



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

September 25, 2019

## To All Members

### FGDTLC (W) By-election

A by-election was held at the Council meeting Monday evening to fill the vacant 2<sup>nd</sup> Vice President position. We are happy to announce that Brother Dwayne Boyd, IAM # 456, has been elected to fill that role. We welcome Dwayne to the Council Executive.

### Collective Bargaining

At the end of June 2019 we had reported a flurry of pre-election collective bargaining activity that was occurring in the Federal Public Service. Many other National Bargaining Agents had engaged in negotiations with the employer, all working on deals that were identical with regards to compensation and a package of improvements, and each had a few improvements specific to the individual bargaining agent. We contacted all Affiliate Unions and Union representatives requesting that they gauge the interest of the membership in pursuing the Treasury Board agreement that was being offered. The response was overwhelmingly in support of Council engaging the employer and bringing in the pattern agreement, and that began an incredibly busy few weeks which culminated in the ratification by our membership of this four year agreement. We were one of fifteen National Bargaining Agents to ratify a collective agreement during this time period.

The draft agreement was received by Council in mid-August and forwarded to our legal representatives for their review, after which we received their approval that all was as agreed.

The collective agreement was officially signed on August 30, 2019, and covers the time period of January 31, 2019 - January 30, 2023. Pay rates are retroactive to January 31, 2019, all other changes take effect August 30, 2019 on the date of signing.

I wish to thank all members, Affiliate Union Business Managers/ Business Representatives, Council Delegates, Shop Stewards, and the Council executive for their support during this period.

## Phoenix Damages Compensation

The Memorandum of Understanding (MOU) on Phoenix Damages Compensation was signed by 17 of the 18 National Bargaining Agents in early June followed by the employer (Treasury Board Secretariat) signing it on June 12<sup>th</sup>. As of June 13 the clock started ticking for the four days to be added to the employees leave banks (November 9, 2019), with the fifth day being added after the end of fiscal year 2019/2020 (August 28, 2020). The employer had a schedule of departments for the implementation of the agreement, and DND was set for August 2019. Unfortunately there was an error with the addition of the annual leave to some of the Ship Repair West (SRW) members' accounts. Treasury Board Secretariat (TBS) and National Defence are in the midst of rectifying that. We were informed this week that there are still member accounts with incorrect damages leave, and I reached out to the Director General in Ottawa for an update on the corrections. The information we have received states that Treasury Board has been alerted to the errors for the SRW accounts in early September. Numerous SRW accounts have been updated in the course of the last few weeks. The latest update in HRMS was completed September 20<sup>th</sup> following our office advising DND of minor adjustments (1 or 2 hrs).

Our office has received more reports of inaccurate hours being added to leave banks since this last update. Please have all members check their leave banks to ensure they have received their correct entitlement. SRW members should have received 8 hours per each year to which they are entitled. Depending on which years members are entitled to compensation for, leave additions will simply be either 8, 16, 24, or 32 hours.

There are two options for assistance to rectify incorrect accounts:

- 1) If any members have any totals other than those please contact the Council office immediately either in person, via phone, or via email. We require name and PRI # to forward to National Defence for account adjustments.
- 2) Numerous DND employees have used the HRConnect service to date for quick resolution and satisfaction. If employees have any questions, or if they believe that they have not received the full amount of leave for which they are eligible, they need to contact immediately [HR Connect RH](#) or (1-833-747-6363). The team will help them fill the Exception Form for transmission to TBS. This form is required for investigation and new upload.

Further to the MOU on Damages Compensation, the Damages Implementation Team has met in Ottawa, and work has begun on detailing all aspects of this agreement. Our request to have the damages leave held separately from our regular annual leave banks was answered by the employer by increasing the annual leave carry-over provisions in our collective agreement in the newly ratified agreement.

## Union Dues Issues

Over the past months there have been many issues regarding our Union dues deductions. We had many reports of members being deducted large amounts off their paycheques to settle what the program saw as dues in arrears, even after the

employer had stated the most they would recover at one time was 2x monthly dues. In May we contacted the Assistant Deputy Minister (ADM) of Treasury Board asking for assistance to stop this practice, and to once again request TBS's intervention with the Pay Centre to try to have our dues issues resolved.

The ADM was extremely helpful in setting up our initial meetings via telecom with the Pay Centre, and facilitated having a Memorandum of Understanding written between TBS, PSPC and the Council outlining the issues and the course of action to rectify the problems. To that end there was a site visit to our offices last week by 4 members of the PSPC Pay Centre team to have a hands on, eyes on look at our problems and to work with Brother Walsh to develop the standards of handling our Union dues issues.

### **Apprentice Rates of Pay Grievance- FPSLRREB**

We finally received the decision from the Federal Public Sector Labour Relations and Employment Board that we had been waiting for since the hearing was held in January 2018. Unfortunately the adjudicator did not agree with the arguments put forward on our behalf by our legal counsel, and our grievance was denied at the highest level in the process.

**In Solidarity,**

**Des Rogers  
President  
FGDTLC (W)**