

**May 12, 2011**

**GUILD PROPOALS TO AMEND  
THE COLLECTIVE AGREEMENT  
BETWEEN  
THE TREASURY BOARD  
AND  
THE CANADIAN MERCHANT SERVICE GUILD**

Group: Ships' Officers

- \* All articles and memorandums of understanding in the current Collective Agreement not listed here are expected to be carried forward
- \* All proposals are presented on a without prejudice basis and are subject to amendment, removal or withdrawal.

**Article 10 Check -Off**

*Amend Article 10.6 as follows:*

The amount deducted in accordance with Clause 10.01 shall be remitted to the Secretary – Treasurer of the Guild by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each officer in accordance with Clause 13.01 and the deductions made on his /her behalf.

**Article 13 Information**

*Amend Article 13.01 as follows:*

The Employer agrees to supply the Guild on a monthly basis with a list in alphabetic order of all officers in the bargaining unit. The list shall contain the following:

- (a) officers first and last name including middle initial if applicable
- (b) employing department
- (c) home port or geographic location to which an officer is normally assigned:
- (d) classification

The Employer will notify the Guild on a monthly basis of the name, classification and work location of officers who have been hired, retired, dismissed, transferred in or out of the bargaining unit, resigned or deceased.

**Article 20 Vacation Leave with Pay**

*Amend Article 20.10(a) as follows:*

.....All vacation leave credits in excess of the foregoing maxima shall be automatically paid in cash at **one and one half times** his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year

**Article 20 Vacation Leave with Pay**

*Amend Article 20.10(b) (iii) as follows:*

Unused vacation leave credits in excess of the officer's accumulated leave maximum shall be automatically paid in cash at **one and one half times** his or her rate of pay as calculated from the classification prescribed in his or her certificate of appointment of his or her substantive position on the last day of the vacation year

**Article 24 Traveling Time**

Amend Article 24.04 (b) (ii) and (c) to reflect 9 hours.

**Article 25 Meals and Quarters**

*Amend Articles 25.02 (a), (b), 25.03 (a) (b) as follows:*

Replace quantum with NJC Travel Directive.

**Article 29 Severance Pay**

*Amend Article 29.04, 29.05 to maximum of 35 weeks.*

*Amend Article 29.06 and 29.07 to maximum of 35 years.*



**\*Article 30 Hours of Work and Overtime**

*Amend Article 30.08 (c) as follows:*

for all overtime worked by an officer on the officer's second or subsequent days of rest, provided the days of rest are consecutive.

**Article 30.09 Meal Allowance**

*Amend Article 30.09 (a) (b) (c) as follows:*

Replace quantum with NJC Travel Directive

**Article 35 Pay Administration**

*Amend Article 35.04 as follows:*

Add: All acting time shall be cumulative for the purposes of pay increment calculation.

**Article 35 Pay Administration**

*Amend Article 35.08 as follows:*

The Employer shall make cash payments for overtime, acting pay and other premium payments within four (4) weeks following the end of the calendar month in which it is earned.

**\*Article 40 Dirty Work Allowance**

*Amend Article 40.01 as follows:*

The officer shall receive, in addition to the appropriate rate of pay, an additional one half (1/2) the officer's straight time rate for every fifteen (15) minute period, or part thereof worked.

**Article 43 Duration and Renewal**

*Amend Article 43.02 as follows:*

All benefits and monetary items shall be effective retroactive to April 1, 2011.

**Wages and Allowances**

*Significant increases in all wage scales and allowances.*

**\*Appendix A-D**

Delete the bottom two increments.



**Appendix E Officer Cadets**

Replace Monthly Allowances with equivalent Appendix A-1 SO-MAO-TO increments.

**Appendix G Extra Responsibility Allowance**

Amend ERA rates to reflect 18% of top pay increment.

Amend ERA rate table to include INS groups.

**\*Appendix H Lay Day Operational Crewing System**

*Amend paragraph (c) as follows:*

The workday will consist of on-duty-cycle of twelve (12) hours of work per day. For each day worked or for each on-duty-cycle day on which an officer is on authorized leave with pay other than compensatory leave and vacation leave with pay, an officer shall earn one decimal one seven (1.17) lay-days in addition to the officer's Lay-Day rate of pay.

**Appendix H Lay-Day Operational Crewing System**

Article 20 Vacation Leave with Pay

*Amend as follows:*

Officers shall not be required to work more than one (1) fiscal year without being granted annual leave.

\* **Appendix K**

Article 30 Hours of Work and Overtime

Amend Article 30 (c) as follows:

Officers whose hours of work are.....These hours shall be designated so as to be consecutive.

Amend Article 30 (d) as follows:

For officers who regularly work five (5) consecutive days per week on "non-watch keeping vessels":

- (i) **Hours of work shall be consecutive**
- (ii) **Meal periods shall not constitute a part of any work period**
- (iii) **However, the provisions of clause (d) (ii) above do not apply to Officers who are required to eat during their work period**
- (iv) The normal hours of work shall be between 0600 and 1800 hours
- (v) Officers shall be given forty-eight (48) hours notice of any change in scheduled starting time

**Letter of Understanding (08-4) Variable Hours of Work**

Amend as follows:

**General Terms**

- (a) Officers with the approval of the Employer... *no change*
- (b) The starting and finishing...*no change*
- (c) **Scheduled hours shall be consecutive, and all hours in excess of the scheduled hours shall be overtime hours**
- (d) **Meal periods shall not constitute a part of any work period**
- (e) **However, the provisions of clause (d) above do not apply to Officers who are required to eat during their work period**
- (f) The maximum life... *no change*
- (g) Normally, the cancellation... *no change*

Long Service Pay (New)

**1.01** An employee who receives pay for at least eighty-four (84) hours for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to be paid, in a lump sum, an amount related to the employee's period of service in the Public Service set out in the following table:

<b>Period of Service in the Public Service</b>	<b>Annual Amount</b>
5 to 9 years	\$740
10 to 14 years	850
15 to 19 years	980
20 to 24 years	1110
25 to 29 years	1240
30 years or more	1370

**1.02** An employee who does not receive at least eighty-four (84) hours' pay for each of twelve (12) consecutive calendar months for which the employee is eligible to receive long service pay, beginning October 1 of each year, is entitled to one-twelfth (1/12) of the relevant amount as set out in clause 5.01 for each month for which he/she receives at least eighty-four (84) hours' pay.

**1.03** Where an employee does not complete the employee's specified period of service in the Public Service upon the first (1<sup>st</sup>) day of a calendar month, the employee shall, for the purpose of clause 5.01, be deemed to have completed the specified period of employment:

(a) On the first (1<sup>st</sup>) day of the current month if the employee completes the specified period of employment during the first fifteen (15) days of the month,

And

(b) On the first (1<sup>st</sup>) day of the subsequent month in any other case.