

COLLECTIVE AGREEMENT

BETWEEN:

The Canadian Merchant Service Guild
(hereinafter referred to as "The Guild")



AND:

WESTERN PACIFIC MARINE LTD.
(hereinafter referred to as the "Company")



October 1, 2023 – March 31, 2028

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COLLECTIVE AGREEMENT

BETWEEN: THE CANADIAN MERCHANT SERVICE GUILD

(hereinafter called the "Guild")

AND: WESTERN PACIFIC MARINE LIMITED

(hereinafter called the "Employer")

WHEREAS an Agreement has been reached between Western Pacific Marine Limited and the Canadian Merchant Service Guild on behalf of the Officers in the Company's service with reference to wages and working conditions of said Officers:

THEREFORE, this Agreement witnessed that the Parties hereto mutually covenant and agree to and with each other as follows:

PREAMBLE

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

It is also the intent of this Agreement to ensure to the utmost extent possible the safety and physical welfare of the Officers.

The Company strives to deliver the utmost in customer satisfaction through service. It is the responsibility of the Officers covered by this Collective Agreement to fulfill this objective.

It is recognized that the Company exercises rights and responsibilities as Management, which may be subject to the terms of this Collective Agreement. Management of the Company is vested solely in Management.

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

ARTICLE 1 Recognition

- 1.1** Company recognizes the Guild as the sole bargaining agent for all Officers employed on vessels owned and/or operated by the Company.
- 1.2** The Company will employ as Officers only Members of the Guild in good standing.
- 1.3** Membership in the Guild shall be a condition of employment.
- 1.4** The Company recognizes the Guild as a source of supply for all Officers covered by this Collective Agreement and may request same from the Office of the Guild.

- 1.5** Effective from the signing of this Agreement, the Company shall deduct from the last pay period in each month, from the wages due and payable to each Officer coming within the scope of this Agreement, an amount equal to the uniform monthly membership fees and assessments.
These deductions shall be forwarded to the Guild to the attention of the Secretary Treasurer, within thirty (30) days, together with a list in duplicate showing the month and names of the Officers to whom said deductions are to be credited.
- 1.6** The Company agrees that the only vessels covered by a Union Agreement which is recognized by the Canada Labour Code or the British Columbia Labour Code will be utilized to perform work. It is understood that exceptions may occur where such vessels are unavailable for, or unsuited to a specific job.
- 1.7** Where a vessel covered by this Agreement is sold to another Company or individual, satisfactory proof of such sale shall be provided to the Guild. For greater clarity, the Parties agree that vessels described above are listed in Appendix "B", and the Parties recognize that the list may be altered from time to time. Additions to the Company's fleet of existing vessels shall be covered by the Agreement.

ARTICLE 2 Hours of Work

- 2.1** Officers work a shift rotation of two (2) weeks on duty and one (1) week off duty. During the "Regular Schedule" (approximately September through June) they normally, at Senior Captain's discretion*, work two (2) rotations of five (5) days on duty and two (2) days off and then receive the following week off. During the "Summer Schedule" (approximately July and August) they normally, at Senior Captain's discretion*, work two (2) rotations of six (6) days on duty and one (1) day off and then receive the following week off.
** Changes to the above duty rotation may be made by the Senior Master in emergency situations only.*
- 2.2** The hours of work shall be designated so that Officers work up to eight (8) hours in a ten (10) hour period.
- 2.3** Officers working beyond eight (8) hours in a ten (10) hour period shall be paid overtime in accordance with the following:
a) Time and one-half (1½) for the first two (2) hours in any day and then all additional hours at double time (2x).
- 2.4** Overtime shall be calculated at a minimum of one (1) hour and in one-half (½) hour increments thereafter.
- 2.5** An Officer shall be allowed to apply for Leave of Absence without pay and such leave shall not be denied unreasonably.
- 2.6** *Intentionally Left Blank.*

2.7 Officers shall have the right to exchange shifts. Officers shall complete the "Exchange Shift Request" form provided by the Company and both Officers shall sign this form.

2.8 When someone is hired as a Mate, regardless of class, they may be required to work as a Deckhand if operationally required. However, they will retain their basic pay as Mate in such circumstances. If the Mate is qualified and cleared as a Captain, they will have the opportunity to substitute to the higher-level position.

ARTICLE 3 Rates of Pay

3.1 Rates of Pay for all bargaining unit positions shall be as contained in Appendix "A".

Wage rates will increase as follows:

October 1, 2023	Six point five percent (6.5%)*
April 1, 2024	Three percent (3%)
April 1, 2025	Three percent (3%)
April 1, 2026	Three percent (3%)
April 1, 2027	Three percent (3%)

*Retroactive from October 1, 2023

3.2 Salary shall be paid bi-weekly.

3.3 Should an SVMO be required, they will receive five percent (5%) in addition to regular rate of pay (See Article 18.01).

ARTICLE 4 Manning

4.1 The vessel shall carry at least one (1) person who has sufficient knowledge of the engine and mechanical equipment, to satisfy the Ministry of Transport requirements.

ARTICLE 5 Annual Vacation

5.1 An Officer shall receive fourteen (14) consecutive days annual vacation upon completion of one (1) year of service with the Company and for each succeeding year. They shall be paid for such vacation on the basis of four per cent (4%) of gross wages earned in each year.

5.2 An Officer shall receive twenty-one (21) consecutive days annual vacation upon completion of two (2) years of service with the Company. They shall be paid for such vacation on the basis of six per cent (6%) of gross wages earned during their second (2nd) and succeeding years of service.

5.3 An Officer shall receive twenty-eight (28) consecutive days annual vacation upon completion of seven (7) years of service with the Company. They shall be paid for such vacation on the basis of eight per cent (8%) of gross wages earned during their seventh (7th) and succeeding years of service.

- 5.4** An Officer shall receive thirty-five (35) consecutive days annual vacation upon completion of twelve (12) years of service with the Company. They shall be paid for such vacation on the basis of ten per cent (10%) of gross wages earned during their twelfth (12th) and succeeding years of service.
- 5.5** In all cases under Sections 5.1, 5.2, 5.3, and 5.4, above, if the Officer has worked less than a normal year and is not entitled to the full annual vacation days allowed, they shall be pro-rated in accordance with the vacation pay earned.
- 5.6** Vacation pay shall be accumulated throughout the year and shall be paid to the Officer on the payday prior to their vacation.
- 5.7** The Company shall provide vacation pay information, including amount, income tax deducted, period covered and gross earnings for the period, at the same time an Officer receives their vacation pay.
- 5.8** An Officer shall be entitled to select the periods desirable to them for their vacation periods on the basis of their seniority with the Company, and their vacation periods may, at their discretion, be combined with time off, subject to the Company having the right to approve the overall vacation schedule. The Officer's request will not be unreasonably denied.
- 5.9** For the purposes of this Article, the term "gross wages" shall include all monies credited including wages, overtime, excessive hours, and previous vacation pay.
- 5.10** An Officer terminating their employment shall be paid all vacation pay due to them up to the date of leaving, calculated in accordance with Sections 5.1, 5.2, 5.3, and 5.4.
- 5.11** When a statutory holiday occurs in a vacation period, the provisions of Article 6 shall apply.
- 5.12** An Officer who has been laid-off and is re-employed within twelve (12) months of the date of layoff shall be granted the same vacation entitlement as they possessed immediately prior to the layoff.
- 5.13** Where an Officer is scheduled or elects to retire within any given year, such an Officer shall be entitled to utilize all vacation allowances accrued during the year of retirement including the immediate preceding year should they so choose.

ARTICLE 6 Statutory Holidays

6.1 All Officers will be given thirteen (13) statutory holidays with pay, namely:

New Year's Day	BC Family Day
Good Friday	Easter Monday
Victoria Day	Canada Day
BC Day	Labour Day
National Day for Truth and Reconciliation	Thanksgiving Day
Remembrance Day	Christmas Day
Boxing Day	

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

6.2 Work on a statutory holiday will be paid at double time (2) the regular rate of pay plus one (1) day at the regular rate of pay.

6.3 When an Officer works on a statutory holiday, they shall be granted an alternate calendar day off.

6.4 For each statutory holiday not worked or for each alternate day off in place of a statutory holiday worked, an Employee shall be granted their regular pay for that day as if they worked.

6.5 Officers shall be paid for the statutory holiday if they work twenty-four (24) hours in the preceding pay period or work the day prior to and the day after the statutory holiday.

6.6 Work on a "Super-Stat" (Boxing Day and Easter Monday) will be paid at two and one-half times (2½) the regular rate of pay plus one (1) day at the regular rate of pay.

ARTICLE 7 Uniforms

7.1 If the Company requires an Officer to wear a cap, cap badges, crests, braids and buttons, the Company will loan such items to the Officer.

7.2 All reimbursed and loaned items shall remain Company property and are to be returned upon cessation of employment with the Company.

7.3 New Officers will be reimbursed for uniforms after completing thirty (30) days of work. A day is defined as one shift.

7.4 An Officer who requests in lieu anti-exposure coveralls, shall have the first one hundred fifty dollars (\$150.00) paid by the Company and shall reimburse the Company the difference. Where the Officer leaves the employ of the Company before acquiring six (6) months service, the cost of the floater coat or the monies advanced will be deducted from their final pay. New Officers are not covered on their first (1st) tour of duty.

ARTICLE 8 Seniority

- 8.1** Seniority list(s) of all Employees shall be drawn up indicating Company service:
Service Seniority: being length of service with the Company as an Officer.
Category Seniority: being the length of service with the Company in a specific category of Officer (i.e. Master, Mate, etc.)
- 8.2** There shall be two (2) categories of seniority, one being Regular Employees and the other being Relief Employees. A list including both types of seniority shall be supplied to the Guild and posted in the wheelhouse, by June 1st of each year or when changes occur.
- 8.3** A Regular Officer shall acquire seniority as of the date of their employment with the Company as an Officer upon completion of six (6) months of work in that category. A Relief Officer shall acquire seniority based on the number of days worked upon completion of thirty (30) days of work.
- 8.4** Officers shall have the right to be promoted on the basis of their seniority subject to qualifications, experience and ability being sufficient to do the job.
A Regular Employee may revert to a vacant relief position and they shall retain their original seniority date.
The Company recognizes time served in a position.
A newly certified and cleared Captain (who may have more service seniority working as a deckhand), doesn't get to bump a regular Captain (with less service seniority, but has been working longer in a category, i.e. Captain). The newly certified Captain would be able to bump a relief position.
- 8.5** Employees who are hired on a Relief basis shall be allocated work in a fair and impartial manner according to their seniority.
- 8.6** In cases of layoff or recall service seniority shall be the determining factor.
- 8.7** Re-alignment of positions due to layoff shall be in accordance with the sequence set out below subject to qualifications, experience and ability being sufficient to do the job.
- a) Number of Masters retained in accordance with the Master's seniority,
 - b) Displaced Masters are then transferred to the First Mates list in accordance with their service seniority and the number of Mates retained in accordance with their service seniority.
- 8.8** An Officer who has been laid-off will retain their seniority and the right to be recalled for a period up to twelve (12) months from the date of layoff. Laid-off Regular Officers will be recalled first. An Officer who is given reasonable notice and fails to report for work upon recall is subject to discharge from service. Reasonable notice shall be not less than twenty-one (21) days by Double Registered Mail.

- 8.9** An Officer shall lose all seniority when:
- a) They resign,
 - b) They are discharged from the Company for just cause, or
 - c) The Relief Officer is not available up to four (4) work assignments in a twelve (12) month period, except for illness or family emergency.
- 8.10** An Officer who takes other employment within the marine industry while on leave, shall be terminated by the Company as a result of their own actions.

ARTICLE 9 Leave of Absence

- 9.1** Any Officer desiring leave of absence for any reason other than those set out in Sections 9.3, 9.4, and 9.5 of this Article must obtain authorization in writing from the Company. The Company and the Guild must mutually agree in writing to the granting of such leave and it will not be unreasonably denied.
- 9.2** Where any Officer is granted leave of absence under this Article for a period of longer than thirty (30) calendar days, the Company agrees to notify the Guild as to the circumstances for granting of such period of leave.
- 9.3**
- a) The Company will grant leave of absence to Officers suffering injury or illness, when on Weekly Indemnity, LTD or WCB, subject to a medical certificate if required by the Employer.
 - b) Where an Officer on a Worker's Compensation Board claim is medically determined by the WCB to be unable to return to the employ of the Company and evaluation or re-training for alternate employment under the WCB Vocational Rehabilitation Phase has commenced, the employment relationship between the Officer and the Company is ended. The foregoing shall apply providing the medical determination is not in dispute and/or after fifty-two (52) weeks on claim.
- 9.4** An Officer shall be entitled to compassionate leave of up to three (3) days to attend urgent domestic affairs. Leave of more than three (3) days may be taken, subject to Company approval, if the circumstances warrant.
- 9.5** An Officer who is required to be available for Jury Duty, Coroner's Jury Duty, Coroner's Witness, or Crown Witness will be granted leave without pay. Where an Officer represents the Employer in a court action, they will be paid while on such duty. Such pay shall be offset where an Officer's pay is remunerated by a third party, e.g.: when acting as a witness. The pay will be such as to maintain the Officer's monthly basic rate. Leave banks will be frozen during this time.

- 9.6** Bereavement leave is provided in accordance with the provisions of the British Columbia Employment Standards Act, excepting that the entitlement shall be four (4) calendar days pay, and immediate family means, in respect of any Officer, the spouse, parents, children, sisters, brothers, father-in-law and mother-in-law of the Officer, and includes any relative permanently residing in the Officer's household or with whom the Officer resides.
- 9.7** Upon application from an Officer the Company, with the Guild's concurrence, may grant a leave of absence of up to two (2) years to an Officer who desires to work off shore with an Employer engaged in foreign shipping. Such an Officer's seniority shall remain dormant from the time the leave is granted and until the Officer returns to the employ of the Company.

ARTICLE 10 Pension Plan

- 10.1** The Employer will upon the employee's successful completion of a ninety (90) day probationary period contribute monthly to all Officer's and crew Self Directed Registered Retirement Savings Plan (SDRRSP) or Registered Pension Plan (RPP) a total of six per cent (6%) of each employee's gross monthly wages.
- 10.2** All contributions referred to under Section 10.1 above are exclusive of any contributions required for the Canada Pension Plan.
- 10.3** The Company will forward to the Financial Institution of the Officer's choice the monthly contribution showing all contributions made on behalf of the Officer on the payroll that month.
- 10.4** Where a Company is remiss in forwarding pension contributions it shall be responsible for its contributions and any lost interest for any period beyond thirty (30) days.
- 10.5** Registered Retirement Savings Plan or Registered Pension Plan contributions shall commence as of the first (1st) day of employment.
- 10.6** All Employees who are seventy-one (71) years of age or older will have pension contributions only until December 31st in the year they turn seventy-one (71). Effective January 1st of the year following the year an Employee turns seventy-one (71), in lieu of pension contributions (as per the percentage outline in Article 10.01), amounts will be paid as additional wages.

ARTICLE 11 Benefit Plan

- 11.1** The Company has the option of providing a medical plan that is equal to or exceeds the benefits of the GUILD plan in effect July 1, 2005, or the Company may participate in the Guild plan according to the following.
- 11.2** The Company shall pay to the Guild a monthly contribution for each eligible member in its employ who is eligible to participate in the Guild Benefit Plan the monthly premium cost of the group insurance determined by the Trustees of the Plan in lieu of providing a Health Benefit Plan including but not limited to Life Insurance, Accidental Death and Dismemberment, Weekly Indemnity, Extended Health Care, Long Term Disability and Dental Coverage.
- 11.3** The Guild shall provide a Health Benefit Plan for all eligible Employees utilizing all of the contributions received under Section 11.2 above.
- 11.4** An Employee must be actively at work in order to be eligible for contributions to be made on their behalf, except as provided otherwise in this Article.
- 11.5** Contributions will be prorated for those Employees who are eligible and who are employed for a part month.
- 11.6** All eligible Employees will have contributions made for them on completion of ninety (90) days continuous employment.
- 11.7** Employees absent due to disability, temporary layoff or leave of absence on the date they would normally become eligible shall be eligible for contributions from their date of return to active full-time employment.
- 11.8** Contributions will commence immediately for any eligible Employee who returns to active full-time employment within six (6) months of the date of leaving their employment. If an Employee does not return to active full-time employment within the six (6) month period, they will be considered a new Employee and will be subject to the completion of ninety (90) days continuous employment.
Where an Employee retains recall rights under Section 8.8, they shall not be subject to the waiting period on return to work.
- 11.9** When an Employee is on Weekly Indemnity or WCB benefits for up to fifty-two (52) weeks, the Employer will pay the full contribution under Section 11.2 above, and the BC Medical Plan Premium. An Employee who is put on layoff when on these benefits will continue to have these premiums paid by the Company.
- 11.10** Any rebate of EI premiums shall continue to be retained by the Employer to offset contributions.
- 11.11** Should BC Medical Services Premiums be reinstated; the Employer will pay one hundred per cent (100%) of the premium.

ARTICLE 12 Disputes and Appeals

- 12.1** All disputes and appeals arising out of this Agreement which cannot be settled directly between the Company and the Officers, or the Company and the Guild, within ten (10) days, shall be handled in accordance with the following procedure.
- 12.2** The Party desiring to arbitrate under this procedure shall notify the other Party in writing of the particulars of the matter in dispute.
- 12.3** The Party receiving such notice shall, within five (5) days thereafter, meet with the Party desiring to arbitrate and they shall agree upon a single Arbitrator who will decide the issue or issues in dispute.
- 12.4** Should the Parties fail to agree upon a single Arbitrator, they shall request the Labour Relations Board of British Columbia to appoint an Arbitrator.
- 12.5** The Arbitrator, being thus appointed, shall sit, hear the Parties, settle the terms of the question or questions to be arbitrated, and make their award within ten (10) days from the date of their appointment providing the time may be extended by mutual consent of the Parties. The Arbitrator shall deliver their award in writing to each Party concerned and the award shall be final and binding on both Parties, and they shall carry it out forthwith.
- 12.6** Any expense in connection with the appointment of the Arbitrator shall be equally divided between the Parties.
- 12.7** Each Party hereto shall respectively assume any expense in connection with the attendance of their Representative at the sitting of the Arbitrator.

ARTICLE 13 Strikes and Lockouts

- 13.1** There shall be no strikes, lockouts, tie-ups, slowdowns or stoppage of work for any cause whatsoever during the life of this Agreement. It is the intent of the Company and the Guild that all controversies, regardless of their nature, shall be settled amicably and harmoniously under the terms of this Agreement.
- 13.2** Refusal to pass through a picket line which has not been found to be illegal shall not be construed as a violation of this Agreement.
- 13.3** The Company agrees not to discriminate against any Member of the Guild for their activities on behalf of, or membership in, the Guild.

ARTICLE 14 Legal Defence Fund

- 14.1** The Company will pay to the Guild the sum of thirty two dollars (\$32.00) per Officer employed, per month, to cover the cost of Legal Defence Fund for the Officers.

ARTICLE 15 Medical Examinations

15.1 All licensed Officers shall undergo a Transport Canada Medical exam as required under the Canada Shipping Act regulations. The medical exam expense shall be reimbursed by the Company. The onus shall be on the Employee to ensure they are not in default of the same.

Should the Company require the Employee to undergo an additional medical, it shall be at the Company's expense, and at the Company's designated Doctor.

15.2 Where the Company refuses to employ an Officer, or discharges an Officer for medical reasons, the question of that Officer's fitness for full sea duties in the category in which they are to be employed may be referred to a competent medical authority acceptable to the Company, the Guild and the Officer concerned, for determination acceptable to the Company, the Guild and the Officer concerned.

ARTICLE 16 Hiring Hall Fee

16.1 The Company shall pay monthly to the Guild the agreed Hiring Hall Fee of one dollar (\$1.00) per Officer per day worked for each day the Officer is employed.

ARTICLE 17 Expenses – Officer's Certification

17.1 All expenses to maintain an Officer's certification shall be paid by the Company, excluding meals, travel and lodging.

ARTICLE 18 SVMO Duties

18.1 The parties recognize that the Company currently has an exemption in place with Transport Canada. Should that exemption be retracted, the Company will provide an additional five per cent (5%) to the base compensation for making their SVMO Certification available to the Company. This additional compensation would only apply if the exemption from Transport Canada is retracted. (Refer to SVMO rates on Wages tables – Appendix "A").

ARTICLE 19 Term of Agreement

19.1 This Agreement shall be for a term of four (4) years and six (6) months with an effective date of October 1, 2023, to March 31, 2028. Either Party may give notice after January 1, 2028, to enter into collective bargaining for a new Collective Agreement.

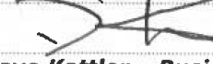
**EXECUTED on BEHALF of
WESTERN PACIFIC MARINE LTD.**


Odai Sirri – General Manager

**EXECUTED on BEHALF of the
CANADIAN MERCHANT SERVICE GUILD**


Capt. Randy Smigel – President


Zulema Carranza Sanabria – Secretary Treasurer


Dave Kattler – Business Agent

Dated at New Westminster, BC

this 13th day of

February, 2024

APPENDIX "A"
CMSG -and - Western Pacific Marine Ltd.
Wage Rates

New negotiated salary increase as follows:

Effective — October 1, 2023 — 6.5% Increase

POSITION	HOURLY	ONE-HALF (1/2) RATE	DOUBLE TIME (2x) RATE
Master	45.19	67.79	90.38
Mates	41.08	61.62	82.16
Deckhand	31.12	46.68	62.24
SVMO	32.68	49.01	65.35

Effective — April 1, 2024 — 3% Increase

POSITION	HOURLY	ONE-HALF (1/2) RATE	DOUBLE TIME (2x) RATE
Master	46.55	69.83	93.10
Mates	42.31	63.47	84.62
Deckhand	32.05	48.08	64.10
SVMO	33.65	50.48	67.31

Effective — April 1, 2025 — 3% Increase

POSITION	HOURLY	ONE-HALF (1/2) RATE	DOUBLE TIME (2x) RATE
Master	47.95	71.93	95.90
Mates	43.58	65.37	87.16
Deckhand	33.01	49.52	66.02
SVMO	34.66	52.00	69.32

Effective — April 1, 2026 — 3% Increase

POSITION	HOURLY	ONE-HALF (1/2) RATE	DOUBLE TIME (2x) RATE
Master	49.39	74.09	98.78
Mates	44.89	67.34	89.78
Deckhand	34.00	51.00	68.00
SVMO	35.70	53.55	71.40

Effective — April 1, 2027 — 3% Increase

POSITION	HOURLY	ONE-HALF (1/2) RATE	DOUBLE TIME (2x) RATE
Master	50.87	76.31	101.74
Mates	46.24	69.36	92.48
Deckhand	35.02	52.53	70.04
SVMO	36.77	55.16	73.54

- A1.1** Should an employee hold a higher-level ticket, that is utilized by the company, and where the employee makes the ticket available to the company and is clear to work in the higher-level position, they will receive a certificate allowance of thirty dollars (\$30.00) per month.

APPENDIX "B"
List of Vessels

"MV Centurion VII"

"MV Hollyburn" will be the relief vessel, or such as designated by the employer.

APPENDIX "C"
Senior Master



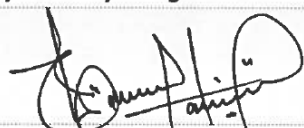

This letter will confirm the understanding reached between Western Pacific Marine Ltd. and the Canadian Merchant Service Guild with respect to the position of "Senior Master".

It is agreed the "Senior Master" shall receive an allowance of seven hundred and fifty dollars (\$750.00) month as compensation for those administrative duties required in this position.

The Parties agree this position is considered an essential service and further agree that this position is specifically excluded from the provisions of Article 8 of this Collective Agreement.

The Canadian Merchant Service Guild recognizes the unique responsibilities of the position of "Senior Master" and their responsibilities to the Company.

EXECUTED on BEHALF of
WESTERN PACIFIC MARINE LTD.

	
Odai Sirri – General Manager	Capt. Randy Smigel – President
	
	Zulema Carranza Sanabria – Secretary Treasurer
	
	Dave Kattler – Business Agent

Dated at New Westminster, BC

this 13th day of

February, 2024

APPENDIX "D"
MEMORANDUM of UNDERSTANDING
Holly Burn

If the vessel Holly Burn is required to relieve the Centurion 7 and is used, the Officers who are off work shall get the first right of refusal to work this vessel.

APPENDIX "E"
MEMORANDUM of UNDERSTANDING
Point of Assembly

For the duration of this Collective Agreement the point of assembly is False Bay.

APPENDIX "F"
MEMORANDUM of UNDERSTANDING
Deckhands — Assembly Point

The Deckhands will not be required to accompany the vessel to the point of assembly. Due to the requirements for a second man on the vessel, if the Mate does not sail, the Deckhand will be paid that additional amount.

COLLECTIVE AGREEMENT

WESTERN PACIFIC MARINE LTD.



The Canadian Merchant Service Guild

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