



# Federal Government Dockyard Trades & Labour Council



# BULLETIN

May 18, 2017

## To All Members

### Tentative Collective Agreement- Apprentice Rates of Pay Issues

In the bulletin distributed May 15, 2017 we informed the membership that we would be in discussion with the employer to get their clarification on the apprentice rates of pay table. We were able to discuss this yesterday with the employer representatives and they agreed to send us a statement to put out to the membership in order to explain the pay table.

The following is the statement from the employer *“Further to our conversation this morning I would like to provide the following explanation, which I trust will be helpful to you as you address this matter with your membership.*

*The apprenticeship program is made up of steps from APC-1 to APC-8 and APD-1 to APD-10. The majority of apprentices are in the APC stream. The Apprenticeship progression is based on a combination of satisfactory performance in a six-month period, as well as completion of required hours. That progression is evaluated every six months and the successful apprentice then moves to the next step of the program and next step in Apprentice salary scale.*

*The current salary scales increase anywhere from 5.5% to 12.81% between increments as one progresses through the pay grid.*

*In the third year of the proposed agreement, the first rate of the apprenticeship program will be adjusted upward to reflect 50% of journeyman rates in pay group 6. The current spread between increments (5.5% - 12.8%) will be maintained after this happens. Maintaining current increment spreads ensures a higher wage for most if not all apprentices compared to standard lock- step 5% increases.”*

We hope that this alleviates the concerns about the method of the apprentice increase. It must be remembered that the increases are as a result of reclassification at each progressive step as opposed to simple incremental increases as noted by Treasury Board above.

In the event that this tentative agreement is ratified, we have proposed continuing with the grievance at the Public Service Labour Relations and Employment Board level in an attempt to regain the apprentice wages lost between the restructure date in the last agreement and the restructure date in this agreement. We are awaiting the return communications from most Affiliate Unions regarding their support.

In Solidarity,

Des Rogers  
President  
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