



TO: ALL PSAC/NEU MEMBERS AT THE HAMLET OF TALOYOAK

BARGAINING COMMUNIQUE #3

PSAC and NEU negotiators remain in bargaining for our members with the Hamlet of Taloyoak this week. However, progress has been challenging, particularly in the context of wage increases.

We need to ask ourselves, why does our Hamlet want to keep our wage increases below the cost of living? What is the money other hamlets are using to pay their employees being used for in Taloyoak?

Here is the offer from the Hamlet of Taloyoak currently on the table:

Oct. 1, 2020: 1.5%

Oct. 1, 2021: 2%

Oct. 1, 2022: 2.5%

Oct. 1, 2023: 3%

Oct. 1, 2024: 3%

Oct. 1, 2025: 2.25%

Oct. 1, 2026: 2.25%

Oct. 1, 2027: 2.5%-

Here is the settlement at Gjoa Haven

Previous round

2020: 1.5%

2021: 2.5%

Current round

2022 : 3%

2023 : 3%

2024: 3%

2025: 2.25%

2026 : 2%

2027: 2.75%

Other recent settlements in Nunavut

1. **Government of Nunavut** (the Hamlet of Taloyoak is fully funded by the GN)

2024: **9%**

Bargaining is continuing for the wage increases for 2025, 2026 and 2027

2. **Qulliq Energy**

2024: **12%**

Bargaining is continuing for the wage increases for 2025, 2026 and 2027

3. **Arctic Bay**

2024: **9.00%**

2025: **3.50%**

2026: **3.50%**

2027: **3.50%**

4. Kugaaruk

2020: **2%** plus **7%** adjustment on all classifications except two which had **25%** adjustment plus the **2%** – effectively a minimum **9%** for almost all employees in the bargaining unit, more for others

2021: **2%**

2022: **2.5%**

2023: **2.75%**

2024: **3.0%**

5. Pangnirtung

2024 : **3.5%**

2025 : **4%**

2026: **3%**

6. Sanikiluaq

2021: **2.5%**

2022: **2.5%**

2023: **3.0%**

2024: **3.0%**

2025: **3.5%**

2026: **4.0%**

2027: **4.25%**

7. Qikiqtarjuaq

After market adjustments to 12 positions:

2022:

- For employees earning \$20/hour or less, **\$1.25** per or **3.57%**
- For employees earning more than \$20 per hour, **0.85** cents/hour (equivalent to **3.57%**)

2023:

- For employees earning \$20/hour or less, **\$1.25** per hour
- For employees earning more than \$20 per hour, **0.85** cents/hour (equivalent to **3.43%**)

2024: **0.50** cents per hour (equivalent to **1.79%**)

2025: **3.00%**

8. City of Iqaluit

2025: **7%**

2026: **2%**

2027: **2%**

2028: **2%**

According to the data the Government of Nunavut uses to calculate the Nunavut Northern Allowance for all communities in Nunavut, Taloyoak is the third most expensive place to live in the entire territory, with only Resolute Bay and Grise Fiord being more expensive.

Employees at the Hamlet of Taloyoak deserve a fair wage settlement that meets or exceeds inflation so that they can ensure food for their families and decent living conditions.

We have worked for five years without a wage increase.

WE WANT A FAIR WAGE INCREASE COMPETITIVE TO THAT OF OTHER HAMLETS IN NUNAVUT!

WE WANT A CONTRACT NOW!

WE DESERVE FAIR WAGES NOW!

July 30, 2025