



British Columbia Ferry Services Inc.
Employee Relations, Horseshoe Bay
6750 Keith Road
West Vancouver, BC V7W 1V2
Tel (604) 921-4200
Fax (604) 921-7433
www.bcferries.com

March 01, 2022

Sent via email: [Redacted]

Dear [Redacted]

Re: Regular Appointment [Redacted] – Langdale

We are pleased to offer you a Regular Assignment as a [Redacted] with BC Ferries, at Langdale Terminal as per the following terms.

- Our MISSION** 'To connect communities and customers to people and places important in their lives'.
- Our VISION** 'To be trusted and valued' ... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe
Safety is our highest value.

Caring
We operate from a position of kindness and empathy for those who travel and work with us.

Honest
We conduct business with integrity, honesty and accountability.

Collaborative
We collaborate with others to enhance the customer experience.

Respectful
Respect is paramount in all interactions and relationships with others.

Sustainable
Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and

emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is April 05, 2022. This will be the date of your first assignment of work with the Company and your seniority, when working in a bargaining unit position, will accumulate from this date.

2. Point of Assembly

- Your official Point of Assembly (POA) is Langdale Terminal.

3. Compensation

- Your monthly rate of pay will be \$6,856.00. Payroll is run semi-monthly and you will be paid on or about the 15th and 30th of each month via direct deposit transfer into your bank account. Furthermore an employee who substitutes in another classification shall receive the basic pay and differential for that classification or their pay and differential, whichever is greater. This is inclusive of the allowances for designated paid holidays.

4. Probationary Period

- Your employment is subject to the successful completion of a probationary period of 120 working days, during which your performance and suitability will be monitored and evaluated against expected performance standards.

5. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

6. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

7. Benefits

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Effective the 1st day of the month following your date of hire, you are eligible to participate in BCMSP.
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

8. Relocation Assistance

Under the Relocation and Transfer Policy, you would be eligible for the following:

- A total relocation allowance not to exceed \$2500.00 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Cost of selling the old residence (advertising, notarial or legal fees, real estate commissions and mortgage penalty when the mortgage is paid off before maturity; and
 - Cost of purchasing a new residence (legal fees, taxes paid for the transfer or registration of title).
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

9. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

10. Change of Address and Contact Telephone Number

You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

If you have any queries regarding the contents of this letter or related matters, please contact the Human Resources/Employee Relations office.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

In closing, may I take this opportunity to congratulate you on your new job and welcome you aboard BC Ferries!

Yours truly,

BRITISH COLUMBIA FERRY SERVICES INC.

S. 22

Captain James Bradley
Marine Superintendent
Fleet Operations, Central Coast

cc: Amie Anderson, Director, Employee Relations, Horseshoe Bay
Carla Korsas-Mercure, Crewing Manager, Horseshoe Bay
Employee file

I hereby agree to the foregoing terms and condition of employment as noted above.

S. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

September 2, 2022

s. 22
via email: s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a s. 22

In this position you will report to me and be located in Langdale. Your start date is September 09, 2022 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, you will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 23
[Redacted]

Captain James Bradley
Marine Superintendent, Central Coast

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22
[Redacted]

s. 22
[Redacted]

04 September 2022
Date



British Columbia Ferry Services Inc
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

August 19, 2022

s. 22

Emailed: s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 in Langdale.

In this position you will report to me and be located in Langdale. Your start date is September 09, 2022 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.
Signed by Captain Claudiu Raduta in behalf

s. 22



Capt. James Bradley
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22



2022.08.25
Date

May 4, 2021

s. 22

Dear s. 22

Re: Casual Appointment – s. 22 – Horseshoe Bay

We are pleased to offer you a Casual Assignment as a s. 22 with BC Ferries, at Horseshoe Bay Terminal as per the following terms.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

Your appointment start date is June 4, 2021, and your pay and seniority will accumulate from this date. Your official point of assembly is Horseshoe Bay.

2. Availability and Recall

- Casual employees are employed to provide additional and temporary staffing needs and to provide relief on an on-call basis; therefore, a condition of employment is that you make yourself readily available for recall at all times consistent with BC Ferries policy and the provisions of the collective agreement.
- The Company is committed to providing available work assignments and employment to Casual employees and in return has the highest expectations of their on-call availability.

3. Compensation

Your hourly rate of pay will be \$45.03. Payroll is run semi-monthly and you will be paid on or about the 15th and 30th of each month via direct deposit transfer into your bank account. Furthermore an employee who substitutes in another classification shall receive the basic pay and differential for that classification or their pay and differential, whichever is greater. This is inclusive of the allowances for designated paid holidays.

4. Probationary Period

Your employment is subject to the successful completion of a probationary period of 120 working days, during which your performance and suitability will be monitored and evaluated against expected performance standards.

5. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

6. Ferry Pass

- After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries.

7. Benefits

- As a Casual employee you will receive 10.5% of your gross earnings in lieu of annual vacation, general holidays, health and welfare benefits, applicable statutory requirements and all other benefits and perquisites of the Agreement for which you are presently ineligible; therefore, you are advised to continue to maintain your own personal benefits.
- Upon the completion of 913 hours worked, you will qualify for health and welfare benefits (basic medical, extended health, dental plan, life insurance). In addition you will receive 10.2% of your base pay in lieu of annual vacation, general holidays, applicable statutory requirements and all the other benefits and perquisites of the Agreement.

- You are required to participate in the Public Service Superannuation Plan once you have attained 2 years of continuous service or when your gross earnings reach one half of the YMPE (year's maximum pension-able earnings).

8. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - o A total relocation allowance not to exceed \$2000.00 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Cost of selling the old residence (advertising, notary or legal fees, real estate commissions and mortgage penalty when the mortgage is paid off before maturity; and
 - Cost of purchasing a new residence (legal fees, taxes paid for the transfer or registration of title).
 - o Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

9. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self-Serve or by submission of the appropriate change request form.

If you have any queries regarding the contents of this letter or related matters, please contact the Human Resources/Employee Relations office.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

In closing, may I take this opportunity to congratulate you on your new job and welcome you aboard BC Ferries!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

5.22
[Redacted]

Captain James Bradley
Marine Superintendent
Fleet Operations, North and Central Coast Regions

cc: Amie Anderson, Director, Employee Relations, Horseshoe Bay
Jeff Weeks, Crewing Manager, Horseshoe Bay
Employee file

I hereby agree to the foregoing terms and condition of employment as noted above.

5.22
[Redacted]

04-MAY-2021

Date

November 24, 2021

§ 22
Sent via email: § 22

Dear Musa:

Re: **Regular Appointment** § 22 - **Langdale**

We are pleased to offer you a Regular Assignment as a § 22 with BC Ferries, at Langdale Terminal as per the following terms.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 06, 2022. This will be the date of your first assignment of work with the Company and your seniority, when working in a bargaining unit position, will accumulate from this date.

2. Point of Assembly

- Your official Point of Assembly (POA) is Langdale Terminal.

3. Compensation

- Your monthly rate of pay will be \$6,856.00. Payroll is run semi-monthly and you will be paid on or about the 15th and 30th of each month via direct deposit transfer into your bank account. Furthermore an employee who substitutes in another classification shall receive the basic pay and differential for that classification or their pay and differential, whichever is greater. This is inclusive of the allowances for designated paid holidays.

4. Probationary Period

- Your employment is subject to the successful completion of a probationary period of 120 working days, during which your performance and suitability will be monitored and evaluated against expected performance standards.

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7. Benefits

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Effective the 1st day of the month following your date of hire, you are eligible to participate in BCMSP.
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.

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9. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

10. Change of Address and Contact Telephone Number

You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

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In closing, may I take this opportunity to congratulate you on your new job and welcome you aboard BC Ferries!

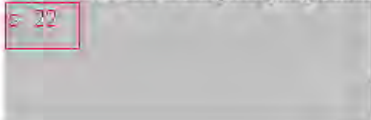
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

5-22


Captain James Bradley
Marine Superintendent, Fleet Operations
Central Coast

cc: Amie Anderson, Director, Employee Relations, Horseshoe Bay
Jeff Weeks, Crewing Manager, Horseshoe Bay
Employee file

I hereby agree to the foregoing terms and condition of employment as noted above.

5-22


25-11-2021
Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225

www.bcferrries.com

June 24, 2022

s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 ALERT BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as s. 22

In this position you will report to me and be located in Alert Bay. Your start date is July 5th, 2022.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION

'To connect communities and customers to people and places important in their lives'.

Our VISION

'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

Collaborative

We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is July 5th, 2022, and your pay and seniority will accumulate from this date. Your official point of assembly is Alert Bay.

2. Compensation

- The current monthly rate of pay is \$7,950 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days' probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location; Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22



Captain Claudiu Raduta
Marine Superintendent,
Northern Gulf Islands

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22



29.06.2022
Date

Feb 14, 2023

[Redacted]

via email

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: REGULAR APPOINTMENT – [Redacted] – SWARTZ BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [Redacted] in Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start date is March 9th, 2023 and you will start on the Salish Raven. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand and you will be considered a Staffing Pool employee.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is March 9th, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$6993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
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- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
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Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt. We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22
[Redacted Signature]

Captain Grewal
Director of Operations
cc: [Redacted] File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22
[Redacted Signature]

Date


November 16, 2022



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT –  THETIS ISLAND

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as 

In this position you will report to me and be located in Thetis Island. Your start date is December 05, 2022.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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1. Date of Commencement

- Your appointment start date is December 05, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Thetis Island.

2. Compensation

- The current monthly rate of pay is \$7,950 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Capt. Claudiu Raduta
Marine Superintendent, Northern Gulf Islands

cc: Personnel File
ERHR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

EMPLOYEE NAME

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 - 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferreries.com

Nov 28, 2022

s. 22

VIA EMAIL

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT- s. 22 THETIS ISLAND

It gives me considerable pleasure to extend to you a formal offer of exempt employment with British Columbia Ferry Services Inc. as a s. 22

In this position, you will report to me and be located in Thetis Island. Your start date is December 5, 2022.

As a condition of your employment, you must present you valid Transport Canada license to your local ER Office immediately upon receipt to be eligible to fulfill your offered position.

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Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. **Date of Commencement**
 - Your appointment start date is **December 5, 2022** and your pay and seniority will accumulate from this date. Your official point of assembly is **Swartz Bay**.

2. **Compensation**
 - The current monthly rate of pay is \$7,950.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. **Probationary Period**
 - Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
 - Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
 - At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
 - Payments will be processed through payroll and are a taxable benefit.

4. **Union Membership and Dues**
 - You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
 - As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
 - You are entitled to meet with your local union representative should you so desire.

5. **Ferry Pass**

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. **Benefits Package**
 - Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Again, congratulations!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Capt. Claudiu Raduta
Marine Superintendent, Northern Gulf Islands

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

NOVEMBER 28, 2022

Date

August 12, 2022

s. 22
Emailed: s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 – SWARTZ BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start date is September 09, 2022 and you will start on the Spirit of Vancouver Island. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
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 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

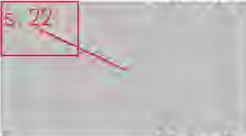
- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
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 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.



(V. Serogia signed for M. Duska)

Metro Duska
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.



_____ Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferreries.com

Dec 7th, 2022

[Redacted]

via email

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: REGULAR APPOINTMENT – [Redacted] Swartz Bay

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [Redacted] in Swartz Bay.

In this position you will report to me and be located in Nanaimo. Your start date is **January 20, 2023** and you will start on the **Spirit of Vancouver Island**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is **January 20, 2023** and your pay and seniority will accumulate from this date. Your official point of assembly is **Swartz Bay**.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

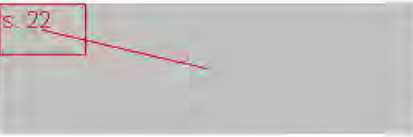
9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

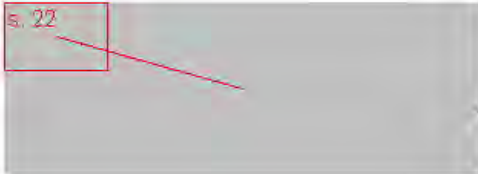
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

S. 22


Amarjit Dharwal
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

S. 22


Dec 7th, 2022

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 - 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferries.com

October 14, 2022

s. 22

VIA EMAIL

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT - s. 22 - Nanaimo

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is November 9th, 2022 and you will start on the Queen of Cowichan. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. **Date of Commencement**
 - Your appointment start date is November 9th, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. **Compensation**
 - The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. **Probationary Period**
 - Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
 - Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
 - At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
 - Payments will be processed through payroll and are a taxable benefit.

4. **Union Membership and Dues**
 - You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
 - As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
 - You are entitled to meet with your local union representative should you so desire.

5. **Ferry Pass**

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. **Benefits Package**
 - Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

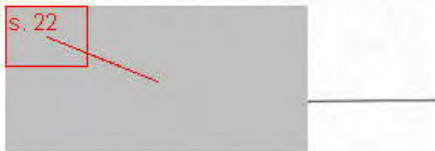
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.
Signed by Captain Claudiu Raduta in behalf

s. 22


Capt. James Bradley
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22


17/10/2022
Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferries.com

August 19, 2022

s. 22

Emailed: s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 – Nanaimo

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is September 30, 2022 and you will start on the Queen of Cowichan. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

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1. Date of Commencement

- Your appointment start date is September 30, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, you will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

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6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.
Signed by Captain Claudiu Raduta in behalf

s. 22 

Capt. James Bradley
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 

26 August 2022
Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrys.com

March 8, 2023

Emailed: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – ALERT BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a [REDACTED] in Alert Bay.

In this position you will report to me and be located in Alert Bay. Your start date is March 17, 2023 and you will start on the Island Aurora. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is March 17, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Alert Bay.

2. Compensation

- The current monthly rate of pay is \$7,950.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$12,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Capt. Claudiu Raduta
Marine Superintendent, Northern Islands

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferreries.com

November 18, 2022

Via Email

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: OFFER OF EMPLOYMENT – [REDACTED]

It gives me considerable pleasure to extend to you a formal offer of exempt employment with British Columbia Ferry Services Inc. as [REDACTED]

In this position you will report to me and be located in Swartz Bay. Your start date is December 15, 2022.

Your responsibilities will be assigned from time to time and more specifically your Key Result Areas shall generally include:

- Management and direction of Terminal Operations staff;
- Ensure safety and security of customers, employees and all company assets;
- Special projects, teamwork and communications;
- Personal characteristic/expectations;
- Managing staffing, employee development, and performance management;
- Managing financial, operational, and customer performance;
- Administration and communications;

Our MISSION

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Our VISION

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

In consideration of these requirements and expectations, the following terms and conditions of employment are hereby provided:

1. Base Salary

- Your salary will be based on \$93,000.00 per annum and you will be eligible for further review on the Company's annual review date.
- Within British Columbia Ferry Services Inc. salary adjustments are based on both personal achievement and Company performance.
- The first (6) months of your employment will be considered a 'probationary period' during which your suitability for employment will be reviewed.

2. Vacation

- Effective your start date you are eligible for four (4) weeks (or 20 days) vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc.
- BC Ferries' vacation year is April 1 to March 31.
- You are eligible to carry-over up to two (2) weeks' vacation into the following vacation year, provided that it is used prior to December 31 of that year. Any unused carry-over vacation after December 31 will be removed and is not eligible for payout.

3. Time Banks/ Vacation Credits

- As an exempt employee, you are permitted to carry no more than fifteen (15) weeks of time credits at any given time.
- Please refer to the Vacation policy in "All Aboard: A guide for Exempt Employees" for further details.

4. Health & Welfare Plan

- Effective your first day of work with BC Ferries, you are eligible to participate in the following exempt benefit plans:
 - Business Travel Accident Insurance
 - Extended Health
 - Dental
 - Health Spending Account
 - Basic Life / AD&D Insurance
 - Long Term Disability (LTD)

- For more information with respect to your benefits, please refer to the BCF intranet site at https://inside.bcferries.com/Departments/Human_Resources.

5. Retirement Pension Plan

- Effective your first day of work with BCF, you are eligible to participate in the company's defined benefit pension plan (Public Service Pension Plan), which is jointly funded by the Company and the employee.
- For more details, please visit the Public Service Pension Plan website at <https://pspp.pensionsbc.ca>.

6. Employee Travel Pass

- Effective your first day of work with BCF, you are eligible for the BCF Employee Travel Pass benefit.

7. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, In transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

8. Confidentiality Agreement

- The finalization of this offer is contingent upon your satisfactory execution of the Company Confidentiality Agreement and Code of Business Conduct and Ethics Acknowledgement Form.

Please sign two copies of this document and the attached Confidentiality Agreement and the Code of Business Conduct and Ethics Acknowledgement Form as indicated, and return one copy of each document to me within five days of receipt.

In closing, on behalf of British Columbia Ferry Services Inc., I wish you a long and successful career with our exciting and vibrant company.

Again, congratulations!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.



Camrin Hillis
Regional Terminal Manager
Terminal Operations
Swartz Bay & Southern Gulf Islands

cc: Vice President
Personnel File
Exempt Payroll

I hereby agree to the foregoing terms and conditions of employment as noted above.

NAME

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

January 11, 2023

s 27
VIA EMAIL

PRIVATE AND CONFIDENTIAL

Dear s 22

RE: REGULAR APPOINTMENT – s 22 – Salt Spring Island

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as s 22

In this position you will report to me and be located on Salt Spring Island. Your start date is March 6th, 2023.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

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We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your casual appointment is effective March 6, 2023, and your pay and seniority will accumulate from this date. Your official point of assembly is **Long Harbour**.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

- After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.
-

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Again, congratulations!

May I take this opportunity to congratulate you on your appointment and wish you every success in your career with BC Ferries!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

§ 22 [Redacted]

Hardeep Grewal
Director, Fleet Operations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and condition of employment as noted above.

§ 22 [Redacted]
§ 22 [Redacted]

January 17, 2023
Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

July 12, 2022

s. 22
Emailed: s. 22

PRIVATE AND CONFIDENTIAL

Dear s. 22

RE: REGULAR APPOINTMENT – s. 22 – SWARTZ BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 in Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start date is August 08, 2022 and you will start on the Spirit of Vancouver Island. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is August 08, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$6,479.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Metro Dutka
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

18-JULY-2022

Date

Nov 29, 2022

[Redacted]

Via Email

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: REGULAR APPOINTMENT – [Redacted] – Salt Spring Island

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a [Redacted]

In this position you will report to me and be located on Salt Spring Island. Your start date is December 9, 2022 and you will start on the **Skeena Queen**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is December 9, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Fulford Harbour.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension

- Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

 s. 22

Capt. Grewal
Director, Fleet Operations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

 s. 22

29.11.2022
Date

September 2, 2022

via email: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a [REDACTED]

In this position you will report to me and be located in Langdale. Your start date is September 09, 2022 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

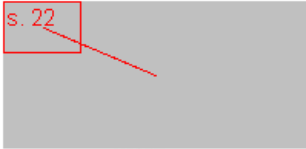
9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22


Captain James Bradley
Marine Superintendent, Central Coast

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22
 _____

04 September 2022

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

March 1st, 2023

Via Email

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Salt Spring Island

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as [REDACTED]

In this position you will report to me and be located on Salt Spring Island. Your start date is March 6th, 2023.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your regular appointment is effective March 6, 2023, and your pay and seniority will accumulate from this date.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

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6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.

- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
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 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

Under the Relocation and Transfer Policy, you would be eligible for the following:

- a. A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - i. Temporary accommodation while you search for a permanent home for a maximum of three months.
 - ii. Costs associated with travel required to search for a home in your new work location;
 - iii. Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - iv. Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);

Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item. All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

May I take this opportunity to congratulate you on your appointment and wish you every success in your career with BC Ferries!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Hardeep Grewal
Director, Fleet Operations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and condition of employment as noted above.

s. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferreries.com

Nov 24, 2022

[Redacted]

via email

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: REGULAR APPOINTMENT - [Redacted] - Swartz Bay

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [Redacted] in Sidney.

In this position you will report to me and be located in Horseshoe Bay. Your start date is **Dec 5th, 2022** and you will start on the **Spirit of Vancouver Island**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is **Dec 5, 2022** and your pay and seniority will accumulate from this date. Your official point of assembly is Horseshoe Bay.

2. Compensation

- The current monthly rate of pay is \$7,484 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Capl ap Grewal
Director, Fleet Operations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Dec 5th, 2022

Date

Dec 7th, 2022

s. 22

via email

PRIVATE AND CONFIDENTIAL

Dear

s. 22

RE: REGULAR APPOINTMENT – s. 22 Swartz Bay

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular s. 22 in Sidney.

In this position you will report to me and be located in Sidney. Your start date is **January 11, 2023** and you will start on the **Spirit of Vancouver Island**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION

'To connect communities and customers to people and places important in their lives'.

Our VISION

'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

Collaborative

We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. **Date of Commencement**
 - Your appointment start date is **January 11, 2023** and your pay and seniority will accumulate from this date. Your official point of assembly is **Swartz Bay**.

2. **Compensation**
 - The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. **Probationary Period**
 - Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
 - Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
 - At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
 - Payments will be processed through payroll and are a taxable benefit.

4. **Union Membership and Dues**
 - You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
 - As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
 - You are entitled to meet with your local union representative should you so desire.

5. **Ferry Pass**

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. **Benefits Package**
 - Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,

BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Amarjit Dhariwal
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

10 DEC 2022
Date




British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferries.com


February 2, 2023



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT –  – Tsawwassen

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular  in Tsawwassen.

In this position you will report to me and be located in Tsawwassen. Your start date is February 23, 2023 and you will start on the Spirit of BC. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.
This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe
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Caring
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Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is February 23, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$6,479.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension

- Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

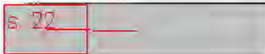
Yours truly,

A rectangular box containing a redacted signature. The number '22' is visible in the top left corner of the box, and a red line extends from it towards the right.

Metro Dutka, Engineering Superintendent
BRITISH COLUMBIA FERRY SERVICES INC

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

A rectangular box containing a redacted signature. The number '22' is visible in the top left corner of the box, and a red line extends from it towards the right.

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrys.com

November 29, 2022

[Redacted]

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: REGULAR APPOINTMENT – [Redacted] – Nanaimo

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [Redacted] in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is January 11, 2023 and you will start on the Queen of Cowichan. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 11, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$7,358.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

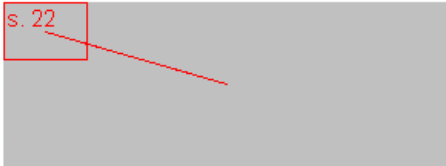
- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 

John McCulloch
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 

Date


Nov 23, 2022



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT -  - Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a 

In this position you will report to me and be located in Langdale. Your start date is January 11, 2023 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

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Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 11, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Captain James Bradley
Marine Superintendent, Central Coast

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

S. 22

Date

Dec 7th, 2022




VIA EMAIL

PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT  - Swartz Bay

We are pleased to offer you a Regular Appointment as an  in Swartz Bay with British Columbia Ferry Services Inc. (BC Ferries).

In this position you will report to me and be located in Swartz Bay. Your start date is **Jan 11th, 2023** and you will start on the **Spirit of Victoria Island**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is **Jan 11, 2023** and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay Terminal.

2. Compensation

- Your rate of pay is established within the collective agreement and will commence at **\$29.38** per hour. This is paid on or around the 14th of the month and the 2nd to last business day of each month.
- Wage payment is semi-monthly, by direct transfer into your bank account, two weeks in arrears. If you are hired on the first half of the month you will receive a pay cheque at the end of the month based on the days worked to the 15th. If you are hired in the second half of the month you will receive a mid-month pay cheque the following month based on the days worked from the 16th to the end of the previous month.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 

Amarjit Dhariwal
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22  _____

_____ **Date**

Dec 7th, 2022

[REDACTED]

via email

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] Swartz Bay

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Sidney.

In this position you will report to me and be located in Sidney. Your start date is **January 11, 2023** and you will start on the **Spirit of Vancouver Island**. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is **January 11, 2023** and your pay and seniority will accumulate from this date. Your official point of assembly is **Swartz Bay**.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,

BRITISH COLUMBIA FERRY SERVICES INC.

s. 22
[Redacted Signature]

Amarjit Dhariwal
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22
[Redacted Signature]

Date

August 29, 2022

via email: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT - [REDACTED] - NANAIMO

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is September 29, 2022. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is September 29, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.

- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

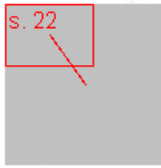
9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

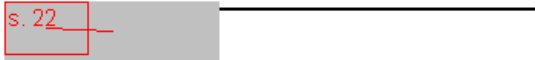
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22


Kierra Philbrook
Program Manager, Cadet and Marine Education Program

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22


Date

October 28, 2022

Via email: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED],

RE: REGULAR APPOINTMENT – [REDACTED] – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a [REDACTED]

In this position you will report to me and be located in Langdale. Your start date is December 05, 2022 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is December 05, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Captain James Bradley
Marine Superintendent, Central Coast

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrys.com

September 15, 2022

Emailed: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Nanaimo

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start will be confirmed but with either be October 13 or 14, 2022 and you will start on the Queen of Cowichan. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is October 13/14 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
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- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

Capt. James Bradley
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date

Oct 19, 2022

Emailed: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT - [REDACTED] - Tsawwassen

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Tsawwassen.

In this position you will report to me and be located in Tsawwassen. Your start date is November 15, 2022 and you will start on the Spirit of Vancouver Island. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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1. Date of Commencement

- Your appointment start date is November 15, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Tsawwassen.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
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 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

S. [Redacted]

Cap p Grewal
Dire)perations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

S. 22 [Redacted] _____

_____ Date


Nov 23, 2022



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT -  - Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a 

In this position you will report to me and be located in Langdale. Your start date is January 11, 2023 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

Collaborative

We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 11, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$4,532.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Captain James Bradley
Marine Superintendent, Central Coast

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date

January 03, 2023

Sent Via Email

PRIVATE AND CONFIDENTIAL

Dear

RE: REGULAR APPOINTMENT – - Tsawwassen

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular in Tsawwassen.

In this position you will report to me and be located in Tsawwassen. Your start date is February 14, 2023 and you will start on the Spirit of British Columbia. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

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Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is February 12, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Tsawwassen.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment, you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 [Redacted]

Capt. Deep Grewal
Director, Port Operations

cc: Sarah Mathews, Director Employee Relations Tsawwassen
Christy Dillen, Manager Crew Scheduling Tsawwassen
Personnel File

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 [Redacted] _____

_____ Date

November 23, 2022



PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT - [REDACTED] - Queen of Coquitlam

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Horseshoe Bay on the Queen of Coquitlam.

In this position you will report to me and be located in Horseshoe Bay Your start date is March 09, 2023 and you will be on the Queen of Coquitlam. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

Safe

Safety is our highest value.

Caring

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Collaborative

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Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is March 09, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Horseshoe Bay.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.08 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

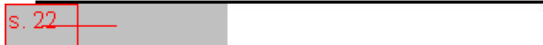
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22


John McCulloch
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22


Date

June 29, 2022

[REDACTED]
via email [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – SWARTZ BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start date is August 01, 2022 and you will start on the Spirit of Vancouver Island. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

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Safety is our highest value.

Caring

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Collaborative

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Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is August 01, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Captain Hardeep Grewal
Director, Fleet Operations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 _____

Date

December 20, 2022

Via email: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – QUADRA

We are pleased to offer you a Regular Appointment as a [REDACTED] in Quadra with British Columbia Ferry Services Inc. (BC Ferries).

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 11, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Quadra.

2. Compensation

- The current monthly rate of pay is \$7,950.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.

- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

Under the Relocation and Transfer Policy, you would be eligible for the following:

- a. A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - i. Temporary accommodation while you search for a permanent home for a maximum of three months.
 - ii. Costs associated with travel required to search for a home in your new work location;
 - iii. Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - iv. Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);

Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.

All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

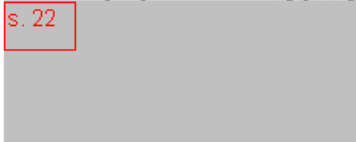
Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22


Captain Claudiu Raduta
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22


22/12/2022
Date

January 11, 2023

Sent Via Email: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] Tsawwassen

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Tsawwassen.

In this position you will report to me and be located in Tsawwassen. Your start date is February 14, 2023 and you will start on the Spirit of British Columbia. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued'... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is February 14, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Tsawwassen.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D
- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.


Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 

Capt. Grewal
Director, Fleet Operations

cc: Sarah Mathews, Director Employee Relations Tsawwassen
Christy Dillon, Manager Crew Scheduling Tsawwassen
Personnel File

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22  _____

_____ Date

August 12, 2022

Emailed [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Nanaimo

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is September 09, 2022 and you will start on the Queen of Cowichan. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$7,358.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 

John McCulloch
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 

Date


July 21, 2022



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT -  ALERT BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as 

In this position you will report to me and be located in Alert Bay. Your start date is August 8th, 2022.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION

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Our VISION

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is August 8th, 2022, and your pay and seniority will accumulate from this date. Your official point of assembly is Alert Bay.

2. Compensation

- The current monthly rate of pay is \$7,950 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Capt. Claudiu Raduta
Marine Superintendent, Northern Gulf Islands

cc: Personnel File
ERHR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

EMPLOYEE NAME

Date

December 5, 2022

[REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: CASUAL APPOINTMENT – [REDACTED] – Langdale

We are pleased to offer you a Casual Appointment as an [REDACTED] in Langdale with British Columbia Ferry Services Inc. (BC Ferries).

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

A summary of the terms and conditions of your employment is outlined below

1. Date of Commencement

- Your casual appointment is effective January 11, 2023 and your pay and seniority will accumulate from this date.

2. Availability and Recall

- Casual employees are employed to provide additional and temporary staffing needs and to provide relief on an on-call basis; therefore, a condition of employment is that you make yourself readily available for recall at all times consistent with BC Ferries policy and the provisions of the collective agreement.
- The Company is committed to providing available work assignments and employment to Casual employees and in return has the highest expectations of their on-call availability.

3. Compensation

- Your rate of pay is established within the collective agreement and will commence at \$29.38 per hour. This is paid on or around the 14th of the month and the 2nd to last business day of each month.
- Wage payment is semi-monthly, by direct transfer into your bank account, two weeks in arrears. If you are hired on the first half of the month you will receive a pay cheque at the end of the month based on the days worked to the 15th. If you are hired in the second half of the month you will receive a mid-month pay cheque the following month based on the days worked from the 16th to the end of the previous month.

4. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

- After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries.

7. Benefits

- As a Casual employee you will receive 10.5% of your gross earnings in lieu of annual vacation, general holidays, health and welfare benefits, applicable statutory requirements and all other benefits and perquisites of the Agreement for which you are presently ineligible; therefore, you are advised to continue to maintain your own personal benefits.
- Upon the completion of 913 hours worked, you will qualify for health and welfare benefits (basic medical, extended health, dental plan, life insurance). In addition, you will receive 10.2% of your base pay in lieu of annual vacation, general holidays, applicable statutory requirements and all the other benefits and perquisites of the Agreement.

- You are required to participate in the Public Service Superannuation Plan once you have attained 2 years of continuous service or when your gross earnings reach one half of the YMPE (year's maximum pension-able earnings).

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$2,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

If you have any queries regarding the contents of this letter or related matters, please contact the Human Resources/Employee Relations office.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

May I take this opportunity to congratulate you on your appointment and wish you every success in your career with BC Ferries!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22 

John McCulloch
Engineering Superintendent
C – Class Vessels

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and condition of employment as noted above.

s. 22 

DATE



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

August 19, 2022

Emailed: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Langdale.

In this position you will report to me and be located in Langdale. Your start date is September 09, 2022 and you will start on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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1. Date of Commencement

- Your appointment start date is September 09, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Langdale.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
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5. Ferry Pass

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6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

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 - Extended Health Plan
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7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

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9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
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- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.
Signed by Captain Claudiu Raduta in behalf

s. 22

A large grey rectangular redaction box covers the signature area. A red line extends from the bottom right corner of the 's. 22' box to the top left corner of the redaction box.

Capt. James Bradley
Marine Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

A horizontal line for a signature is present. A grey rectangular redaction box covers the signature area. A red line extends from the bottom right corner of the 's. 22' box to the top left corner of the redaction box.

Date

A horizontal line for a date is present. A grey rectangular redaction box covers the date area.

September 16, 2022

Emailed [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Swartz Bay

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start will be October 13, 2022 and you will start onboard the *Spirit of Vancouver Island*. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

Collaborative

We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is October 13 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Swartz Bay.

2. Compensation

- The current monthly rate of pay is \$6,993.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. [Redacted]

Cap Grewal
Dire erations

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 [Redacted]

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

August 29, 2022

via email:

PRIVATE AND CONFIDENTIAL

Dear

RE: REGULAR APPOINTMENT – NANAIMO

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular in Nanaimo.

In this position you will report to me and be located in Nanaimo. Your start date is September 29, 2022. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is September 29, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, you will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

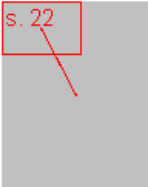
9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
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- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.



Kierra Philbrook
Program Manager, Cadet and Marine Education Program

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7
Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrries.com

January 12, 2023

[REDACTED]
via email

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – SWARTZ BAY

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] at Swartz Bay.

In this position you will report to me and be located in Swartz Bay. Your start date is March 6th, 2023. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Our VALUES

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is March 6, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Nanaimo.

2. Compensation

- The current monthly rate of pay is \$6,821 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

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 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
- Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Robert Johnston
Engineering Superintendent, Fleet Engineering

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

S. 22

Date

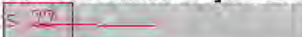
December 21, 2022



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT –  – Langdale

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular  in Langdale.

In this position you will report to me and be located in Langdale Your start date is January 02 2023 and you will be on the Queen of Surrey. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

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Our VALUES

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Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is January 02, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Horseshoe Bay.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
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- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22



John McCulloch
Engineering Superintendent

cc: Personnel File
ER/HR Director

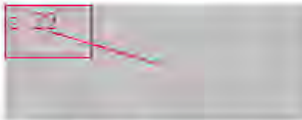
I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22



Date


January 31, 2023



PRIVATE AND CONFIDENTIAL

Dear 

RE: REGULAR APPOINTMENT -  - Tsawwassen

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular  in Tsawwassen..

In this position you will report to me and be located in Tsawwassen Your start date is February 23, 2023 and you will be on the Spirit of BC. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

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1. Date of Commencement

- Your appointment start date is February 23, 2023 and your pay and seniority will accumulate from this date. Your official point of assembly is Tsawwassen.

2. Compensation

- The current monthly rate of pay is \$7,356.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
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4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
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- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

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As per Article 10.08 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,

s. 22 

**Metro Dutka, Engineering Superintendent
BRITISH COLUMBIA FERRY SERVICES INC.**

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22 

Date

September 22, 2022

Emailed: [REDACTED]

PRIVATE AND CONFIDENTIAL

Dear [REDACTED]

RE: REGULAR APPOINTMENT – [REDACTED] – Queen of Coquitlam

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as a Regular [REDACTED] in Horseshoe Bay on the Queen of Coquitlam.

In this position you will report to me and be located in Horseshoe Bay Your start date is October 17, 2022 and you will be on the Queen of Coquitlam. Once you receive your full Transport Canada endorsement, your duties will be reviewed as per operational demand.

As a condition of employment, you must present your valid Transport Canada license to your local ER office immediately upon receipt to be eligible to fulfill your offered position.

Our MISSION 'To connect communities and customers to people and places important in their lives'.

Our VISION 'To be trusted and valued' ... by our customers, stakeholders and employees'.

This means we strive to provide a travel experience our customer's value.

Our VALUES

Safe

Safety is our highest value.

Caring

We operate from a position of kindness and empathy for those who travel and work with us.

Honest

We conduct business with integrity, honesty and accountability.

Collaborative

We collaborate with others to enhance the customer experience.

Respectful

Respect is paramount in all interactions and relationships with others.

Sustainable

Our environmental, social and economic impact is central to our business decisions.

Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion. A summary of the terms and conditions of your employment is outlined below.

1. Date of Commencement

- Your appointment start date is October 17, 2022 and your pay and seniority will accumulate from this date. Your official point of assembly is Horseshoe Bay.

2. Compensation

- The current monthly rate of pay is \$7,358.00 paid semi-monthly. This is paid on or around the 14th and last day of each month via direct deposit transfer into your bank account.

3. Probationary Period

- Your employment is subject to successful completion of training and orientation and a probationary period of 120 working days, during which your performance will be monitored and evaluated against expected performance standards. Probationary Period
- Once you successfully pass your 120 working days probationary period, will be entitled to a \$5,000 payment.
- At the completion of one year of service (a year from Date of Commencement), you will be entitled to an additional \$5,000 if you remain in good standing.
- Payments will be processed through payroll and are a taxable benefit.

4. Union Membership and Dues

- You are required to join the Union within 30 days, as your employment forms part of the bargaining unit of the BC Ferry & Marine Workers' Union (BCFMWU), and union dues are automatically deducted from your wages.
- As a member of the BCFMWU it is your responsibility to be familiar with the terms, conditions and expectations of your position as outlined in the Collective Agreement.
- You are entitled to meet with your local union representative should you so desire.

5. Ferry Pass

After 7 days of employment, you will receive a BC Ferries' Ferry Travel Pass, which provides you with unlimited travel on all routes (car and driver or foot passenger) while employed with BC Ferries. The pass is considered a privilege provided to employees that facilitates a strong and vital bond between the company and the employee. Eligibility is at the sole discretion of the company and contingent on satisfying ongoing conditions, including providing a current telephone number and email contact.

6. Benefits Package

- Effective your first day of work with BCF, you are eligible to participate in the following benefit plans:
 - Public Service Pension
 - Group Life/AD&D

- Following three months of employment you will be eligible to apply for a BCF Travel Pass for eligible family members.
- Following six months of employment you will be eligible for the following benefits:
 - Extended Health Plan
 - Dental Plan
 - Long Term Disability (LTD)

7. Vacation

- Effective your start date, you are eligible for three (3) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- BC Ferries' vacation year is January 1 to December 31.

8. Change of Address and Contact Telephone Number

- You are responsible for notifying the Company of any change in your address and contact telephone number by completing the changes in Employee Self Serve or by submission of the appropriate change request form.

9. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$7,500 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
 - All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

As per Article 10.06 (h) of the Collective Agreement: "an employee who is offered and accepts a posted position shall not be eligible to accept another posted position for a period of six (6) months from the date of acceptance, unless the position is a promotion, career development position, or otherwise by mutual agreement of the Company and the Union.

Please indicate your acceptance of this appointment by signing two copies of this document and returning one copy to our office within five (5) days of receipt.

We wish you every success in your employment with BC Ferries.

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

s. 22

John McCulloch
Engineering Superintendent

cc: Personnel File
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date



British Columbia Ferry Services Inc.
Corporate Human Resources
Suite 500 – 1321 Blanshard Street
Victoria, BC V8W 0B7

Tel (250) 978-1187
Fax (250) 978-1225
www.bcferrys.com

October 27, 2022

[Redacted]

PRIVATE AND CONFIDENTIAL

Dear [Redacted]

RE: OFFER OF EMPLOYMENT – [Redacted]

It gives me considerable pleasure to extend to you a formal offer of employment with British Columbia Ferry Services Inc. as [Redacted]

In this position you will report to me and be located in Victoria. Your start date is December 5, 2022.

Your responsibilities will be assigned from time to time and more specifically your Key Result Areas shall generally include:

- Provide a comprehensive range of project and contract coordination activities in support of Terminal Construction's Project Managers during the planning and construction of terminal and marine capital projects;
- Effectively communicate technical and administrative matters to project managers and executives
- Participate and organize meetings with consultants, regulatory authorities, stakeholders, public and outside contractors as required
- Lead technical investigations and department initiatives;
- Administration and communications; and
- Personal characteristics/expectations.

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Code of Conduct

All employees are expected to understand and comply with the Company's Code of Conduct & Treatment of Employees in the Workplace policy. Both of these touchstone policies set out and emphasize the importance the company places on honesty, integrity, respect, diversity and inclusion.

In consideration of these requirements and expectations, the following terms and conditions of employment are hereby provided:

1. Base Salary

- Your salary will be based on \$77,000 per annum and you will generally be eligible for further reviews on the Company's annual review date.
- Within British Columbia Ferry Services Inc. salary adjustments are based on both personal achievement and Company performance.
- The first six (6) months of your employment will be considered a 'probationary period' during which your suitability for employment will be reviewed.

2. Vacation

- Effective April 1, 2022, you are eligible for four (4) weeks' vacation and thereafter entitlement is in accordance with the British Columbia Ferry Services Inc. Vacation Policy.
- BC Ferries' vacation year is April 1 to March 31.
- Your vacation entitlement for this year will be based on your regular vacation entitlement, pro-rated to reflect your start date.
- You are eligible to carry-over up to two (2) weeks' vacation into the following vacation year, provided that it is used prior to December 31 of that year. Any unused carry-over vacation after December 31 will be removed and is not eligible for payout.

3. Health & Welfare Plan

- Effective your first day of work with BCF, you are eligible for Business Travel Accident Insurance.
- Effective the first day of the month following three months of continuous employment, you will be eligible for the following benefits:
 - Extended Health
 - Dental
 - Health Spending Account
 - Basic Life / AD&D Insurance
 - Long Term Disability (LTD)
- For more information with respect to your benefits, please refer to the BCF intranet site at https://inside.bcferrys.com/Departments/Human_Resources

4. Relocation Assistance

- Under the Relocation and Transfer Policy, you would be eligible for the following:
 - A total relocation allowance not to exceed \$5,000 to be used for any of the following CCRA identified and sanctioned relocation expenses:
 - Temporary accommodation while you search for a permanent home for a maximum of three months.
 - Costs associated with travel required to search for a home in your new work location;
 - Travelling expenses from old residence to new residence (automobile expenses, meals, and accommodation);
 - Transportation and storage costs for household effects (packing, hauling, in transit storage and insurance);
 - Cost of selling the old residence (advertising, notary or legal fees, real estate commissions and mortgage penalty when the mortgage is paid off before maturity; and
 - Cost of purchasing a new residence (legal fees, taxes paid for the transfer or registration of title).
 - Please note that expenses associated with your relocation allowance will be reimbursed to you upon the completion of a relocation expense report, and submission of original receipts for each expensed item.
- All benefits provided under the relocation policy are conditional on employees maintaining their employment with the Company and not voluntarily terminating their employment for a period of thirty-six (36) months. An employee who voluntarily terminates prior to the completion of thirty-six (36) months shall be required to reimburse the Company for benefits under the relocation policy on a pro-rata basis.

5. Employee Travel Pass

- Effective your first day of work with BCF, you are eligible for the BCF Employee Travel Pass benefit.

6. Retirement Pension Plan

- Effective your first day of work with BCF, you are eligible to participate in the company's defined benefit pension plan (Public Service Pension Plan), which is jointly funded by the Company and the employee.
- For more details, please visit the Public Service Pension Plan website at <https://pspp.pensionsbc.ca>

7. Confidentiality Agreement

- The finalization of this offer is contingent upon your satisfactory execution of the Company Confidentiality Agreement and Code of Business Conduct and Ethics Acknowledgement Form.

Please sign two copies of this document and the attached Confidentiality Agreement and the Code of Business Conduct and Ethics Acknowledgement Form as indicated, and return one copy of each document to me within five days of receipt.

In closing s. 22 on behalf of British Columbia Ferry Services Inc., I wish you a long and successful career with our exciting and vibrant company.

Again, congratulations!

Yours truly,
BRITISH COLUMBIA FERRY SERVICES INC.

Tyler Thompson
Senior Manager, Terminal Project Management Office

cc: **Personnel File**
Exempt Payroll
ER/HR Director

I hereby agree to the foregoing terms and conditions of employment as noted above.

s. 22

Date