

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

WHEREAS the Company and the Union ("the Parties") have discussed and recognized that the Company faces ongoing challenges in the recruitment and retention of employees in rural and remote communities.

WHEREAS the Parties agree to terms that provide an expansion of the Isolation Allowance as stipulated in Article 21.03

WHEREAS the Parties acknowledge the Company has a limited amount of housing available to provide, and not all employees may be eligible for this option.

Therefore, the default option will be Isolation Allowance.

1. Isolation Allowance

The Parties recognize the value of Isolation Allowance for those who work and live in remote areas. The Parties have agreed to increase and expand upon the current Isolation Allowance rates and locations, to address recruitment and retention issues in identified rural and remote communities.

1. The current Collective Agreement does not include Quadra Island, Texada Island, nor Thetis Island. However, the Parties have agreed to expand remote locations identified to include Quadra Island, Texada Island, Thetis Island, Bella Bella, Bella Coola.
2. The Parties have also agreed to change the Isolation Allowance amounts to \$24.00 per point per month.

Therefore, the Parties have agreed to the revised language under **Article 21.03 – Isolation Allowance:**

Current Language:

An isolation allowance of \$6.50 per point per month shall be paid to all employees whose points of assembly are Alert Bay, Alliford Bay, Bear Cove, Cortes Island, Hornby Island, Port Hardy, Port McNeill, Prince Rupert or Skidegate. This clause does not apply to employees assigned to live-aboard vessels who do not reside at that point of assembly.

Proposed New Language

Employees whose Points of Assembly are in the following Communities shall be paid \$24.00 per point per month. This clause does not apply to employees assigned to live-aboard vessels who do not reside at that point of assembly, or whom receive Company-provided Housing. If a point allotment is not allocated by the Provincial Isolated Location Rating the following points will be applied:

Alert Bay	Port McNeil
Alliford Bay	<i>*Quadra Island 11 ILR Points</i>
Bear Cove	<i>*Texada Island 12 ILR Points</i>
Cortes Island	<i>*Thetis Island 11 ILR Points</i>
Hornby Island	Prince Rupert
Port Hardy	Skidegate
<i>Bella Bella</i>	<i>Bella Coola</i>

2. Housing

The Parties agree that the Company will continue to provide Housing where required, as a taxable benefit, for a limited number of employees who work in these remote communities. Currently Housing is being provided in the following locations:

Alert Bay	Texada Island
Quadra Island	Thetis Island

Therefore, to avoid any disruption to employees or Operations, the Parties agree that the current occupants (as of January 1, 2024) will be given the choice **to stay in their current arranged housing or vacate and receive the isolation allowance**. Any available rooms following the departure of any current employee staying in existing Company Housing will be offered to employees, at the employer discretion.

Should the Company want to provide additional housing, it shall be by mutual consent of the parties.

Employees receiving housing are not entitled to also receive the isolation allowance.

3. Stipend

Identified employees **currently** receiving a stipend will be grandparented and continue to receive it.

All other employees employed at the identified POAs will receive isolation allowance.

Employees that receive the stipend are ineligible for the isolation allowance.

4. Disputes over Agreement:

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

5. Collective Agreement:

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

This agreement is made on a without prejudice and without precedent basis and is in effect from February 1, 2024 to October 31, 2025.

Agreed to on this day 12 of JAN, 2024



Dean Dobrinsky
Executive Director Labour
Relations, People & Safety



Eric McNeely
Provincial President, BCFMWU