



## **PSAC/NEU unit – Iqaluit Housing Authority (IHA)**

### **Bargaining Update #1**

**Subject: Progress made in negotiations, but no deal until concessions are gone and we get parity with GN increases**

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Negotiations with the employer for a new collective agreement started on the week of October 20-24, 2025 and continued virtually on November 17 and 19, 2025.

Some progress was made as the parties were able to negotiate improvements related to standby, language bonus, family abuse leave, professional development and others.

However, the Union and Employer were unable to reach an agreement due to differences in wages and allowances proposed. In particular:

1. Allowances: The Union is seeking significant increases to the various allowances (Settlement, Housing, Utilities, VTAs, etc.). Many of these allowances have not been increased in many years and several rounds of negotiations, and not all members are entitled to all allowances.
2. Economic increases parity with the GN: The Union is seeking parity in economic increases with the GN's last round.
3. Removal of concessions: The employer is currently proposing significant concessions that affect employees' abilities to access vacation leave, special leave, and sick leave, among others. No other NEU/PSAC collective agreement in Nunavut has these restrictions as a requirement to access various benefits in the collective agreement.

The parties will meet again on December 2 and 3, 2025. We will keep you posted at every stage of this process.

**The Bargaining Team will continue to fight against concessions and is committed to coming back to you with a fair and improved tentative agreement.**

**We are looking forward to meeting you in membership meetings and mobilizing together.**

**Your bargaining team: Nicky Nauyuk, Elwin Hutchings, Said Apali (PSAC Research Officer) and Laneydi Martinez Alfonso (PSAC Negotiator)**