



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

April 24, 2018

## To All Members

### Phoenix Pay System

Phoenix continues to be the biggest ongoing issue not just with our bargaining group but throughout the entire public service. Council continues to address individual member's issues as they are brought forward, and continues to attempt to address the ongoing Union dues issues. We thought we had been making headway on the basic issue of monthly dues deductions, however it seems in the past month there have been many steps backwards. One of the main obstacles that we see getting in the way of setting basic procedures for our initial dues setting is the sheer number of PSPC employees that are handling our dues files. Monthly we get new PSPC employees sending us requests for information or transmitting employee information to us. We believe that the majority of our issues can be rectified with only having a small number of employees at PSPC dealing with our unique dues issues. In the near future PSPC will be dividing their pay and compensation workforce into "pods" or "cells" in order to better understand and process the various pay anomalies of the groups and collective agreements, and we will be approaching Treasury Board and PSPC to request that this same process be set up to deal with our Union dues. Hopefully we can find a way to get to this outcome.

With regards to the overpayment/underpayment issue for the past 2 years, we still do not have an answer from the group we had been dealing with in an attempt to give the Affiliates a clear direction on what the employers intentions are to deal with this. We will also be escalating this to a much higher level within Treasury Board and PSPC.

For all Phoenix related pay issues, we continue to stress that members need to follow the official process for resolving a pay issues, and inform Council when assistance is needed.

### Apprentice Rates of Pay Grievance Hearing Results

There has been no new information on this as we are awaiting the decision from the Arbitrator from the Federal Public Service Labour Relations and Employment Board.

## **FGDTLC (W) Constitution and Bylaws Committee**

We believe that it is time to stand up a committee to review the FGDTLC Constitution and Bylaws. The Constitution and Bylaws were extensively reviewed and amended in 1999/2000 with a substantial updating at that time, and amended once again in 2002 with 2 articles that had been missed during the 2000 exercise.

We will be standing up this committee over the coming months. The make-up of the committee will be: FGDTLC (W) 1<sup>st</sup> VP Kevin Walsh, FGDTLC (W) 2<sup>nd</sup> VP Shane Watt, 2 Affiliate Union Business Managers, and 3 Council Delegates.

Council Delegates who wish to volunteer please inform your Affiliate Union of your interest and have your Business Manager/ Business Representative forward your name with their approval to the Council Office.

Affiliate Union Business Managers who wish to volunteer as Committee members please submit your names to the Council office.

Once the Committee has been stood up the Affiliate Unions will be solicited for their input.

## **National EAP Advisory Committee**

The NEAPAC will hold its first meeting in more than a year this Wednesday in Ottawa. It will be my first meeting as the National Co-Chair, and look forward to a good discussion on the Referral Agent Ratio matrix. Historically the ratio was 1 RA per 100 employees, however that was reduced to 1 per 300 a couple of years ago. The FMF's on both coasts have always been high users of the Referral Agents, and when the decision was made to reduce the ratio we strongly objected. As it turns out, our remaining RA's are dramatically overworked in this role, and we are once again attempting to reverse the reduction in their numbers.

## **Viewing of Personal files**

Since the removal of the Compensation Advisors 2 years ago, personal files were divided into two sections, Pay and Personnel Records. The Pay files were moved offsite (Winnipeg) and the Personnel file portion was retained locally. In order to view your pay file, members must call the following number- 1-800-686-4729. In order to view their personnel portion, they need to request this through their manager, who in turn contacts the Unit's CSO (Corporate Services Officer). The CSO then requests the file to be pulled from the storage and arrange a time with employee to view.

In Solidarity,

Des Rogers  
President  
FGDTLC (W)