



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

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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 # 3 - GSO Arbitral Award - 29 August 2013

The GSO Arbitral Award was released on May 1st, 2013. Since that date, Guild staff have been working diligently on the monumental task of checking and double-checking drafts of the new collective agreement. This work required close contact with the Treasury Board and continued through the summer in lieu of holidays or vacation.

The English version of the new contract was finally agreed to and signed on August 6th. The Guild planned to promptly post the new contract on our website with a bulletin notifying Members. That plan was unexpectedly postponed several times when the Guild encountered delays in obtaining the French version of the contract. The French version of the contract was received only a few days ago. By working day-and-night on this project, proof-reading of the French version of the contract was finally completed today.

Most provisions of the arbitral award came into effect on April 1st, 2013 and are not affected by the "date of signing". A notable exception is that Members' banks of severance pay (monetary entitlements) did in fact continue to increase until the date of signing. The arbitration panel determined that on the date of signing, severance pay credits would cease to accumulate.

Next Steps: Within 3 months of the date of signing, the employer must notify all Members of their options of what to do with their severance pay. That process is already underway and the employer is distributing written explanations of the 3 options. Members then have until the first week of February, 2014 to notify the employer of their selected option. Members who do not reply prior to that timeline will be paid their severance pay when they eventually retire or terminate their employment. That payment will be based on their substantive salary on the date of their retirement/termination.

Members have inquired with the Guild whether there is a deadline for the employer to pay out the severance pay immediately if that is the option that the Member decides to select. While the arbitral award does not stipulate any mandatory deadline for the payout, the employer has informed the Guild that they intend to process the payments without delay. Severance payouts will be calculated based on the August 2013 rate of pay for a Member's substantive position.

The new GSO contract is now posted on the Guild website in both official languages.

Tom Spindler
Chairman, GSO Negotiating Committee