



#### Newsletter

## January 2024

# HAPPY NEW YEAR FROM THE FEDERATION TEAM



Pictured is Executive Secretary Ms. J. Arlene Martin receiving gifts for her 40 years of service to the Federation

The Federation is pleased to have served you for over 70 years. We pride ourselves in making all efforts to promote stability in industrial relations in the nation. We gratefully acknowledge that our success would not have been possible without your support.

As we welcome the year 2024, the Federation would like to wish its members a prosperous and successful New Year. We are delighted to have served you in 2023 and look forward to the continued mutuality beneficial relationship.



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## FOOD DRIVE 2023

In keeping with the spirit of the season of giving, we once again hosted a food drive as a means of providing for those who are less fortunate.

Sharing good fortune with others has became one of our annual traditions and with your continued support we hope to continue for many years to come. May the Lord continue to bless you all and have a new year filled with happiness, peace and joy.



The Care Project



The Soup Kitchen



The Industrial Workshop for the Blind



Bishop John E. Knight Home.



Tabitha Senior Citizen Home



Sunshine Home for Girls

#### Special thanks and appreciation are extended to the following companies who have donated to our food drive initiative:

Eastern Caribbean Marina & Boatyard Ltd. MCIP Cosmetics Company Ltd. Airport Services Antigua National Mortgage & Trust Co. Ltd. Kenneth A. Gomez & Sons Kelcom International Destination Antigua (2000) Ltd. Financial Regulatory Commission Services St. John's Development Corporation Kids Unlimited School Sagicor Life Inc. Food Brokerage Services Community First Co-operative Credit Union A. S. Bryden & Sons Antigua Ltd. AVCO Corporates Services Ltd. St. Nicholas Primary School ACB Caribbean Geo. W. Bennett Bryson & Co. Ltd. Abbotts Jewelry Ltd. Antigua Computer Technology St. John's Co-operative Credit Union New Way Cleaning Outdoor World Island Smiles Dentistry

# Signing F. B. Armstrong Antigua Ltd. & The Antigua & Barbuda Workers' Union Collective Bargaining Agreement



This is a historic signing between F. B. Armstrong Antigua Ltd. and The Antigua & Barbuda Workers' Union.

On the 3<sup>rd</sup> May 2023 the management of Frank B. Armstrong Ltd. requested the intervention of the Federation at an ongoing strike action by the Antigua & Barbuda Workers' Union and employees at the establishment.

Following a series of negotiations and meetings, we are delighted to announce the completion and signing of the Collective Bargaining Agreement on 14<sup>th</sup> December 2023.

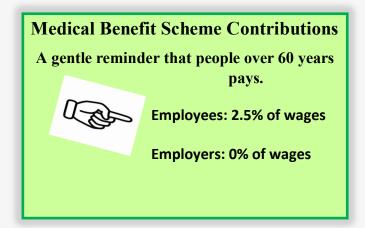
Additionally, the parties signed a Memorandum of understanding (MOU) involving outstanding bonuses for the period 2020, 2021 and 2022, which was the most contentious item during the negotiations.



Ms. J. Arlene Martin, the Federation's Executive Secretary thanked the union for the cordial meetings and further requested that the employees continue here on to build on the relationship of trust that is important for a successful relationship, noting that the last collective agreement was signed in 2014.

Mr. Hugh Joseph, Industrial Relations office at The Antigua & Barbuda Workers' Union commended the Federation's Executive Secretary for intervening, noting that the Federation's intervention and presence throughout the process is commendable.

The New Collective Bargaining Agreement will run for the period September 2023 to August 2026.



An Employee Representation Question or ERQ is done when employee(s) desire to be represented by a union and becoming unionized.

An employee or his registered bargaining unit initiates the proceeding with a signed petition by at lest 30% of the employees indicating their desire to become unionized.

The Labour department upon receipt of the petition, informs the organization via letter of the intentions of the employees.

The ERQ process then takes effect when the Labour Department initiates a meeting with the organization and the union representatives.

Thereafter, within five (5) days of the meeting, a notice is then placed by representatives from the Labour Department at various access points within the organization for employees who will form the bargaining unit. The notice should clearly outline the date, time and location of the secret ballot voting.

## Points to note:

Once the ERQ process starts the employer should avoid discussing the matter with the union's representatives or the employees who should form part of the bargaining unit as this could be seen as coercion.

An employee who falls within the bargaining unit whether permanent, part time or seasonal can participate in any actions/decisions.

For further clarification see Division J in Antigua & Barbuda Labour Code.

### The Antigua & Barbuda Social Security Board Contributions Increases to 14.5% in the public sector and to 15.5% in the private sector effective January 2024.

Sector	Employee	Employer	Total Contribution
Public	5 3/4	8 3/4	14.5%
Private	6 3/4	8 3/4	15.5%



# Antigua & Barbuda Public Holiday 2024

New Years Good Friday Easter Monday Labour Monday Whit Monday Carnival Monday Carnival Tuesday Independence Day Sir Vere Cornwall Bird Senior Day Christmas Day Boxing Day Monday Friday Monday Monday Monday Tuesday Friday Monday Wednesday







## **Vision Statement:**

To be the pre-eminent Employers' Federation by effectively ensuring the viability and success of local and regional businesses to achieve global competitiveness.

## **Mission Statement:**

To promote and protect the interest of our members and the general administration of employment relations through effective Advocacy, Collaboration, and Social Dialogue, by providing value-added services to facilitate an enabling environment for business sustainability and global competitiveness.



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