



Canadian Merchant Service Guild

A NATIONAL ASSOCIATION OF

MASTERS - MATES - PILOTS - ENGINEERS AND OTHER MARINE OFFICERS

web page cmsg-gmmc.ca

AFFILIATED WITH

INTERNATIONAL MARITIME PILOTS' ASSOCIATION

INTERNATIONAL TRANSPORT WORKERS FEDERATION



NOTICE

DATE: January 7, 2009
TO: All CMSG Towboat Members

RE: TOWBOAT BENEFIT PLAN PREMIUM DISPUTE

The Guild and eight Employers from the Towboat sector are currently engaged in counter disputes regarding the remittance of monthly premium payments related to the CMSG Western Branch Benefits Plan.

A pre-arbitration hearing was held with Arbitrator, John Hall on November 12, 2008.

Subsequently, some of these same Employer's wrote directly to their Guild member Employees in early December 2008 outlining the Employer's position regarding the above-mentioned disputes.

These letters contain a version and interpretation of facts that the Guild does not agree with and are at the root of our dispute placed in front of the Arbitrator.

Further to this, the plain language of the Employers letters could lead the reader to believe that the Employer and Guild Trustees as well as the Administrator of the Plan may not have performed their duties related to the Plan competently.

The Guild's position is that our Trustees and Plan Administrator have done nothing that could be perceived as untoward and have performed their duties competently and fulfilled their fiduciary responsibilities to the Plan at all times.

That said, the Guild agreed to meet on December 22, 2008 with the Employers representatives in an attempt to find a resolve to the dispute. It was further agreed that the Guild and Employers would conduct further talks in early 2009.

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The dispute will be brought back to Arbitrator, John Hall in February 2009 should we not be able to find an agreeable resolve.

In Solidarity,

Canadian Merchant Service Guild
Western Branch

A handwritten signature in cursive script that reads "Al Kane".

Al Kane
Assistant Secretary Treasurer