



## PRESIDENT'S WEEKS IN REVIEW MAY 4 - 16, 2020



Hello all,

The last couple weeks have been busy for me, although not as screaming busy as April. Working through this business has an odd feeling knowing that so many of our Union family are still illegally laid off (furloughed, off duty, etc.).

The week of May 4-10 had a few interesting events for our Union. Despite our best efforts, and even a consent order from the Labour Relations Board ordering a consultation committee, our Union was still hearing of significant management decisions from our membership and other places. As a result, our Union decided to take BC Ferries back to the Labour Relations Board to make sure their obligations were clear. In its seven page decision on May 8, the Board affirmed our understanding of BC Ferries obligations to consult under the Consent Order:

**The Employer and the Union, under the Consent Order, are expected to have meaningful conversations in which the Union can express concerns, provide suggestions and alternatives or raise other considerations in a respectful forum.**

**In order for the Committee to function effectively, the Employer must provide the Union with notice of its decisions and allow a reasonable period of time for the parties to engage in meaningful dialogue, raise concerns, exchange ideas and have time to review and consider alternatives raised related to the potential impact on employees. By doing so, the Union can then be in a position to explain to its members that it attempted to influence, on their behalf, the effects of decisions or actions.**

Since issue of this decision, our Union has dealt with less management driven rumour, and we look forward to consulting on any significant management actions.

Last week our Union marked another positive development with the appointment of Arbitrator John Hall to hear our Article 12 and Sec. 54 Grievance (illegal layoffs) on August 5-7, 2020. Mr. Hall is a leading arbitrator, and has a reputation for grounding his decisions in law while not shying from big awards, and we believe these traits are well suited for our case.

Also last week, Government posted their Temporary Service Level Adjustment Agreement (TSLAA) online. This document is the amending agreement for the Coastal Ferry Services Contract (CFSC) which sets out the minimum service levels that BC Ferries must provide. The TSLAA shows that BC Ferries is currently obligated to fully restore regular service on all minor and major routes no later than July 3, and must begin restoration efforts starting June 3; for Northern Routes BC Ferries doesn't have to restore service levels to CFSC minimums until September 1. For our part, and subject to public health guidance, we hope these restorations take place sooner. You can find these documents here:

<https://www2.gov.bc.ca/gov/content/transportation/passenger-travel/water-travel/coastal-ferry-services-contract>

Next week: Victoria Day; Deas Dock layoffs; discussions with the Executives; letters to government; regulatory matters, and more...

Thanks for reading, and I hope to see you soon (zoom or otherwise)!

In Solidarity,

**BC FERRY & MARINE WORKERS' UNION**

Brother Graeme Johnston  
Provincial President