



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

November 29, 2019

## To All Members

### Collective Bargaining

We are pleased to see that the new wage increases for the Ship Repair West members, retroactive to January 31, 2019 were on the October 30<sup>th</sup> pay cheque. The employer has 180 days from the date of signing (August 30, 2019) to implement all revisions including retro pay (March 2, 2020). The SRW membership had agreed to this extension of the time limits in exchange for a \$400.00 payment to all members, and further \$50.00 payments for each subsequent 90-day period beginning on the 181<sup>st</sup> day after date of signing to a maximum of \$450.00.

The employer (Treasury Board of Canada) has informed us that the new collective agreement is currently with their web publishing sector along with 10-12 other newly signed collective agreements, and will be available on-line in the next few days. We will inform all as soon as we are notified that the new agreement is available, and we will distribute an electronic copy of the formatted collective agreement all representatives.

As you all may recall, a few years ago Treasury Board stopped their practice of publishing the small pocket size booklets, however National Defence continued the practice for us of publishing the booklets. We have been in contact with National Defence and have been told they will do this once again. Once it has been officially published by Treasury Board we will try to get an estimated date of delivery for our members.

### Phoenix

Issues continue to compound for employees with Phoenix issues. We are hearing more reports of members having their BC Medical premiums deducted from their pay, yet then are receiving notices from BC Med that they are in arrears. Please have any members who are experiencing this or any other Phoenix issues contact the Council Office.

## **Phoenix Damages Compensation for Former Members/Retirees/ Estates of Former Members**

Treasury Board has just published new information related to the Phoenix pay system damages agreement, specifically the process by which former employees can request a payment for general compensation.

### **Eligible former employees**

- Eligible current and former employees who worked in an organization using Phoenix between April 1, 2016 and March 31, 2020 are entitled to the compensation whether they experienced pay problems or not, provided they are eligible as per the terms of the agreement on damages caused by the Phoenix pay system.
- The agreement provides current employees with general compensation for damages in the form of additional leave. This is for financial and/or non-financial damages, including but not limited to interest, general stress, aggravation and lost time.
- If, as a current employee, you did not receive additional leave credits over the summer of 2019, contact your HR specialist.
- As a former employee, you can request a payment equivalent to the value of the additional leave allocated to current employees, provided you are eligible to the compensation under the Phoenix damages agreement.
- Similarly, if you are the legal representative of a former employee or represent the estate of a deceased employee, you may make a claim on their behalf.
- If you worked at least one day in each of the fiscal years covered by the agreement, you can request a payment equivalent to:
  - 2 days of leave for fiscal year 2016-2017
  - 1 day of leave for fiscal year 2017-2018
  - 1 day of leave for fiscal year 2018-2019
  - 1 day of leave for fiscal year 2019-2020

Here are the links to follow:

New claims process:

<https://www.canada.ca/en/treasury-board-secretariat/topics/pay/phoenix-pay-system/phoenix/claim-damages-caused-phoenix-payment-equivalent-leave.html>

An updated page about compensation for damages: <https://www.canada.ca/en/treasury-board-secretariat/topics/pay/phoenix-pay-system/phoenix.html>

You may also find this final link useful: it contains a description of, and links to, all available claims processes:

<https://www.canada.ca/en/treasury-board-secretariat/topics/pay.html>

This information has been added to the Council website at: [councilwest.ca](http://councilwest.ca)  
Please distribute this information to all affected former members/ retirees/ families or estates of deceased former members. We appreciate your assistance in this.

### **Union Dues Issues**

In the weeks following the visit to our office from the PSPC (Public Services and Procurement Canada) 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, there has been a tremendous amount of work done to reconcile members accounts. Our 11 Affiliate Unions were contacted to have them either request no action on members dues or to have the Pay Centre reconcile members accounts, those who wished to have the member's dues reconciled are currently being completed.

As per the agreement reached between FGDTLC(W), Treasury Board and the PSPC Pay Centre, they are committed to working on all of our issues one week per month until all is resolved to our satisfaction. This practise will continue until April 2020, at which time we will discuss with the employer if there is continuing need to extend the service.

### **Department of National Defence Health, Safety and Environment Policy Committees**

There has recently been a change in the reporting structures of the workplace committees. Previously the only official Policy Committee was at the national level, the National Health and Safety Policy Committee. There has been an ongoing initiative in National Defence for a few years now to restructure the workplace committees to enable a direct reporting structure that will allow for areas of concern, trends etc to be visible at the highest level. Within MARPAC and all the Units reporting to the Admiral locally that new structure is now in place. The Fleet Maintenance Facility Safety and Oversight Committee has been stood up to replace the old FMF CB CO's Safety and Environment Committee.

This committee is comprised of Management representatives (CO, PM, OM, EM, USM), Bargaining Agent Representatives (FGDTLCW, UNDE, PIPSC, IBEW 2228, ACFO) and the labour co-chair or delegate from the Unit JOSHE Committees (Groups 1-7, and the USM group). Observers/Advisors (attendees without official status at the meeting) will be from ODM, Formation Safety, and others as required.

The new structure will ensure that any issues not being resolved at the Group JOSHE Committees can be moved upwards to a higher level for resolution, and can only benefit our membership overall health and safety. We thank all members who volunteer to sit on these committees, your co-workers rely on you to ensure all safety issues receive the attention that they require.

### **Department of National Defence Employee Assistance Program**

We strongly encourage all members and their families to make full use of the National Defence Employee Assistance Program to assist with any personal or professional issues they may be experiencing. The DND Employee Assistance

**Program is a fully confidential program, fully supported and endorsed by all of the Unions within National Defence. We are very fortunate to have an extremely competent team with CFB Esquimalt and the FMF Cape Breton led by our regional coordinator Nora Johnson and including our local Referral Agents.**

**The Health Canada component of the EAP allows for members and their families to access strictly confidential, free, short-term professional counselling services. This is available 24 hrs per day/ 7 days per week/ 365 days a year. Any member or member of their family can call the 1-800 # and access immediate Crisis Assistance or direct access to either tele-counselling or no-cost, in person one-on-one sessions with a certified professional for a set number of visits per issue. Any family member calling simply says that their spouse/partner/parent is a DND employee, and that's it. No identification other than that, it's fully confidential.**

**Health Canada Assistance can be reached at 1-800-268-7708. This number is listed on the EAP posters seen throughout the dockyard.**

### **Department of National Defence Workplace Charitable Campaign**

**As we enter the final weeks of this year's campaign, we encourage all who can to support one or many of the programs administered through the United Way. These programs are an invaluable resource in our communities, and provide assistance to many of our co-workers, their families, and of course to the areas most vulnerable citizens.**

**A well-known motto of the labour movement is "What we have for ourselves we desire for all", and the partnership that has existed between labour and the United Way for many years is proof that we truly do want this.**

**We want to thank all members for their continued support over the past year, and wish everyone a very happy holiday season. Merry Christmas!**

**In Solidarity,**

**Des Rogers  
President  
FGDTLC (W)**