

UNW

Action Update



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President's Message

Season's Greetings

Cree Mitho Makosi Kesikansi ~ Tłjchq Taati K'e Nezi Naxixè Hòezà

North Slavey Tewe Yatj Raxehé Gonezq Góyja Nídé ~ Gwich'in Drin Tsal Zhit Shòh Oh'ih

South Slavey Tedhe Yati Nahxehé Gonezq ~ Chipewyan Dzinedhé nuwexél hozi húdhër nidé

Inuktitut ᑦᑕᑕᑕᑕᑕᑕᑕ ᑦᑕᑕᑕᑕᑕᑕᑕ ~ Inuvialuktun Quviasugitsi Quviasugvingmi

Inuinnaqtun Koviahugitti koviahukvikmi

December, 2015

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Challenges Past and Future

At the close of 2015, UNW Members may look back on a year of challenges and successes, and forward to a year of opportunities and achievements.

Union solidarity was tested and won out in 2015, most significantly in the long and difficult strike of Town of Hay River employees. Fort Smith Housing Authority employees also won a just settlement through their winter strike action, and new contracts were achieved through bargaining by Village of Fort Simpson, Avens-A Place for Seniors, and the Town of Fort Smith.

During 2015, the UNW waged successful lobbying campaigns to bring about necessary changes in legislation proposed by the GNWT. Bill 12-the Northern Employee Benefits Services Pension Plan Act-proposed to end the defined benefits status of the pension plan relied upon by many UNW members in non-GNWT locals. Bill 44-the Act to Amend the Hospital Insurance and Health and Social Services Administration Act-contained provisions that threatened the constitutionally protected right to collective bargaining. In both cases, the UNW mounted successful lobbying campaigns resulting in amendments to the bills addressing UNW concerns.

Work on the UNW's new headquarters building continued throughout 2015, leading up to the opening of our new home just a few months from now. Major new collective agreements are up for negotiation in 2016. Employees at the GNWT, the NWT Power Corporation and Dominion Diamonds will be seeking new settlements that meet increases in the cost of living.

As always, UNW solidarity and determination will be crucial in maintaining and achieving the gains won throughout our union history. With combined will and activism, I know our membership will continue to triumph in the year ahead.

On behalf of the UNW Executive and staff, I wish all members a safe and happy holiday season and a healthy and prosperous new year.

Todd Parsons
President

"The Mission of the Union of Northern Workers is to inspire, engage and empower workers and community through quality education, effective representation, model public service and political action."

**UNW Members
Discounts**

**Mark's Work
Warehouse**

Clothes That Work.

DDC Bargaining Update

Negotiations are on hold pending decisions from the Canada Industrial Relation Board (CIRB) on a complaint of failure to bargain filed by Dominion Diamonds in May 28, 2015 and a further unfair labour practice complaint filed by the Public Service Alliance of Canada on August 25, 2015. CIRB has scheduled January 26-28, 2016 to hear both complaints in Vancouver, BC. The complaints centre around CDDC's June 1, 2015 cancellation of employer provided charter flights to the minesite from Edmonton AB. In place of the charters, employees were provided a commuter allowance that is insufficient to cover the cost of reduced rate airline tickets and leaves employees out of pocket hundreds of dollars.

UNW Supporting NWT Charities

Once again this year, the UNW has contributed \$5,000 to United Way NWT. Twenty projects across the territory received a total of \$90,000 in funds from United Way NWT in 2015. This year, United Way has committed to providing \$150,000 in funding for projects. UNW president Todd Parsons was the co-chair of the 2015 GNWT donations campaign.



New Building Update

Exterior finishes have been completed and the work has moved inside to the fit up and finishing of offices, drywall, carpets, paint and IT requirements. UNW President Todd Parsons gave a tour of the construction to News North business reporter Karen Ho. Move-in for the UNW is expected by the end of March.



National News

Fighting Domestic Violence

The Canadian Labour Congress has launched its on-line Domestic Violence Resource Centre, providing information and resources to combat the toll of violence at home that creeps into the workplace. One in three workers have experienced domestic violence and over 80 percent of domestic violence victims report that their work performance is negatively affected. Absenteeism and poor work performance can leave victims vulnerable to discipline, and some even lose their jobs. The Resource Centre contains information for victims of violence, for

National Mental Health Task Force Report

The Public Service Alliance of Canada (PSAC) has greeted the release of the federal Mental Health Joint Task Force Report as an important step in improving public service workplaces. The report serves as a model for mental health initiatives in other workplaces. PSAC pushed for the establishment of a joint task under collective bargaining to produce the report. The task force was made up of an equal number of union and employer representatives. The report provides recommendations on renewed leadership, engagement, and education on the issue of mental health. It also addresses training and workplace practices, communication and promotion, and accountability. See a [copy of the report](#).

Training and Events

Mentorship--Preparing Tomorrow's Leaders

The Mentorship Program prepares members to take on leadership roles in the UNW. It expands the knowledge base of the locals and provides an opportunity for members to work at the UNW headquarters. All Local Officers (LOs) are eligible to take the training course. Candidates must have taken UNW or PSAC Shop Steward or Grievance Handling course, and they must be officially nominated by resolution of the local. Two weeks of training is provided "in house" at UNW headquarters and/or at one of the regional offices. Following the in-house training, the trainee will spend some time handling 1st level grievances and investigative duties. For information on joining the Mentorship Program, contact Director of Members Services Ann Marie Thistle by [email](#) or at 867 873 5668 Ext 228.

Advanced Leadership Training

UNW is offering financial assistance to union activists to develop their advanced leadership skills. The training is intended for UNW members who have aspirations to high level union leadership, such President or Vice President of the UNW, REVP of PSAC North, Alternate REVP PSAC North, NTFL President. Individuals who are interested in UNW RVP positions may be considered. The UNW is delivering the course through Aurora College's Leadership Certificate Program. This program starts in January 2016, and registration is on a first come, first served basis. If you are interested in this program and bursary, please review the [UNW Leadership Bursary](#) criteria and application carefully. Applications can be submitted to the Director of Finance and Administration by email at baisir@unw.ca or fax 867-920-4448 or mail to the UNW.

Resources

Big Savings on Goods and Services

Members frequently call the UNW office for information on the discounts available on goods and services available from our corporate partners. Full information on the discounts is available on our [Members Benefits webpage](#).



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