Memorandum of Understanding
Between
BC Ferries Services Inc. ("the Company")
And
BC Ferry & Marine Workers' Union ("the Union")

WHEREAS the Company and Union wish to confirm the Collective Agreement terms around casual scheduling and casual recall.

Casual Scheduling:

- The term block is understood to mean any number of days available for assignment to a particular casual.
- A casual is expected to be available for assignment per Art. 8.07 and will not suffer a loss of assignment opportunities when 8.07(c) applies, or on approved casual unavailability.

Casual Recall Process:

The casual recall process shall be utilised for both long-term planning and short-term scheduling desk recall opportunities:

1. A block of days available for assignment would be offered to the senior qualified casual.
2. The casual confirms the number of days they are available.
3. Any remaining days form the next set of days that would be offered to the next senior qualified casual.
4. The process repeats until all recall opportunities are assigned.

The example below provides an application of the process:

1. A block of 8 days is offered to the senior qualified casual.
2. The casual confirms they are available for the 6 of the 8 days. (Days 1-4, 7, 8). This casual is assigned the 6 days.
3. The remaining 2 days form part of the next block offered to the next senior qualified casual.
4. The process repeats until all recall opportunities are assigned.

Collective Agreement:

- Casual Recall: Article 8.08 (E) would be applied without change in application or interpretation; once shifts are confirmed, the Company does not realign schedules or move people around for substitution.
- With the exception of the provisions outlined above, all terms of the Collective Agreement will apply.

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

Union (BCFMWU) Eric McNeely — Date: MAY 2 5 2023

Company (BCF) — Date: MAY 31, 2023