.13) shall be offered the position. Where such an Officer is not available the Company will then seek a replacement from its Officer ranks, in accordance with SENIORITY - Article 1.13. Should the Company be unable to acquire suitable help in the foregoing manner, it shall acquire a suitable Officer from the Guild on a temporary basis in conformity with Article 1.01.

(ii) Employees who are due or are on scheduled leave (lay days), shall be entitled to take additional accumulated leave provided they give the company fourteen (14) days notice (except under extenuating circumstances) prior to commencing the additional leave, and this leave shall not be unreasonably denied. This arrangement shall not give rise to red day payments.

1.18 LEAVE OF ABSENCE

(a) Any employee desiring leave of absence for any reason other than those set out in Sections (c), (d) and (e) of this Article must obtain authorization in writing from the Company, and the Company and **the** Guild must mutually **agree** in writing to the granting of such leave and it will not be unreasonably denied.

(b) Where any employee is granted leave of absence under this Article for a period of longer than thirty (30) calendar days, the Company agrees to notify the Guild as to the **circumstances** for granting of such period of leave.

(c) The Company will grant leave of absence to employees suffering injury or illness, subject to a medical certificate if required by the employer,

(d) (i) The Company will grant leave of absence to employees who are appointed or elected **to** a Guild office (or who go ashore to work for the Company) for a period up to and including three (3) years. The Officer shall accumulate seniority for three (3) years and then his seniority shall remain dormant until his return. Further leave of absence will be granted if requested. Any employee who obtains such leave of absence shall return to the Company within thirty (30) calendar days after completion of **his** term of employment with the Guild.

(ii) In the event an Officer returns to sea and subsequently returns ashore he shall not be entitled to accumulate seniority for more than the period of his return to **sea** unless it is for more than one (1) year. Officers going ashore on **a** temporary basis, less than one (1) year at **a** time, shall continue to accumulate seniority.

(e) The Company will grant leave of absence to employees who are elected as **representatives** to attend Guild meetings, Guild conventions, conventions of labour organizations to which the Guild is affiliated or any convention to which the Guild nominates the employee as a delegate on its behalf or **act** as members of any Guild negotiating committee.

An employee shall be allowed to continue to receive his rate of pay from his **lay** day account including red days **up** to a maximum of fourteen (14) days, for the purpose of attending such conventions and/or meetings,

(f) It is agreed that before the employee receives the leave of absence as set forth in Sections (d) and (e) above, the Company will be given due notice in writing by the Guild in order to replace the employee during his absence with a competent substitute.

(g) An Officer when returning from a leave of absence shall be reinstated in no less than the same pay classification the Officer held when granted leave of absence.

Should the Company not have a vessel of his former pay class he shall receive the rate of pay of the next lower vessel group in which the Company operates a vessel.

(h) An Officer shall be entitled to compassionate leave of up to three (3) days to attend to urgent domestic affairs. Leave of more than three (3) days may be taken, subject to Company approval, if the circumstances warrant.

(i) An Officer who is required to be available for Jury Duty, Coroner's Jury Duty, Coroner's Witness, Crown Witness, or where the Officer represents his Employer in a court action, will be paid while on such duty, provided such court action is not occasioned by the Officer's private affairs. The pay will be such as to maintain the Officer's monthly basic rate. Leave banks will be frozen during this time.

(j) Bereavement leave is provided in accordance with the provisions of the Canada Labour Code.

1.19 EDUCATION AND UPGRADING

(a) An Education Committee shall be established to foster the education and upgrading of Officers. It shall be comprised of two (2) Guild representatives and two (2) company representatives. Its duties shall include the development and approval of courses which are mutually beneficial to the Company and its employees. It shall promulgate rules and procedures, establish a body of precedents, adjudicate disputed applications, maintain liaison with appropriate government departments and otherwise assume responsibilities as directed by the parties from time to time.

The following concepts shall govern the payment of courses:

- (i) On Company required education and training programs, the employer will bear all costs of tuition, including wages.
 - (ii) On voluntary upgrading courses with controlled attendance the employer will bear the costs of tuition, books and fees, and the employee will contribute his time, in accordance with Section (c). An employee who fails to successfully complete a course shall reimburse the Company for tuition, **books** and fees.
 - (iii) On required upgrading arising out of government regulations, the employer will assist the employee along the lines outlined in (ii) above.
- (b) The Company shall have the right to limit the selection and the number of Officers permitted to take an upgrading course at any one time.
- (c) (i) If an Officer runs out of leave time during attendance at an approved course, the Company shall loan him funds to the extent of continuing the Officer's normal take-home pay and shall continue benefits including Statutory Holidays under this Agreement for the period of the course plus a consecutive period of up to fourteen (14) days for the taking of exams.
- (ii) If Government assistance is available, the Officer shall apply and if granted, the amount advanced by the Company during the course shall be reduced by the sum of such government assistance.
- (d) At the completion of the course, an Officer shall return to work for the Company until such loan is repaid. If the Officer fails to do so, the Guild will render co-operation toward recovery of the loan.
- (e) The employer will provide wage assistance to eligible employees who take courses leading to certificates for which the employer deems he **has** use and **which** are three (3) or more months in length. Wage assistance shall be fifty

percent (50%) of the employee's basic rate commencing with the sixth (6th) week of the course through its completion including up to an additional two (2) weeks for the taking of exams. To be eligible an employee shall have a minimum of three (3) years with the employer.

(i) M.E.D. II and revalidation are covered by the terms of 1.19(a)(iii).

(ii) Parties agree that a Standing Committee be named pursuant to Article 1.19.

1.20 DUTIES

(a) The duties of a Deck Officer shall be primarily those of a navigating officer and a working supervisor of Unlicensed crew members. A Deck Officer shall not be required to perform the work of an Unlicensed member except when his assistance is necessary.

(b) Engineering Officers presently employed on **vessels** on which certificated Engineers are not required by the C.S.I. shall continue to be employed on these vessels (except when such vessels are laid up for lack of work) during the term of this Agreement,

(c) The prime responsibility of an Engineer is to operate and maintain the engineroom equipment and to maintain other mechanical equipment on the vessel. Engineers shall not perform duties customarily performed by Unlicensed personnel, provided that on one-Engineer vessels with less than two Deckhands, the Engineer may be required to perform limited duties aboard the vessel other than his customary duties. However, he shall not be requested to perform such duties if they interfere with his necessary engineering duties.

(d) The Company will ensure that enginerooms are returned to their normally clean condition after refit, overhauls and major repairs.

1.21 DUTIES OTHER THAN AS AN OFFICER

- (a) (i) An Officer who performs duties such as handling cargo, gear or boomchains other than for the vessel's own use, shall be paid for each hour so worked on watch a premium of one and one half ($1\frac{1}{2}$) hour's straight time pay and for each hour so worked off watch a premium of two and one half ($2\frac{1}{2}$) times his straight time pay; for example, a **Class IV** Mate would receive for such work in accordance with rates as set out in Pay Schedule "C", the following rates as of July 1, 1987.

On Watch - \$29.24

Off Watch - \$48.73

Notwithstanding the on watch premium described above, the rate of pay for Officers operating dozer boats shall be a premium of straight time pay plus $7\frac{1}{8}$ of the premium.

- (ii) The minimum payment for the work set out in (a)(i) shall be one (1) hour to be computed thereafter in half hour increments. It is understood that ships' crews customarily load ships' stores as part of their normal duties on watch. Such stores should only be for their own vessel and/or one other company vessel. If Officers are required to load or unload stores off watch they shall be paid the overtime rate.
- (iii) If the ship's stores are other than those described in (a)(ii), the loading and unloading of such stores shall be paid for as 'cargo in accordance with the provisions of (a)(i).
- (iv) An Officer not properly trained or certificated to load or discharge oil or chemical barges shall not be required to perform such work.

(b) In addition, Engineers called to work off the vessel, whether on watch or off watch repairing or maintaining other than the vessel's mechanical equipment, shall be considered to be 'working at non-Officer duties and shall be paid in accordance with the provisions of Section (a)(i).

(c) Engineers shall be paid in accordance with the provisions of Section (a)(i) for the following: Cleaning smoke stacks, bilges, oil tanks, oil separating centrifuges, boilers, water tanks, fish oil tanks, oil spills, rose boxes, air boxes, inlet ports, exhaust ports of internal combustion engines, work in confined spaces, sewage systems and on machinery that has not been allowed to cool to a reasonable temperature.

(d) The provisions of this Article shall not apply when safety of life at sea is involved.

1.22 VESSELS IN PORT

(a) When a vessel is tied up in the home port for repairs or overhaul watches may be broken provided reasonable notice is given, and Officers may be assigned to day work on the basis of seven and one half (7½) hours per day. Three (3) shifts shall be permitted and shall be compensated for in the following manner: Eight (8) hours pay for seven and one half (7½) hours work. For work on the afternoon or graveyard shifts a seven percent (7%) differential shall be paid over and above the basic rate of **wages**. Where possible the company will endeavour to provide forty-eight (48) hours notice of putting the vessel into annual overhaul.

(b) **As** a general rule repair work or overhauls will not be carried out on Saturdays, Sundays or holidays.

(c) Any time worked by an Officer after seven and one half (7½) hours on Monday to Friday, inclusive, or during any part of Saturday or Sunday and any holiday, shall be paid for at the overtime rate.

(d) The rate of pay for an Officer required for overhaul work shall not be less than **his** hourly rate.

(e) When a vessel is away from home port, watches shall not be broken and the conditions in Sections (a), (b), (c) and (d) shall not apply.

However, notwithstanding the above, watches may be broken at the discretion of the Master on Foreign Going and Home Trade Class I and II voyages in accordance with the foregoing. In the above instances Section (a), (b), (c) and (d) shall not apply

(f) Chief Engineers desirous of participating in refits shall so indicate by registering their names with their employers. The Company shall ensure that a Chief Engineer will work by the first main engine refit of a vessel subsequent to his regular posting to that vessel. The requirement may be waived where the Chief Engineer has been previously employed on a vessel with similar engine or where the company has an alternative training program available for engineers to upgrade their skills in overhaul procedures of propulsion or auxiliary machinery.

When an engineer assigned to a Vessel does not work by during repairs or overhaul, he shall be supplied, prior to sailing, with a summary list of the repairs made. The company shall ensure that a competent person, who is familiar with the work done, shall confer with said engineer prior to sailing.

(g) Where an engineer works by, and the time between sailings is less than twenty-four (24) hours, he shall remain on sea days pay.

(h) One master normally assigned to the vessel shall be in attendance during steamship inspection of life saving and fire fighting equipment.

1.23 CLOTHING

(a) If an Officer is required to wear a uniform the company will supply, maintain and clean such uniform.

(b) The Company will provide any protective clothing or equipment required and approved by Worker's Compensation Regulations for the handling of specific cargo requiring same.

The Company will provide quality ear protectors without cost to Officers. The Officer may elect either headsets or earplugs provided the appliance chosen afford the necessary protection against noise levels to which the Officer expects to be exposed. Officers working in operating engine rooms shall wear hearing protectors. Temporary or relief Officers will be provided headsets in the event they do not have their own.

(c) Any Officer who suffers clothing damage as a result of handling dangerous cargo, e.g., battery acid, shall be reimbursed for reasonable cost incurred in replacing the damaged clothing.

(d) Upon request by Officers, the Company shall supply the following:

- (i) Proper work gloves, free of charge, suitable to the work to be performed
- (ii) Rain jackets and pants - at employer's cost, to be recovered from the employee.
- (iii) Two pairs of good quality coveralls, free of charge, as may be required for the protection of the employees while performing their duties.
- (iv) The employer shall provide either a safety shoe or caulk boot or rain jacket and pants allowance against proof of purchase as follows:

Safety Shoes	\$50.00
Caulk Boots	60.00
Rain Jacket & Pants	60.00

Eligibility to the allowance shall be renewed every twelve (12) months after it was last paid.

Strap-on caulks shall be supplied on vessels where necessary. One pair of rubber caulk boots will be supplied once a year to Officers who have a minimum of six (6) month's Company service, on shift vessels yarding and towing logs.

- (v) An Officer shall be entitled free of charge to a D.O.T. approved floater coat including the U-Vic style upon completion of **one** year's service with the Company, The Company shall issue the coats and will replace them when necessary.
- (vi) One air breathing apparatus to be supplied aboard each continuously operating vessel. The apparatus shall be equivalent to the "Robert Shaw Five Minute Device",

1.24 TOWBOAT ACCOMMODATION STANDARDS

A. GENERAL

1. A committee will be established to be known as the Towboat Accommodation Standards Committee. It shall be made up of equal representation from the Company and the Unions concerned. Its functions shall be as follows:

(a) To receive and study plans and layouts of vessel modifications and new vessel construction prior to such modification or construction.

(b) To improve or advise on that portion of the plans which fall within the jurisdiction of this Article.

(c) To act in matters concerning government regulations which have a direct effect on safety, efficiency and comfort in the West Coast towing industry, using outside assistance as may be required, e.g. Naval Architect, Minister of Transport.

1. For the purpose of this Article, the application of the term "~~wherever~~ practicable" shall be determined by the committee. Consideration shall be given to the size of the vessel and type of operation.

3. In instances where this committee is unable to reach a solution, within its terms of reference, the issue shall be put to arbitration in accordance with the provisions of Article 1.12(b).

4. The committee shall act only on written request in dealing with problems on specific vessels. Such a request may be made by any one of the parties,

B. DEFINITIONS

1. New Tug Means

(i) A tug the keel of which is laid on or after the effective date of this Agreement.

(ii) A tug purchased outside of the jurisdiction of the Western **Branch** Guild.

(iii) A tug on which major modifications are commenced on or after the date of signing the Agreement.

(iv) Any alterations made to a vessel that has previously been classified as a new vessel must continue to comply with the terms of the new tug standards which existed at the time the vessel was classified except where mutually agreed.

2. Existing tug means

(i) A tug other than a new tug.

3. Continuous Operating Tug Means

(i) A tug on which the crew sleeps and eats on board and where meals are prepared on board.

4. Shift Tug Means

(i) A tug operating in a restricted area where the crew does not sleep aboard.

C. NEW TUGS OTHER THAN SHIFT TUGS

1. Design Standards for Sleeping rooms

(a) Vessels up to **50'** in length between perpendiculars

(i) All accommodation space to be situated above the deepest water line

(ii) Officers shall be accommodated in single berth rooms.

(iii) Maximum number of persons in one sleeping room shall be two.

(b) Vessels over 50' and up to 90' in length between perpendiculars

(i) All accommodation space to be above the deepest waterline.

(ii) All sleeping rooms to be on or above the main deck.

(iii) Officers shall be accommodated in single berth rooms.

(iv) Maximum number of persons in one sleeping rooms shall be **two**.

(v) All sleeping rooms to be single berth rooms where practicable.

(c) Vessels over 90' in length between perpendiculars

(i) All sleeping rooms to be situated on or above the main deck.

- (ii) All sleeping rooms to be single berth rooms.
 - (iii) All accommodation space to be situated on or above the main deck, where practicable.
 - (iv) The sleeping room for the Chief Engineer shall include one extra locker.
 - (v) The Chief Engineer's sleeping room on vessels over 120' in length between perpendiculars shall in addition to the above provisions include one 24 X 54 desk, one 2 drawer filing cabinet and one standing book case.
- (d) Square foot area of sleeping rooms
- (i) All single berth sleeping rooms shall have a minimum total floor area of 50 square feet.
 - (ii) All two berth sleeping rooms shall have a minimum total floor area of 55 square feet.

Where practicable, and space is available, priority shall be given to increasing the total floor area in two berth cabins
 - (iii) Any accommodation space that is inadequate by reasonable standards shall not be included in the calculation of floor area.
 - (iv) Every sleeping room shall be constructed to provide clear head room of 6'6" at every point in the room which is available for free movement.
 - (v) Where practicable, every sleeping room shall have at least one window or side light with a clear opening of not less than 18".
 - (vi) Every bed shall be fitted with a spring filled mattress
 - (vii) Every bed shall be large enough to accommodate a mattress of 6'6" in length and 2'3" in width. Where practicable, mattress width will be increased to 2'6".

- (viii) Every sleeping room shall be fitted with a drawer of **at** least four (4) cubic feet capacity.
- (e) (i) Every tug shall have **a** washing machine and proper facilities for drying clothes.
- (ii) Every tug, of Group IV and over, shall have a washing machine and proper facilities for drying clothes.

For purposes of this Section, vessel groups **refer** to groups established in the Agreement and apply only to continuous operating vessels.

2. Washrooms and W.C.'s

- (a) (i) Every vessel shall have a properly installed and functioning W.C. and provided with mechanical ventilation.
- (ii) For a crew complement up to and including six (6) men, there shall be at least one W.C.
- (iii) For **a** crew complement of 7 to 13 there shall be at least two W.C.'s. For each **six** (6) additional crew members there shall be an additional W.C.
- (b) (i) Every vessel shall have a properly installed and functioning shower supplied with hot and cold fresh water through taps.
- (ii) For a crew complement up to and including 7 men, there shall be **one** shower.
- (iii) **For** a crew complement of 8 to 15 men there shall be two showers. For each 7 additional men there shall be an additional shower.
- (c) (i) On new vessels each Officer's room will be provided with a properly functioning wash basin.

3. Dining Areas

- (a) (i) **A** dining area shall be provided with sufficient seating area to **accommodate** all of the crew at one time.

- (ii) Wherever practicable, the dining area shall be separated from the galley area.
- (iii) Wherever practicable, a portion of the dining area shall be set aside as recreation area in a manner that will not interfere with setting up for meals.
- (iv) Galleys, dining areas, heads, showers, sleeping rooms and recreation spaces shall be separated from the wheelhouse and steering area by a permanent bulkhead.

4. insulation

- (a) Noise
 - 1. All accommodation space shall be 'insulated against engine and other noise based on the result of the "Noise Reduction Program" set out in Appendix "C" to this Agreement.
- (b) Heat and Cold
 - (i) All accommodation shall be properly and adequately insulated against heat and cold and have provision for heating when weather conditions require it and be provided with mechanical ventilation.
 - (ii) Sound reduced booth on vessels over 120' in length and communication booths on vessel 90' to 120' in length. Issue referred to Noise Committee.

D NEW SHIFT TUGS

- (a) (i) Every tug **shall** be provided a wash basin, which shall be separate from the sink used to wash cups and dishes. All wash basins shall be supplied with piped hot' and cold fresh water.
- (ii) **Every** tug shall be provided with a properly functioning shower, where practicable. All showers shall be supplied with piped hot and cold water.
- (iii) Every tug shall have a properly installed and properly functioning head.

- (iv) Every tug shall be provided with a galley stove, or permanently installed hot plate fitted with rails and fiddles.
- (v) Every tug shall be provided with a supply of potable water from tanks of adequate capacity.
- (vi) All accommodation shall be properly and adequately insulated against heat and cold, and have provision for heating when weather conditions require it.
- (vii) All accommodation shall be properly and adequately insulated against engine noise and other noise based on the result of the "Noise Reduction Program".
- (viii) All accommodation shall be properly and adequately ventilated.
- (ix) Sufficient clean tea towels, hand and shower towels shall be supplied and kept clean.

E, EXISTING SHIFT TUGS

- (a) (i) Where hot and cold water supply exists and space is available, wash basins, separate to sinks, shall be provided.
- (ii) Existing shower facilities shall be maintained in good working order.
- (iii) Every tug shall have a properly installed and properly functioning head.
- (iv) Every tug shall be provided with a galley stove, or permanently installed hot plate fitted with rails and fiddles.
- (v) Every tug shall be provided with a supply of potable water from tanks of adequate capacity.
- (vi) All accommodations shall be properly and adequately insulated against heat and cold, and have provision for heating when weather conditions require it.

- (vii) All accommodation shall be properly and adequately insulated against engine noise and other noise based on the results of the "Noise Reduction Program".
- (viii) All accommodation shall be properly and adequately ventilated,
- (ix) Sufficient clean tea towels, hand and shower towels shall be supplied and kept clean.

F. EXISTING VESSELS OTHER THAN SHIFT TUGS

The Company agrees to upgrade accommodation in existing continuous operated vessels in accordance with the terms laid out in this Section. If in the opinion of the committee the accommodation in an existing continuous operating vessel cannot be upgraded to acceptable standards, it shall be treated in accordance with the terms of the Group in which it is classified by the committee.

The committee will take into consideration the following factors, and MOT Accommodation Regulations in order to classify the vessels within the industry.

Classification Factors

- (a) Sleeping accommodation for an Officer shall be above deck.
- (b) (i) Every Officer shall be provided with a properly built bed that is not less than 78 inches in length and 27 inches in width, inside measurements.
 - (ii) The bed shall be fitted with a spring-filled mattress.
- (c) (i) A dining area shall be provided, with sufficient dimensions to accommodate all of the crew at one time.
 - (ii) No dining area shall be combined with a sleeping room.
 - (iii) Every dining area shall be furnished with sufficient tables and chairs to allow all of the crew to be seated at one time, and to allow a space of at least 27 inches, measured along the edge of the table, for each person.

(iv) Every table shall be at least:

1. 27 inches wide if seats are provided on both sides of the table, or
2. 20 inches wide if seats are provided on only one side of the table.

(d) Every tug shall have a properly functioning shower and a wash basin that is separate from the galley sink.

(e) Every tug shall have a properly installed and properly functioning head with mechanical ventilation where practical.

(f) (i) Every tug shall be provided with a galley, situated next to the dining area.

(ii) Every galley shall be provided with exhaust fans and hoods which will draw off fumes from the galley ranges and discharge the fumes into the open air.

(g) Every tug shall be provided with piped potable water which is provided in the crew accommodation from tanks of adequate capacity for the purpose.

(h) In every tug piped fresh hot and cold water shall be available for wash basins, baths and showers.

(i) All accommodation shall be properly and adequately insulated against heat and cold and have provisions for heating when weather conditions require it.

(j) All accommodation shall be properly and adequately insulated against engine noise and other noise.

(k) All accommodations shall be properly **and** adequately ventilated.

(l) On any tug that the crew works longer than seven (7) days at one time, a washing machine and proper facilities for drying clothes shall be provided,

Vessel Groups

For vessels which have not been covered by Accommodation Standard Agreements.

GROUP 1 Vessels that completely comply with the terms of this Section.

GROUP II Vessels whose existing accommodation is only slightly inferior to the terms of this Section and the committee agrees that minor changes shall be made, where practicable.

GROUP III Vessels whose existing accommodation is inferior to the terms of this Section, and in the opinion of the committee can be upgraded sufficiently to continue to operate as a continuous operating vessel for a period of one (1) year from the date of signing this Agreement, In instances where it is evident to the committee that the upgrading of such a vessel to Group II can, and will be undertaken, or where definite plans to replace such a vessel are evident, extension of the operating period beyond one (1) year will be allowed.

GROUP IV A vessel whose existing accommodation is so inferior to the terms of this Section that it cannot be upgraded to Group III shall not be employed as a continuous operating vessel.

G. DOZER BOATS

A dozer boat will be equipped with a swing seat, a canopy, outside deck house hand rails, an exhaust muffler, heating, rear weather protection (e.g. canvas curtain with a plasticized window) and running lights.

H. GENERAL PROVISIONS

(i) Aerial Jacks (radio) shall be installed in Officer's quarters of new vessels and in existing vessels which undergo refit.

(ii) All towboats shall be furnished with all equipment necessary for storing, preparing, cooking and serving food.

I. Bunks allocated to crew members shall only be used by crew members.

1.25 RATES OF PAY

(a) Effective July 1, 1987 an across the board increase of three percent (3%).

(b) When Second Mates and Third Engineers are carried on a vessel, they shall receive rates of pay which are fifty dollars (\$50.00) per month below the rates for First Mate or Second Engineer. Those employees currently working in these classifications will continue to receive a rate of pay Eleven dollars (\$11.00) per month below the rates for First Mate and Second Engineer.

1.26 OVERTIME

(a) Time worked in excess of regular hours to be paid at the rate of double the straight time hourly rate.

(b) Overtime shall be calculated at a minimum of one (1) hour and in one half ($\frac{1}{2}$) hour increments thereafter.

When employees off duty are called for overtime work, they shall be allowed twenty (20) minutes call-out (30 minutes during the period October 1 - March 31) and such call-out shall be considered as time worked. In the event a man is called more than once during an off-watch period and there is less than one and one half ($1\frac{1}{2}$) hours between the time of the second call and the time of completing the first call, his overtime shall be deemed to be continuous from the time of the first call. The minimum payment for a call-out under this section shall be three (3) hours at the straight time rate.

(c) Any employee covered by this Agreement shall have the option of converting overtime (excessive hours including off watch premium pay and payments under Article 3.01(f)) into time off in lieu, subject to:

(i) Making an election any month to convert all or any part of said overtime, and

(ii) Employees who are due or are on scheduled leave (lay days), shall be entitled to take such converted leave provided they give the Company fourteen (14) days notice (except under extenuating circumstances) prior to commencing the additional leave, and this leave shall not be unreasonably denied. This arrangement shall not give rise to red day payments.

(d) The payment of overtime will not apply under the following exceptions:

- (i) In the event of an emergency at sea involving the safety of the vessel and crew.
 - (ii) When Masters are working hours which are covered by the flat rate payment for excessive hours set out in Article 2.05.
- (e) (i) The 'overtime shall be prepared in duplicate by the Officer and presented to the Master within forty-eight (48) hours for signature indicating both. receipt of the claim and information that the work **was** ordered and performed. The duplicate copy of the claim shall be given to the Officer for the record. The Master shall turn in the overtime claim with the Ship's Log at first return to home port (or by mail at least twice monthly).
- (ii) If the overtime claim is disputed, a copy of the claim is to be **returned** by the Company to the Officer concerned before the next pay period together with reasons for rejecting the claim.
 - (iii) Individual companies shall establish specific cut-off date(s) for the purposes of paying overtime and shall **process and** pay overtime in the pay period immediately following the date so specified.

1.27 MANNING

The following rules shall be applied to determine the crew of a tug in order to maintain a safe and efficient operation at all times.

- (a) The crew of a commercially operated tug shall be a minimum of two (2) men.
- (b) The manning of a tug shall allow for two (2) men being available to the wheelhouse at all times the vessel is underway; this means one Deck Officer in charge and one other person who shall be under the direct control of and readily available to assist the Officer in charge. However, the duties of all crew members regardless of position shall come under the direct control of the Master.

(c) Whenever a crew member is required to work aboard a tow out of sight from the tug control station, he shall be supplied with a suitable communication device which will allow for immediate communication at all times and will not restrict his movements.

(d) Every continuous operating tug shall carry at least one person who has sufficient knowledge of the engine and mechanical equipment to satisfy the Ministry of Transport requirements, When the Master or Mate is the person referred to in this section, he shall be paid one (1) hour at this straight time rate per full day worked in addition to his basic salary for performing such engine servicing as outlined in Article 3.01(k) and (l).

(e) Due to sea-going conditions and the exigencies of the service, overtime work is necessary from time to time, Such overtime will be kept to a minimum and in no case barring emergencies will an Officer work more than sixteen (16) hours overtime in any consecutive seven (7) day period.

(f) In every calendar day each crew member of a tug shall get at least eight (8) hours of rest, six (6) of which must be consecutive and unbroken. Not more than eighteen (18) hour nor less than six (6) shall elapse between such six (6) hour rest periods.

g) The hours of rest specified in Section (f) shall be maintained with respect to each crew member who -

- (i) transfers from one tug to another,
- (ii) changes from one watch to another;
- (iii) changes from day work to watchkeeping duties;
- (iv) changes from employment ashore to watchkeeping duties aboard a tug.

(h) Each crew member must take the hours of rest to which he is entitled under this Article,

(i) **Hours of Rest During on Watch Period** - an Officer may be instructed to take hours of rest during the period of his watch, at the Master's discretion, given the following conditions:

1. The vessel must be safely secured for a minimum of six (6) consecutive hours, and

2. A minimum of eight (8) hours rest per calendar day (six (6) consecutive) shall be maintained, and
3. the watch system, (6 to 12 or 12 to 6) shall be maintained, and
4. not less than six (6) nor more than eighteen (18) hours shall elapse between rest periods, and
5. he shall not work two (2) off watch periods in a row, except immediately following an on watch rest period, and
6. he shall not rest two (2) watch periods in a row, and
7. the rest period must be uninterrupted, and
8. whenever possible he shall receive six (6) hours notice of taking an on watch rest, and
9. he must be given a full meal at the end of the rest period (if missed).

The foregoing shall apply only to continuous operating vessels with a crew of four (4) or more.

(j) Every tug shall have sufficient crew aboard so that life-saving and fire extinguishing equipment may be used simultaneously in the event of a fire aboard,

(k) The parties agree to establish committees to examine:
(i) the carrying of oilers aboard new vessels, and
(ii) the manning on existing four man vessels.

(l) The Deck Officer complement of any tug as of June 1st, 1975, will be maintained during this Agreement, However, this will not apply to shift tugs nor will it apply to those tugs on which extra Officers have been or will be temporarily assigned.

(m) Manning Disputes - If a dispute should arise between the parties on the manning of a vessel, the matter may be referred by either party to the arbitrator in accordance with the terms of the Arbitration Procedure set out in ARTICLE 1.12(b)(6).

1.28 OLD AGREEMENT

This Agreement nullifies any Addenda or Letter of Intent which existed between the Company and the Guild prior to January 25th, 1973,

1.29 JOINT SAFETY COMMITTEE

The Joint Union-Management Safety Committee shall be comprised of equal representation from the Company and the Unions concerned. Its terms of reference shall be as follows:

1. to review all safety issues tabled during Agreement negotiations, and recommend action to the parties as appropriate.
2. To meet monthly or at regular intervals to consider such safety matters of an industry wide character as may be placed on the agenda by individual committee members.
3. To deal with such other matters **as** the parties may assign from time to time.

1.30 LIABILITY INSURANCE

Companies will undertake to actively pursue the inclusion of Officers under their liability insurance. The intention is to prevent separate actions against Officers by allowing the policy to represent a single and unified defense against Third Party Claims.

1.31 TOUR OF DUTY

It is agreed that the existing work tours on continuously operated tugs **as** of June 1st, 1985 will be maintained except **as** mutually agreed.

1.32 OTHER MARINE EMPLOYMENT

Where an Officer covered by this Agreement wishes to **leave** the bargaining unit, the Guild and Company will establish, subject to mutual agreement in writing, the terms and conditions of such **leave** before the leave is granted.

1.33 SEVERANCE PAY

Employees with more than one year's service, who are displaced and for whom no job is available due to automation, mechanization or permanent reduction in the number of vessels or number of employees will be entitled to severance pay. Severance pay will be paid in the following manner: (under the Canada Labour Code or this Article, whichever is the greater). One (1) week's pay per year of total uninterrupted service with the Company as an employee.

PART II CONTINUOUS OPERATING VESSELS

2.01 HOURS ON DUTY

The hours of work for Officer personnel on continuous operating vessels shall be the two (2) watch system of six (6) hours on and six (6) hours off commencing at the beginning of the calendar day.

Notwithstanding the above, Masters may be non-watchkeepers where the Deck Officer complement includes two (2) Mates and likewise Chief Engineers may be non-watchkeepers where the engine room complement includes a second and third engineer.

2.02 LEAVE

(a) Section (b) of ARTICLE 1.17 shall not apply when a vessel does not enter a Canadian port within thirty (30) days of commencing a voyage. In such instances the Company will grant leave to the crew at the vessel's home port at the first opportunity.

(b) An Officer returning from leave of more than two (2) days duration shall contact the Company by telephone forty eight (48) hours prior to expiry of his scheduled leave or as otherwise directed by the Company for confirmation of sailing time. Thereafter, the onus shall be on the Company to contact the Officer and it shall give the Officer a minimum of twenty four (24) hours notice of sailing. In the event less than twenty four (24) hours notice is given for a scheduled crew change an Officer shall have the right to refuse to join the vessel or, if he joins, shall receive a penalty payment of two (2) hours straight time pay, except where unforeseen circumstances arise which are clearly beyond the company's control.

(c) An Officer shall give twenty-four (24) hours notice when requesting leave, except under extenuating circumstances.

(d) One-half (1/2) day's pay and leave earned shall be paid to any Officer leaving a vessel prior to 12:00 noon; an Officer joining prior to 12:00 noon shall receive one (1) day's pay and leave earned. One (1) day's pay and leave earned shall be paid any Officer leaving his vessel after 12:00 noon. An Officer joining after 12:00 noon shall be paid one-half (1/2) day's pay and leave earned.

(d) (i) Notwithstanding the aforementioned, an Officer shall receive a payment of one-half (1/2) day's pay for an air crew change within two (2) hours either side of twelve (12) noon. Provided the Officer has departed or returned to his home port within this period. Officers who have not departed or returned to their home port within this period shall be entitled to a full day's pay and leave earned.

(d) (ii) Notwithstanding the aforementioned when a regular crew change occurs one (1) hour or less after noon or midnight, employees shall only be entitled to overtime payments in accordance with Article 1.26 (b). Section (F) below will continue to apply where applicable.

(e) Where a vessel is to be tied up in its home port and an Officer is put on leave of twenty-four (24) or forty-eight (48) hours, each twenty-four (24) hour period free of the ship shall constitute a day off.

The time at which the Officer is granted this leave is the anniversary hour. This leave shall not commence between the hours of midnight and 0800 hours. This provision shall only apply when the Officer returns to the vessel from which he took his leave.

(f) When an Officer is relieved from his vessel between the hours of 12:00 midnight, and 0700 hours and is not permitted to remain aboard, the Company will either provide transportation from the point where he disembarked to his home or will provide reasonable accommodation in a hotel,

2.03 SUBSISTENCE

(a) Subsistence of top grade and quality shall be supplied on all vessels.

(b) On vessels where subsistence is customarily supplied and where, for any reason other than overhaul, subsistence **is** not supplied, alternate accommodations and meals shall be provided. When a vessel undergoes overhaul or is otherwise laid up while away from the home port and customary standards of accommodation and/or meals cannot be maintained, suitable accommodation and/or meals shall be provided ashore.

(c) Whenever Section (b) is not in effect, Officers shall pay the sum of One Dollar Fifty Cents (\$1.50) per day worked for subsistence and lodging provided.

(d) In addition to the rates of pay shown in this **Agreement**, Officer's shall be paid the sum of One Dollar Fifty Cents (\$1.50) per day worked on all occasions that Section (b) is not in effect.

(e) **At** the end of each calendar year, Officers covered by this Agreement shall be provided with a receipt covering all deductions made under Section (c) above.

(f) Meals hours **for Officers** covered by this Agreement shall be as follows (except provided in ARTICLE 1.27(i)):

Breakfast	from 0530 - 0630 hours
Lunch	from 1130 - 1230 hours
Dinner	from 1730 - 1830 hours

These hours may be varied provided such variation shall not exceed one half (1/2) hour either way and also provided that one (1) unbroken hour shall be allowed at all times for lunch and dinner when the vessel is in port. There shall not be more than six (6) hours between the end of one (1) meal period and the start of the next meal period.

(g) Penalty Meal Hours

(i) Where an employee **works** from an off watch period into an on watch period he shall be given one half (1/2) hour in which to eat immediately following completion of the work. Where an employee does not receive one-half (1/2) hour in which to eat, he shall be credited with an additional one half (1/2) hour at the overtime rate as a penalty thereof.

(ii) Where an employee works from an on watch period into an off watch period, he shall be given one-half (1/2) hour in which to eat immediately following the on watch period. Where an employee does not receive one-half (1/2) in which to eat, he shall be credited with an additional one-half (1/2) hour at the overtime rate as a penalty thereof and his time shall be continuous.

(h) Night lunches shall be provided.

(i) Sufficient clean bedding, linen and towels shall be supplied to all Officers and kept clean. Linen and towel supply shall allow for a change at least every seven (7) days. In the event of such bedding, linen or towels being lost or destroyed, the party responsible shall replace same or have the equivalent value deducted from his pay. All bedding, linen and towels will be of a quality standard.

2.04 TRAVEL AND, TRANSFERS

(a) For the purposes of this Article, the home port of an Officer and the home port of the vessel aboard which he is regularly employed shall be one and the same, provided that at the date of entering this Agreement, his home port shall be the port which has normally been regarded as the home port of the Officer during 1972.

(b) When an Officer is dispatched to or discharged from a vessel away from his home port the Company will provide travel insurance of \$175,000.00 for each Officer and will be responsible for his transportation, wages and board and lodging costs until such time as he is returned to his home port..

(c) In the event that it becomes necessary to change the home port of a vessel on a permanent basis (e.g. Victoria-Vancouver SEASPAN transfer), an Officer who has been regularly employed on the vessel may be requested to transfer to the new home port, in which case the Company shall be responsible for all reasonable costs incurred in moving and relocating his family and belongings. In the event that the employee chooses not to move he shall have the option of:

(i) remaining with the vessel and bearing his own transportation, travel, board and lodging costs (if any), or

- (ii) Exercising his rights of seniority under Article 1.13(d).

2.05 PAYMENT FOR EXCESSIVE HOURS

(a) A Master of a continuous operating vessel normally works a limited amount of incidental overtime while his vessel is at sea, related to traffic conditions, weather hazards, or the navigation of difficult tidal conditions, for which he shall be compensated by a monthly payment of \$200.00 in recognition of actual hours worked. This payment will constitute remuneration for the number of hours determined by the following formula;

$$\frac{\$200.00}{\text{overtime rate for the Master concerned}} = \text{hours rounded to the nearest whole number.}$$

Time worked, pursuant this Article, in excess of the hours determined by the above formula shall be paid for at the overtime rate for time actually worked.

(b) Flat Rate Calculation - A standard system of calculating the flat rate for the excessive hours shall be adopted, namely

$$\frac{\text{Monthly Rate X 12 (months)}}{365} = \text{Rate per calendar day for each day in the employ of the company excepting when in receipt of Workers' Compensation, welfare payments, while on vacation or while on "leave of absence".}$$

(c) Flat rate payments shall be made once each month whether an Officer is working or taking leave. The payment shall be prorated for an employee who is not engaged in this capacity for the full month.

2.06 SECURITY WATCHES

When Mates are required by the Company to operate dozer boats and the Master considers it necessary for the security of the vessel or barge to be on duty for an excessive number of hours, the Master shall be entitled to be paid overtime for these hours.

2.07 RADAR EQUIPMENT

Every new continuous operating tug must have two (2) radars.

Radar powered transmitters will be insulated to isolate high frequency noise, where practical.

PART III SHIFT TUGS

3.01 SHIFT TUGS

(a) The term "shift tugs" shall mean vessels where Officers work on daily shifts of eight (8) consecutive hours, or twelve (12) consecutive hours, provided that an Officer shall be free of the vessel during off shift hours.

Officers to be given equal opportunity to work day, afternoon and night shifts.

(b) An Officer when employed on a shift tug shall report to a designated place known as the "home dock" at shift starting time. If the Officer does not return to the "home dock" at the end of his shift, the Company will provide him with transportation back to the "home dock". Company to provide travel insurance as under 2.04(b) for each Officer when travelling on company business. The overtime rate shall be paid for all travel time which occurs after the time the Officer's shift would normally have ended. Any change in the "home dock" location shall require seven (7) days notice.

c) The shift starting times shall be constant on all tugs and any change in shift starting times shall require seven (7) calendar days notice provided that where, tidal problems are experienced in a river operation shift starting times may be altered by agreement between the parties in accord with the Memorandum of Understanding which is Appendix "D" to this Agreement. Officers working in accordance with the progressive tide work day concept, shall receive an additional one (1) hour's straight time pay for each shift so worked.

(d) There shall be seven (7) calendar days notice of intent to change from an eight (8) hour shift to a twelve (12) hour shift, **or** vice versa.

(e) There shall be no crew change between 2400 hours and 0600 hours **except** for emergencies such as injuries or illness.

(f) In the event that it is necessary to cancel a regular shift, at least eight (8) hours notice of cancellation shall be given for the day shift and six (6) hours notice for the afternoon **and** night shifts unless unforeseen circumstances clearly beyond the control of the Company prevent such notice. If notice is not given, the Officer involved shall receive four (4) hours **pay** at straight time.

(g) An Officer who is called back to work after completing his shift and leaving the vessel, or who is called out on his regular days off or when he **would** not normally expect to work shall receive a minimum of four (4) hours pay at the regular overtime rate. However, if the call-out is within two (2) hours of his regular shift starting time and he continues working into his regular shift, **his pay** for the call-out shall be two (2) hours at the regular overtime rate. For call-outs, Officers will be informed of the specific **job(s)** to be performed when called by the Company.

(h) An Officer required to work **two (2) hours or more beyond** his regular shift shall be paid a meal allowance of **eleven** dollars and fifty cents (\$11.50).

Where an Officer is required to commence his shift two (2) or more hours before his regular starting time, he shall receive the meal allowance. Further, where an Officer works ten (10) hours or more on an eight (8) hour shift or **fourteen (14) hours** or more on a twelve (12) hour **shift**, he shall receive the meal allowance.

(i) When an Officer on a shift tug is required to work from a regular shift into overtime, a minimum rest period of not less than nine (9) consecutive **hours** free of the vessel shall be **allowed before** he returns to work. If by taking a rest period he commences **work** later than the normal starting time of the shift following he shall receive a normal day's **pay** for that shift.

(j) A subsistence allowance shall be paid employees at the rate of one hundred seventy dollars, thirty eight cents (\$170.38) per month. In addition tea, coffee, sugar, canned milk, hot chocolate and coffee mate shall be supplied by the Company.

Flat Rate Calculation - A standard system of calculating the flat rate for subsistence payment shall be adopted, namely:

Dollars x 12 (months) = Rate per calendar day for each day in the employ of the company excepting when in receipt of Workers' Compensation, welfare payments, while on vacation or while on "leave of absence".

Flat rate payments shall be made once each month whether an Officer is working or taking leave. The payment shall be prorated for an employee who is not engaged in this capacity for the full month.

Officers shall be allowed a lunch break of thirty (30) minutes within one half (1/2) hour either way of the middle of the shift and such break can be taken while the vessel is underway.

(k) If no engineer is carried and the Master or Mate is required to service the engine he shall be paid one half (1/2) hour at his straight time hourly rate per shift worked over and above the rates of salaries and wages contained in this Agreement. Servicing of engines shall be carried out at regular intervals subject, however, to the discretion of the Master and operational considerations.

SERVICING DUTIES

Operational Checks

- (a) Drain water from fuel system.
- (b) Drain water from air receivers.
- (c) Drain water from air control system
- (d) Check batteries, hydrometer reading and add water.
- (e) Check voltage regulator and adjust rheostat when necessary.
- (f) Check and maintain oil level in base of main engine, auxiliary engine, reduction gear and air compressors.

- (g) Check and maintain cooling water level in main engines and auxiliary engines.
- (h) Check stuffing boxes and report.
- (i) Check alarm system
- (j) Record and report repairs.
- (k) Check and pump bilges..
- (l) Check steering hydraulic hoses and rams for leaks.
- (m) Check and maintain fuel levels.

(1) Servicing of Main and Auxiliary Engines - A Master or Mate shall not be required to:

1. change lube oil or lub oil filters:
2. change fuel filters:
3. change oil and filters in reduction gear,

provided that if under unusual circumstances, including isolation from servicing facilities, it becomes necessary for a Master or Mate to perform this work, he shall be paid his regular overtime rate for each hour so worked in addition to his basic rate of wages.

(m) If an Officer is required to be available for a call to work on his regular day off he shall be paid four (4) hours at time and one half (1-1/2) for each regular shift he is on standby duty and does not work.

(n) The Company will post employee work forecasts at least every ninety (90) days.

(o) Except under extenuating circumstances an Officer shall be given seven (7) days notice when requesting additional leave (provided the Officer has accumulated leave) and such leave will not be denied provided the overall efficiency of the operation is not affected.'

NOTE: The notice requirements referred to in this Article may be met either by verbal or written communication to the Officer concerned.

3.02 EIGHT HOUR SHIFT

(a) The regular working day shall be eight (8) hours per day, forty (40) hours per week: all work in excess of eight (8) hours per day and/or forty (40) hours per week shall be paid for at the overtime rate. Five (5) consecutive days work followed by two (2) consecutive days leave shall constitute a week.

For each regular eight (8) hour day worked an Officer shall be credited with .493 days leave.

(c) On eight (8) hours shifts tugs employees will be employed on a monthly pay basis except when a shortage of work necessitates a lay-off of personnel.

(d) An eight (8) hour shift tug shall not normally be dispatched to work in excess of eight (8) hours.

3.03 TWELVE HOUR SHIFT TUGS

(a) On twelve (12) hour shift tugs, Officers shall be employed on a monthly pay and leave basis.

(b) No twelve (12) hour shift tugs shall be dispatched to work in excess of twelve (12) hours. Should adverse conditions arise shortly before the end of a shift which necessitate working longer than twelve (12) hours, overtime shall be paid for according to the provisions of ARTICLE 1.26.

PART IV FASTWATER

4.01 FASTWATER VESSELS

(a) Fastwater vessels shall mean those operating in the following areas:

(i) The Fraser River including all navigable waters connected therewith above Mission Bridge.

(ii) The Nass River and water connected therewith from and above Echo Harbour and/or Double Island.

(iii) The Skeena River and waters connected therewith from and above the Scotia river.

(iv) Any other areas where the Guild and Company agree that this Article will apply.

(b) The purpose of defining the areas is to restrict the exclusions contained within any Article of this Part to Officers working on vessels operating within areas defined in (a) above.

(c) Section (b) of ARTICLE 1.17 of this Agreement shall not apply to Officers employed on Fastwater Vessels.

(d) Sections (e) and (f) of ARTICLE 1.01 shall not apply to Officers employed on Fastwater Vessels.

(e) For each day an Officer is requested to standby for a call to work he shall be paid for standby duty in accordance with ARTICLE 3.01 (m).

(f) ARTICLE 3.03 of this Agreement shall apply to Fastwater Vessels.

(g) Officers shall receive two (2) consecutive days off every second week.

(h) Due to the special nature of the Fastwater operation, an Officer may agree to remain on the Company's payroll or he may agree to "pay off" as of December 31st of each year by which time he shall inform the Guild and the Company by letter.

(i) Officers Remaining - When an Officer remains on the payroll during the seasonal slowdown, the Company will continue his wages and benefits as per ARTICLE 1.17(e). The Company further agrees that such Officers shall be given all intermittent work and upon re-opening of the season shall be given the first opportunity to resume work.

(j) Officers Paying Off - If an Officer agrees to pay off as of December 31st of each year, he shall receive from the Company all monies due him less his share of normal payroll deductions to cover the period for which he has been paid and shall be given his UIC book. The Officer's seniority shall remain dormant during said pay off period and until returning to the same employer or terminating his employment.

(k) Under no circumstances shall an Officer who has agreed to "pay off" under this Article be permitted to work in the marine industry until the expiration of all his leave time, except where no Fastwater Personnel are available for the operations of Fastwater Vessels.

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4.02 WATER TAXIS AND CRUISE VESSELS

(a) Officers employed on water taxis and cruise vessels shall be employed on an eight (8) hour work day basis, Overtime shall be paid for work in excess of eight (8) hours and for work performed when called out after 1800 hours, or prior to 0800 hours, except for scheduled crew trips to camps.

(b) The Company will endeavour to minimize or avoid dispatching service boats with passengers during the hours of darkness. The speed of the vessel during hours of darkness shall be at the sole discretion of the Master,

(c) Officers shall report for work one half (1/2) hour before scheduled sailing time and their pay shall start at the time of reporting.

(d) The base rate of pay for Masters under this Article shall be effective July 1, 1987 - \$19.49 per hour

(e). The Company agrees to pay each Master an allowance per day worked in lieu of subsistence under 3.01(a) of \$7.57.

PART V

5.01 SHIPS OTHER THAN TUGS

The terms and conditions set out in this Collective Agreement shall apply as appropriate to the vessels.

Should a Company introduce a vessel other than a tug into its operations, such vessel will be named in this Article and the parties will meet at either's request to discuss those conditions of a special nature not covered by this Agreement.



5.02 TERM OF AGREEMENT

This Agreement shall be effective from its date of signing, and shall remain in effect until September 30th 1988. and thereafter from year to year subject to four (4) month's notice in writing of desire to revise, amend or terminate same. Such notice may be given any time after May 31, 1988. After such notice **has** been given, specific proposals (if any) must then be submitted and negotiations commenced within ten (10) days of the date of notice.

5.03 EFFECTIVE DATES

The effective dates of all new and/or amended provisions of this Agreement shall be in accordance with the terms of the Memorandum of Agreement which resulted in this Agreement.

5.04 UNION DISPATCH HALL FEE

The Company agrees to pay to the Guild forty-five (.45) cents per member per month as a fee for dispatch hall services.

EXECUTED ON BEHALF OF
NORTH ARM TRANSPORTATION
LIMITED

EXECUTED ON BEHALF OF
CANADIAN MERCHANT SERVICE GUILD

DATED AT VANCOUVER, B.C. THIS

DAY OF

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APPENDIX "A"
NOISE ABATEMENT PROGRAM

The Company agrees to continued development of the noise abatement program. The Company and the Guild agree to participate in a Joint Management Union Industry Committee to consider noise abatement on vessels and make recommendations to the respective companies where necessary in order to meet the objective of reducing noise to mutually acceptable levels.

(a) NOISE LEVEL READINGS

The Company agrees that its member companies shall, if they have not yet done so, have noise level readings taken on all of their vessels.

The noise level readings shall be taken in accommodation areas, specifically sleeping cabins, galleys, mess-rooms, wheelhouses, and recreation rooms. Such readings shall be taken when the vessel is either under static (pushing or pulling) conditions, or under tow at full engine load, and with all essential auxiliary and ancillary machinery' operating.

All noise level readings are to be made available to the Guild for inspection upon request. Should the Company take subsequent noise level readings the Guild will be supplied with copies of findings. Should a company fail to comply the Guild may require that the vessel(s) in question be tied up until such time as the readings are taken and shown to the Guild.

Noise level readings shall be taken as follows:

1. The company may take its own level readings and in this event the Guild may have a Guild official in attendance while the vessel(s) are being tested, or
2. Should the Guild dispute any noise level readings tendered, the Guild may then require further noise level readings with a Guild representative in attendance.

(b) VESSEL PRIORITIES

The Company agrees that it will give priority to those vessels which have the highest noise levels and are deemed to have a problem. The Committee shall have the authority to examine any vessel in respect of which a noise problem is presented to the Committee.

(c) PROGRESS REPORTS

The Committee will be provided with progress reports on a regular basis by the Company.

(d) AUDIOMETRIC TESTING

All sea-going personnel are to be given audiometric testing on an annual basis. Testing shall be done by Certified Audiometric Technicians, as acknowledged by the W.C.B., and the employee tested to be given his results, where available.

(e) HEARING PROTECTION

On vessels where there exists steady state and impact noise considered excessive, employees shall be provided with adequate hearing protective devices. The noise exposure levels and standards of protective equipment shall be as provided for in the W.C.B. Industrial Health and Safety Regulations of B.C.

(f) MEETINGS

The Committee will meet at the call of either the company or one of the participating unions to discuss progress and new developments.

(g) COMMITTEE

The Joint Industry Committee shall be comprised of representatives from the Company, the Guild, the C.B.R.T. and the SIU.

APPENDIX "B"
LETTER OF UNDERSTANDING

Canadian Merchant Service Guild,
230 West Broadway
Vancouver, B.C.
Attention: Captain A.W. Davis

Dear Sir

Payroll Procedures

Regarding the method paying Officers, the following procedures are agreed:

1. Pay - The company will continue to pay its employees in the current manner, for the duration of the Agreement.

2. Lay Day Positions - When wage increments, provided for in the wage schedule are effected, the employee's lay day position will be determined by the amount of dollars (plus or minus) in his lay day account divided by his new daily pay rate.

3. Transfers - Eight (8) Hour/Twelve (12) Hour.

Where a transfer occurs between eight (8) hour and twelve (12) hour tugs, pay shall be pro-rated on the basis of days actually worked on each, allowance being made for leave time earned:

Twelve (12) hour tugs - 1.17(j) and rates per calendar day must be referred to.

Eight (8) hour tugs - 3.02(a) and (b) and rates per calendar day must be referred to.

4. Pay Statements - All Officers shall be supplied with a payroll statement at the end of each pay period. Such pay statement shall clearly indicate:

(a) Days worked and rate paid.

(b) The number of leave days earned during the period.

(s) The number of days carried over from the previous period.

(d) The balance of days at the end of the pay period.

(e) The amount of annual holiday credits earned during the period and the total accrual to date.

Statutory holiday pay.

- (g) Earnings pertaining to "Duties Other Than As An Officer".
- (h) Earnings pertaining to "'Vessels in Port" Article.,
- (i) Overtime
- (j) Subsistence, engine servicing, .
- (k) Other.
- (l) Gross earnings.
- (m) Deductions.
- (n) Net earnings.

5. Upon request by an employee his 'converted overtime 'to leave' will be shown on his pay statement.

6. Any proposed change in payroll procedures will be by mutual agreement between the parties.

APPENDIX "C"

LETTER OF UNDERSTANDING

Canadian' Merchant Service Guild,
230 West Boradway
Vancouver, B.C.

Attention:. Captain A.W. Davis

Dear Sir

Bareboat Charters - Claims Involving Third Parties

Section (b) of ARTICLE 1.01 (RECOGNITION) provides in part that should a charterer fail or neglect to abide by the terms of our Collective Agreement the Company will be liable to the Guild members concerned for unpaid **wages** and other monetary benefits. During the **course** of negotiations it was agreed that a six **(6)** month limitation should apply to **any claims** that might **arise** out of **such** third party arrangements. In **other** words, in **the** event that a C.M.C. company chartered **a** vessel to **a** third party **who** failed to meet his obligations under the Agreement terms, **a** Guild member with a valid claim would be obliged to register his claim with us not later than **six (6)** months from the date the claim first arose. It is understood that a claim instituted beyond this point in time will not be recognized.

APPENDIX "D"

LETTER OF UNDERSTANDING

Canadian Merchant Service Guild
230 West Broadway
Vancouver, B.C.

Attention: Capt. A.W. Davis

Dear Sir:

ARTICLE 2.04 - "Reasonable Costs"

Some question has arisen as to the meaning of the term "reasonable costs" as it appears in **ARTICLE 2.04** of the Agreement. I explained during negotiations that "reasonable costs incurred in moving and relocating family and belongings" would vary according to the circumstances.

It is **our** expectation that in the event an Officer **is** requested to transfer, he would secure quotations from at least two moving firms and submit them to his company. Other things being equal, the lowest of the two bids would establish the cost to be incurred, **it** being understood that the company reserves the right to make arrangements to

1. move the Officer's belongings by other insured means, and
2. not pay the cost of moving items if they are plainly beyond the scope of normal household possessions, e.g. grand piano, livestock, etc.

APPENDIX "E"

LETTER OF UNDERSTANDING

Capt. A.W. Davis,
Secretary Treasurer,
Canadian Merchant Service Guild,
230 West Broadway,
Vancouver, B.C.
V5Y 1P7

Re: Job Classifications

Dear Sir:

During the course of the recent contract negotiations it was agreed that the individual companies would supply each of their officers with a letter setting out the officer's posted vessel or class of vessel, whichever the practice may be. Additionally the Company is to set out its pay practice for relief work. The Guild is to be copied.

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APPENDIX "F"
WAGE RATES

WAGE RATE SCHEDULES EFFECTIVE JULY 1, 1987

CANADIAN MERCHANT SERVICE GUILD

MASTERS		Monthly Basic	Calendar Day	Pay For Leave	JULY 1, 1987 Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Group 2	2	3435.64	112.94	140.05	252.99	21.08	31.62	42.16
	3	3545.54	116.55	144.52	261.07	21.76	32.64	43.52
	4	3665.28	120.49	149.41	269.90	22.49	33.74	44.98
	5	3789.28	124.57	154.47	279.04	23.25	34.88	46.50
	6	3913.34	128.64	159.51	288.15	24.01	36.02	48.02
	7	4163.13	136.86	169.71	300.57	25.05	38.33	51.10
	8	4037.96	132.72	164.57	291.29	24.29	37.16	49.54
	9	4287.16	140.93	174.75	303.68	25.31	39.47	52.62
	10	4164.72	136.91	169.77	296.68	24.66	38.94	51.12
	11	4414.52	145.12	179.95	309.07	25.75	40.64	54.18
Commodore/Regent	4538.57	149.20	185.01	315.82	26.32	41.78	55.70	
Monarch/Brave	4412.81	145.06	179.87	304.93	25.88	40.62	54.16	
	4662.60	153.27	190.01	314.92	26.61	42.92	57.22	
	4654.29	153.00	189.72	312.72	26.36	42.84	57.12	
	4904.09	161.21	199.90	321.11	27.09	45.14	60.18	

NOTE :- 2nd Rates are for Non Watchkeepers.

CHIEF ENGINEERS		Monthly Basic	Calendar Day	Pay For Leave	JULY 1, 1987 Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Group 2	2	3319.42	109.12	135.31	244.43	20.97	30.56	40.74
	3	3428.94	112.72	139.77	252.49	21.04	31.56	42.08
	4	3545.54	116.55	144.52	261.07	21.76	32.64	43.52
	5	3665.28	120.49	149.41	269.90	22.49	33.74	44.98
	6	3789.28	124.57	154.47	279.04	23.25	34.88	46.50
	7	3913.34	128.64	159.51	288.15	24.01	36.02	48.02
	8	4037.96	132.72	164.57	291.29	24.29	37.16	49.54
	9	4164.72	136.91	169.77	296.68	24.66	38.94	51.12
	10	4232.08	141.09	174.95	300.57	25.05	39.47	52.62
	11	4341.89	149.31	185.14	309.07	25.75	40.64	54.18
Commodore/Regent	4534.48	149.06	184.83	303.68	25.31	41.78	55.70	
Monarch/Brave	4784.28	157.27	195.01	312.72	26.32	42.92	57.22	
				321.11	27.09	44.04	58.72	

MATES and 2nd ENGINEERS		Monthly Basic.	Calendar Day	Pay For Leave	JULY 1, 1987 Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Group 2	2	9072.02	100.99	125.23	226.22	18.85	28.28	37.70
	3	122.77	102.86	127.30	229.96	19.16	28.74	38.32
	4	175.70	104.40	129.46	233.80	19.49	29.24	39.88
	5	235.94	106.38	131.91	238.23	19.86	29.79	41.72
	6	305.87	108.37	134.75	243.42	20.29	30.44	43.58
	7	389.96	111.24	137.94	249.18	20.77	31.16	45.54
	8	462.09	113.91	141.12	254.99	21.24	31.86	47.48
Commodore/Regent	9	538.25	116.91	144.22	260.53	21.71	32.57	49.42
Monarch/Brave		618.67	118.99	147.51	266.47	22.21	33.32	51.42
		709.03	121.99	151.19	273.12	22.76	34.14	53.52

2nd MATES and 3rd ENGINEERS		Monthly Basic	Calendar Day	Pay For Leave	JULY 1, 1987 Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Group 2	2	3061.02	100.63	124.78	225.41	18.78	28.17	37.71
	3	111.77	102.23	126.84	229.13	19.09	28.64	38.31
	4	164.70	104.03	129.00	233.03	19.42	29.13	39.84
	5	224.94	106.01	131.45	237.46	19.79	29.69	41.58
	6	294.87	108.31	134.30	242.61	20.22	30.30	43.44
	7	372.96	110.88	137.49	248.37	20.70	31.05	45.40
	8	451.09	113.43	140.68	254.13	21.18	31.77	47.40
Commodore/Regent	9	527.25	115.95	143.78	259.73	21.64	32.46	49.40
Monarch/Brave		607.67	118.99	147.06	265.66	22.14	33.21	51.40
		698.03	121.57	150.75	272.32	22.69	34.04	53.50

NOTE :- Monthly Basic \$11.00 less then MATES Rate

NON-CERTIFICATED MATES and 2nd ENGINEERS		Monthly Basic	Calendar Day	Pay For Leave	JULY 1, 1987 Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Group 2	2	2388.58	98.44	111.82	220.06	18.44	27.51	36.68
	3	332.91	99.82	114.99	224.80	18.80	27.99	37.92
	4	432.25	101.60	118.50	229.71	19.17	28.47	39.18
	5	532.49	103.50	121.50	234.77	19.55	28.95	40.44
	6	632.42	105.41	124.55	240.00	19.93	29.43	41.70
	7	732.51	107.34	127.54	245.38	20.31	29.91	42.96
	8	832.64	109.29	130.53	250.90	20.69	30.39	44.22
Commodore/Regent	9	932.80	111.27	133.53	256.47	21.07	30.87	45.48
Monarch/Brave		1032.97	113.27	136.53	262.11	21.45	31.35	46.74
		1133.03	115.29	139.53	267.82	21.83	31.83	48.00
		1233.03	117.31	142.53	273.57	22.21	32.31	49.26
		1333.03	119.34	145.53	279.36	22.59	32.79	50.52

		J U L Y 1, 1 9 8 7			
		Monthly Basic	Rate Per Hr.	Earned Per Day Worked	Time & One-Half Double Time
8 HOUR PERSONNEL					
MASTER					
Group	2	3435.64	21.08	168.64	31.62
	3	3545.54	21.76	174.08	32.64
	4	3665.28	22.49	179.92	33.74
	5	3789.28	23.25	186.00	34.88
MATE					
Group	2	3072.02	18.85	150.80	28.28
	3	3122.77	19.16	153.28	28.74
	4	3175.70	19.49	155.92	29.24
	5	3235.84	19.86	158.88	29.79

NOTE :- Non-Certificated officers to receive lesser monthly rates as follows: \$83.45 JULY 1, 1987

WAGE RATES

HIRED INTO POSITION OF 2nd MATE, THIRD ENGINEER

July 1, 1987

	Monthly Basic	Calendar Day	Pay for Leave	Earned Per Day Worked	Rate Per Hr.	Time & One-Half	Double Time
Class 02	3022.02	99.34	123.18	222.52	18.54	27.81	37.08
03	3072.77	101.01	125.25	226.26	18.86	28.29	37.72
04	3125.70	102.75	127.41	230.16	19.18	28.77	38.36
05	3185.94	104.73	129.87	234.60	19.55	29.33	39.10
06	3255.87	107.03	132.72	239.75	19.98	29.97	39.96
07	3333.96	109.60	135.90	245.50	20.46	30.69	40.92
08	3412.90	112.17	139.09	251.26	20.94	31.41	41.88
09	3488.25	114.67	142.19	256.86	21.41	32.12	42.82
Commodore/Regent	3568.67	117.31	145.46	262.77	21.90	32.85	43.80
Monarch/Bravo	3659.03	120.28	149.15	269.43	22.45	33.68	44.90

Monthly Basic: \$50.00 less than Mates rate,

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