

UNW Action Update



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MESSAGE TO MEMBERS Re: GNWT Mediation

Oct 19, 2018

Hello UNW Members,

Right now, the UNW bargaining team is still working towards getting a fair agreement with the GNWT. We will be going into mediation next week (Oct 25-27) and are very much hoping that the government will be reasonable and willing to negotiate during mediation.

At mediation will be:

UNW bargaining team
GNWT employer representatives
Mediator Vince Ready

There is a possibility that mediation will take longer than the scheduled three days, although we hope not. In which case, we will schedule more days, when both parties and the mediator are available.

The UNW bargaining team commits that we will continue mediation for as long as it takes, as long as we are moving forward.

What will be discussed at mediation?

The major outstanding issues have not changed since the strike vote, and you can read them on our website at:

www.unw.ca/sites/default/files/major_outstanding_issues_and_proposals.pdf

Why should I be concerned about the GNWT's proposal to expand the use of Relief workers?

The UNW knows, for a fact, that the GNWT is misusing relief positions instead of hiring full time indeterminate positions, as well as casuals and terms. The GNWT is not policing their own departments. Their data and reports are missing information every month and we have to spend literally weeks going back and forth to try to get accurate data. We have filed grievance after grievance on behalf of members when the GNWT has continually violated the collective agreement in these areas. In addition, relief workers must rely on the employer offering them shifts. This can and does result in some workers getting preferential treatment and more work than other workers.

"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."



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Wearhouse

Clothes That Work.



How can the bargaining team in good conscience agree to the widespread use of relief when the Employer is already so egregiously misusing their current employees?

Why is the Union fighting for such high increases?

The GNWT's offer of 0%-0%-1%-1.1% over four years does not even keep up with the rising cost of living in Yellowknife, let alone the communities. The Northern Living Allowance has not increased in Yellowknife in over 11 years, and has in fact gone down in some communities. Actually, the Union's proposal of 3% each year over a three year CA is not unreasonable. The bargaining team has not moved in their proposal because the Employer refuses to move in theirs. I am sure we will discuss the numbers with the Mediator.

Is Job Security really a concern?

The GNWT has cut hundreds of positions over the last three years. They have largely avoided loud public outcry because the majority of the positions have been vacant. This is because they have consciously not filled positions, which means higher workload on remaining employees. These cuts mean there is less money going into the local economies as well. Also, there are situations - not isolated situations - of term employees being renewed over and over again for years, and even decades, instead of being given indeterminate jobs.

Support Your Bargaining Team

It is more important now than ever to show support for your Bargaining Team. Talk to your Local Executive members and/or your Regional Vice President about getting high visibility gear. We are using NEON ORANGE to represent support of the bargaining teams. There are also buttons available, and T shirts that say "Will strike if provoked". Change your Facebook banner to Support Your Bargaining Team. You can [send an email](#) to your MLA and ask them to support public service workers. Now is the perfect time.

We are hopeful to avert strike through mediation, but it is still a very real possibility.

Every indication we have received from the GNWT is that they are not willing to negotiate. Let's hope that changes at mediation. We are there to get a deal.

Questions?

Contact your Regional Vice President, your Local President, or one of the UNW Bargaining Team members. See our website for more information also. www.unw.ca/government-nwt

Somba K'e Region

Josee-Anne Thibault thibauj@unw.ca

Local 1 (Yellowknife GNWT employees) - contact as above

Local 28 (WSCC) local28@unw.ca

Local 32 (Aurora College) local32@unw.ca

Local 33 (NTHSSA in YK, Ft Res, Lutsel K'e) local33@unw.ca

North Great Slave Region

Sean Dalton dalton@unw.ca

Local 9 (GNWT Dept of Justice) local9@unw.ca
Local 10 (GNWT Dept Infrastructure) local10@unw.ca
Local 11 (GNWT Stanton) local11@unw.ca
Local 38 (GNWT in Tli Cho area) local38@unw.ca

Deh Cho Region

Christina Holman holmanc@unw.ca

Local 13 (GNWT Fort Simpson area) local13@unw.ca
Local 31 (GNWT Fort Prov area) local31@unw.ca

Hay River Region

Dawna O'Brien obriend@unw.ca

Local 6 (GNWT in HR region) local6@unw.ca

Fort Smith Region

Lauraine Armstrong armstrl@unw.ca

Local 2 (GNWT Smith region) local2@unw.ca
Local 12 (Aurora College Thebacha) local12@unw.ca

Beaufort Delta-Sahtu Region

Rosa Kayotuk kayotur@unw.ca

Local 3 (GNWT Beaufort Delta) local3@unw.ca
Local 39 (GNWT Sahtu) local39@unw.ca
Local 29 (Aurora College) local29@unw.ca

Equity Vice President

Melvin Larocque larocqm@unw.ca

Your bargaining team:

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Melvin Larocque	larocqm@unw.ca
Dawna O'Brien	obriend@unw.ca
Todd Parsons	parsonst@unw.ca

Bargaining Updates

As a reminder, mediations have been scheduled for;

GNWT - October 25 to 27, 2018 in Yellowknife.

For more information see the [Member Communiqué](#)

Outstanding Issues

NTPC- November 14 to November 16, 2018 in Yellowknife.

For more information see the [Member Communiqué](#)

AVENS [Member Communiqué](#)

HRHSSA [Member Communiqué](#)

Labour Views Column

Mediation



This week the Union of Northern Workers and the Government of the Northwest Territories will sit with a mediator chosen by both parties in the hopes of reaching a fair deal for our members.

The mediation process is informal and flexible which enables a third party mediator to guide the two parties toward their own resolution. Through a series of sessions and separate caucuses beginning on October 25 here in Yellowknife, the UNW bargaining team is committed to ensuring our members are well represented and heard with regards to our outstanding issues.

We have been fighting this employer on many fronts, and we remain committed to better wages, northern allowance increases, job security, and full-time indeterminate work for our members, and mental health strategies to help all employees.

To read more of Todd's article [click here](#).

Strike Captains Wanted!



Are you a member of the GNWT, NTPC or HRHSSA bargaining units and interested in becoming a Strike Captain?

If so contact your Local RVP

Deh Cho Region: holmanc@unw.ca - Locals 13,31

Somba K'e Region: thibauj@unw.ca - Local 1,16,28,32,33,38

Hay River Region: obriend@unw.ca - Local 6,21,22

Fort Smith Region: armstrl@unw.ca - Locals 2,12

Beaufort Delta-Sahtu: kayotur@unw.ca - Locals 3,19,39,29

or

Gayla Thunstrom, 1st Vice President at thunstg@unw.ca or
Nicole Tews, 2nd Vice President at tewsn@unw.ca

Letter to MLAs

Help get the message out to your MLA that the UNW is looking to reach a fair and equitable deal for all by sending them this letter signed by you.

Dear Member of the Legislative Assembly

Re: Collective Bargaining with the Union of Northern Workers

As you are well aware the Union of Northern Workers has been actively trying to negotiate collective agreements with the GNWT, NWT Power Corporation, and Hay River Health for some time now. The GNWT has set the mandate for all three bargaining units. In some instances members have been without a signed collective agreement for over three years. The failure of the employer to recognize the value of public servants and to come to the table with a mandate that would provide a framework for a settlement is extremely disappointing.

Northern workers deserve fair wages that at a minimum keep up with the rising cost of living and job security. The ability to secure indeterminate employment is becoming more and more difficult. People are struggling and with the continued increase in the cost of living many are choosing to move south. We ask the GNWT to compromise: invest in the public service workers too, not just roads.

The workers of this territory deserve better and as your constituent I encourage you to speak out during Legislative sittings in support of the over 4,000 members who are represented by the UNW and ask the Minister of Finance to give a mandate to the employer to go into mediation/conciliation that supports and respects public service workers, and to reach a fair deal.

The Government needs to live up to their responsibility and to set an example because if they don't we will have more families in the north struggling, and less people choosing to move here. Is this the legacy that you want your government to leave for our children?

Signed;

Signature

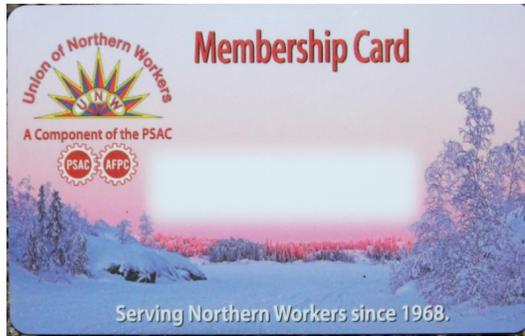
[Letter](#)
[Contact Information MLA's](#)

NTPC and HRHSSA Members

STAY TUNED!

Mediation for [NWT Power Corporation](#) is scheduled for November and Conciliation for [Hay River Health](#) is scheduled for December.

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.

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

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

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](#)

Contact Us

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