



Dear Members...

Thanks to all of you who attended our recent membership meetings held in Victoria, Nanaimo and Coquitlam, it is always a pleasure to see you. Membership meetings provide you an opportunity to discuss your concerns affecting the Marine Industry, and understand the direction of the Branch on matters of interest, therefore we encourage you to continue attending.

EXECUTIVE BOARD

The Executive Board is pleased to report that at the last meeting, on February 2, 2012 three new Executive Board members were sworn in: Craig Bremner - Additional Representative of Government Ship's Officers, Matt De Bourcier - Additional Representative of Engineer Officers Serving on Towboats and Phil Hawkins - Vice President representing Government Ship's Deck Officers. We extend congratulations and a warm welcome to Craig, Matt and Phil and look forward to working together to improve member's services.

GUILD TRUSTEE

Congratulations to William Prucklmeier on being appointed as a Guild Trustee.

SECRETARY TREASURER

Zulema Sanabria was appointed as the new Secretary Treasurer of the Western Branch; she has over fifteen years of experience in accounting at a public practice, and given her strong drive and proficiency with numbers she has played an important role in addressing some issues of the Branch's finances and is adjusting well to her new position. She will have charge of the Branch's office and the staff members. The Business Agent who has been assigned to represent your current collective agreement will continue to be in charge of labour related matters.

GUILD STAFFING CHANGES

Peter Massy has resigned and we offer our very best wishes to him in his future endeavors. We are pleased to have Robert Samson to join the Western Branch staff as the new Business Agent as of November 2011. Robert is fully in charge of all the assignments previously handled by Peter, should you need to contact Robert, he can be reached at extension 224.

Also, Edd Langelier remains on indefinite medical leave since November 2011. In his absence Al Kane has been assigned to deal with Edd's regular labour relations assignments and Rick McGarvie is assisting with GSO assignments. We keep Edd in our hearts and are hoping for Edd's full recovery. Should you need to contact Al, he can be reached at extension 229.

The following is the status of negotiations, grievances and WCB appeals being addressed by the Western Branch:

FRPD

The collective agreement has been signed off and is in the process of being printed.

Harbour Cruises and Interfor

Copies of the already ratified collective agreements will be formatted, finalized and distributed in the near future.

Hodder

1 grievance, denial to sail as Master - arbitration date of mid June.

Island Tug & Barge (ITB)

The Island Tug and Barge bargaining committee signed off on a Memorandum of Agreement regarding a new four year contract on February 7, 2012, after four days of discussions with the Company at Federal Mediation and Conciliation Services.

The Bargaining Committee is recommending acceptance of the Memorandum, which has been distributed both electronically and by regular mail. A ratification meeting was held with the ITB members in the Guild's Chain Locker on February 16, 2012. Ballots have now been mailed to eligible members and will be counted on March 29, 2012.

Northern Transportation Company Ltd. (NTCL)

The membership of Northern Transportation Company Ltd. will vote on a new three year agreement on March 22, 2012. It is no secret that NTCL has been struggling as a business over the last few years due to reasons too numerous to note here. That said, the Company is faced with many challenges as they try to restructure and return to profitability. Our members at NTCL are also dealing with the reality that their defined benefit pension plan has a substantial negative solvency ratio. NTCL has asked the Office of the

Superintendent of Financial Institutions (OSFI) for an extension from 5 to 10 years in order to make up the monies required to erase the negative solvency ratio. The Guild will be attending a meeting with the other stakeholder representatives of the Plan on April 16, 2012, at which time the current financial state of the Plan will be made known. The information from this meeting will be passed along to the Plan members who will vote later this year to either support or reject the Company's requested extension. OSFI requires a 2/3rd aggregate majority vote before they will grant the extension. The requested extension will be deemed to have automatically failed if the retiree group does not vote a 2/3rd approval.

Pacific / FMW

- ◆ Bargaining has reached the point whereby the Guild will be applying for third party assistance .
- ◆ 1 grievance, violation of Article 1.12 (4).
- ◆ Settlement monies from our recent win at Arbitration are being stone-walled out of what the Guild believes is nothing more than sour grapes at the loss. It is only a matter of time before they surrender to the reality of the situation and release the funds. In the meantime, we are doing whatever is possible to speed up the final release.

Seaspan Marine:

- ◆ The collective agreement is being proof-read and has been forwarded to the Company for perusal prior to printing.
- ◆ 6 grievances are in process: Seniority 1.12 (3); Postings; OT denial; Denial to sail as Master. We anticipate an exponential increase in grievances going forward.
- ◆ Joint Consultation process - signed February 22, process for meeting every four months to discuss outstanding issues. Each party will be comprised of 3 participants. Seaspan; 1 Vice President and two others, CMSG 1 Business Agent and 2 others.
- ◆ Roberts Bank - we will be presenting our draft to Seaspan in early March.

- ◆ Reversion to category seniority - underway and will settle itself out over the next four months thru the agreed process.
- ◆ Kitimat - We have entered into talks as to how to address what could be substantive work prospects on the North Coast.

SMIT

A meeting was held with SMIT on February 15, 2012, regarding convening bargaining three separate collective agreements. We have agreed to commence bargaining on March 13- 14 for the SMIT Marine Canada agreement. (Prince Rupert).

SMIT has recently purchased the boats and crews from Minette Bay Towing in Prince Rupert. The Minette Bay officers will be dove-tailed into the existing seniority list.

Bargaining dates for West Tug and Tiger Tugs will be scheduled in the near future.



We continue to deal with a number of ongoing complaints and grievances with various employers at different stages of the grievance procedure, attempting to find satisfactory resolves before filing for arbitration as a last resort. All grievances need to be discussed with the member and investigated as required. The Guild will try to discuss issues with the respective employer to resolve the matter before grievances arise and sometimes this approach works well. However, we will use the grievance process provided in collective agreements as needed to represent our members.

Valley Towing

The collective agreement is in the process of receiving signatures and will be printed within the next few weeks.

Worksafe Appeals

We are pleased to report that we have successfully won an appeal from Worksafe BC's Review Division. The award overturned a previous finding that denied our member wage loss benefits. The Board's earlier decision was found to be in error due to the fact that our member did not have his doctor's medical approval to return to work. We are also currently awaiting the findings of an appeal for benefits filed with the Workers' Compensation Appeals Tribunal on behalf of a Government Ship's Officer.



To those who have been off work and receiving Weekly Indemnity or LTD benefits, please inform Coughlin of any changes in your contact information to avoid delays in receiving your benefits.

Also, be reminded to contact Coughlin once your health improves and you return to work to avoid any overpayment resulting in a claw-back at a later date.

IMPORTANT REMINDERS

Guild members who are off on weekly indemnity, LTD or WCB are reminded that under our By-Laws dues must be paid (at the reduced rate) on a monthly basis, please contact us to maintain your membership status in good standing.



Please help us keep our database up to date by contacting the branch if there is any change of address, telephone number, email address or your employment status changes (i.e. unemployed, retired, sick, on leave, etc.)

Remember to inform us in writing if you been unemployed (paying reduced dues), and you are hired, you need to inform the CMSG-WB "in writing" prior to sailing to be eligible to have MOPS Coverage.

The Guild's bulletins and newsletters can be accessed at www.cmsg-cmmc.ca/bulletins/index-e.html

PENSION, BENEFIT AND WELFARE PLAN TRUSTEES

Al Kane has been appointed as a Tow-Boat Pension Plan Trustee and Robert Samson as a Health Benefit Plan Trustee. We are currently in need to fill two other positions (one Trustee for each of the Plans), if you are interested in standing for these positions, please forward your expression of interest to the CMSG-WB for consideration, in accordance with the By-Laws.

The Pension Plan Trustees have engaged Mercer Canada Limited to conduct a review and produce a report regarding the Plan’s service provider, governance policies and analyses of the Plan’s money manager’s investment structure and asset allocation. Mercer’s work is ongoing at the present time.

Robert Samson reports that as a Trustee of the Benefit plan and his involvement at bargaining it is clear that going forward serious strains will be placed on the plan due to:

1. Pushback from Guild companies’ at bargaining.
2. The incursion of CLAC - we have made preliminary enquires and are in the process of developing a plan to address their incursion onto the marine industry.



“Remember, you are the eyes and ears for the Business Agents in the workplace. We can’t act on your behalf if we don’t know what’s going on. We can’t conduct a proper investigation unless we know what facts and issues are in dispute. Please do not hesitate to call the Guild Office should you need assistance or have any concerns.” That’s what we are here for!

A Note from the Editor

I’m grateful for the opportunity given to me. It is with great pleasure that I have accepted the position of Secretary Treasurer of the Western Branch. My goal is to work earnestly to make a significant contribution. I consider it a privilege to be part of the Guild.

Yours fraternally,

Zulema Sanabria
Secretary Treasurer



We hope you find this newsletter a useful tool. We welcome your comments and suggestions.

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