

# Collective Bargaining Update for Government Ships' Officers (GSO's)

September 14, 2017

The Guild Negotiating Committee from across Canada comprised of GSO's representing members from each work system in the Collective Agreement met in Ottawa this week for our most important round of bargaining to date.

As indicated in our previous GSO update, your committee had presented the employer with a counter-proposal to settle, which addressed all the issues the committee felt were most important to our members including a significant market wage adjustment and a lay day factor.

Since April the employer has been reviewing this Guild counter-proposal and on the first day back at bargaining this week, they rejected it.

The employer then presented your Committee with a proposal to settle which contained a Memorandum of Agreement (MOA) on Employee Wellness and a **wage increase of 1.25% in 2014, 1.25% in 2015, 1.25% in 2016 and 1.25% in 2017 (a total increase of only 5% spread over 4 years) plus a Market Wage adjustment of only 1% in 2016.**

Your Committee immediately rejected the employer proposal.

On September 13, your Committee made every effort to obtain a new collective agreement and presented the employer with another counter-proposal to settle. This comprehensive package contained the items most important to GSO members. Some of these included:

- Lay day factor of 1.17
- Elimination of bottom two pay increments
- **Wage and Allowance Increases of 1.25% in 2014, 1.25% in 2015, 1.25% in 2016, 1.25% 2017, and the greater of 2% or Cost of Living(CPI) in 2018, plus a Market Wage Adjustment of 15% in 2016.**
- **Payroll Audit Reconciliations for all Officers to address Phoenix pay issues**

The employer rejected this proposal and your Negotiating Committee advised the employer that an impasse had been reached.

Immediately after the impasse was reached the members of your Negotiating Committee met with the Guild's primary legal counsel to begin the preparation for interest arbitration in order to present our case professionally to an arbitration panel that will carefully consider our very detailed submission and make a decision on all matters that are submitted for final resolution. Your Negotiating Committee and all the Guild's elected representatives will continue to play an important role contributing to the documentation that is being assembled as well as in the formal presentations to be made to the arbitration panel.

The Guild will continue to keep members informed of developments. Please feel free to contact your nearest Guild office with any inquiries.