



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

Date: October 4, 2011

TO: All PSAC / NEU / Local 6 Members Employed
at City of Iqaluit

RE: **Vote on a Tentative Agreement**

The Public Service Alliance of Canada (PSAC) and the City of Iqaluit reached a Tentative Agreement which was finalized on December 31, 2010. The following are the main provisions and highlights of the new contract:

- **Term:** 2-year contract, January 1, 2011 to December 31, 2012
- **Rates of Pay:** economic increases across the pay grid:
 - Effective January 1, 2011 2.50%
 - Effective January 1, 2012 2.50%
- **Housing & Settlement Allowance:** increase as follows:
 - Effective January 1, 2011 2.50%
 - Effective January 1, 2012 2.50%
- **RRSP:** Increased from 7% to 8%, placed in its own separate article.
- **Shift Premiums:** " An Employee who is regularly scheduled to work outside of the normal hours of work of 8:00 A.M. to 5:00 P.M., Monday to Friday, shall be paid a shift premium of one dollar twenty-five fifty cents (\$1.25 \$1.50) for all hours worked." (20% increase and now covers days on weekends)
- **Group Benefits Plan:** clarified and made certain the coverage offered by the employer to eligible employees.
- **Standby:** Increase rates on days of rest and designated paid holidays from \$15 to \$20, and other times from \$11 to \$15.
- **Vehicle – Electrical Cost:** increased to \$10 per day, restricted to December 1st to March 31st.

- **Special Leave:**
 - up to 5 consecutive work days on birth of employee's child or adoption of a child;
 - under emergency or extenuating circumstances a supervisor may grant up to a maximum of 20 working days of leave;
 - may grant 5 days special leave: serious household or domestic emergencies now includes babysitting matters; and
 - may grant 5 days special leave now includes "closure of school or daycare facility";
- **Duty Travel:** increase non-commercial accommodation from \$50 to \$75
- **Acting Pay:** red-circled employees have acting pay increased from 15% to 20%
- **NEW – Joint Union Management Committee:**
 - Replaces current labour management committee and sets new direction: objective of meaningful consultation, monthly meetings, minutes, paid time for meetings.
 - Employer and Union to apply to Federal Mediation and Consultation Services for training on Joint Union Management Committee, and agree to meet afterwards to discuss operational issues.
- **MOA – Study of Deferred Salary Leave Plan:** Employer and the Union agree to meet no later than December 31, 2012 to "study the feasibility of a deferred salary leave plan in the workplace." "The parties may agree to jointly bring a recommendation to the bargaining table at the next round of negotiations."
- **Nunavut Day:** captured current practice, Nunavut Day is now a designated paid holiday.
- **Probation:** Increased from 3 to 6 months for internal transfers / promotions, and clarified in Article 14.05 as well.
- **Pay:** normal method of payment is by direct deposit, except "in the event an employee is unable to open or maintain a bank account the employee shall be paid by pay cheque."
- **Leave General:** Special, sick and vacation leave credits to be provided on pay stubs.
- **Vacation Leave:** Vacation credits in excess of 1 year to be liquidated in December provided 30 days advance notice is given to employee (was January)
- **Discrimination:** updated grounds to current Nunavut *Human Rights Act*
- **Translation:** collective agreement to be translated into French and Inuinnaqtun, in addition to Inuktitut.

- **Editorial**: Minor editorial changes throughout the agreement.

Members of your Negotiating Team will be in attendance at the ratification meeting to outline the provisions of your new contract and to answer questions.

Your Bargaining Team consisting of:

Tracey Oram, President, Local 6
Bob Brouillet, Committee Member
Kyle Nolan, Committee Member
Stephen Bedingfield, Negotiator

unanimously recommends this Tentative Agreement.

If a majority of votes cast are in favour of the Tentative Agreement then the Regional Executive Vice-President – North shall be authorized to sign a collective agreement for your Bargaining Unit.

If a majority of votes cast are not in favour of the Tentative Agreement than you are prepared to take strike action.

In Solidarity,



Julie Docherty
Regional Executive Vice-President – North
Public Service Alliance of Canada

- cc. National Board of Directors
Doug Workman, President, Nunavut Employees Union
Directors' Team
Susan Jones, Coordinator, Negotiations Section
Nicholas Galletti, Coordinator, Communications
Stephen Bedingfield, Negotiator
Negotiators/Research Officers
Tom Hamilton, North Region, A/Regional Coordinator
Debbie McLaughlin, Regional Representative
Krista Devine, Coordinator, Representation Section