

**In the Matter of the Public Service Labour Relations  
Act and in the Matter of a Dispute Affecting**

**The Federal Government Dockyard Chargehands Association**

**[Association]**

**- and -**

**Her Majesty in Right of Canada  
as represented by Treasury Board Secretariat**

**[Employer]**

**Before: M. Brian Keller, Chairperson  
Gray Gillespie, Employer Nominee  
James Hayes, Association Nominee**

**Appearances: George Hupé for the Employer  
Marc Richard for the Employer**

**Ronald Pink for the Association  
Gail Gatchalian for the Association  
Heather Totton for the Association**

**Hearing in Halifax January 20, 2007.**

## **AWARD**

This Board of Arbitration was appointed by the Public Service Labour Relations Board to hear and determine the issues remaining in dispute between the parties following face-to-face negotiations.

The Association represents approximately 73 first-level supervisors working for the Department of National Defence at Fleet Maintenance Facility Cape Scott, in Halifax, Nova Scotia. They supervise skilled tradespeople and technicians in the repair, modification and refitting of naval vessels and equipment.

This Award is to settle the terms and conditions for a renewal collective agreement having a term commencing April 1, 2006 and terminating March 31, 2008.

The issues in dispute to be determined by the Board were:

1. Interpretations and definitions / Hours of Work and Overtime
2. Overtime Meal Allowance
3. Call-Back Pay
4. Designated Paid Holidays
5. Vacation Leave with Pay
6. Sick Leave with Pay
7. Education Leave, Career Development Leave and Examination Leave
8. Rates of Pay

In determining the appropriate disposition of the above issues in dispute, the Board has considered the written and oral submissions of the parties, the additional evidence tendered at the hearing and the factors enumerated at S148 of the Public Service Labour Relations Act. The decision of the Board with respect to the issues in dispute is as follows:

Rates of Pay

1. Delete the bottom step in the range of rates effective April 1, 2006.
2. Introduce a new one time 5.6% pay adjustment to each step in the range of rates effective April 1, 2006.
3. Across-the-board economic increase of 2.75% effective April 1, 2006. This increase is to be combined with, and not compounded on, the increase in paragraph 2.
4. Across-the-board economic increase of 2.25% effective April 1, 2007.

Other Issues in Dispute

No award is made.

The Board remains seized to the extent permitted by the Act.

Dated in Ottawa, this 7<sup>th</sup> day of February, 2007.

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M.B. Keller, Chairperson