



BC FERRY & MARINE WORKERS' UNION

Special Bulletin #47
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BRITISH COLUMBIA LABOUR RELATIONS CODE - SECTION 54

Dear Sisters, Brothers and Comrades:

When an employer introduces or intends to introduce a measure, policy, practice or change that effects the terms, conditions or security of employment of a significant number of employees to whom a Collective Agreement applies, they are obligated to give notice to the Union at least sixty (60) days before the date on which the measure, policy, practice or change is to be effected.

We have received formal written notice from the Company, pursuant to [Section 54 \[1\]](#) of the Labour Relations Code, dated October 19, 2021, resulting from the intended implementation of a mandatory COVID-19 vaccine policy.

Section 54, in part, states:

Once notice has been given, the parties must meet, in good faith, and endeavour to develop an adjustment plan, which may include any of the following:

- Consideration of alternatives to the proposed measure, policy, practice or change, including amendment of provisions in the Collective Agreement;
- Human resource planning and employee counseling and retraining;
- Notice of termination;
- Severance pay;
- Entitlement to pension and other benefits including early retirement benefits;
- A bipartite process for overseeing the implementation of the adjustment plan.

We have responded to the Company with our availability and proposed to meet as soon as possible. We recognize that the current situation causes uncertainty in the workplace and in your personal lives. Please be assured that we will continue to keep you informed as the process unfolds. The Union has not seen a copy of BCFS policy and as such is unable to comment at this time. Once we are able to review the policy we will provide a direct way of contacting the Union with questions through www.BCFMWU.com

Thank you for your continued support and patience.

In Solidarity,
Eric McNeely
Provincial President