

Wages, Northern Allowance, and Length of Collective Agreement

- UNW proposed: 3%, 3%, 3% in a 3 year Collective Agreement. The Union is trying to stay ahead of CPI.
- GNWT proposed: 0%, 0%, 1%, 1.1% in a 4 year Collective Agreement.
- UNW proposed: new environmental component added to Northern Allowance, \$500 effective April 1, 2016
- GNWT proposed: new environmental component added to Northern Allowance, \$250 effective April 1, 2018.
- Fact: Northern Allowance has not increased in Yellowknife in over 11 years. In a lot of the communities, it has gone down.
- Fact: The GNWT has had over \$100M in operational surpluses in **each year** of the last three years. They choose to spend ALL of these surpluses on roads, and next to nothing on workers.

Job Security

- The **GNWT has cut over 150 positions** in the last three years. The UNW wants better protection for members.
- The UNW wants to utilize voluntary separation, attrition, and seniority.
- The UNW proposed consolidating the layoff language, including existing GNWT staff retention policy, in the same area of the Collective Agreement.
- **Term Employees** –when term positions extend past 24 months, there is a clear need for an indeterminate position, and the UNW proposed these term positions convert to indeterminate.

Fighting for Full Time Indeterminate Work for our Members

- The GNWT wants to use **Relief** workers in ALL areas of the GNWT.
- Relief workers do not have scheduled hours of work and do not have leave banks nor pension.
- The GNWT's proposal would allow them to replace full time indeterminate work with relief work. They are already doing exactly that in Corrections and Health. The UNW will not accept this.
- The UNW has also proposed **no contracting out** of bargaining unit work.

Mental Health in the Workplace

- The UNW knows that mental health affects everyone at some time in their lives. The national standard is a fair and reasonable approach.
- The GNWT wants to be strictly limit any Memorandum of Understanding to address only residential school survivors.

Other Things Still on the Table:

- **Social Justice Fund** – the UNW proposed that the GNWT match employee contribution to this fund. GNWT said no.
- **Professional Development for Health Care Workers** – The UNW proposed putting the GNWT's current policy on PDI into the collective agreement. This is no additional cost to the employer. GNWT said no.
- **Ultimate Removal** – the UNW wants to increase the time to move from 18 months to 24 months. The UNW has also identified a Human Rights issue in the current language and wants to fix it. GNWT said no.
- **College Educators** – the UNW wants to increase short term training funding, as well as ensure adult educators get overtime language matching other groups.
- **E-Performance** – the UNW wants to add "No Supervisor shall enter data into the e-performance system on behalf of an employee." GNWT said no.