

COMPANY BEST AND FINAL OFFER OF SETTLEMENT (E&O Exel.)

(January 15, 2026-10:30 am)

For a Renewed Collective Agreement

Between

Victoria Shipyards Co. Ltd.

and

Boilermakers Local 191

The undersigned bargaining representatives acting on behalf of Victoria Shipyards Co. Ltd. (hereinafter call "the Company"),

AND

The undersigned bargaining representatives acting on behalf of the Boilermakers Local 191 (hereinafter call "the Union"),

All proposals not specifically addressed herein are deemed withdrawn by their respective Party.

The following items will form the Memorandum and be incorporated into Collective Agreement:

"Agreed to" Items signed by the Parties attached to this Memorandum of Agreement as Schedule "A".

Agreed to Items Signed by the Parties (Summary)

LOU# 18 - 2021 Ratification Bonus

- (removed)

LOU# 7-Confined Space-Sand Blasting and Spray Painting

- Changed to Restricted Spaces, opened to all trades

Article 4 (d) Union Security

- Amended to include new language for Union Rep or Shop Steward to provide up to twenty (20) minutes during a new hire orientation.

Article 4 (f) Union Security

- Amended to include new language for a designated Shop Steward to be last laid off (skill and ability permitting).

Article 5 - Hours of Work

- Amend (b) Afternoon Shift and (c) Graveyard Shift differentials.

Article 5- Hours of Work, (o) Banked Overtime

- Amended to change Banked Overtime hours max from 160 to 80
- Added ability to use Banked Overtime hours for Family Emergencies

Article 16 - Apprenticeship Wage Scale

- Added new 3-year scale and label current scale as 4-year scale.

LOU# 13- Mileage

- Amend language to reflect shortest drive distance for 35 km travel limit.

LOU# 12- Stabilization Fund

- Change to Training Fund and remove language regarding Stabilization Fund.

LOU # (x) - Chargehand Ratios

- Add new LOU regarding Chargehand Ratios

Article 11 - (o) Maternity and Parental Leave, (p) Critical Illness or Injury Leave, (q) Compassionate Care Leave, (r) Leave Respecting Domestic or Sexual Violence and (s) Gender Transition

- Remove individual items and combine all under Protected Leaves
- Language to reflect ESA (Employment Standards Act) Job Protected Leaves.

LOU# 6- MoveUP D. Union Representation

- Add new language Trainee Union Representatives
- Allows for agreed leave of absence for Union Representative training

LOU# 6- MoveUP K. Hiring/Promotion/Lay-Off

- Replace 'Temp Agency' with 'temporary agency'
- Add new wording for posting requirements

LOU# 20 - Safety Advisor Training and Pay

- Add new LOU identifying training and pay levels for Safety Advisors

LOU# 8-CWB Certification Process and Costs and# 14 Welders-C
Level/Foundations

- Combined into one LOU with amendments to language.

LOU# 17 - In-Company and Company- Sponsored Skills Development

- Amended to reflect changes from discussion on LOU #8 and LOU# 14 changes.

LOU # 19- Specialty Pay

- Add new LOU to implement Specialty Pay for categories defined in new language.

Article 13- Welfare & Pension

- Add Bill C-30 Pension selection

Article 15-Wage Rates, Welfare & Pension Contributions, Tool and Union Training Fund

- Add Labouring Chargehand language

All existing LOUs are deemed renewed "as-is", unless modified or removed, as above.

Items addressed by the Comprehensive Offer:

1) Article 5 (h) Coffee Breaks

Amend to read:

Coffee Breaks - There will be a ten (10) minute coffee break in the first half of the shift. In lieu of the ten (10) minute break in the second half of the shift, employees will leave 15 mins early from completion of their regularly scheduled shift, with pay. The employer will designate coffee break facilities near or on the job site.

2) Monetary Package (Articles 14 & 15)

3) Duration (Article 17)

4) LOU - Ratification Bonus (*provided ratification occurs on or before March 1, 2026*)

The Company will pay a ratification bonus to any employee active on the payroll at date of ratification who worked 160 straight time hours or more between January 1, 2025 and December 31, 2025 (both dates inclusive), based on the following:

- a. Employees who accumulated 1,200 or more earned hours* during the above noted period will receive a ratification bonus payment of \$2,000 less statutory deductions.

- b. Employees who accumulated less than 1,200 earned hours* during the above noted period will receive a ratification bonus payment of \$1,000 less statutory deductions.

It is understood that employees who worked less than 160 straight time hours between January 1, 2025 and December 31, 2025 will not receive a ratification bonus.

*Earned hours include straight time hours worked plus overtime hours worked.

Article 14

Effective Date	Wage Increase	HW&P
March 1, 2026	16.0%	\$0.60 per Hour
March 1, 2027	5.0%	\$0.50 per Hour
March 1, 2028	3.5%	\$0.30 per Hour
March 1, 2029	3.0% - Or COLA to max 5%	\$0.15 per Hour
March 1, 2030	3.0% - Or COLA to max 5%	\$0.15 per Hour

COLA Provisions: In 2029 and 2030, Employees will receive the greater of the stated wage increase or COLA to a maximum of 5.0%, based on Victoria CPI average for previous calendar year to Collective Agreement Anniversary Date (i.e.: January 1 - December 31 of previous Year).

Article 17 Duration

Term: Five (5) Years, Expiring February 28, 2031

LOU #19 – Specialty Pay

Specialty Pay

The Company deems the following positions will receive Specialty pay (above base classification rate) while performing the task:

\$2.00 above the base rate:

- Stores person designated as First Aid (Intermediate or Advanced)

\$3.00 above the base rate:

- CSA- CWB W178.2 Level 2 & 3 Welding Inspector
- Welder while conducting hot work on jobs which require pre-heating, on the vessel or in restricted spaces
 - (>50°C consistently)
- Welder while completing volumetrically tested welding in-situ (i.e. fabrication or weld joint cannot be manipulated into a different position)
- CNC programmer (and while checking program)

\$5.00 above the base rate:

- Lockout Coordinators

The Company deems the following position(s) will receive Specialty pay (above base classification rate) while qualified and able to perform the skill competently:

\$3.00 above the base rate (and will be kept out of seniority):

- Q1N submarine qualified welder
- CuNi qualified submarine welder and brazer
- (holding Company CuNi qualifications for both butts and fillet welding or \$1.50 for just butts or just fillet certification)

As determined by the Company, other positions/tasks may be added/removed, and rates may be adjusted to reflect industry requirements.

These rates are not additive to higher rates (except for the welder conducting preheated welding as described above).