

COLLECTIVE AGREEMENT

between



**VANCOUVER
SHIPYARDS CO. LTD.**

and

**MARINE AND SHIPBUILDERS
LOCAL 506**

**INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE
WORKERS, LODGE NO. 692**

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL 213**

**UNITED ASSOCIATION OF
PIPEFITTERS LOCAL 170**

MOVEUP
(Canadian Office and Professional
Employees Union LOCAL 378)

March 1, 2018 – February 28, 2023

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WHEREAS it is the intent and purpose of the parties to this Agreement that this Agreement is to provide orderly Collective Bargaining between the parties, to facilitate the peaceful adjustment of all disputes and grievances, to prevent strikes, lockouts, waste expense, avoidable and unnecessary delays in construction and repair work.

WHEREAS in accordance with the Company's core value of "Care", the parties will work together in pursuit of an environment where employees trust management and union leadership to provide an atmosphere in which employees are cared for.

NOW THEREFORE this Agreement witnesseth that, in consideration of the promises and mutual covenants and agreement hereinafter contained, the parties agree as follows:

ARTICLE I - RECOGNITION

1.01 The Company recognizes the Council of Unions as the sole bargaining agency for its employees as duly certified under the Labour Relations Code of British Columbia, for the purposes of Collective Bargaining with respect to rates of pay, hours of work, and all other working conditions. Wages and classifications shall be set out in appendixes attached hereto and forming part of this Agreement.

ARTICLE II - MANAGEMENT RIGHTS

2.01 The entire management of the Company and the direction of the working forces are vested exclusively in the Company and the Union shall not in any way interfere with those rights.

2.02 No employee will be disciplined or discharged except for just and reasonable cause.

ARTICLE III - UNION REPRESENTATIVES

3.01 The Representatives of the Unions will be placed on a pre-approved list by management so that they shall have timely access to the Company's Shops or Yards. Attendance will be at the least disruptive times, whenever possible, (i.e. coffee and lunch breaks) provided that eligible workers are not caused to neglect their work, and will follow Company security protocols while on site.

3.02 No Shop Steward, Safety Committee member or any employee shall be discriminated against or jeopardized

in seniority standing or suffer any loss of employment on account of membership or activity in the Union.

- 3.03** The Unions shall each select a Shop Steward from each shift for the Shop Steward Committee and such Committee shall be recognized by the Company. The Shop Steward Committee shall meet with Supervisors during day shift working hours in the afternoon on the last Friday of each month, at a time designated by the Company, to discuss workplace issues. The Shop Stewards will be provided with forty-five (45) minutes to meet prior to the meeting with Supervisors.

Afternoon shift stewards will be paid straight time for attendance.

- 3.04** A shop steward shall be present at any disciplinary meeting and/or investigative meeting that may lead to disciplinary action against any member of the bargaining unit. The Company agrees to provide the shop steward with as much notice of such meeting(s) as is practicable.

Should an employee request the presence of a shop steward to attend first aid or any other meeting approved by the Company, the Supervisor will endeavor to provide the employee with a shop steward from their department.

Shop stewards will not leave their regular duties without receiving permission from their Supervisor, which permission will not be unreasonable withheld.

ARTICLE IV - UNION SECURITY

- 4.01** The Company agrees that any employee who at the date of this Agreement is a member of the Union, or any employee who hereafter during the term of this Agreement becomes a member of the Union shall, as a condition of continued employment, maintain membership in good standing. The Union shall notify the Company in writing when an employee is not a member in good standing and the Company shall terminate the employee as soon as practicable.

- 4.02** The Company agrees that when in need of additional help it shall call the Union office and give it a reasonable opportunity to supply a qualified and suitable worker(s). If the Union is unable to provide such a worker(s) within a reasonable time, the Company shall

be free to hire any worker(s) of its choosing. With mutual agreement, which will not be unreasonably withheld, the company may name request a Chargehand who has been trained by Vancouver Shipyards Co. Ltd. and has previously demonstrated Supervisory experience for the project/job intended. (see Letter of Understanding re: Manpower Dispatch, Local 506).

- 4.03** All new, substitute and/or casual employees, as a condition of continued employment, shall make application within thirty (30) days to the Union for membership in accordance with the Union's Constitution and By-Laws.

- 4.04** The Union may at its discretion waive the application for Membership provided the casual employee is a member in good standing of another Union recognized by the Union signatory to this Agreement.

- 4.05** It is further agreed and understood that all employees shall, as a condition of continued employment, sign an authorization to have union dues deducted from their pay. New employees, when signing such authorization shall also authorize initiation or reinstatement fees by payroll deduction as may from time to time be established by the Union for its members in accordance with its Constitution and/or By-Laws. Deductions shall be made only at the end of the first period in each calendar month during which the said employees work. The monies so deducted will be forwarded by the Company to the Secretary of the Unions not later than the 15th day of the month following, accompanied by a statement listing the names of the employees for whom the deductions were made and the amount of each deduction.

- 4.06** Notwithstanding the provisions of Article IV, Section 4.05 preceding, and in accordance with the bylaws of the applicable Union of the Council, the Company shall deduct from each new employee an amount equal to the union dues from the employee's first payroll deposit in a calendar month and add that employee's name and said amount to the closest applicable check off, i.e. if the check off for that month has been remitted, it shall be added to the following month's check off and shown as the previous month's work.

- 4.07** It is also agreed and understood that in the case of lay off and/or reduction in the working force, all Permit Workers must be laid off before any union members in any work classification.

ARTICLE V - HOURS OF WORK

- 5.01 Day Shift** Eight (8) hours shall constitute a day's work (6:15 am to 2:45 pm). The shift ends at 2:30 pm but employees shall be paid to 2:45 pm, Monday to Friday inclusive, subject to the provisions of Section 5.02 of this Article. Forty (40) hours shall constitute a week's work.

Breaks 1st break 8:45am to 9:00am, 2nd break, 11:25 am to 12:00 noon (30 minutes of which is unpaid).

- 5.02 (a)** When existing conditions render it desirable to start the day shift at an earlier or later hour such starting time may, with the consent of the parties hereto, be made earlier but in no event earlier than 6:00 am and not later than 7:00 am. It is agreed and understood that the starting time and/or the terminating time of existing shifts may be varied by written mutual consent of the parties to this Agreement.

(b) The Company and the Union may, by mutual consent, temporarily alter normal starting and stopping times of existing shifts for specific employees.

- 5.03 Afternoon Shift** Seven and three-quarter (7.75) hours shall constitute the shift's work (3:00 pm to 11:15 pm). The shift ends at 11:00 pm but employees shall be paid to 11:15 pm. Shift differential will be \$2.75 per hour earned. Five (5) shifts shall constitute a week's work for this shift commencing at 3:00 pm, Monday.

Breaks 1st break 5:15 pm to 5:30 pm, 2nd break, 7:55 pm to 8:30 pm (30 minutes of which is unpaid).

- 5.04 Graveyard Shift** Seven and three-quarter (7.75) hours shall constitute the shift's work (9:30 pm to 5:45 am). The shift ends at 5:30 am but employees shall be paid to 5:45 am. Shift differential will be \$4.15 per hour earned. Five (5) shifts shall constitute a week's work for this shift commencing at 9:30pm, Sunday.

Breaks 1st break 11:45 pm to 12:00 am, 2nd break, 2:25 am to 3:00 am (30 minutes of which is unpaid).

- 5.05** In the matter of shift assignment, common practice will be followed subject to management's overall right to ensure availability of necessary qualifications, experience and suitability of work force.

- 5.06 Shift Changes** When an employee is instructed to change shifts and that shift change does not last three (3) shifts or more, the time worked on these shifts shall be paid at double time rate.

- 5.07** It is the intention of the Company to continue to blow a warning whistle five (5) minutes before the end of the shift to allow employees to wash up. Any abuse of this privilege by the employees shall be subject to immediate corrective action by the Company.

- 5.08 Hiring** Every employee upon hiring shall be guaranteed three (3) shifts unless discharged for just cause, provided that, in order to fulfill either of the above guarantees, the Company may change an employee's shift without the payment of overtime, providing the employee has at least eight (8) hours' notice between shifts.

- 5.09 (a)** Employees sent home on compensation are to be paid until the end of the shift.

(b) When an employee requires medical treatment for a compensable injury such employee shall be permitted access to such treatment.

ARTICLE VI - OVERTIME WORK AND CALL OUT TIME

- 6.01** It is understood by both parties that overtime work is not the desire of either party but is a condition peculiar to the ship repairing industry. The Unions agree to cooperate to provide adequate and competent help to carry out the work which is necessary to be done on overtime.

The Company agrees to co-operate by making every effort to eliminate excessive overtime when workers are idle. When overtime work is required, the Company will distribute overtime work in a fair manner bearing in mind the nature of the shipbuilding and repair business, operational requirements, employee skills and productivity.

Time refused will count as time worked for the purpose of establishing fair distribution.

- 6.02** All hours worked in excess of those stipulated in Article V of this Agreement shall be considered overtime and be paid at the overtime rate.
- 6.03** All overtime shall be paid for at the rate of double time including double time for work done on Saturday, Sunday and Statutory Holidays.
- 6.04** Double time shall be paid for all time worked prior to the regular shift starting time except as provided for in Article V, Section 5.02.
- 6.05** Employees who work continuous overtime after the completion of their Regular Shift are to have nine (9) hours free from work between the time they finish such overtime and the start of their next regular shift.
- 6.06** **Waiting Time For Prescheduled Overtime** It is understood that uncontrollable delays and/or cancellation may occur due to inclement weather, tides, customer requirements, etc.

In the event that workers are scheduled to report and the job is postponed, such workers shall be paid:

(a) one (1) hour straight time if postponement is greater than one (1) hour, but less than four (4) hours.

(b) one (1) hour of overtime if postponement is greater than four (4) hours.

AND/OR

In the event the job is cancelled, workers shall be paid one (1) hour straight time rate to compensate for their waiting time.

- 6.07** Every employee called into work after the end of a normal shift, on Saturdays, Sundays, or on Statutory Holidays shall be paid double time for the hours worked with a guarantee of four (4) hours work. This does not apply to pre-scheduled overtime.
- 6.08** Employees notified to report for work on a regular shift and do so shall receive a minimum of two (2) hours pay.
- 6.09** Except as provided for in Article VI, Section 6.11, employees who start work on a regular shift shall be guaranteed four (4) hours pay.
- 6.10** Except as provided for in Article VI, Section 6.11, employees who complete the first half of a regular shift and resume work in the second half of the shift shall

be paid not less than seven and three quarters (7 3/4) hours pay.

- 6.11** If for reasons beyond the control of the Company such as plant breakdown or inclement weather, it is necessary to close the yard or any part thereof, employees may be sent home and paid only for the time worked with a guarantee of two (2) hours pay provided that the employees have not been advised not to report for work by their Department Supervisors.
- 6.12** **Overtime Meals** In case of an employee required to work overtime immediately following their regular shift, for more than two (2) hours but not more than three and one-half (3 1/2) hours, the employee shall receive an extra thirty (30) minutes pay at the prevailing overtime rate in lieu of a meal break, and in place of a hot meal, a dollar amount equivalent to 70% of the Straight Time hourly journey person's rate, to a maximum of \$20.00, to compensate for the cost of the meal.

When an employee is required to work more than three and one-half (3 1/2) hours overtime immediately following the regular shift, the Company shall supply a hot meal and the employee will be given a thirty (30) minute meal break which will count as time worked and be paid the prevailing overtime rate. Thereafter the Company will supply a hot meal every four (4) hours and the employee shall be given a thirty (30) minute meal break which will count as time worked and be paid at the prevailing overtime rate.

All employees working overtime for less than two (2) hours following their regular shift, will receive a ten (10) minute coffee break at the conclusion of their regular shift. In the case where employees are pre-scheduled to work more than three and one-half (3 1/2) hours overtime past the end of their regular shift, such employees shall have their hot meal supplied immediately at the end of their shift. This meal break replaces the ten (10) minute coffee break.

- 6.13** Employees, other than launching, docking and undocking crews, called in four (4) hours or less before the start of their regular shift, will be paid overtime rates up to the start of their regular shift and straight time rates for the duration of their regular shift.

Employees called in more than four (4) hours prior to the start of their regular shift who have worked a long enough time so that there is less than eight (8) hours elapsed time between the time they finish work until the starting time of their regular shift, shall not be required to report for their regular shift until eight (8) hours from the time they finish work. In such cases, they will be paid for the portion of the eight (8) hours which they would have been working on their regular shift, at straight time rates.

If the elapsed eight (8) hour period results in only two (2) hours or less of their regular shift time available for work, they shall not be required to report for work on that shift, but shall be paid at straight time rates as though they had worked for the entire shift.

If, for emergency reasons, they are called in or continue to work without an eight (8) hour break, double time shall be paid for the hours worked including hours worked on their regular shift. Such call, for administrative purposes, must be authorized by the Shipyard Manager or delegate.

6.14 No employee shall be permitted to work more than sixteen (16) continuous hours, except in the case of emergency or critically scheduled projects. The Union to be informed of critically scheduled projects.

6.15 The parties agree to waive the contract conditions on "call out time" provisions of their respective Collective Agreement with respect to the docking crew under the following conditions.

When an employee is called in, after their regular shift, to dock or undock a vessel, they shall be paid as follows:

(a) If the docking or undocking of a vessel takes less than two (2) hours, the employee shall be paid two (2) hours at the overtime rate.

(b) If the docking or undocking of a vessel takes more than two (2) hours, the employee shall be paid for the time worked at the overtime rate.

6.16 There shall be no requirements to remain on the job doing other work, for the unexpended period of time under (a).

ARTICLE VII - STATUTORY HOLIDAYS

7.01 The following days are to be recognized as Statutory Holidays by the Company and any work performed on these days shall be paid at double time rates:

New Year's Day	Canada Day	Remembrance Day
Family Day	Good Friday	B.C. Day
Christmas Day	Easter Monday	Labour Day
Boxing Day	Victoria Day	Thanksgiving Day
One Floating Day (to be mutually agreed)		

and/or any other days that may be stated as a legal holiday by the Federal and/or Provincial Government.

Statutory Holidays falling on a Saturday or Sunday shall be observed on the Monday and/or Tuesday next following and if worked, to be paid at double time rates. The parties may, by unanimous consent of all the Unions, agree to observe any of the Holidays on an alternative day.

7.02 In either of the above cases, if a day or days other than Monday or Tuesday is officially declared as the Holiday by the Federal or Provincial Government, then that day or days will be the Holiday and not Monday or Tuesday as outlined above.

In all situations, the day upon which the Holiday is observed will be the Holiday for the purpose of this Agreement.

7.03 (a) Statutory Holiday pay will be calculated as five point four percent (5.4%) of gross earnings and shall be added to each employee's pay each pay period.

(b) As and when a fourteenth (14th) compulsory Statutory Holiday is declared by the Federal and/or Provincial Government and becomes effective, the five point four percent (5.4%) calculation of gross earnings shall be increased to five point eight percent (5.8%).

(c) On termination or lay off, employees shall receive the five point four percent (5.4%) or five point eight percent (5.8%) as the case may be, for those hours accrued since their previous pay and this amount will be paid on their final pay.

ARTICLE VIII - ANNUAL VACATIONS

8.01 The vacation year for the purpose of this Agreement will be from the first pay period in July to the last pay period in June.

- 8.02 Time off must be taken for vacation earned. The time at which the vacation is to be taken is to be arranged by mutual agreement between the parties.
- 8.03 Each June, all employees on the payroll will be given an option as to whether they wish to accumulate vacation pay during the year or to be paid vacation pay each pay day. New employees will be given this option upon hiring.
- 8.04 On any date, on which an employee qualified for an increased vacation entitlement, that employee will be entitled to the new vacation time off, with pay being earned at the new vacation rate. The earnings of such pay to be retroactive to the start of the current vacation year.
- 8.05 Employees with less than two (2) years of service with the Company, shall receive vacations in accordance with the Employment Standards Act of British Columbia.
- 8.06 Employees who have completed two (2) years of service with the Company, shall receive three (3) weeks vacation that year and subsequent years with vacation pay at the rate of six percent (6%) of gross earnings.
- 8.07 Employees who have completed eight (8) years of service with the Company, shall receive four (4) weeks vacation in that year and subsequent years with vacation pay at the rate of eight percent (8%) of gross earnings.
- 8.08 Employees who have completed fifteen (15) years of service with the Company shall receive five (5) weeks vacation in that year and subsequent years with vacation pay at the rate of ten percent (10%) of gross earnings.
- 8.09 Employees who have completed twenty (20) years of service with the Company shall receive six (6) weeks vacation in that year and subsequent years with vacation pay at the rate of twelve percent (12%) of gross earnings.
- 8.10 Employees who have completed twenty-five (25) years of service with the Company shall receive an additional point four percent (0.4%) of gross earnings for each year of service with the Company over twenty-five (25) years with a maximum entitlement of extra vacation of

five (5) days paid at the rate of fourteen percent (14%) of gross earnings.

- 8.11 For the purpose of establishing years of service with the Company, the following shall apply:

Years

Two (2)	52 pay periods at six percent (6%)
Eight (8)	204 pay periods at eight percent (8%)
Fifteen (15)	382 pay periods at ten percent (10%)
Twenty (20)	512 pay periods at twelve percent (12%)
Twenty-five (25)	636 pay periods at twelve percent (12%) plus

(Only pay periods in which the employee has worked at least five (5) days shall count.)

NOTE: Pay periods are of two (2) weeks duration.

- 8.12 Time off on Workers' Compensation or an Indemnity entitlement to count as time worked in calculating pay periods for vacation entitlement.

- 8.13 Service with the Company will be considered broken by:

- (a) Any employee who quits of their own accord.
- (b) An employee who is discharged for just cause and who is not reinstated by the Company under the process of the grievance procedure of this Agreement.
- (c) An employee who is out of the service of the Company for an unbroken period of two (2) years for any reason except for a temporary disability/sickness or injury (confirmed with medical documentation satisfactory to the Company) and as otherwise provided in this section.

ARTICLE IX – BANKED OVERTIME

- 9.01 Employees will have two (2) options per year, January 1st and July 1st, at which time they will declare one of the following three options:

- 1. Fifty percent (50%) cash and fifty percent (50%) time off (160 hours max.)
- 2. One hundred percent (100%) cash - no time off.
- 3. One hundred percent (100%) time off - no cash (160 hours max.)

- 9.02 New employees after hiring shall make their declaration on the first declaration date following. Employees on the seniority list, who miss the declaration date by

reason of lay off, compensation, vacation, or sickness, to make their declaration on the next declaration date.

- 9.03** Time off may be taken in multiples of full shifts only with the proper approval of the employee's Supervisor. Such approval will not be unreasonably withheld.

NOTE: A signed voucher by the Supervisor is required.

- 9.04** An employee may carry over eighty (80) hours of banked time. Unused bank time will be paid out annually.
- 9.05** Accumulated credits and money may be carried to the next year by mutual consent.
- 9.06** Banked overtime to be reported on pay stubs as hours accrued.

ARTICLE X - GRIEVANCE PROCEDURE

In the event of a dispute or grievance arising out of the interpretation, application or any alleged violation of the Agreement, the following procedure will be carried out:

- 10.01** The matter shall first be discussed between the employee or employees concerned with the Shop Steward in the Department and applicable Supervisor. If the grievance is not resolved within five (5) working days of the meeting the grievance shall be reduced to writing and filed with the Company. Any grievance or complaint not so filed shall be deemed to have been waived and shall not be entitled to consideration.
- 10.02** The grievance shall be discussed between a Union representative and the applicable Yard Supervisor. Failing settlement within seven (7) working days, the grievance shall be discussed by a Union Representative and Director, Employee Relations (or their designate). If the grievance is not resolved within seven (7) working days of the meeting it may be referred to arbitration.
- 10.03** The grievance shall be heard by a single arbitrator mutually agreed to by the Parties. If the Parties are unable to agree on an arbitrator, either party may request the Director of the Collective Agreement Arbitration Bureau to appoint an arbitrator. The fees and expenses of the arbitrator shall be equally shared by the Parties.

- 10.04** The decision of the Arbitrator shall be final and binding upon both Parties.

- 10.05** The time limits established in this Article may be altered by mutual agreement of the Parties.

ARTICLE XI - SENIORITY

- 11.01 (a)** When the Company increases or decreases the working force, and when in the opinion of the Company and the Union, the skill and ability of the employee concerned is equal, length of service with the Company, in their classification as defined in the following clauses shall be the determining factor in deciding the order of lay off or rehire as the case may be, however a senior Employee may volunteer, in writing, to be laid off prior to a junior Employee to allow a junior Employee to remain employed. In these cases it is the Employer's discretion whether such request will or will not be approved. Voluntary layoff will not affect the Employee's seniority recall rights but, upon taking a lay off out of seniority, the Employee may only return to work by way of a legitimate recall.

(b) In conjunction with the above the Company, when required, will make application to the Employment Insurance Workforce Reduction Program Due to Downsizing.

(c) When the Company increases the workforce and the current seniority list in the applicable classification is fully employed, the Company may on occasion name request qualified and suitable members from the Union for dispatch. The name request will be granted provided the request is in accordance with the current dispatch procedure of the applicable Union. Granting the request will not be unreasonably withheld.

- 11.02** In order to lay off or re-hire out of seniority, the difference in skill and ability required must be distinct or seniority will apply.
- 11.03 (a)** The Company agrees that the Shop Steward and the Union shall be advised of the order of lay off twenty-four (24) hours prior to said lay off, when possible under normal circumstances. The Union Office will be advised of anticipated lay offs as soon as the information becomes available.

(b) The Parties will appreciate the fact that the timing of hires and lay offs, particularly with respect to repair work, is extremely difficult. Operational requirements permitting, the Company will instruct all Superintendents and Foreman to schedule hires before Wednesday of each week. If exceptions to the above are necessary, the Union Office and/or the Shop Steward will be notified of the reason why.

11.04 In the application of this Section and all clauses thereto, where discretion prevails, said discretion shall not be used in an arbitrary nor discriminatory manner.

11.05 Probationary Period No employee shall attain seniority standing until having completed four hundred and eighty (480) hours worked within a six (6) month period of the date of hiring. When approved, the new employee's seniority date shall be their first hiring date added to the bottom of the seniority list. Employees who have not attained seniority, i.e., with less than four hundred and eighty (480) hours worked shall not be subject to the seniority provisions of this Agreement.

In the event two or more employees are hired on the same day and complete their probationary period at the same time, the Union will decide the tie-break and subsequent order of placement of the employees on the seniority list. Upon request, the Company will provide an accounting of hours worked by the employees.

11.06 The Company shall prepare seniority lists from their records and where a doubt exists regarding an employee's original hiring date or length of service or seniority, the parties will meet to resolve the issue. The Union has the right to grieve unresolved seniority list issues.

11.07 When employees are laid off, due to lack of work, seniority shall be maintained for a period of three (3) years providing work is not available.

Any employee, with seniority standing, when recalled for work shall have the right to compare the length of work involved with present employment to decide on a by pass. After by passing the work call once, the employee shall lose their seniority standing if they do not come in on the next call. The second notice to work, if used to terminate an employee's

seniority on lay-off, may not be given until 180 calendar days (6 months) has passed subsequent to the day in which the first notice was given and if and when re-hired, such worker shall be treated as a new employee. (Sickness confirmed by a doctor will not count as a bypass). By-passes will not be issued automatically by the Company without first consulting both the Union and the employee, provided contact is possible. If an employee is not called for a period of nine (9) months after taking a by-pass, the by-pass will be cancelled.

11.08 Seniority of employees shall be lost in the following circumstances and any employee who has thus lost seniority and who is subsequently re-hired shall be re-hired as a new employee and serve a new probationary period.

(a) Any employee who is discharged for cause and who is not re-instated under the grievance procedure.

(b) Any employee who quits of their own accord.

(c) Any employee who is out of the service of the Company, for any reason, for an unbroken period of three (3) years except for a temporary disability/sickness or injury (confirmed with medical documentation satisfactory to the Company) and as otherwise provided in this section. (See Letter of Understanding re: Recall)

Employees may be granted leave of absence without affecting their seniority. Such leave of absence must be granted in advance, in writing, by the Foreman and an approved copy kept on the employee's file in the Human Resources Department and a copy sent to the applicable Union.

Employees with ten (10) years service or more may, once every five (5) years apply for an unpaid Leave of Absence for an extended vacation.

11.09 The Company reserves the right to make all promotions to supervisory positions or other positions outside the bargaining unit. Employees who have been promoted to salaried positions and who are later demoted or returned to their former position, shall continue to accrue seniority for a period of six (6) months following their promotion. The Company shall remit the Employee's deductions for Health & Welfare,

pension and Union dues to the respective Union during the above mentioned six (6) month period.

- 11.10** Apprentices, upon successful completion of their apprenticeship, shall be given seniority in their trade equal to their apprenticeship training period with the Company as of date of hire.
- 11.11** When new techniques become available or special training is required in a Department, the opportunity to train in any such new techniques shall be extended on a seniority basis to the employees of the department concerned. Provided always the Company shall have the right to decide if the skills, qualifications and abilities of the employees in question are suitable for the training required. Should an employee fail to qualify in the new technique in the prescribed training period, and a worker lower in the seniority list does qualify, the Company shall have the right to retain the junior employee in work for which the new technique is required.
- 11.12** The Company shall have the right to temporarily retain a junior employee, including a Chargehand, out of seniority if, at the time of layoff, the employee junior to those being laid off is engaged in a specific short term job. If the specific short term job lasts longer than one (1) week the matter will be discussed between the Parties and, by mutual agreement which will not be unreasonably withheld, the junior employee may be retained to the end of the specific short term job. At the end of the short term job the junior employee will be laid off.
- 11.13** When a laid off seniority ranked employee misses a call to work due to a confirmed sickness or injury, such employee shall return to employment as soon as medically cleared (medical documentation required) to perform his/her normal duties on a full time basis with five (5) working days notice.

ARTICLE XII - GENERAL CONDITIONS

- 12.01 Travelling** Travelling time on any day shall be paid at straight time rates for the hours lost travelling to a maximum of seven and three quarter (7 3/4) hours in each calendar day subject to the specific provisions mentioned in this Article. There will be no travel on weekends or Statutory Holidays, if at all possible.

- 12.02** If employees detailed for work away from the yard are instructed to report at the Company's plant for materials or tools, travelling will then be done on Company time and expense.

12.03 (a) Employees required to work at outside points other than above, on ship repair or new unit ship construction work, shall be provided either economy class air transportation or ship or first class transportation and first class room and board while away and sleeper for travelling at night provided such services are available. Travelling shall be paid at the rate of one days pay for each day lost travelling and the yard scale of pay while actually on the job at the outside points. On other than ship repair or new unit ship construction, the above condition shall prevail and employees shall be paid at the prevailing field scale rate and conditions governing Statutory Holidays and Vacation Pay.

(b) Prior to employees commencing work at outside points where room and board provision apply, a pre-job conference will be held, with the Unions involved, to discuss the nature of the project, anticipated duration, hours of work, room and board arrangements, medical first aid arrangements, local transportation, etc.

(c) When employees are required to be absent from home on marine work and the room and board provisions apply, upon request, the employee will be entitled to return home after sixty (60) days worked. The employer will pay the normal cost of transportation and the employee's travel time.

- 12.04** When employees are required to be absent from home on marine work and the room and board provisions apply, the employee shall be paid for such work at the rate of sixteen percent (16%) above the basic yard rate.

It is mutually agreed and understood that all marine work performed within a 100-mile radius of Vancouver City Hall, where the room and board provisions apply, shall be paid at the rate of ten percent (10%) above the basic yard rate.

- 12.05** It shall not be a violation of this Agreement for an employee to refuse to use their personal automobile on Company business.

- 12.06** When an employee does agree to use their automobile, they will be paid a minimum of fifty cents (50¢) per kilometer for such use. Should the Company amend its corporate mileage policy, any changes would automatically apply.
- 12.07** Any employee suffering injury while on the job must, if possible, report immediately to the First Aid Attendant and also report to the First Aid Attendant when returning to work.
- 12.08** (a) The tools of an employee starting work shall be in good condition and shall be kept so on Company time.
(b) **Loss of Tools** The Company will replace employee's personal tools with tools of equal value in cases where it can be verified that the tools were lost, damaged or stolen other than by employee negligence during or in connection with the employee's employment duties. Each employee shall provide an inventory of their tools on a form supplied by the Company to be eligible for replacement. This list to be made up on Company time.
- 12.09** (a) Welders gloves shall be supplied at no cost to the employee when the welder is gouging. The Company agrees to maintain a reasonable supply of leathers in Stores for employees to draw on when air arc gouging.
(b) **Loss of Welders Gloves** Welders gloves will be replaced on acceptable verification of loss or when rendered useless for welding.
- 12.10** All employees will be given one (1) hour notice of lay-off in order to obtain clearance from the Yard. With respect to this one (1) hour clearance time, where twenty-five (25) or more employees are laid-off on the same shift, the Foreman will endeavor to release said employees in sufficient time to ensure the employees will clear the Yard not later than the end of the normal shift.
- 12.11** (a) Any employee whose employment is terminated, shall receive a payment advice within two (2) business days for all hours worked up to and including the hours worked on the day of termination.
(b) Any employee discharged for disobeying the Rules of the Company shall only be paid up to the time of discharge. The Company's Plant and Safety Rules will

be incorporated into booklet form and given to all employees or posted in a conspicuous place within the Shipyard. Such Rules will not be inconsistent with the Collective Agreement and any violation of same, will be subject to disciplinary actions.

- 12.12** Insofar as reasonably possible, all toilets and wash-rooms shall be kept in a clean and sanitary condition, properly heated and ventilated. Suitable quarters with heat shall be provided where employees may eat their lunch.
- 12.13** The Parties hereto agree to encourage and aid the promoting of Trade Schools with a view to improving the skill and knowledge of the craft.
- 12.14** Employees who are required to carry hand tools for the performance of their duties, may purchase them at cost from the Company. It is agreed that employees shall either pay cash at the time of purchase or authorize a deduction from their first pay to cover the purchase. The Company shall exercise control on the amount of such purchases made during each pay period.
- 12.15** **Dirty Money** A premium of twelve percent (12%) per hour shall be paid for all dirty work. The Management of the Company and the Shop Steward to decide on work to be so classified at the start of such work, where possible. Where the work of non-tradesman classifications is considered part of the normal duties of that classification, payment of this premium will not apply. It is understood that unique circumstances will be discussed by the parties prior to the commencement of the work.
- 12.16** **Restricted Space** Time and one quarter (1 1/4%) shall be paid when an employee is required to work continuously for one (1) hour or more or two (2) hours cumulatively, per shift in a restricted work space, the dimensions of which restrain the employee to working in a kneeling position or lower and preclude an employee from periodically standing. Other unique situations will be discussed between the Company and the Union Representatives and evaluated on their merits before the job starts.

The Parties will define and maintain a list of qualifying restricted spaces under this Clause in order to ensure consistent application of the Article.

- 12.17 Air Quality** Time and one quarter (1 1/4) shall be paid to employees while working in compartments full of gases and fumes where it is to provide sufficient ventilation to make air conditions come up to the standard set by the Workers Compensation Board. When the Company removes the hazard by providing proper ventilation and/or proper protective equipment, this premium will not be paid. Employees shall not be requested to work in such places until ventilation is provided.
- 12.18 Galvanized Work** Time and one quarter (1 1/4) will be allowed employees affected by the welding or burning of galvanized work where sufficient ventilation is not provided. The Superintendent, or Foreman, and Shop Steward shall decide if the work in question is to be so classified. When the Company removes the hazard by providing proper ventilation and/or proper protective equipment, this premium will not be paid. Employees shall not be requested to work in such places until ventilation is provided.
- 12.19 Coffee Break** Employees shall be permitted a coffee break in accordance with the schedule outlined in Article V. Time of the coffee break to be indicated by Yard whistle or by arrangements agreed upon by the Union and the Company. The break policy referred as the "5 and 10 and 5 and 30" policy which is intended to facilitate breaks set out in Article V of the collective agreement will be maintained.
- 12.20 Bereavement Pay** In the case of death in the family of an employee registered on the seniority list, or employed for a minimum of one full pay period of employment, leave of absence with pay shall be granted for a period of three (3) consecutive working days for the purpose of attending or arranging the funeral. When the employee is on authorized vacation leave and a death occurs in immediate family, the employee may substitute vacation leave with bereavement leave days subject to and in accordance with the terms of the Collective Agreement governing Bereavement Leave.

The Company may request bereavement verification from the employee. Immediate family shall mean none other than spouse, children, parents, stepfather, step-mother, sister, brother, mother-in-law, father-in-law, grandparents and grandchildren.

Additional leave of absence without pay may be granted where an employee is required to travel outside the country. Approval for such extended leave of absence will not be unreasonably withheld.

Employees must notify the Human Resources Department when such leave is requested or taken.

- 12.21 Jury Duty** All time lost by an employee due to necessary attendance on jury duty or on call for jury duty or when required to attend court by subpoena, as a crown witness, provided such court attendance is not occasioned by the employee's private affairs, shall be paid for at the difference between regular pay and the amount received for such jury duty, provided, however, that any such employee shall make themselves available for work before or after being required for such jury duty whenever practicable.
- 12.22 Moonlighting** The Company and the Union agree that the practice commonly known as "moonlighting" is wrong in principle. The term "moonlighting" for the purpose of this Agreement shall refer to a full time employee who, regularly, makes a practice of working for another employer for a substantial number of hours during the week.
- (a)** When this practice affects or conflicts with Company business, or the employees ability to perform their normal duties, it shall be cause for reprimand or dismissal.
- (b)** When this practice affects or conflicts with the Union Policy, the Company agrees to co-operate with the Union in reprimand or dismissal.
- 12.23** Employees shall only take orders from their respective Foreman or General Management. Employees, when not doing work covered by their own classification, shall do such work as instructed by Management.
- 12.24** A notice board shall be provided for the posting of all official notices with the Company and over the signature of the Business Representative of the Union.

- 12.25 Contracting Out** The Union agrees to work with the employees of and on materials supplied by outside contractors providing sub-contractors use only Union labour. Prior to contracting in or out, and providing one of the certified Unions in the yard covers the classification which is required in sub-contracting, the matter will be discussed with the appropriate Union or Unions involved. The Unions will keep the Company advised of any Unions it considers objectionable under this clause and the Company will consider same. (Note: See Letter of Understanding re. Contracting Out which is in effect for the duration of this collective agreement)
- 12.26 Enabling Clause** To enable the Company to attain more work in the field or in the yard, i.e., accommodating unique customer requirements. The Company and the Union's involved may determine on a job by job basis if special arrangements are required. The Parties, may, by mutual agreement in writing, amend the terms of the Collective Agreement for the length of that particular job.
- 12.27** Protective Equipment will be kept as a tool crib item and issued to spray painters and/or sandblasters when required.
- 12.28** No sandblasting or spray painting will be performed in areas where any other employees have to work in the immediate area of the sandblasting or spray painting. Any employee who becomes irritated from the dust or spray paint may leave that area with no disciplinary action provided they report immediately to their Foreman.
- 12.29** Any generally recognized working conditions within a Yard will not be lessened or cancelled because of the signing of this Agreement.
- 12.30 Sexual Harassment** The Union and the Employer recognize the right of the employee to work in an environment free from sexual harassment. The Union may initiate a grievance under this clause at any step in the grievance procedures. Grievance in this clause will be handled with all possible confidentiality and dispatch.
- 12.31** The Company agrees to consult with the Unions re: employee training requirements and programs.

ARTICLE XIII – TOOL AND CLOTHING ALLOWANCE

- 13.01** Apprentices, Journeypersons, and above, shall receive thirty five cents (\$0.35 cents) per hour for all hours worked to compensate them for tool and clothing allowance.
- 13.02** Where the Company supplies coveralls, the above referred to thirty five cents (\$0.35 cents) shall be reduced to twenty five cents (\$0.25 cents) per hour worked.
- 13.03** All employees receiving less than Journeyperson's rate shall receive eighteen cents (\$0.18 cents) per hour for all hours worked to compensate for clothing allowance.
- 13.04** Where the Company supplies coveralls the above referred to eighteen cents (\$0.18 cents) will not be applicable.

ARTICLE XIV - SEVERANCE PAY

- 14.01** All employees, forced to retire because of ill health, by reaching retirement age or qualifying for Union Pension on retirement, shall be entitled to severance pay as follows:
- less than 5 years service - 1 day per year
 - 5 years to 10 years service - 10 days
 - 10 years to 20 years service - 1 day/year (minimum 15 days)
 - greater than 20 years service - 1 day/year
 - greater than 20 years service and if age sixty (60) or more, entitled to one (1) day/year service for first twenty (20) years and two (2) day/year service for each year thereafter to a maximum of forty (40) days. Greater than forty (40) years service, entitled to one (1) day/year service with no maximum.
- 14.02** Employees terminated directly as a result of permanent full or permanent partial yard closure, would be entitled to receive severance pay calculated at one week per year of service, instead of at the above rate.
- 14.03** Any employee who has earned severance pay and dies before retirement, the severance pay will be paid to their designated beneficiary.

ARTICLE XV - TECHNOLOGICAL CHANGE

The Company may introduce technological change for the improvement and sustainability of its operations. The Company will consult with the Union when technological change may impact training or employment. To this end, a Committee will be established consisting of equal representatives by the Company and the Union. The Committees duties shall be to investigate and submit recommendations on training or retraining of affected employees or alternate employment opportunities within the Yard.

In addition, the Company will, if possible, inform the Unions involved six (6) months prior to the introduction of any new equipment which may impact training.

In addition, the Company will co-operate with the Unions and the Government in matters of training and re-training.

ARTICLE XVI - PRODUCTIVITY

16.01 The Company and the Union agree that it is the mutual desire of the parties to enhance productivity and efficiency by ensuring uninterrupted, efficient and safe completion of jobs, elimination of inefficient work practices and the fullest utilization of an employee's experience and skills to progress the work.

With respect to Local 506 classifications, the intention is for one (1) person to perform a one (1) person job and do what is necessary to advance his assigned task. For example, during the course of a shift and subject to an employee's demonstrated skill, Ship-fitters may be assigned tacking and burning duties. Welders may be assigned fitting duties and Sand-blasters and Labourers may be assigned duties in each other's areas, as long as the work can be done safely. The applicable shop steward will be kept informed of determination by the Company of newly established one (1) person jobs in advance and given the opportunity to voice any concerns.

16.02 The parties agree to promote efficient production and reduce waiting time in the yard. To this end, the normal practices is for tradesmen from different trades who are assigned to work together on a job, to assist one another. The parties agree to encourage the furtherance of this practice for the term of the agreement.

16.03 In order to facilitate 16.01 and 16.02 above, the Company and Union agree that Article 12.29 will be waived and that they jointly support the implementation of this clause on the shop floor by supervision on a day to day basis. It is further agreed that a review committee of Union and Management Representatives will meet bi-monthly (monthly - 1st year) to review the progress of implementation of this clause, including training, and any concerns related to same. Also, it is understood that the grievance procedure (Article X) remains applicable to this clause.

16.04 It is understood that some work/tasks can only be performed by employees who possess the required trades qualifications and government certifications to comply with regulatory requirements and codes.

16.05 The Company and Union to cooperate in developing a training/upgrading program that will enhance the existing skills of employees to facilitate the above as well as address apprenticeship development. To this end, any affected employees who wish additional training/upgrading, should advise his/her foreman so that the necessary arrangements will be made.

16.06 The Company agrees with the Union's concern that should it ever intend to invoke the skill and ability clause (Article 11.02) under this section, it will only apply to the individual's classification.

16.07 Any job requiring two (2) or more consecutive shifts to complete shall be done by the appropriate classification (this does not apply to one person performing a one person job) with present hiring and recall practices adhered to.

16.08 It is not the intention of this clause to favour one classification over another by limiting the work available to any classification of employees and the Company commits to implementing this clause in a fair manner on the basis discussed during negotiations.

ARTICLE XVII - SAFETY

17.01 The Company and the Union fully support the adoption and implementation of Safety Procedures and standards and agree to give full support to the promotion of safety consciousness and a personal sense of responsibility among the employees.

- 17.02 The Company agrees to supply respirators as required.
- 17.03 The Company agrees to reimburse seniority ranked employees for the purchase of one (1) set of custom fitted ear plugs.
- 17.04 The parties agree to set up a Safety Committee in accordance with Compensation Board Regulations.
- 17.05 The Company agrees to cover employees under the Marine Industry Employee Assistance Program.

17.06 Gas Tag Washer Violations

Adherence to the above safety policy (in the Company's Plant and Safety Rules Booklet) is a condition of employment.

Any violation will attract the following disciplinary penalties:

- First Offence - suspended for balance of shift
- Second Offence - five (5) days' suspension
- Third Offence - ten (10) days' suspension
- Fourth Offence - termination

Each full calendar year without a subsequent offence drops the disciplinary penalty for the next infraction back one level.

Article X will not be used to modify the above disciplinary action.

- 17.07 The Company's Plant and Safety Rules will be incorporated into booklet form and given to all employees or posted in a conspicuous place within the Yard. Such rules will not be inconsistent with the Collective Agreement and any violation of same will be subject to disciplinary action.

ARTICLE XVIII - WELFARE AND PENSION

- 18.01 Effective March 1, 2017 the Company will contribute \$7.20 per hour on all hours earned to the Union Welfare and Pension Plan. Increases will be in accordance with Article 19. The Union to advise the Company as to the allocation of this.
- 18.02 For employees who exercise the option to take their vacation pay each pay day, as per Article VIII, Section 8.03, the Company will remit one (1) hour Welfare contribution and one (1) hour Pension contribution for each vacation hour earned each month.

- 18.03 For employees who opt for cumulative vacation pay, the Company will remit one (1) hour Welfare contribution and one (1) hour Pension contribution when the employee receives vacation pay.
- 18.04 The Company will remit one (1) hour Welfare and one (1) hour Pension contribution for each Statutory Holiday hour earned when the employee receives Statutory Holiday Pay.
- 18.05 All Apprentices will receive Welfare and Pension contributions while attending Trade Schools.
- 18.06 Contribution remittances shall be made by the Company not later than the fifteenth (15th) day of the month following the month of required contributions.
- 18.07 The Company further agrees to submit a list of the employees for whom the contribution is made, together with the number of hours worked by each employee covered by the Company's remittance to the Union.

ARTICLE XIX - MONETARY PACKAGE

	Wages	HW&P
March 1/18	2.0%	\$0.15/hour
March 1/19	2.0%	\$0.15/hour
March 1/20	2.0%	\$0.15/hour
March 1/21	3.0%	\$0.15/hour
March 1/22	3.0%	\$0.15/hour

Wages may be allocated to benefits and/or pension (HW&P) or any other fund a Union may create, at the discretion of the appropriate Union with 30 days written notice prior to the contractual anniversary each year. The allocation must apply to all members of the Union requesting the allocation.

ARTICLE XX - DURATION OF AGREEMENT

20.01 This Agreement shall be in force and effect from March 1, 2018, to February 28, 2023, and shall continue in full force and effect from year to year thereafter subject to the right of either Party to this Collective Agreement, within four months immediately preceding the anniversary date in any year thereafter, by written notice to the other Party to require the other Party to commence

Collective Bargaining with a view to the conclusion of a renewal or revision of the Collective Agreement or a new Collective Agreement.

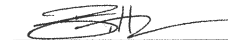
20.02 Should either Party give written notice to the other Party pursuant hereto, this Agreement shall thereafter continue in full force and effect until a strike or lockout actually commences or the Parties shall conclude a renewal or revision of the Collective Agreement or a new Collective Agreement.

20.03 During the life of this Agreement, or while negotiations for a further Agreement are in progress, there shall be no strikes or stoppages of work on the part of the members of the Unions nor any lockout on the part of the Company.

20.04 The operation of Section 50(2) and (3) of the BC Labour Code is hereby excluded from the operation of this Agreement.

IN WITNESS WHEREOF the Parties hereto cause their names to be subscribed and their seals affixed by their respective officers hereunto duly authorized.

Dated at North Vancouver, British Columbia, this 11th day of DECEMBER, 2019.



Brent Hale
Chief Administrative Officer
Seaspan ULC



Sylvie Normandeau
Vice President, Human Resources
Seaspan ULC



Darlene Richards
Director, Employee Relations & Wellness
Seaspan ULC



Brian Beasley
Steel Trades Manager
Vancouver Shipyards



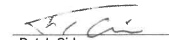
Luke Staff
Manager, Electrical Systems
Vancouver Shipyards



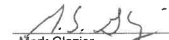
Jerry Dardengo
Manager, Employee Relations
Seaspan ULC



Walter Gerlach
International Association of Machinists and
Aerospace Workers, Lodge 692



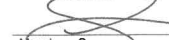
Butch Sidey
Marine & Shipbuilders, Local 506



Mark Glazier
United Association of Pipefitters, Local 170



Yvonne Garie
MoveUP (Canadian Office and
Professional Employees Union, Local 378)



Mandeep Saggu
International Brotherhood of Electrical
Workers, Local 213

APPENDIX "A"

LETTERS OF UNDERSTANDING APPLICABLE TO ALL SIGNATORY UNIONS

A. FEDERAL CONTRACTORS PROGRAM (EMPLOYMENT EQUITY)

In view of the new Federal legislation on the Federal Contractors Program and the requirement to confirm to the Employment Equity Policy, the Company and the Unions affirm their intent to further the aims of employment equity in the workplace. When real or artificial barriers to the advancement of said aims become apparent, the Parties will consult. If it is determined that the practices or conditions imposed through the Collective Agreement in fact produce an impediment, the Parties, on mutual agreement, will either set aside or amend the Agreement to correct the situation and ultimately reach compliance with all government guidelines and subsequent law in that respect.

B. RE: RECALL

Effective for the term of the Collective Agreement, when the Company increases the working force beyond the seniority listed employees set by the normal three (3) year limit:

1. The Union shall dispatch former employees in the order of their former seniority standing up to four (4) years.
2. Persons laid off due to lack of work for more than three (3) years but less than four (4) years will be dispatched as new employees, and will be required to serve a reduced probationary period of two hundred and forty (240) hours within a six (6) month period from the date of rehire.

C. SHIFT ASSIGNMENT

Further to Article 5.05... the Company and the Unions recognize the need to maintain a mix of both trade skills and yard experience on the afternoon and graveyard shifts.

However, once management is satisfied that there is a sufficient mix of skills and experience on the shift, it will assign suitable personnel who are junior in seniority when increasing the size of the shift.

The Company further understands that it will, on application, give careful and responsible consideration to requests from employees who have pressing personal reasons that would

justify their being exempt from the requirement to work on these later shifts.

D. WORKING ALONE

It is understood and agreed that the Safety Committee will discuss and make recommendations regarding employees "working alone".

The Parties will monitor the progress of the Safety Committee and discuss the recommendations in the event of a concern.

E. MEDICAL SUITABILITY/SEVERANCE PAY

Employees will be entitled to severance pay as per Article 14.01 in the event they are declared medically unsuitable to perform their normal duties by two (2) qualified physicians, one (1) of which will be appointed by the Company.

In the event of a diagnostic disagreement between the physicians, they will appoint a third physician to decide.

F. VACATION ADJUSTMENT

It is understood and agreed that the Company shall pay a vacation adjustment to employees who qualify at the end of the vacation year.

G. OTHER

1. Within two (2) business days of a layoff, the employer undertakes to provide a laid off employee with a payment advice for all hours earned up to and including the day of lay off.

Employees who are laid off at the end of an afternoon or graveyard shift or who have been working overtime on the day of lay off shall be able to obtain yard clearance (on return of Company supplied tools, clothing, equipment, etc.) from their shift supervisor.

2. Any existing wage premium to be continued to individuals receiving them.
3. Present practice in the Yard with respect to coveralls will continue.
4. It is agreed between the parties hereto that the floating Statutory Holiday will be celebrated on a mutually agreeable date during the Christmas period.
5. It is agreed that Premiums specified in Section 12.04 do not apply to work done by Vancouver Shipyards Co. Ltd. at Esquimalt Graving Dock.

6. Payroll statements shall show accumulated vacation pay periods.
7. The Parties agree to establish Joint Union/Management Committees to discuss outstanding issues.
8. The Parties agree to Interyard exchange of apprentices for training purposes.
9. The Parties agree that the apprentice ratio will be one (1) apprentice to four (4) journeypersons however this ratio may be amended in circumstances that include, if the work activity and trade requirements support it; or to accommodate specific training/working with a journey-person; or for apprentice retention. Any change will be by mutual agreement between the Company and the applicable Union and will not be unreasonably withheld. Apprentices will be reasonably supervised at all times.

An apprentice who is attending school will be eligible for the Service Canada Supplemental Unemployment program (SUB) that allows the employer to top-up the apprentice EI benefits to ninety-five percent (95%) of his/her normal weekly earnings.

Upon successful completion of school and return to the Shipyard the Apprentice will be reimbursed the remaining five percent (5%) in the form of a one (1) time payment.
10. The Parties agree to meet within sixty (60) days of ratification of the new collective agreement to determine conditions necessary for unsuccessful implementation of Trades Helper/Improver Training program.
11. **Letter of Understanding if applicable for Federal Government Contract Work**

In the event a Federal Government Ship Building/Repair contract requires a commitment for a no strike or no lock-out clause as part of the bid process (e.g. JSS), the Parties commit to negotiate a Letter of Understanding in good faith that will provide the necessary labour stability and be in force for the duration of the contract. (Re: Enabling Clause, Article 12.27).
12. **Letter of Understanding - Contracting Out**
 - (a) The Union agrees to work with the employees of and on materials supplied by outside contractors providing subcontractors use only bona fide union labour as recognized by the Poly Party Unions. Prior to contracting in or out and providing one of the certified Unions in the

Yard covers the classification (on a normal and regular basis), which is required in subcontracting the matter will be discussed with the appropriate Union or Unions involved.

Unless the subcontract is one that requires long term lead commitments (i.e. greater than 6 months) or where an established sub-contract practice exists, all seniority ranked employees in the affected classification(s) shall be employed/recalled prior to subcontracting except in the following circumstances:

- The affected Union Dispatch Hall cannot provide qualified and suitable employees for the required work; or
- There are supervisory/technical expertise requirements and/or specialized equipment, and/or procedures and/or training requirements (e.g. water blast); or
- If for reasons beyond the control of the Company (e.g. plant/equipment breakdown); or
- If there is a cancellation or change in the scope of work by a customer (the Company will make every effort to redeploy the affected classification).

APPENDIX "B"

MARINE & SHIPBUILDERS LOCAL 506

The following classifications are those for which this Union has jurisdiction and the rates listed shall be paid to employees in these classifications.

CHARGEHANDS Journeyperson's rate plus nine percent (9%) per hour. Where existing supervisory differentials are greater than shown here, they will continue to the individual receiving them.

LEADHANDS Journeyperson's rate plus two percent (2%) per hour. Same applies.

CLASSIFICATION	WAGE RATE				
	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
Journeyperson	42.96	43.82	44.70	46.04	47.42
Helper	39.66	40.45	41.26	42.50	43.77
Labourer (1 st - 6 months)	31.74	32.38	33.02	34.02	35.04
Labourer (thereafter)	39.00	39.78	40.58	41.80	43.05
Stager (1 st - 6 months)	40.20	41.00	41.82	43.08	44.37
*Stager (thereafter)	40.96	41.78	42.62	43.90	45.21
Storeperson (1 st - 6 months)	36.90	37.64	38.39	39.55	40.73
Storeperson (2 nd - 6 months)	39.06	39.84	40.63	41.85	43.11
Storeperson (thereafter)	40.25	41.05	41.88	43.13	44.43
Docking Crew	40.56	41.37	42.19	43.46	44.76
Sandblaster	41.41	42.24	43.09	44.38	45.71
Truck Driver (Pick-up)	39.07	39.85	40.64	41.86	43.12
**Crane Operator (with TQ ticket)	42.96	43.82	44.70	46.04	47.42
Crane Operator (without TQ)	40.20	41.00	41.82	43.08	44.37

*Stagers will receive journeyperson's rate if:

1. The employee possesses a related trades qualification and a minimum of 1850 hours (1 year) scaffolding/staging or;

2. 3700 hours (2 years) of scaffolding experience and completion of a recognized staging/scaffolding training course.

Current employees with the qualifications outlined in 1. or 2. above will receive the journeyperson's rate.

**Crane Operators on the seniority list as of March 1, 2003 are grandfathered at tradesperson rate.

SPMT Operators to be paid the Journeyperson rate after successfully passing a competency assessment.

APPRENTICES

1. When the Company requires apprentices, it agrees to advise the Union. When an apprentice is hired the Union will be notified.
2. The apprentice will serve a four (4) year apprenticeship and upon successful completion, shall be given seniority in their trade equal to their apprenticeship training with the Company.
3. The Company will make up any difference in remuneration between the government allowance and regular pay for any apprentice attending an approved apprenticeship course.
4. The Company shall recognize the standard apprentice/ journeyperson's rate as set out as follows:

Apprentices: (percentage)

	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
1 st 6 months - 55%	23.63	24.10	24.59	25.32	26.08
2 nd 6 months - 60%	25.78	26.29	26.82	27.62	28.45
3 rd 6 months - 65%	27.93	28.48	29.06	29.93	30.82
4 th 6 months - 70%	30.07	30.68	31.29	32.23	33.19
5 th 6 months - 75%	32.22	32.87	33.53	34.53	35.57
6 th 6 months - 80%	34.37	35.06	35.76	36.83	37.94
7 th 6 months - 85%	36.52	37.25	38.00	39.13	40.31
8 th 6 months - 90%	38.67	39.44	40.23	41.44	42.68

Any employees spray painting or sandblasting are to be paid a premium of twenty (20) cents per hour over their rate while so employed.

Combination Welder/Burner to receive ten (10) cents per hour above the classification rate while working away from the Yard.

Welder/Burner combination worker within the Yard to be clarified by discussion between the Unions and the Yard Manager.

The above schedules represent the negotiated common wage rates for each Local 506 classification. In order to secure adequate funding for the Health/Welfare and Pension Plans, the members of Local 506 have directed that the hourly wage rates for each classification will be reduced by, an amount specified by Local 506.

The employer undertakes that in all reporting to its Local 506 employees and to Revenue Canada, no payments to the Health/Welfare and Pension Plans will be included in, or reported as, employee wages, nor will they be included when determining CPP or EI contributions nor WCB benefits.

VANCOUVER SHIPYARDS CLASSIFICATION COVERED

The following shall be the new seniority lists for Local 506:

Welders and Burners (Flame Plane Operators)	Painters/Sandblasters Storespersons
Joiners, Shipfitters & Plane Formers	Docking Crew
Helpers	Insulation Workers
Labourers	
Crane Operators	
Riggers	
Stagers	

The Helpers seniority list will not expand and will be eliminated by attrition.

Flame Plane Operators will be given the opportunity to work in the Flame Plane Operator positions before Welders newly trained as Flame Plane Operators

Plate Formers will be given the opportunity to work in the Plate Former positions before Shipfitters newly trained as Plate Formers.

Employees on merged seniority lists will be offered training as per Article 11.11. Employees who are trained in a new trade and do not successfully pass the training will retain their previous trade.

UPGRADING Joint Committee to be established between the Company and the Union to evaluate the potential of in-yard employees for apprenticeships and upgrading.

LETTERS OF UNDERSTANDING

A. GRANDFATHERING

All Welders who have attained seniority and are employed as a journeyperson on or before November 8, 2018 shall maintain their journeyperson rate of pay, and be grandfathered.

All Welders who are grandfathered at the ratification of this agreement will have the opportunity to upgrade their current skills and qualifications on a voluntary basis, to meet the SMAW requirements listed in section B.2 below. Welders who decide not to take advantage of this upgrading or who make an attempt at upgrading and fail to qualify for the SMAW process will not be penalized by way of a rate reduction.

Should a welder lose their seniority after ratification, prior to being dispatched to the Company, they will be required to meet the requirements set out in section B.5 below.

B. WELDER TESTING, CERTIFICATION AND EMPLOYMENT REQUIREMENTS

1. This letter is to clarify employment requirements for Welders, employed, hired and rehired seniority members, members, and permits.
 - a) Vancouver Shipyards Co. Ltd., (the "Company" or "Shipyards") at a minimum, complies with the Canadian Welding Bureau requirements, as identified in W47.1 and W47.2, which includes the testing, certification and qualification of Welders in order for them to qualify for employment with the Shipyards.
 - b) Additional qualifications may be required by the Company based on the nature of the work being performed or expected to be performed. Examples include but are not limited to, PWP 7, PWP 10, GTAW, GMAW, etc. Additional qualifications will be identified when the Company calls the Union office requesting qualified and suitable worker(s).

All Welders, whether Journeyman, Improver, or Apprentice, are responsible for knowing their levels of qualification. Welders will not be assigned work outside the bounds of their qualifications. Welders will only perform work within the bounds of their qualification(s).

2. For Welders who are currently employed by the Company, the Company and Union agree to the following:
- a) Welders are required to **pass and continuously hold** a valid Canadian Welding Bureau (C.W.B.) shielded metal arc welding (S.M.A.W.) and flux core arc welding (F.C.A.W.) qualification.
 - b) All fees, approved by the Company, that are associated with testing and revalidating an employed Welder's required qualifications will be paid by the Company.
 - c) Testing and revalidation will be conducted onsite in accordance with C.W.B. requirements or, for certain testing, at another location approved by the Company. Welders who are tested on site or have to travel to another location for testing will receive appropriate wages and travel time, for a maximum of two (2) days.
 - d) Welders who fail to obtain revalidation of their C.W.B. S.M.A.W. and/or F.C.A.W. qualification(s) may be subject to layoff for failure to meet the minimum requirements of employment with the Company
 - e) Should the employee fail to recertify, all future costs associated with their recertification will be borne by the employee.
 - f) Welders are required to comply with customer requirements, Classification Society Standard testing and qualification requirements in order to be employed on certain, Company identified, projects.
 - i) Failure to qualify to those identified Standards will prevent a Welder from being eligible to perform any work on that identified project.
 - ii) If there is no other work in the Shipyard for which the Welder is certified and qualified to perform, the Welder will have the option to:
 - be reclassified as a Welder Improver and receive the Welder Improver rate of 85% of the Journey-person Welder rate while being trained and qualified, for a maximum of one week, to the Classification Society Standard for the project; or
 - be laid off for being underqualified for the work being performed by the Company.

- g) Failure of the Welder Improver to meet CWB and Classification Society Standards within five (5) working days will be subject to layoff for failure to meet the minimum requirements of employment by the Company.
3. For unemployed VSY Welders with seniority recall rights, the Company and the Union agree to the following:
- a) Welders with less than three (3) months remaining on any Company required certifications or qualifications will not be dispatched to work.
 - b) Prior to dispatch, the Union will provide the Company with all documentation showing the Welder's work history for the three (3) months prior to dispatch. Required documentation may include but not limited to the following:
 - i) Journeyperson Certification
 - ii) Current CWB Tickets for the FCAW and SMAW Processes
 - iii) Signed Log Book showing the Welder has worked at an accredited CWB company and using the processes required by the company for dispatch.
 - iv) Signed Log Book showing the Welder has worked at an accredited Classification Society Company (LR, DNV-GL) using the processes required by the Company for dispatch.

If Welders cannot provide such documentation, they will be instructed by the Union to revalidate all required tickets and provide the required documentation to the Company prior to dispatch.

- c) Welders unemployed with the Company for greater than three (3) months and who cannot provide proof of welder prolongation within the three (3) months prior to dispatch, must be scheduled for onsite testing prior to dispatch. These Welders will be tested to ensure they are able to perform the welding required by the Company and meet the Classification Society Standards set for the work the Welder will be performing.
 - i) Failure of a Welder to pass the skills assessment tests (i.e. prolongation test) and qualify or revalidate all qualifications will be deemed ineligible for dispatch until such time as the Welder has obtained

the required qualifications and certifications and passed the skills assessment test.

4. All fees associated with testing, qualification, and/or revalidation of unemployed Welders will be paid for by the Welder.
5. For unemployed Welders without seniority recall rights and Permit Welders, the Company and the Union agree to the following:
 - a) Welders with less than six (6) months remaining on any Company required certifications or qualifications will not be dispatched to work. All fees associated with testing, qualification, and/or revalidation of unemployed Welders will be paid for by the Welder.
 - b) Prior to dispatch, the Union will provide the Company with all documentation showing the Welder's work history for the three (3) months prior to dispatch. Required documentation may include but is not limited to the following:
 - i) Journeyman Certification
 - ii) Current CWB Tickets for the FCAW and SMAW Processes
 - iii) Signed Log Book showing the Welder has worked at an accredited CWB Company and using the processes required by the company for dispatch.
 - iv) Signed Log Book showing the Welder has worked at an accredited Classification Society Company (LR, DNV-GL) using the processes required by the Company for dispatch.

If Welders cannot provide such documentation, they will be instructed by the Union to revalidate all required qualifications and provide the required documentation to the Company prior to a pre-dispatch job test.

- c) Prior to dispatch, the Union will instruct the Welder to attend a pre-dispatch job test to determine the welder's ability to meet CWB, Classification Society, and customer requirements set for the work the Welder will be performing.
 - i) Failure of a Welder to pass the skills assessment tests will deem the Welder ineligible for dispatch until such time as the Welder can meet the required standards for the work being performed by the Company.

- ii) The requirements of the pre-dispatch job test(s) will be discussed between the Company and the Union and mutual agreement will not be unreasonably withheld.

C. WELDER PAY RATES

The following clarifies hourly rates of pay for Journeyman Welders and Welder Improvers.

1. Welders who are dispatched from the Union with an Inter-Provincial Trade Qualification or a Provincial Trade Qualification will be eligible to receive Journeyman Pay Rate so long as they continue to meet the requirements of Section B.2. above.
2. Welders who do not hold a valid BC Provincial Trade Qualification or Inter-Provincial Trade Qualification but meet the minimum requirements listed below will be paid an Improver Rate of 85% of the Journeyman rate:
 - A minimum of thirty (30) months verified welding experience, which time will include any documented training courses;
 - The Welder must have passed CWB and Classification Society Standard all position groove weld test to visual and x-ray inspection standards using the SMAW Process.
 - The Welder must have passed CWB and/or Classification Society Standard all position groove weld test to visual and x-ray inspection standards using the FCAW Process.
 - Demonstrated proficiency hand burning in all positions using oxy/fuel torches;
 - Demonstrated reasonable air-arc gouging proficiency in all positions; and
 - Any other standards the parties mutually agree to in the future.
3. A Welder, who is missing one of the required qualifications in Section C.2, may be dispatched at an 85% Improver Rate by mutual agreement between the Union and the Company and will have 480 hours to obtain the qualification or demonstrate proficiency in the task.
 - The underqualified Welder will have the opportunity to use VSY facilities to practice on their own time by

signing a waiver form and organizing the practice time with their Supervisor.

- An underqualified welder who does not obtain the qualification or demonstrate proficiency in all of the tasks prior to their probationary period ending will not be placed on the seniority list and may be subject to termination for lack of skill and ability.
4. Welders who do not meet the above qualifications and experience will not be eligible for dispatch, however may be eligible for an Apprenticeship if the Company has a need to onboard Apprentices.

D. Welder Training

The following clarifies VSY Welder Training Programs.

1. Welder Improver Program

- a) The Welder Improver Rate will not be considered a category or classification. It is a temporary training rate.
- b) Welders who are dispatched as Welder Improvers will be required to successfully challenge the Inter-Provincial Test for Trades Qualification within twenty four (24) months of the first dispatch.
- c) Welders who are dispatched as Welder Improvers will not obtain seniority until such time that they have successfully completed their Inter-Provincial Trades Qualification Test.
- d) Upon successful completion of the Inter-Provincial Trades Qualification Test, the Improver will be upgraded to the prevailing journey person rate and will gain seniority from the most recent date of dispatch from the Union.
- e) In the event of a reduction in the Journey person's classification, the Welder Improvers shall be laid off before Journey persons. On recall, the Welder Improver may be name called from the Union office.
- f) A Welder Improver cannot be started on the program while qualified Journey person Union Members are available for dispatch.
- g) The Welder Improver Training period shall be a maximum of twenty four (24) calendar months.
 - i) If the Welder Improver has not achieved the necessary standards within twenty four (24) calendar

months to qualify for Journey person's rate of pay or is beyond the twenty four (24) calendar months due to loss of time, their training period may be extended for the time lost at the discretion of the Company.

- ii) If the Welder Improver has not successfully achieved the Inter-Provincial Trade Qualification, the Welder Improver may be terminated at the discretion of the Company.
- h) Welder Improvers will be assessed at a minimum of every six (6) months for proficiency of skills required to achieve the Journey person status. For example Welder Improvers will be assessed on the following:
- Welder Improver shows progression in skills, abilities, and required techniques to meet Journey person status.
 - Welder Improver works to site specific safety standards.
 - Welder Improver maintains existing welding qualifications without a lapse or without quality issues.
 - Welder Improver demonstrates a good work ethic (i.e., good attendance, positive attitude, etc.)
 - Any other standards the parties mutually agree to in the future.
- i) The Welder to Improver ratio will not exceed 4 to 1.

E. WELDER UPGRADING

Welder upgrading is defined as training provided by the Company to teach a currently employed Journey person Welder, Welder Improver, or Apprentice a new welding skill, process, or technique.

Such training may include but is not limited to training required when the Company develops new welding procedures, purchases new welding equipment, constructs or repairs vessels to a new Classification Society Standard, or to meet requirements on a specific project.

Welder upgrading will be done on Company time. Additional training during off-hours on the Welder's own time is encouraged. All costs associated with upgrading such as on-site training, testing, consumables, administrative fees, etc. will be paid for by the Company.

Welders are eligible to participate in Welder upgrading based on the following:

1. By Seniority to welders who have previously held the applicable ticket and the ticket lapsed.
2. By Seniority for grouped tickets: for example, welders with a GTAW ticket for one base metal to qualify for GTAW ticket for another base metal.
3. Pursuant to article 11.11.

F. MANPOWER DISPATCH

PREAMBLE In order to satisfy an urgent or emergency short term customer requirement, the Company may request immediate manpower dispatch from the Union.

In the event such circumstance may arise, it is understood and agreed that:

1. Senior management will advise the Union of the circumstances requiring immediate dispatch.
2. The specific job/project will be identified with the anticipated duration, if known, indicated.
3. Immediate dispatch will take place. In order to fulfil this request, the Union may be required to vary from the Seniority list.
4. If the senior person is not dispatched, it will not count as a "By-Pass".
5. In the event the dispatch is not in accordance with the Seniority provisions of the Collective Agreement, the individual dispatched will be laid off when the job/project is completed after a minimum of two (2) working days or a maximum of three (3) working days.

It is not the intent of this Agreement to circumvent the Seniority provisions of the Collective Agreement, but to allow the Company to immediately respond to an urgent short term customer need.

G. It is agreed that Local 506 and the Company will continue to discuss and resolve the practise of transferring qualified and suitable workers from other VSY 506 classification lists when one classification list has been exhausted.

APPENDIX "C"

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS LODGE 692

WAGE RATES AND CLASSIFICATIONS

Section 1 The following classifications are those for which this Union is a Certified Bargaining Agent, and the rates listed shall be paid to workers employed in those classifications.

CLASSIFICATION	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
Engine Fitters	42.96	43.82	44.70	46.04	47.42
Mechanics	42.96	43.82	44.70	46.04	47.42
Machinists	42.96	43.82	44.70	46.04	47.42
Machinists Fitters	42.96	43.82	44.70	46.04	47.42

NOTE: Any existing wage premiums to be continued to individuals receiving them.

CHARGEHANDS Journeyperson's rate plus nine percent (9%) per hour.

Where existing supervisory differentials are greater than shown here, they will continue to the individual receiving them.

LEADHANDS Journeyperson's rate plus two percent (2%) per hour.

1. Where existing supervisory differentials are greater than above, they will continue to the individuals receiving them.
2. **Chargehand**
An employee who is assigned to instruct others in the performance of their work and who may be held responsible for the quantity and quality of work.
3. A "large machine" differential of ten cents (10c) per hour over tradesmen rate to be paid to machinists tradesmen while operating such large machines at VSY. Definition of what constitutes a large machine to be clarified with each individual yard involved.
4. Machinists to receive "dirty money" while working with fibreglass.
5. A premium of fifteen cents (15c) per hour to be paid to Machinists while operating the Large Lathe Washington, Niles Vertical Boring Mill, Niles Horizontal

Boring Mill, Tos Boring Mill and Skoda Lathe at Vancouver Drydock.

6. Due to the number of personal tools required by Lodge 692 members, an additional eleven cents (11¢) per hour will be provided to assist with the purchase of tools. Company to determine tool inventory list.

APPRENTICES

Section 1 When the Company requires apprentices, it agrees to advise the Union. When an apprentice is hired, the Union shall be advised. Apprentices, on completion of their probationary period of ninety (90) days, shall be part of the bargaining unit and shall be required to become and remain members of the Union while covered by this Agreement.

Section 2 The apprentices will serve a four (4) year term and upon successful completion, shall be given seniority in their trade equal to their apprenticeship training period with the Company as of the date of hire.

Section 3 The Company will make up the difference in remuneration between the Government allowance and their regular pay for any apprentice attending an approved apprenticeship course.

Section 4 The Company shall recognize the standard apprentice/journeyman ratio as established by the Union. One (1) apprentice to four (4) journeymen.

Section 5 Rates of pay for apprentices shall be a percentage of the journeyman's rate as set out below:

	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
1 st 6 months - 55%	23.63	24.10	24.59	25.32	26.08
2 nd 6 months - 60%	25.78	26.29	26.82	27.62	28.45
3 rd 6 months - 65%	27.93	28.48	29.06	29.93	30.82
4 th 6 months - 70%	30.07	30.68	31.29	32.23	33.19
5 th 6 months - 75%	32.22	32.87	33.53	34.53	35.57
6 th 6 months - 80%	34.37	35.06	35.76	36.83	37.94
7 th 6 months - 85%	36.52	37.25	38.00	39.13	40.31
8 th 6 months - 90%	38.67	39.44	40.23	41.44	42.68

APPENDIX "D"

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 170

Section 1 The following classifications are those for which this Union has jurisdiction. The rates as listed shall be paid to workers employed in those classifications.

CHARGEHANDS Nine percent (9%) per hour differential over Journeyman's rate.

LEADHANDS Journeyman's rate plus two percent (2%) per hour.

CLASSIFICATION:

	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
Pipefitters	\$42.96	\$43.82	\$44.70	\$46.04	\$47.42

Section 2 For the purpose of this Agreement, the various tradespersons comprising the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 170 are defined as follows:

- (a) All pipe installations, renewing, removing and repairing shall be classed as Pipefitting work, with the exception of the installation of sprinkler systems for fire protection.
- (b) All work on sprinkler systems for fire protection, the Company agrees to pay the same rate of wages, plus Health, Welfare and Pension benefits to pipefitters as paid for sprinkler work as per the CLRA Local 170 Agreement.
- (c) Tool and clothing allowance shall not be applicable when sprinkler rates apply.

Section 3 Apprentices

The terms of apprenticeship for the Plumbing, Steamfitting and Sprinklerfitting Trades will be four (4) years. This means that every indentured Apprentice, who has worked at the trade for four (4) years or more, and has completed five (5) years of day school Technical Training, including successfully passing the Interprovincial Examination, will be issued a Certificate of Apprenticeship by the Provincial Government.

Minimum Apprenticeship rates shall be as follows:

Percentage	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
1 st 6 months - 55%	23.63	24.10	24.59	25.32	26.08
2 nd 6 months - 60%	25.78	26.29	26.82	27.62	28.45
3 rd 6 months - 65%	27.93	28.48	29.06	29.93	30.82
4 th 6 months - 70%	30.07	30.68	31.29	32.23	33.19
5 th 6 months - 75%	32.22	32.87	33.53	34.53	35.57
6 th 6 months - 80%	34.37	35.06	35.76	36.83	37.94
7 th 6 months - 85%	36.52	37.25	38.00	39.13	40.31
8 th 6 months - 90%	38.67	39.44	40.23	41.44	42.68

PIPING INDUSTRY APPRENTICESHIP BOARD

The Company agrees to pay the Piping Industry Apprenticeship Board the sum of ten cents (10¢) per hour for each hour earned.

APPENDIX "E"

**INTERNATIONAL BROTHERHOOD OF
ELECTICAL WORKERS, LOCAL 213**

As per the collective agreement:

	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
The common journey person rate is:	\$42.96	\$43.82	\$44.70	\$46.04	\$47.42
The common Health/Welfare & Pension rate is:	\$7.35	\$7.50	\$7.65	\$7.80	\$7.95

The following classifications are those for which the Union has jurisdiction. The rates as listed below are the rates that shall be paid to workers employed in those classifications with the voluntary contribution to Health, Welfare & Pension deducted.

CHARGEHANDS Journey person's rate plus nine percent (9%) per hour. Where existing supervisory differentials are greater than shown here, they will continue to the individual receiving them.

LEADHANDS Journey person's rate plus two percent (2%) per hour.

Same applies.

Apprentices: (Percentages)	Mar 1/18	Mar 1/19	Mar 1/20	Mar 1/21	Mar 1/22
1 st 6 months - 55%	23.63	24.10	24.59	25.32	26.08
2 nd 6 months - 60%	25.78	26.29	26.82	27.62	28.45
3 rd 6 months - 65%	27.93	28.48	29.06	29.93	30.82
4 th 6 months - 70%	30.07	30.68	31.29	32.23	33.19
5 th 6 months - 75%	32.22	32.87	33.53	34.53	35.57
6 th 6 months - 80%	34.37	35.06	35.76	36.83	37.94
7 th 6 months - 85%	36.52	37.25	38.00	39.13	40.31
8 th 6 months - 90%	38.67	39.44	40.23	41.44	42.68

The Company shall recognize the standard apprentice/journey person ratio as established by the Union.

ELECTRICIANS:

Electricians, while spray cleaning electrical equipment, are to be paid twenty cents (20¢) per hour over the classification rate of pay while so employed.

TRAINING FUND:

The Company will remit ten cents (10¢) per hour for each hour earned to the Marine Industry Joint Electrical Training Plan.

APPENDIX "F"

**CANADIAN OFFICE & PROFESSIONAL
EMPLOYEES UNION LOCAL 15**

(Contained in separate document)