



Federal Government Dockyard Trades & Labour Council (West)



BULLETIN

July 5, 2019

To All Members

Collective Bargaining

As all members will now be aware, federal collective bargaining has been proceeding between Treasury Board of Canada (the employer) and the majority of the National Bargaining Agents. At this point there have now been 11 (and climbing) of the 27 federal collective agreements signed between the Bargaining Agents and Treasury Board, all with the same monetary and benefit package in a four (4) year deal. It has been clearly stated that there is very little deviation from the package, with no deviations at all with regards to economic increases. Timeframes are very tight to get these in before full governmental shut down prior to the election.

The economic package totals are: 2.8 % (2% economic increase + .8% wage adjustment) in the 1st year; 2.2 % (2% economic increase + .2% wage adjustment) in the 2nd year; 1.5% in the 3rd year; 1.5% in the 4th and final year. Total economic package is 8% over 4 years.

Other improvements include: a new 10 day leave entitlement for Survivors of Domestic Violence; improvements to Maternity/Parental leave to reflect legislative changes; new allowance for caregiving leave to reflect new legislation; changes in definition of family that allows for a non-relative to be covered (person who stands in the place of a relative); change in calculation of retro payments to attempt to address the Phoenix problems; a payment to all members for extending the implementation date to 180 days; as well as minor penalties to the employer for not implementing a collective agreement in the time agreed to.

This package has been accepted by many other groups to ensure an in place collective agreement prior to the election coming this fall. Some groups believe that if the Conservatives get back into power they may revert to their old ways with regards to the public service, and this offer may not be there after October 17. Groups who have accepted include PIPSC, ACFO, IBEW 2228, with bargaining (either in person or via electronic submissions) scheduled for other groups in the next 2 weeks.

The FGDTLC (W) contacted all Business Managers/Business Representatives, Council Delegates and Shop Stewards in the last week of June requesting that each representative gauge the interest in this possible deal with their membership. The responses returned are overwhelmingly in favour of Council pursuing this possible deal with the employer immediately. Many members have expressed their mistrust of what may happen come the October election. To that end we will be entering into collective bargaining on this package in the next two (2) weeks.

To be clear, although this is an unusual circumstance, timeframe and method, this will follow our usual pattern of negotiations that has always occurred. If we do reach a tentative agreement with the employer, that agreement will then be presented to the Council body for recommendation to take to the membership for a ratification vote. The full details will, as always, be presented to the membership well in advance of a ratification vote.

For any members looking for advance information on the collective agreements signed by the other Bargaining Agents I encourage you to look at their various websites. Here are links to two:

PIPSC (The Professional Institute of the Public Service of Canada)
<https://www.pipsc.ca/labour-relations/collective-bargaining>

ACFO (Association of Canadian Financial Officers)
<https://www.acfo-acaf.com/category/collective-bargaining/>

There is also information on the Treasury Board of Canada site:
<https://www.canada.ca/en/treasury-board-secretariat/news/2019/06/more-tentative-agreements-as-the-government-of-canada-continues-to-bargain-in-good-faith.html>

The Council Bargaining Team does realize that this potential agreement does not take us to where we need to be or wanted to be in relation to our east coast counterparts, nor to our competitor on the other side of the harbour. However, we felt that the potential agreement was enough to take the action we did and ask the membership. The membership has spoken loud and clear, and as such we will attempt to secure this package along with any other gains we can negotiate as soon as possible.

Thank you all for your responses, and for your support.

In Solidarity,

Des Rogers
President
FGDTLC (W)