



## **Bargaining Communiqué**

### **To All UNW/PSAC Members who are GNWT Employees**

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### **MEDIATOR'S RECOMMENDATIONS ARE IN!**

March 25, 2019

We are glad to report that Mediator Ready's recommendations coming out of mediation have been received. Both parties received the initial document on Friday March 22, and took the weekend to review and digest it. There are a couple of areas that the Union needs clarification on, which we are seeking from the Mediator.

#### **Highlights of final collective agreement:**

- 5-year CA, with the following **wage increases**:
  - Apr. 1, 2016 0%
  - Apr. 1, 2017 0%
  - Apr. 1, 2018 1.6%
  - Apr. 1, 2019 2.3%
  - Apr. 1, 2020 2.5%
- **Northern Allowance increase**: \$250 added to the base, effective April 1, 2018.
- **New Article 51**: Harassment, Abuse of Authority and Workplace Violence (harassment includes bullying)
- **New**: prior service with Hay River Health & Social Services Authority recognized as continuous service with GNWT
- **New**: Domestic Violence Leave added (3 additional days)
- **New**: MOU on Mental Health, which includes National Standards for Psychological Health in the Workplace
- Parental Leave top up

As you know, the Union bargaining team's priority has been on **better job security**, and we are happy to announce some of the following highlights:

- Term Employees who have continuous employment beyond 24 months will be converted to indeterminate status
- More Union oversight and Employer reporting on the use of Casual, Term, and Relief employees
- Improvements to layoff language, including a new Letter of Understanding bringing focus to Voluntary Separation in Cases of Elimination of Position.



We were also able to change the language in Ultimate Removal which was offensive to Human Rights.

In the coming weeks, Union representatives will be meeting with members at general membership meetings to discuss the changes and achievements, and answer questions.

In the meantime, the Binding Recommendations document is available on our website for members to read in full.

As soon as the administrative work is done on creating the new Collective Agreement, it will be available on the UNW and GNWT websites.

This has been a long haul, and it has been stressful and emotional for all of us. Your bargaining team thanks the members who supported and encouraged us, and we are glad to move forward. This is YOUR collective agreement, and these are YOUR rights!

In Solidarity,  
YOUR UNW/PSAC BARGAINING TEAM

Todd Parsons, President  
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