



BC FERRY & MARINE WORKERS' UNION

SPECIAL BULLETIN #45
September 28, 2020

Workforce Adjustment Grievance Decision (Article 12, Layoffs, and Furlough)

Sisters, Brothers, Friends;

After a terrific fight by our Union, we have a decision on our Union's Article 12 Grievance about "illegal layoffs." In the award, Arbitrator Hall determined:

The layoffs [BC Ferries] imposed were contrary to Article 12 of the Collective Agreement. Article 15.01 was also breached as a consequence of the "off duty status" implemented unilaterally for some regular employees.

In other words, we won. The layoffs were illegal and "off duty status" or "furlough" are not terms we are subject to.

The outstanding matter of wages, benefits, and damages is now left in the hands of the Company and Union, with Arbitrator Hall reserving jurisdiction for any remaining differences. We look forward to working with the Company to ensure all affected are made whole in a timely and dignified way, and will not rest until the task is complete.

While the fight is not over yet, I'd like to wish many thanks to our membership, staff, and legal team at Victory Square for this win – we would not have won without you.

In Solidarity,

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

Graeme Johnston
Provincial President