

BCMEA Comprehensive Proposal Dated December 15, 2008

1.0 BCMEA Proposal on Monetary / Non Monetary Items

MAIN INDUSTRY

A. BCMEA Counter Proposals

1. **Appendix 1 & Memorandums of Agreement for Pacific Coast Terminals, Squamish Terminals and Kinder Morgan (formerly Vancouver Wharves):** Both the BCMEA and ILWU Local 514 withdraw all bargaining proposals off of the bargaining table; and

The BCMEA will add **Accidental Death and Dismemberment (AD&D)** as a new benefit under the terms of the existing Welfare Plan.

2. The BCMEA will agree to **split the Head foreman premium** out of the base wage rate calculation. Splitting the Head foreman premium out of the base wage calculation will provide an additional 15 cents over a three (3) year collective agreement (April 01, 2007 – March 31, 2010) for a total of \$0.65 which the parties agree will not go into wages. For its part, the Union agrees to drop its demand on demand on **Squamish Travel/Delta Port** into Article 24 of the Collective Agreement.
3. The BCMEA is prepared to increase the Pension Floor from **3 (three)** million to **3.2 (three point two)** million dollars.

B. Monetary: Main Industry

1. TERM OF COLLECTIVE AGREEMENT (DURATION) Main Industry From **April 01, 2007** to and including **March 31, 2010**.

2. **Wages:**

Straight time Base Rate in effect in last year of expired contract was \$ 41.28 (Jan 01, 2006)

4/3rds on Wages	Effective April 01, 2007	\$1.53	new straight time base rate = \$ 42.81
	Effective April 01, 2008	\$1.60	new straight time base rate = \$ 44.41

Effective April 01, 2009 \$1.60 new straight time base rate = \$ 46.01

Retroactive pay will be from April 01, 2007 to date of implementation of the new rates.

3 Modernization and Mechanization Payments

Increased M&M payments as follows:

Effective April 01, 2007 – from \$ ***58,750** to \$ **63,750 (increase of \$5000)**

Effective April 01, 2008 – from \$ ***63,750** to \$ **66,250 (increase of \$2500)**

Effective April 01, 2009 – from \$ ***66,250** to \$ **68,750 (increase of \$2500)**

***Note this total figure includes the + \$ 2750 (sub money allocation)**

The total package cost across a three year collective agreement (April 01, 2007-March 31,2010) will be no more than a total of 11.97% all in (wages, benefits, M&M (retiring allowance) payments.

APPENDIX 2 EMPLOYEES AT DPW WORLD AND TSI

C. Monetary: Appendix 2 Agreements for TSI and DPW World

1. TERM OF Appendix Agreements for TSI and DP World: From **April 01, 2007** to and including **March 31, 2010**.
2. WAGE RATES FOR TSI Dispatchers and DP World Inc. Dispatchers and Ship Planners.

TSI Dispatchers

Current **Dispatcher** annual base salary = **\$72, 900**

Effective April 01, 2008 **3.5%** to base salary for a new annual base salary of **\$75,451.50**

Effective April 01, 2009 **3.5%** to base salary for a new annual base salary of **\$78,092.30**

Retroactive pay will be from April 01, 2008 to date of implementation of the new rates (in accordance with Memorandum of Agreement entitled Dispatchers Regular Salary dated June 09, 2007).

Retroactive pay will be from April 01, 2008 to date of implementation of new rates.

DP World Inc. Ship Planners

Current **Ship Planner** annual base salary = **\$60,843.03**

Effective April 01, 2007 **3.5%** to base salary for a new annual base salary of **\$62,972.54**

Effective April 01, 2008 **3.5%** to base salary for a new annual base salary of **\$65,176.57**

Effective April 01, 2009 **3.5%** to base salary for a new annual base salary of **\$67,457.75**

Retroactive pay will be from April 01, 2007 to date of implementation of the new rates.

DP World Inc. Dispatchers

Current **Dispatcher** annual base salary = **\$74,304.22**

Effective April 01, 2007 **3.5%** to base salary for a new annual base salary of **\$76,904.87**

Effective April 01, 2008 **3.5%** to base salary for a new annual base salary of **\$79,596.54**

Effective April 01, 2009 **3.5%** to base salary for a new annual base salary of **\$82,382.42**

Retroactive pay will be from April 01, 2007 to date of implementation of the new rates

3. Union demand for Modernization Mechanization Payment (referred to by ILWU Local 514 as Retiring Allowance:

The BCMEA is not prepared to address the Union's demand on a Retiring Allowance (Modernization and Mechanization Payment for Appendix 2 Dispatchers and Ship Planners).

GENERAL MAIN INDUSTRY AND APPENDIX 2

This offer is in response to the remaining outstanding items between the Parties as identified by the Framework Items and understanding dated October 28, 2008. That Framework identified all outstanding issues between the parties. Consistent with that Framework and understanding all other ILWU 514 demands and BCMEA proposals are off of the bargaining table.

2.0 Agreed to Items

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

- **ARTICLE 19 (4) – SCHEDULING VACATIONS Main Industry Only**

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

- **ARTICLE 20 – RECOGNIZED HOLIDAYS Main Industry Only**

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

- **DP World Appendix 2 – Article 5** Change “his” to “their”