



## **BC FERRY & MARINE WORKERS' UNION**

### **APRIL 3, 2020 TEMPORARY LAYOFFS SPECIAL BULLETIN #11**

Dear Brothers, Sisters, and Friends:

Today BC Ferries made an announcement of deep service reductions – which we had expected.

However, in the same announcement, BC Ferries also communicated that they are enacting temporary layoffs as a result of these service reductions.

On this point, we feel blindsided – negotiation has not produced any alternatives to Article 12 for affected members. That BC Ferries has announced this to you is at best premature, and leaves us concerned the employer intends to ignore clear provisions of the Collective Agreement.

It is disappointing that BC Ferries is taking a cavalier approach to the welfare of our members in a time of crisis. We are considering all legal action available, and will continue fighting to ensure any workforce adjustment is carried out in the best manner possible for our affected members.

Members affected by layoff are entitled to the following Collective Agreement provisions:

#### **REGULAR EMPLOYEES**

- 30 Day Notice of Layoff (with pay).
- May include options such as access to vacancies, bumping, or electing to sever employment.
- Access to recall by seniority.
- Must provide option Severance Pay:
  - Less than five years of service seniority – 1 week basic pay for each completed year of service (Max 52 weeks).
  - Five or more years of service seniority – 3 weeks basic pay for each completed year of service (Max 52 weeks).

## **CASUAL EMPLOYEES**

- 30 Day Notice of Layoff.
- May include options like training/recall in other classifications at current POA, or recall in current classification at another POA.
- Must provide option for Severance Pay:
  - Less than five years of service seniority – 1 week basic pay for each completed year of service (Max 52 weeks).
  - Five or more years of service seniority – 3 weeks basic pay for each completed year of service (Max 52 weeks).

For complete details, please see Article 12 of the Collective Agreement:

<https://www.bcfmwu.com/union-toolbox/collective-agreement/>

For all inquiries, email [c19info@bcfmwu.com](mailto:c19info@bcfmwu.com)

More to come soon.

Stay Safe, Healthy, and Solid,

Graeme Johnston  
Provincial President

**“Shop Stewards: Please Post on Bulletin Boards”**