

July 5, 2019

**Memorandum of Settlement  
Contract Renewal  
Contract Ending December 31<sup>st</sup> 2018**

**Term**

- 1) The contract shall have a five (5) year term covering January 1<sup>st</sup>, 2019 to December 31<sup>st</sup>, 2023.

**Hours of work and overtime**

- 1) Change CBA to read that the lawyers involved in Grievance arbitration choose amongst themselves who the Arbitrator should be.

**Wages**

- 1) 2.25% increase in year 1 across the board (retroactive) 2.50% in year 2 across the board 2.50% in year 3 across the board, 2.50% in year 4 across the board, 2.75% in year 5 across the board.
- 2) From the date of ratification, increase the Employer contribution to the welfare fund for the benefit of employees of Prince Rupert Grain to \$5.00 per month per employee to be matched by a contribution of \$5.00 per month by each employee.

**Pension/RRSP**

- 1) Increase Employer contributions by twenty five cents (\$0.25) per hour from the date of ratification and twenty five cents (\$0.25) per hour starting January 1<sup>st</sup> in year 3 and January 1<sup>st</sup> in year 5.
- 2) Decrease employee contributions by twenty five cents (\$0.25) per hour from the date of ratification and twenty five cents (\$0.25) per hour starting January 1<sup>st</sup> in year 3 and January 1<sup>st</sup> in year 5.

### Benefits

- 1) From the date of ratification, all benefit premiums to be paid 95% by the Employer for all actives and early retirements to age 65.
- 2) Retiree benefit of \$2,300 to continue to the end of the year they turn 80.
- 3) Physio, Acupuncture, Massage, Chiropractor and Naturopath be \$1,500 combined starting year 2.

### Sick Benefits

- 1) Increase weekly indemnity to seven hundred dollars (\$700) per week in year 2.
- 2) Increase long term disability to three thousand (\$3,000) dollars per month in year 2.
- 3) The cost of all forms required to be filled out by a doctor, the employer shall cover the cost to obtain such information requested by the employer shall be paid by the employer.

### Vacations

- 1) Amend article 9.07 to remove last sentence.
- 2) All lump sum payments to be paid on the payday prior to the start of first vacation day.
- 3) All vacations to commence at the start of a work schedule block.

### Trades/Apprenticeships

- 1) 4 apprenticeships during the 5 year term of agreement.
- 2) Selection of apprentices shall be made from among those candidates with a Grade 12 standing or equivalent educational qualification that have successfully completed both an aptitude test that is, or is equivalent to, the Trades Entry Assessments currently set by BCIT and a fitness/functional-capacity test as mutually agreed. Each test will be administered/scored by a neutral third-party.

General

- 1) All contract language for continuous and non-continuous operations to be separated in the collective agreement. In the event of disagreement, either party can utilize the umpire provision for continuous operations to resolve the disagreement.
- 2) The Employer will implement shift rotations as follows by December 31<sup>st</sup>, 2019: shift one is day shift, shift two is afternoons and shift three is graveyards.

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PRINCE RUPERT GRAB

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