

Memorandum of Understanding

Between

BC Ferries Services Inc. (“the Company”)

And

BC Ferry & Marine Workers’ Union (“the Union”)

WHEREAS the Company wishes to support the operational needs for the rural and remote BCF North Coast region of Prince Rupert (Routes 10/11) and wish to provide additional travel arrangements for Employees with Prince Rupert as their POA in the North Coast, but do not reside at this POA.

And WHEREAS the Company and Union wish to amend the Collective Agreement to allow for terms recognizing the geographic challenges of travelling to Prince Rupert, and proactively agree on how they will address issues that might arise.

Eligibility:

- This Agreement will apply to travel to/from the following Community:
Prince Rupert.

Benefit:

1. The Company will arrange and pay for flight costs for staff with travel to and from the Community (Prince Rupert); travel will be arranged to/from Vancouver or Vancouver Island, or as otherwise agreed to by the Parties.
2. Employees not utilizing paid flights in 1, above, nor receiving isolation allowance per Article 21.03, will be paid a monthly flat rate of \$312.00 as a taxable benefit.

Contingency:

- In the event that staff are unable to access their scheduled return flight departing from the POA for a bona fide reason, such as cancelled flights due to heavy weather or mechanical issues, the Live-Aboard Vessel guide will apply.

Disputes over Agreement and Termination Clause:

- In the event of a dispute over the terms of this Memorandum of Agreement, the Parties will attempt to resolve the issues locally.
- If not resolved at the local level, either Party may elevate the issue to BCFS/BCFMWU senior levels for consideration.
- In the event that resolution is not reached either Party may refer the dispute to arbitration.

Collective Agreement:

1. With the exception of the provisions outlined above, all terms of the Collective Agreement will apply.
2. This agreement will remain in place until the expiry of the Collective Agreement, October 31, 2025.
3. Should the agreement expire, the parties will provide impacted employees six months' notice prior to ending the agreed practice.


This agreement is made on a without prejudice and without precedent basis.



Union (BCFMWU)

6 May 2024

Date



Company (BCF)

May 2, 2024

Date