



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

January 9, 2018

## To All Members

Happy New Year to all, we hope that all members had a safe, healthy and enjoyable holiday season.

### Ship Repair West Collective Agreement PSLRA Complaint

The Ship Repair West tentative agreement was signed June 30, 2017, and the employer had until October 28, 2017 to implement the new terms and conditions of the agreement. Although retroactive pay has come in for most groups, there are still personnel missing portions of their retro, especially in cases where periods of acting or shift work was involved.

The pay centre has acknowledged on the Compensation Web Application website that they are behind with some retroactive pay, but there is no definitive timeline for completion. Therefore, Council has filed a complaint under Section 190 of the Public Service Labour Relations Act for failure to implement provisions of the collective agreement within the prescribed timeframes.

### Phoenix Pay System

The New Year does not appear to have brought us any closer to a resolution to this national boondoggle. The cost to mitigate the hundreds of thousands of pay issues continues to rise, and as you have all seen in the media and other places there is no fix in sight.

- **Overpayments** - For all members who have received an overpayment from the employer, please be advised that all overpayments must be reported by January 19, 2018. As you may be aware the government has been requiring all recipients of overpayments to repay the gross pay amount, not the net amount. The National Unions have demanded that the government only recover net pay from employees who have received overpayments because of Phoenix, instead of requiring the reimbursement of gross pay. We will continue to push for a full exemption from repaying the gross pay for all employees who received an overpayment due to Phoenix.

If you have received an overpayment you must contact the call centre to report the overpayment. If employees report their overpayment by January 19, 2018 the government will only recover the net pay. The net pay is the exact amount of the overpayment you received.

The phone number for the call centre is: 1-855-686-4729.

Please ensure you keep a record of your call. If you have reported an overpayment by January 19, 2018 you should get a letter by the end of January or early February confirming that you only have to repay the net pay.

- **Union Dues** – We have been informed that they are working on correcting the current dues to reflect the changes in our salaries (for those affiliates who base their dues on the hourly rate). If your union dues deduction is still incorrect please inform the Council Office immediately for rectification.

Discussions are still underway within the employer side as to the best way to deal with the overpayment or underpayment of union dues over the past 20 months. We have continually pressed the employer for a resolution but do not have a way ahead at this point.

We are certainly not the only Bargaining Agent with Union dues issues, we are one of many who are struggling to get a resolution to this one 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 Arctic & Offshore Patrol Ships (AOPS) Joint Support Ship (JSS) In-Service Support (AJISS)**

Council met with representatives of Thales locally and in Ottawa to discuss the future of the recent AJISS contract awarded to them. The core business for Thales is maintenance planning and managing of contracts; they do not have their own ship repair personnel. They will be performing group equipment management, scheduling of SWPs and DWPs, life cycle materiel management and training support. It is anticipated that there will be 10-15 Thales employees working on each coast, embedded at the planning level.

Thales representatives toured both FMFs and were impressed with our capabilities, therefore there is a strong likelihood of contract packages being awarded to the FMFs for maintenance and repairs. This is a reversal of an earlier proposal that had outside contractors almost exclusively performing the maintenance and repairs on AOPS and JSS vessels. FMF Cape Scott will be the first to engage in supporting the new ships, and FMF Cape Breton will follow in 2020 after the new ships arrive on this coast.

## **PSHCP (Public Service Health Care Plan) Survey**

The result of our membership poll have been compiled, has been submitted for consideration for changes to the extended health care plan.

1. Vision Care Increase- increase from current \$275 every 24 months.
2. Eliminate requirement for prescriptions to obtain paramedical coverage (eg massage therapist or psychologist).
3. Reduce retirees' premiums for PSHCP.
4. Allow for electronic submission of claims and/or direct billing for paramedical and other services.
5. Increase plan payment for covered drugs from 80%.
6. Increase cap of \$300 on massage therapy.
7. Hearing aid increase from \$1000 every 5 years.
8. Lower the out-of-pocket maximum payment for drugs from \$3000.
9. Cover medical cannabis
10. Eliminate the requirement to pay out-of-pocket for physiotherapy between \$500 and \$1000.
11. Cover acupuncture if performed by a licensed practitioner.
12. Increase cap of \$300 on chiropractor.
13. Introduce coverage for services of a registered dietician.
14. Hospitalization level- increase basic employer-paid coverage from \$60/day.
15. Cover non-oral methods of birth control.
16. Increase cap of \$2000 on psychological services.
17. Cover injectable drugs for joint pain.
18. Increase out-of-province/ out-of-country emergency coverage.

## **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. The December meeting had increased attendance from the previous meeting, however the turnout was still quite low. We encourage all Shop Stewards and Council Delegates to take advantage of this opportunity to discuss any issues directly with the senior manager in a very informal setting. This is another reminder for all representatives to keep a watch on your email for an invitation.

**In Solidarity,**

**Des Rogers  
President  
FGDTLC (W)**