



October 1, 2025

RE: RATIFICATION OF TENTATIVE AGREEMENT

Upon opening collective bargaining, your Union received the following general priorities (as well as priorities for specific classifications/groups) from delegates to the Bargaining Conference:

- Advance issues related to Reconciliation (Preamble – Land Acknowledgement; Designated Paid Holidays; Paid Time Off for Traditional Pursuits; Inuktitut Language Allowances and Testing)
- Improve Wages and Allowances
- Negotiate access to indeterminate work for Casuals who comprise 25% of the Bargaining Unit and whose precarious employment has sometimes been extended for multiple years
- Amend the grievance procedure (Adjustment of Disputes) to make it more workable and user-friendly.

The Union and Employer have agreed on the following changes to the Collective Agreement and are recommending ratification to their respective principals:

ECONOMIC IMPROVEMENTS

Wage Increases:

- Effective September 30, 2024: **9.0%** (already applied)
- Retroactive to October 1, 2025: **3.0%**
- Effective October 1, 2026: **3.0%**
- Effective October 1, 2027: **2.5%**
- **The Casual rate of pay is eliminated.** Casuals will start at Step 1 and will advance on the wage grid in accordance with hours worked. Past service as a Casual will also count for placement on the wage grid.

Increases to the Northern Allowance:

- **2.0%** effective January 1, 2026
- **3.0%** effective January 1, 2027

Increases to the Continuous Service Bonus:

- **\$1,000** has been added to each level of the Continuous Service Bonus, paid annually in December

Improvements to the Inuktitut Language Allowance:

- Level One: increased to **\$2,000** from \$1,500
- Level Two: increased to **\$3,000** from \$2,400
- Level Three: increased to **\$6,000** from \$5,000
- If a language competency test is not administered within six (6) months of an employee applying for the test in order to receive the allowance, the employee will start receiving the allowance at six (6) months
- The test will be administered in the dialect of the employee's choice

Increases in Standby Pay

- Increased to **\$40** from \$25 for each eight (8) consecutive hours in a work day
- Increased to **\$50** from \$30 on days of rest and Designated Paid Holidays
- The Employer shall make every reasonable effort to allocate Standby opportunities on an equitable basis.

LEAVES

- There are now **three (3) days of paid leave** per year for **Inuit Qaujimajatuqangit Leave**, an increase from two (2) days
- **Customary adoption** has been recognized for the purposes of **Parental Leave**
- Additional **unpaid leave of up to fifteen (15) days** has been added to the provisions of **Family Abuse Leave**
- **An employee may escort a colleague on medical travel** if that employee has no immediate family members to act as a medical escort, in accordance with new provisions of **Article 19 – Special Leave** and **Article 20 – Sick Leave**.

OTHER IMPROVEMENTS

- **Mandatory rest periods of a minimum of eight (8) hours** between shifts have been negotiated in **Article 22 – Hours of Work**.
- The Employer has agreed to equitable distribution of **Overtime (Article 23)** and **Call-back (Article 26)** opportunities, first to indeterminate and term employees in descending order of seniority in the department, then casual employees, and finally to qualified employees in other departments. Only as a last resort if no other employees are available will these opportunities be given to agency staff.
- **Casual employees** are to be converted into **Term employees** if they are extended beyond four (4) months. The Employer has agreed that there will be no retribution if a Casual employee files a grievance, or the Union files a policy grievance, if a Casual employee is not converted to term employment in accordance with this Article. The Employer has also agreed that the anticipated length of employment will not be impacted if a grievance is filed. The Employer has also agreed to expedited arbitration of these grievances.
- The grievance procedure in **Article 35 – Adjustment of Disputes** has been rewritten to include pre-grievance meetings to try to resolve disputes. Timelines and steps in the grievance procedure have also been amended.
- The Employer has agreed that **no employee shall be laid off as the result of contracting out**.

These are not the only improvements to the Collective Agreement. Please take the time to review the new language below before you vote.

Your Bargaining Team, consisting of :

Amanda Arsenault, Team member
Eunice Panigayak, Team member
Paul Puqignak, Team member
Marianne Uqayuittuq, Team member
Jason Rochon, NEU President,
Daniel Kinsella, NEU Executive Director,
Saïd Apali, PSAC Research Officer,
Darren Pacione, Acting PSAC Senior Research Officer,
Gail Lem, PSAC Negotiator,

unanimously recommend acceptance of this tentative agreement.

Ratification meetings are being scheduled for each community in Nunavut.
Please check the NEU website and watch for notices for the dates and times of
membership meetings/ratification votes in your community.

Bargaining Team members and NEU officials and/or PSAC staff will be at the
meetings to explain the changes and answer any question before the vote.

In Solidarity,



Josée-Anne Spirito
PSAC Regional Executive Vice-President, North

CC: Jason Rochon, National President NEU
Aaron Manton, Regional Political Action and Communication Officer, North
Negotiations and Research Branch
Daniel Fisher, Director, Representation and Legal Services Branch
A/Paige Galette, Associate Director, North
Mary Anne Walker, Regional Representative
Reine Zamat, Manager, Membership Administration
Sophy Gagne, Administrative Assistant, Membership Administration
ROB National Mobilization
Mark Populus, Manager, Member Information
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor

AMENDMENTS TO THE COLLECTIVE AGREEMENT

Please Note: **Bold** text denotes new language. ~~Strikethroughs~~ denote removed language. Language that is not amended and shown below remains in the Collective Agreement.