

Memorandum of Agreement
Vancouver Terminal Elevators' Association

on behalf of

Viterra Inc. – Cascadia Terminal
Viterra Inc. – Pacific Terminal
Richardson International Limited
Cargill Limited
Alliance Grain Terminal Ltd.

to

GWU Local 333 ILWU

for the

Renewal of the Collective Agreement

Expiring

December 31, 2015

1. Grievance Procedure

- 1.1 The reference in Article 14.05(b) to "Terminal Manager/Production Manager" will be changed to "Department Manager or Managers".
- 1.2 The reference in Article 14.05(c) to "Terminal Manager/Production Manager" will be changed to "Department Manager or Managers".

2. Term

- 2.1 The new collective agreement will be for a term of three years, expiring December 31, 2018.

3. General Holidays

- 3.1 British Columbia Family Day will be added to the list of General Holidays in Article 7.01(a).

4. Wages, Pension and Benefits

- 4.1 Wages to be adjusted as follows:

Year 1 – 2.25% increase to wages

Year 2 – 2.25% increase to wages

Year 3 – 2.25% increase to wages

Wage increases will be calculated on each classification in each year. Increases to be retroactive to January 1, 2016.

- 4.2 Employer contributions to the pension plan to be increased by \$0.35 in years 1 and 2 of the Collective Agreement, and by \$0.30 in year 3 of the Collective Agreement.
- 4.3 Add female birth control and hormone replacement coverage to extended health care plan.
- 4.4 Amend Article 13.01(b) to provide for premium assistance for retirees up to \$2300 per year through the employee's 75th birth date year.
- 4.5 Company to be responsible for provision and cleaning of coveralls for all employees who require them for their duties/position.
- 4.6 Shift differential for afternoon shift to increase by \$0.25 year 1 of the Collective Agreement. Shift differential for graveyard shift to increase by \$0.25 in year 1 and year 3 of the Collective Agreement.

4.7 Company agrees to raise the Short Term Disability rates to \$650 per week.

5. Clean Up Language

5.1 The Parties to allow lawyers from Koskie Glavin Gordon and Harris & Company to identify and endeavour to clean up language of the Collective Agreement, including the elimination of redundant dual classifications, eliminating LOUs or integrating LOUs into the body of the Collective Agreement, and attempting to move towards clear language. The intent is the process will be completed within 12 months of ratification. If there is no agreement on a proposed change from either side, the language will remain as is and may be addressed in future bargaining.

6. Duty to Accommodate

6.1 The Parties agree to form a sub-committee of no more than four representatives for each side to discuss training/education for both management and bargaining unit employees surrounding the duty to accommodate. Each facility must be willing to send at least 3 bargaining unit employees and 3 management employees for the training/education recommended by the sub committee.

7. Contracting Out Committee


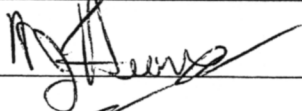


7.1 The Parties agree to establish a four person committee to review and possibly recommend better contracting out language to be proposed for the next round of bargaining.

8. Recall Rights



8.1 The Parties agree to amend Article 11.02(f) of the Collective Agreement to increase recall rights to 2 years for employees with less than 10 years service, and 4 years for employees with more than 10 years service.

Signed at Vancouver this 15th day of April, 2016.

For Grain Workers' Union, Local 333

For the Vancouver Terminal Elevators' Association



 David Keshner
