



Federal Government Dockyard Trades & Labour Council (West)



BULLETIN

October 9, 2018

To All Members

Collective Bargaining

As all members are aware we are preparing to enter into collective bargaining with the employer once again. The contract proposal forms were sent to the shop representatives for distribution to the membership, and the shop representative shall gather all proposals and submit them to their Affiliate Union for vetting. We requested that all Affiliate Unions vet their own proposals and submit their top issues to the Council by September 30, 2018. Once we have received all letters for the Affiliate Unions a Council vetting committee will be struck to build the proposal package that we will submit to Treasury Board.

We have not yet submitted our Notice to Bargain to the employer, but that will occur in the next few weeks. Other Bargaining Agents have begun the bargaining process however have reported that the employer had no economic mandate as yet for negotiations, and in fact the PSAC just this past week actually got dates to begin bargaining past their initial exchange of proposals. Hopefully the employer will be shifting into full bargaining mode.

Our previous TBS negotiator Mr. Ted Linedecker has unfortunately left Treasury Board so we will begin to build a new relationship with his successor. Ms. Patricia Phee is our new negotiator for the employer, we have been told she is a fair and open negotiator who has been given the portfolios for all 3 Ship Repair groups as well as other Operational category groups. When we do begin face to face sessions we will try to ensure she is given a tour of the facility so she understands our very unique heavy industrial workplace.

Phoenix Pay System

As we continue to mention monthly in this report, we stress that any members experiencing pay issues who have begun the process and who are not getting their issues resolved please contact the Council office for assistance. We cannot assist if we are unaware of the issues, and have had success dealing with this for the members coming forward.

For all shop representatives, please remind new employees to check their pay stubs regularly to ensure there are no issues, that their deductions are correct, and that they are registered with the service providers such as BC Med etc. There have been ongoing issues with BC Med deductions coming off the employees cheques yet not getting to BC Med, as well as employees not being registered with BC Med.

Use of Cannabis by DND Employees

With the October 17 date fast approaching for the legalization of recreational marijuana in Canada, DND has been working towards establishing guidelines that will ensure the workplace continues to be a safe environment for all DND employees and CAF members, and a safe environment to carry out the needs of the Canadian Armed Forces.

To this end, National Defence has drafted DAOD 2007-CWDE, Use of Cannabis by DND Employees. This is a separate DAOD from the one already put into place for CAF (Canadian Armed Forces) members. This draft DAOD covers everything from medical usage to recreational use before and during work periods. Once the DAOD is available for dissemination we will ensure it is sent out to the representatives.

Navy and Union Leadership Meeting

At the end of August FGDTLC (W) attended a meeting in Ottawa between the Commander of the RCN and the senior officials of the Unions with members working for the navy. Commander of the Navy Vice Admiral Ron Lloyd invited us to gather to ensure he was hearing the correct messages from the civilian workforce regarding all matters. Other senior military attending were Deputy Commander of the Navy Rear Admiral Art McDonald (our recently departed Admiral from the west coast), Commodore Waddell (past Base Commander) and Commodore Earl (past CO of the FMF).

Most of the conversation centered around rebuilding the FMF workforces on both coasts, the major issues with hiring, future work for the FMF's with the new vessels coming on line, and the results of the last Public Service Employee Survey in which DND fared miserably.

Also presented at this meeting was a video produced by the RCN highlighting the work of civilians in National Defence. Once it is released we will have it on our website along with one produced showing the work of the CAF over the past year.

Apprentice Rates of Pay Grievance- FPSLREB

Still no decision from the arbitrator as of this date.

In Solidarity,

**Des Rogers
President
FGDTLC (W)**