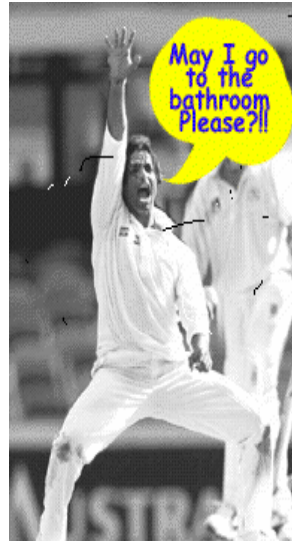


“ Match fixing-  
Cricket has gone  
to the (toilet) pits”



## INDUSTRIAL RELATIONS FRONT cont'd

The report is an indictment on an archaic system of administration which has robbed the workers as well as the tax paying public much of their well-deserved dues.

The conditions highlighted however, is nothing new to the employees who have been pleading for redress to those same conditions for quite sometime. The Health and Safety infractions include electrical deficiencies, leaking structures, deplorable workstations, poor ventilation and inadequate space.

*Workers' Forum* applauds the steadfast resolve of the Sisters and Brothers of the Postal Services who have demonstrated unswerving solidarity in an effort to seek redress for their plight. The CSA will continue to

vigorously pursue a satisfactory resolution and have already met with employees to discuss the report and to plan ahead.

### St. Lucia Air & Sea Ports Authority

Frustration has reach its peak level for the Union in its on-going discussions with the Authority's team on the implementation of the HRD exercise. Air Traffic Controllers (ATCOS) were forced to respond appropriately when management continuously failed to attend to urgent matters in relation to staff shortages and others. Management has since put some measures in place to resolve the issue. Bravc ATCOs! There is still an ultimatum concerning the completion of the HRD

exercise and the Union will reserve the right to take further action for speedy resolution.

### WASCO

Government has thus far failed to honour its obligation to pay all the terminal benefits of employees. The employees recently rejected an offer to spread payments owed since January this year over a two year period. The CSA has continuously engaged in dialogue to bring an early resolution to this issue. Again our patience have been tested to the limit.

◆ There has been resolutions on some fronts. However, others remain outstanding. Look out for an update in the next issue of *Workers' Forum*.



# WORKERS' FORUM A CSA NEWSLETTER

July 10, 2000

Volume 1, Issue 1

“The only thing  
we have to fear  
is not doing  
something about  
the fear we  
have.”

CSA's  
WEB-  
SITE

www.stluciacsa.org

Give  
Us A  
Visit  
On  
Line

## INCREASED BENEFITS FOR CSA MEMBERS

◆ **Finally**, after YEARS of many letters (some very amusing between top Finance Ministry officials), unkept promises and untrue platform statements by politicians who should know better than to mislead the St. Lucian public and the relentless cry for a fair compensation for use of private vehicles, public officers have finally received increases in their travelling and subsistence allowances. The general sixteen (16%) increases as of June 1st, 2000 in basic travelling allowances and mileage rates were approved as

per Cabinet Conclusion # 437 of 2000. This meant for example an increase for Class II regular from \$500 to \$580 and regular/commuted mileage rate from \$0.92 to \$1.07 per mile. The CSA has however written to Government requesting that they revisit the amounts stated in the Conclusion with respect to local Breakfast and Lunch subsistence rates, in keeping with the rates in the Collective Agreement signed on May 18th, 2000. The increases came against an ultimatum by travelling officers at a special meeting convened

at the CSA Center on March 15th, 2000.

**The CSA successfully negotiated some new benefits in the new Collective Agreement with the Government namely:**

- ◆ Lunch allowance was \$15.00 now \$20.00
- ◆ Breakfast allowance was \$10.00 now \$15.00
- ◆ Maternity leave was 12 weeks now 13 weeks
- ◆ Study leave without pay was awarded only after three (3) years service now one year continuous service on permanent establishment.
- ◆ Shoe allowance where awarded was \$75.00 now \$175.00 per annum.

\*Cont'd on pg 2...

## TOWARDS A NEW MODERN CONSTITUTION

In an effort to modernize the Union and keep in pace with the ever dynamic environmental changes, the General Council has already commenced deliberations on proposals for a revised constitution. It is expected that the new revised constitution will be ratified during the Annual General Meeting (AGM)

scheduled for July 22nd, 2000. After the proposed Constitution has been vetted by legal counsel it will be circulated to the general membership, in keeping with provisions of the existing constitution.

The new proposals include:

- ◆ Change of name from the St. Lucia Civil Service Association to

the St. Lucia Public Service Union.

- ◆ Membership to include all persons employed in all sectors or fields of employment in St. Lucia.
- ◆ The supreme authority to be vested in a Conference of Delegates.
- ◆ Election of officers to be conducted at the branch level.

### INSIDE:

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## Increased Benefits cont'd

- Standby Allowance Medical Technologists, Physiotherapists, Radiographers, Pharmacists, and Maintenance Staff, "on-call" and "call-out" was \$20.00 now \$27.00 on-call and \$80.00 call-out.
  - Safety, Health and Medical Attention, new clause: 27.1 "The association and the employer shall comply with the provisions of the Employee (Occupational Health and Safety) Act No. 10 of 1985 which are relevant to the Employees covered by this collective Agreement."
- New Proposals have already been submitted for Collective Agreements with:**
- Castries City Council
  - Sir Arthur Lewis Community College
  - Radio St. Lucia
  - Soufriere Foundation.
- The Union is presently considering proposals for WASCO, HUDC. SLASPA negotiations to commence on Monday 26th June.
- CLICO**
- A new CLICO proposal has been submitted on a Retirement Benefit Programme for CSA and SLTU members.
- Highlights of the programme are as follows:
- A guaranteed monthly pension payable for as long as the retiree may live after retirement.
  - gratuity benefit of 25% of the commuted value of the retirees full monthly pension.
  - The option to select a joint and survivorship pension where benefits will continue to the spouse of the retiree in the event that the retired
- should pre-decease his/her spouse.
- A guaranteed payment of an interest credit of 8.5% on all premiums received during the two year period 2000-2001.
  - Monthly contribution shall be 5% of basic income subject to a minimum contribution of \$50.00.
- Discount Scheme major benefits**
- DR. F. Samuel - 10% on any dental procedure.
  - St. Lucia Eye Optical -10% on spectacles only.
  - Hunters' Group of Companies - 10% on vehicle insurance, purchase of real estate and shipping.
  - New India Assurance Co LTD - 10% on private comprehensive coverage.
  - Green Parrot Hotel - Luncheon special of \$20.00, favourable discount on parties, weddings, conferences and boarding.
  - KFC - 10% on all purchases on Sundays only, except promotional items.
  - Linmore - 10% on all items purchased.
  - ...and many more, ONLY FOR CSA MEMBERS.

### Supplement for Meteorological Officers

- Standby/on-call allowance \$40.62 per shift with a basic rate of \$325 per month.
- Shoe allowance of \$100.00 per annum for GFLC officers.
- Meal allowance of \$25.00
- Medical Life Insurance coverage in the event of injury while working under adverse weather conditions.

## GOV'T PASSES NEW LABOUR LEGISLATION

New legislation which guarantees some fundamental rights and freedoms of workers and their bargaining representatives was enacted towards the latter half of 1999 after consultation with Trade Unions and Employers Organisations. CSA's General Secretary Bro. Lawrence Poyotte, with a wealth of experience in Industrial Relations, played a very significant role in the drafting

of the laws. The Registration, Status and Recognition of Trade Union and Employers Organisations Act guarantees some basic employee rights. The law protects trade unions from employer interference and provides for freedom of association of employees. Provision is also made for certification of the Union as the recognised bargaining agent for a unit once it is established by secret ballot

that there exists more than 50% support for the Union. The Equality of Opportunity and treatment in Employment and Occupation Act seeks to give effect to important ILO Conventions such as those concerning discrimination against women. The Act also seeks to eliminate as far as possible all other forms of discrimination in employment. Meanwhile work is ongoing on a new Labour Code for St. Lucia.

*Interested persons for CPSA Conference 2000 in St. Maarten from AUG. 17 - 26. Contact the CSA Center at Tel. # 4523903 no later than Jul. 15th An Attractive package*

# STRATEGIC PLAN

SCHEDULED

C S A

EVENTS:

- AGM - July 22
- MISS CSA - Aug. 12
- CPSA Conference Aug. 17

**CSA / SLTU CLICO GROUP INSURANCE OPEN PERIOD JUNE 15 - AUGUST 15 NO MEDICALS REQUIRED TAKE THIS OPPORTUNITY**

JOIN NOW

C S A

The Union

That

Serves

You

Bearing in mind that the principal function of our organisation is to organize and represent our membership's interests both in the workplace and society, and, in particular, to regulate the employment relationship through the direct process of collective bargaining with management; and cognizant of the fact that this function is performed in a dynamic social, political and economic environment; we must of necessity, adopt a more structured and proactive approach in facing challenges and opportunities which abounds on the road to Total Quality representation. Against this background, the National Executive Committee submitted a 2-year Strategic Plan which was duly ratified by the General Council.

These are some of the main aspects outlined in the Plan:

- Extension of Sans Souci Building
- Purchase of shares when appropriate

- opportunity arises
- Low cost housing project for members
- Lease of land at Vieux-Fort: Commercial Development & Decentralization
- Formation of strategic alliances- Credit Union, Sister Unions (spreading risks)
- Functional cooperation- NYC, Community groups, Overseas affiliates
- Formation of corporate body
- Finalization of staff concerns
- Re-training of staff to maximize potential
- Employment of additional staff where necessary
- Improve working conditions at Secretariat
- Improved Cash Management
- Upgraded hardware
- Revision of entire accounting system
- Solicit members views on services provided
- Establishment of a pension fund controlled by the Union
- Solicit contribution of employer to medical benefit
- Review NHI Bill vis-a-vis NIS benefit
- Negotiation on behalf of

- contract workers
  - Inter-departmental employee exchange program
  - Solicit assistance of experienced persons in the service to conduct training programs
  - Establish a Training Institution within CSA for ongoing evening programs
  - Utilise strategic alliances to enhance training collaboration
  - Booklet outlining benefits to members
  - Revision of benefits
  - Advertising
  - Radio mobilization campaign
  - Decentralization of services
  - Community outreach programs
  - Introduce Trade Union training in Secondary schools
  - Increase sporting activities
  - Review scholarships
- ENTIRE PLAN TO BE SUBMITTED SOON.** Committees assistance in implementing same is urgently required.

## INDUSTRIAL RELATIONS FRONT

Whilst the CSA remains committed to the process of consensus approach and open dialogue with social partners, the Union WILL always vehemently respond to any attempts to frustrate its fundamental right to protect its members from victimization, adverse working conditions, inept decision-making, maladministration

and other undesirable traits which have no place in any progressive state wishing to survive in an increasingly hostile global community. In the first half of this year, the CSA did respond adequately to such matters and the Union is at present contemplating further action in an attempt to resolve others. Let us examine some of these areas:

**Postal Services**  
Despite the commissioning of Management Audit into the operations of the Postal Services on Dec. 1st 1999 and the completion of the report since March 2000, the report was submitted to the Union only after some further action was taken to highlight the deplorable state of affairs at the postal Services.

\* Cont'd on pg 4...