

August 30th, 2016

Settlement Proposal
GWU LOCAL 333 ILWU
Union Proposals
Collective Bargaining 2016
Prince Rupert Grain L.T.D.

TERM

- 1.1) The collective agreement will have a (3) Three year term covering from January 1st, 2016 to December 31st, 2018.

Wages

- 2.1) An increase of 2.15% in years 1, 2, 3 retroactive to January 1st, 2016
- 2.2) Increase shift differential in year two by \$0.25 for afternoons and graveyard

Benefits

- 3.1) Retiree Benefit to increase to \$2300 per year until the end of the year in which the retiree turns 75.
- 3.2) Raise Extended health Benefits to \$1,000.00 in year two for
- Chiropractor
 - Physio therapy
 - Massage Therapy
 - Naturopath
 - Podiatry
- 3.3) Raise short-term disability rate to \$650.00 per week in year two.
- 3.4) Add female Birth control and Hormone replacement coverage to extended health care plan
- 3.5) Company to pay for Hepatitis shots for any employee who wishes to obtain them

Pensions

- 4.1) Increase company contributions by \$0.85 year 1, \$0.35 in year 2, and \$0.30 in Year 3,

4.2) Increase Employee contributions by \$0.50 per hour (1st year)


General Issues

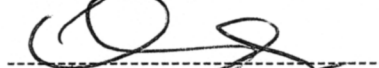
- 5.1) Add to definition of Immediate Family, use the language that exists as definition of family that is in the Vancouver Agreement.
- 5.2) Duty to accommodate committee to be established and trained (3 representatives from each side) in the most up to date procedures for accommodations

Contract Language

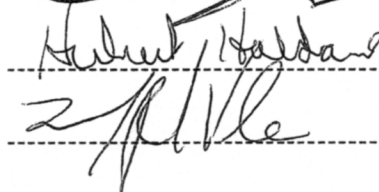
- 6.1) The parties to allow lawyers from Koskie, Glavin and Gordon and a law firm of your choice to identify and endeavor to clean up language of the collective agreement, including the elimination of redundant dual classifications, elimination lou's or integrating lou's into the body of the collective agreement, and attempting to move towards clearer language. For this the process will be completed within 12 month's 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.
- 6.2) -Add to Medical Coverage - In the event of the death of an employee, the employees spouse will be provided the Medical services plan, The Pacific Blue Cross extended health plan and Pacific Blue Cross Dental plan A,B and C Providing 100% coverage for plan A 80% coverage for plan B and 50% coverage for plan C for 4 months following the month in which he/she is deceased. Company to pay 100% premiums of the 4 month period.
- 6.3) Scheduling Committee - We will agree to the language that was proposed in new letter of understanding #6 on August 30th, 2016.

FOR
GWU LOC 333 ILWU

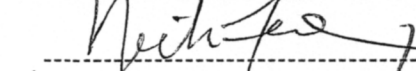


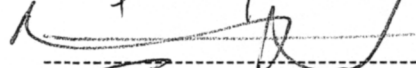



Robert Halldan

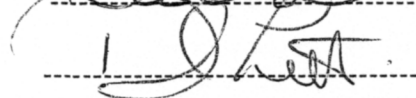


PRINCE RUPERT GRAIN LTD.









LETTER OF UNDERSTANDING #6
RE: Schedule Review Committee

The parties have agreed to establish a committee to review alternate work or shift schedules during the term of this agreement.

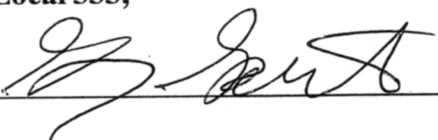
Specifically, the committee will review;


- The work and days-off schedule for each employee
- The application of vacations
- Posting process for vacant positions and vacation relief.
- Issues related administration of the specific schedule.
- Lifestyle issues.

The joint committee will have the following structure:

- Company – up to three representatives at each meeting from a list of 4 to be nominated by the company at the beginning of the process.
- Union – up to three representatives at each meeting from a list of 4 to be nominated by the union at the beginning of the process.
- It is understood that representatives will not be able to attend all meetings.
- Meetings shall be held quarterly on the second Tuesday of each quarter beginning with the first meeting on January 10, 2017.
- PRG will pay salaries of all PRG employees attending the meetings as per safety committee meeting procedures.
- Meeting will be no more than three hours in length.
- Minutes will be kept of all meetings and distributed to the committee.
- Meetings to be held at the PRG board room.

For GRAIN WORKERS' UNION
Local 333,









SIGNED on Aug 30 / 2016

For PRINCE RUPERT GRAIN LTD.

