



ITEMS OF DISPUTE WITH

Industrial Agreement between Bahamas Government & Public Services Union

mutually

☒ Discipline & Discharge – Article 7 Industrial Agreement between Bahamas Government and Public Services Union

(X)

Most Staff has been disciplined for “LATENESS” contrary to the Agreement which defines it as “More than 4 times in a calendar month”. This has resulted in many not being confirmed and not being promoted. Example Officers XXX, at Immigration. See Section 7.5, 7.9, 7.10, 7.11

consequence month of late, no notification

DISCUSSIONS WITH DEPTS.

☒ Suspensions pending an investigation – Article 7.13, 7.14 (a & b) Example XXX – Immigration Officer

☒ Wage and Job Description

Salary – present salaries under 2005 contract is a violation of Employment Act 2001 Article 4 – Saving for more favourable terms and conditions of employment. Uniformed Staff salary is historically a component of overtime and base annual income. The agreement gives this category of workers less than the established minimum.

Article 10 Staff await job descriptions in bargaining unit see article 10(1) PSC

☒ Probation – 11.1, 11.2 & 11.3 - Staff have not been confirmed after years contrary to article 11.2 without any credible/legal reason.

Staff employed as “TRAINEE” has not been informed confirmed in the next non-trainee post see Customs and Immigration staff who have been confirmed yet not promoted to Grade II – the next non trainee post contrary to article 11.3

(AT Commission Now)

☒ Allowances – Article 16

Staff not paid Hazard Allowances - payable under 16.4 (c) where workers work with dusty substances

Supervision

☒ Shift premium -16.10 not paid

RETROACTIVE FROM 18TH JAN. 2010

Shift allowance still continues after compensation study is completed and implemented. Bargaining unit has not seen compensation study. 16.11

☒ On Call Allowance to be paid to all Customs and Immigration Officers - 16.12 - \$200 monthly not being paid.

WHERE APPLICABLE



✓ Health and Safety – Article 17

Employer acknowledges Primary responsibility – 17.1 safe and sanitary working conditions under health regulations of employer. Mold in office, working around dust continually, no form of safety at nights at Arawak Cay for staff – often females collecting large sums of revenue *1 wk*

✓ Vacation Leave – Article 26 *leave not properly calculs'*

Proper vacation leave not given in accordance with 26.4

✓ Education and Training – Section 28

Reimbursements for courses of study outstanding – Article 28.4

* Transfer – Article 35

Staff rights to decline transfer to another Ministry/Department taken away contrary to 35.3 example Customs and Immigration staff relocated in public service

✓ Overtime – Article 36.1

36.4 – time and half and double time normally and double time paid on days off and holidays. Comptroller mandating staff either apply for time off for hours worked other than holidays or be paid flat rate *pm*

Staff is not being paid appropriate rates of overtime at time and half having worked extra hours outside normal eight (8) hours. This refers to all ports of entry in Commonwealth of Bahamas. Example outstanding bills for Carmichael Road Detention Centre (6mths), Customs staff at Arawak Cay and Union Dock, Investigative officers – Immigration, Airport staff in both agencies

✓ Improper use of flat rates [?] *pm* – contrary to Section 8 and 10 of the Employment Act 2001, flat rate (\$20, 15, 10) is being applied by Customs and Immigration Departments to staff. an hour being paid for hours worked other than holiday. This is a unilateral variation of rate of pay for staff as salaries are based upon their agreed salaries.

✓ Duty Roster – Article 37.4 *made up monthly (no banking of hours - payment)*

Not posted in accordance with agreement. Arbitrary scheduling is constant in both agencies. Schedules not posted in timely manner – 5 days before month begins, changes at moments notice. Transfers are arbitrarily undertaken particularly in Customs, which takes no consideration of normal processes of families etc.

✓ Hardship Allowances Appendix A *pm*

Staff not paid at Mayaguana allowance of \$3,000 per annum Customs and Immigration *Immig.*