



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

December 22, 2021

## To All Members

*As the end of the year approaches, we have arrived at another holiday season full of uncertainty and challenge. Changes with regard to gathering sizes and restrictions are occurring quickly, and as a result the holiday season is shaping up to be a smaller and quieter one than in years past. We encourage all of you to take this time to rest and recharge with your loved ones as the year comes to an end.*

*The Council Executive thanks you all for your dedication and tireless efforts to perform the daily work required to keep our ships and submarines ready and able to do their duties.*

*We wish you and your loved ones a safe, healthy holiday season and a happy New Year.*

## Mandatory Vaccination Policy for Federal Public Service Employees

The policy is now firmly in place with a very high rate of compliance both locally and throughout the federal public service. The Manager's Toolkit for administration of the policy has gone through a few revisions since the beginning of this, and the newest version can be found on our website.

## Lifting of the Moratorium on Vacation Leave and Compensatory Leave Cash Out

As you are aware, for the past years the employer (Treasury Board of Canada) had ceased any mandatory cash out for annual leave and CTO leave according to each collective agreement (some collective agreements have mandatory cash out options, some do not). This was due to the inability of the Phoenix pay system to perform this without negatively impacting an employees pay. The employer has notified all departments and Bargaining Agents that effective March 31, 2022 the moratorium will be lifted, and excess accumulated leave balances - whether that be vacation or CTO (TOIL) leave- will begin to be liquidated slowly over the next 5 years. The employer is signing MOUs (Memorandums of Understanding) with each Bargaining Agent outlining how this will be done for their groups.

Our SRW collective agreement does not have a mandatory cash out for vacation leave, it is an option at the request of the employee with clauses to have any excess used in a certain way (SRW Collective Agreement 10.08-10.10) that we believe local management has been enforcing.

We do have mandatory cash out for CTO (Compensatory Time Off) accumulations, listed in the SRW collective agreement 16.13. We are currently in discussions with the employer regarding wording of an MOU for our group, looking for the least impact as possible for any of our members who have accumulated large amounts of CTO over the past years. Wording in the other MOUs gives a limit on the mandatory cash out of CTO at 20% per year over 5 years, easing the burden. Employees retain the right to request full cash out as well, as per the collective agreement. We will report back in the new year when this gets finalised.

### Phoenix Damages for retirees/past employees.

The Phoenix damages claim system for past employees is finally available and the link is on our website under “Latest News”. Please pass this info on to any past members you have contact with.

<https://www.canada.ca/en/department-national-defence/maple-leaf/defence/2021/12/launch-phoenix-damages-claims-former-employees.html>

### Council Office Access

The Council Office is a very small, confined area with extremely limited ability to practise physical distancing within. As such, in-person access to the office is very limited. To book an appointment or to speak to a Council Officer, please call us in the office at 250-383-7622, or reach us via email at [councilwest@shaw.ca](mailto:councilwest@shaw.ca). All visitors to the office must continue to wear face coverings at all times.

***\*\*Please do not arrange an in-person meeting if you are experiencing any signs of illness. Stay home and follow the appropriate protocols. \*\****

In Solidarity,

Des Rogers  
President  
FGDTLC (W)