

SCHEME	FMCS		
EFF.	97	10	01
TERM.	2000	09	30
No. OF EMPLOYEES	30		
NOMBRE D'EMPLOYÉS	30		

COLLECTIVE AGREEMENT

1997 - 2000

BETWEEN:

ISLAND TUG & BARGE LTD.,
 (hereinafter referred to as the "Company")

AND THE:

CANADIAN MERCHANT SERVICE GUILD
 representing Mates, Masters, Marine Engineers
 and Other Marine Employees
 (hereinafter referred to as "The Guild")

Expiry Date: September 30th, 2000

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AGREEMENT

1997 - 2000

BETWEEN:

ISLAND TUG & BARGE LTD.
(hereinafter referred to as the "Company")

AND THE:

CANADIAN MERCHANT SERVICE GUILD
representing All Marine Employees
(hereinafter referred to as "The Guild")

PREAMBLE:

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

It is also the intent of this Agreement to ensure to the utmost extent possible the safety and physical welfare of the Employees, efficiency and economy of operation, standard of service and protection of property.

It is recognized that the Company exercises rights and responsibilities as Management, which may be subject to the terms of this Collective Agreement. Management of the operation is vested solely in Management.

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

ARTICLE - I-

1. RECOGNITION

- 1.1 The Company recognizes the Guild as the sole bargaining agent for all Masters, Mates and Engineers and other marine personnel 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.
- 1.2 Where a vessel covered and listed in this Agreement is chartered or leased with crew members the provisions of this Agreement shall **apply**.
- (i) Should the charteree or lessee fail or neglect to abide by the terms of this Agreement, the Company shall be liable to the Guild members concerned for wages or other monetary benefits which are not paid by the charteree or lessee.
- 1.3 ARTICLE 1.2 provides in part that should a charteree fail or neglect to abide by the terms of our Collective Agreement, the Company will be liable to the crew members concerned for unpaid wages and other monetary benefits. It is agreed that a six (6) month limitation shall apply to any claims that might arise out of such third party arrangements. In other words, in the event that the Company chartered a vessel to a third party who failed to meet these obligations under the terms of the Agreement, a licensed crew member concerned with a valid claim would be obliged to register his claim with the Company 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.
- 1.4 The Company recognizes the Guild as a source of supply for all Officers covered by this Agreement and may request same from the Office of the Guild as required. The Company will only employ members of the Guild in good standing. All new Employees are required to sign **an engagement** letter regarding Guild membership status as set out in Appendix "**B**" of the Agreement. A **copy of such engagement letter shall be forwarded to the Guild upon signing.**

- 1.5 Effective the last pay period of each month, the Company shall deduct monthly from the wages due and payable to each Officer, an amount equal to the uniform monthly membership fees. 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.
- 1.6 The Company will deduct initiation fees and remit same to the Guild upon receipt of proper authorization from the Officer concerned.
- 1.7 All deductions made pursuant to this Article will be forwarded to the Guild, Western Branch, Coquitlam, BC attention of the Secretary-Treasurer, within thirty (30) days together with a list showing the names of the Officers to whom deductions are to be credited and the month for which the deductions are made.

ARTICLE - 2 -

2. TERMINATION OF EMPLOYMENT

- 2.1 An Employee shall be given forty-eight (48) hours notice of termination of employment or lay-off, except where the termination constitutes a discharge for just cause.
- 2.2 An Employee shall give his employer forty-eight (48) hours notice of terminating employment.
- 2.3 Employee/Employer to be responsible for payment up to two (2) days wages (not including leave) for failure to give each other forty-eight (48) hours notice of termination.

ARTICLE - 3 -

3. DISCRIMINATION AND INTIMIDATION

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

ARTICLE - 4 -

4. LEGAL DEFENCE INSURANCE

- 4.1 Legal Defence Insurance for Employees 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 **Twenty Dollars** (\$20.00) per month effective from the date of signing for each Employee in its employ.

ARTICLE - 5 -

**5. CANADIAN MERCHANT SERVICE GUILD,
WESTERN BRANCH PENSION PLAN (TOWBOATS)**

- 5.1 (a) Effective October 1st, 1999, subject to 5.4 below, the employer will contribute monthly to the Pension Plan a total of **eight and one-half percent (8½%)** of each Employee's monthly basic rate of pay actually paid to the Employee each month. The plan will be portable within C.M.C. and Guild membership. Employees for whom the **eight and one-half percent (8½%)** contribution is made will contribute concurrently by payroll deduction an equal eight percent (8%) per cent on their own behalf.
- (b) 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) **Industry Trustees** and three (3) Guild Trustees.
- 5.2 The **eight and one-half percent (8½%) and eight percent (8%)** referred to above is exclusive of any contributions required for the Canada Pension Plan.
- 5.3 The 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.
- 5.4 Employees shall have the option of selecting a Registered Retirement Savings Plan where the contributions shall be in accordance with the amounts in 5.1 (a).

Employees exercising this option shall not hold the Guild or the

Employer in any way responsible for any short comings in the resultant pension benefits.

- 5.5 Where a Company is remiss in forwarding pension contributions it shall be responsible for its contributions for the period involved.
- 5.6 Pension Plan contributions shall be payable as of the first day of employment as an **Employee**. An **Employee** who is laid off or terminated will have pension contributions and deductions made on all basic earnings paid which includes regular paid leave. Where such lay-off or termination occurs within the first ninety (90) days of employment the contributions and deductions shall be paid to a R.R.S.P. as directed by the **Employee**.

ARTICLE - 6 -

6. BOARDING PASS

- 6.1 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.
- 6.2 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 Employee Representative while he is on Company property.

ARTICLE - 7 -

7. WARRANTY OF CONTINUOUS OPERATION

- 7.1 The Company, signatory to this Agreement, and the Guild agree that there shall be no strikes or lockouts during the life of this Agreement.
- 7.2 There shall be no slowdown or stoppage of work during the period when a Grievance is being resolved.
- 7.3 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.
- 7.4 The Company will not discipline any member of the Guild for refusal to continue with a tow, if such tow has been brought through a legal

picket line.

ARTICLE - 8 -

8. BENEFIT PLAN

- 8.1 The Company Plan shall be equal to or better than the C.M.C./GUILD level of benefits or the Company may participate in the C.M.C./GUILD PLAN as outlined below:
- 8.2 The Employer shall pay to the Guild's Plan Administrator a monthly contribution of five hundred and twenty dollars (\$520.00) for each eligible Employee in its employ in lieu of providing a Health Benefit Plan including but not limited to Life Insurance, Accidental Death and Dismemberment, Weekly Indemnity, Extended Health Care, Long Term Disability and Dental coverage.
- 8.3 The Guild shall provide a Health Benefit Plan for all eligible Employees utilizing all of the contributions received under **8.2** above.
- 8.4 An Employee must be actively at work in order to be eligible for contributions to be made on his behalf, except as provided otherwise in this article.
- 8.5 Contributions will be prorated for those Employees who are eligible and who are employed for a part month. Lay days shall be credited as employed days.
- 8.6 All eligible Employees (except those who are part-time) will have contributions made for them on completion of ninety (90) days continuous employment with any one employer.
- 8.7 Employees absent due to disability, temporary lay-off or leave of absence on the date they would normally become eligible shall be eligible for contributions from their date of return to active full-time employment.
- 8.8 Contributions will commence immediately for any eligible Employee who returns to active full-time employment with a participating employer within six (6) months of the date of his leaving employment. If an Employee does not return to active full-time employment within the six (6) month period, he will be considered a new employee and will be subject to the completion of ninety (90) days continuous employment with any one participating employer.

Where an Employee retains recall rights under Article 12.8 he shall not be subject to the waiting period on return to work.

- 8.9 Employees shall be paid lay days (including red days) during waiting periods for weekly indemnity payments up to a maximum of seven (7) red days.
- 8.10 An Employee on weekly indemnity 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, inclusive of any red days the Employee might have had when going off on weekly indemnity.

Employee's who would otherwise have been laid off will not be entitled to be supplemented with red days. Where an Employee is not expected to return to work (doctor's advice) before going on L.T.D. Red Days will not be available for top off.

Employees who qualify for and elect red day top up under this clause will be required to sign the debt repayment Letter of Agreement as under Appendix "D" with the Company prior to any red day top up being paid.

- 8.11 When an Employee is on Weekly Indemnity or W.C.B. Benefits for up to fifty-two weeks, the employer will pay the full contribution under 8.2 above. An Employee will not be laid off during this period.
- 8.12 Any rebate of *E. I.* Premiums shall continue to be retained by the employers to offset contributions.
- 8.13 The employer will continue to pay 100% of the premium of the B. C. Medical Services Plan.

ARTICLE - 9 -

9. MARINE DISASTER AND MISHAP

- 9.1 Any Employee 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 (\$1,000.00) subject to satisfactory proof of loss and in the event of loss of life this amount

to be paid beneficiary.

ARTICLE - 10 -

10. MEDICAL EXAMINATIONS

- 10.1 It is agreed that the Company has the right to have all Employees medically examined for fitness and any Employee 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. ***If on leave***, the Employee shall be compensated with one-half (%) of a calendars pay for each such examination except for pre-employment medical.
- 10.2 Where the Company refuses to employ an Employee or discharges an Employee for medical reasons, the question of the Employee'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 Employee concerned for determination acceptable to the Company, the Guild and the Employee concerned.
- 10.3 The Guild and the Company agree that Employees will abide by all the rules and regulations required by law with respect to drug testing.
- 10.4 ***The Company will pay up to one hundred dollars (\$100.00) of the doctor's charge for a M. O. T. required medical exam for Continued Proficiency Certification.***

ARTICLE - 11 -

11. GRIEVANCE PROCEDURE

- 11.1 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:
- (i) A regular Employee shall not be disciplined or discharged without just cause.
 - (ii) Should an Employee be required to meet with his employer regarding a disciplinary action he shall be entitled to have a Guild representative in attendance.

- (iii) Letters of discipline to an Employee covered by this Agreement shall be copied to the Guild.

INITIATION OF GRIEVANCE

By the Guild:

- 11.2 Any grievance lodged by an Employee or the Guild shall be presented to the Master or person designated for that purpose by the Company.
- 11.3 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 Employee concerned, if he requests it.

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

- 11.4 Grievances shall be processed in the following manner:

STEP 1: The Employee or Employees involved shall first present the matter to the Master or person designated by the Company.

STEP 2: If the matter is not satisfactorily resolved at Step 1 within seventy-two (72) hours of the date the grievance is presented, the Employee 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 Company.

STEP 3: If a satisfactory settlement is not reached within seven days of the date the grievance is submitted to the Company, the grievance may, within thirty (30) days of that date be referred to Arbitration.

BY THE COMPANY:

- 11.5 Any grievance lodged by 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 Arbitration.

TIME LIMITS

- 11.6 The time limits set out in the foregoing may be extended by mutual

agreement of the parties.

ARBITRATION

11.7 In the case of a dispute arising from this Agreement which cannot be settled in the manner provided for in the Grievance Procedure the matter shall be determined by arbitration in the following manner:

ARBITRATION PROCEDURE

11.8 The party advancing the Grievance shall notify the other party in writing of the issue to be arbitrated.

ARBITRATOR

11.9 The parties shall by mutual agreement select a single Arbitrator. Failing mutual agreement the Minister of Labour will be requested to appoint an Arbitrator.

11.10 The Arbitrator shall convene a meeting of the parties to 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.

COST APPORTIONMENT

11.11 The parties shall bear in equal proportions the fees and expenses of the Arbitrator including the rental of any premises used for the hearing.

POWERS

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

11.13 If the Arbitrator finds that an Employee has been demoted, suspended or discharged without just cause, the Arbitrator shall order the reinstatement of the Employee by the Employer without loss of pay and with all his rights and privileges preserved under the terms of this Agreement. However, if the Employee has been in receipt of wages or related remuneration during the period between suspension or discharge and reinstatement, the amount received shall be deducted from wages payable by the Company.

ARTICLE - 12 -

12. SENIORITY

12.1 For the purpose of this Article there shall be ~~two~~ (2) kinds of seniority:

1. SERVICE SENIORITY - being length of service with the Company.
2. CATEGORY SENIORITY - being length of service with the Company in a specified category.

12.2 An Employee shall acquire seniority as of his date of employment with the Company as an Employee provided he has completed a probationary period of six (6) months continuous employment.

- (a) The Company reserves the right to make a decision regarding the retention or transfer of an Employee at any time during the probationary period, but agrees to notify the Guild within fourteen (14) days of the action.

12.3 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 Employee. A seniority list to be posted on vessels by March 31st of each year. A new seniority list shall be final if not disputed within four (4) months of it being posted.

All employees, shall, on request be provided with a letter confirming their posted vessel or class of vessel. Any changes will be in accordance with the provisions of this Article.

To ensure that seniority acquisition in specific categories is duly recognized and that any and all category seniority acquired, albeit in an infrequent or non-posted fashion will be recognized, the following will prevail. In the instance where an employee relives another employee in another seniority category, any documented time served in the higher capacity shall be recognized upon permanent promotion to such a higher capacity.

12.4 (a) 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 effect the

layoff sequence.

- (b) Re-alignment of positions due to layoffs shall be in accordance with the sequence set out below subject to qualifications, experience and ability to do the job.
- (c) Where an Employee who has positive lay days is subject to layoff pursuant to Article 12.4 (a) above he shall be entitled at his election to continue on the Company's payroll as follows:
 - (i) His leave will be run out.
 - (ii) He shall have the option of banking his annual vacation or cashing it out.
 - (iii) Overtime converted leave to be banked or cashed out at the Employees discretion.
 - (iv) Any statutory holiday that falls in the Employee's run-out time will not be paid.

Appointments

12.5 Appointments to permanent job vacancies shall be made on the following basis and the decision will rest with the Company. However such selections will be made in consultation with the Guild.

- (a) If the applicants are from the same category, Category Seniority shall apply, provided qualifications, experience and ability are equal.
- (b) If the applicants are from different categories -i.e. Master, Mate, Service Seniority shall apply, provided qualifications, experience and ability are equal.
- (c) Employee wishing training for relief positions to gain experience for future appointments are to advise the Company of their interest. When the Company is planning such training, Employees shall receive consideration on the basis of seniority subject to qualifications and ability sufficient to do the job. Employees successfully completing training would then be given future relief opportunities as they arise.

Realignment Sequence Deck

- (d) Number of masters retained in accordance with Master Category Seniority, and
- (e) Displaced Master transferred to Mate category and any realignment of positions to be based on service seniority.
- (f) ***Displaced Mate transferred to Cook/Deckhand category and any realignment of positions to be based on service seniority.***

Realignment Sequence Engineering

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

- 12.6 When a permanent job vacancy occurs, it will be posted within fifteen (15) days and eligible Employees will be given forty-five (45) days in which to apply, provided that in the event the Company makes arrangements to directly notify all eligible Employees, 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 Employee to fill a vacancy. Final selection shall be made within sixty (60) days of the job vacancy posting. The name(s) of successful applicants shall be posted on bulletin boards accessible to all applicants for a period of not less than ninety (90) days.
- 12.7 An Employee 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.
- 12.8 An Employee 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 29 be made after the expiration of the twelfth (12) month of layoff, all rights including seniority and recall shall be at end.
- 12.9 When an Employee 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.
- 12.10 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. Where the Company does not universally apply a mandatory age 65 retirement policy, no employee over the age of 65 who is entitled to take pension benefits shall be allowed to work when other Employee's under the age of 65 are on layoff.

12.1 ■ Where a merger or a purchase occurs between companies and the purchase or merger agreement involves the transferring of Employees 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 43 of the Canada Labour Code provided it does so within sixty (60) days of receiving the list.

12.12 An Employee having twenty (20) years of service and upon reaching his fifty-eighth (58th) birthday and at any time thereafter, may request to work up to half time subject to approval by the Employer. The minimum period shall be one year. The work/leave of absence arrangement shall be as mutually agreed between the Employee and the Company. It is understood that an Employee may have to relinquish his posting and take another position in order to facilitate this clause. The intent of this clause is for retirement phase in, not alternate employment.

Such Employee shall only accrue further seniority and service for actual days worked and corresponding leave. The Company shall maintain Pension and Health and Welfare contributions on a pro rata basis only for the time worked in including leave and vacation time. The Employee shall be required to pay his pro rata share of Health Plan Benefit premiums. Top up with red days as under Article 8.10 shall be pro-rated. The Employee will only be entitled to Statutory Holidays which coincide with his being on the Company's payroll.

ARTICLE - 13 -

13. ANNUAL VACATIONS

13.1 An Employee shall receive fourteen (14) consecutive days annual vacation upon completion of one (1) 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.

- 13.2 An Employee 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.
- 13.3 An Employee 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.
- 13.4 An Employee 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 fourteenth (14th) and succeeding years of service.
- 13.5 *An Employee shall receive **forty-two (42)** consecutive days annual vacation upon completion of twenty-two (22) years service with the Company. He shall be paid for such vacation on the basis of twelve (72%) percent of gross wages earned during his twenty second (22nd) and succeeding years of service.*
- 13.6 *An employee with thirty (30) years of service with the Company shall receive an additional two percent (2%) of gross wages earned during his thirtieth (30th) and succeeding years of service.*
- 13.7 *In all cases under 13.1, 13.2, 13.3, 13.4, 13.5, and 13.6 above, if the Employee has worked less than a normal year and he is not entitled to the full annual vacation days allowed, they shall be pro-rated in accordance with vacation pay earned.*
- 13.8 An Employee 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 overall vacation schedule. The Employee's request will not be unreasonably denied.
- 13.9 For the purposes of this Article, the term "gross wages" shall include all monies credited including wages, overtime, excessive hours,

previous vacation pay.

13.10 *An Employee terminating his employment shall be paid all vacation pay due him up to the date of leaving, calculated in accordance with Section 13.1, 13.2, 13.3, 13.4, 13.5 and 13.6.*

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

13.12 As a general rule vacation pay is not to be used to offset red days while an Employee is employed except by mutual agreement with the Employee who shall be obliged to advise the Guild.

ARTICLE - 14 -

14. ANNUAL VACATION PAY ON TERMINATION

14.1 An Employee terminated or laid off for lack of work shall be entitled to request payment of any vacation pay due him at the time of lay-off in accordance with ARTICLE 13.

ARTICLE - 15 -

15. STATUTORY HOLIDAYS

15.1 All Employees will be given the following paid statutory holidays:

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

15.2 Twelve (12) Hour Employees

(a) If it is not possible to take a holiday listed above and an

Employee 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 (c) below.

- (b) The rate of pay for work on a Statutory Holiday shall be time and one-half (1 ½) 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.
- (c) For each Statutory Holiday not worked or for each alternate day off in place of a Statutory Holiday worked, an Employee shall be paid his regular pay for a normal day worked (12 hours) plus the leave he would earn for that day.

- 15.3 Employees 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.
- 15.4 Employees who do not receive either three (3) day period referred to in Section (c) 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.
- 15.5 Where the Company is unable to obtain the services of its Employees during the three (3) day period consisting of December 24th, 25th and 26th, Management personnel may be used.

ARTICLE - 16 -

16. LEAVE (LAY DAYS)

- 16.1 Pay in lieu of leave shall not be tendered or accepted except as mutually agreed between the Guild and the Company.

The Company and the Guild must mutually agree in writing before paying such leave and it will not be unreasonably denied.

- 16.2 No Employee 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 bi-monthly. This list will indicate if the Employee was at sea or on leave at the end of the indicated pay period.

- 16.3 When a vessel is laid up for overhaul, an Employee 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 Employee concerned may also be required to oversee overhauls. Under these circumstances, the conditions set out in Article 21 (VESSELS IN PORT) shall be in effect.
- 16.4 Any Employee 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.
- 16.5 At the expiration of accumulated time off and, when an Employee is unable to rejoin his vessel, he shall continue to receive his rate of pay until such time as he resumes duty but such time shall be deducted from his next accumulated leave period.
- 16.6 Where an Employee 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 Employee shall not be required to phone more than once in that twenty-four (24) hour period.

If the Employee 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 Employee as to sailing time.
- 16.7 When an Employee 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.
- 16.8 The Company shall give twenty-four (24) hours notice when leave of more than two (2) days duration is to be granted and will provide at least twelve (12) hours confirmation.
- 16.9 In all occupational classifications covered by this Agreement, leave with pay shall be granted as set forth in Section 16.10, exclusive of annual vacation and statutory holidays.
- 16.10 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.

- 16.11 An Employee 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 Employee be required as a replacement an Employee in the same pay class (taking into regard SENIORITY - ARTICLE 12) shall be offered the position. Where such an Employee is not available the Company will then seek a replacement from its Employee ranks, in accordance with SENIORITY -ARTICLE 12.

ARTICLE - 17 -

17. LEAVE OF ABSENCE

- 17.1 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.
- 17.2 The Company will grant leave of absence to employees suffering injury or illness, ***when on weekly Indemnity, LTD or WCB***, subject to a medical certificate if required by the employer.
- (i) ***where an Employee on a Worker's Compensation Board claim is medically determined by the WCB to be unable to return to the employ of the Company and evaluation or re training for alternate employment under the WCB Vocational Rehabilitation Phase has commenced, the employment relationship between the Employee and the Company is ended. The foregoing shall apply providing the medical determination is not in dispute and/or after fifty-two (52) weeks on claim.***
- 17.3 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 and 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.

Employees going ashore on a temporary basis, less than one (1) year at a time, shall continue to accumulate seniority.

By mutual agreement between the parties leave of absence of up to three (3) years may be granted to an Employee who desires to work offshore with an employer engaged in foreign shipping. Such an Employee's seniority shall remain dormant from the time the leave is granted and until his return to the employment of the Company. Under this arrangement leave of less than six (6) months shall not be granted.

- 17.4 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 and vacation earned but not taken for the purpose of attending such Conventions and/or Meetings.

- 17.5 It is agreed that before the Employee receives the leave of absence as set forth in Sections 17.3 and 17.4 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.
- 17.6 An Employee when returning from a leave of absence shall be reinstated in no less than the same pay classification the Employee held when granted leave of absence.
- 17.7 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.
- 17.8 When a death occurs in the immediate family of an Employee the Employee shall be entitled to bereavement leave of up to four (4) calendar days on any normal working days which occur during the four (4) consecutive calendar days immediately following the day of the death. If the Employee has completed three (3) consecutive months of employment, this leave will be with pay.

Definition

"Immediate Family" includes the spouse of the Employee and the following relatives of either the Employee or spouse (including common law spouse as defined by the Public Trustee) son, daughter, parent, grandparent, grandchildren, sister, brother and including other

relatives residing with the Employee.

In unusual circumstances, where the deceased is not a member of the immediate family bereavement leave will be at the discretion of the Company.

- 17.9 An Employee who is required to be available for Jury Duty, Coroner's Jury Duty, Coroner's Witness, Crown Witness, or where the Employee represents his Employer in a court action, will be paid while on such duty, provided such court action is not occasioned by the Employee's private affairs. The pay will be such as to maintain the Employee's monthly basic rate. Leave banks will be frozen during this time. **Such pay shall be offset where an Employee's pay is remunerated by a third party, eg., when acting as a witness.**

An Employee in receipt of his regular earnings while giving service at Court shall remit to the Company all monies paid to him by the Court, except travelling and meal allowance.

ARTICLE - 18 -

18. EDUCATION AND UPGRADING

- 18.1 The parties agree that the initial Marine Emergency Duty (M.E.D.) Courses, A, **B**, & C are covered by the provisions of this clause.

The following concepts shall govern the payment of courses:

- (a) On Company required education and training programs, the Company will bear all costs of tuition, including wages.
- (b) Subject to prior approval and upon successful completion of a voluntary upgrading course, including marine correspondence courses, the Company will reimburse the Employee for tuition books and fees.
- (c) On required upgrading arising out of government regulations, the employer will assist the Employee along the lines outlined in (b) above **and the employee shall be provided a CPC Renewal Expense Allowance of twenty-five dollars (\$25.00) per day up to five (5) days every five (5) years (non medical).**

- 18.2 The Company shall have the right to limit the election and the number

of Employees permitted to take an upgrading course at any one time.

- 18.3 (a) If an Employee runs out of leave time during attendance at a course required by the Company, the Company shall loan him funds to the extent of continuing the Employee'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.
- (b) If Government assistance is available, the Employee shall apply, and if granted, the amount advanced by the Company during the course shall be reduced by the sum of such Government assistance.
- 18.4 At the completion of the course, an Employee shall return to work for the company until such loan is repaid. If the Employee fails to do so, the Guild will render cooperation toward recovery of the loan.
- 18.5 The Company will provide wage assistance to eligible Employee who take courses leading to Certificates for which the Company 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 Company.

ARTICLE - 19 -

19. DUTIES

- 19.1 (a) The Master is in command of the vessel and the duties of all crew members regardless of position come under his direct control.
- (b) The duties of a Deck Officer shall be primarily those of a Navigating Officer and a working Supervisor of Unlicensed Crew members.
- (c) A Deck Officer shall not be required to perform the work of an Unlicensed Crew member except when his assistance is necessary.

- 19.2 The prime responsibility of an Engineer is to operate and maintain the engine room equipment and to maintain other mechanical equipment on the vessel. Engineers shall not perform duties customarily performed by Unlicensed personnel, provided that on one (1) Engineer vessels with two or less 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.
- 19.3 *The prime responsibility, of the Bargeman, is to operate and maintain the oil barges and equipment. Bargemen will not be expected to perform duties that they have not been trained for.*
- (a) *Employees sailing in other categories may be trained and used in place of a Bargeman where none are available. They will not be expected to perform duties that they have not been trained for.*
- 19.4 (a) *The duties of a Cook/Deckhand shall be those duties which have traditionally been done by a Cook and a Deckhand as assigned by the Master.*
- (b) *The Cook/Deckhand shall be allowed sufficient time for food preparation prior to meal hours.*
- (c) *Cook/Deckhands shall not be required to paint, chip or scogee on the exterior of the vessel between the hours of 1800 and 0600.*

ARTICLE - 20 -

20. DUTIES OTHER THAN

- 20.1 (a) An Employee 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 half (1 ½) hour's straight time pay and for each hour so worked off watch a premium of two and one half (2 ½) times his straight time pay;
- (b) The minimum payment for work set out in (a) shall be one (1) hour to be computed thereafter in half hour increments. It is understood that ships' crew 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 Employees are required to load or unload stores off watch they shall be paid the overtime rate.

- (c) If the ship's stores are other than those described in (a), the loading and unloading of such stores shall be paid for as cargo in accordance with the provisions of (a).
- (d) An Employee not properly trained or certificated to load or discharge oil or chemical barges shall not be required to perform such work.

20.2 In addition, Employees 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-ship duties and shall be paid in accordance with the provisions of Section 20.1 (a).

20.3 Engineers shall be paid in accordance with the provisions of Section 20.01 for the following: Cleaning smoke stacks, boilers, bilges, fish oil tanks, oil spills (unless caused by themselves) and sewage systems. Engineers shall be paid in accordance with Section 21.1 (a) for the following unless the vessel is in port and they are working by on a voluntary basis: - (cleaning) bilges oil separating centrifuges, oil tanks, air boxes, inlet ports, exhaust ports of internal combustion engines.

20.4 *Cook/Deckhands shall be paid in accordance with the provisions of Section 20.1 for the following: Working in confined spaces; cleaning under winches. In addition, Cook/Deckhands shall receive four dollars thirty-nine cents (\$4.39) for each guest meal served. A guest is anyone not comprising the crew. Management staff on official Company business shall not be considered guests.*

20.5 The provisions of this article shall not apply when safety of life at sea is involved.

ARTICLE - 21 -

21. VESSELS IN PORT

21.1 (a) ***When a vessel is tied up for repairs, overhauls, alterations, assembling and dismantling, carried out by the Company,***

watches and shifts may be broken provided reasonable notice is given. Employees may be assigned to day work. Three (3) shifts shall be permitted of eight (8) hours length, inclusive of a one-half (½) hour meal break. Eight (8) hours pay shall be paid for seven and one-half (7 ½) 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 employer will endeavour to provide forty-eight (48) hours of notice of putting the vessel into annual overhaul.

- (b)** *When an Employee, who lives out of town, works by during an overhaul or repairs he shall be provided with accommodation and meals. When meals are not provided a subsistence rate of thirty dollars (\$30.00) per day will be paid on the basis of eight dollars (\$8.00) for breakfast and lunch(s) and fourteen dollars (\$14.00) for dinner.*

- (c)** *Where a Bargeman is required to work through the designated meal period and meals are not provided, he shall receive the subsistence allowance provided in 21.1 (b) for meals at:*

*0600 breakfast
1200 lunch
1800 dinner
2400 night lunch*

- 21.2 As a general rule repair work or overhaul will not be carried out on Saturday or Sunday or Statutory Holidays or afternoon or graveyard shift.

- 21.3 For the purpose of this Article, the regular hours of work for a vessel in port will be thirty-seven and one-half (37 ½) hours per week. Any time worked in excess of (37 ½) hours per week, or on a Statutory Holiday shall be paid at the overtime rate in accordance with Article 25.1.

- 21.4 **(a)** Employees working under this Article 21. shall be known as Non-Live Aboards.

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

- 21.5 When a vessel is away from the home port, watches shall not be broken and the conditions in Sections 21.1, 21.2, 21.3, and 21.4 shall not apply.

However, notwithstanding the above, watches may be broken at the discretion of the Masters on Foreign Going and Home Trade Class I and II voyages in accordance with the foregoing. In the above instances Section 21.1, 21.2, 21.3, and 21.4 shall not apply.

- 21.6 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. This requirement may be waived where the Chief Engineer has been previously employed on a Vessel with a similar engine or where the Company has an alternative training program available for Engineers to upgrade their skills in overhaul procedure of propulsion or auxiliary machinery.

When an Engineer assigned to a Vessel does not work by during repairs or overhauls he shall be supplied prior to sailing with a list of 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.

- 21.7 Where an engineer works by, and the time between sailings is less than twenty-four (24) hours, he shall remain on ships pay.
- 21.8 One Master normally assigned to the vessel shall be in attendance during steamship inspection of life saving and fire fighting equipment.

ARTICLE - 22 -

22. CLOTHING

- 22.1 If an Employee is required to wear a uniform the Company will supply, maintain and clean such uniform.
- 22.2 The Company will provide any protective clothing or equipment required and approved by Workers' Compensation Regulations for the handling of specific cargo requiring same.

The Company will provide quality ear protectors without cost to Employees. The Employee may elect either headsets or earplugs

provided the appliance chosen afford the necessary protection against noise levels to which the Employee expects to be exposed. Employees working in operating engine rooms shall wear hearing protectors. Temporary or relief Employees will be provided headsets in the event they do not have their own.

22.3 Any Employee who suffers clothing damage as a result of handling dangerous cargo, i.e. battery acid, shall be reimbursed for reasonable cost incurred in replacing the damaged clothing.

22.4 Upon request by Employees, the Company shall supply the following:

- (a) Proper work gloves, free of charge, suitable to the work to be performed.
- (b) Rain jackets and pants - at employer's cost, to be recovered from the Employee.
 - (i) *With respect to Bargemen, the Company shall issue rain gear and will re-issue as required by condition at no cost to the Bargeman.*
- (c) One pair of good quality coveralls, ~~two~~ (2) pairs for engineers *and bargemen*, free of charge, as may be required for the protection of the Employees while performing their duties.
- (d) The Employer shall provide each Employee either a safety shoe or caulk boot or rain jacket and pants allowance of *one hundred* dollars **(\$100.00)** against proof of purchase. Eligibility to the allowance shall be renewed every twelve (12) months *after* it was last paid. Where the Officer leaves the employ of the Company before acquiring six (6) months service the allowance will be deducted from final pay. *Employees shall have the option of combining two (2) years of entitlement in the second year.*
- (e) The Company shall provide each Employee on request a M.O.T. approved *or U-VIC style* floater coat. The Company shall issue the coats and will replace them when necessary. *An Employee who requests in lieu anti-exposure coveralls, shall have the first \$120.00 paid by the Company and shall reimburse the Company the difference. Where the Employee leaves the employ of the Company before acquiring twelve (12) months service the cost of the floater*

coat or the monies advanced will be deducted from his final pay. New Employees are not covered on their first tour of duty.

- (9) One air breathing apparatus to be supplied aboard each continuously operating vessel. The apparatus shall be equivalent to the "Robert Shaw Five Minute Device".

ARTICLE - 23 -

23. TOWBOAT ACCOMMODATION

- 23.1 Both parties subscribe to the Towboat Accommodation Regulations contained in the Canada Shipping Act.

In addition the Company agrees to furnish the following:

- (a) A washing machine and proper facilities for drying clothes.
- (b) A T.V. to be supplied to the vessel for the use of crew.

ARTICLE - 24 -

24. RATES OF PAY

- 24.1 Effective *October 1, 1997* the rates are *increased by one percent (1%)* as contained in Schedule "A".

Effective *October 1, 1998* the rates are *increased by one point five percent (1.5%)* as contained in Schedule "A".

Effective *October 1, 1999* the rates are *increased by one point five percent (1.5%)* as contained in Schedule "A".

- 24.2 *The pay roll procedures shall be as contained in Appendix "C".*

ARTICLE - 25 -

25. OVERTIME

- 25.1 Time worked in excess of regular hours to be paid at the rate of

double the straight time hourly rate.

- 25.2 Overtime shall be calculated at a minimum of one (1) hour and in one half (½) hour increments thereafter.

When Employees off duty are called for overtime work, they shall be allowed twenty (20) minutes call-out 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 ½) 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.

- 25.3 Any Employee covered by this Agreement shall have the option of converting overtime (excessive hours including off watch premium pay) into time off in lieu, subject to:

- (a) Employees making an election any month to convert all or any part of said overtime, and
- (b) Employees who are due or are on scheduled leave (lay days), shall be entitled to take such converted leave provided they give the Company seven (7) 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.
- (c) On written request from an Employee his converted leave or part thereof in dollar value will be paid out **up to six (6) times per year in conjunction with regular payroll cheques which fall on or approximate any of the following dates: January 1st, March 1st, May 1st, July 1st, September 1st and November 1st, subject to a two (2) week advance written request.**
- (d) An Employee may elect in writing to retain his converted overtime leave and be paid into the red, as provided elsewhere under this Agreement, provided that such converted leave will be used before red days for make up to full pay when he is on medical leave and educational leave.

- 25.4 The payment of overtime will not apply under the following exceptions:

- (a) In the event of an emergency at sea involving the safety of the vessel and crew.
 - (b) When Masters are working hours which are covered by the flat rate payment for excessive hours set out in Article 34.
- 25.5
- (a) The overtime shall be prepared in duplicate by the Employee 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 Employee 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 monthly).
 - (b) If the overtime claim is disputed, a copy of the claim is to be returned by the Company to the Employee concerned before the next pay period together with reasons for rejecting the claim.
 - (c) The 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 ***The cutoff date not to exceed ten (10) calendar days prior to the payroll cutoff date..***
- 25.6 All claims for overtime ***may*** be first applied against red days.

ARTICLE - 26 -

26. MANNING

- 26.1 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) 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 Employee work more than sixteen (16) hours overtime in any consecutive seven (7) day period.
- (e) The Guild and the Company subscribe to the provisions of the Hours of Rest as contained in C.S.I. Regulations.
- (f) Each crew member must take the hours of rest to which he is entitled under this Article.

ARTICLE - 27 -

27. JOINT SAFETY

- 27.1 The Company and the Guild subscribe to safe working practices aboard the vessel. To this end both will cooperate to ensure safe working conditions aboard the vessel.

ARTICLE - 28 -

28. LIABILITY INSURANCE

- 28.1 Companies will **provide to the extent possible for** the inclusion of Employees under their liability insurance. The intention is to prevent separate actions against Employees by allowing the policy to represent a single and unified defence against Third Party claims.

ARTICLE - 29 -

29. SEVERANCE PAY

- 29.1 Employees with more than one (1) 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 for each year

of service (to last day worked) with the Company as an employee.

The calculation of one (1) week's pay is monthly basic x 7/30.42.

ARTICLE - 30 -

30. HOURS ON DUTY

30.1 The hours of work for Employees 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.

30.2 A voyage shall be deemed to commence at the time the crew reports for duty. The end of each twenty-four (24) hour period thereafter shall be referred to as the anniversary hour.

(a) Any employee leaving a vessel after the anniversary hour will be compensated at two (2) times the regular hourly rate of pay for each such hour up to a maximum of four (4) hours. Beyond four (4) hours, one-half (½) days pay and leave earned will be paid.

(b) Any employee relieving another employee before the anniversary hour shall be compensated as in (a) above.

(c) Notwithstanding the foregoing, no Employee shall be scheduled to report for work between 00:00 midnight, and 0600 hours.

30.3 *The hours of work for Bargemen shall be twelve hours per day. A Bargeman shall be paid a minimum of six (6) hours for any time worked in a day. Any time worked in excess of six (6) hours shall be paid as a full twelve (12) hour day.*

30.4 *Where barges load or discharge at more than one terminal, time worked shall be deemed to be continuous, where the Bargeman is not permitted to rest aboard an attending or available tug for a minimum of three (3) hours or is not permitted six (6) consecutive hours free and clear of duty.*

- 30.5** *Bargemen shall be considered to have commenced work upon their arrival at the job time ordered by the Company, for loading or discharging purposes.*
- 30.6** *Bargemen shall work on a Calendar Day system and starting time may vary during the calendar day, however, they shall be exempt from the provisions of Article 30.02(c) above.*

ARTICLE - 31 -

31. LEAVE

- 31.1** ARTICLE 16.2 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.
- 31.2** An Employee 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 Employee and it shall endeavour to give the Employee 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 Employee 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.
- 31.3** An Employee shall give twenty-four (24) hours notice when requesting leave, except under extenuating circumstances.
- 31.4** In the event that a vessel is to be tied up at its home port for a period of from twenty-four (24) to forty-eight (48) hours, the Employees may be granted a leave of twenty-four (24) hours, or forty-eight (48) hours as the case may be, provided that the leave shall not commence between the hours of midnight and 0600 hours. This provision shall only apply when the Employees return to the vessel from which they took their leave. Section 30.2 of this Article is not applicable when this Section is invoked within the above time limits.
- 31.5** When an Employee is relieved from his vessel between the hours of 00:00 midnight, and 0600 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.

ARTICLE - 32 -

32. SUBSISTENCE

- 32.1 Subsistence of top grade, quality **and in sufficient quantities** shall be supplied on all vessels.
- 32.2 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.
- 32.3 Meal hours for Employees Covered by this Agreement shall be as follows:

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 ($\frac{1}{2}$) hour either way and also provided that one (1) broken 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.

32.4 Penalty Meal Hours

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

he shall be credited with an additional one-half (½) hour at the overtime rate as a penalty thereof and his time shall be continuous.

- 32.5 Ingredients for night lunches shall be provided.
- 32.6 Sufficient clean bedding, linen and towels shall be supplied to all Employees 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.
- 32.7 *Where subsistence is not made available, (shift tug operation) an allowance shall be paid to the concerned employee, at the rate of sixteen dollars twenty-five cents (\$16.25) per day worked.***

ARTICLE - 33 -

33. TRAVEL AND TRANSFERS

- 33.1 For the purposes of this Article, the home port of an Employee and the home port of the vessel aboard employed shall be one and the same.
- 33.2 When an Employee is dispatched to or discharged from a vessel away from his home port the Company will provide travel insurance of \$200,000.00 for each Employee and will be responsible for his transportation, wages and board and lodging costs until such time as he is returned to his home port.

ARTICLE - 34 -

34. PAYMENT FOR EXCESSIVE HOURS

- 34.1 A Master of a continuous operating vessel normally works 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 \$250.00 (effective October 1st, 1996 \$300.00) in recognition of actual hours worked. This payment will constitute remuneration for the number of hours determined by the following formula:



$$\frac{\text{_____} \$300.00 \text{_____}}{\text{overtime rate for the Master concerned}} = \text{hours rounded to the whole number}$$

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

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

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

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

34.4 All time worked under this Article shall be calculated in minimum increments of one half (1/2) hour.

ARTICLE - 35 -

35. TERM OF AGREEMENT

35.1 This Agreement shall be effective from **October 1st, 1997** and shall remain in effect until **September 30th, 2000** 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 anytime after **June 30th, 2000**. 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.

ARTICLE - 36 -

36. RETROACTIVE PAY

36.1 The Company shall pay full retroactive wages, overtime and holiday pay from **October 1st, 1997** to the date of signing to all Employees.

ARTICLE - 37 -

37. UNION DISPATCH FEE

- 37.1 The Company agrees to pay to the Guild monthly the agreed Hiring Hall Fee effective **October 1st, 1998 of ninety five cents (\$0.95)** and effective **October 1st, 1999 of one dollar (\$1.00)** for each payroll day for each Employee covered by this Collective Agreement.

ARTICLE - 38 -

38. NOISE LEVEL READINGS

- 38.1 The Company agrees that it shall have Noise Level Readings taken on all of their vessels.
- 38.2 The Noise Level readings shall be taken in accommodation areas, specifically sleeping cabins, galleys, messrooms, 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.
- 38.3 All Noise Level Readings are to be made available to the Guild for inspection upon request. Any subsequent Noise Level readings the Guild will be supplied with copies of findings.
- 38.4 Noise level readings shall be taken as follows:
- (a) The Company may take its own Noise Level readings and in this event the Guild may have an employee in attendance while the vessel(s) are being tested, or
 - (b) Should the Guild dispute any Noise Level readings tendered, the Guild may then require further Noise Level readings with a Guild Representative in attendance.

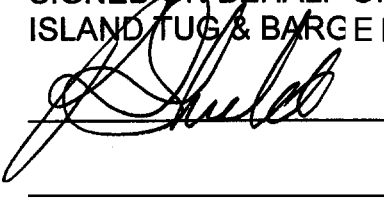
38.5 Audiometric Testing

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.


38.6 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.

SIGNED ON BEHALF OF
ISLAND TUG & BARGE LTD.



SIGNED ON BEHALF OF
CANADIAN MERCHANT SERVICE GUILD



DATED AT VANCOUVER, BC THIS 16 DAY OF DECEMBER 1999.

WAGE RATES EFFECTIVE OCTOBER 1, 1997

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MASTERS								
Group 2	4,608.94	4,655.03	153.03	189.76	342.79	28.57	42.86	57.14
3	4,756.37	4,803.93	157.92	195.82	353.74	29.48	44.22	58.96
4	4,917.01	4,966.18	163.25	202.43	365.68	30.47	45.71	60.94
5	5,083.35	5,134.18	168.78	209.29	378.07	31.51	47.27	63.02
6	5,249.76	5,302.26	174.30	216.13	390.43	32.54	48.81	65.08
	5,584.88	5,640.73	185.43	229.93	415.36	34.61	51.92	69.22
7	5,416.14	5,470.30	179.83	222.99	402.82	33.57	50.35	67.14
	5,751.24	5,808.75	190.95	236.78	427.73	35.64	53.46	71.28
8	5,587.02	5,642.89	185.50	230.02	415.52	34.63	51.95	69.26
	5,922.10	5,981.32	196.62	243.81	440.43	36.70	55.05	73.40
9	5,753.42	5,810.95	191.02	236.86	427.88	35.66	53.49	71.32
	6,088.52	6,149.41	202.15	250.67	452.82	37.74	56.61	75.48
Commodore/Regent	5,919.82	5,979.02	196.55	243.72	440.27	36.69	55.04	73.38
	6,254.92	6,317.47	207.67	257.51	465.18	38.77	58.16	77.54
Monarch/Brave	6,243.78	6,306.22	207.31	257.06	464.37	38.70	58.05	77.40
	6,578.86	6,644.65	218.43	270.85	489.28	40.77	61.16	81.54

NOTE: 2nd rates are for Non Watchkeepers

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
CHIEF ENGINEERS								
Group 2	4,453.03	4,497.56	147.85	183.33	331.18	27.60	41.40	55.20
3	4,599.94	4,645.94	152.73	189.39	342.12	28.51	42.77	57.02
4	4,756.37	4,803.93	157.92	195.82	353.74	29.48	44.22	58.96
5	4,917.01	4,966.18	163.25	202.43	365.68	30.47	45.71	60.94
6	5,083.35	5,134.18	168.78	209.29	378.07	31.51	47.27	63.02
7	5,249.76	5,302.26	174.30	216.13	390.43	32.54	48.81	65.08
a	5,416.14	5,470.30	179.83	222.99	402.82	33.57	50.35	67.14
9	5,587.02	5,642.89	185.50	230.02	415.52	34.63	51.95	69.26
Commodore/Regent	5,757.86	5,815.44	191.17	237.05	428.22	35.69	53.54	71.38
	6,092.98	6,153.91	202.30	250.85	453.15	37.76	56.64	75.52
Monarch/Brave	6,083.03	6,143.86	201.97	250.44	452.41	37.70	56.55	75.40
	6,418.17	6,482.35	213.10	264.24	477.34	39.78	59.67	79.56

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MATES & 2ND ENGINEERS								
Group 2	4,121.14	4,162.35	136.83	169.67	306.50	25.54	38.31	51.08
3	4,189.22	4,231.11	139.09	172.47	311.56	25.96	38.94	51.92
4	4,260.22	4,302.82	141.45	175.40	316.85	26.40	39.60	52.80
5	4,341.04	4,384.45	144.13	178.72	322.85	26.90	40.35	53.80
6	4,434.85	4,479.20	147.25	182.59	329.84	27.49	41.24	54.98
7	4,539.60	4,585.00	150.72	186.89	337.61	28.13	42.20	56.26
8	4,644.43	4,690.87	154.20	191.21	345.41	28.78	43.17	57.56
9	4,746.60	4,794.07	157.60	195.42	353.02	29.42	44.13	58.84
Commodore/Regent	4,854.47	4,903.01	161.18	199.86	361.04	30.09	45.14	60.18
Monarch/Brave	4,975.70	5,025.46	165.20	204.85	370.05	30.84	46.26	61.68

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
2ND MATES & 3RD ENGINEERS								
Group 2	4,110.14	4,151.35	136.47	169.22	305.69	25.47	38.21	50.94
3	4,178.22	4,220.11	138.73	172.03	310.76	25.90	38.85	51.80
4	4,249.22	4,291.82	141.09	174.95	316.04	26.34	39.51	52.68
5	4,330.04	4,373.45	143.77	178.27	322.04	26.84	40.26	53.68
6	4,423.85	4,468.20	146.88	182.13	329.01	27.42	41.13	54.84
7	4,528.60	4,574.00	150.36	186.45	336.81	28.07	42.11	56.14
8	4,633.43	4,679.87	153.84	190.76	344.60	28.72	43.08	57.44
9	4,735.60	4,783.07	157.23	194.97	352.20	29.35	44.03	58.70
Commodore/Regent	4,843.47	4,892.01	160.82	199.42	360.24	30.02	45.03	60.04
Monarch/Brave	4,964.70	5,014.46	164.84	204.40	369.24	30.77	46.16	61.54

NOTE: Red Circled Rates (Monthly Basic \$11.00 less than MATES Rate)

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NON-CERTIFICATED MATES & 2ND ENGINEERS								
Group 2	4,009.22	4,049.31	133.11	165.06	298.17	24.85	37.28	49.70
3	4,077.27	4,118.04	135.37	167.86	303.23	25.27	37.91	50.54
4	4,148.28	4,189.76	137.73	170.79	308.52	25.71	38.57	51.42
5	4,229.08	4,271.37	140.41	174.11	314.52	26.21	39.32	52.42
6	4,356.50	4,400.07	144.64	179.35	323.99	27.00	40.50	54.00
7	4,427.66	4,471.94	147.01	182.29	329.30	27.44	41.16	54.88
8	4,532.48	4,577.80	150.49	186.61	337.10	28.09	42.14	56.18
9	4,634.64	4,680.99	153.88	190.81	344.69	28.72	43.08	57.44

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NEW HIRES IN POSITION OF 2ND MATE. 3RD ENGINEER								
Group 2	4,071.14	4,112.35	135.19	167.64	302.83	25.24	37.86	50.48
3	4,139.22	4,181.11	137.45	170.44	307.89	25.66	38.49	51.32
4	4,210.22	4,252.82	139.80	173.35	313.15	26.10	39.15	52.20
5	4,291.04	4,334.45	142.49	176.69	319.18	26.60	39.90	53.20
6	4,384.85	4,429.20	145.60	180.54	326.14	27.18	40.77	54.36
7	4,489.60	4,535.00	149.08	184.86	333.94	27.83	41.75	55.66
8	4,594.43	4,640.87	152.56	189.17	341.73	28.48	42.72	56.96
9	4,696.60	4,744.07	155.95	193.38	349.33	29.11	43.67	58.22
Commodore/Regent	4,804.47	4,853.01	159.53	197.82	357.35	29.78	44.67	59.56
Monarch/Brave	4,925.70	4,975.46	163.56	202.81	366.37	30.53	45.80	61.06

NOTE: Mates rate less \$50.00 (Monthly)

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
8 HOUR PERSONNEL								
MASTER								

Group 2	4,608.94	4,655.03			228.56	28.57	42.86	57.14
3	4,756.37	4,803.93			235.84	29.48	44.22	58.96
4	4,917.01	4,966.18			243.76	30.47	45.71	60.94
5	5,083.35	5,134.18			252.08	31.51	47.27	63.02
MATE								

Group 2	4,121.14	4,162.35			204.32	25.54	38.31	51.08
3	4,189.22	4,231.11			207.68	25.96	38.94	51.92
4	4,260.22	4,302.82			211.20	26.40	39.60	52.80
5	4,341.04	4,384.45			215.20	26.90	40.35	53.80

NOTES: Non-Certificated officers to receive monthly and other rates as per 12 hour Non-Certificated Mates
 Subsistence = \$220.74 per month or \$16.21 per 12 hr. shift, \$10.80 per 8 hr. shift, \$7.24 per calendar day.

FLAT RATES AS FOLLOWS:

- Continuous Tugs: EXCESSIVE HOURS \$6.57 per calendar day, \$200.00 flat per month.
- Shift Tugs : SUBSISTENCE \$6.58 per calendar day, \$200.07 fiat per month.
- Shift Tugs : SERVICING ENGINES paid to Masters when no engineer on board - 1/2 hour @ straight time per day worked.

NON-CERTIFIED RATES

	OCT 1/96 MONTHLY BASIC	OCTOBER 1, 1997 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
Deck-Hand	3,546.56	3,582.03	117.75	146.01	263.76	21.98	32.97	43.96
D-H (Shift Tug)	3,602.53	3,638.56	119.61	148.32	267.93	22.33	33.50	44.66
Cook	3,629.67	3,665.97	120.51	149.43	269.94	22.50	33.75	45.00
Cook/D-H	3,649.08	3,685.57	121.16	150.23	271.39	22.62	33.93	45.24

WAGE RATES EFFECTIVE OCTOBER 1, 1998

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MASTERS								
Group 2	4,655.03	4,724.86	155.32	192.60	347.92	28.99	43.49	57.98
3	4,803.93	4,875.99	160.29	198.76	359.05	29.92	44.88	59.84
4	4,966.18	5,040.67	165.70	205.47	371.17	30.93	46.40	61.86
5	5,134.18	5,211.19	171.31	212.42	383.73	31.98	47.97	63.96
6	5,302.26	5,381.79	176.92	219.38	396.30	33.03	49.54	66.06
	5,640.73	5,725.34	188.21	233.38	421.59	35.13	52.70	70.26
7	5,470.30	5,552.35	182.52	226.32	408.84	34.07	51.10	68.14
	5,808.75	5,895.88	193.82	240.34	434.16	36.18	54.27	72.36
8	5,642.89	5,727.53	188.28	233.47	421.75	35.15	52.73	70.30
	5,981.32	6,071.04	199.57	247.47	447.04	37.25	55.88	74.50
9	5,810.95	5,898.11	193.89	240.42	434.31	36.19	54.29	72.38
	6,149.41	6,241.65	205.18	254.42	459.60	38.30	57.45	76.60
Commodore/Regent	5,979.02	6,068.71	199.50	247.38	446.88	37.24	55.86	74.48
	6,317.47	6,412.23	210.79	261.38	472.17	39.35	59.02	78.70
Monarch/Brave	6,306.22	6,400.81	210.41	260.91	471.32	39.28	58.92	78.56
	6,644.65	6,744.32	221.71	274.92	496.63	41.39	62.09	82.78

NOTE: 2nd rates are for Non Watchkeepers

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
CHIEF ENGINEERS								
Group 2	4,497.56	4,565.02	150.07	186.09	336.16	28.01	42.02	56.02
3	4,645.94	4,715.63	155.02	192.22	347.24	28.94	43.41	57.88
4	4,803.93	4,875.99	160.29	198.76	359.05	29.92	44.88	59.84
5	4,966.18	5,040.67	165.70	205.47	371.17	30.93	46.40	61.86
6	5,134.18	5,211.19	171.31	212.42	383.73	31.98	47.97	63.96
7	5,302.26	5,381.79	176.92	219.38	396.30	33.03	49.54	66.06
8	5,470.30	5,552.35	182.52	226.32	408.84	34.07	51.10	68.14
9	5,642.89	5,727.53	188.28	233.47	421.75	35.15	52.73	70.30
Commodore/Regent	5,815.44	5,902.67	194.04	240.61	434.65	36.22	54.33	72.44
	6,153.91	6,246.22	205.33	254.61	459.94	38.33	57.50	76.66
Monarch/Brave	6,143.86	6,236.02	205.00	254.20	459.20	38.27	57.41	76.54
	6,482.35	6,579.59	216.29	268.20	484.49	40.37	60.55	80.74

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MATES & 2ND ENGINEERS								
Group 2	4,162.35	4,224.79	138.88	172.21	311.09	25.92	38.88	51.84
3	4,231.11	4,294.58	141.18	175.06	316.24	26.35	39.53	52.70
4	4,302.82	4,367.36	143.57	178.03	321.60	26.80	40.20	53.60
5	4,384.45	4,450.22	146.29	181.40	327.69	27.31	40.97	54.62
6	4,479.20	4,546.39	149.45	185.32	334.77	27.90	41.85	55.80
7	4,585.00	4,653.78	152.98	189.70	342.68	28.56	42.84	57.12
8	4,690.87	4,761.23	156.52	194.08	350.60	29.22	43.83	58.44
9	4,794.07	4,865.98	159.96	198.35	358.31	29.86	44.79	59.72
Commodore/Regent	4,903.01	4,976.56	163.60	202.86	366.46	30.54	45.81	61.08
Monarch/Brave	5,025.46	5,100.84	167.68	207.92	375.60	31.30	46.95	62.60

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
2ND MATES & 3RD ENGINEERS								
Group 2	4,151.35	4,213.79	138.52	171.76	310.28	25.86	38.79	51.72
3	4,220.11	4,283.58	140.81	174.60	315.41	26.28	39.42	52.56
4	4,291.82	4,356.36	143.21	177.58	320.79	26.73	40.10	53.46
5	4,373.45	4,439.22	145.93	180.95	326.88	27.24	40.86	54.48
6	4,468.20	4,535.39	149.09	184.87	333.96	27.83	41.75	55.66
7	4,574.00	4,642.78	152.62	189.25	341.87	28.49	42.74	56.98
8	4,679.87	4,750.23	156.15	193.63	349.78	29.15	43.73	58.30
9	4,783.07	4,854.98	159.60	197.90	357.50	29.79	44.69	59.58
Commodore/Regent	4,892.01	4,965.56	163.23	202.41	365.64	30.47	45.71	60.94
Monarch/Brave	5,014.46	5,089.84	167.32	207.48	374.80	31.23	46.85	62.46

NOTE: Red Circled Rates (Monthly Basic \$11.00 less than MATES Rate)

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NON-CERTIFICATED MATES & 2ND ENGINEERS								
Group 2	4,049.31	4,110.05	135.11	167.54	302.65	25.22	37.83	50.44
3	4,118.04	4,179.81	137.40	170.38	307.78	25.65	38.48	51.30
4	4,189.76	4,252.61	139.80	173.35	313.15	26.10	39.15	52.20
5	4,271.37	4,335.44	142.52	176.72	319.24	26.60	39.90	53.20
6	4,400.07	4,466.07	146.81	182.04	328.85	27.40	41.10	54.80
7	4,471.94	4,539.02	149.21	185.02	334.23	27.85	41.78	55.70
8	4,577.80	4,646.47	152.74	189.40	342.14	28.51	42.77	57.02
9	4,680.99	4,751.20	156.19	193.68	349.87	29.16	43.74	58.32

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NEW HIRES IN POSITION OF 2ND MATE. 3RD ENGINEER								
Group 2	4,112.35	4,174.79	137.24	170.18	307.42	25.62	38.43	51.24
3	4,181.11	4,244.58	139.53	173.02	312.55	26.05	39.08	52.10
4	4,252.82	4,317.36	141.93	175.99	317.92	26.49	39.74	52.98
5	4,334.45	4,400.22	144.65	179.37	324.02	27.00	40.50	54.00
6	4,429.20	4,496.39	147.81	183.28	331.09	27.59	41.39	55.18
7	4,535.00	4,603.78	151.34	187.66	339.00	28.25	42.38	56.50
8	4,640.87	4,711.23	154.87	192.04	346.91	28.91	43.37	57.82
9	4,744.07	4,815.98	158.32	196.32	354.64	29.55	44.33	59.10
Commodore/Regent	4,853.01	4,926.56	161.95	200.82	362.77	30.23	45.35	60.46
Monarch/Brave	4,975.46	5,050.84	166.04	205.89	371.93	30.99	46.49	61.98

NOTE: Mates rate less \$50.00 (Monthly)

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
8 HOUR PERSONNEL								
MASTER								
Group 2	4,655.03	4,724.86			231.92	28.99	43.49	57.98
3	4,803.93	4,875.99			239.36	29.92	44.88	59.84
4	4,966.18	5,040.67			247.44	30.93	46.40	61.86
5	5,134.18	5,211.19			255.84	31.98	47.97	63.96
MATE								
Group 2	4,162.35	4,224.79			207.36	25.92	38.88	51.84
3	4,231.11	4,294.58			210.80	26.35	39.53	52.70
4	4,302.82	4,367.36			214.40	26.80	40.20	53.60
5	4,384.45	4,450.22			218.48	27.31	40.97	54.62

NOTE: Non-Certificated officers to receive monthly and other rates as per 12 hour Non-Certificated Mates

FIAT RATES AS FOLLOWS:

Subsistence = \$223.44 per month or \$16.45 per 12 hr. shift, \$10.96 per 8 hr. shift \$7.34 per calendar day .
 Excessive Hours = \$300.00 per month or \$9.86 per calendar day
 Servicing Engines paid to Masters when no engineer on board - 1/2 hours @ straight time rate per day worked.

NON-CERTIFIED RATES

	OCT 1/97 MONTHLY BASIC	OCTOBER 1, 1998 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
Deck-Hand	3,582.03	3,635.76	119.52	148.20	267.72	22.31	33.47	44.62
DH (Shift Tug)	3,638.56	3,693.14	121.40	150.54	271.94	22.66	33.99	45.32
Cook	3,665.97	3,720.96	122.32	151.68	274.00	22.83	34.25	45.66
Cook/DH	3,685.57	3,740.85	122.97	152.49	275.46	22.96	34.44	45.92

WAGE RATES EFFECTIVE OCTOBER 1, 1999

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MASTERS								
Group 2	4,724.86	4,795.73	157.65	195.49	353.14	29.43	44.15	58.86
3	4,875.99	4,949.13	162.69	201.74	364.43	30.37	45.55	60.74
4	5,040.67	5,116.28	168.19	208.56	376.75	31.40	47.10	62.80
5	5,211.19	5,289.36	173.88	215.61	389.49	32.46	48.69	64.92
6	5,381.79	5,462.52	179.57	222.67	402.24	33.52	50.28	67.04
	5,725.34	5,811.22	191.03	236.88	427.91	35.66	53.49	71.32
7	5,552.35	5,635.64	185.26	229.72	414.98	34.58	51.87	69.16
	5,895.88	5,984.32	196.72	243.93	440.65	36.72	55.08	73.44
8	5,727.53	5,813.44	191.11	236.98	428.09	35.67	53.51	71.34
	6,071.04	6,162.11	202.57	251.19	453.76	37.81	56.71	75.62
9	5,898.11	5,986.58	196.80	244.03	440.83	36.74	55.11	73.48
	6,241.65	6,335.27	208.26	258.24	466.50	38.88	58.32	77.76
Commodore/Regent	6,068.71	6,159.74	202.49	251.09	453.58	37.80	56.70	75.60
	6,412.23	6,508.41	213.95	265.30	479.25	39.94	59.91	79.88
Monarch/Brave	6,400.81	6,496.82	213.57	264.83	478.40	39.87	59.80	79.74
	6,744.32	6,845.48	225.03	279.04	504.07	42.01	63.02	84.02

NOTE: 2nd rates are for Non Watchkeepers

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
CHIEF ENGINEERS								
Group 2	4,565.02	4,633.50	152.32	188.88	341.20	28.43	42.65	56.86
3	4,715.63	4,786.36	157.34	195.10	352.44	29.37	44.05	58.74
4	4,875.99	4,949.13	162.69	201.74	364.43	30.37	45.55	60.74
5	5,040.67	5,116.28	168.19	208.56	376.75	31.40	47.10	62.80
6	5,211.19	5,289.36	173.88	215.61	389.49	32.46	48.69	64.92
7	5,381.79	5,462.52	179.57	222.67	402.24	33.52	50.28	67.04
8	5,552.35	5,635.64	185.26	229.72	414.98	34.58	51.87	69.16
9	5,727.53	5,813.44	191.11	236.98	428.09	35.67	53.51	71.34
Commodore/Regent	5,902.67	5,991.21	196.95	244.22	441.17	36.76	55.14	73.52
	6,246.22	6,339.91	208.41	258.43	466.84	38.90	58.35	77.80
Monarch/Brave	6,236.02	6,329.56	208.07	258.01	466.08	38.84	58.26	77.68
	6,579.59	6,678.28	219.54	272.23	491.77	40.98	61.47	81.96

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
MATES & 2ND ENGINEERS								
Group 2	4,224.79	4,288.16	140.97	174.80	315.77	26.31	39.47	52.62
3	4,294.58	4,359.00	143.29	177.68	320.97	26.75	40.13	53.50
4	4,367.36	4,432.87	145.72	180.69	326.41	27.20	40.80	54.40
5	4,450.22	4,516.97	148.49	184.13	332.62	27.72	41.58	55.44
6	4,546.39	4,614.59	151.70	188.11	339.81	28.32	42.48	56.64
7	4,653.78	4,723.59	155.28	192.55	347.83	28.99	43.49	57.98
8	4,761.23	4,832.65	158.86	196.99	355.85	29.65	44.48	59.30
9	4,865.98	4,938.97	162.36	201.33	363.69	30.31	45.47	60.62
Commodore/Regent	4,976.56	5,051.21	166.05	205.90	371.95	31.00	46.50	62.00
Monarch/Brave	5,100.84	5,177.35	170.20	211.05	381.25	31.77	47.66	63.54

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
2ND MATES & 3RD ENGINEERS								
Group 2	4,213.79	4,277.16	140.60	174.34	314.94	26.25	39.38	52.50
3	4,283.58	4,348.00	142.93	177.23	320.16	26.68	40.02	53.36
4	4,356.36	4,421.87	145.36	180.25	325.61	27.13	40.70	54.26
5	4,439.22	4,505.97	148.13	183.68	331.81	27.65	41.48	55.30
6	4,535.39	4,603.59	151.33	187.65	338.98	28.25	42.38	56.50
7	4,642.78	4,712.59	154.92	192.10	347.02	28.92	43.38	57.84
8	4,750.23	4,821.65	158.50	196.54	355.04	29.59	44.39	59.18
9	4,854.98	4,927.97	162.00	200.88	362.88	30.24	45.36	60.48
Commodore/Regent	4,965.56	5,040.21	165.69	205.46	371.15	30.93	46.40	61.86
Monarch/Brave	5,089.84	5,166.35	169.83	210.59	380.42	31.70	47.55	63.40

NOTE: Red Circled Rates (Monthly Basic \$11.00 less than MATES Rate)

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NON-CERTIFICATED MATES & 2ND ENGINEERS								
Group 2	4,110.05	4,171.70	137.14	170.05	307.19	25.60	38.40	51.20
3	4,179.81	4,242.51	139.46	172.93	312.39	26.03	39.05	52.06
4	4,252.61	4,316.40	141.89	175.94	317.83	26.49	39.74	52.98
5	4,335.44	4,400.47	144.66	179.38	324.04	27.00	40.50	54.00
6	4,466.07	4,533.06	149.02	184.78	333.80	27.82	41.73	55.64
7	4,539.02	4,607.11	151.45	187.80	339.25	28.27	42.41	56.54
8	4,646.47	4,716.17	155.04	192.25	347.29	28.94	43.41	57.88
9	4,751.20	4,822.47	158.53	196.58	355.11	29.59	44.39	59.18

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
NEW HIRES IN POSITION OF 2ND MATE. 3RD ENGINEER								
Group 2	4,174.79	4,238.16	139.32	172.76	312.08	26.01	39.02	52.02
3	4,244.58	4,309.00	141.65	175.65	317.30	26.44	39.66	52.88
4	4,317.36	4,382.87	144.08	178.66	322.74	26.90	40.35	53.80
5	4,400.22	4,466.97	146.84	182.08	328.92	27.41	41.12	54.82
6	4,496.39	4,564.59	150.05	186.06	336.11	28.01	42.02	56.02
7	4,603.78	4,673.59	153.64	190.51	344.15	28.68	43.02	57.36
8	4,711.23	4,782.65	157.22	194.95	352.17	29.35	44.03	58.70
9	4,815.98	4,888.97	160.72	199.29	360.01	30.00	45.00	60.00
Commodore/Regent	4,926.59	5,001.21	164.41	203.87	368.28	30.69	46.04	61.38
Monarch/Brave	5,050.84	5,127.35	168.55	209.00	377.55	31.46	47.19	62.92

NOTE: Mates rate less \$50.00 (Monthly)

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR 1 DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
8 HOUR PERSONNEL MASTER								
Group 2	4,724.86	4,795.73			235.44	29.43	44.15	58.86
3	4,875.99	4,949.13			242.96	30.37	45.55	60.74
4	5,040.67	5,116.28			251.20	31.40	47.10	62.80
5	5,211.19	5,289.36			259.68	32.46	48.69	64.92
MATE								
Group 2	4,224.79	4,288.16			210.48	26.31	39.47	52.62
3	4,294.58	4,359.00			214.00	26.75	40.13	53.50
4	4,367.36	4,432.87			217.60	27.20	40.80	54.40
5	4,450.22	4,516.97			221.76	27.72	41.58	55.44

NOTE: Non-Certificated officers to receive monthly and other rates as per 12 hour Non-Certificated Mates

FLAT RATES AS FOLLOWS:

Subsistence = \$226.79 per month or \$16.71 per 12 hr. shift, \$11.20 per 8 hr. shift \$7.46 per calendar day.
 Excessive Hours = \$300.00 per month or \$9.86 per calendar day
 Servicing Engines paid to Masters when no engineer on board - 1/2 hours @ straight time rate per day worked.

NON-CERTIFIED RATES

	OCT 1/98 MONTHLY BASIC	OCTOBER 1, 1999 MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARN. PER DAY WORKED	RATE PER HOUR	TIME AND ONE HALF	DOUBLE TIME
Deck-Hand	3,635.76	3,690.30	121.31	150.43	271.74	22.64	33.97	45.28
DH (Shift Tug)	3,693.14	3,748.54	123.23	152.80	276.03	23.00	34.50	46.00
Cook	3,720.96	3,776.77	124.15	153.95	278.10	23.18	34.77	46.36
Cook/DH	3,740.85	3,796.96	124.82	154.77	279.59	23.30	34.95	46.60

APPENDIX "B"

In accordance with the provisions on Article 14 the following letter shall be signed by all new Employees.

TO: Island Tug & Barge Ltd.

From: _____

Dear Sir,

This letter confirms that the undersigned is a member on good standing with the Canadian Merchant Service Guild.

Yours truly,

This _____ of _____, 19____

c. c. Canadian Merchant Service Guild

APPENDIX "C"
LETTER OF UNDERSTANDING
PAYROLL PROCEDURES

Canadian Merchant Service Guild
310 - 218 Blue Mountain Street
Coquitlam, BC

Attention: Leo M. Gray

Dear Sir:

Payroll Procedures

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

1. Pay - The Company will pay its' employees by direct deposit to the financial institution selected by the Employee.
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. Pay Statements - All Employees 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.
 - (c) 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.

- (f) Statutory holiday pay.
 - (g) Earnings pertaining to "Duties Other Than As An Employee".
 - (h) Earnings pertaining to "Employees Working by the Vessel" Article.
 - (i) Overtime
 - (j) Subsistence, engine servicing.
 - (k) Other.
 - (l) Gross Earnings.
 - (m) Deductions
 - (n) Net earnings.
4. Upon request by an employee his 'converted overtime to leave' will be shown on his pay statement.
 5. Any proposed change in payroll procedures will be by mutual agreement between the parties.
 6. A Master may convert to leave his Master's excessive hours payments where the company's payroll systems can accommodate

APPENDIX "D"

CREDIT AGREEMENT TO REPAY WAGE ADVANCE

Island L u g & Barge Ltd.

Dear Sir,

The purpose of this letter is to set out the credit arrangement between us with respect to all monies advanced to me by the Company. I hereby acknowledge these monies as my debt to you which I shall repay at the first opportunity from future earnings from your firm. Should I not return to work within twelve (12) months of my initial absence, I agree to repay the outstanding debt on demand and until demand, at the rate of \$350.00 per month payable on the first day of each month commencing the 14th month of my initial absence from your employ. All amounts owing to me from your firm at any time shall be applied against the debt.

In the event of my death, the full amount shall be immediately due and owing from my estate. In the event of any default by me under this letter of agreement, the full amount shall also be immediately due and owing.

I agree that this letter of agreement shall serve as an irrevocable direction to any other Employer of mine or my estate to directly pay to you the stipulated monthly amount or, on demand, death or default, the full outstanding amount, until the debt is repaid in full.

This letter is irrevocable. I acknowledge receipt of a copy of this letter.

Yours truly

Signature

Address

Occupation