



File: 2122-81.02-3
12 June 2026

TO: ALL NEU/PSAC MEMBERS WORKING AT QULLIQ ENERGY CORPORATION (QEC)

RE: TENTATIVE AGREEMENT REACHED

On May 13th, 2026, your NEU/PSAC North bargaining team reached a tentative agreement with the Qulliq Energy Corporation. The tentative agreement, if ratified by the membership, will take effect as of the date of ratification unless otherwise indicated and will have an expiry date of December 31st, 2028. A reminder that both parties have to ratify respectively.

A summary of the negotiated improvements in the tentative agreement follows.

Economic provisions

- Wages Increases:

Effective January 1, 2025:	12.00% (already issued per MOU)
Effective January 1, 2026:	2.00%
Effective January 1, 2027:	2.00%
Effective January 1, 2028:	2.00%

Totalling 18.00% wage increase over-four years or 18.86% compounded increase with Full retro applicable to all members who worked during the life of the agreement.

- Continuous Service Bonus – Increases to the continuous bonus, effective November 1st, 2026 as shown below.

Continuous Service	Annual Payment
Less than 6 months	\$ 0
6 - 12 months (prorated)	\$ 2,000
1 - 2 Years	\$ 2,000 \$2,500
3 - 5 Years	\$ 2,250 \$3,000
6 - 9 Years	\$ 2,500 \$3,500
10 - 14 Years	\$ 3,000 \$4,000
15 - 19 Years	\$ 4,000 \$5,000
20+ Years	\$ 5,000 \$6,000

- Bilingual allowance: new Inuktitut Language Allowance similar to new GN Inuktitut Language allowance, but paid hourly. This is significant change with the Level 1 (\$2000 per year), Level 2 (\$3000 per year) and Level 3 (\$6000 per year) allowances based on proficiency in Inuktitut. The existing \$1500 bilingual bonus when required to speak two languages of Nunavut remain, but is also to be paid hourly.
- The Nunavut Northern Allowance (Location allowance) is adjusted to be the same as GN.
- Inuit Cultural Pursuit Leave – the paid leave is increased from 2 days to 3 days for Inuit cultural pursuits, including but not limited to hunting, fishing or harvesting.
- Lead Hand Allowance – Increase from a long-standing \$2.00 per hour to 4.3% of the employees straight time rate for all hours worked. This is pretty significant for trades working in the field.

Other highlights

- Holiday shutdown – the expired memorandum, for which we got a reopener in 2025, is renewed as is for the duration of the new Collective agreement and expires December 31st, 2028 with the CA itself.
- Designated Paid Holidays - Where the Employer requires an employee to work outside of their home community during their community's Hamlet Day, the Hamlet Day that applies is the Hamlet Day in their home community, and the employee shall be compensated in accordance with 15.06(a)(i) for the one half (½) day (4 hours).
- Designated Paid Holidays – When an employee is working remotely, the Designated Paid Holidays as set out in clause 15.01 shall apply.
- Designated Paid Holidays – addition of *National Day for Truth and Reconciliation*.
- Bereavement leave – expansion of definition to include son-in-law, daughter-in-law, brother-in-law, sister-in-law and grandparent.
- Special Leave/Special circumstance leave – members can now claim this leave to meet with a lawyer, amongst many other existing types of reasons they can claim this leave.
- Special leave – the two discretionary days available through special leave will now be granted every calendar year instead of every fiscal year
- Parental Leave – language added to include Custom Adoption of a child.
- Family Abuse Leave – An employee is now entitled up to 15 weeks of unpaid leave under this clause, which may be taken in separate periods, but of no less than one week's duration. All leave entitlements under this clause are now based on calendar year instead of fiscal year.
- New Professional Qualifications - Where an employee's job description requires the employee to obtain and/or maintain a professional designation, the Employer shall reimburse the employee, for licensing membership dues and/or licensing fees required.
- Apprenticeships – creation of new 3-year apprenticeship program plus language on providing successful apprentices with in-community and outside of community job opportunities within QEC.
- Protective clothing subsidy
 - The Protective Clothing Subsidy and the Protective Clothing Allowance clauses are now merged and the issue coming out of the last round with the Employer not finding

a provider as been fixed. The language is thus clearer and more concise and deals away with confusion stemming out of the last round.

- Additionally, this subsidy is now available for Relief and Short-term Casuals
- Social Justice Fund – Editorial changes to update language as it pertains to the SJF Articles of Continuance.
- Daily Vehicle Plug in Allowance – LOU struck whereby the parties agree to jointly review and discuss the rate of the Daily Vehicle “Plug In” Allowance contained in QEC policy, as well as the method for determining an estimate of the cost employees incur to plug in work vehicles at their homes, at the UMCC within 90 days of the ratification date of the agreement.
- Occupational Health and Safety – The Health and Safety article was cleaned up to reflect current standards, including references to JOSH committee and other updated references.
- No concessions.
- Other editorial and consequential amendments of little to no impact.

The full details on all changes bargained are in the attached Memorandum of Settlement. Please review the attached information carefully prior to casting your ballot.

The details of the ratification meetings are forthcoming.

The bargaining team acknowledges the contributions of QEC members Kirsten Tootoo and Derek Allerton during this round of bargaining.

The bargaining team members:

Paul Kowmageak, bargaining team member
Lorne Whalen, bargaining team member
Darren Penney, bargaining team member
Said Apali, PSAC Research Officer
Maxime Thibault-Gingras, PSAC Negotiator

unanimously recommend its acceptance.

In solidarity,



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

cc. Jason Rochon, President, NEU
Daniel Kinsella, Executive Director NEU
Aaron Manton, Regional Political Communication Officer Negotiations Section
Negotiations and Research Branch

Daniel Fisher, Director, Representation and Legal Services Branch
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