



Federal Government Dockyard Trades & Labour Council (West)



BULLETIN

February 19, 2019

To All Members

Collective Bargaining

As previously reported, the Council Executive and Council Affiliate Unions formed a Proposal Vetting Committee to go through all the proposals submitted by the Affiliate Unions. This committee has met and vetted the proposals, and we are currently in the process of building the comprehensive bargaining package.

We also had reported on the bargaining status with the federal public service's largest Union, the Public Service Alliance of Canada. The PSAC had applied for a Public Interest Commission (mediation) when they felt bargaining had reached an impasse following the tabling of the economic proposal by the employer Treasury Board of Canada. This was the wage proposal of .75% per year on a four (4) year deal, with 365 days from date of signing to implement the agreement and no retroactive pay.

The PSAC's application for mediation was recently denied by the Federal Public Sector Labour Relations and Employment Board (FPSLREB), and the two sides are back at the bargaining table this week. It will be interesting to see what, if any, changes are presented to the PSAC bargaining teams with respect to the previous economic proposal from the employer.

Retro Pay: We have been informed that there are still some members with outstanding retro pay from the last agreement. If you believe that you are still owed retro on your wages or allowances, please ensure you register your missing pay with Phoenix and with HRSS (the new DND internal system).

For members with outstanding retroactive shift differential pay, please be aware that shift differential pay is retroactive – but at the old shift premium allowance rate. The increase to the shift differential (Council was able to negotiate the increase from 1\15 per hour up to 1\7 per hour - Article 25 of the SRW Collective Agreement) is only applicable as of date of signing, the same as all other increases with the exception of rates of pay in Appendix A (see Article 37.01 of SRW Collective Agreement). This has been confirmed by the employer Treasury Board of Canada.

Phoenix Pay System

The government is currently exploring five different systems that could be replacing Phoenix in the coming years. They have named the search Next Generation Human Resources and Pay, or “NexGen”. We will release any and all information about the Phoenix replacement as we are made aware.

Apprentice Rates of Pay Grievance- FPSLRB (Federal Public Sector Labour Relations and Employment Board)

Still no decision from the arbitrator as of this date.

MARPAC Health, Safety and Environment Policy Committee

The inaugural meeting of the newly formed Marpac Health, Safety and Environment Policy Committee was held January 18, 2019 with the Admiral. This new committee is co-chaired by Labour and Management and is a formal policy committee that reports to the National Health and Safety Policy Committee in Ottawa. This group now has the ability to formally raise issues from the Formation directly to the higher committee, and allows the higher committee to look down through our minutes and ensure that issues are being dealt with appropriately and in a timely manner. The committee formally bridges the gap in reporting that was there previously, and we hope it will be a very useful tool for us to use.

Royal Canadian Navy Commander- Meeting with DND Union Presidents

You all may recall that back in August 2018 the head of the RCN- Vice Admiral Ron Lloyd held a meeting with senior navy officials and Union Representatives to discuss issues of the day and to ensure he was hearing directly of pressing issues affecting the civilian members. It was a very well received meeting, and he held another one in early February. It has been decided that all involved were very happy with the open discussion, and this will become an ongoing bi-annual meeting. Discussions included contracting out, In Support Service Contracts, staffing issues (including the incredibly long timelines to hire), the future of the RCN, the future fleet, among other topics.

RCN Video – Civilians in Defence

The Royal Canadian Navy has recently released a video highlighting the valuable work performed by the civilian side of the Defence Team. We believe that this was an extremely well done production that shows civilian employees supporting the Royal Canadian Navy from coast to coast. The initial video was released a few weeks ago, in the past few days it has been edited slightly and will be distributed to all representatives upon re-release. It is well worth the watch, you never know who you may see in it. Great job by our members who agreed to take part in it and be interviewed. Thank you!

In Solidarity,

Des Rogers
President
FGDTLC (W)