



BC FERRY & MARINE WORKERS' UNION

Bulletin #26
July 12, 2019

BCFS FILES GRIEVANCE ON UNION'S ANTI-ABUSE CAMPAIGN

This communication is for BCFMWU members only. Please do not publish.

Brothers, Sisters, Friends:

BC Ferries has filed a grievance regarding our “@BCFerries ENFORCE ZERO TOLERANCE FOR WORKER ABUSE” campaign. The grievance is against our Union collectively, and the SOC and Provincial Executives by name.

BC Ferries’ asserts that our anti-abuse campaign was done “without regard to the fairness or accuracy of the content of the campaign...” The Company also claims that our Union has breached the Collective Agreement because the abuse reported by our members is false, and does not reflect the experience of BC Ferries’ management.

As remedy, BC Ferries asks the Union and named Executives for:

1. An immediate cessation of and retraction of the Union's Campaign and public statements made to the written and broadcast media;
2. A public statement approved and endorsed by the Union and the Grievance Respondents reflecting 1. above;
3. A declaration that a duty of fidelity is owed to the Company by the Union and the Grievance Respondents and that that duty of fidelity has been violated by the Union and Grievance Respondents;
4. A declaration that the provisions of the Collective Agreement have been violated and have not been followed;
5. The publication of a public apology for the Union's conduct related to the Union Campaign;
6. Damages against the Union and the individual Grievance Respondents as a result of the violation of their duty of fidelity and violations of the Collective Agreement;
7. Any further and additional relief appropriate in the circumstances.

We have not finalized our response to the Company, but I wish to address their request in #3 from the list above, where the Company asks for “a declaration of fidelity from the Union” and our Executives. Synonyms with fidelity include loyalty, devotion, and conformity. I wish to assure our membership that our Union has no intention of making “a declaration that a duty of fidelity is owed to the Company.” On the contrary, we are confused by the Company’s request that we withdraw our right to act on behalf of the membership, which is our legal, ethical, and Charter obligation to you.

Please stay tuned for more.

In Solidarity,
Graeme Johnston

“Shop Stewards: Please Post on Bulletin Boards”

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