

UNW

Action Update



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President's Message

Message from the President

After four bargaining sessions this year, we have failed to reach a collective agreement with the Government of the Northwest Territories. Last week we issued our latest [economic proposals](#) along with our [Bargaining Communique](#) to share our continued frustration with an employer that refuses to prioritize public servant workers over roads and infrastructure.

Since January, your bargaining team has achieved some non-monetary goals during talks this year such as anti-bullying language in the collective agreement. Beyond this important addition, however, we have not been able to achieve much else in our efforts.

The employer has offered us a four-year agreement that will see no increases in the first two years, followed by one-per cent increases in each of the final two years. Our efforts to amalgamate existing layoff language similar to the employer's own policies into the Collective Agreement in order to protect job security has been refused by the GNWT. At the same time, our proposals to have stronger supports in the workplace for mental health, have been ignored.

The bargaining team feels the GNWT has treated workers like you unfairly through this whole process of negotiations, especially given the increasing cost of living increases that we are continuing to experience in the North.

While we are disappointed and frustrated with the employer, we need you.

Over the next two months, we will be sending out a mail-out requesting feedback.

The Bargaining Team needs to hear your voice.

In the meantime, we ask you to please attend local meetings to hear what members of your bargaining team and local presidents have to say about the process. Please also keep an eye on the website and watch for other communication materials that you remain informed.

We cannot do this alone and your voice is critical as we go forward.



October 11, 2016

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"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**

UNW News

United Way Campaign 2016

**Mark's Work
Warehouse**

Clothes That Work.



Todd Parsons, President of the Union of Northern Workers helped kick off the United Way NWT campaign last week at the Great Hall. Please see our collection of photos from the event [here](#) and [here](#).

Josie Gould Memorial Scholarship awards.

Congratulations to the Josie Gould Scholarship Award winners this year. Every year, 10 scholarships of \$3,000 each go to UNW members, their spouses, or members of their immediate families. Recipients must be enrolled in a full-time post-secondary education program and must submit an essay to the UNW answering an important question.

The question this year was *What is Social Justice, and how can the UNW best use its resources to support Social Justice programs here locally, nationally, and abroad?*

The recipients of this year's award go to the following individuals:

Amy Badgley
Emily Muth
Danna Webster
Marissa Gartner
Catriona Profit
Sasha Watson
Danielle Patzer
Megan Fraser
Connor Goudreau
Geraldine Hunter

For more information on the winners and the award, please visit the UNW website's [Scholarship page](#).

Bargaining Highlights

GNWT

On Sept 30, the UNW issued a formal statement about the latest round of bargaining with the Government of the Northwest Territories. Our Communique and latest economic proposal can be read [here](#).

NTPC

Negotiation are ongoing. Please contact a bargaining team member for an update.

Dominion Diamond Corporation

The UNW is still working with the employer to find mutually available dates

to continue collective agreement negotiations.

Please stay tuned to the Bargaining Updates section of the website for regular updates on bargaining with the [GNWT](#), [Dominion Diamond Corporation](#), and [Northwest Territories Power Corporation](#).

Open house for UNW headquarters details



Mark your calendars! The new building grand opening celebration will take place on Friday, Oct. 28 from 11 a.m. to 3 p.m. The event will include non-alcoholic beverages, finger food, and cake.

A private function will follow from 5:30 pm to 10:00 pm that will include a beer and wine bar, as well as hors d'oeuvres.

Please RSVP by October 7 to Nancy Gardiner at the UNW hq@unw.ca or 867-873-5668.

Local 2 Election Results

The election results were in for Local 2 after the annual general meeting was held Oct. 5. The members of the new local executive are:

Bradley Brake, President

Bruce A. Buckley, 1st Vice President

Dwight Norn, Treasurer

Mary E. Cochrane-MacDonald, Secretary

Jim Kipling, Chief Shop Steward

Retirement

Final interview with Roxanna Baisi: Looking back on 'dynamic' 32 years at the UNW

The Union of Northern Workers is celebrating the retirement of Roxanna Baisi, our Director of Financial Administration. Roxanna has dedicated 32 years to the northern labour movement, beginning as a secretary/receptionist and working her way through the years to the top executive position at the UNW.

She has put in an extraordinary amount of good work in advocating for union rights in the North.

As she began her career with an interview, we also took the time to offer a departing interview.



What are your first thoughts that come to mind as you leave the Union of Northern Workers?

My first thoughts are how good the UNW has been to me. I have had my entire career here because they allowed me to grow and learn. They have given opportunities that I might not be able to get elsewhere and to move up in the organization. The people I will miss comes to mind as well. There are people I worked with over the years that have really become family.

What do you remember about why you joined in the first place? What position did you start?

In 1984 I moved to YK with no idea what I wanted to do. The first job I applied was with the UNW. I dropped off my resume and did an impromptu interview then. I called every hour to see if they made up their mind. I was hired and sat down with the supervisor at the time Ben McDonald. One of the first things I said was "What is a union and what do you do?" He explained what they did and I thought it would be the right fit for me.

How many positions did you actually serve?

I started out as a secretary receptionist. Shortly after being hired, they hired a negotiator and I spent half my time as an assistant to the negotiator and half my time as a Record Membership Clerk. I then became a Service Officer and was in that position for 12 to 15 years. I became Executive Assistant and then a Director of Membership Services. I took over the role of was a director of finance administration about a year and a half, while the Director of Membership Services went to Anne Marie Thistle.

What were some of the biggest rewards or accomplishments in working with the UNW?

Negotiating successful collective agreements as a Service Officer is one but probably the biggest reward was working for years as the Director of Membership Services and as a Service Officer. During both jobs I tried to ensure that the members came first. You always have to remember in the job that it is the members' organization and that it is important to keep the humanity in the job.

It was and is a tough balance. In the job, you are often dealing with side issues because people aren't just bringing their overtime or leave issues. They have health issues or serious issues with employers and/or are losing their jobs and income.

How would you characterize the labour movement in the North as you leave? Are you an optimist about the future of the union? Why?

I am very optimistic about the future of the UNW. The last 15 years and working with Todd (Parsons) during that time have been dynamic years. The union has surged forward dramatically to where we are now.

Back 15 or 20 years ago, the majority of union members often didn't even know they were unionized. Now everyone knows what the UNW is and whether or not they are a member. That is largely due to the leadership of the organization. It has been a dynamic 32 years and there have been a lot of good changes. I see that continuing in the future.

Final departing words?

I would just like to say thank you from the bottom of my whole heart to my union friends and family. The membership is in excellent hands.

Goodbye Denis!



Local 19 says goodbye to longtime employee and local first vice-president Denis Rivard. Rivard has been a member of the UNW since May 3, 1985 and is well recognized by his peers for being involved in Inuvik's Labour Day barbecues and encouraging members to get more involved with their locals.

Rivard has also been a president of his local for at least 22 years and been involved in negotiations on multiple bargaining teams.

"Denis has been a passionate, dedicated union activist as long as I have been here and he has brought many changes to collective agreements over the years," said Todd Parsons, UNW president.

Rivard spent his career as a plant operator with NTPC, always located in Inuvik. The job entailed maintaining the power system by trouble shooting engines and conducting general maintenance.

"I will miss the co-workers because there was a bond there," he said. "I will also miss supplying the power itself because I enjoyed the job - the challenges and all of that stuff."

The UNW wishes the very best for Denis in the future!

PSAC News

PSAC wins worksite access complaint at Labour Board

The Public Service Labour Relations and Employment Board (PSLREB) has affirmed our union's right to visit worksites during collective bargaining with Treasury Board.

"This is a significant victory, as it allows us to freely communicate with our members in their workplaces during collective bargaining and inform them of their rights," said PSAC National President Robyn Benson.

Please read the full press release [here](#).

PSAC makes compensation and grievance process a priority during meetings with Treasury Board

The committee tasked to deal with Phoenix-related compensation, co-chaired by PSAC National President Robyn Benson and the Secretary of the Treasury Board, met earlier this week to discuss optimizing the compensation process, and the right to grieve inaccurate and/or untimely pay.

Discussions so far have been productive as we continue to work out the details of repairing the damage caused by Phoenix.

[here](#).

Trans-Pacific Partnership (TPP) trade deal meeting

The Council of Canadians NWT and Public Service Alliance of Canada North will be hosting an information meeting about the Trans-Pacific Partnership trade deal next week in Yellowknife. The event will take place Thursday, October 12 at 7 p.m. at the

Northern United Place. Brenda Sayers, a BC First Nations Leader and anti-TPP campaigner will be a guest speaker. Please click [here](#) and [here](#) for further information.

PSAC Union Development Program - Deadline Today!

Are you a strong believer in social justice and human rights? An activist interested in deepening your knowledge and skills? Don't miss your chance: register today for the PSAC Union Development Program (UDP)!
The deadline is today so please [click here](#) for more information.

Training and Events

Fall Training Calendar

Union members are asked to take note of the following educational training dates this fall. To register, or for more information, please contact Kadee St. Croix, service administration assistant at stcroix@unw.ca or the service officer providing the training.
Please keep an eye on [upcoming dates](#) announced on the website for major events coming up!

Shop Steward Conference

The Union of Northern Workers will be hosting the 2016 Shop Steward Network Training/Conference in Yellowknife from Nov. 5 to 6 at the UNW training room, located on the first floor of our office building at 4910 53rd Street, Yellowknife.
Please see [the website](#) for further details.

Notice to Local Presidents

We are doing a massive update on our communications plan. We are hoping to get the most up-to-date contact information for our Fax Facts and Newsletter emails. Please try to provide the most current work fax numbers and home emails so we can maintain contact! Further questions can be forwarded to Simon Whitehouse at whitehs@unw.ca.

Grievance education

DID YOU KNOW? - Grievances and Timelines

Each employer has a different time frame in which a grievance must be filed. Be aware of these by checking your collective agreements. Timelines for most are mandatory and if filed outside those limits, may not be taken to arbitration.

In the Community

UNW donates to YKACL auction

The Union of Northern Workers is pleased to participate in The Global Harmony / Local Friendship Charity Auction this month. The event represents a fun collaboration between Commissioner of the NWT George Tuccaro and the Yellowknife Association for Community Living.
The UNW has donated Café Justicia fair-trade coffee to help raise money for YKACL programming - including respite care for families and assisted living, job coaching and employment opportunities for clients based in Ndilo, Dettah and Yellowknife. For more information, please visit our [webpage](#).

Women's history month

The Union of Northern Workers joins with the community in celebrating the advances of women in our society as October is Women's History Month. Women

have been critical to the strength and progress of the labour movement, including in the North through work such as activism, clerical assistance and bargaining for more just workplaces. To see more on this topic, please visit the PSAC webpage. [webpage](#).

Labour Day in Fort Smith



Labour Day in Fort Smith was a beautiful day for a barbecue - warm, sunny, and enough breeze to keep away the bugs. Hamburgers, hot dogs, and watermelon were the order of the day, with past, present, and on leave members of Locals 2 and 12 cooking up 320 hamburgers and 132 hot dogs. The locals also collected \$215.73 in donations for the Fort Smith Animal Society.

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