



GOVERNMENT OF THE NORTHWEST TERRITORIES NEGOTIATIONS 2016

Economic Proposals

September 27, 2016

This document represents the pay proposal of the Union of Northern Workers (the “Union”) for this round of negotiations for the Government of the Northwest Territories. This proposal is being submitted to the Government of the Northwest Territories (the “Employer”) without prejudice to any future proposed amendments and/or additions, and subject to any errors and/or omissions.

The Union reserves the right to introduce, amend, and/or withdraw its proposal and/or to introduce counter proposals to the Employer's proposals.

The pay proposal can be separated into six interrelated parts:

I - Fuel and Utilities Allowance

II - Pay Schedules

III – Premiums (previously tabled)

IV – Northern Allowance

V – Winter Clothing (previously tabled)

VI - Prison Meal Allowance (previously tabled)

VII - Duration of agreement

I. Fuel and Utilities Allowance

ARTICLE XX FUEL AND UTILITIES ALLOWANCE

XX.01 An annual Fuel and Utilities Allowance shall be paid to every employee, based upon the community in which they are employed, with a \$500 base rate in Yellowknife, in accordance with this Article.

- (i) The Allowance will be paid bi-weekly as set out in Article 24.02.**
- (ii) The allowance for casual, relief, part-time and seasonal employees will be pro-rated to an hourly rate by dividing the annual rate for the community by the standard yearly hours (1950 or 2080).**
- (iii) No Allowance shall be paid for overtime.**

XX.02 The Union and the Employer agree that the methodology used to calculate the Fuel and Utilities Allowance shall be the same as the methodology used to calculate the Northern Allowance.

- (a) The annual rates for the Fuel and Utilities Allowance, retroactive to April 1, 2016, are as follows:**

(To be determined)

- (b) The annual rates for each community shall be updated on April 1 of each year in accordance with the methodology.**

II. Pay Schedules

APPENDIX B PAY SCHEDULES

The Union proposes the following economic increases to all pay rates:

- 1. Effective April 1, 2016: 3.0%**
- 2. Effective April 1, 2017: 3.0%**
- 3. Effective April 1, 2018: 3.0%**

III. Premiums (previously tabled)

ARTICLE 27 SHIFT PREMIUM

Amend as follows:

- 27.01 An employee who is regularly scheduled to work outside of the normal hours of work, 0800 to 1700, shall be paid a shift premium of ~~two dollars and fifty cents (\$2.50)~~ **two dollars and seventy-five cents (\$2.75)** per hour for all hours worked between the hours of 4:00 p.m. and ~~8:00~~ **12:00** a.m., **and a shift premium of five dollars (\$5.00) per hour for all hours worked between the hours of 12:00 a.m. and 8:00 am.** Shift premium will also be paid for all overtime hours worked contiguously to the period specified above, but for no other overtime hours.
- 27.02 Employees shall receive an additional premium of ~~two dollars and fifty cents (\$2.50)~~ **three dollars and twenty-five cents (\$3.25)** per hour for work on Saturday and/or Sunday for hours worked. Weekend premium shall be payable in respect of all regularly scheduled straight time hours worked on Saturday and/or Sunday.

IV. Northern Allowance

ARTICLE 41 NORTHERN ALLOWANCE

Union proposes to renew Article 41.

V. Winter Clothing Allowance (previously tabled)

ARTICLE 46
UNIFORMS AND PROTECTIVE CLOTHING

Amend as follows:

46.08 Employees who are required to do work outside in winter months will receive a two-hundred dollar (\$200) winter clothing allowance annually.

VI. Prison Meal Allowance (previously tabled)

APPENDIX A2 CORRECTIONS OFFICERS

Amend as follows:

A2.04 The Employer agrees to provide a hot meal, **or at the employee's request, a meal allowance equal to the average of the breakfast, lunch and dinner amounts set out in Clause 45.05(a) to employees working on shift.** ~~to employees working on the shift between 0800 and 1600 daily and to provide food for other employees to prepare their own meals on the remaining two (2) shifts daily.~~ The specified meal period will be scheduled as close to the midpoint of the shift as possible. During this meal period the officers may be away from their place of duty, but not off the premises, providing at least two (2) officers, one being the Control Officer, remain on duty at all times. This latter requirement will not apply to the midnight to morning shift.

VII. Duration of agreement

The Union proposes that the new collective agreement expire on March 31, 2019.