

COLLECTIVE AGREEMENT

BETWEEN: **The Canadian Merchant Service Guild**
(hereinafter referred to as the "Guild")



AND: **FMW Towing Ltd.**
(hereinafter referred to as the "Company")



Effective Date
October 1, 2015 - September 30, 2025

13906 (03)

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COLLECTIVE AGREEMENT

BETWEEN: THE CANADIAN MERCHANT SERVICE GUILD

Representing:

- Masters,
- Mates, and
- Engineers

(hereinafter referred to as "The Guild")

AND: FMW TOWING LTD.

(hereinafter referred to as the "Company")

PREAMBLE

For the purposes of this Agreement, the "Company" shall mean FMW Towing Ltd. as listed in Appendix "A" hereto.

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

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

Wherever the masculine has been used in the Agreement, it shall be construed as if the feminine has also been used.

PART I GENERAL

1.01 Recognition

1. The Company recognizes the Guild as the sole bargaining agent for all Masters, Mates and Engineers employed on vessels owned, operated or directly or indirectly controlled by the Company, provided that such vessels are operated within the coastal and inland waters of British Columbia or in waters bordering on the Yukon and Northwest 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 Northwest Territories.
2. Where a vessel covered and listed in this Agreement is chartered or leased, the terms of such charter or lease shall provide that this Agreement shall apply unless a vessel is chartered or leased to a Company which has an Agreement with another Union to man and operate vessels and such agreement contains the provision that the other Union.
3. Where a vessel covered by this Agreement is sold to another Company or to an individual, satisfactory proof of such sale shall be provided to the Guild at time of sale.
4. For greater clarity, the Parties agree that the vessels described above are as listed in Appendix "B", and the Parties recognize that the list may be altered from time to time, pursuant to Article 1.01., 1. Additions to the Company's fleet of existing vessels shall be covered by the Agreement and the Company agrees to notify the Guild as these occur.

The Guild will be allowed to display its insignia aboard the vessels and it may be up to twelve inches (12") by nine inches (9") in size.

5. 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. The Company agrees to employ only Members of the Guild in good standing. All new Officers are required to sign an engagement letter regarding Guild Membership status as set out in Appendix "E-1" of this Agreement. Copy of such engagement letter shall be forwarded to the Guild upon signing.
6. Effective the last pay period of each month, the Company shall deduct from the wages due and payable each Officer coming within the scope of this Agreement, an amount equal to the uniform monthly Membership fees, pension contributions as required, and any assessments of the Guild. The amount so deducted shall only be changed during the term of this Agreement to conform to changes in the amount of the regular fees of the Guild in accordance with its Constitution and Bylaws.
7. The Company will deduct initiation fees and remit same to the Guild upon receipt of proper authorization from the Officer concerned.
8. All deductions required under this Article will be forwarded to the Western Branch of the Guild, attention of the Secretary Treasurer within thirty (30) days, together with a list in duplicate showing the names of the Officers to whom said deductions are to be credited and the month for which the deductions are made.

1.02 Termination of Employment

1. Layoff

An Officer shall be given forty-eight (48) hours' notice of layoff or displacement from employment, except in cases of discharge for just cause. Failure to give such notice shall result in payment of two (2) days' pay.

2. Resignation

An Officer shall give the Company forty-eight (48) hours' notice of resigning employment. An Officer is to be responsible for payment of up to two (2) days' pay (not including leave) for failure to give forty-eight (48) hours' notice of resigning employment.

1.03 Discrimination and Intimidation

The Company agrees not to discriminate against any Officer for Guild activities and agrees to abide with the Canadian Human Rights Code.

1.04 Legal Defence Coverage

1. Legal defence coverage for Officers covered by this Agreement shall be provided by the Guild and paid for by the Company monthly for each Officer in its employ at the following rate(s):

October 1, 2015	\$38.50
October 1, 2016	\$40.00
October 1, 2017	\$41.50
October 1, 2018	\$43.00
October 1, 2019	\$44.50
October 1, 2020	\$46.00
October 1, 2021	\$47.50
October 1, 2022	\$48.00
October 1, 2023	\$49.50
October 1, 2024	\$51.00

If the Agreement continues after the above dates, an additional one dollar fifty cents (\$1.50) will be added each October 1st of succeeding years.

2. The Company and Officers shall be advised as to the terms, conditions and extent of coverage so placed.
3. "Officer" means Officers who are Members in good standing of the Guild.

1.05 The Canadian Merchant Service Guild, Western Branch Pension Plan

1. a) The Company will contribute monthly, to the Pension Plan, a total of eight and one-half per cent (8½%) of each Officer's monthly basic rate of pay actually paid to the Officer each month. Vacation pay is included when it is part of the monthly basic rate of pay actually paid.
The Plan will be portable within CMC and Guild Membership.
The Company contribution shall be allocated as seven and one-half per cent (7½%) to the Pension Plan account of the individual Officer and a further contribution of one per cent (1%) to the money purchase provision of the Pension Plan on an unallocated basis. This supplementary account will be used for the sole purpose of providing to the extent of funds available, Company-Employee Pension Plan contributions of seven and one-half per cent (7½%) and seven and one-half per cent (7½%) respectively, for those Officers on Long Term Disability under the Guild Health Benefit Plan, or after fifty-two (52) weeks when on WCB Benefits.
Officers for whom the seven and one-half per cent (7½%) contribution is made will contribute concurrently by payroll deduction seven and one-half per cent (7½%) 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 and three (3) Guild Trustees.
2. All contributions referred to under Clause 1. above are exclusive of any contributions required for the Canada Pension Plan.
3. A Company shall not be required to contribute to the Guild Plan on behalf of any Officer who is presently a Member of an existing Company plan.
4. The Company will forward to the Pension Plan Administrator monthly statements showing all contributions made on behalf of all Officers on payroll that month.
5. Where a Company is remiss in forwarding pension contributions, it shall be responsible for its contributions and any lost interest for any period beyond thirty (30) days.
6. Pension Plan contributions shall commence as of the first (1st) day of employment as an Officer. An Officer who is laid-off or terminated will have pension contributions and deductions made on all basic earnings paid which includes regular leave paid.

1.06 Boarding Pass

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

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

1.07 Warranty of Continuous Operation

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.
2. There shall be no slowdown or stoppage of work during the period when a grievance is being resolved.
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.
4. The Company will not require any Member of the Guild to continue with a tow if it has been brought through a picket line.

1.08 Benefit Plan

1. The Company shall pay to the Guild Benefit Plan a fixed premium cost (monthly contribution) of nine hundred twenty dollars (\$920.00) for each eligible Officer 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. The contribution rates are not to be increased during the term of this Agreement.
 - a) The Company will provide a monthly contribution of one per cent (1%) of each Officers basic monthly rate of pay effective May 1, 2007 to subsidize post-retirement benefits. This benefit will be subject to the Officer holding membership in the Plan for two (2) consecutive years directly proceeding his retirement.
2. The Guild shall provide a Health Benefit Plan for all eligible Officers utilizing all of the contributions received under Clause 1. above.
3. An Officer 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.
4. Contributions will be pro rated for those Officers who are eligible and who are employed for a part month. Laydays shall be credited as employed days.
5.
 - a) All eligible Officers (except those who are part-time) will have contributions made for them on completion of ninety (90) days continuous employment with any one Company.
 - b) Where an Employee is promoted from his Company's unlicensed ranks and he works continuously as an Officer, Health Benefit Plan coverage shall be maintained under the unlicensed plan up to the first (1st) day of the fourth (4th) month following such a promotion, then entitlement to benefits under the Guild Benefit Plan shall commence. In the event such an Officer is subsequently demoted back to the unlicensed ranks, coverage shall continue under the Guild Plan until he remains in the unlicensed ranks for a full three (3) calendar months, then he shall revert back to coverage under the unlicensed plan first (1st) of the month following.
6. Officers absent due to disability, temporary layoff 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.

7. Contributions will commence immediately for any eligible Officer who returns to active full-time employment with a participating Company within six (6) months of the date of his leaving employment. If an Officer 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 Company. Where an Officer retains recall rights under Article 1.12., 6., he shall not be subject to the waiting period on return-to-work with that Company.
8. The Officer's pay shall be maintained (including red days) during waiting periods for weekly indemnity payments up to a maximum of seven (7) red days.
9. An Officer on weekly indemnity shall be entitled to top-off his weekly indemnity income up to full basic wages with laydays. Such laydays shall include red days (unearned leave) as follows: seven (7) 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 Officer might have had when going off on weekly indemnity. Officers who would otherwise have been laid-off will not be entitled to be supplemented with red days. Where an Officer is not expected to return-to-work (Doctor's advice) before going on LTD, 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 "C-3" with the Company prior to any red day top up being paid.
10. When an Officer is on Weekly Indemnity or WCB Benefits for up to fifty-two (52) weeks, the Company will pay the full contribution under Clause 1. above, and the BC Medical Plan Premium. An Officer who is put on layoff when on these benefits will continue to have these premiums paid by the Company.
11. Any rebate of Employment Insurance (EI) premiums shall continue to be retained by the Company to offset contributions.
12. The Company will continue to pay one hundred per cent (100%) of the premium of the BC Medical Services Plan.

1.09 Marine Disaster and Mishap

Any Officer who suffers loss of personal effects, clothing, navigational equipment and tools related to the operation of the vessel through wreck or marine disaster, or while in transit provided or paid for by the Company to or from home port, shall be compensated by a payment of one thousand six hundred dollars (\$1,600.00) for shift vessels, and two thousand dollars (\$2,000.00) when on a continuous operating vessel, subject to satisfactory proof of loss and in the event of loss of life this amount to be paid to the Beneficiary. In addition, an additional two thousand dollars (\$2,000.00) shall be available for loss of supplemental electronic equipment on continuous operating vessels.

1.10 Medical Examinations

1. It is agreed that the Company has the right to have all Officers medically examined for fitness, and any Officer found medically unfit for service at sea shall not be employed. Medical examination shall be at the Company's expense. Where an Officer is required to travel away from home port for an examination, the Company will reimburse the Officer for all travel expenses and further compensate the Officer one (1) calendar days pay except for pre-employment medical.

In the instance an Officer is removed from his vessel (or not dispatched) to facilitate such an examination, and is found that the Officer was fit for sea duties, then the Company will reimburse such an Officer for any loss of earnings and any associated travel costs.

2. Where the Company refuses to employ an Officer or discharges an Officer for medical reasons, the question of the Officer's fitness for full sea duties in the category in which he is to be employed may be referred to a competent medical authority acceptable to the Company, the Guild and the Officer concerned, for determination acceptable to the Company, the Guild and the Officer concerned.
3. The Company will pay up to **two hundred dollars (\$200.00)** of the Doctor's charge for a DOT required medical exam for Continued Proficiency Certification.

1.11 Grievance Procedure

1. Definitions

- a) "Company": means "Company named in Agreement".
- b) "Guild": means "The Canadian Merchant Service Guild".
- c) "Party": means "the Guild or Company".
- d) "Officer": means "a Member of the Guild".

2. Grievance

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

- a) A regular Officer shall not be disciplined or discharged without just cause.
- b) Should an Officer be required to meet with the Company regarding a disciplinary action, he shall be entitled to have a Guild Representative in attendance.
- c) Letter of discipline to an Officer covered by this Agreement shall be copied to the Guild.

3. Initiation of Grievance

a) By the Guild

- i) Any grievance lodged by an Officer or the Guild shall be presented to a person designated for that purpose by the Company.
- ii) The maximum time for instituting a grievance concerning demotion, suspension, dismissal and all other disciplinary matters shall be thirty (30) days from the date of demotion, suspension, dismissal or disciplinary matter. A double registered letter shall be sent or delivered by hand to the Officer concerned, if he requests it. The maximum time for instituting a grievance concerning issues other than the above shall be ninety (90) days.
- iii) Grievances arising shall be dealt with and processed to settlement in the following manner:

Step 1:

The Officer or Officers involved shall first present the matter to the designated Company official.

Step 2:

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

Step 3:

If a satisfactory settlement is not reached within forty-eight (48) hours of the date the grievance is submitted to the Company, the grievance may, within thirty (30) days of that date, be referred to the Arbitrator in the manner provided in Clause 5.

b) By the Company

- i) 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 the Arbitrator in the manner provided in Clause 5.

4. Time Limits

- a) The time limits set out in the foregoing may be extended by mutual agreement of the Parties.
- b) Failing mutual agreement to extend time limits under Clause 4. (a), a grievance which has not been processed within the time limits shall be deemed to be abandoned, and all rights of recourse to the Grievance Procedure under this Agreement in respect of this grievance shall be at an end.
- c) Any grievance may be advanced directly to arbitration by mutual agreement of the Parties.

5. Arbitration

In the case of a dispute arising under this Agreement which cannot be settled in the manner provided for in Clauses 2. – 4., the matter shall be determined by arbitration in the following manner:

a) Arbitrator

The Parties, by mutual agreement, appoint a single named industry Arbitrator and an alternate.

b) Cost Apportionment

The Parties shall bear, in equal proportions, the fees and expenses of the Arbitrator or the alternate Arbitrator, including the rental of any premises used for the hearing. This shall apply in all cases except where, as provided in Clause 5. (d) (iv), the Arbitrator is called upon to reconsider his decision. In such latter instances, the fees and expenses connected with his reconsideration of the decision, including the rental of any premises used, shall be borne in full by the Party which requested such reconsideration.

- c) Powers
 - i) The Arbitrator shall have no authority to alter, modify, subtract from or supplement the provisions of this Agreement in any way.
 - ii) If the Arbitrator finds that an Officer has been unjustly demoted, suspended or discharged, the Arbitrator shall order the reinstatement of the Officer by the Company without loss of pay and with all his rights and privileges preserved under the terms of this Agreement, provided however, that if it is shown to the Arbitrator that the Employee has been in receipt of wages or related remuneration during the period between suspension or discharge and reinstatement, the amount so received shall be deducted from wages payable by the Company pursuant to this Clause.
- d) Arbitration Procedure
 - i) The Party advancing the grievance shall notify the other Party and the Arbitrator in writing of the issue to be arbitrated.
 - ii) The Arbitrator shall then invite the Parties to meet and present evidence, and shall render a decision within fifteen (15) days' of concluding his hearing, said decision to be final and binding upon the Parties to this Agreement, subject to the provisions of Clause 5. (d) (iv).
 - iii) If, upon application by either Party, it appears to the Arbitrator that the circumstances surrounding the grievance are of such urgency or seriousness as to justify disposition in a summary manner, then:
 - a) The Arbitrator may order that the matter proceed to arbitration without compliance with the grievance provisions of Clauses 2. – 4.
 - b) The Arbitrator may proceed to hear the matter in such manner and in such time as he deems advisable.
 - c) The Arbitrator may issue a summary decision, direction or order which shall be binding on the Parties.
 - d) The Arbitrator shall, within seven (7) days' of his summary decision, render his decision in writing, and at that time he may, on his own initiative, vary the summary decision made by him.

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

- e) Interpretation Ruling
Either Party may, within fifteen (15) days' notice to the other, request the Arbitrator to make an interpretation ruling on any question involving an interpretation of any terms of this Collective Agreement. It is agreed that such an interpretation ruling will only be initiated as a result of one of the Parties disagreeing with the actions or stated intended actions of the other Party. In such instances, the Arbitrator shall invite the Parties to make submissions in support of their respective interpretations at a hearing to be held for the purpose, and shall render a ruling within thirty (30) days' of the conclusion of the hearing. Such a ruling shall be final and binding upon the Parties and shall not be subject to reconsideration.
- f) Where the Company enacts discipline upon an Officer, such record of discipline may only be referred to by the Company for a three (3) year period subsequent to the date the discipline is enacted, providing there has not been any further discipline enacted upon the Officer within this three (3) year period. Excepted from this are suspensions.

1.12 Seniority

1. For the purpose of this Article, there shall be two (2) kinds of seniority:
 - a) Service Seniority
Being length of service with the Company as an Officer.
 - b) Category Seniority
Being length of service with the Company in a specified category of Officer, i.e.: Master/ Mate, Chief Engineer and Second (2nd) Engineer.
2. An Officer shall acquire seniority as of the date of his employment with the Company as an Officer provided he has completed eighty-two (82) twelve hour (12) shifts as an Officer within a calendar year. Subsequently, any documented time as an Officer will be recognized for the purposes of both service and applicable category seniority.
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 Officer. A revised seniority list is 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 Officers 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. Where posting is to class the Officer's customary vessel will be identified.
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 an Officer relieves as a Master or Chief Engineer and is listed on the Mates or Second (2nd) Engineer's seniority list, any documented time served in the higher capacity shall be recognized upon permanent promotion to such a higher capacity.
4. When a senior Officer is in the red, the Company will give preference to dispatching him to work within his category before dispatching other less senior Officers'.

5. To maintain an Officer's seniority, he must be a Member in good standing with the Guild.
6. When a vessel is temporarily taken out of service, the Company will recognize the Officer's seniority for work on another vessel. Officers' will resume their positions upon the vessel returning to service. The Officer's rate of pay will be maintained during this temporary period unless he works in a higher rated position.
7. Re-alignment Sequence
 Realignment of positions due to layoff, change in home port, change from shift to continuous operating and vice versa, or vessels permanently taken out-of-service will be in accordance with this Article.
 - a) Affected Officer's will be entitled to the following and must indicate, upon receiving notification of realignment, that he wishes to exercise his service seniority and realign to a position within the fleet for which he has service seniority, qualifications, experience, and sufficient ability to perform the work:
 Deck
 - i) Masters shall be retained in accordance with Masters Category Seniority, and
 - ii) Displaced Masters shall be transferred to Mate category, and any realignment of positions to be based on service seniority.
 - b) When a realignment has been affected in accordance with the above, and the vessel that was originally taken out-of-service returns to regular service within eighteen (18) months, the Officer who had been realigned will have the first right of refusal to return to that vessel.
 - c) When a vessel is deemed to be permanently out-of-service, the Officer affected will maintain his rate of pay until realignment of positions is completed and takes effect.
 - d) Where an Officer who has positive laydays is subject to layoff pursuant to Clause 7. 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 Officer's discretion;
 - iv) Benefit Plan premiums shall be maintained as per (Article 1.08., 1.);
 - v) Pension Plan contributions shall be maintained as per (Article 1.05., 1. (a));
 - vi) Monthly employed dues deductions / remittances shall be maintained as per (Article 1.01., 6.).
8. In cases of layoff or recall, service seniority shall be the determining factor providing that an Officers qualifications, experience and ability are sufficient to do the job.

9. Appointments
- a) Appointments to regular job vacancies shall be made on the following basis:
 - i) All appointments to regular job vacancies shall be made by category seniority subject to qualifications, experience, and demonstrated ability to do the job.
 - ii) Officers 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, Officers shall receive consideration on the basis of seniority subject to qualifications and ability sufficient to do the job. Officer's successfully completing training would then be given future relief opportunities as they arise.
 - b) Non-certificated Officer's shall only acquire seniority for purposes of appointment to other non-certificated positions.
 - c) When a regular job vacancy occurs, including when the Company acquires another vessel as a replacement, it will be posted within fifteen (15) days, and eligible Officers will be given forty-five (45) days in which to apply, provided that in the event a Company makes arrangements to directly notify all eligible Officers, those who wish to apply shall be given thirty (30) days in which to do so. Without restricting the foregoing, the Company may temporarily promote an Officer to fill a vacancy. Final selection shall be made on the basis set out in Clause 9. (a) within sixty (60) days of the job posting. The name(s) of successful applicant(s) shall be posted on bulletin boards accessible to all applicants for a period of not less than ninety (90) days.
 - d) An Officer who has failed to apply for a particular job vacancy within the time limit specified shall not be entitled to apply for the position in question until such time as it again becomes vacant.
10. An Officer who has been laid-off will retain his seniority and the right to be recalled for a period up to eighteen (18) months from date of layoff provided he reports to the Company when recalled, and further provided, that should payment of severance pay under Article 1.30 or the Canada Labour Code be made after the expiration of the twelfth (12th) month of layoff, all rights including seniority and recall shall be at end. It is understood that an Officer is not entitled to any severance pay until twelve (12) months of layoff have occurred. An Officer who is given reasonable notice and fails to report for work upon recall will be discharge from service. Reasonable notice for an Officer to be recalled to work shall be not less than seven (7) days, by phone and email. The Guild is to be notified via email of Member's decline of recall.
- If the Officer fails to report to work for two (2) consecutive recalls (recalls to be at least fourteen (14) days apart) within any twelve (12) month period, he is deemed to have severed his employment relationship with the Company.
- Should a Guild Member be demoted to a position of Seamen or Deckhand because of layoffs, the Company shall promote him back to that of an Officer before hiring new personnel.
- An Officer on layoff who has been employed for less than two (2) months in a period of a year (12 months) shall have the option of collecting severance pay.

11. When an Officer on leave takes employment with another Company within the marine industry, except with Pacific Towing Services Ltd., he shall be deemed to have terminated employment with the Company from which he took leave.
12. 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 a Company does not universally apply a mandatory age sixty-five (65) retirement policy, no Officer over the age of sixty-five (65) who is entitled to take pension benefits shall be allowed to work when other Officers under the age of sixty-five (65) are on layoff at that Company.
13. Where a merger or a purchase occurs between Companies and the purchase or merger agreement involves the transferring of Officer's 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 45 of the Canada Labour Code provided it does so within one hundred and twenty (120) days of receiving the list.

14. a) An Officer may request to work up to half (½) time subject to approval by the Company. Entitlement to this provision shall be dependent on the following age and service formula:

SERVICE	AGE
15 years	60
20 years	55
25 years	50

The minimum period shall be one (1) year. The work/leave of absence arrangement shall be as mutually agreed between the Officer and the Company. The Officer will retain his position and regular rotation. The intent of this Clause is for retirement phase-in, not alternative employment.

- b) Such Officer shall only accrue further seniority and service for actual days worked and corresponding leave.
- c) Pension contributions shall be maintained as per Article 1.05.
- d) The Benefit Plan premiums shall be paid by the Company and the Officer on a fifty-fifty (50-50) basis each month and will continue to be paid until this half (½) time arrangement is ended.
- e) Weekly Indemnity and Long Term Disability Benefits will be paid at the rate of fifty per cent (50%) of the benefit entitlement and the other benefits at the full entitlement.
- f) Weekly Indemnity top up with red days as under Article 1.08., 9. shall be pro rated both in time and money. Top up will not be available during the leave of absence period.
- g) The Officer will only be entitled to Statutory Holiday compensation which coincides with his being on the Company payroll, i.e.: on a sea day, work by or a layday.
- h) Annual vacation days accrual shall be fifty per cent (50%) of the Officer(s) normal vacation days entitlement from commencement of this half (½) time arrangement.

- i) At the time the Employee commences his leave of absence period, all accrued monies including leave may be paid out at the Officer's discretion.
 - j) This Clause 14. may be reviewed and amended by mutual agreement between the Guild and the Company.
15. Upon being called, by the Company, to fill an opportunity of employment with Pacific, an Officer may accept or decline the offer on a voluntary basis. When working in the other Company (Pacific) an Officer cannot use his Company seniority to bump Officer's in the other Company. The Officer will not acquire seniority in the other Company but will continue to accumulate seniority in his own Company. The Officer will maintain all existing entitlements with his Company. The intent is to provide Officer's with the opportunity to be able to earn their basic monthly pay (13.6 days) and assist both Companies with their manning requirements.
16. Minimum sixty (60) days' notice to request annual vacation allotment exceeding one (1) week.

1.13 Annual Vacations

1. An Officer 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 per cent (4%) of gross wages earned in each year.
2. An Officer shall receive twenty one (21) consecutive days' annual vacation upon completion of two (2) years' of service with the Company. He shall be paid for such vacation on the basis of six per cent (6%) of gross wages earned during his Second (2nd) and succeeding years' of service.
3. An Officer shall receive twenty eight (28) consecutive days' annual vacation upon completion of seven (7) years' of service with the Company. He shall be paid for such vacation on the basis of eight per cent (8%) of gross wages earned during his seventh (7th) and succeeding years' of service.
4. An Officer shall receive thirty five (35) consecutive days' annual vacation upon completion of fifteen (15) years' service with the Company. He shall be paid for such vacation on the basis of ten per cent (10%) of gross wages earned during his fifteenth (15th) and succeeding years' of service.
5. An Officer shall receive forty two (42) consecutive days' annual vacation upon completion of twenty two (22) years' of service with the Company. He shall be paid for such vacation on the basis of twelve per cent (12%) of gross wages earned during his twenty-second (22nd) and succeeding years' of service.
6. An Officer with thirty (30) years' of service with the Company shall receive an additional two per cent (2%) of gross wages earned during his thirtieth (30th) and succeeding years' of service.
7. In all cases under Clauses 1., 2., 3., 4., 5., and 6. above, if the Officer has worked less than a normal year and is not entitled to the full annual vacation days allowed, they shall be pro rated in accordance with the vacation pay earned. Excepted from this is when an Officer is off on WCB benefits for up to one (1) year. In this instance he shall be entitled, at his election, to take the vacation time he would have otherwise earned without pay subject to the fact that any vacation pay entitlement would be that which had been accumulated before the commencement of WCB benefits and subsequent to such benefits coming to an end in the vacation year.

8. Vacation pay shall be accumulated throughout the year and shall be paid to the Officer on the pay day prior to his vacation. Vacation pay shall not be used to offset red days while an Officer is employed except by mutual agreement with the Officer who shall be obliged to advise the Guild.
9. The Company shall provide vacation pay information, including amount, income tax deducted, period covered and gross earnings for the period, at the same time an Officer receives his vacation pay.
10. An Officer shall be entitled to select the periods desirable to him for his vacation periods on the basis of his seniority with the Company, and his vacation periods may, at his discretion, be combined with time off, subject to the Company having the right to approve the overall vacation schedule.
The Officer's request will not be unreasonably denied. The Officer will make his request in writing and the Company will provide the Officer with written confirmation or denial of his vacation request no later than three (3) weeks after the request has been made.
11. For the purposes of this Article, the term "gross wages" shall include all monies credited including wages, overtime, excessive hours, subsistence allowance, previous vacation pay, and engine servicing pay.
12. An Officer terminating his employment shall be paid all vacation pay due him up to the date of leaving, calculated in accordance with Clauses 1., 2., 3., 4., 5., 6., and 7.
13. When a statutory holiday occurs in a vacation period, the provisions of Article 1.15, 2. (d) shall apply.
14. An Officer who has been laid-off and is re-employed by the same Company within eighteen (18) months of the date of layoff shall be granted the same vacation entitlement as he possessed immediately prior to the layoff.
15. Where an Officer is scheduled or elects to retire within any given year, such an Officer shall be entitled to utilize all vacation allowances accrued during the year of retirement including the immediate preceding year, should he so choose.

1.14 Annual Vacation Pay on Termination

An Officer terminated or laid-off for lack of work shall be entitled to request payment of any vacation pay due him at the time of layoff in accordance with Article 1.13.

1.15 Statutory Holidays

1. All Officers will be given the following paid statutory holidays:

New Year's Day	Family Day	Good Friday
Easter Monday	Victoria Day	Canada Day
BC Day	Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day	Boxing Day

Any statutory holiday proclaimed by either the Federal or BC Provincial Government shall be recognized upon proclamation and included as a paid holiday.

2.
 - a) The rate of pay for **any** work on a statutory holiday is time and one half (½) the straight time hourly rate.
 - b) When an Officer works on a statutory holiday, he shall be granted an alternate calendar day off.
 - c) When a statutory holiday is worked, leave of 1.24 (twelve [12] hours) or .493 (eight [8] hours) is credited to the layday account.

- d) For each statutory holiday not worked, or for each alternate day off in place of a statutory holiday worked, an Employee shall be granted a calendar day with pay and paid his corresponding leave.

3. Examples of earnings and credits for a full shift are as follows:

a) Twelve (12) Hour

Earnings		Day	Leave	Cash
Holiday Credit	2.24 days	1		1.24
Time Worked Credit	3.36 days	1	1.24	1.12
TOTAL	5.60 days	2	1.24	2.36

b) Eight (8) Hour

Earnings		Day	Leave	Cash
Holiday Credit	1.493 days	1		.493
Time Worked Credit	2.24 days	1	.493	.747
TOTAL	3.733 days	2	.493	1.24

If an Officer and the Company agree, the Officer, on an eight (8) hour shift tug, may at his request take eight (8) hours pay in lieu of the day off.

4. For each statutory holiday or alternate day off in lieu of a statutory holiday, the Officer shall be credited with eight (8) hours work under the Canada Labour Standards Code.
5. Officers employed on vessels operating in the Home Trade Class 3 and Home Trade Class 4, Minor waters, and including the Queen Charlotte Islands, will be granted the three (3) day period, consisting of December 24th, 25th and 26th, as leave in the home port. Where due to cases of distress, extreme emergency or continuous on-station operations, all or any part of this three (3) day period is not granted, then the three (3) day period of December 31st and January 1st and 2nd will be granted.
6. Officers who do not receive either three (3) day period referred to in Clause 3. 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.
7. Where the Company is unable to obtain the services of its Officers for ship berthing or unberthing, and security checks of moored equipment and log booms during the three (3) day period consisting of December 24th, 25th and 26th, management personnel may be used. Officers scheduled to work New Year's need not be requested to work these dates.

1.16 Leave (Laydays)

1. Pay in lieu of leave shall not be tendered or accepted except as mutually agreed between the Guild and the Company. The Company, before paying such leave, shall have a letter of authorization from the Guild.
2. When an Officer reaches twenty-five (25) red days, the Company has the right to apply overtime bank to reduce the red day balance.
- Once the Officer's red day accumulation gets to twenty (20) days the claw back will cease.

NOTE: The Parties agree to meet by November 2019 to review the red day's situation at FMW. The Company has to comply with Article 1.16, 2. quarterly in order to assist in this evaluation.

3. When a vessel is laid up for overhaul, an Officer with any accumulated leave due shall take such leave while his vessel is laid up unless requested by the Company to work by his vessel or to sail on another Company vessel. When requested to work by his vessel, the conditions set out in Article 1.21 – Officers Working by the Vessel, shall be in effect.
4. Any Officer away on leave who fails to report for duty at the expiry of his leave without reasonable excuse shall be considered to have terminated his employment with the Company.
5. At the expiration of accumulated time off, and when an Officer is unable to rejoin his vessel, he shall continue to receive his rate of pay until such time as he resumes duty on the vessel from which he took his leave or such other vessel as the Company may assign him, but such time shall be deducted from his next accumulated leave period, provided that an Officer returning from a red day leave may not be arbitrarily assigned to a vessel of a lesser class solely for the purpose of recovering monies. The Company may temporarily assign the Officer to a lesser class of vessel if he is unable to rejoin his vessel or an equivalent vessel for reasons clearly beyond the control of the Company, i.e.:
 - a) Overhaul.
 - b) Major re-conversion.
 - d) Major damage or breakdown.
 - e) Extended voyage (in excess of two [2] weeks).The individual shall repay any/and all monies advanced under this arrangement.
6. Where an Officer has been granted leave of twenty-four (24) hours, he shall return to his vessel at the end of such time unless previously requested to phone for confirmation of sailing time. The Officer shall not be required to phone more than once in that twenty-four (24) hour period.

If the Officer is not required to sail at the expiration of the above noted twenty-four (24) hour period, the onus shall thereafter be upon the Company to inform the Officer as to sailing time.
7. When an Officer has been recalled to work, he shall receive a minimum of one (1) day's pay and leave earned for that day before being given leave again. When an Officer has been recalled to work and due to weather or breakdown the vessel does not sail, he shall be paid one-half (½) day's pay and leave. Excepted from this provision are those Officers covered by Article 3.01., 7.
8. The Company shall endeavor to give twenty four (24) hours' notice (and twelve [12] hours confirmation of same) when leave of more than two (2) days is to be granted with the intent being to allow sufficient time to properly prepare the vessel for a new oncoming crew.
9. In all occupational classifications covered by this Agreement, leave with pay shall be granted as set forth in Clause 10., exclusive of annual vacation and statutory holidays.
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.

11. a) An Officer who is on a regular period of leave and who has a positive leave position, shall not be required to return-to-work prior to the expiration of his regular leave period. Should an Officer be required as a replacement, an Officer in the same pay class (taking into regard Seniority – Article 1.12) shall be offered the position. Where such an Officer is not available, the Company will then seek a replacement from its Officer ranks in accordance with Seniority – Article 1.12. Should the Company be unable to acquire suitable help in the foregoing manner, it may acquire a suitable Officer from the Guild on a temporary basis in conformity with Article 1.01.
- b) Officers who are due or are on scheduled leave (laydays) shall be entitled to take additional accumulated 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.

1.17 Leave of Absence

1. Any Officer desiring leave of absence for any reason other than those set out in Clauses 3., 4., and 5. of this Article, must obtain authorization in writing from the Company, and the Company and the Guild must mutually agree in writing to the granting of such leave, and it will not be unreasonably denied.
2. Where any Officer 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.
3. a) The Company will grant leave of absence to Officers suffering injury or illness when on Weekly Indemnity, LTD or WCB, subject to a medical certificate if required by the Company.
- b) Where an Officer 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 re-training for alternate employment under the WCB Vocational Rehabilitation Phase has commenced, the employment relationship between the Officer and the Company is ended. The foregoing shall apply providing the medical determination is not in dispute or where in dispute until settled.
4. a) The Company will grant leave of absence to Officers who are appointed or elected to a Guild office (or who go ashore to work for the Company) for a period up to and including three (3) years. The Officer shall accumulate seniority for three (3) years and then his seniority shall remain dormant until his return. Further leave of absence will be granted if requested. Any Officer 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.
- b) In the event an Officer returns to sea and subsequently returns ashore, he shall not be entitled to accumulate seniority for more than the period of his return to sea unless it is for more than one (1) year. Officers going ashore on a temporary basis, less than one (1) year at a time, shall continue to accumulate seniority. The original date the Leave of Absence was granted will be reported on the seniority list annually. In addition, any changes in seniority caused by this Clause will be applied and reported annually.

- c) By mutual agreement between the Parties, leave of absence of up to three (3) years may be granted to an Officer who desires to work offshore with a Company engaged in foreign- going shipping. Such an Officer's seniority shall remain dormant from the time leave is granted and until his return to the employ of the Company from which leave was taken.
5. The Company will grant leave of absence to Officers 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 Officer as a delegate on its behalf or acts as Members of any Guild Negotiating Committee. An Officer shall be allowed to continue to receive his rate of pay from his layday account including red days up to a maximum of fourteen (14) days for the purpose of attending such conventions and/or meetings. When an Officer sits on a Guild Negotiating or Trustee Committee dealing with his Company, the above fourteen (14) day limit shall not apply. This Clause shall not interfere with the provisions of Article 1.02.
6. It is agreed that before the Officer receives the leave of absence as set forth in Clauses 4. and 5. above, the Company will be given due notice, in writing, by the Guild in order to replace the Officer during his absence with a competent substitute.
7. An Officer, when returning from leave of absence, shall be reinstated in no less than the same pay classification the Officer held when granted the leave of absence.
Should the Company not have a vessel of his former pay class he shall receive the rate of pay of the next lower vessel group in which the Company operates a vessel.
8. An Officer shall be entitled to compassionate leave of up to three (3) days to attend urgent domestic affairs. Leave of more than three (3) days may be taken subject to Company approval, if the circumstances warrant.
9. An Officer who is required to be available for Jury Duty, Coroner's Jury Duty, Coroner's Witness, Crown Witness, or where the Officer represents his Company in a court action, will be paid for period of up to one month while on such duty, provided such court action is not occasioned by the Officer's private affairs. Such pay shall be offset where an Officer's pay is remunerated by a third Party. The pay will be such as to maintain the Officer's monthly basic rate. Leave banks will be frozen during this time.

1.18 Education and Upgrading

1. An Education Committee shall be established to foster the education and upgrading of Officers. It shall be comprised of two (2) Guild Representatives and two (2) Company Representatives. Its duties shall include the development and approval of courses which are mutually beneficial to the Company and its Officers. It shall promulgate rules and procedures, establish a body of precedents, adjudicate disputed applications, maintain liaison with appropriate government departments and otherwise assume responsibilities as directed by the Parties from time to time. The following concepts shall govern the payment of courses:
 - a) On Company required education and training programs, the Company will bear all costs of tuition, including wages.

- b) On voluntary upgrading courses with controlled attendance, including marine correspondence upgrading courses, the Company will bear the costs of tuition, books and fees, and the Officer will contribute his time, in accordance with Clause 3. An Officer who fails to successfully complete a course shall reimburse the Company for tuition, books and fees. Any additional costs in respect to the above items that arise during the course will be submitted for reimbursement upon successful completion.
- c) On required upgrading arising out of Government Regulations, the Company will assist the Officer along the lines outlined in (b) above.
- d) The Company will pay to each Officer who attends a required upgrading course necessary for maintaining his Continued Proficiency Certificate and STCW '95 Certificate as follows:
 - i) An expense allowance of one hundred sixty-five dollars (\$165.00) per day to a maximum of fifteen (15) days every five (5) years. This amount effective date of ratification and increase by five dollars (\$5.00) on October 1st of each year of this Agreement thereafter.
 - ii) Leave banks may be frozen at the discretion of the individual Officer while attending such upgrading courses.

October 1, 2015	\$165.00
October 1, 2016	\$170.00
October 1, 2017	\$175.00
October 1, 2018	\$180.00
October 1, 2019	\$185.00
October 1, 2020	\$190.00
October 1, 2021	\$195.00
October 1, 2022	\$200.00
October 1, 2023	\$205.00
October 1, 2024	\$210.00

- 2. The Company shall have the right to limit the selection and the number of Officers permitted to take an upgrading course at any one time.
 - a) If an Officer runs out of leave time during attendance at an approved course, the Company shall loan him funds to the extent of continuing the Officer's normal take home pay and shall continue benefits including statutory holidays under this Agreement for the period of the course plus a consecutive period of up to fourteen (14) days for the taking of exams.
 - b) If Government assistance is available, the Officer shall apply, and if granted, the amount advanced by the Company during the course shall be reduced by the sum of such government assistance.
- 3. At the completion of the course, an Officer shall return-to-work for the Company until such loan is repaid. If the Officer fails to do so, the Guild will render cooperation toward recovery of the loan.
- 4. The Company will provide wage assistance to eligible Officers 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 per cent (50%) of the Officer'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 Officer shall have a minimum of three (3) years with the Company.

- a) M.E.D. II and re-validation are covered by the terms of Article 1.18, 1. (c).
- b) Parties agree that a Standing Committee be named pursuant to Article 1.18.

1.19 Duties

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.
2. Engineering Officers presently employed on vessels on which certificated Engineers are not required by the C.S.I. shall continue to be employed on these vessels (except when such vessels are laid up for lack of work) during the term of this Agreement.
3. The prime responsibility of an Engineer is the operation and maintenance of the engine room equipment and to maintain other engineered systems on the vessel. Engineers shall not perform duties customarily performed by unlicensed personnel, provided that:
 - a) On one (1) Engineer vessels with less than two (2) Deckhands or Cook/Deckhands, the Engineer may be required to perform limited duties aboard the vessel other than his customary duties.
 - b) On vessels with two (2) Deckhands or two (2) Cook/Deckhands or where an Engineer is required by Law, such Officer shall not be subjected to limited duties on deck other than his customary duties. Such Officer may be requested to perform these limited duties, and all hours so worked shall be considered as unrelated duties and compensated for at the applicable premium rate.
 - c) In neither case, Clauses 3. (a) and (b) above, shall an Engineer be requested to perform such limited duties if they interfere with his necessary engineering duties.
 - d) On one (1) Engineer vessels with two (2) Deckhands or two (2) Cook/Deckhands, the Engineer shall normally stand the Master's watch.
4. The Company will ensure that engine rooms are returned to their normally clean condition after refit, overhauls and major repairs.

1.20 Duties Other Than as an Officer

1.
 - a) An Officer who performs duties such as handling cargo, gear or boomchains other than for the vessel's own use, shall be paid for each hour so worked on watch, a premium of one and one-half (1½) hour's straight time pay and for each hour so worked off watch, a premium of two and one-half (2½) times his straight time pay.

	Oct 1, 2015	Oct 1, 2016	Oct 1, 2017	Oct 1, 2018	Oct 1, 2019	Oct 1, 2020 to Oct 1, 2024
On Watch	61.40	62.63	63.88	65.16	66.47	TBN*
Off Watch	102.33	104.38	106.47	108.60	110.77	TBN*

*TBN: Increase amount to coincide with wage increases per Article 1.23.

Notwithstanding the on-watch premium described above, the rate of pay for Officers operating dozer boats shall be a premium of straight time pay plus seven and one-half per cent (7½%) of the premium.

- b) The minimum payment for the work set out in Clause 1. (a) shall be one (1) hour, to be computed thereafter in half (½) 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 (1) other Company vessel. If Officers 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 Clause 1. (b), the loading and unloading of such stores shall be paid for as cargo in accordance with the provisions of Clause 1. (a).
 - d) An Officer not properly trained or certificated to load or discharge oil or chemical barges shall not be required to perform such work.
2. a) In addition, Engineers called to work off the vessel, whether on-watch or off-watch, repairing or maintaining other than the vessel's mechanical equipment, shall be considered to be working at non-Officer duties and shall be paid in accordance with the provisions of Clause 1. (a).
 - b) Where Deck Officers are required to perform maintenance or repair of barge equipment on or off-watch, they shall be considered to be working at non-Officer duties and shall be paid in accordance with the provisions of Clause 1. (a) of this Article.
3. Engineers shall be paid in accordance with the provisions of Clause 1. (a) for the following: cleaning smoke stacks, bilges, oil tanks, oil separating centrifuges, boilers, water tanks, fish oil tanks, oil spills, rose boxes, air boxes, inlet ports, exhaust ports of internal combustion engines, work in confined spaces, sewage systems, and on machinery that has not been allowed to cool to a reasonable temperature.
 4. The provisions of this Article shall not apply when safety of life at sea is involved.

1.21 Officers Working by the Vessel

1. When a vessel is tied up in the home port for repairs or overhaul, Officers may be requested to work by on the basis of seven and one-half (7½) hours per day on a five (5) day week, Monday to Friday inclusive. For all such hours worked, compensation shall be made at the applicable straight time rate. All work performed in excess of seven and one-half (7½) hours per day shall be compensated for at the applicable overtime rates.
Wherever possible, repair work or overhauls will not be carried out on a Saturday, Sunday or statutory holidays. Where this work is performed on such days, compensation shall be made at the applicable overtime rate for every hour worked. Three (3) shifts shall be permitted and shall be compensated for in the following manner: eight (8) hours pay for seven and one-half (7½) hours worked. Each such eight (8) hour shift shall be credited with a leave factor of 0.493. A seven per cent (7%) differential shall be paid over and above the basic rate of pay for all work performed on the afternoon and graveyard shifts.
Where possible, the Company will endeavor to provide forty-eight (48) hours of notice of putting the vessel into annual overhaul.

2. When an Officer who lives out of town, works by during an overhaul or repairs, he shall be provided with accommodation and meals. If the vessel is a cold vessel, then he shall be afforded accommodations in a hotel or motel. When meals are not provided, a subsistence rate reflecting the table below will be paid. These rates will be tied to the wage rate percentage, and will increase on October 1st of each year of the Agreement, as per Appendix "C-4".

	Oct 1, 2015	Oct 1, 2016	Oct 1, 2017	Oct 1, 2018	Oct 1, 2019	Oct 1, 2020 to Oct 1, 2024
Per Day	49.36	50.35	51.35	52.38	53.43	TBN*
Breakfast	13.71	13.99	14.27	14.55	14.84	TBN*
Lunch	13.71	13.99	14.27	14.55	14.84	TBN*
Dinner	21.91	22.35	22.79	23.25	23.71	TBN*

***TBN:** Increase amount to coincide with wage increases per Article 1.23.

Subsistence Rate

- a) Where an Officer works by, and the time between sailings is less than twenty-four (24) hours, he shall remain on sea days' pay.
 - b) Where an Officer's vessel is tied up for forty-eight (48) hours under Article 2.02, 5., and he works by during both twenty-four (24) hour periods and the vessel sails before forty-eight (48) hours, he shall be paid sea days for both periods.
 - c) When an Officer works under this Article 1.21, and under the sea day provisions in the same calendar day, his total time worked for the Company in any calendar day shall be taken into account when calculating overtime. All hours worked over eight (8) hours shall be paid at the overtime rate. In the event an Officer earns a minimum of twelve (12) hours pay in the same day, he shall be credited with one (1) sea day and applicable leave factor. Any excess hours shall be paid out at overtime rates.
3. The rate of pay for an Officer employed on overhaul work, repairs and/or overseeing overhauls, shall not be less than his hourly rate.
4. Chief Engineers desirous of participating in refits shall so indicate by registering their names with their Companies. The Company shall ensure that a Chief Engineer will work by the first main engine refit of a vessel subsequent to his posting to that vessel. The requirement may be waived where the Chief Engineer has been previously employed on a vessel with a similar engine(s) 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.
5. One (1) Master and one (1) Chief Engineer who normally work on the vessel shall be in attendance during steamship inspection of life saving and firefighting equipment.

1.22 Clothing

1. The Company will provide any protective clothing or equipment required and approved by the Applicable Federal or Provincial Regulatory Requirements for the handling of specific cargo requiring same.
2. The Company will provide quality ear protectors without cost to Officers. The Officer may elect either headsets or earplugs provided the appliance chosen afford the necessary protection against noise levels to which the Officer expects to be exposed. Officers working in operating engine rooms shall wear hearing protectors. Temporary or relief Officers will be provided headsets in the event they do not have their own.
3. Any Officer who suffers clothing damage as a result of handling dangerous cargo, e.g.: battery acid, shall be reimbursed for reasonable cost incurred in replacing the damaged clothing.
4. Upon request by Officers, 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 Company's cost to be recovered from the Officer.
 - c) Two (2) pairs of good quality coveralls, free of charge, as may be required for the protection of the Officers while performing their duties.
 - d) The Company shall provide each Officer either a safety shoe and/or caulk boot and/or rain jacket and pants allowance of one hundred thirty-five dollars (\$135.00) 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. An Officer may elect to carry over the full allowance noted above for two (2) consecutive years. In the second (2nd) year, the Company will grant the Officer an allowance equal to two (2) times the annual allowance.
 - e) Strap on caulks shall be supplied on vessels where necessary. One (1) pair of rubber caulk boots will be supplied once a year to Officers on shift vessels yarding and towing. Where the Officer leaves the employ of the Company before acquiring six (6) months service, the cost of the caulk boots will be deducted from his final pay.
 - f) The Company shall provide each Officer, on request, a DOT approved or U-VIC style floater coat. The Company shall issue the coats and will replace them when necessary. An Officer who requests, in lieu, anti-exposure coveralls, shall have the first one hundred twenty-five dollars (\$125.00) paid by the Company and shall reimburse the Company the difference. Where the Officer leaves the employ of the Company before acquiring six (6) months service, the cost of the floater coat or the monies advanced will be deducted from his final pay. New Officers are not covered on their first tour of duty.
 - g) One (1) air breathing apparatus to be supplied aboard each continuously operating vessel. The apparatus shall be equivalent to the "Robert Shaw Five Minute Device".
5. The Company will reimburse each Officer for the purchase price of one (1) set of personally fitted (filtered or unfiltered) ear plugs. Entitlement to replacement earplugs will be once every four (4) years.

1.23 Rates of Pay

1. Increase rates as follows:

Year	Increase Rates
October 1, 2015	two per cent (2%)
October 1, 2016	two per cent (2%)
October 1, 2017	two per cent (2%)
October 1, 2018	two per cent (2%)
October 1, 2019	two per cent (2%)
October 1, 2020	two per cent (2%) or COLA, whichever is greater. COLA to be on annual Vancouver CPI as published in the month of April preceding the October 1 st increase.
October 1, 2021 to September 30, 2024	Wage re-opener for the remaining years of the agreement benchmarking Guild Industry standard rates of pay. Failure to reach agreement on Rates of Pay will be subject to binding interest arbitration

1.24 Overtime

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

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

When Officers off duty are called for overtime work, they shall be allowed twenty (20) minutes call-out, (30) minutes during the period October 1 – March 31) and such call-out shall be considered as time worked. In the event an Officer is called more than once during an off- watch period, and there is less than one and one-half (1½) hours between the time of the second (2nd) call and the time of completing the first (1st) call, his overtime shall be deemed to be continuous from the time of the first (1st) call. The minimum payment for a call-out under this Clause shall be three (3) hours at the straight time rate.

3. Any Officer covered by this Agreement shall have the option of converting all overtime premium rates and statutory holiday pay into time off in lieu subject to:

- a) Officers making an election any month to convert all or any part of said overtime, and
- b) Officers who are due or are on scheduled leave (laydays), shall be entitled to take such converted leave provided they give the Company fourteen (14) days' notice (except under extenuating circumstances) prior to commencing the additional leave, and this leave shall not be unreasonably denied. This arrangement shall not give rise to red day payments.
- c) An Officer shall be entitled to be paid out his converted leave or part thereof subject to a two (2) week advance written request.
- d) During periods of recession and high unemployment, and where it is identified that employment preservation at times of layoff can be achieved via overtime/premium conversion to leave the Guild and the Company by mutual agreement shall be empowered to enact mandatory overtime/premium conversion to leave, providing that:

- i) The application is universal for all Officers.
 - ii) The application does not exceed six (6) months.
 - iii) The application is reviewed on a monthly basis.
 - iv) The application of this clause shall apply to all Officers covered by this Agreement.
 - v) Any Officer 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.
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 2.05.
5. a) The overtime shall be prepared in duplicate by the Officer and presented to the Master within forty-eight (48) hours for signature indicating both receipt of the claim and information that the work was ordered and performed. The duplicate copy of the claim shall be given to the Officer for the record. The Master shall turn in the overtime claim with the Ship's Log at first (1st) return to home port (or by mail at least twice monthly).
- b) If the overtime claim is disputed, a copy of the claim is to be returned by the Company to the Officer concerned before the next pay period together with reasons for rejecting the claim.
 - c) Individual Companies shall establish specific cut-off date(s) for the purposes of paying overtime and shall process and pay overtime in the pay period immediately following the date so specified. The cut-off date not to exceed ten (10) calendar days prior to the payroll cut-off date.

1.25 Manning

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

1. The crew of a commercially operated tug shall be a minimum of two (2) men.
2. 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 (1) Deck Officer in charge and one (1) other person who shall be under the direct control of and readily available to assist the Officer in charge.
3. However, the duties of all crew Members, regardless of position, shall come under the direct control of the Master.
4. 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.
5. Every continuous operating tug shall carry at least one (1) person who has sufficient knowledge of the engine and mechanical equipment to satisfy the Ministry of Transport requirements.

- When the Master or Mate is the person referred to in this Clause, he shall be paid one (1) hour at the straight time rate per full day worked in addition to his basic salary for performing such engine servicing as outlined in Article 3.01, 11., and 12.
6. Due to sea-going conditions and the exigencies of the service, overtime work is necessary from time to time. Such overtime will be kept to a minimum and in no case, barring emergencies, will an Officer work more than sixteen (16) hours overtime in any consecutive seven (7) day period.
 7. In every calendar day each crew Member of a tug shall get at least eight (8) hours of rest, six (6) of which must be consecutive and unbroken. Not more than eighteen (18) hours nor less than six (6) shall elapse between such six (6) hour rest periods.
 8. The hours of rest specified in Clause 6. shall be maintained with respect to each crew Member who:
 - a) Transfers from one tug to another.
 - b) Changes from one watch to another.
 - c) Changes from day work to watchkeeping duties.
 - d) Changes from employment ashore to watchkeeping duties aboard a tug.
 9. Each crew Member must take the hours of rest to which he is entitled under this Article.
 10. **Hours of Rest during On-Watch Period**

An Officer may be instructed to take hours of rest during the period of his watch, at the Master's discretion, given the following conditions:

 - a) The vessel must be safely secured for a minimum of six (6) consecutive hours, and
 - b) A minimum of eight (8) hours rest per calendar day (six [6] consecutive) shall be maintained, and
 - c) The watch system, (six [6] to twelve [12] or twelve [12] to six [6]) shall be maintained, and
 - d) Not less than six (6) nor more than eighteen (18) hours shall elapse between rest periods, and
 - e) He shall not work two (2) off-watch periods in a row, except immediately following an on-watch rest period, and
 - f) He shall not rest two (2) watch periods in a row, and
 - g) The rest period must be uninterrupted, and
 - h) Whenever possible, he shall receive six (6) hours' notice of taking an on-watch rest, and
 - i) He must be given a full meal at the end of the rest period (if missed).
The foregoing shall apply only to continuous operating vessels with a crew of four (4) or more.
 11. Every tug shall have sufficient crew aboard so that life saving and fire extinguishing equipment may be used simultaneously in the event of fire aboard.
 12. **Manning Disputes**

If a dispute should arise between the Parties on the manning of a vessel, the matter may be referred by either Party to the Arbitrator in accordance with the terms of the Arbitration Procedure set out in Article 1.11, 5. (d) (ii).

1.26 Joint Safety Committee

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

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

1.27 Liability Insurance

The individual Companies shall cover all Officers to the full extent of their Liability Insurance. The intent is to prevent separate actions against Officers by allowing the policies to represent a single and unified defence against third Party claims.

1.28 Tour of Duty

It is agreed that the existing tours of duty will be maintained except as mutually agreed.

1.29 Other Marine Employment

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

1.30 Severance Pay

Officers with more than one (1) years' 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 Officers, 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):

1. One (1) week's pay for each year of service (to last day worked) with the Company as an Employee.
2. The calculation of one (1) week's pay is the monthly basic x 7/30.42.

1.31 Bereavement Leave

1. Officers are entitled to a maximum of four (4) days' paid bereavement leave, including any layday accumulation for those days immediately following the death of an immediate family member which are defined as:

- a) The Officers spouse of common-law partner;
- b) The Officers father and mother, and the spouse or common-law partner of the father or mother;
- c) The Officers children and the children of the Employees spouse or common-law partner;
- d) The Officers grandchildren;
- e) The Officers brothers and sisters;
- f) The grandfather and grandmother of the Officer;

- g) The father and mother of the spouse or common-law partner of the Officer and the spouse or common-law partner of the father or mother;
 - h) Any relative of the Officer who resides permanently with the Officer or with whom the Officer permanently resides.
2. The Officer will advise the Company as soon as possible regarding his request for bereavement leave so arrangements for relief, where required, may be arranged. In unusual circumstances where the deceased is not a member of the immediate family, bereavement leave will be at the discretion of the Company.

2.01 Hours on Duty

1. The hours of work for Officers 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 (2nd) and Third (3rd) Engineer.
When a vessel is tied up away from home port, watches may be broken at the discretion of the Master on foreign-going and home trade Class I and II voyages. Where a continuously operated vessel is moved to a shift vessel operation, the relevant provisions of Article 3.01, 3.02 and 3.03 shall apply.

2.02 Leave

1. Article 1.16, 2. shall not apply when a vessel does not enter a ~~The~~ 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.
2. An Officer returning from leave of more than two (2) days duration shall contact the Company by telephone forty-eight (48) hours prior to expiry of his scheduled leave, or as mutually agreed between the Company and the Officer, or as otherwise directed by the Company for confirmation of sailing time.
3. Thereafter, the onus shall be on the Company to contact the Officer and it shall give the Officer a minimum of twenty-four (24) hours' notice of sailing. In the event less than twenty-four (24) hours' notice is given for a sailing, an Officer shall have the right to refuse to join the vessel except for unplanned replacements. Thereafter, the onus shall be on the Company to contact the Officer and if the Member requests they shall be given at least sixteen (16) hours' notice of initial sailing times via phone or text.
4. An Officer shall give twenty-four (24) hours' notice when requesting leave, except under extenuating circumstances.
5. One-half (½) days' pay and leave earned shall be paid to any Officer leaving a vessel prior to twelve o'clock (12:00) noon; an Officer joining prior to twelve o'clock (12:00) noon shall receive one (1) days' pay and leave earned. One (1) days' pay and leave earned shall be paid any Officer leaving his vessel after twelve o'clock (12:00) noon. An Officer joining after twelve o'clock (12:00) noon shall be paid one-half (½) days' pay and leave earned. Excepted from this provision are those Officers on anniversary hour leave of Clause 5..
Notwithstanding the aforementioned, when a regular crew change occurs one (1) hour or less after noon, 18:00 or midnight, Officers shall only be entitled to overtime payments in accordance with Article 1.24, 2. Clause 6. below will continue to apply where applicable.
Notwithstanding the aforementioned, an Officer shall receive a payment of one-half (½) days' pay for an air crew change within two (2) hours' either side of twelve o'clock (12:00) noon or 18:00 hours' provided the Officer has departed or returned to his home port within this period. Officers who depart or return prior to or after these two (2) hour periods shall be entitled to a full days' pay and leave earned.

In addition to the noon and midnight commencement times provided hereunder for the pay and leave earned system, one (1) additional time, 18:00 hours, is included.

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

This leave shall not commence between the hours of midnight (00:00) and 07:00 hours. This provision shall only apply when the Officer returns to the vessel from which he took his leave.

7. When an Officer is relieved from his vessel between the hours of midnight (00:00) and 07:00 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.

NOTE Examples:

1. Monday: ordered sailing 12:00 to 00:01 = one-half (½) day's pay.
2. Tuesday: midnight to midnight = one (1) day's pay.
3. Wednesday: midnight to midnight = one (1) day's pay.
4. Thursday: midnight to midnight = one (1) day's pay.
5. Friday: midnight to **02:00** = two (2) hours overtime.

Total: three (3) and one-half (½) days plus two (2) hours overtime.

1. Monday: ordered sailing 12:00 to 00:01 = one-half (½) day's pay.
2. Tuesday: midnight to midnight = one (1) day's pay.
3. Wednesday: midnight to midnight = one (1) day's pay.
4. Thursday: midnight to midnight = one (1) day's pay.
5. Friday: midnight to **03:00** = one-half (½) day's pay.

Total: three (3) days plus one-half (½) day plus one-half (½) day = four (4) days.

2.03 Subsistence

1. Subsistence of top grade, quality, and in sufficient quantities shall be supplied on all vessels. Bottled water shall be supplied by the Company.
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.
3. Whenever Clause 2. is not in effect, Officers shall pay the sum of one dollar fifty cents (\$1.50) per day worked for subsistence and lodging provided. This provision only to apply where Revenue Canada, Taxation, deems subsistence and lodging as taxable items for Seafarers.
4. In addition to the rates of pay shown in this Agreement, Officer's shall be paid the sum of one dollar fifty cents (\$1.50) per day worked on all occasions that Clause 2. is not in effect. This provision only to apply where Revenue Canada, Taxation, deems subsistence and lodging as taxable items for Seafarers.
5. At the end of each calendar year, Officers covered by this Agreement shall be provided with a receipt covering all deductions made under Clause 3. above.

6. Meal hours for Officers covered by this Agreement shall be as follows (except provided in Article 1.25, 9.):

Breakfast: from 05:30 – 06:30 hours

Lunch: from 11:30 – 12:30 hours

Dinner: from 17:30 – 18:30 hours

These hours may be varied provided such variation shall not exceed one-half (½) hour either way, and also provided that one (1) unbroken hour shall be allowed for meals at all times 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.

7. Penalty Meal Hours

- a) Where an Officer works from an off-watch period into an on-watch period, he shall be given one-half (½) hour in which to eat immediately following completion of the work. Where an Officer does not receive one-half (½) hour in which to eat, he shall be credited with an additional one-half (½) hour at the overtime rate as a penalty thereof.

- b) Where an Officer works from an on-watch period into an off-watch period, he shall be given one-half (½) hour in which to eat immediately following the on-watch period.

Where an Officer does not receive one-half (½) 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.

8. Night lunches shall be provided.

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

2.04 Travel and Transfers

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

2. When an Officer is dispatched to or discharged from a vessel away from his home port, the Company will provide travel insurance of two hundred thousand dollars (\$200,000.00) for each Officer and will be responsible for his transportation, wages, and board and lodging costs until such time as he is returned to his home port.

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

- a) Remaining with the vessel and bearing his own transportation, travel, board and lodging costs (if any), or
- b) Exercising his rights of seniority under Article 1.12, 4.

2.05 Payment for Excessive Hours

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 four hundred fourteen dollars ten cents (\$414.10) in recognition of actual hours worked. This payment will constitute remuneration for the number of hours determined by the following formula:

$$\frac{\$414.10}{\text{overtime rate for the Master concerned}} = \text{hours rounded to the whole number}$$

This payment will be tied to the wage increase and will be increased on October 1st of each year of the Agreement (per Article 1.23**).

October 1, 2015	\$414.10**
October 1, 2016	\$422.38**
October 1, 2017	\$430.82**
October 1, 2018	\$439.44**
October 1, 2019	\$448.23**
October 1, 2020 to October 1, 2024	TBN*

***TBN:** Increase amount to coincide with wage increases per Article 1.23.

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. All time worked under this Article shall be calculated in minimum increments of one-half (½) hour.

2. Flat Rate Calculation

A standard system of calculating the flat rate for the excessive hours shall be adopted, namely:

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

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

2.06 Security Watches

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

2.07 Radar Equipment

Every new continuous operating tug must have two (2) radars. Radar powered transmitters will be insulated to isolate high frequency noise where practical.

PART III SHIFT TUGS

3.01 Shift Vessels

1. The term "shift vessels" shall mean vessels where Officers work on daily shifts of eight (8) consecutive hours, or twelve (12) consecutive hours, provided that an Officer shall be free of the vessel during off-shift hours.
Officers to be given equal opportunity to work day, afternoon and night shifts.
2. An Officer, when employed on a shift vessel, shall report to a designated place known as the home dock at shift starting time. If the Officer does not return to the home dock at the end of his shift, the Company will provide him with transportation back to the home dock. Company to provide travel insurance as under Article 2.04. 2. for each Officer when traveling on Company business. The overtime rate shall be paid for all travel time which occurs after the time the Officer's shift would normally have ended. Any change in the home dock location shall require seven (7) days' notice except for bridge damage and where structural damage to the dock prevents its safe use. In the latter case the closest possible dock to the home dock shall be utilized.
3. The shift starting times shall be constant on all vessels, and any change in shift starting times shall require seven (7) calendar days' notice provided that where tidal problems are experienced in a river operation, shift starting times may be altered by agreement between the Parties in accord with the Memorandum of Understanding. Officers working in accordance with the progressive tide work day concept shall receive an additional one (1) hours' straight time pay for each shift so worked.
4. There shall be seven (7) calendar days' notice of intent to change from an eight (8) hour shift to a twelve (12) hour shift, or vice versa.
5. There shall be no crew change between 00:00 hours and 06:00 hours except for emergencies such as injuries or illness. Notwithstanding the above, the Guild and the Company may mutually agree to a variance of up to one (1) hour before 06:00 hours.
6.
 - a) In the event that it is necessary to cancel a regular shift, at least eight (8) hours' notice of cancellation shall be given for the day shift and six (6) hours' notice for the afternoon and night shifts unless unforeseen circumstances clearly beyond the control of the Company prevent such notice. If notice is not given, the Officers involved shall receive four (4) hours' pay at straight time.
 - b) An Officer whose shift is cancelled has the right to decline a call-out under Clause 7. of this Article during the period of his cancelled shift.
7. An Officer who is called back to work after completing his shift and leaving the vessel, or who is called out on his regular days' off, or when he would not normally expect to work, shall receive a minimum of four (4) hours pay at the regular overtime rate. However, if the call-out is within two (2) hours' of his regular shift starting time and he continues working into his regular shift, his pay for the call-out shall be two (2) hours' at the regular overtime rate.
For call-outs, Officers will be informed of the specific job(s) to be performed when called by the Company.

Where an Officer is available of his own accord, at the dock, and agrees to relieve the on-shift Officer when he would otherwise work overtime, then the relieving Officer shall be paid in increments of one-half (½) hour with a one (1) hour minimum for the overtime worked. The Officer on-shift may, at his election, perform such overtime work and decline being relieved.

8. An Officer required to work two (2) hours or more beyond his regular shift shall be paid a meal allowance of fifteen dollars seventy cents (\$15.70). Where an Officer is required to commence his shift two (2) or more hours before his regular starting time, he shall receive the meal allowance. Further, where an Officer works ten (10) hours or more on an eight (8) hour shift, or fourteen (14) hours or more on a twelve (12) hour shift, he shall receive the meal allowance, as per Appendix "C-2":

October 1, 2015	fifteen dollars seventy cents (\$15.70)
October 1, 2016	sixteen dollars one cent (\$16.01)
October 1, 2017	sixteen dollars thirty-three cents (\$16.33)
October 1, 2018	sixteen dollars sixty-six cents (\$16.66)
October 1, 2019	sixteen dollars ninety-nine cents (\$16.99)
October 1, 2020 to October 1, 2024	TBN*

*TBN: Increase amount to coincide with wage increases per Article 1.23.

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

10. a) An Officer shall be paid a subsistence allowance for each day he works or per shift where it crosses midnight, in the amount of twenty-two dollars fifty-six cents (\$22.56) per twelve (12) hour day, and fifteen dollars three cents (\$15.03) per eight (8) hour day. In addition, tea, coffee, sugar, canned milk, hot chocolate, coffee mate, and bottled water shall be supplied by the Company. (Increase subsistence rates by wage increases annually.)
- b) Where an Officer works mainly call-outs, he shall be paid a monthly flat rate subsistence allowance of three hundred six dollars forty-one cents (\$306.41) based on a calendar day rate, namely:

$$\frac{\text{Dollars} \times 12 \text{ (months)}}{365} = \text{rate per calendar day for each day in employ of employ of the Company excepting when in receipt of Workers' Compensation benefit payments while on vacation or while on "leave of absence".}$$

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

The monthly rate is determined as follows:

$$\frac{22.56 \times 30.42}{2.24}$$

NOTE: Above rates to be increased as follows:

Per Day Worked	Oct 1, 2015	Oct 1, 2016	Oct 1, 2017	Oct 1, 2018	Oct 1, 20/19	Oct 1, 2020 to Oct 1, 2024
12 Hours	\$22.56	\$23.01	\$23.47	\$23.94	\$24.42	TBN*
8 Hours	\$15.03	\$15.33	\$15.64	\$15.95	\$16.27	TBN*
Monthly Flat Rate	\$306.41	\$312.54	\$318.79	\$325.17	\$331.67	TBN*

*TBN: Increase amount to coincide with wage increases per Article 1.23.

11. If no Engineer is carried and the Master or other Officer services the engines, he shall be paid one-half (½) hour at his straight time hourly rate per shift worked over and above the rates of salaries and wages contained in this Agreement. The Master must be satisfied that the person designated to service the engines is competent to perform the duties.

Servicing of engines shall be carried out at regular intervals subject, however, to the discretion of the Master and operational considerations.

Servicing Duties

Operational Checks

- a) Drain water from fuel system.
- b) Drain water from air receivers.
- c) Drain water from air control system.
- d) Check batteries, hydrometer reading and add water.
- e) Check voltage regulator and adjust rheostat when necessary.
- f) Check and maintain oil level in base of main engine, auxiliary engine, reduction gear and air compressors.
- g) Check and maintain cooling water level in main engines and auxiliary engines.
- h) Check stuffing boxes and report.
- i) Check alarm system.
- j) Record and report repairs.
- k) Check and pump bilges.
- l) Check steering hydraulic hoses and rams for leaks.
- m) Check and maintain fuel levels.

12. Servicing of Main and Auxiliary Engines

A Master or Mate shall not be required to:

- a) Change lube oil or lube oil filters.
- b) Change fuel filters.
- c) Change oil and filters in reduction gear.

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

13. If an Officer is required to be available for a call to work on his regular day off, he shall be paid four (4) hours' at time and one-half (1½) for each regular shift he is on standby duty and does not work.

14. The Company will post Officer work forecasts at least every ninety (90) days'.

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

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

16. Officers shall be allowed a lunch break of thirty (30) minutes within one-half (½) hour either way of the middle of the shift, and such break can be taken while the vessel is underway. When the Company compensates the unlicensed crew Member for a missed meal break, then the Company shall compensate the Officer one-half (½) hour at his double time rates.

3.02 Eight (8) Hour Shift

1. The regular working day shall be eight (8) hours' per day, forty (40) hours' per week; all work in excess of eight (8) hours' per day and/or forty (40) hours' per week shall be paid for at the overtime rate. Five (5) consecutive days' work followed by two (2) consecutive days' leave shall constitute a week. Monday will be considered the start day of a new week for calculating regular and overtime hours'.
2. For each regular eight (8) hour day worked, an Officer shall be credited with .493 days' leave.
3. On eight (8) hours shift tugs, Officers will be employed on a monthly pay basis except when a shortage of work necessitates a layoff of personnel.
4. An eight (8) hour shift tug shall not normally be dispatched to work in excess of eight (8) hours'.
5. The Company has the right to utilize Employees who have not worked forty (40) hours' in a week over Employees who have worked forty (40) or more hours' in a week.

Examples of overtime calculations on a work week:

Day	Called For	Actual Worked	Weekly Accumulation	Overtime in Excess of Shift	Overtime in Excess of 40 Hrs.
Monday	8 hrs.	8 hrs.	8 hrs.	NA	NA
Tuesday	8 hrs.	10 hrs.	16 hrs.	2 hrs.	NA
Wednesday	No Work	No Work	16 hrs.	NA	NA
Thursday	8 hrs.	8 hrs.	24 hrs.	NA	NA
Friday	8 hrs.	8 hrs.	32 hrs.	NA	NA
Saturday	12 hrs.	12 hrs.	48 hrs.	NA	8 hrs.
Sunday	No Work	No Work	48 hrs.	NA	NA

NOTE: overtime cannot be pyramided; two (2) hrs. overtime on Tuesday does not apply towards overtime after forty (40) hrs. as it has already been paid at the overtime rate.

3.03 Twelve (12) Hour Shift Vessels

1. On twelve (12) hour shift tugs, Officers shall be employed on a monthly pay and leave basis.
2. No twelve (12) hour shift tugs shall be dispatched to work in excess of twelve (12) hours'. Should adverse conditions arise shortly before the end of a shift which necessitate working longer than twelve (12) hours', overtime shall be paid for according to the provisions of Article 1.24.

PART V

5.01 Ships Other Than Tugs

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

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

5.02 Union Dispatch Hall Fee

The Company agrees to pay to the Guild the agreed Hiring Hall Fee for each day for each Officer in its employ as follows:

Calculation Example:

One dollar forty-two cents (\$1.42) (per day) x 30.42 (average month) = forty-three dollars twenty cents (\$43.20) times the number of Officers = monthly contribution.

October 1, 2015	\$1.42
October 1, 2016	\$1.45
October 1, 2017	\$1.48
October 1, 2018	\$1.51
October 1, 2019	\$1.54
October 1, 2020 to October 1, 2024	TBN*

***TBN:** Increase amount to coincide with wage increases per Article 1.23.

5.03 Old Agreement

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

5.04 Term of Agreement

This Agreement shall be effective for ten (10) years commencing October 1, 2015 and shall remain in effect until September 30, 2025 and thereafter from year to year subject to four (4) months' notice in writing of desire to revise, amend or terminate same. Such notice may be given any time after **May 31, 2025**. After such notice has been given, specific proposals (if any) must be submitted and negotiations commenced within ten (10) days' of the date of notice.

NOTE: The Parties, by mutual agreement, may enter into discussions to resolve (through Letters of Understanding) any issues that may require attention after **October 1, 2020**.

APPENDIX "A"
List of Companies

FMW Towing Ltd.

APPENDIX "B"
List of Vessels

GROUP II (0 – 550 BHP)

GROUP III (551 – 900 BHP)

GROUP IV (901 – 1300 BHP)

Westview Chinook

Pacific Mariner II

GROUP V (1301 – 1800 BHP)

GROUP VI (1801 – 2400 BHP)

GROUP VII (2401 – 3100 BHP)

GROUP VIII (3101 – 3900 BHP)

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2015 - 2% Increase

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,082.20	232.81	288.68	521.49	43.46	65.19	86.92
3	7,308.70	240.26	297.92	538.18	44.85	67.28	89.70
4	7,555.59	248.38	307.99	556.37	46.36	69.54	92.72
5	7,811.18	256.78	318.41	575.19	47.93	71.90	95.86

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,332.64	208.17	258.13	466.30	38.86	58.29	77.72
3	6,437.24	211.61	262.40	474.01	39.50	59.25	79.00
4	6,546.34	215.20	266.85	482.05	40.17	60.26	80.34
5	6,670.51	219.28	271.91	491.19	40.93	61.40	81.86

NON-CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,160.65	202.52	251.12	453.64	37.80	56.70	75.60
3	6,265.22	205.96	255.39	461.35	38.45	57.68	76.90
4	6,374.34	209.54	259.83	469.37	39.11	58.67	78.22
5	6,498.46	213.62	264.89	478.51	39.88	59.82	79.76

NOTE: Second Mates and Engineer Officers' wages tables and vessels larger than Class VI have been eliminated for brevity. Refer to Appendix "K".

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2015 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,082.20	232.81	114.87	347.68	43.46	65.19	86.92
3	7,308.69	240.26	118.54	358.80	44.85	67.28	89.70
4	7,555.59	248.38	122.50	370.88	46.36	69.54	92.72
5	7,811.18	256.78	126.66	383.44	47.93	71.90	95.86

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,332.64	208.17	102.71	310.88	38.86	58.29	77.72
3	6,437.24	211.61	104.39	316.00	39.50	59.25	79.00
4	6,546.34	215.20	106.16	321.36	40.17	60.26	80.34
5	6,670.51	219.28	108.16	327.44	40.93	61.40	81.86

NOTE:

Formula:

Calendar Day Rate =

rate per hour x 8/1.493

Pay for Leave =

earned per day worked - calendar day

APPENDIX "C - 1"
WAGE RATES - CMSG - and - FMW Towing Ltd.
Effective - October 1, 2016 - 2% Increase

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,223.84	237.47	294.46	531.93	44.33	66.50	88.66
3	7,454.87	245.06	303.87	548.93	45.74	68.61	91.48
4	7,706.70	253.34	314.14	567.48	47.29	70.94	94.58
5	7,967.40	261.91	324.77	586.68	48.89	73.34	97.78

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,459.29	212.34	263.30	475.64	39.64	59.46	79.28
3	6,565.98	215.84	267.64	483.48	40.29	60.44	80.58
4	6,677.27	219.50	272.18	491.68	40.97	61.46	81.94
5	6,803.92	223.67	277.35	501.02	41.75	62.63	83.50

NON- CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,283.86	206.57	256.15	462.72	38.56	57.84	77.12
3	6,390.52	210.08	260.50	470.58	39.22	58.83	78.44
4	6,501.83	213.74	265.04	478.78	39.90	59.85	79.80
5	6,628.43	217.90	270.20	488.10	40.68	61.02	81.36
6	6,828.16	224.46	278.33	502.79	41.90	62.85	83.80
7	6,939.69	228.13	282.88	511.01	42.58	63.87	85.16
8	7,103.99	233.53	289.58	523.11	43.59	65.39	87.18
9	7,264.10	238.79	296.10	534.89	44.57	66.86	89.14

APPENDIX "C -1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2016 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,223.84	237.47	117.17	354.64	44.33	66.50	88.66
3	7,454.86	245.06	120.86	365.92	45.74	68.61	91.48
4	7,706.70	253.34	124.98	378.32	47.29	70.94	94.58
5	7,967.40	261.91	129.21	391.12	48.89	73.34	97.78

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,459.29	212.34	104.78	317.12	39.64	59.46	79.28
3	6,565.98	215.84	106.48	322.32	40.29	60.44	80.58
4	6,677.27	219.50	108.26	327.76	40.97	61.46	81.94
5	6,803.92	223.67	110.33	334.00	41.75	62.63	83.50

NOTE:

Formula:

Calendar Day Rate =

rate per hour x 8/1.493

Pay for Leave =

earned per day worked - calendar day

APPENDIX "C - 1"
WAGE RATES - CMSG - and - FMW Towing Ltd.
Effective - October 1, 2017 - 2% Increase

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,368.32	242.22	300.35	542.57	45.21	67.82	90.42
3	7,603.97	249.97	309.96	559.93	46.66	69.99	93.32
4	7,860.83	258.41	320.43	578.84	48.24	72.36	96.48
5	8,126.75	267.15	331.27	598.42	49.87	74.81	99.74

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,588.48	216.58	268.56	485.14	40.43	60.65	80.86
3	6,697.30	220.16	273.00	493.16	41.10	61.65	82.20
4	6,810.82	223.89	277.62	501.51	41.79	62.69	83.58
5	6,940.00	228.14	282.89	511.03	42.59	63.89	85.18

NON-CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,409.54	210.70	261.27	471.97	39.33	59.00	78.66
3	6,518.33	214.28	265.71	479.99	40.00	60.00	80.00
4	6,631.87	218.01	270.33	488.34	40.70	61.05	81.40
5	6,761.00	222.26	275.60	497.86	41.49	62.24	82.98

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2017 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,368.32	242.22	119.46	361.68	45.21	67.82	90.42
3	7,603.96	249.97	123.31	373.28	46.66	69.99	93.32
4	7,860.83	258.41	127.51	385.92	48.24	72.36	96.48
5	8,126.75	267.15	131.81	398.96	49.87	74.81	99.74

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,588.48	216.58	106.86	323.44	40.43	60.65	80.86
3	6,697.30	220.16	108.64	328.80	41.10	61.65	82.20
4	6,810.82	223.89	110.43	334.32	41.79	62.69	83.58
5	6,940.00	228.14	112.58	340.72	42.59	63.89	85.18

NOTE:

Formula: Calendar Day Rate = rate per hour x 8/1.493
 Pay for Leave = earned per day worked - calendar day

APPENDIX "C - 1"
WAGE RATES - CMSG - and - FMW Towing Ltd.
Effective - October 1, 2018 - 2% Increase

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,515.69	247.06	306.35	553.41	46.12	69.18	92.24
3	7,756.05	254.97	316.16	571.13	47.59	71.39	95.18
4	8,018.05	263.58	326.84	590.42	49.20	73.80	98.40
5	8,289.29	272.49	337.89	610.38	50.87	76.31	101.74

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,720.25	220.92	273.94	494.86	41.24	61.86	82.48
3	6,831.25	224.56	278.45	503.01	41.92	62.88	83.84
4	6,947.04	228.37	283.18	511.55	42.63	63.95	85.26
5	7,078.80	232.70	288.55	521.25	43.44	65.16	86.88

NON-CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,537.73	214.92	266.50	481.42	40.12	60.18	80.24
3	6,648.70	218.56	271.01	489.57	40.80	61.20	81.60
4	6,764.51	222.37	275.74	498.11	41.51	62.27	83.02
5	6,896.22	226.70	281.11	507.81	42.32	63.48	84.64

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2018 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,515.69	247.06	121.90	368.96	46.12	69.18	92.24
3	7,756.04	254.97	125.75	380.72	47.59	71.39	95.18
4	8,018.05	263.58	130.02	393.60	49.20	73.80	98.40
5	8,289.29	272.49	134.47	406.96	50.87	76.31	101.74

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,720.25	220.92	109.00	329.92	41.24	61.86	82.48
3	6,831.25	224.56	110.80	335.36	41.92	62.88	83.84
4	6,947.04	228.37	112.67	341.04	42.63	63.95	85.26
5	7,078.80	232.70	114.82	347.52	43.44	65.16	86.88

NOTE:

Formula:

Calendar Day Rate =

rate per hour x 8/1.493

Pay for Leave =

earned per day worked - calendar day

APPENDIX "C – 1"
WAGE RATES – CMSG – and – FMW Towing Ltd.
Effective – October 1, 2019 – 2% Increase

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,666.00	252.01	312.49	564.50	47.04	70.56	94.08
3	7,911.17	260.06	322.47	582.53	48.54	72.81	97.08
4	8,178.41	268.85	333.37	602.22	50.19	75.29	100.38
5	8,455.08	277.94	344.65	622.59	51.88	77.82	103.76

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,854.66	225.33	279.41	504.74	42.06	63.09	84.12
3	6,967.88	229.06	284.03	513.09	42.76	64.14	85.52
4	7,085.98	232.94	288.85	521.79	43.48	65.22	86.96
5	7,220.38	237.36	294.33	531.69	44.31	66.47	88.62

NON-CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,668.48	219.21	271.82	491.03	40.92	61.38	81.84
3	6,781.67	222.93	276.43	499.36	41.61	62.42	83.22
4	6,899.80	226.82	281.26	508.08	42.34	63.51	84.68
5	7,034.14	231.23	286.73	517.96	43.16	64.74	86.32

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2019 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,666.00	252.01	124.31	376.32	47.04	70.56	94.08
3	7,911.16	260.06	128.26	388.32	48.54	72.81	97.08
4	8,178.41	268.85	132.67	401.52	50.19	75.29	100.38
5	8,455.08	277.94	137.10	415.04	51.88	77.82	103.76

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,854.66	225.33	111.15	336.48	42.06	63.09	84.12
3	6,967.88	229.06	113.02	342.08	42.76	64.14	85.52
4	7,085.98	232.94	114.90	347.84	43.48	65.22	86.96
5	7,220.38	237.36	117.12	354.48	44.31	66.47	88.62

NOTE:

Formula: Calendar Day Rate = rate per hour x 8/1.493
 Pay for Leave = earned per day worked - calendar day

APPENDIX "C – 1"
WAGE RATES – CMSG – and – FMW Towing Ltd.
Effective – October 1, 2020 – 2% Increase or COLA

MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,819.32	257.05	318.74	575.79	47.98	71.97	95.96
3	8,069.39	265.27	328.93	594.20	49.52	74.28	99.04
4	8,341.98	274.23	340.05	614.28	51.19	76.79	102.38
5	8,624.18	283.50	351.54	635.04	52.92	79.38	105.84

MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,991.75	229.84	285.00	514.84	42.90	64.35	85.80
3	7,107.24	233.64	289.71	523.35	43.61	65.42	87.22
4	7,227.70	237.60	294.62	532.22	44.35	66.53	88.70
5	7,364.79	242.10	300.20	542.30	45.19	67.79	90.38

NON-CERTIFICATED MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,801.85	223.60	277.26	500.86	41.74	62.61	83.48
3	6,917.30	227.39	281.96	509.35	42.45	63.68	84.90
4	7,037.80	231.35	286.87	518.22	43.19	64.79	86.38
5	7,174.82	235.86	292.47	528.33	44.03	66.05	88.06

NOTE: This table reflects two per cent (2%) increase (rates will need to be revised if CPI is higher than two per cent [2%]).

APPENDIX "C - 1"

WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2020 - 2% Increase

EIGHT HOUR VESSELS - MASTERS							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	7,819.32	257.05	126.79	383.84	47.98	71.97	95.96
3	8,069.38	265.27	130.89	396.16	49.52	74.28	99.04
4	8,341.98	274.23	135.29	409.52	51.19	76.79	102.38
5	8,624.18	283.50	139.86	423.36	52.92	79.38	105.84

EIGHT HOUR VESSELS - MATES							
GROUP	MONTHLY BASIC	CALENDAR DAY	PAY FOR LEAVE	EARNINGS PER DAY WORKED	RATE PER HOUR	TIME & ONE-HALF	DOUBLE TIME
2	6,991.75	229.84	113.36	343.20	42.90	64.35	85.80
3	7,107.24	233.64	115.24	348.88	43.61	65.42	87.22
4	7,227.70	237.60	117.20	354.80	44.35	66.53	88.70
5	7,364.79	242.10	119.42	361.52	45.19	67.79	90.38

NOTE: Formula: Calendar Day Rate = rate per hour x 8/1.493
 Pay for Leave = earned per day worked - calendar day

NOTE: This table reflects two per cent (2%) increase (rates will need to be revised if CPI is higher than two per cent [2%]).

APPENDIX "C - 1"
WAGE RATES - CMSG - and - FMW Towing Ltd.

Effective - October 1, 2021 - October 1, 2024 - TBN*

***TBN: To Be Negotiated - Refer to Article 1.23.**

APPENDIX "C - 2"
Letter of Understanding

RE: Subsistence Allowance Rates

This will confirm the Agreement between the Parties that future increases in the subsistence allowance will be tied to the wage increases.

APPENDIX "C – 3"

RE: Credit Agreement to Repay Wage Advances

(Name of Company)

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 your firm. I hereby acknowledge these monies as my debt to you which I shall repay at 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 three hundred fifty dollars (\$350.00) per 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 Company 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 of Agreement is irrevocable. I acknowledge receipt of a copy of this letter.

Yours truly,

(Employee)

(Signature)

(Name)

(Address)

(Occupation)

APPENDIX "C – 4"
Letter of Understanding

RE: Payroll Procedures

The Canadian Merchant Service Guild
#130 – 815 First Street, New Westminster, BC

ATTENTION: Secretary-Treasurer

Dear Sir or Madam:

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

1. Pay
The Company will continue to pay its Officers in the current manner for the duration of the Agreement.
2. Layday Positions
When wage increments, provided for in the wage schedule, are effected, the Employee's layday position will be determined by the amount of dollars (plus or minus) in his layday account divided by his new daily pay rate.
3. Transfers – Eight (8) Hour / Twelve (12) Hour
Where a transfer occurs between eight (8) hour and twelve (12) hour tugs, pay shall be pro rated on the basis of days actually worked on each, allowance being made for leave time earned:
Twelve (12) Hour Tugs - 3.03, 1. and 2., and rates per calendar day must be referred to.
Eight (8) Hour Tugs - 3.02, 1. and 2., and rates per calendar day must be referred to.
4. Pay Statements
All Officers shall be supplied with a payroll statement at the end of each pay period. Such pay statement shall clearly indicate:
 - a) Days worked and rate paid.
 - b) The number of leave days earned during the period.
 - 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 Officer".
 - h) Earnings pertaining to "Officers Working by the Vessel" Article.
 - i) Overtime.
 - j) Subsistence, engine servicing.
 - k) Other.
 - l) Gross Earnings.
 - m) Deductions.
 - n) Net earnings.

5. Upon request by an Employee, his "converted overtime to leave" will be shown on his pay statement.
6. Any proposed change in payroll procedures will be by mutual agreement between the Parties. An Officer may convert to leave his Master's excessive hours payments where on Company's payroll system can accommodate.

APPENDIX "E - 1"
Letter of Understanding

RE: New Hire Officer Declaration of Guild Membership Status

December 1, 1995

The Canadian Merchant Service Guild
#130 – 815 First Street.
New Westminster, BC V3L 2H7

ATTENTION: Secretary-Treasurer

Dear Sir or Madam:

RE: New Hire Officer Declaration of Guild Membership Status

It was agreed during collective bargaining that Officers to be hired will sign a letter attesting that they are Members in good standing with the Guild.

Yours truly,

Brian E. Sims
Labour Relations Coordinator

SUGGESTED LETTER FORMAT:

TO: (Company Name)
FROM: (New Officer)

Dear Sirs:

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

Yours truly,
(signature)

APPENDIX "E - 2"
Letter of Understanding

RE: Bareboat Charters

The Canadian Merchant Service Guild
#130 – 815 First Street.
New Westminster, BC V3L 2H7

ATTENTION: Secretary-Treasurer

Dear Sir or Madam:

RE: Bareboat Charters Claims Involving Third Parties

Article 1.01, 2. – Recognition, provides in part that should a charterer fail or neglect to abide by the terms of our Collective Agreement, the Company will be liable to the Guild Members concerned for unpaid wages and other monetary benefits.

During the course of negotiations, it was agreed that a six (6) month limitation should apply to any claims that might arise out of such third Party arrangements. In other words, in the event that a CMC Company chartered a vessel to a third Party who failed to meet his obligations under the Agreement terms, a Guild Member with a valid claim would be obliged to register his claim with us not later than six (6) months from the date the claim first arose. It is understood that a claim instituted beyond this point in time will not be recognized.

APPENDIX "E - 3"
Letter of Understanding

RE: Letter of Clarification – Crew Complement

Company will discuss any proposed Crew Complement changes with the Guild with respect to re-powered and existing vessels with the intent to reach mutual agreement.

The Terms of Reference for proposed Crew Complement changes shall be:

1. Geographical limits of operations.
2. Types of tow and restrictions.
3. Tours of duty.
4. The Canadian Coast Guard Regulations pertaining to safety of crew and vessel.

Where the Parties fail to reach mutual agreement, the issue in dispute arising from any crew complement change shall be referred to the Industry Arbitrator for expedited arbitration under Article 1.11, 5. of the Collective Agreement, and the status quo will apply until a summary decision is issued.

APPENDIX "E - 8"
Letter of Understanding

RE: Employee Family Assistance Program (EFAP)

The Company shall have in place an EFAP, or in the alternative, join the Industry Plan.

APPENDIX "F - 1"

RE: Towboat Accommodation Standards

A. General

1. A Committee will be established to be known as the Towboat Accommodation Standards Committee. It shall be made up of equal representation from the Company and the Unions concerned. Its functions shall be as follows:
 - a) To receive and study plans and layouts of vessels modifications and new vessel construction prior to such modification or construction.
 - b) To improve or advise on that portion of the plans which fall within the jurisdiction of this Article.
 - c) To act in matters concerning government regulations which have a direct effect on safety, efficiency and comfort in the West Coast towing industry, using outside assistance as may be required, e.g.: Naval Architect, Minister of Transport.
2. For the purpose of this Article, the application of the term "wherever practicable" shall be determined by the Committee. Consideration shall be given to the size of the vessel and type of operation.
3. In instances where this committee is unable to reach a solution within its terms of reference, the issue shall be put to arbitration in accordance with the provisions of Article 1.11, 5.
4. The Committee shall act only on written request in dealing with problems on specific vessels. Such a request may be made by any one of the Parties.

B. Definitions

1. New tug means:
 - a) A tug the keel of which is laid on/or after the effective date of this Agreement.
 - b) A tug purchased outside of the jurisdiction of the Western Branch Guild.
 - c) A tug on which major modifications are commenced on/or after the date of signing the Agreement.
 - d) Any alterations made to vessel that has previously been classified as a new vessel must continue to comply with the terms of the new tug standards which existed at the time the vessel was classified except where mutually agreed.
2. Existing tug means:
 - a) A tug other than a new tug.
3. Continuous operating tug means:
 - a) A tug on which the crew sleeps and eats on board and where meals are prepared on board.
4. Shift tug means:
 - a) A tug operating in a restricted area where the crew does not sleep aboard.

C. New Tugs other than Shift Tugs

1. Design Standards for Sleeping Rooms

- a) Vessels up to fifty feet (50') in length between perpendiculars:
 - i) All accommodation space to be situated above the deepest water line.
 - ii) Officers shall be accommodated in single berth rooms.
 - iii) Maximum number of persons in one (1) sleeping room shall be two (2).
- b) Vessels over fifty feet (50') and up to ninety feet (90') in length between perpendiculars:
 - i) All accommodation space to be above the deepest waterline.
 - ii) All sleeping rooms to be on/or above the main deck.
 - iii) Officers shall be accommodated in single berth rooms.
 - iv) Maximum number of persons in one sleeping room shall be two (2).
 - v) All sleeping rooms to be single berth rooms where practicable.
- c) Vessels over ninety feet (90') in length between perpendiculars:
 - i) All sleeping rooms to be situated on or above the main deck.
 - ii) All sleeping rooms to be single berth rooms.
 - iii) All accommodation space to be situated on/or above the main deck, where practicable.
 - iv) The sleeping room for the Chief Engineer shall include one extra locker.
 - v) The Chief Engineer's sleeping room on vessels over one hundred twenty feet (120') in length between perpendiculars shall, in addition to the above provisions, include one (1) 24" x 54" desk, one (1) two (2) drawer filing cabinet and one (1) standing book case.
- d) Square foot area of sleeping rooms:
 - i) All single berth sleeping rooms shall have a minimum total floor area of fifty (50) square feet.
 - ii) All two (2) berth sleeping rooms shall have a minimum total floor area of fifty-five (55) square feet.
Where practicable and space is available, priority shall be given to increasing the total floor area in two (2) berth cabins.
 - iii) Any accommodation space that is inadequate by reasonable standards shall not be included in the calculation of floor area.
 - iv) Every sleeping room shall be constructed to provide clear head room of six feet (6') six inches (6") at every point in the room which is available for free movement.
 - v) Where practicable, every sleeping room shall have at least one (1) window or side light with a clear opening of not less than eighteen inches (18").
 - vi) Every bed shall be fitted with a spring filled mattress.
 - vii) Every bed shall be large enough to accommodate a mattress of six feet (6') six inches (6") in length and two feet (2') three inches (3") in width. Where practicable, mattress width will be increased to two feet (2') six inches (6").

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

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

2. Washrooms and WC's

- a) i) Every vessel shall have a properly installed and functioning WC and be provided with mechanical ventilation.
- ii) For a crew complement of seven (7) to thirteen (13) there shall be at least two (2) WC's. For each six (6) additional crew Members there shall be an additional WC.
- b) i) Every vessel shall have a properly installed and functioning shower supplied with hot and cold fresh water through taps.
- ii) For a crew complement up to and including seven (7) men, there shall be one (1) shower.
- iii) For a crew complement of eight (8) to fifteen (15) men there shall be two (2) showers. For each seven (7) additional men there shall be an additional shower.
- c) i) On new vessels, each Officer's room will be provided with a properly functioning wash basin.

3. Dining Areas

- a) i) A dining area shall be provided with sufficient seating area to accommodate all of the crew at one time.
- ii) Wherever practicable, the dining area shall be separated from the galley area.
- iii) Wherever practicable, a portion of the dining area shall be set aside as a recreation area in a manner that will not interfere with setting up for meals.
- iv) Galleys, dining areas, heads, showers, sleeping rooms and recreation spaces shall be separated from the wheelhouse and steering area by a permanent bulkhead.

4. Insulation

- a) Noise
 - i) All accommodation space shall be insulated against engine and other noise based on the result of the "Noise Reduction Program" set out in Appendix "F-2" to this Agreement.
- b) Heat and Cold
 - i) All accommodation shall be properly and adequately insulated against heat and cold, and have provision for heating when weather conditions require it, and be provided with mechanical ventilation.
 - ii) Sound reduced booth on vessels over one hundred twenty feet (120') in length, and communication booths on vessel ninety (90') to one hundred twenty feet (120') in length. Issue referred to Health and Safety Committee.

D. New Shift Tugs

1. a) Every tug shall be provided a wash basin which shall be separate from the sink used to wash cups and dishes. All wash basins shall be supplied with piped hot and cold fresh water.
- b) Every tug shall be provided with a properly functioning shower where practicable. All showers shall be supplied with piped hot and cold water.
- c) Every tug shall have a properly installed and properly functioning head.
- d) Every tug shall be provided with a galley stove or permanently installed hot plate fitted with rails and fiddles.
- e) Every tug shall be provided with a supply of potable water from tanks of adequate capacity.
- f) All accommodation shall be properly and adequately insulated against heat and cold, and have provision for heating when weather conditions require it.
- g) All accommodation shall be properly and adequately insulated against engine noise and other noise based on the result of the "Noise Reduction Program".
- h) All accommodation shall be properly and adequately ventilated.
- i) Sufficient clean tea towels, hand, and shower towels shall be supplied and kept clean.

E. Existing Shift Tugs

1. a) Where hot and cold water supply exists and space is available, wash basins, separate to sinks, shall be provided.
- b) Existing shower facilities shall be maintained in good working order.
- c) Every tug shall have a properly installed and properly functioning head.
- d) Every tug shall be provided with a galley stove or permanently installed hot plate fitted with rails and fiddles.
- e) Every tug shall be provided with a supply of potable water from tanks of adequate capacity.
- f) All accommodations shall be properly and adequately insulated against heat and cold, and have provision for heating when weather conditions require it.
- g) All accommodation shall be properly and adequately insulated against engine noise and other noise based on the results of the "Noise Reduction Program".
- h) All accommodation shall be properly and adequately ventilated.
- i) Sufficient clean tea towels, hand, and shower towels shall be supplied and kept clean.

F. Existing Vessels other than Shift Tugs

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

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

Classification Factors

1. Sleeping accommodation for an Officer shall be above deck.
2.
 - a) Every Officer shall be provided with a properly built bed that is not less seventy-eight inches (78") in length and twenty-seven inches (27") in width, inside measurements.
 - b) The bed shall be fitted with a spring filled mattress.
3.
 - a) A dining area shall be provided with sufficient dimensions to accommodate all of the crew at one time.
 - b) No dining area shall be combined with a sleeping room.
 - c) Every dining area shall be furnished with sufficient tables and chairs to allow all of the crew to be seated at one time, and to allow a space of at least twenty-seven inches (27"), measured along the edge of the table, for each person.
 - d) Every table shall be at least:
 - i) Twenty-seven inches (27") wide if seats are provided on both sides of the table, or
 - ii) Twenty inches (20") wide if seats are provided on only one side of the table.
3. Every tug shall have a properly functioning shower and a wash basin that is separate from the galley sink.
4. Every tug shall have a properly installed and properly functioning head with mechanical ventilation, where practical.
5.
 - a) Every tug shall be provided with a galley situated next to the dining area.
 - b) Every galley shall be provided with exhaust fans and hoods which will draw off fumes from the galley ranges and discharge the fumes into the open air.
6. Every tug shall be provided with piped potable water which is provided in the crew accommodation from tanks of adequate capacity for the purpose.
7. In every tug, piped fresh hot and cold water shall be available for wash basins, baths and showers.
8. All accommodation shall be properly and adequately insulated against heat and cold and have provisions for heating when weather conditions require it.
9. All accommodation shall be properly and adequately insulated against engine noise and other noise.
10. All accommodations shall be properly and adequately ventilated.
11. On any tug that the crew works longer than seven (7) days at one (1) time, a washing machine and proper facilities for drying clothes shall be provided.

Vessel Groups

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

Group I

Vessels that completely comply with the terms of this Clause.

Group II

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

Group III

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

Group IV

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

G. Dozer Boats

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

H. General Provisions

1. Aerial jacks (radio) shall be installed in Officers' quarters of new vessels and in existing vessels which undergo refit.
2. All towboats shall be furnished with all equipment necessary for storing, preparing, cooking and serving food.
3. Bunks allocated to crew Members shall only be used by crew Members.

APPENDIX "I"
Letter of Understanding

RE: Use of Vessels

June 7, 2012

The Company and the Guild agree to the following terms and conditions related to the movement of vessels between Pacific and FMW only.

1. The vessels listed in the FMW Collective Agreement may be used by Pacific towing and its Officer's and will be treated as a bareboat charter subject to paragraph 3.
2. The vessels listed in the Pacific Collective Agreement may be used by FMW towing and its' Officers and will be treated as a bareboat charter subject to paragraph 3.
3. A bareboat charter for the purpose of this Letter of Understanding is the transfer of a listed vessel between the two Companies, without a crew and a formal charter agreement. E-mail notifications to the Guild of the transfer at the time of charter is acceptable documentation of the charter.
4. When vessels move between Pacific and FMW, the crews working on those vessels will have "first right of refusal" to transfer with those vessels for the initial assignment, subject to proven manpower requirement by Pacific/FMW.

APPENDIX "J"
Letter of Understanding

RE: Articles related to Engineers and 2nd Mates

As no second Mates and Engineering Officers have been employed aboard vessels for several years with little likelihood of employment during the term of this Collective Agreement; wage tables referring to them as well as vessels larger than Class VI have been eliminated for brevity.

If Engineers / Second Mates / Class VI or larger vessels are again deployed, wages and conditions associated with them will be immediately implemented based upon (extrapolated) the last Collective Agreement where referenced.

APPENDIX "K"
Letter of Understanding

RE: Drug Testing

The Guild and the Company agree to meet after November 7, 2018 to draft mutually acceptable language regarding drug testing.

COLLECTIVE AGREEMENT

FMW TOWING LTD.



The Canadian Merchant Service Guild

Western Branch
#130 – 815 First Street
New Westminster, BC
V3L 2H7

Tel: 604 . 939 . 8990

Email: cmsgwb@cmsg.org
Website: www.cmsg-gmmc.ca

Fax: 604 . 939 . 8950