

IN THE MATTER OF AN INTEREST ARBITRATION

UNDER SECTION 64 OF THE PSSRA

BETWEEN:

THE CANADIAN MERCHANT SERVICE GUILD

The Guild

- and -

TREASURY BOARD

The Employer



RE: SHIPS' OFFICERS GROUP

Before:

M. G. Mitchnick
Andrew Raven
Sandra Budd

- Chair
- Guild Nominee
- Employer Nominee

SPOKESPERSONS:

For the Guild: David J. Jewitt

For the Employer: Dennis G. Duggan

SUPPLEMENTARY AWARD

The board is now in receipt of the parties' letters dated November 3rd, November 16th, and November 23rd, 2004. The board has reviewed its notes and recollections of all of its proceedings and deliberations, and can assist the parties as to its "intent" as follows.

1) The "Increment" Issue

Notwithstanding what the common practice may be in the federal sector, the board in its final deliberations was focusing on "percentages", and the intent of the award as written was to have the differential between the final two steps in each case be calculated and added as a new increment on a percentage, not a straight-dollar, basis.

2) The Appendix G "Allowance" Issue

It is to be noted that the Allowances in Appendix G are all stated in flat dollar amounts, and not as "18%" over the top rate for the category. Given the way the board's ultimate award came together, there was no discussion by the parties of the way any new increment would affect the normal practice regarding Allowances, and the board simply awarded that the Allowances would be increased by the amount of the economic increases themselves. Any re-adjustment of the Appendix G Allowance, back to the level of 18% as the Guild is now seeking, will have to be explored by the parties in the next round of bargaining.

Dated at Toronto this 9th day of December, 2004

Original Signed by
Original signé par

"M. G. Mitchnick"

For the Board