

What is Going on with Implementation of the GSO Arbitral Award? – Feb 2024

The GSO Arbitral Award issued on December 21st, 2023 contained increases in compensation levels for Guild members in the Ships' Officers group. The Award was written in clear and unambiguous language and it was immediately distributed to Guild members. In the Award, the arbitration panel also dismissed a number of the employer's demands, including the employer's proposal involving an extended period of 460 days to implement the Award.

Instead, the arbitration panel accepted the Guild's arguments that pay increases are already long overdue after too many other delays, and dismissed the employer's proposal to further delay the implementation of the award. As a result, legislation requires that the employer implement the award within 90 days following the date that the award was issued. The Guild's arguments regarding implementation, and all the other Guild demands to the arbitration panel (as well as the proposals submitted by the employer-side) are available on the Guild website.

What does the requirement to implement the arbitral award mean?

- commencing to pay Officers at the increased rates of pay
- payment of retroactive wages owed; and
- the payment of the \$2500.00 one-time allowance to the incumbents of positions within the SO group on the date of the award.

Guild officials have been actively taking a number of steps regarding the Arbitral Award, including following up frequently on the progress of the employer's implementation of the award, and we will continue to do so. The Guild has also been carefully reviewing the calculations of the new rates of pay that will be applicable to the SO-group and we expect to be able to post these wage tables shortly on the Guild website. Further updates will follow after those wage tables have been published.

The Guild was successful in obtaining in the Arbitral Award, other improvements to the Collective Agreement including a long-overdue 37% increase in the Cadet Sea Training Allowance and a 25% increase in the Extra Responsibility Allowance. The increases in "Allowances" are retroactive to the "Date of the Award", while the "Wage" increases are retroactive to the dates specified in the wage tables.

The various revisions to the entire Collective Agreement document have been underway for some time and are nearing completion. Preparations are underway to have this finalized contract signed by the parties as soon as all the edits are complete. While the signing of that document is important, it does not delay the required implementation of the Arbitral award.

GSO members will be kept informed of the progress regarding the above developments and the steps being taken by the Guild. In the event that you become aware of Officers who are not receiving these updates from the *Guldeinfo* email system, please encourage them to reach out to their Guild Branch office to update their contact information.