



Bargaining Communiqué To All UNW/PSAC Members who are GNWT Employees

MEDIATOR'S RECOMMENDATIONS – CLARIFICATION

March 27, 2019

As we stated on March 25th, the Union was requesting from Mr. Ready clarification on a couple of areas. We are pleased to report that we have received this clarification. A piece was missing from the final document, which was just an administrative mistake. The following language should have been included with regards to Casual Employees:

Appendix A5 – Casual Employees

Amend to read:

A5.01 The Employer shall hire casual employees for a period not **less than five (5) days and not to exceed four (4) six (6) months** of continuous employment in any particular department, board or agency. **Casual employees shall have scheduled hours.**

The five (5) day minimum shall not apply to casual employees who are Health Care Practitioners under Appendix A10.

~~Where the Employer anticipates the period of temporary employment to be in excess of four (4) months, the employee shall be appointed on a term basis and shall be entitled to all provisions of the Collective Agreement from the first day of his/her employment.~~

A5.02 The Employer shall ensure that a series of casual employees will not be employed in lieu of establishing a full-time position or filling a vacant position.

An employee will not be hired as a casual employee to perform the same job as the employee performs in the employee's position. Any hours in excess of or outside of the employee's regularly scheduled hours of work in the same job shall be paid as overtime.

An employee who is on leave for greater than 14 calendar days may accept casual employment within the same Authority provided the employee is not performing the tasks within the same facility as their substantive position.

~~The Employer shall consult with the Union before a former casual employee is rehired in a particular division if that former casual employee had worked in that division as a casual employee performing the same duties at any time within the 30 working days immediately preceding the date of rehire.~~

"This was an important piece of the job security protection that was agreed to by the parties." said Todd Parsons, "Overall, we are pleased by all of the recommendations from Mr. Ready, and we greatly appreciate his assistance in moving things forward."

In Solidarity,
YOUR UNW/PSAC BARGAINING TEAM

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