

WHAT'S IMPORTANT TO YOU?

- Is work-life balance important to you?
- Is quality of life something that concerns you?
- Do you believe it is safe to work alone?
- Do you want fair and equitable treatment for all UNW members?
- If you're happy with a 0.25% increase, let us know.
- If you're not happy with a 0.25% increase, let us know.

Please continue to check the UNW web site for future updates. We are back at the bargaining table February 27, 2012.

Click the message box on www.unw.ca to tell us what you think of our proposal and the Employer's proposals, or e-mail us at gnwtbarg2012@unw.ca

For each \$100 you earn today, what will you earn under the Employer's proposed wage increase?

What will it cost you over the next four years to buy a basket of goods that costs \$100 today?

	Salary Earned on	With a 2% rate of inflation	With a 3% rate of inflation
Today	100.00	100.00	100.00
Year 1 @ .25%	100.25	102.00	103.00
Year 2 @ .25%	100.50	104.04	106.09
Year 3 @ 1%	101.51	106.12	109.27
Year 4 @ 1.25%	102.77	108.24	112.55

In four years it will cost you \$112.55 to buy your basket of goods which today cost you \$100. In short, \$100 will be worth \$87.45



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada

Bargaining for a new Collective Agreement for our Members



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Issues that remain unresolved

UNW Proposals

- ❑ Designated paid holiday banks for all shift workers, with ability to carry over unused hours.
- ❑ Special Leave – adding step-parent, aunt and uncle to the definition of immediate family.
- ❑ Casual Leave – change leave from two to four hours for those that need it for travel outside of their community to attend appointments.
- ❑ Rest Periods – impacts quality of life and is a health and safety issue for both members and the public.
- ❑ Lieu Banks – allow members to maintain an annual bank of 150 hours, with the ability to carry over one full year of entitlement.
- ❑ Dental Plan – adding retirees to be covered under the dental plan.
- ❑ Duration – three years, with a 3.25% increase in each of the three years.
- ❑ Relief Employees – that these employees are given preference over casuals for available work.
- ❑ College Security Staff – safety training for Residence Life Supervisors.

- ❑ Northern Allowance – an increase of \$250 effective the second year of the contract and \$200 effective the third year; the base rate is used to calculate the Northern Allowance for all other communities.
- ❑ Whistleblowing – important to protect our members who witness wrong doing and want to report it.

Employer Proposals

- ❑ Designated paid holiday bank with payout of unused hours. Does not clearly define that all shift workers are entitled to stat bank.
- ❑ Leave – the employer wants to be able to deny annual leave if it would create an overtime situation to replace the requesting employee. Current language protects employees ability to have leave granted.
- ❑ Sick Leave – employer proposing to calculate all sick time on actual time taken.
- ❑ To change the standard hours of work, 08:30 to 17:00, to any part of a 07:00 to 21:00 work day, essentially changing day workers to shift workers.

- ❑ College Educators – existing Professional Development for all college employees. This is a cost neutral proposal.
- ❑ Health Care Practitioners – existing Professional Development enshrined in the CA.
- ❑ Workload – this is a big issue with many members and is a health and safety issue for both the members and the public.

- ❑ Hours of work to be flexed at employers request.
- ❑ Duration – four years with 0.25% in each of the first two years, 1.0% in the third year and 1.25% in the fourth year.
- ❑ Relief Employees – deny relief employees the right to casual leave.
- ❑ Third and Subsequent Weekends – remove overtime rates of pay for subsequent weekends. Quality of life issue if the penalty to the employer is removed.
- ❑ Northern Allowance – an increase to the base rate of \$50 effective the third year of contract and \$50 effective the fourth year.