



BC FERRY & MARINE WORKERS' UNION

Bulletin #5
January 19, 2017

Hours of Work Change for Routes 2/3/8

This document is intended to provide information about some of the practical differences between Article 16.01 and 16.06

Background

On December 22nd BCFS formally notified the Union of an intended change to the hours of work on routes 2/3/8. The driving factors for this change as described by the Company are the need for better on time performance and better customer experience ratings. To accomplish this, the Company has decided to change the hours of work on routes 2/3/8 to a 10 hour day covered under Article 16.06 of the Collective Agreement. This is the same hours of work system that is currently operated on Route 30. This intended change will affect all Catering and Deck Members on the aforementioned routes. All Engineering Members will remain under the hours of work system covered in article 16.01 because of the need for 24 hour coverage in Engineering.

Article 16.01

In article 16.01, members receive 127.5 hours of Paid Time Off [PTO] and have a base pay as laid out in Appendix C of the Collective Agreement. The standard yearly hours for members working under this system are 1827 hours and 243.6 days of work on a 2:1 rotation. Vacation entitlement is listed in Article 20 of the Collective Agreement. Accordingly, a member in the first and second year of employment would be entitled to 15 days of vacation at 7.5 hours or 112.5 hours of vacation. A member with 11 years of service would be entitled to 25 days of vacation at 7.5 hours or 187.5 hours. Members working in this system would be required to work 21 days if a Casual Employee, or working on their days of rest if a Regular Employee, before being able to access "Code 12" overtime.

Article 16.06

In article 16.06, members receive a 5% differential to their base pay, therefore their pay rate is listed in Appendix C plus a 5% increase. The standard yearly hours for members working under this system are 1825 hours and 182.5 days of work on a 1:1 rotation. Vacation entitlement is listed in Article 20 of the Collective Agreement, however, there is a proration calculation for moving to a 10 hour day. Members with one year of service seniority are entitled to 15 days of vacation or 150 hours (an additional 37.5 hours above 16.01 vacation entitlement). All additional days are calculated at 7.5 hours. Therefore a member with 11 years of service would be entitled to 22.5 days of vacation at 10 hours or 225 hours of vacation. Members working under this system must work 15 days if a Casual Employee, or working on their days of rest if a Regular Employee, before being able to access "Code 12" overtime.

Other Items

There are still some things that haven't been formally presented to the Union. Those include what the sailing schedule will look like and what the company plans to do with this year's vacation entitlement and schedules. The Union and Company are planning a series of meetings to discuss these matters and other matters of importance.

Information Sessions

Starting next week, the Company will be holding information sessions with our members in regard to intended changes to hours of work and sailing schedules on routes 2/3/8. We encourage all members to attend and participate in these meetings. These meetings are as follows:

- January 24, Departure Bay, **Newcastle room**, 1st session 1000-1200, 2nd session 1530 - 1730
- January 26th, Horseshoe Bay, **Holiday Inn, North Vancouver**, 1st session 1200-1400, 2nd session 1530 - 1730
- January 27th, Langdale, **Eric Cardinal Hall**, 1st session 1130 - 1330, 2nd Session, 1500 - 1700

The Union is looking to hold corresponding meetings in affected areas in February.

Quick Table for Reference

Collective Agreement	Current Hours of Work		Proposed Hours of Work	
	Article 16.01		Article 16.06	
Base Pay	See Appendix C		See Appendix C	
Pay rate	See Appendix C		See Appendix C + 5%	
Days of Work	243.6		182.5	
Hours of Work	1827		1825	
Shift Pattern	2 On 1 Off		1 On 1 Off	
Shift Pattern	4 am, 4 pm, 4 Off		5 am, 5 Off; 5 pm, 5 Off	
PTO Hours	127.5		0	
Vacation (15 Days)	112.5	15	150	15
Vacation (20 Days)	150	20	187.5	18.75
Vacation (25 Days)	187.5	25	225	22.5
Vacation (30 Days)	225	30	262.5	26.25
Vacation (35 Days)	262.5	35	300	30
Casual work days / month*	21		15	

*Maximum days worked in a month before a Casual Employee is on days of rest (able to access to Code 12 overtime)

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