



**NATIONAL OFFICE MEMORANDUM
NO-20-2010**

DATE	June 22, 2010	PRIORITY	1. For Action
TO	National Board of Directors and Branch Contacts		
RE	FB Collective Agreement – Seniority Rights		

Sisters and Brothers,

Recently there have been disputes in CBSA worksites across the country concerning Appendix B of the FB collective agreement. The Employer has taken the position in several locations that management need only recognize employee seniority for line selection and vacation scheduling in locations where a VSSA has been negotiated since the signing of the collective agreement.

We do not agree with this interpretation of the FB collective agreement. Our position is that seniority should be recognized for line selection and vacation scheduling in every FB work location across the country where a VSSA is in place, regardless of when the VSSA was negotiated.

The FB collective agreement states that the seniority language contained in Appendix B applies only for VSSA's implemented following the signing of the collective agreement. The FB collective agreement also states under Article 25.26 a) i) that the maximum life of a shift schedule under a VSSA is six months. Thus VSSA's are implemented on a regular basis, as every time a new shift schedule is posted the VSSA is being implemented. In other words, when management posts a shift schedule covered by a VSSA, management is implementing the VSSA. As it has been well over six months since our union signed the current FB collective agreement with Treasury Board (six months being the maximum life of a shift schedule), seniority should now be recognized by management for line selection and vacation leave scheduling in every work location where a VSSA is in place.

If management is not recognizing employee seniority for the filing of vacant lines or for the purposes of summer and holiday season vacation leave scheduling, then CBSA is in violation of our FB collective agreement.

We urge our members to enforce their rights and uphold our collective agreement. If you have any questions or concerns please contact your Shop Steward or Branch President.

In Solidarity,

Ron Moran,
National President