



BC FERRY & MARINE WORKERS' UNION

MINUTES SEPT 14TH 2015 LOCAL 7 & 20 GENERAL MEETING COMMUNITY GOSPEL CHURCH 147 VESUVIUS BAY ROAD

Chair Peter Spencer

Co-Chair Khris Falls

Also in attendance from Executive

Tobias Horbas, Ernie Marentette, Julie Vissers, Robert Oakes

Call to order 10:07

Introduction of Executive

Agenda adopted

Previous minutes – no previous minutes as it is a new Executive

No unfinished business

Agenda Items:

1. Treasurer's report. Local 7 bank balance is \$6042.96 Local 20 current balance is \$4597.22
2. Collective bargaining update – packages exchanged Sept 10 2015. Website address www.bcfmwu.com/collective-bargaining has current information
3. There is a requirement to form a Grievance as well as a Good & Welfare committees. Call for nominations going out soon
4. CLC Winter School – Encourage applications to be made to the Provincial Education Committee to attend Winter School in Harrison Hot Springs. Expression of Interest to go out soon. Local 7 & 20 also considering sending one member chosen from active shop stewards.
5. Site safety requires nominations and elections to be held on a regular basis. Term is 3 years and 1/3 of each site can be replaced each year. Currently Route 9 deck and OFA need to be called for nominations as well as Route 6 deck. Nominations to be called soon.
6. Shop Steward course – 2 day revamped course being offered to those interested. Course is of a more practical nature and well worth attending. EOI bulletin was unclear that we were actually offering the course (rather than just recruiting shop stewards) and the date should be open as recruitment is ongoing. Provincial shop steward award is coming as well considering local recognition for work done by shop stewards
7. MLB Policy Grievance – Grievance has been filed this past summer regarding the MLB and EMA forms and the right to privacy of employees regarding their illness.
8. Queen of Cumberland-Skeena Queen Combined Rte 4 & 5 – During the Q Cumberland refit the Skeena and Bowen Queen will be sharing the two routes. This will change start and finish times for the Skeena crews and will incur more overtime this winter.
9. Queen of Nanaimo refit. October 14-November 20, 2015 the Queen of Nanaimo will be undergoing refit (3 weeks drydock and 2 weeks alongside). Starboard

main engine is being rebuilt and both tailshafts pulled out. The Mitsy bow prop will also be rebuilt along with plenty of steel work done on the ship. Queen of Burnaby will cover Route 9 during the refit. Q Burnaby Engineers to work on Route 9 for the refit time. Crew encouraged to check their competencies to make sure that they are correct and up to date.

10. UMC and Workforce Planning topic input requested – Discussion about the Executive’s agenda for UMB and workforce. Input included: more consistency for Staffing Pool Deckhands working on Route 9 (grouping shifts); Staffing Pool Cook required on Route 9; HSQ exempt masters being used to relieve on BU Master’s watch; fall arrest training required if harnesses worn.
11. Bullying and Harassment in the workplace is taken very seriously with new laws in place. Discussed the steps that should be taken including letting the person know it is unacceptable behaviour, reporting it to a supervisor, and taking it directly to HR. There is a BC Fed 8 hour Bullying and Harassment course that we are going to be encouraging HR to offer at the sites. Recommended on Route 9 that it could be done during Wednesday tie ups.
12. Solidarity in challenging times – Reminder to everyone that we are one Union and that we have to act as a united front. Support your fellow brother and sisters and we can make this Union stronger.

New Business

Minutes should be easier for all members to access. Suggested we post them on our website or Facebook. Issues of not posting them in the worksite as exempt personnel should not necessarily be privy to the minutes

Reviewed with a member what the procedure would be for getting worn safety gear replaced (ie work vests). Bring it to the supervisor’s attention, discuss with Senior Master and/or Safety Officer, as well as being able to file an ALERT. Encouraged if you bring up a problem, to then also supply a solution.

Meeting adjourned 11:55am.

SEPT 14 2015 PM MEETING

Call to order 14:30

Minutes as per above with the additional Agenda items:

8. Queen of Cumberland Skeena refit – Suggestion from membership that Engineering to switch to a 10 hour day for day shift pattern. Executive referred the member to contact Provincial Hours of Work Committee with proposal
10. UMC and Workforce Planning meeting input – request that attendance meeting and location is more convenient for attending shop stewards. – Recommendation that HR has to realize BCF is not the preferred job in the community anymore. That BCF has lost its competitive edge with regards to hiring. Example given that starting entry level wage at CIBC is \$23 hour. – Suggestion that we need a Second Steward position not only to train future Chief Stewards but also that the current supervisor to employee ratio is unacceptable and not found elsewhere on the ship. – Chief Stewards still doing bargaining unit work.

Meeting adjourned 16:11.