

Memorandum of Agreement
Between
BC Ferries Services Inc. (“the Company”)
And
BC Ferry & Marine Workers’ Union (“the Union”)

WHEREAS the Company wishes to increase certificate allowances to acknowledge the specialized credentials many licensed employees hold, and recognize the commitment of licensed employees stepping into roles or shifts as needed.

WHEREAS the Company wishes to proactively seek ways to improve its offerings and stay competitive in a tight, global labour market.

And WHEREAS the Company and Union wish to amend the Collective Agreement to allow for terms recognizing an increase in eligibility and amounts paid for monthly Certificate Allowances, as stipulated in Article 32.05; and proactively agree on how they will address future issues that might arise.

Eligibility:

- All employees who hold licensed certificates will be eligible for the increased amounts, in accordance with the stipulations under “Increased Certificate Allowance Amounts” detailed below.
- An employee is only eligible for one of the below allowances, regardless of the level and/or number of certificates of competency they hold.
- The increased certificate allowance amounts will remain in place until the expiry of the Collective Agreement (October 31, 2025).

Increased Certificate Allowance Amounts:

- The new certificate allowance will be structured as follows:
 - \$200 per month to all employees with:
 - 4th Class Motor Certificate;
 - Watchkeeping Mate or Watchkeeping Mate Near Coastal.
 - \$400 per month to all employees with:
 - Chief Mate, Near Coastal;
 - 3rd Class Motor Certificate;
 - \$650 per month to all:
 - 2nd Class Motor or 1st Class Motor Certificate holders;
 - Master Mariners and Master, Near Coastal Certificate holders.

Disputes over Agreement:

- In the event of a dispute over the terms of this Memorandum of Agreement, the parties will attempt to resolve the issues locally.
- In the event that resolution is not reached either party may refer the dispute to expedited arbitration.

Collective Agreement:

- With the exception of the provisions outlined above, all terms of the Collective Agreement will apply.

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



Union

June 19, 2024

Date



Company (BCF)

June 19, 2024

Date