



Communiqué to Members

GNWT PAY OFFER DOCUMENT MISLEADING, FALSE AND INCOMPETENT

January 24, 2019

This week, the government sent out a document to all employees that they claimed outlined their pay offer to GNWT workers.

The GNWT's message to employees was not only misleading and false, now it turns out the Department of Finance's document was riddled with math errors.

MISLEADING:

Step Increases are NOT the same as economic increases.

Step increases are performance based and are at the discretion of the Employer.
The GNWT has NEVER offered any increases to Steps.

The GNWT claim this offer was “for bargaining unit employees.”

But the government now admits that thousands of public service workers—48% of the workforce—are not even eligible for the performance pay increases.
For almost half the workforce, this document didn't even apply to them at all.

FALSEHOOD:

The GNWT claims their offer beats inflation.

But they averaged the numbers over five years, despite the fact their actual offer was over four years.
By adding a year, the government sent their employees false information about their potential pay increase.

DEPARTMENT OF FINANCE INCOMPETENCE:

The GNWT included two pages of financial tables to show how much money each employee would get under their offer, by pay grade.

But their numbers don't add up.

In their chart, they claim an employee making \$60,762 will get **“Total Increased Pay” of “\$30,186”, a five-year increase of 49.7%!**

For an employee making \$72,677, the document claims the government has offered **“\$36,114” of “Total Increased Pay.” Another whopping increase of almost 50% over five years!**

If the government is serious about offering pay increases of 50% over five years, the union will gladly accept that offer, any day.

But how can public service employees—or the general public—trust the GNWT's Department of Finance when they can't even add up their own pay offer correctly?

Public service employees work hard and deliver vital services that the people of the NWT rely on every day. GNWT workers, and the people of the NWT, deserve better.