

NEWSLETTER

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 become 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 Industrial Workshop for the Blind



Tabitha Senior Citizen Home



The Soup Kitchen



Bishop John E. Knight 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

Sagikor 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 3rd 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 14th 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.

Medical Benefit Scheme Contributions

A gentle reminder that people over 60 years pays.



Employees: 2.5% of wages

Employers: 0% of wages

Employee Representation Question (ERQ)

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 least 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	Monday	January 1 2024
Good Friday	Friday	March 29 2024
Easter Monday	Monday	April 1 2024
Labour Monday	Monday	May 6 2024
Whit Monday	Monday	May 20 2024
Carnival Monday	Monday	August 5 2024
Carnival Tuesday	Tuesday	August 6 2024
Independence Day	Friday	November 1 2024
Sir Vere Cornwall Bird Senior Day	Monday	December 9 2024
Christmas Day	Wednesday	December 25 2024
Boxing Day	Thursday	December 26 2024

HAPPY HOLIDAY WORD SEARCH

C	D	K	N	C	M	T	Q	C	S	W	Z	H	F	W	F	J	I
A	E	A	C	B	H	W	F	C	T	H	W	O	Q	E	A	U	G
N	C	X	O	A	T	R	L	U	W	O	J	L	X	C	M	H	O
D	O	K	T	V	N	O	I	Q	N	P	O	I	F	O	I	Q	S
Y	R	Q	V	W	I	E	W	S	N	E	Y	D	M	O	L	X	H
C	A	N	D	Y	C	A	N	E	T	F	B	A	X	K	Y	H	O
C	T	I	K	B	B	K	V	R	Y	M	V	Y	L	I	W	A	P
H	I	N	I	H	Q	I	R	D	B	G	A	S	O	E	B	P	P
U	O	R	H	H	F	R	I	E	N	D	S	S	V	S	C	P	I
A	N	I	G	U	W	T	S	T	S	F	T	M	E	H	F	Y	N
Y	S	A	Q	I	W	O	M	O	V	I	E	S	D	H	I	G	G
V	A	C	A	T	I	O	N	E	V	T	R	E	E	W	M	M	G

CANDY	CANDYCANE	CHRISTMAS	COOKIES
DECORATIONS	FAMILY	FRIENDS	FUN
HAPPY	HOLIDAYS	HOPE	JOY
LOVE	MOVIES	SHOPPING	TREE
VACATION			



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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