

Update for Government Ships' Officers Re: Wage Negotiations **September, 2025**

On September 10th and 11th, members of the Guild Negotiating Committee for Government Ships' Officers (GSO's) met in person with representatives of the federal treasury board in Ottawa. The Committee is comprised of Guild Staff and Board Members as well as GSO Representatives who are employed on Coast Guard vessels across the country and at the Coast Guard Academy and at the DND *King's Harbour Master* units on both coasts. The Guild spokesman on the Committee is Bernard Talbot and the Co-Chair is Sarah Lewis.

The purpose of these meetings was to negotiate the 2025 wage increase applicable to the GSO bargaining unit of 1400 Guild members. You may recall that we had previously reported that the Kaplan Arbitration in December 2023 did not award a wage increase for the year 2025 even though the collective agreement does not expire until 2026. The Kaplan arbitration panel maintained the authority to award the 2025 wage increase only in the event that the Guild and the Treasury Board were subsequently unable to reach an agreement on the percentage wage increase for that final year of the contract.

During the negotiations in Ottawa, your GSO committee described to the employer, the trend of recent attractive wage increases that the Guild has been successful in negotiating for ships' officers in the private sector. Information was also provided by your committee regarding chronic shortages of personnel holding certificates of competency as well as the trend of the scale of retirements of ships' officers continually exceeding the number of new officers joining the government fleet. The Treasury Board provided a detailed presentation on the state of the Canadian economy as well as data and information related to the modest wage increases agreed to by a number of the shore-based public sector unions.

The parties were unable to reach an agreement on the wage increase that will apply to the final year of the current GSO collective agreement. As a result, the Guild has informed the Treasury Board this week, that the impasse on this matter will need to be returned to the Arbitration panel for a final decision. After additional details are known, the Guild will continue to keep members informed promptly regarding developments and the way ahead.