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Canadian Merchant Service Guild

A NATIONAL ASSOCIATION OF

MASTERS — MATES — PILOTS — ENGINEERS AND OTHER MARINE OFFICERS

La Guilde de la Marine Marchande du Canada

ASSOCIATION NATIONALE DES CAPITAINES — OFFICIERS BREVETES ET PILOTES

INTERNATIONAL MARITIME PILOTS' ASSOCIATION

AFFILIATED WITH

INTERNATIONAL TRANSPORT WORKERS' FEDERATION

Vancouver — St.Catharines — Ottawa — Québec — Dartmouth — St.John's
www.CMSG-GMMC.ca

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CMPA Newsletter

Enclosed is a complimentary copy of the third edition of *The Canadian Pilot*, the Newsletter of the Canadian Marine Pilots' Association (CMPA). The CMPA is an Associated Professional Body of the Canadian Merchant Service Guild. All CMPA Pilots are Members of the Guild. Due to the keen interest and enthusiasm of a growing number of Members across the country, this Newsletter as well as those produced in the Eastern and Western Branches of the Guild will be distributed to all Guild Members, not just Pilots, in order to keep us all aware of matters that should be important to all of us as professional mariners. To view the previous editions of *The Canadian Pilot*, go to the Guild website (address above) and use the "Links" button to navigate to the CMPA Newsletter in French or English.

GSO News

District Guild Offices have received a number of inquiries from Guild Members employed by the Federal Government in the SO-group concerning some of the provisions of the Arbitral Award of June 27th, 2008. This Arbitral Award (posted on the Guild website as Bulletin # 43) was distributed to all GSO Members in July of 2008, and was discussed at length during meetings and ship visits. The Arbitral Award understandably was met with mixed reactions and strong feelings. Some of the provisions of the Award are only now about to come into effect as we approach the upcoming final year of the Collective Agreement, so this may be a good time to take stock of where we stand. The Arbitration in 2008 stated that the 2.1 leave factor will come to an end in 2010. This leave factor was the result of a previous arbitration and had been in effect since September 1998. Against all odds, the Guild was able to successfully defend this landmark ruling and this extra leave provision for almost a 12 year run by using innovative strategies and the finest of legal counsel. It is noteworthy that commencing in 2010, all the rates of accumulation of annual leave have been significantly adjusted by the Arbitral Award and are noticeably higher than the standard rates of accumulation of annual leave found in the federal public service.

According to the Arbitral Award all Guild Members employed in the SO-group who were being paid at the layday rate of pay on May 23rd, 2008 will be paid an allowance of \$5000.00 on April 1st, 2010. However, the award states that in order to be eligible for this allowance, the Member must remain somewhere within the SO-bargaining unit. Remaining somewhere within the Guild SO-bargaining unit includes moving to the INS-Group at the Coast Guard College (SO-INS) or to any non-layday position as an SO-MAO or SO-FLP.

However, in the event that an officer who was on the layday rate of pay on May 23rd, 2008 is subsequently assigned to a position outside the Guild's SO-bargaining unit, including many shore-based non-Guild positions, the Officer will not be eligible to receive this allowance.

Any officer who was on the layday rate of pay on May 23rd, 2008 and who remains somewhere in the Guild's SO-bargaining unit (whether in the layday system or not) will continue to receive the \$5000.00 each April 1st for a total of five such annual payments.

In addition to this allowance for eligible Officers, the revised pay scales for all SO's also come into effect on April 1st, 2010. Treasury Board has directed the employer to distribute new pay scales to all Officers and these are also available on the Guild website and at any Guild office. The annual pay rates for layday officers increase by 6.55% on April 1st, 2010. For non-layday Officers, annual pay rates increase by 14.4% on that date and the INS-group was awarded two new pay increments of 4% each. These pay increases awarded in 2010 are by far the highest increases for any federal public service bargaining group in Canada.

The new pay scales and calculations of the pay increases are also available on the Guild website and at any Guild office.

Guild District Meetings

The Guild is currently making preparations for Membership Meetings to be held in various cities across Canada. Meeting notices will be sent to each Member's home address and will be posted on the Guild website once the meeting dates and locations are known. All Members-in-good-standing are encouraged to participate in a District Meeting if possible. Subsequent Newsletters will report on the important matters discussed at these meetings.