



# Your Bargaining Feedback Requested

To all GNWT members:

As you may know, your UNW bargaining team has now completed four bargaining sessions with the GNWT in an attempt to negotiate a new Collective Agreement. We are very disappointed that the government bargaining team has not come to the table prepared to engage in meaningful negotiations about issues important to our members. Your UNW bargaining team has achieved one non-monetary goal during talks this year, the very important anti-bullying language to be added to the Collective Agreement. Beyond this important addition, however, we have not been able to achieve much else in our efforts except minor grammar and formatting changes.

At the beginning of negotiations in January 2016, the GNWT painted a picture of doom and gloom. In May, the budget was released and showed an overall \$54 million dollar deficit due to spending lined up by the GNWT. However, there was a \$119 million dollar surplus on the operation and maintenance side which funds public sector employees and programs. Rather than investing in public sector employees and Public Services, the GNWT is choosing to invest its money in roads and infrastructure. The Employer is literally building roads on the backs of employees. "Maybe you don't make upgrades to your home if doing so would cause you to be facing fiscal challenges," stated UNW President Todd Parsons. Are you okay with this?

Please note that the next GNWT budget is expected to come down in November.

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Over the next four years, the government has offered 0%, 0%, 1% and 1% increases, respectively. A 1% increase amounts to an approximate cost to the Employer of \$3,378,356.67, or 0.001876% of the GNWT's \$1.8 Billion in revenue. The Employer advised in their last response that a 3% increase per year for three years was not acceptable. They are not interested in negotiating, simply saying no.

The UNW bargaining team feels that this offer is unacceptable.

The Employer is not willing to discuss non-monetary language important to our members such as expanding the GNWT's proposal on mental health in the workplace to be inclusive of everyone or protective layoff language, similar to the Employer's existing policy. This language is essential as layoffs have taken place and are continuing to occur. By having this language in the Collective Agreement, it would be transparent, protected and cannot be changed by the Employer simply changing their existing internal policy.

We are seeking your input so that we can best represent you at the bargaining table. The UNW Bargaining Team needs to hear your voice now.

### **Attend your Local meetings and have your voice be heard!**

If you are unable to attend your Local meetings then please provide your feedback via mail or one of the methods below:

E-mail: [gnwtbarg2016@unw.ca](mailto:gnwtbarg2016@unw.ca)

Fax: 1-867-920-4448