



The 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 DE PONT - PILOTES - MÉCANICIENS ET AUTRES OFFICIERS MARINS

INCORPORATED 1919

AFFILIATED WITH / AFFILIÉE À

INTERNATIONAL MARITIME PILOTS' ASSOCIATION - INTERNATIONAL TRANSPORT WORKERS' FEDERATION - NATIONAL JOINT COUNCIL OF CANADA
ASSOCIATION INTERNATIONALE DES PILOTES MARITIMES - FÉDÉRATION INTERNATIONALE DES OUVRIERS DU TRANSPORT - CONSEIL NATIONAL MIXTE DU CANADA

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Follow-up Bulletin #1 **GSO Arbitral Award** **6 May 2013**

The Guild has been asked to provide clarification of whether or not changes have been made to the entitlement to "**retroactive pay**" as a result of the recent GSO arbitral award.

There have been no changes made to the provisions concerning retroactive pay that are already included in Articles 43.02 and 35.03 of the collective agreement. That is, retroactive pay applies to base wages (and premium-pay) only.

As you know, the Guild had proposed that this be expanded to also apply to all allowances as well, but that proposal to expand the entitlement was turned down in paragraph 54 and 55 of the arbitral award as our existing entitlement (which in Article 35.03 indicates entitlement to retroactive pay on the hourly pay rates) is consistent with provisions that are public-service wide. Our existing wording has not been altered and we clearly have an entitlement and past-practice to be compensated retroactively on wages / overtime / dirt-pay.

Additionally, you will note that the arbitration board did in fact award the Guild's proposal to increase the amount to be paid for certain allowances identified in paragraphs 49 - 53 of the award. As a result, these amounts will increase as awarded (but not be paid retroactively as explained above). The new amounts for allowances will be calculated and printed in the new contract, and the allowances will be compensated at these new higher levels effective April 1st, 2013 as per paragraph 58 of the award.

This Bulletin is being translated and will be posted on the Guild website at www.cmsg-gmmc.ca

Mark Boucher
CMSG President