



Federal Government Dockyard Trades & Labour Council (West)



BULLETIN

October 26, 2017

To All Members

Ship Repair West Collective Agreement

The Ship Repair West tentative agreement was signed June 30, 2017, and the employer has until October 28, 2017 to implement the new terms and conditions of the agreement. Retroactive pay has come in for most groups, and hopefully the entire process will be completed without any major hiccups.

The new CA is now available on the Council website, as well as through the Treasury Board site. I also sent a pdf copy to all Stewards and Delegates.

We do not yet have confirmation of a delivery date for the pocket copies of the Collective Agreement.

Phoenix Pay System

We have been in constant contact with PSPC and TB representatives regarding the Union dues overpayment/ underpayment issues, unfortunately we still do not have a way ahead to deal with the issue.

We continually stress the importance of any members having difficulty resolving a pay issue informing the Council office and requesting assistance if they are not making progress through the regular process. We have been successful in assisting members with resolving their ongoing issues, both working members and retirees encountering difficulty.

Thales In Support Service Contract

The National Unions represented within DND will have an opportunity in early December to all have a briefing in the same room at the same time by the Commodores of the Navy on the parameters of this contract, and where the FMF's will fit into it. We are hopeful that Thales senior representatives will also be available and attending to discuss the future workloads.

Office of Disability Management - Disability Management Working Group (DMWG)

National Defence has recently stood up a new organization that will be looking at all matters relating to disability management and civilian return to work. There are currently three working groups operating, one in the NCR (National Capital Region- Ottawa), one at CFB Esquimalt and one at CFB Halifax. Nicole Schaaf, our former USM is now the lead for the Pacific region and co-chairs the working group with a rotating Union co-chair. This should be an opportunity to centralize and streamline all processes related to Return to Work and all Disability Management issues, and bring the point of contact and information into one area of responsibility.

National EAP Advisory Committee

The DND EAP is celebrating its 35th year of existence this year, with regional celebrations occurring throughout the country recognizing the Referral Agents and Coordinators for the very important work they do for the membership. Ours was held locally in July, and was attended by the EAP Champion and Committee management co-chair Mr. Amipal Manchanda, ADM of Review Services as well as the corporate EAP Manager Ms. Chantal Lussier.

As the Union co-chair of the committee I was invited to speak at the NCR event last week held in the main concourse which runs through the centre of NDHQ in Ottawa. It was a great opportunity to reinforce the Union support of the program and of the RA's in a very public setting. The Champion as well as the DG of Labour Relations Mr. Gilles Moreau also spoke, reaffirming the Departments ongoing support of this program. All Unions and senior managers will re-sign the National Joint Declaration at a ceremony with the Deputy Minister in early December.

One local aspect of the DND EAP that folks love to hear about comes from one of our own Affiliate Unions, the Shipwrights Local # 9. In the early 1900's (and possibly prior to that) the Shipwrights had within the organization a group called the Red Feather Association. When members heard of another member who was struggling, they would inform the Association members who would simply put a red feather into the brim of their hard hats. That was the signal to all who could help to offer their assistance to the association, who would in turn pass on the help to the member and their family. This simple call for help was anonymous for the recipients, saving them possible public embarrassment. Evidently it was a very successful program, and is looked upon as a precursor to the EAP as it stands today.

Apprentice Rates of Pay Grievance

We now have a date for the PSLREB hearing into the Apprentice Rates of Pay grievance. The hearing will be held January 23-25 in Victoria.

Sandblast Pay Issues

There has been a reported issue with the cessation of sandblast pay for our members. We have taken this issue to Treasury Board and are awaiting the results of their investigation.

PSHCP (Public Service Health Care Plan) Survey

On September 29, 2017 I sent a message to all Stewards and Delegates regarding an opportunity to use the PSAC's survey tool for gathering information on desired changes to the Public Service Health Care Plan. It was explained that PSAC would gather our results and forward them back to us so we could make submissions for changes to the plan according to the membership's wishes.

I requested that all representatives share this information and the necessary links and sign in information with the membership, and encourage their participation into this survey. We have now received the results, and only 12 members of the Ship Repair West Bargaining Group participated in the survey. Quite disappointing numbers considering we have in excess of 650 members. We will be sending the results forward as our request for changes to the Public Service Health Care Plan.

FMF Cape Breton Commanding Officer's Workforce Engagement Sessions

Capt. Ed Hooper has already scheduled his first round of engagement sessions for the membership.

From the FMF Information Release: *"During the sessions, the audience will have the opportunity to pose questions to a Senior Leadership Panel, including the Commanding Officer. Employees will be able ask questions of the entire panel. If individuals are more comfortable asking questions anonymously, a box is available at the RMO to drop off questions. Over the next couple weeks, please drop off any and all questions that you have. There is no need to leave your name."*

During the session, the Panel will answer both the questions submitted beforehand and any posed from the audience. As always, please be respectful in your questions."

WORKFORCE ENGAGEMENT SCHEDULE - OCT/NOV 2017

1	Middle Managers	Mon	30-Oct-17	0830 - 945
2	GM 1/3	Tues	31-Oct-17	0830 - 945
3	GM 2/3	Wed	01-Nov-17	1045 - 1200
4	GM 4/5	Thurs	02-Nov-17	1245 - 1400
5	USM/SM/COMPT/HR/GM7/PID	Fri	03-Nov-17	1300 - 1415
6	ENG/OPS/FTA/GM6/Mis-Musters	Tues	07-Nov-17	1245 - 1400
7	Evening Shift	Tues	07-Nov-17	1645 - 1800

Production Manager/ Labour Representative Quarterly Meetings

The FMF Production Manager Mr. Syed Hassan has scheduled a series of quarterly meeting between himself, Council and all Shop Stewards/ Council Delegates in an informal setting to discuss issues arising from the shop floor. One was held in September, and another is upcoming in December. This is another reminder for all representatives to keep a watch on your email for an invitation.

In Solidarity,

**Des Rogers
President
FGDTLC (W)**