



## **BARGAINING COMMUNIQUE**

### **TENTATIVE DEAL**

**TO: ALL UNW/PSAC MEMBERS AT HRHSSA**

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Dear UNW Members:

We are pleased to report that after two years of protracted and sometimes difficult collective bargaining, we have reached a tentative agreement with the Hay River Health and Social Services Authority. Your Bargaining Team is unanimously recommending acceptance of the new agreement.

Thank you to all of our members for your patience and especially for your support during this long bargaining process. Your solidarity was instrumental in helping us reach a deal that has many improvements in it.

Among them are:

- Wage increases of 6.4% before compounding over the life of the agreement
- Increase of \$250 in the Northern Allowance
- Improvements to Layoff and Job Security language, including a commitment by the Employer to seek reductions through attrition and voluntary separations before layoffs
- Updated Maternity and Parental Leave provisions to reflect improvements in legislation
- New articles providing for Compassionate Care Leave and additional leave for employees experiencing domestic violence

There are many more improvements in the tentative agreement. Details will be provided at meetings that will be scheduled in the coming weeks for you to vote on the deal. At these ratification meetings, members will have the opportunity to review the details of the tentative agreement and get answers to any questions you may have.

This is YOUR contract and it outlines your wages and working conditions until its expiry in March 31, 2021. Please make every effort to attend your ratification meeting.

Again, thank you for your support!

#### **YOUR BARGAINING TEAM**

Robb Ross, Local 21 President

Sara Swanson

Alvin Pitre

Anne Marie Thistle, UNW Director, Membership Services

Gail Lem, PSAC Negotiator

June 12, 2019