



# Federal Government Dockyard Trades & Labour Council (West)



# BULLETIN

January 18, 2022

## To All Members

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

As reported in the Bulletin dated December 22, 2021, the Council has been in discussions with the employer- Treasury Board of Canada- regarding the moratorium of the mandatory cash out of Annual Leave and CTO (Toil) that has been in place for the past few years. The moratorium on cash out came about due to the inability of the Phoenix pay system to perform this without negatively impacting an employees pay. The employer had notified all departments and Bargaining Agents that effective March 31, 2022 the moratorium would 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 signed 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 have now signed an MOU specific to the Ship Repair West Bargaining group that allows for a 20% per year mandatory cash out of accumulated CTO over the coming 5-year period. This ensures the least impact for any of our members who have accumulated large amounts of CTO over the past years. Employees retain the right to request full cash out as well, as per the collective agreement.

In Solidarity,  
Des Rogers  
President  
FGDTLC (W)