

MEMORANDUM OF SETTLEMENT  
ON THE RENEWAL OF THE COLLECTIVE AGREEMENT

BETWEEN

UNIFOR  
Local 2121, Terra Nova  
Hereinafter referred to as "the Union"

And

Terra Nova Employers' Organization  
Terra Nova  
Hereinafter referred to as "the Company"

The parties agree to the terms of this Memorandum as constituting the basis for full and final settlement of the terms of the renewed Collective Agreement between the Company and the Union.

The undersigned representatives of both the Company and the Union agree to unanimously recommend this Memorandum to their respective principals.


Amendments and terms applicable to this Memorandum are attached hereto and agreed upon.

Signed at St. John's, in the Province of Newfoundland and Labrador, this 20<sup>th</sup> day of November, 2024.

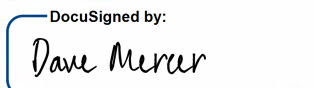
**FOR THE UNION**

  
Michael MacMullin

  
Gary Pinsent


  
Paul Davis

  
Paul Brake

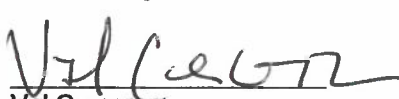
DocuSigned by:  
  
159D94248FC1434...  
Dave Mercer

  
Robert Coady

**FOR THE COMPANY**

  
Ryan Danielson

  
Shawn Langdon

  
Val Corcoran

**These terms are effective the date of ratification or unless otherwise provided.**

**NATIONAL AGREEMENT**

The terms of the National Agreement between Suncor Energy Inc. and Unifor will be incorporated into the collective agreement between Terra Nova Employer's Organization and Unifor Local 2121.

**DURATION**

The parties agree that the Collective Agreement shall be renewed for a period of 3 years from October 1, 2023 to September 30, 2026.

**WAGE ADJUSTMENT**

Effective April 1, 2025, a eight point six seven five percent (8.675%) general wage increase (rounded to the nearest dollar) will be applied to the rate of pay for each job classification.

Effective October 1, 2025, a three and one half percent (3.5%) general wage increase (rounded to the nearest dollar) will be applied to the rate of pay for each job classification.

**RETROACTIVITY**

Following ratification of this Memorandum, Regular Full Time, Part Time, and Casual employees will receive a lump sum payment in lieu of adjusted wages, vacation pay, and applicable offshore allowance for the following:

- 1) 5% of salary, shift differential, demobilization pay, acting pay, training, vacation pay, applicable offshore allowance and extra compensation for the period of October 1, 2023, to September 30, 2024, to be paid as a lump sum sixty (60) days after ratification.
- 2) 8.675 % of salary, shift differential, demobilization pay, acting pay, training, vacation pay, and applicable offshore allowance for the period of October 1, 2024 to April 1, 2025, to be paid as a lump sum sixty (60) days after April 1, 2025. Additionally, a 3.5% increase for Extra Compensation will be included.

Employees who retire during the negotiation period will also receive a lump sum payment for any hours worked between October 1, 2023 and ratification of the renewed collective agreement.

**SHIFT DIFFERENTIAL**

Wage related premiums (shift differential) will be adjusted by the same percentages as the wage adjustment.

**PAY FOR TIME WORKED ON DAY OF DEMOBILIZATION**

Pay for time worked on day of demobilization will be adjusted by the same percentages as the wage adjustment.

**MEMORANDUMS OF UNDERSTANDING**

The Memorandums of Understanding are renewed.


The Trades on Ropes Pilot Project signed February 12, 2020, will continue for the duration of this Collective Agreement, September 30, 2026.

The Relief Crane Operator CSL Memorandum of Understanding signed and agreed to on April 15, 2023, will continue for the duration of this Collective Agreement, September 30, 2026.

**LIEBHERR**

With the departure of Liebherr from the Terra Nova Employers' Association, "Appendix C – Liebherr Canada – Schedule of Wages" will be removed from the Collective Agreement.





November 20, 2024

Page 2 of 17

**ARTICLE 16.04D**

In addition to Article 16.04d, if approved training follows a work schedule of twenty-one (21) consecutive days offshore and within twenty-one (21) days of demobilization, casual employees will be eligible for the following:

- Four (4) hours or less                      1/3 of offshore day rate
- Greater than four (4) hours                2/3 of offshore day rate

RD

*M. A.*

November 20, 2024

Page 3 of 17

**Appendix A**

**A1.02 Base Salary Schedule (Regular Full Time)- Not to appear in Collective Agreement**

**Classification**

Classification	April 1, 2025 8.675%	Minimum Time in the Job by an Employee in a Regular 21 day on/off rotation	Progression Criteria
<b>Vessel Operations</b>			
Vessel Operator 1	\$93,212	6 Months	New Hire (Bridge Watch certificate preferred; in training in Vessel Operations)
Vessel Operator 2	\$99,702	6 Months	Competent Vessel Operator
Vessel Operator 3	\$106,506	6 Months	Competent Vessel Operator and Material Management or Radio Operations  OR  Certified Crane Operator in Training (Stage 2)
Vessel Operator 4 <del>Crane Operator</del>	\$115,759		Competent Vessel Operator Material Management and Radio Operations  OR  Crane Operator Certification (Stage 3)  OR  Material Controller in Training
Vessel Operator 5 <del>Material Controller</del>	\$118,996		Crane Operator plus Vessel Operator Duties  Material Controller Scheduler Duties, TDG, Banksman, Rigging, Forklift Competencies

RD

*Man*

<b>Vessel Control System Operator</b>			
Vessel Control System Operator 1	\$111,629	6 Months	Vessel Control Operator 1 Has Watchkeeping Mate Certificate and is in training on Vessel Control System including Radio Operations.
Vessel Control System Operator 2	\$126,896	6 Months	Vessel Control Operator 2 Has Watchkeeping Mate Certificate and is competent in Vessel Control System including Radio Operations.  OR  Has Chief Mate Certificate and is in training for Vessel Control System including Radio Operations.  <del>OR (has First Mate Intermediate Voyage (Ocean Navigation 2) and is in training on Vessel Control System)</del>  Radio Operator Duties
Vessel Control System Operator 3	\$135,438	6 Months	Vessel Control Operator 3 Has Master Mariner Certificate and is in training on Vessel Control System including Radio Operations OR  Has Chief Mate Certificate and is competent in Vessel Control System including Radio Operations OR  Has Watchkeeping Mate Certificate and is competent in Vessel Control System including Radio Operations and Vessel Operator competencies  <del>(has First Mate Intermediate Voyage (Ocean Navigation 2) and is competent in Vessel Control System)</del> Radio Operator Duties
Vessel Control System Operator 4	\$143,191		Vessel Control Operator 4 ( <del>Master Mariner</del> ) Has Master Mariner Certificate is competent in Vessel Control System including Radio Operations.  Has Chief Mate Certificate is competent in Vessel Control System including Radio Operations and Vessel Operator competencies Radio Operator Duties
Vessel Control System Operator 5	\$147,031		Has Master Mariner Certificate and is competent in Vessel Control System including Radio Operator Duties and Vessel Operator competencies

Not to appear in collective agreement:

- The VO3 Operator learning profile will be updated to reflect the training requirement for materials management.
- The VCS Operator learning profile will be updated to reflect the training requirements associated with the duties currently fulfilled by the Radio Operator.

Note: The number of Electricians or Instrument Technicians trained/qualified in telecoms is at the discretion of the company.

RD

Man

November 20, 2024

Page 6 of 17



**Appendix A1:**

**Vessel Operations Promotion:**

Minimum Time in the Job by an Employee in a Regular 21 day on/off rotation	Progression Criteria
6 Months	Vessel Operator 1 New Hire (Bridge Watch certificate preferred; in training in Vessel Operations)
6 Months	Vessel Operator 2 Vessel Operator <b>Competent</b>
6 Months	Vessel Operator 3 Vessel Operator <b>Competent and Material Management or Radio Operations</b>  OR <b>Certified Crane Operator in Training (Stage 2)</b>
	Vessel Operator 4 Vessel Operator and Material Management and Radio Operations  OR  Crane Operator Certification (Stage 3)  OR <b>Material Controller in Training</b>
	Vessel Operator 5 Crane Operator plus Vessel Operator  Material Controller Scheduler Duties, TDG, Banksman, Rigging, Forklift Competencies

The number of Crane Operators and Material Controllers trained/qualified is at the discretion of the company

Employees will be eligible to receive the higher job classification rate provided they possess the necessary qualifications, have completed all Standard Operating Procedures, Critical Practices and Procedures, have demonstrated operating experience and have successfully completed the assessments as defined by Suncor.

Management shall have the discretion to appoint individuals above the Vessel Operator 1 rate. Management shall have the right to move individuals through Vessel Operator levels (1 to 3) in less than the time requirements stated above based on the individual's experience and competencies.

RD



**Appendix A1:**

**Vessel Control Promotion**

Minimum Time in the Job by an Employee in a Regular 21 day on/off rotation	Progression Criteria
6 Months	<p>Vessel Control System Operator 1                      Has Watchkeeping Mate Certificate and is in training on Vessel Control System Including Radio Operator</p>
6 Months	<p>Vessel Control System Operator 2                      Has Watchkeeping Mate Certificate and is competent in Vessel Control System including Radio Operator</p> <p>OR</p> <p>Has Chief Mate Certificate and is in training for Vessel Control System including Radio Operator</p> <p><del>(Has Watchkeeping Mate Certificate and is competent in Vessel Control System) OR (has First Mate Intermediate Voyage (Ocean Navigation 20 and is in training on Vessel Control System) Radio Operator Duties</del></p>
6 Months	<p>Vessel Control System Operator 3</p> <p>Has Master Mariner Certificate and is in training on Vessel Control System including Radio Operator OR</p> <p>Has Chief Mate Certificate and is competent in Vessel Control System including Radio Operator OR</p> <p>Has Watchkeeping Mate Certificate and is competent in Vessel Control System including Radio Operator and Vessel Operator competencies</p> <p><del>(Has Master Mariner and is in training on Vessel Control System) OR (has First Mate Intermediate Voyage (Ocean Navigation 2) and is competent in Vessel Control System) Radio Operator Duties</del></p>
	<p>Vessel Control System Operator 4 (Master-Mariner)</p> <p>Has Master Mariner Certificate is competent in Vessel Control System including Radio Operator Duties OR</p> <p>Has Chief Mate Certificate is competent in Vessel Control System including Radio Operator and Vessel Operator</p> <p><del>(Has Master Mariner and is competent in Vessel Control System) Radio Operator Duties</del></p>
	<p>Vessel Control System Operator 5</p> <p>Has Master Mariner Certificate and is competent in Vessel Control System including Radio Operator Duties and Vessel Operator competencies</p>

*RD*

*Man*



Employees will be eligible to receive the higher job classification rate provided they possess the necessary qualifications, have completed all Standard Operating Procedures, Critical Practices and Procedures, have demonstrated operating experience and have successfully completed the assessments as defined by Suncor.

Management shall have the discretion to appoint individuals above the Vessel Control Operator 1 rate. Management shall have the right to move individuals through Vessel Control Operator levels (1 to 4-four 5) in less than the time requirements stated above based on the individual's experience and competencies.

**Appendix E - Wood- New Classification (Part Time):**

Wood Classification	Salary (Effective Apr 1, 2025)
Vessel Operator 2	\$99,702
Vessel Operator 3	\$106,506
Vessel Operator 4	\$115,759
Vessel Operator 5	\$118,996
VCS Operator 5	\$146,420

**Appendix E - Wood- New Classification (Casual):**

Wood Classification	Salary (Effective Apr 1, 2025)
Vessel Operator 2	\$771
Vessel Operator 3	\$823
Vessel Operator 4	\$895
Vessel Operator 5	\$920
VCS Operator 5	\$1132

*RD*

*MBA*

**Vessel Control System (VCS) Classification Criteria**

<p>Vessel Control System Operator 1</p> <p>Has Watchkeeping Mate Certificate and is in training on Vessel Control System and Radio Operator</p>
<p>Vessel Control System Operator 2</p> <p>Has Watchkeeping Mate Certificate and is competent in Vessel Control System and Radio Operator</p> <p>OR</p> <p>Has Chief Mate Certificate and is in training for Vessel Control System and Radio Operator Duties</p> <p><del>(Has Watchkeeping Mate Certificate and is competent in Vessel Control System) OR (has First Mate Intermediate Voyage (Ocean Navigation 2) and is in training on Vessel Control System)</del></p> <p><del>Radio Operator Duties</del></p>
<p>Vessel Control System Operator 3</p> <p>Has Master Mariner Certificate and is in training on Vessel Control System and Radio Operator Duties OR</p> <p>Has Chief Mate Certificate and is competent in Vessel Control System and Radio Operator Duties OR</p> <p>Has Watchkeeping Mate Certificate and is competent in Vessel Control System and Radio Operator Duties and Vessel Operator competencies</p> <p><del>(has First Mate Intermediate Voyage (Ocean Navigation 2) and is competent in Vessel Control System)</del></p> <p><del>Radio Operator Duties</del></p>
<p>Vessel Control System Operator 4 (Master Mariner)</p> <p>Has Master Mariner Certificate is competent in Vessel Control System including Radio Operator Duties</p> <p>OR</p> <p>Has Chief Mate Certificate is competent in Vessel Control System and Radio Operator and Vessel Operator</p> <p><del>(Has Master Mariner and is competent in Vessel Control System)</del></p> <p><del>Radio Operator Duties</del></p>
<p>Vessel Control System Operator 5</p> <p>Has Master Mariner Certificate and is competent in Vessel Control System and Radio Operator and Vessel Operator</p>

RD

MAN

## COLLECTIVE AGREEMENT LANGUAGE CHANGES

**Bold=Language Added**

**Strikethrough=Language Deleted**

### 14.07c

- Old** In the event of a recall by telephone for Casual employment, the employee shall have one (1) hour to confirm his availability to report for work at the time needed. If on three (3) occasions within a twelve (12) month period, the employee cannot be contacted by telephone, or declines recall the employee shall forfeit his seniority and right to recall.
- New** In the event of a recall by telephone for Casual employment, the employee shall have one (1) hour to confirm his availability to report for work at the time needed. If on **four (4)** ~~three (3)~~ occasions within a **fifteen (15)** ~~twelve (12)~~ month period, the employee cannot be contacted by telephone, or declines recall the employee shall forfeit his seniority and right to recall. **Employees will not be considered to have more than one occasion where they could not be contacted by telephone or declined recall in a continuous seven (7) day period.**
- Revised** In the event of a recall by telephone for Casual employment, the employee shall have one (1) hour to confirm his availability to report for work at the time needed. If on **four (4)** occasions within a **fifteen (15)** month period, the employee cannot be contacted by telephone, or declines recall the employee shall forfeit his seniority and right to recall. **Employees will not be considered to have more than one occasion where they could not be contacted by telephone or declined recall in a continuous seven (7) day period.**

### 14.07d

- Old** Subject to operational requirements, casual employees shall be eligible once per year to block out up to fourteen (14) days during which they will not be considered for recall. Casual employees must submit such requests in writing to their employer at least thirty (30) days prior to the requested block out period. For the purpose of this clause, a year shall run from October 1<sup>st</sup> to September 30<sup>th</sup>.
- New** Subject to operational requirements, casual employees shall be eligible once per year to block out up to fourteen (14) days during which they will not be considered for recall. **At the employees choice these blocked out days may be broken into two (2) seven (7) day increments or all fourteen (14) blocked out days may be taken at once.** Casual employees must submit such requests in writing to their employer at least thirty (30) days prior to the requested block out period. For the purpose of this clause, a year shall run from October 1<sup>st</sup> to September 30<sup>th</sup>.
- Revised** Subject to operational requirements, casual employees shall be eligible once per year to block out up to fourteen (14) days during which they will not be considered for recall. **At the employees choice these blocked out days may be broken into seven (7) day increments or all fourteen (14) blocked out days may be taken at once.** Casual employees must submit such requests in writing to their employer at least thirty (30) days prior to the requested block out period. For the purpose of this clause, a year shall run from October 1<sup>st</sup> to September 30<sup>th</sup>.





November 20, 2024

Page 11 of 17

**Appendix A**

**Old** CSS Technician  
**New** CSS Technician/ Telecomms (Electrician/ Instrumentation)  
**Revised** CSS Technician/ Telecomms (Electrician/ Instrumentation)

**Appendix H Meals**

**Old** Applicable receipted meal expenses to a maximum of \$70 per day as outlined:  
Breakfast - \$15.00  
Lunch - \$20.00  
Dinner - \$35.00

**New** Applicable receipted meal expenses to a maximum of ~~\$70~~ \$100 per day as outlined:  
Breakfast - ~~\$15.00~~ \$20.00  
Lunch - ~~\$20.00~~ \$30.00  
Dinner - ~~\$35.00~~ \$50.00

**Revised** Applicable receipted meal expenses to a maximum of \$100 per day as outlined:  
Breakfast - \$20.00  
Lunch - \$30.00  
Dinner - \$50.00

RD

MAN

**Extra Compensation**

Extra compensation rates will be adjusted as per below over the course of the agreement.

**APPENDIX A – SUNCOR ENERGY – SCHEDULE OF WAGES**

**A1.05 Extra Compensation**

(a) Subject to the provisions of Article 16, Regular Full Time Suncor employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025 Offshore Full Day Rate	2025 Offshore Half Day Rate	2025 Onshore Full Day Rate	2025 Onshore Half Day Rate
Vessel Operator 1	\$957.38	\$478.69	\$638.60	\$319.30
Vessel Operator 2	\$1,060.88	\$530.44	\$706.91	\$354.49
Vessel Operator 3	\$1,138.50	\$569.25	\$758.66	\$379.33
Vessel Operator 4 (Crane Op)	\$1,190.25	\$595.13	\$793.85	\$396.92
Vessel Operator 5 (Material Controller)	\$1,216.13	\$608.06	\$810.41	\$406.24
Vessel Control System Operator 1	\$1,138.50	\$569.25	\$758.66	\$379.33
Vessel Control System Operator 2	\$1,267.88	\$633.94	\$845.60	\$422.80
Vessel Control System Operator 3	\$1,397.25	\$699.14	\$931.50	\$465.75
Vessel Control System Op 4 (Master Mariner)	\$1,449.00	\$724.50	\$983.25	\$491.63
Vessel Control System Op 5 (Master Mariner)	\$1,552.50	\$776.25	\$1,035.00	\$517.50
Production Operator 1	\$1,138.50	\$569.25	\$758.66	\$379.33
Production Operator 2	\$1,267.88	\$633.94	\$845.60	\$422.80
Production Operator 3	\$1,397.25	\$698.63	\$931.50	\$465.75
Production Operator 4	\$1,552.50	\$776.25	\$1,035.00	\$517.50
CSS Tech/ Telecomms (Instrumentation/Electrician)	\$1,552.50	\$776.25	\$1,035.00	\$517.50
Maintenance Technician 1 Mechanical Electrician Instrumentation Machinist	\$1,552.50	\$776.25	\$1,035.00	\$517.50
Maintenance Technician 2 (Dual Ticket)	\$1,552.50	\$776.25	\$1,035.00	\$517.50

RD

*[Signature]*

November 20, 2024



**APPENDIX B – EAST COAST CATERING - SCHEDULE OF WAGES**

**B1.04 Extra Compensation**

(a) Subject to the provisions of Article 16, Regular Full Time and Part Time East Coast Catering employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025	2025	2025	2025
	Offshore Full Day Rate	Offshore Half Day Rate	Onshore Full Day Rate	Onshore Half Day Rate
Steward	\$776.25	\$388.13	\$517.50	\$258.75
Assistant Chef	\$776.25	\$388.13	\$517.50	\$258.75
Chef	\$853.88	\$426.94	\$569.25	\$284.63

**APPENDIX D - BAKER HUGHES CANADA -SCHEDULE OF WAGES**

**D1.04 Extra Compensation**

(a) Subject to the provisions of Article 16, Regular Full Time and Part Time Baker employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025	2025	2025	2025
	Offshore Full Day Rate	Offshore Half Day Rate	Onshore Full Day Rate	Onshore Half Day Rate
Lab Tech	\$1,267.88	\$633.94	\$845.60	\$422.80



**APPENDIX E - WOOD - SCHEDULE OF WAGES**

**E1.04 Extra Compensation**

(a) Subject to the provisions of Article 16, Part Time Wood employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025	2025	2025	2025
	Offshore Full Day Rate	Offshore Half Day Rate	Onshore Full Day Rate	Onshore Half Day Rate
Production Operator	\$1,138.50	\$569.25	\$758.66	\$379.33
Production Operator 4	\$1,397.25	\$698.63	\$931.50	\$465.75
Electrical Technician	\$1,397.25	\$698.63	\$931.50	\$465.75
Instrumentation Technician	\$1,397.25	\$698.63	\$931.50	\$465.75
Mechanical Technician	\$1,397.25	\$698.63	\$931.50	\$465.75
Material Controller – Scheduler Duties	\$1,138.50	\$569.25	\$758.66	\$379.33
Vessel Operator 1	\$931.50	\$465.75	\$621.00	\$310.50
Vessel Operator 2	\$1,060.88	\$530.44	\$706.91	\$354.49
Vessel Operator 3	\$1,138.50	\$569.25	\$758.66	\$379.33
Vessel Operator 4	\$1,190.25	\$595.13	\$793.85	\$396.92
Vessel Operator 5	\$1,216.13	\$608.06	\$810.41	\$406.24
VCS Operator 1	\$1,138.50	\$569.25	\$758.66	\$379.33
VCS Operator 2	\$1,267.88	\$633.94	\$845.60	\$422.80
VCS Operator 3	\$1,397.25	\$699.14	\$931.50	\$465.75
VCS Operator 4 (Master Mariner)	\$1,449.00	\$724.50	\$983.25	\$491.63
VCS Operator 5 (Master Mariner)	\$1,552.50	\$776.25	\$1,035.00	\$517.50

RD

*Moder*

November 20, 2024

**APPENDIX F – MAGNA SERVICES LIMITED - SCHEDULE OF WAGES**

**F1.04 Extra Compensation**

(a) Subject to the provisions of Article 16, Part Time Magna employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025 Offshore Full Day Rate	2025 Offshore Half Day Rate	2025 Onshore Full Day Rate	2025 Onshore Half Day Rate
Pipefitter/ Boilermaker	\$1,397.25	\$698.63	\$931.50	\$465.75
Electrical Technician	\$1,397.25	\$698.63	\$931.50	\$465.75
Instrumentation Technician	\$1,397.25	\$698.63	\$931.50	\$465.75
Mechanical Technician	\$1,397.25	\$698.63	\$931.50	\$465.75

**APPENDIX G - CROSBIE SALAMIS LIMITED-SCHEDULE OF WAGES**

**G1.02 (a) Base Salary Schedule (Part Time)**

CLASSIFICATION	APRIL 1, 2025
Crane Operator	\$115,758

**(b) Offshore Day Rate Schedule (Casual)**

CLASSIFICATION	APRIL 1, 2025
Crane Operator	\$865

*RD*

*[Signature]*

G1.04 Extra Compensation

(a) Subject to the provisions of Article 16, Part Time Crosbie Salmis employees will be eligible for Extra Compensation in accordance with the following:

Effective 10/1/2025				
Classification	2025 Offshore Full Day Rate	2025 Offshore Half Day Rate	2025 Onshore Full Day Rate	2025 Onshore Half Day Rate
Insulator	\$1,216	\$608.58	\$810.41	\$406.24
Painter	\$1,216	\$608.58	\$810.41	\$406.24
Scaffolder	\$1,216	\$608.58	\$810.41	\$406.24
Rigger	\$1,216	\$608.58	\$810.41	\$406.24
Abseiler	\$1,216	\$608.58	\$810.41	\$406.24
Deck Crew	\$880	\$439.88	\$586.85	\$293.42
Crane Operator	\$1,139	\$569.25	\$758.66	\$379.85

RD

*[Handwritten Signature]*