

# UNW Action Update



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To: All UNW/PSAC Local 3050 Members

## Working at Dominion Diamond Mines

On May 10, 2018 Dominion Diamonds met with the UNW and threatened to [layoff 150](#) unionized workers, mostly entry level, by October 1, 2018.

The employer is citing "absenteeism" and costs associated with what they characterize as a "serious and unsustainable situation."

The UNW requested data from the employer about absenteeism, we wanted to know:

### What do they call absenteeism?

Does it include vacation, sick leave, long and [short term disability](#), parental? Is there a correlation between age, injury, illness, and leave?

The employer has a very strict sick leave policy. Why can they not manage an absenteeism "problem" on a case by case basis like other employers?

Unfortunately the data we received from the employer is not very detailed. We will have to analyze it further. However, Dominion Diamond has given us only seven days to provide proposals to solve their problem

Since the initial meeting the UNW/PSAC have been actively engaged in addressing this intimidation tactic by the employer.

### What we have done so far;

1) Filed a grievance with the employer on May 15 stating that the employer is in violation of Article 26-Bargaining Unit Work of the Collective Agreement. The employer's response was due Tuesday June 5th, after which we can refer to

June 8, 2018

[In the Community](#)

"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."



arbitration. We will ensure it moves swiftly through the process;

2) On May 18 the PSAC/UNW filed an Unfair Labour Practice complaint with the Canada Industrial Relations Board. The Employer has 15 days from May 23 (due June 7th) to respond, and then the Union has 10 days to respond further. Mediation may then be the next step, and if that fails, it could go to hearing; and

3) We have met with representatives from the Tłıchǫ Government and are committed to working together to ensure Dominion Diamond respects our northern and indigenous workers, and the spirit of the Impact Benefits Agreements. We have also reached out to other indigenous groups who may be affected.

The UNW has sent a [letter](#) to Mr Wally Schumann, the Minister of Industry, Tourism & Investment, and Mr Bob McLeod, the Premier and Minister of Executive and Indigenous Affairs asking them, to meet with members at the mine.

All that being said, the UNW is open to forming a working group to better understand the mine's perspective and work collaboratively with human resource management at the mine if they are open to the offer.

We encourage you to stay informed by visiting our [website](#) where we have and will continue to post our [communiques](#) to members as we fight together for these jobs.

Talk to your MLA! Ask them to support YOU.

YOU are the Union, and TOGETHER we will fight.

For more information talk to your Local President.

Please stay tuned for further communications from your Union.

In Solidarity,

Todd Parsons, UNW  
President

Ian Kelly, Local 3050  
President

## **NEWS RELEASE**

**28 May, 2018**

**PSAC and UNW Presidents Visit Ekati Mine**

Chris Aylward, National President of the Public Service Alliance of Canada along with Todd Parsons, President of the Union of Northern Workers visited workers at the Ekati Mine site from May 28 to 29 to speak with workers who are members of the UNW regarding Dominion Diamonds threat to [lay-off 150](#) entry level workers by October 1, 2018.

Earlier this month Dominion Diamond informed the UNW of their intent to replace these workers citing "absenteeism" and costs associated with what they characterize as a "serious and unsustainable situation." "This is a typical example of blaming unionized workforce for the employer's poor management. It is purely a cost cutting mechanism to increase profitability for the private owner and nothing short of union-busting." said Parsons.

The UNW/PSAC have been actively engaged in addressing threats from Dominion Diamonds, a grievance has been filed with the employer on May 15 stating that the employer is in violation of Article 26-Bargaining Unit Work of the [Collective Agreement](#). The employer now has 28 days to respond, after which we can refer to arbitration.

On May 18 the PSAC/UNW filed an Unfair Labour Practice complaint with the Canada Industrial Relations Board. The Employer now has 15 days from May 23 to respond, and then the Union has 10 days to respond further. Mediation may then be the next step, and if that fails, it would go to hearing.

"The PSAC is behind the UNW members who work at Ekati Mine 100%. Some of these workers have been employed for years at the mine and are often the only source of income for their families." said Aylward. "This is an urgent matter and we will continue to throw our support into this fight and will ensure all requests for assistance from the UNW move swiftly through our processes."

UNW officials have met with representatives from the Tłı̨chǫ Government and have been discussing ways that the two organizations can work together to protect and assist the workers at this stressful time. "We are committed to supporting each other, in the best interests of the workers, to ensure the Impact and Benefit Agreement, and [Collective Agreement](#) with Dominion Diamond are adhered to." said Parsons.



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## **Dominion Diamond Short Term Disability Policy**

Members working at Ekati Mine should ensure that the review and understand the policy relating to [Short Term Disability](#).

If you should have questions or concerns regarding the policy please contact

### **Josie Gould Memorial Scholarship**



The UNW awards eight (8) full-time and six (6) part time students with scholarships annually in the amounts of \$3,000 and \$1,000 each for post secondary education. Scholarships are open to current members in good standing, retired and deceased members' relatives whose permanent place of residence is Canada.

**Essay Questions: Why do you think it is necessary at times for unions to take strike action? What impact does it have on the employer, the union and the members?**

For more information visit please visit our website [www.unw.ca/josie-gould-memorial-scholarship](http://www.unw.ca/josie-gould-memorial-scholarship)

## **2018 PSAC Scholarship Program**



The application process for the 2018 PSAC Scholarship Program is now open.

The program consists of 14 scholarships for dependent children of PSAC members and three scholarships for PSAC members who will be attending university, college or a recognized institute of higher learning on a full-time basis during the 2018-2019 academic year.

As well, there are two scholarships to be awarded for PSAC members who will be studying on a part-time basis during the 2018-2019 academic year.

Applications are due June 29, 2018 and scholarships will be granted in the fall.

For more information on the scholarship program including guidelines, scholarship question and application form visit <http://psacunion.ca/2018-psac-scholarship-program-now-open>

## **Upcoming PSAC/UNW Courses**

The Public Service Alliance of Canada will be offering the following courses in Yellowknife during the month of June.

June 15 Talking Union Basics (Yellowknife)

June 16 Understanding and Interpreting your Collective Agreement (Yellowknife)

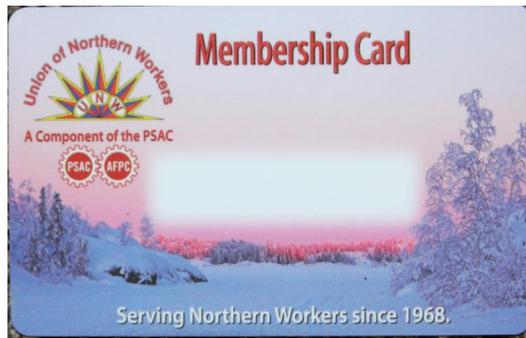
For more information on registration and course details visit our [events page](#).

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## Have you signed your membership card?



**This card is your key to great benefits and participation in your union!**

1. If you have a UNW membership card, you're all set to take part in your union's affairs.
2. If you don't have your card, visit our website and fill out an [application form](#) today!
3. Allow 2 to 4 weeks for your UNW card to arrive.
4. If you have enquiries please email [mem@unw.ca](mailto:mem@unw.ca).

**It's your union. You can make it work better.  
Sign your card today!**

### **UNW HQ Welcome**



The Union Headquarters staff has grown over the past couple of months. We would like to welcome the following people;

Kim Tybring- Service Officer, Hay River

Dave Rogers- Service Officer Inuvik

Barb Kardash- Who started as our Membership Secretary and is taking over as the Service Administrative Assistant for a 8 month term.

Jacques Roberge- Adjudication Officer

Kelsey Peddle - Summer Student (start June 11)

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**Join the Social Media Revolution**

A great way to learn about events taking place in your union is through the Union of Northern Workers social media channels. [Twitter!](#) [Facebook page!](#)

You can now find us on Twitter at [@unw\\_nwt](#) where members and our supporters can follow and interact with union activities instantly.



The UNW Facebook group is a closed, central location where members can enjoy a safe environment to learn and discuss events and issues taking place within the union.



[www.facebook.com/groups/UNWNWT](http://www.facebook.com/groups/UNWNWT)

## Membership Benefits



Matonabee Petroleum is pleased to partner with the UNW and offer the following fuel program to all card holding members:

- a fixed 6 cent discount off posted delivered furnace oil
- cardlock wholesale pricing locally and across Canada at Petro-Canada Super Pass locations for both gasoline and diesel

For more information [click here](#)

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