

COMPONENT 20 -ENVIRONMENTAL, TECHNICAL & OPERATIONAL

Negotiations for the Environmental, Technical & Operational Component took place over two weeks in February. Your committee, under difficult circumstances, achieved some improvements to the Component 20 Agreement as identified below.

Of note:

We agreed:

- To recognize current practice in the Component Agreement at Clause 7.1(m), the entitlement of Mechanical Motor Vehicle Inspectors to more flexible schedules when on some temporary assignments.
- To the installation of lockers into the Conservation Officer building in Kamloops.
- To continue benefits for long term season auxiliaries in Protection and add same benefit for our Park Rangers and Avalanche Techs.
- Auxiliaries do not have to resign to relocate.
- To make a joint application to Revenue Canada for Early Retirement Pension for Conservation Officers.
- Lodging allowance increased to \$50/night for employees working in Ministry of Transportation & Infrastructure, Field Services Division who are on travel status and who stay in non-commercial lodging.
- Travel status for Field Service status employees when outside of their District/operational area overnight.
- Hours of Work have been a growing issue with the scheduling of flextime in Clause 7.1(o) requiring the approval of the *“Master Bargaining principals”*. The Component 20 Bargaining Committee wanted to bring this decision-making closer to the members and we proposed and got agreement that the *“ETO Component Executive”* will now replace the *“Master Bargaining principals”* in this article.
- Negotiations for seniority blocks and units continue and will be communicated when completed.

For a number of years we have had no members on *“mobility status”* as set out in Clause 13.4. We have agreement to delete that article and revise Clause 13.5 to continue the key provisions of both old articles. There is no longer any reference to *“mobility status”* in the Component Agreement. There is no change to the ongoing reference to a *“mobile”* classification in Clause 13.1, which never had anything to do with *“mobility status”*.

Your Committee believes that the revisions set out below will provide for workable and fair conditions in the relatively short term of this agreement. We unanimously recommend ratification of this tentative Component Agreement.

ARTICLE 7 – HOURS OF WORK

THE PROVISIONS OF CLAUSES 7.1 THROUGH ~~7.7~~**7.6** INCLUSIVE AND TABLE A APPLY TO EMPLOYEES IN CLASSIFICATIONS LISTED IN APPENDIX 3, **APPENDIX 4** OR **APPENDIX 5**.

THE PROVISIONS OF CLAUSES ~~7.8~~**7.7** THROUGH 7.18 INCLUSIVE APPLY TO EMPLOYEES IN CLASSIFICATIONS LISTED IN APPENDIX 2, EXCEPT AS OTHERWISE NOTED.

7.1(l) Hours of work for ~~Forest Protection Branch~~**Wildfire Management** employees shall be governed by (f) above. Where employees of the Ministry of Forests and Range are involved in forest fire suppression duties, the following shall apply:

Remainder of 7.1(l) maintain current language

7.1(m) Flexible Work Schedules (Commercial Transport Inspectors "Portable" and Mechanical Motor Vehicle Inspectors)

Employees with established schedules may from time to time have temporary assignments where a flexible schedule is more appropriate for both parties. Recognizing this, departures from established schedules shall be in accordance with the following provisions:

(m)(1) through (m)(6) maintain current language

7.1(o) Flextime

(1) The foregoing does not preclude the introduction of flextime as defined in Clause 14.8 of the Master Agreement, providing such scheduling is by mutual agreement at the local level. Such flextime shall only be implemented when submitted to and approved by the ~~Master Bargaining Principals~~**Environmental, Technical & Operational Component Executive or their designates**.

THE PROVISIONS OF ~~ARTICLES~~**CLAUSES 7.7** THROUGH 7.18 INCLUSIVE APPLY TO EMPLOYEES IN CLASSIFICATIONS LISTED IN APPENDIX 2, EXCEPT AS OTHERWISE NOTED.

10.1 Vacation Period

(a) (1) The employee in classifications listed in Appendix 2, **Appendix 3** or **Appendix 4**, shall be permitted to take their vacation entitlement at any time during the year if the vacation schedule permits. All employees in classifications listed in Appendix 3 or **Appendix 4** shall be allowed to take their complete vacation entitlement during the period from May 1 to September 30 if the vacation schedule permits.

(2) All employees in classifications listed in Appendix 5 except those mentioned in 10.1(b), shall be permitted to take their vacation entitlement at any time during the year if the vacation schedule permits. All employees except those mentioned in 10.1(b) shall be entitled to take their complete vacation entitlement during the period from May 1 to September 30, inclusive. This period shall be defined as "prime time".

(b) Those employees in classifications listed in Appendix 5 designated as "mobile", **and** "seasonal field", ~~and "air crews" (as referred to in Addendum 1)~~ may be permitted to take their full vacation entitlement at any time during the year if the vacation schedule permits. However, they shall be entitled to take two weeks in an unbroken period during "prime time".

An employee shall be entitled to take their remaining entitlement in a further unbroken period. An employee shall be entitled to take their full vacation entitlement in an unbroken period not less than once every three years during "*prime time*".

11.2 Diving Premium Pay - Deleted

Subsequent clauses are renumbered.

11.11 Welding and Cutting Galvanized - Deleted

Subsequent clauses are renumbered.

13.1 Headquarters and Employee Designations

(b) For the purposes of this Agreement, each employee in classifications listed in Appendix 5 shall be designated as "stationary", "*mobile*", or "seasonal field" as defined in Memorandum of Understanding #23 of the Master Agreement.

13.4 Mobility - Deleted

13.413.5 ~~Return to Headquarters (Mobility Class Employees - Appendix 2 Employees and Divisional Field Crews)~~

(a) Both parties recognize the desirability of ~~Mobility Class~~ employees returning from field locations to their headquarters as the case may be for days of rest whenever possible. To this end the Employer shall make every reasonable effort to make transportation available for return to headquarters for rest days.

(b) For ~~Mobility Class 1~~ **Appendix 2** employees the Employer shall provide either a vehicle or other form of transportation as required in (a) above. The employees shall be compensated for travel time and approved meal costs while travelling.

~~(c) For Mobility Class 2 employees and Mobility Class 3 employees (when with Mobility Class 2 crews):~~

~~(1) Where it is mutually agreed that it is practical for employees to return to headquarters for days of rest, the Employer shall provide a vehicle for such travel and travel shall be on the employee's time. Individual employees not choosing to take advantage of this travel arrangement shall not accumulate credit towards the benefit in 13.5(d) below.~~

~~(2) Where the Employer requires employees to return to headquarters for days of rest, transportation shall be supplied by the Employer and travel time shall either be included in the scheduled workday or shall be compensated at overtime rates.~~

~~(d) (1) For Mobility Class 2 employees and Mobility Class 3 employees (when with Mobility Class 2 crews), where return to headquarters for days of rest has not been provided under 13.5(c), then employees will be scheduled to return to headquarters for four consecutive days (including two regular days of rest and two scheduled workdays) for every 25 scheduled working days at no loss of regular pay to the employees. Employees will be compensated for travel time up to one scheduled workday for each direction of travel and approved meal costs while travelling, will be paid. Approved reasonable transportation will be provided by the Employer.~~

~~(2) Scheduled return trips to headquarters may be altered on five calendar days notice to accommodate operational requirements and conditions providing the entitlement is averaged over a period not exceeding 45 calendar days.~~

~~(3) By mutual agreement, days off may be banked and averaging out applied.~~

~~(e) Mobility Class 2 employees who are required to work away from their headquarters during the "off" season shall be entitled to the benefits described under 13.5(c)(1) if a vehicle is available but shall not be entitled to the benefits under 13.5(d) for this "off" season period.~~

~~(f)(c) When Mobility Class employees on accommodation, board and lodging allowances are required to check out of their place of accommodation or lodging, the Employer shall ensure that a suitable clean and safe place is provided for the storage of employee's luggage.~~

~~(g)(d) During each field season of up to six months, there shall be a mid-season or project break for divisional field crews, providing that the employees concerned have earned such days pursuant to (i) below and/or Clause 7.1(g)(2). Such breaks shall last not less than six clear days. Any days off which are used in such breaks shall be debited against the employee's banked time in accordance with Clause 7.1(g)(2).~~

~~(h)(e) When a mid-season or project break occurs, a member of a divisional field crew shall be transported at the Employer's expense to and from their divisional headquarters, or if at no extra cost to the Employer, to and from the destination of their choice within the Province of British Columbia at the commencement and termination of the mid-season or project break. The Employer shall have the right to determine the mode of travelling, and the employee shall be allowed reasonable travelling time to reach their destination. It is understood that such travel time shall not entail the accumulation of surplus time referred to in Clause 7.1(h)(2), and that neither such travel time nor the days involved in the mid-season or project break shall count towards the 2-week period for employees in classifications listed in Appendix 3 or 4 or the 3-week period for employees in classifications listed in Appendix 5 referred to in (i) below. If the employee opts for a mode of travelling other than that provided by the Employer, the maximum travel time and transportation costs they shall be allowed, shall not exceed the time and transportation costs of that arranged by the Employer for each way for that employee.~~

~~(i)(f) At the end of each 2-week period for employees in classifications listed in Appendix 3 or 4, or at the end of each 3-week period for employees in classifications listed in Appendix 5, in addition to their regular rate of pay, a divisional field crew employee shall become entitled to one extra day off with pay at straight-time rates to be taken at the mid-season or project break. Where such break occurs before the employee becomes entitled to sufficient days under this clause to cover the period but does become so entitled later, such days of entitlement may be applied retroactively to the mid-season or project break, and the appropriate credit shall be restored to the employee's surplus days earned under Clause 7.1(h)(2). Where an employee has more days to their credit through this clause that can be disposed of during the mid-season or project break, they shall be used to cover a second~~

mid-season or project break of the appropriate number of days before the completion of the field season.

Subsequent clauses are renumbered.

LETTER OF INTENT NUMBER 1

The parties have agreed to update the language in this Component Agreement by deleting language and articles referring to classifications and job functions that are no longer actively employed in the Public Service. **These deletions now include Articles 11.2 and 11.11, as well as MOU 1 (Assignment of Mobility Class in Appendix 2) contained in the 14th ETO Component Agreement.** The parties do not intend to eliminate any residual rights that any current employees may have as a result of any agreements between the parties (i.e. transfer agreements), grievance settlements or arbitration awards.

In the unlikely event, that the deleted language applies to any existing employees, classifications, or job functions; or if existing classifications or job functions are reactivated, the article **or MOU** in the Thirteenth ETO Component Agreement shall apply.

Dated: ~~February 3, 2006~~ **February 25, 2010**

LETTER OF INTENT NUMBER 2

Foremen

It is not the general policy or practice of the Employer to have Foremen perform work normally done by the non-foremen members in this Component except in the case of working level Foremen whose normal duties include such work.

Dated: September 30, 1986

LETTER OF INTENT NUMBER 3

~~Registered Forest Technologist Working Group Final Report Recommendations~~

Registered Forest Technologist

The parties recognize that it is in the interest of both the Employer and the Employees that the Ministry of Forests and Range continue to implement or amend as appropriate, the recommendations of the Registered Forest Technologist Working Group Final Report. ~~This in part will be facilitated by the Ministry reporting to the Article 29 Joint Committee, prior to implementation, the progress and plans for the implementation of the following recommendations:~~ **The parties agree that the following principles apply:**

~~Recommendation 2~~

~~The Forest Service should undertake an RFT implementation review before requiring the RFT designation for those positions where the RFT designation is currently preferred. The intent of the review would be to ensure that the RFT registration is required and to confirm that the timing is appropriate.~~

~~Recommendation 6~~

(1) The Forest Service should ensure it does not restrict the scope of RFT practice through its own internal policies.

~~Recommendation 7~~

(2) The Forest Service and the Association of BC Forest Professionals should continue to explore opportunities to use the full spectrum of forest professionals (RFTs and RPFs) so it can achieve the highest degree of cost effectiveness.

~~Recommendation 11~~

(3) The Forest Service should work with educational institutions, industry and the Association of BC Forest Professionals to develop a program that would allow employees to obtain the RFT designation through distance learning and work experience.

Dated: March 1, ~~2006~~**2010**

LETTER OF INTENT 4

The parties have agreed to delete the Marine Addendum in the Component Agreement because there are no longer any marine employees covered by this Agreement employed in the Public Service.

If existing marine classifications or job functions covered by the Marine Addendum are reactivated the terms of the Marine Addendum in the 14th Environmental, Technical and Operational Component Agreement shall apply. This shall include all Memorandums of Agreement, Letters of Understanding, and Letters of Intent attached to the Marine Addendum.

Dated: February 25, 2010

Letter

March 24, 2010

Mr. Darryl Walker
President

Dear Mr. Walker

Re: Apprenticeship

This will confirm the parties' agreement respecting the above.

Apprenticeship is identified as a "*Special Employment Program*" by mutual agreement between the Employer and the Union. Upon conclusion of the apprenticeship, where the Employer has no on-going work requirements, the employee shall be considered to be administratively terminated. In such cases the employee will be advised of this condition, in writing, at time of hire and copy of the appointment letter will be provided to the Union.

Yours truly

Doug Caul
Assistant Deputy Minister

MEMORANDUM OF UNDERSTANDING 1
Assignment of Mobility Class in Appendix 2

Deleted

MEMORANDUM OF UNDERSTANDING 1
Earned Time Off

Where not otherwise specified within this Environmental Technical & Operational Agreement, all scheduled earned time off must be taken by March 31st following the year in which it was earned. Where earned time off is not taken as set out herein, such time will be paid out.

MEMORANDUM OF UNDERSTANDING 2
Re: ~~Forest Protection Branch~~ Wildfire Management

The parties agree that the recruitment, retention and succession planning of ~~Forest Protection Branch~~ **Wildfire Management** staff is a suitable matter for discussion at the Ministry Joint Committee established pursuant to Article 29.

Issues requiring potential amendment to the Master or Component Agreements will be forwarded to the respective principals for their consideration.

Dated: March 19, 2006

MEMORANDUM OF UNDERSTANDING 3
**Re: ~~Protection Branch Auxiliary Layoff~~ Wildfire Management,
Ministry of Forests & Range**

Notwithstanding Clause 31.5 of the Master Agreement, the parties agree that auxiliary employees employed by the ~~Protection Branch~~ **Wildfire Management** may request to be laid off out of order of seniority after August 15th provided:

- a) They are attending a post secondary educational institution to continue their education during the term immediately following their last day of work/layoff date (proof of enrolment may be required), and
- b) They advise their respective Fire Centre by mid-August of their intention to return to school, and
- c) The fire situation is such that the ~~Protection Branch~~ **Wildfire Management** is able to meet its fire suppression obligations without the employee(s).

Once an auxiliary employee has advised the Fire Centre of their desire to be laid off pursuant to (b) above, the employee will not be permitted to revoke that request without the Employer's agreement.

Dated: March 1, 2006

MEMORANDUM OF UNDERSTANDING 4
**Provincial Field Services
Ministry of Transportation**

Deleted

**Memorandum of Understanding
Re: Lodging Allowance**

For employees working in Ministry of Transportation and Infrastructure, Field Services Division, the parties agree to increase the lodging allowance under Clause 27.25 to \$50 per day for those on travel status who stay in non-commercial lodging. All other terms of Clause 27.25 shall apply. This agreement is made in consideration of the unique working conditions of the Field Services employee group and is not open to any other Ministry or work group.

**MEMORANDUM OF AGREEMENT
between the
BC PUBLIC SERVICE AGENCY
and the
BC GOVERNMENT AND SERVICE EMPLOYEES' UNION
Respecting**

**Health and Welfare Benefits-Eligibility
for
Seasonal Auxiliary Employees
of the
Protection Branch
Ministry of Forests and Range**

~~In an effort to address recruitment and retention issues within the Protection Branch, the Parties agree effective April 1, 2010 to pilot an amendment to amend Clause 31.9 of the Master Agreement in respect of the following groups of seasonal auxiliary employees employed by the Protection Branch, Ministry of Forests and Range:~~

- ~~1. Staff employed by the Wildfire Management Branch, Ministry of Forests and Range;~~
- ~~2. Park Rangers employed by the Ministry of Environment; and~~
- ~~3. Avalanche Crews employed by the Ministry of Transportation and Infrastructure~~

~~Specifically, effective April 1, 2008, 2010 in respect of seasonal auxiliary employees employed by the Protection Branch, the eligibility requirement of **The current language:** "after working three consecutive years without loss of seniority and maintaining 1200 hours worked at the straight time rate within the previous 26 pay periods" as provided in Clause 31.9 will be replaced by "after working three consecutive years without loss of seniority and maintaining 700 hours worked at the straight time rate within the previous 26 pay periods". Memorandum remains in force and affect for the term.~~

~~This pilot will commence with the start of the 2008 fire season. Duration of the pilot and the amendment to Clause 31.9 in respect of seasonal auxiliaries in the Protection Branch will be until March 31, 2010 unless renewed by the mutual agreement of the Parties.~~

For clarity:

- The amended eligibility for benefits **will not apply to employees required to meet established physical fitness standards** ~~firefighters~~ until they have successfully passed the physical fitness test.
- For purposes of application, "consecutive years" will include those prior to and abutting ~~2008~~ **2010**.

This Memorandum remains in force and affect for the term of the 15th Master Agreement.

Letter of Understanding

The Employer recognizes that from time to time field status employees will be required to attend short term training, meetings or conferences outside their District/operational area where employees are required to be away from their District/operational area overnight. In those circumstances, field status employees will be on travel status.

LETTER OF UNDERSTANDING

~~Current local practise with respect to issue of outer wear for Snow Survey Technicians will not be altered during the life of this Agreement.~~

~~Dated: January 15, 1989~~

APPENDIX 1

Worksite

Forest District Staff
 Forest Service Nurseries
 Cowichan Lake Research
 Manning Park
 Mount Seymour Park
 Paul Lake Park
 Lac Le Jeune
 Skihist Park
 Monck Park
 Big Bar Park
 Parks Construction
 Ministry of Forests' Projects

Points of Assembly

Forest District Office or Field Office
 Nursery
 Cowichan Lake Research Station
 Manning Park Service Yard
 Mount Seymour Park Service Yard
 Paul Lake Park Service Yard
 Lac Le Jeune Park Service Yard
 Skihist Park Service Yard
 Monck Park Service Yard
 Big Bar Park Service Yard
 Established for individual projects
 Forest District Office, Field Office or project camp where applicable, or otherwise mutually acceptable location.

Wildfire Management Centres

Fire Base

APPENDIX 2

(Employees Previously Included in the Operational Services Component)

~~Bridgeworker 1-3~~
~~Building Maintenance Worker~~
~~Building Security Officer 1-3~~

Carpenter
Communication Technician 4
Food Production Camp Cook 1-2 Field Operations
Electrician's Helper
Flag Person
Flunkey
Foreman 1-4
Forest Nursery Worker 3-4
Gardener 1
General Tradesman
Labourer
Labourer Bridge
Lithographer 1
Machine Operator 1-7
Mechanic's Helper
Mechanic's Assistant
Mechanic 1-2
Operator - Control Tower
Painter
Patrolman 1-2
Patrolman Corporal
Printing Operator
Rock Scaler
Shoemaker Orthopaedic 1
Sign Fabricator 2
Sign Maintenance Person
Superintendent Mechanical 2-3
Utility Worker

Trades Classifications

Aircraft Maintenance Engineer - TJ, TL, TS, TPS
Aircraft Mechanic - TJ
Autobody Heavy Vehicle & Equipment - TA, TJ, TL, TS
Bridgeworker - TA, TJ, TL, TS, TSS, TPS
Building Engineer - TJ
Carpenter - TJ, TL, TS, TSS, TPS
Electrical Rebuild Heavy Vehicle & Equipment - TJ, TL, TS
Electrician - TA, TJ, TL, TS, TSS, TPS
Electronics Audiometric - TJ, TL, TS
Electronics Avionics - TJ, TL, TS
Electronics Domestic Radio TV - TJ, TL, TS
Electronics Industrial - TJ, TL, TS
Electronics Radio Communication - TA, TJ, TL, TS, TSS, TPS
Electronics Security - TA, TJ, TL, TS
Electronics TV Production - TJ, TL, TS
Engine Rebuild Heavy Vehicle & Equipment - TJ, TL, TS, TSS
Gardener - TJ, TL, TS, TSS
Industrial Warehousing - TA, TJ, TL, TS, TSS, TPS

~~Instrument Mechanic - TJ, TL~~
~~Lithographer Graphics/Printer Press over 21" - TJ, TL, TS, TSS~~
~~Lithographer Graphics/Printer Press to 21" - TJ, TL, TS, TSS~~
~~Machinist - TJ~~
Machinist Heavy Vehicle & Equipment - TJ, TL, TS
Machinist Manufacturing - TJ, TL, TS, TSS
~~Marine Fitter - TJ, TL, TS, TSS, TPS~~
Mechanic Heavy Vehicle & Equipment - TA, TJ, TL, TS, TSS, TPS
Mechanic Light Vehicle & Equipment - TJ, TL, TS, TSS, TPS
~~Painter Decorator - TJ, TL, TS, TSS~~
~~Sheet Metal - TJ, TL, TS~~
~~Shipwright - TJ, TL, TS, TSS~~
~~Shoemaker Orthopaedic - TJ, TS~~
~~Upholsterer - TJ, TL~~
Welder Heavy Vehicle & Equipment - TA, TJ, TL, TS, TSS
Upholsterer Furniture Repair worker
~~Utility Tradesman Obs~~
~~Utility Workers 1 - Parks Branch Workshop~~
~~Yardworker~~

APPENDIX 3
(Employees Previously Included in the
Educational and Scientific Services Component)

~~Biologist 1-5~~
~~Laboratory/Health Science Officer (Laboratory Scientist)~~
Planning Officer ~~1-5~~ **including Islands Trust**
Policy Analyst - Science
Scientific Technical Officer (Park Officer - **Headquarters**)

APPENDIX 4
(Employees Previously Included in the Environment,
Resources and Conservation Component)

~~Agricultural Officer 1-2~~
~~Fish and Wildlife Assistant 1-2~~
~~Forest Technician 1-2~~
~~Forest Protection Officer 1-4~~
~~Laboratory Assistant 1-2~~
~~Park Assistant 1-3~~
Science Officer
Scientific Technical Officer (Agriculture Officer)
Scientific Technical Officer (Forest Technician and Officer)
Scientific Technical Officer (**Regional Park Technician Staff**)
Scientific Technical Officer Environment

APPENDIX 5
(Employees Previously included in the Engineering,
Technical and Inspectional Component)

~~Counsellor Apprenticeship/Industrial Training 1-4~~
~~Commercial Transport Inspector R12-R24~~
Conservation Officer
Engineering Aide ~~1-2~~
Heritage Resource Officer ~~1-7~~
Inspector Fire Commissioner's Office ~~1-3~~
Inspector - Mechanical Motor Vehicle ~~R21-R28~~
Inspector - Transport Inspecting Engineer ~~R24-R30~~
Operator, Radio ~~1-2~~
Photo Arts Technician ~~1-6~~
Photographic Technician 4
Pilot ~~1-3~~
Safety Officer ~~1-3~~
Scientific Technical Officer (Bylaw Enforcement Staff – Islands Trust)
Scientific Technical Officer (Engineering Aide)
Scientific Technical Officer (Engineering Assistant)
Scientific Technical Officer (Technical Assistant)
Scientific Technical Officer (Technician)
Technical Assistant ~~1-2~~
Technical Enforcement Officer ~~1-7~~

APPENDIX 7 VACATION UNITS

(a) For employees in classifications listed in Appendix 2 - Vacation units are as per Article 10.1 of the ETO Component Agreement.

(b) For employees in classifications listed in Appendix 3 or 4 - Vacation units are the same as Layoff and Recall units in ~~Appendix 6~~ except for the following:

~~Ministry of Health~~

- ~~(1) Health Unit by Health Unit~~
- ~~(2) Laboratory by Laboratory~~

~~(c) For employees in classifications listed in Appendix 5 – Vacation units are the same as Layoff and Recall units in Appendix 6 except for the following:~~

Ministry of Agriculture and Lands

- (1) Agriculture and Food – by office within branch.
- (2) B.C. Fisheries – same as layoff and recall units in Appendix 6.

Ministry of Forests and Range and Minister Responsible for Housing

Headquarters (Victoria)

- (i) Financial Management Branch
 - a. Project Development and Support Services

- (ii) Information Systems Branch
 - a. Copy Centre
 - b. Electronic Shop

- (iii) Remainder of Headquarters
 - by branch (except Scalers)
 - Scalers by Branch and geographic locations

Regions - by Division within Regional Office;

Divisions are:

- a. Revenue and Corporate Services
- b. Data Service Centre
- c. Engineering
- d. Compliance and Enforcement

Districts/Field Offices

- a. Engineering
- b. Data Service Centre
- c. Scaling
 - Interior Scalers: by District
 - Coast Scalers: by District

Special Projects: by project

ADDENDUM 1 – MARINE

Deleted

In solidarity,
ETO Component Bargaining Committee

Byron Goerz, Chairperson
George Butcher, Member
George Buis, Member
Rob Davis, Member
George Foisy, Member
Gary Hall, Staff Representative