



Eastern Branch welcomes 3 new bargaining units:

Engineering Officers with Algoma Tankers
Officers on the MV Umiak 1, Voisey's Bay
Officers at Provmar Fuels Inc., Hamilton

Summer of 2008 has flown by – and still some parts of the Branch are waiting for summer weather. While we've been waiting there has been lots of activity going on in the Eastern Branch. The Guild is extremely pleased to announce our certifications to represent three new bargaining units of Officers. The Engineering Officers at Algoma Tankers were certified by the Canada Industrial Relations Board (CIRB) to be represented by the Guild as of July 24th. On September 5th the CIRB issued a certification order for the Guild to become official representatives for all the officers on the MV Umiak, which is the vessel operating into and out of Voisey's Bay nickel mine in Labrador. On September 11, 2008 the CIRB issued a certification for the Guild to represent the Officers at Provmar Fuels.

These groups comprise over 60 Officers in total and we are very pleased that they've become Guild members. Arrangements have already been made to begin work on their behalf, including taking over outstanding issues from the previous representatives in the case of Algoma Tankers or filing notice to bargain a first agreement in the case of the Officers on the Umiak and at Provmar.

The Guild is working on other projects within the Branch to bring more new members into our ranks. We are having some very good success and we intend to continue to work diligently to unite Officers under the representation of the Guild. The follow up to any successful organizing drive is often as much or more work than the organizing drive itself. First contracts take a long time to conclude and require extraordinary amounts of attention from members and Branch staff to make sure that a successful start is



Photo provided courtesy of Fednav Limited.

achieved. When we take over a group previously represented by another union we are often in "clean up" mode and must address old grievances and issues that may not have had proper attention from the earlier group. This is part of the effort we know we must make to give new members proper service and attention. Branch Staff are working hard to provide that representation.

Greetings from MV Algosar



Engineering officers from Algoma tankers ALGOSAR: Derek Parks (2/E), Herman (Spud) Bulger (3/E), and Dahlia Vanigas (4/E)

Staffing Updates

Dartmouth welcomes Kaelan Keys, LRO

The Guild's Eastern Branch Board authorized an increase to our staff in the Dartmouth Office in anticipation of our certification for the Mates, Engineers and Electrical Officers at Marine Atlantic. After the certification, we proceeded. We conducted interviews in June and July and can now report that Mr. Kaelan Keys started his employment as an LRO on September 15th.

Kaelan will work directly on the Marine Atlantic contract with Mario Elrick and will eventually assume the full responsibility for our members in that bargaining unit, as well as other duties within the Branch. We believe that providing representation for the Mates, Engineers, and Electricians at Marine Atlantic from Dartmouth makes good sense and the closer geographical proximity is also a benefit. Mario will maintain responsibility for the group until our newest LRO gets comfortable in his new position. We welcome Kaelan to our staff, and we know for certain he will never be bored.

GSO Negotiations

Branch staff and GSO representatives attended mediation requested by the Arbitration Board Chairman in the spring. While the Chairman's attempts to get the Parties together were laudable, nothing positive came from the meetings. The scheduled arbitration went ahead in Ottawa on May 23rd. We thank the Committee members for their input and all the members for their patience in the process.

We received the Arbitral award on June 27th and are still receiving legal advice on it. Reaction to the award has been mixed. It appears that some Appendix H Officers are less positive than Officers on the other work appendices where it was very well received. Members are reminded that this award was arbitration and as such is binding on the Parties. The Branch has been fielding questions from members and responding as information becomes available. We expect to continue for some time until the implications of the award and how it fits into the new Collective Agreement is known.

Captain André Lachance

The Guild regrets to inform members of the passing of Captain André Lachance, Eastern Branch Board trustee. Captain Lachance was a former Pilot, former Guild National Board member, former Eastern Branch Board member, and his last posting was as Board trustee. Captain Lachance was a forthright and honest representative of ships Officers over a long career as a mariner and Guild member. We respected his knowledge of the organization and his indomitable sense of right versus wrong. He will be sadly missed in this organization. Our sympathies are extended to his wife Micheline and family.



Issues at Marine Atlantic

The Guild continues to monitor the situation with the asbestos problem on the Atlantic Freighter. The Guild will continue to talk to the Company to address further issues on behalf of our members on board that vessel as they arise.

The issue of potential exposure to asbestos in members who've worked on the Freighter in the past is still being addressed by the Company.

The Guild has asked Mr. Tom Marsh to assist us by being our 'point man' for the new unit of Mates Engineers and Electricians. There are currently many issues to work through with this Company relating to the Mates Engineers and Electricians. In addition to the focus our newest LRO will give to this bargaining unit we want to stay informed of new developments and be able to react to problems as they arise. We have been very fortunate with the assistance received thus far from members of this bargaining unit. We thank all members for their input and especially those who have assisted by attending meetings and serving on various committees.



Negotiations and Grievances

The following is the status of negotiations being addressed by the Eastern Branch staff and negotiating committees:



- **Bay Ferries** – negotiations are ongoing – one session held so far.
- **Rigel Shipping** – proposals have been exchanged and one negotiating session held thus far.
- **Marine Atlantic** – negotiations for the Mates, Engineers, and Electricians are ongoing. Proposals have been exchanged and the first sessions scheduled for the week of September 22nd.
- **Marine Atlantic – Captains and Chiefs** - Notice to Bargain has been served to the Company for the Captains, Chief Engineers and Chief Electrical Officers bargaining unit and proposals are now being solicited for review.
- **MV Arctic** – tentative settlement is out for ratification.
- **Ocean Group – Tugmasters** – 4 negotiating sessions so far.
- **GLPA** – 2 of 4 districts have signed new agreements and the others are still negotiating with the Authority – expect further meetings in late September.
- **Everlast - ULS tug and barge** – negotiations recently concluded and contract renegotiated.
- **WJ Moore and McLeary Spirit** – CSL tug and barge – expect to conclude agreement there shortly.
- **Oceanex** – there is a tentative Agreement recently ratified by the members and the contract is expected to be signed shortly.
- **Upper Lakes Mates and Engineers** – the Engineers interest arbitration was held in Toronto on June 28th and the Guild was pleased with the outcome. A joint committee of 3 Guild reps and 3 Company reps was supposed to meet in September to further address the issue of a leave system – but the meeting did not take place so it appears that issue will be going back to the arbitrator for final determination.
- **Maersk/Seabase** – the Guild and the Company have nominated their

representatives to Arbitration but as of the time of this report the Parties have yet to agree on a Chairman. We intend to get that situation resolved as quickly as possible.

- **Cancrew** – we have now had five negotiating sessions with the Company and more are required. We are trying to push the pace of these talks but are having problems with Committee availability, sometimes from both sides.
- **MacKeils** – negotiations have been held and there is a package out for ballot of the members.
- **OSG (Overseas Shirley)** – two negotiating sessions were held and the talks did not progress as planned so we have asked to have a conciliator appointed.
- **APA Pilots** – Notice to Bargain has been given to the Authority and proposals are currently being received and reviewed by the Negotiating Committee for presentation to the APA.

Grievances:

Each Guild office has various grievances being worked on by staff.

Each Guild office has various grievances being worked on by staff. We have inherited some grievances at Marine Atlantic and are working on them concurrently with the other matters that occur on a regular basis. We are working very hard to establish a proper labour relations climate at Marine Atlantic. The Company is very difficult to deal with on matters relating to the Mates, Engineers, and Electrical Officers group, and efforts to find settlements on issues from contracting out to lack of promotion have not met with much success. We had to go to the highest levels within the Company just to get negotiating dates and have many issues currently being reviewed by our legal advisors.

Grievances in other agreements include dismissal and discipline issues, improper lay offs, benefit plan problems, accommodation issues, and many others. These are at various stages so each grievance will not be explained in detail here. [Continued on next page]

Grievances continued

It is correct to say that many grievance issues arise from time to time and Branch staff follows each grievance on its own merits at each level.

The Guild asks members who have potential grievances to contact our offices early in the process to make sure the grievance process in your contract is followed. It is also beneficial to discuss the alleged violation with Guild staff to determine what part of your Collective Agreement has been violated. All grievances need to be discussed with the member and investigated as required.

You've Got Good Connections!



Members can connect with Branch publications on the "Eastern Branch Updates" section of the National Office website at www.CMSG-CMMC.ca

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"Shipping Out List"

Many Companies have had difficulties finding Officers this year, and we've heard that from just about all areas of the Branch, especially on the Great Lakes. We urge members to contact us to have their names put on the 'shipping out list' when they are available for employment. While there are no employment guarantees, we can help get an Officer's name and resume to a perspective employer. We also urge Guild members to speak with Officers they may know to encourage them to become members. This could increase their options and opportunities for employment and representation in a time when it looks like opportunities are increasing.

Be Prepared – Carry your Card

Guild members are reminded of the cards given to members containing emergency numbers to be used in the case of a marine incident. Please keep those cards available and use them if an incident occurs. All emergency calls are monitored, and should be made as soon as possible after the incident.

The tragedy involving a Coast Guard vessel and a sealing vessel off Sydney NS was responded to by Guild legal advisors and is still being followed up. Guild members are being well represented in this incident.

Greetings from MV Caribou



New LRO Kaelan Keys recently had the opportunity to introduce himself to Officers of Marine Atlantic MV Caribou. Front Row: Tom Marsh, Lois Meade, Theo Musial, Leo Brown. Back Row: Kaelan Keys (LRO), Kirk Manuel, Dave Currie, Blaine Snow, Danny MacKinnon, Mike Scott, Monford Organ, Phil Spenser, Allan Keeping and Dave Phalen. Photo by Mario Elrick.

