

The HMC Board has decided to publish the approved HMC/IBU [collective bargaining agreement](#), effective April 1, 2017 through March 31, 2020, in the belief that these employment agreements should be transparent to the membership.

This agreement grants the permanent ferry crew a 6% increase in pay in year one, and no increase in the second and third years. It incorporates clearer language regarding disciplinary procedures and a Code of Conduct binding on all IBU represented employees. It increases sick leave accrual maximums without increasing the accrual rate and makes no changes in vacation or holiday allowances. HMC continues to pay 100% of the employee health and welfare benefits, with the option of reopening this issue only for 2018 and 2019. The agreement has been approved and signed by both parties.