



BC FERRY & MARINE WORKERS' UNION

SPECIAL BULLETIN #26
April 21, 2020

GROUP GRIEVANCE LOSSES

On April 5th, 2020 your Union filed a Group Grievance on behalf of all members negatively affected by the Employer's decision to implement significant sailing reductions and massive layoffs. The group grievance seeks a 'make whole' remedy on behalf of all members.

With that, our Union is encouraging members to keep a record of any/all employment losses as a result of service reductions and layoffs. These records are necessary in order for our Union to do the work necessary when determining the scope of costs that may be contemplated in the 'make whole' aspect of the Group Grievance.

Ideally, records should include your full name, BCF employee number, POA (or usual work location for members whose position is not terminal based), job title/classification, status (regular full time, regular staffing pool, regular part time, job share), base rate of pay and usual number of paid hours per week contrasted with total number of hours/pay lost with date(s). For our Casual members, each job title worked (if varied) with corresponding rates of pay and number of hours/pay lost with dates.

It is our Union's belief that monetary losses (actual or missed opportunity based on typical practices and/or seniority) may arise, but not be limited to any of the following:

- Wages – (per job title/classification pay rates listed at Appendix 'C')
- Premium Pays – (entitlement/time/pay lost – i.e.: shift differentials, OFA)
- Substitution – (entitlement/time/pay lost)
- Time Banks – CTO/PTO (entitlement/time/pay loss)
- Vacation – (entitlement/time/pay/accrual date loss)
- Severance – (entitlement/accrual loss) – Art. 12.05
- Pension – (eligibility/contribution loss)
- Health Benefits – (eligibility/benefit loss)
- Stat Holiday Pay – (entitlement/time/pay loss)
- Stand By Pay – (entitlement/time/pay loss)
- Overtime – (entitlement/time/pay loss)
- Deferred Salary Leave – (entitlement/time/pay – detail if interrupted/delayed/cancelled)
- Maternity & Parental Leave – (detail if insufficient hours to qualify for EI/SEB, or other loss)
- Return to Work Planning – (detail if delayed/interrupted/cancelled)
- Salary Deferral – (detail if delayed/interrupted/lost)
- Seniority – (detail what happened and the loss)
- Article 12 – (notice period, seniority order, transfers, recall, severance)
- Missed Opportunity – (delayed/interrupted/cancelled - training, familiarization, retraining, Seaside accruals, transfer to confirmed vacancy posting assignments)

Keeping these records will form part of the Group Grievance 'make whole' remedy calculations, but will also be beneficial for members to submit pay enquiries, which is also recommended.

In Solidarity,

BC FERRY & MARINE WORKERS' UNION

A handwritten signature in black ink, appearing to read 'GJM' followed by a stylized flourish.

Brother Graeme Johnston
Provincial President