

Appendix "A"

1.0 (A) Side Letters (Foremen Main Industry)

Existing Main Industry Letters will be renewed as written except as otherwise provided for below:

1. Vancouver Shipping Agencies Ltd. & Vancouver Wharves (name change and signatory change from BCR Marine and Vancouver Wharves to Kinder Morgan Canada Terminals, LP & re-date)
2. Empire Stevedoring (name change from WFEA to BCMEA & re-date)
3. Recognized Holidays - Definition in Payroll (change heading to read: Memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
4. Memo of Understanding: Training to reduce double/prolonged shifts (parties agreed to delete on November 28)
5. Westcan Terminals Re: Cowichan Bay Gear Locker Coverage (name change from Westcan Terminals Ltd. To Western Stevedoring Company Limited + change signatory from Westcan Terminals Ltd. to Western Stevedoring Company Limited and re-date).
6. Westcan Terminals Re: Dock Manning for Nanaimo Assembly Wharf and Duke Point (name change from Westcan Terminals Ltd. To Western Stevedoring Company Limited + change signatory from Westcan Terminals Ltd. to Western Stevedoring Company Limited & re-date).

7. Article 2E, Elevating Lead Hands (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
8. Paid tuition for Trades Foreman going to school to upgrade (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA and re-date)
9. Neptune doc. Re: Stores Supervision Guidelines (no change)
10. Westcan Terminals Re: Cruise Ships (see up-dated document for 2008 Cruise Season attached – (no change)
11. Approved leave (book-offs) (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
12. 16:30 Shift Special Rate of Pay (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
13. Late Orders Grain (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
14. Letter of Agreement Re: Gainshare (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA: change reference to W.F.E.A in first paragraph to BCMEA and re-date)
15. Forest Products Manning (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)

16. Article 24: Foreman travel time from Port Alberni to Prince Rupert (change heading to read: memorandum of Agreement between BCMEA and ILWU Local 514 + signatory change from WFEA to BCMEA & re-date)
17. Interchange of Pool Foremen Memo which includes Western Stevedoring and Associated Stevedoring (no change)
18. Collective Bargaining - Container Lashing Shift Advancement (signatory change and re-date letter)
19. Collective Bargaining - Article 12 (C140 and C141 Forms) (Add p727 forms and change two references to WFEA in first paragraph to BCMEA and change signatory & re-date)
20. Boot Allowance (change dates to 2008 & 2010 and change signatory from WFEA to BCMEA and re-date)
21. Member Company Despatched / Charging / Guarantee (change signatory from WFEA to BCMEA and re-date)
22. Letter on Article 18 / Lay Off and PCT Specific Letter

Delete letter dated November 19, 1999

Delete letter dated August 24, 2003

Amend un-dated letter entitled "RE:1999 Collective Bargaining / Union Demand Article 18 (lay-off) to reflect its application to Mr. _____ as Mr. _____ and Mr. _____ were no longer employees).

Keep letter dated January 24, 2000 on Article 18 (Lay-Off) – re-date and change signatory from WFEA to BCMEA)

23. Memo of Understanding Re: Grain Operations (change signatory from WFEA to BCMEA and re-date)
24. Collective Bargaining - Service Group Orientation Operations (change signatory from WFEA to BCMEA and re-date)
25. Collective Bargaining - Interpretation of "Lay Over" (change reference to "WFEA" in first paragraph and (change signatory from WFEA to BCMEA and re-date)
26. Promotion within the Industry change reference to WFEA in first line to BCMEA, delete the words "to work with the BCMEA" & change signatory).
27. Article 17 - Union Activity (up-date addresses to Frank Scigliano and (change signatory from WFEA to BCMEA and re-date)
28. Article 5 - Access to Personnel Files Activity (up-date addressee to Frank Scigliano and (change signatory from WFEA to BCMEA and re-date)
29. Article 23 - Fringe Benefits and Article 10 Pensions

Delete Memorandum of Agreement entitled Article 23 – fringe benefits and Article 10 Pensions dated Oct 29, 2003

Delete Memorandum of Agreement dated September 29, 2003 entitled fringe benefits and Article 10 Pensions (Schedule A)

Delete Memorandum of Agreement dated September 29, 2003 entitled fringe benefits and Article 10 Pensions (Schedule B)
30. Treatment of Excess Surplus Amounts in the WFWP and transfer to the WFPP) **Delete** Memorandum of Agreement Dated January 27,

2006 that executes the amended and restated Welfare Agreement of November 18, 2000)

Delete Memorandum of Agreement Dated January 27, 2006 entitled treatment of excess surplus amounts (excess balance) Dated October 29, 2003

31 WFPP Agreement RE: 9%

No change to October 27, 2006 letter from Frank Pasacreta to Frank Scigliano

No change to December 04, 2006 letter from Frank Scigliano to Frank Pasacreta

No change to December 04, 2006 Agreement letter entitled 2007 Waterfront Foreman's Pension Plan benefit increases

Delete second letter December 04, 2006 Agreement letter entitled 2006 Waterfront Foreman's Pension Plan benefit increases

Appendix “B”

2.0 Agreed Items

The following represents items that have been agreed to by the parties:

1. ARTICLE 19 (4) – SCHEDULING VACATIONS Main Industry Only

Parties agree that they will revert to the strict language in the collective agreement.

2. ARTICLE 20 – RECOGNIZED HOLIDAYS Main Industry Only

20 (A) Parties agree to change point # five which reads “Dominion Day” to “Canada Day”