

MEMORANDUM OF SETTLEMENT
between

QULLIQ ENERGY CORPORATION
(the Employer)

and

PUBLIC SERVICE ALLIANCE OF CANADA/NUNAVUT EMPLOYEES UNION
(the Union)

The Bargaining Committees of the Employer and the Union have reached a tentative Collective Agreement.

The Bargaining Committees of the Employer and the Union agree to unanimously recommend the tentative Collective Agreement to their principals for acceptance.

The tentative Collective Agreement is the Collective Agreement between the Employer and the Union expiring December 31, 2024 with the changes set out in this Memorandum of Settlement, as well as the changes set out in Signoff Sheet #1 (dated September 24, 2025) and Signoff Sheet #2 (dated September 24, 2025).

The Bargaining Committees agree that all changes take effect as of the date of ratification of the Collective Agreement, unless another date is specified.

Agreed Articles

Article 15 – Designated Paid Holidays

15.01 (o) – amend

In communities where Hamlet Day is designated a municipal holiday, the Employer agrees to allow employees one half (½) day (4 hours) to participate in events. **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).**

NEW 15.08 – add

Where an employee is working remotely, the Designated Paid Holidays as set out in clause 15.01 shall apply.

Article 16 – Bilingual Bonus

NEW 16.01 & 16.02 – add and amend

16.01 Inuktut Language Allowance

Effective January 1, 2027, QEC shall pay a language allowance to employees who demonstrate proficiency in and use the Inuktut Language in the workplace, based on their proficiency level. The allowance shall be paid in accordance with the following:

1. Level One

Employees who speak an Inuktut language shall be paid an Inuktut Language Allowance based on \$2,000 per year.

2. Level Two

Employees who additionally read and write as well as speak an Inuktut language shall be paid an Inuktut Language Allowance based on \$3,000 per year.

3. Level Three

Employees who possess an expert level of skill in an Inuktut language and have a professional working ability in advancing the Inuktut languages as the working languages of the public service, including employees who are assigned duties of

translation and interpretation in their job descriptions, shall be paid an Inuktitut Language Allowance based on \$6,000 per year.

4. The language proficiency of QEC employees will be assessed through an Inuktitut Language test. Inuktitut language proficiency assessment results will be required as proof of language proficiency at all levels. The administrator of such test shall be a person who is fluent in the dialect of the language being tested.
5. The Inuktitut Language Allowance shall be paid to eligible employees on an hourly basis, based on the standard yearly hours of the position (1,950 or 2,080), up to the yearly maximum for their level of proficiency. The Inuktitut Language Allowance will only be paid on regular hours of work (including paid sick leave and vacation leave), and will not be paid when an employee is on a leave without pay or when lieu time or vacation time are paid out.
6. An employee who requests that a test be administered to qualify for the allowance shall be given such test within six (6) months of the request. Should the test not be administered in such a period of time, the employee shall be paid the allowance until such test can be administered.
7. An employee can request a proficiency assessment no more than one (1) time per year.

Inuktitut Language Training

8. The Employer shall make Inuktitut languages training available to all employees. Time spent in such training shall be considered regular hours worked.
- 16.01~~2~~ Where the Employer designates in writing that an employee is required during the course of their employment, to use two (2) or more of the official languages in Nunavut, that employee shall be paid a bilingual bonus of one thousand, five hundred dollars (\$1,500) per annum **paid on an hourly basis, but in no case shall an employee be paid the allowances under both 16.01 and 16.02.**
- 16.03 An Employee may be required to demonstrate proficiency in any language for which they receive a language allowance under clause 16.02. Should the Employer require language testing, it shall be administered within six (6) months of the hiring or transfer of the employee to the position. Should the test not be administered in such period of time, the Employee shall be paid the allowance until such test can be administered.

Article 17 – Special Leave

17.02 – Bereavement Leave – amend

For the purpose of this Article, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse, child, stepchild, or ward of the employee, father-in-law, mother-in-law, **son-in-law, daughter-in-law, brother-in-law, sister-in-law**, grandparent, grandchild, and a relative permanently residing in the employee’s household or with whom the employee resides permanently.

17.05 – maintain employer proposal on calendar year

Special leave with pay shall, subject to operational requirements and with advance notice, be granted to employees for two (2) working days per ~~fiscal~~ **calendar** year, to be taken at the discretion of the employee.

Article 19 – Other Types of Leave and Paid Time Off

19.06 – amend

19.06 The Employer agrees to:

- (a) grant reasonable time off for an employee to undergo an examination for a Public Service position;
- (b) excuse an employee from duty for up to two (2) hours in any one (1) day to attend to such personal matters as appointments with **their lawyer**, school authorities, appointments with day care workers, medical dental appointments and blood donations, provided that the appointment cannot be scheduled outside of the Employee’s regularly scheduled working hours.

19.09 (A) – amend

19.09 (A) Maternity Leave

- (a) (i) An employee who becomes pregnant shall notify the Employer in writing at least fifteen (15) weeks prior to the expected date of the termination of their pregnancy and, subject to section (ii) of this Clause, shall, twelve (12) weeks before the expected date of the termination of their pregnancy be granted leave without pay for a period ending not later than seventeen (17) after the date of the termination of their pregnancy.
- (ii) The Employer may:
 - (a) upon written request from the employee, defer the commencement of maternity leave without pay of an employee or

terminate it earlier than seventeen (17) weeks after the date of the termination of ~~her~~ **the employee's** pregnancy;

- (b) grant maternity leave without pay to an employee to commence earlier than twelve (12) weeks before the expected termination of their pregnancy;
 - (c) where maternity leave without pay is requested, require an employee to submit a medical certificate certifying pregnancy.
- (iii) Leave granted under this Clause shall be counted for the calculation of "continuous service" for the purpose of calculating severance pay.
- (b) (i) After completion of six (6) months continuous service, an employee who provides the Employer with proof that ~~she~~ **the employee** has applied for and is receiving employment insurance benefits pursuant to Section 22, *Employment Insurance Act*, shall be paid a maternity leave allowance in accordance with the Supplementary Unemployment Benefit Plan.
- (ii) An applicant under this provision shall sign an agreement with the Employer providing:
- (a) that ~~she~~ **the employee** will return to work and remain in the Employer's employ for a period of at least six (6) months after ~~her~~ **the employee's** return to work;
 - (b) that ~~she~~ **the employee** will return to work on the date of the expiry of ~~her~~ **the employee's** maternity leave, unless this date is modified with the Employer's consent.
- (iii) Should the employee fail to return to work as per the provisions of this provision the employee recognizes that they are indebted to the Employer for the amount received as maternity leave allowance.
- (c) In respect of the period of maternity leave, payments will consist of the following:
- (i) For the first week, payments equivalent to ninety-three percent 93% of their weekly rate of pay. For up to a maximum of an additional sixteen (16) weeks, payments equivalent to the difference between the employment insurance benefits they are eligible to receive and 93% of their weekly rate of pay. Where an employee has received the full sixteen (16) weeks of maternity benefit under Employment Insurance and thereafter remains on maternity leave without pay, ~~she~~ **the employee** is eligible to receive a further maternity allowance for a period of one (1) week, ninety-three percent (93%) of ~~her~~ **the employee's** weekly rate of pay for each week, less any other monies earned during this period

- (ii) (a) for a full-time employee, the weekly rate of pay referred to in this provision shall be the weekly rate of pay to which ~~she~~ **the employee** is entitled for the classification prescribed in ~~her~~ **the employee's** certificate of appointment on the day immediately preceding the commencement of the maternity leave;
- (b) for a part-time employee, the weekly rate of pay referred to in this provision shall be the pro-rated weekly rate of pay to which ~~she~~ **the employee** is entitled for the classification prescribed in ~~her~~ **the employee's** certificate of appointment averaged over the six (6) month period of continuous service immediately preceding the commencement of the maternity leave.
- (d) Further, when a pregnant employee produces a statement from their physician that ~~her~~ **the employee's** working condition may be detrimental to their health or that of the foetus, the Employer will either change those working conditions where that is reasonable within operational requirements or allow the employee to take leave of absence without pay for the duration of their pregnancy.

19.10 (a) and (b) – amend

19.10 Parental Leave Without Pay

- (a) Where an employee has or will have the care or custody of their newborn child, or an employee has commenced proceedings to adopt a child or obtains an order for the adoption of a child **or a custom adoption certificate recognizing the adoption of a child**, they shall be granted parental leave without pay for one of the following periods;
 - (i) a single period of up to thirty-five (35) consecutive weeks. This leave without pay shall be taken during the fifty-two (52) week period immediately following the day the child was born or, in the case of adoption **or custom adoption**, within the fifty two (52) week period from the date the child comes into the employee's care and custody, or;
 - (ii) a single period of up to sixty-one (61) consecutive weeks if they are entitled to receive, and have opted for, the Extended Parental Benefits available under the Canada Employment Insurance Act. This leave without pay shall be taken during the seventy-eight (78) week period immediately following the day the child was born or, in the case of adoption **or custom adoption**, within the seventy-eight (78) week period from the date the child comes into the employee's care and custody.
- (b) Other than in exceptional circumstances beyond the control of the employee, an employee who intends to request parental leave without pay must complete and submit a Leave Without Pay Application four (4) weeks prior to the first day of

leave. In the case of an adoption, the employee shall notify the Employer as soon as the application for adoption has been approved by the adoption agency or legal guardianship and custody papers have been completed. **In the case of the custom adoption of a child, the employee shall notify the Employer as soon as the custom adoption has been approved by the custom adoption commissioner.**

19.14 – Family Abuse Leave – amend

- a) The Employer recognizes that employees face situations of violence or abuse in their personal life that may affect their attendance and performance at work.
- b) Employees experiencing family abuse or employees with a dependent child experiencing family abuse shall be granted leave with pay up to five (5) days per ~~fiscal~~ **calendar** year and an additional leave without pay for up to five (5) days per ~~fiscal~~ **calendar** year to attend appointments with professionals, legal proceedings, or engage in any necessary activities to support their health, safety, and security.
- c) This leave may be taken as consecutive days, as single days, or as a half day, with request for approval being sought as soon as is reasonably possible.
- d) This leave will be in addition to existing leave entitlements. **An Employee shall be entitled to additional unpaid Family Abuse Leave of up to fifteen (15) weeks in a calendar year, which may be taken in separate periods where each period is no less than one week in duration, or in one continuous period.**
- e) There shall be no carryover of unused Family Abuse Leave from one ~~fiscal~~ **calendar** year to the next.
- f) All personal information concerning family abuse will be kept confidential in accordance with relevant legislation and shall not be disclosed to any other party without the employee's written agreement, or as may be required by law
- g) An employee shall not be eligible for Family Abuse leave if the family abuse is committed by the employee.

19.15 – Inuit Cultural Pursuit Leave – amend

Subject to operational requirements, leave with pay may be granted on very short notice, to a maximum of **three (3)** ~~two (2)~~ paid days per **calendar** year to an employee in order to engage in Inuit cultural pursuits, including but not limited to hunting, fishing or harvesting. Such leave shall not be unreasonably withheld.

Article 24 – Call Back Pay and Reporting Pay

24.03 – amend

Remote Assistance and Call Back

Employees who are required to provide professional services over the telephone, or through electronic communications (without returning to the workplace) shall be entitled to a minimum of 15 minutes' pay for a telephone call or electronic communication between 0700 hours and 2300 hours and 30 minutes' pay for a call received between 2300 hours and 0700 hours, at time and one-half times (1 ½) ~~his or her~~ **their** regular straight time hourly rate, or equivalent time in lieu, per telephone call or electronic communication, regardless of the duration of the telephone call or electronic communication. Any additional time spent on the telephone call or electronic communication over and above the initial minimum time shall be compensated at the same rate in fifteen (15) minute increments. The employee will complete a record of telephone calls or electronic communications on a form following the period of the telephone call or electronic communication. A telephone call or electronic communication received during a period for which one of the minimums is payable as a result of an earlier call will be treated for those purposes as a continuation of that earlier telephone call or electronic communication.

Article 25 – Standby Pay

25.05 – Remote Assistance and Standby – amend

Employees who are on standby and required to provide professional services over the telephone, or through electronic communications while on standby (without returning to the workplace) shall be entitled to receive, in addition to standby pay, a minimum of 15 minutes' pay for a telephone call or electronic communication received between 0700 hours and 2300 hours and 30 minutes' pay for a call received between 2300 hours and 0700 hours, at time and one-half times (1 ½) ~~his or her~~ **their** regular straight time hourly rate, or equivalent time in lieu, per telephone call or electronic communication, regardless of the duration of the telephone call or electronic communication. Any additional time spent on the telephone call or electronic communication over and above the initial minimum time shall be compensated at the same rate in fifteen (15) minute increments. The employee will complete a record of telephone calls or electronic communications on a form following the period of the telephone call or electronic communication. A telephone call or electronic communication received during a period for which one of the minimums is payable as a result of an earlier call will be treated for those purposes as a continuation of that earlier telephone call or electronic communication.

Article 33 – Clothing and Protective Equipment

33.01 & 41.01-41.04 – merge, amend article, amend title

Clothing and Protective Equipment and Protective Clothing Allowance

- 33.01 The Employer shall, **without unreasonable delay**, supply each employee to whom this Agreement applies with the necessary protective equipment as deemed required by the Employer for the performance of each employee's duties.
- 33.02 Where the Employer requires employees to use their own tools while performing their work, the Employer will replace worn or broken tools, provided such tools are presented to the Employer for replacement approval. The Employer has the discretion to replace lost or misplaced tools.
- 33.03 Where the Employer requires an employee to wear safety glasses, and the employee wears prescription glasses, the Employer agrees to pay the difference in cost for the safety lens over the normal prescription lens.

Protecting clothing allowance

~~41.01~~ **33.04** The Employer will **reimburse employees for the** ~~establish a list of preferred supplier(s) from whom the employees may purchase~~ of personal protective clothing, under the following conditions:

- (a) Employees will be provided with a list of personal protective clothing which is authorized for purchase; **and**
- (b) Employees may purchase authorized personal protective clothing not exceeding thirteen hundred dollars (\$1,300.00) annually (inclusive of GST and shipping), for the year running April 1st to March 31st the following year. **In the alternative, an employee may request that the Employer make the purchase(s) on the employee's behalf.**
- ~~(c) Purchases will be charged to the Employer's account with the supplier; and,~~
- ~~(d) With the approval of the Employer, an Employee may purchase authorized personal protective clothing from another supplier.~~

~~41.02~~ **33.05** Eligible employees are:

- (a) all Plant Superintendents, Plant Operators and Assistant Operators;
- (b) any other employee who the Employer considers eligible for the subsidy based on their work responsibilities.

~~41.03~~ **33.06** For the purposes of Article **33.05(b)** ~~41.02(b)~~, the Employer agrees to consult with the Union prior to adding employees to the eligibility list.

41.04 Receipts shall be submitted once annually for reimbursement between September 1st and August 31st.

Article 38 – Personal Harassment

38.01 – amend Article title and text

PERSONAL WORKPLACE HARASSMENT AND WORKPLACE VIOLENCE

The Employer is committed to promoting a work environment which is free from personal and sexual harassment, **as set out in the Employer’s policy. The Union and Employer recognize the right of employees to work in an environment free from all forms of workplace harassment and violence. The Union and Employer agree that workplace harassment and violence are unacceptable and will not be tolerated in the workplace.**

Professional Qualification

NEW Professional dues – add

Where an employee’s job description requires the employee to obtain and/or maintain a professional designation, the Employer shall reimburse the employee, upon proof of payment, for licensing membership dues and/or licensing membership fees required.

Appendix C - Rates of Pay for Apprentices

Rates of Pay – amend

Persons employed as apprentices in accordance with approved territorial or provincial apprenticeship programs shall be paid a percentage of the applicable journeyman rate of pay in accordance with the following provisions:

4-Year Apprenticeships

- a) on appointment and in the first six (6) months of the apprenticeship program, at a rate equivalent to sixty three percent (63%) of the journeyman rate.
- b) in the second six (6) months of the apprenticeship program, at a rate equivalent to sixty eight percent (68%) of the journeyman rate.
- c) in the second year of the apprenticeship program, at a rate equivalent to seventy three percent (73%) of the journeyman rate.
- d) in the third year of the apprenticeship program, at a rate equivalent to eighty three percent (83%) of the journeyman rate.

- e) in the fourth year of the apprenticeship program, at a rate equivalent to ninety three percent (93%) of the journeyperson rate.
- f) the Employer will pay the Apprentice while attending trade courses their current hourly rate of pay, however, the Apprentice will reimburse the Employer for any salary allowances received from the Territorial Government and the Federal Government or any other allowances in lieu of salary.

3-Year Apprenticeships -

- a) on appointment and in the first six (6) months of the apprenticeship program, at a rate equivalent to sixty eight percent (68%) of the journeyperson rate.
 - b) in the second six (6) months of the apprenticeship program, at a rate equivalent to seventy three percent (73%) of the journeyperson rate.
 - c) in the second year of the apprenticeship program, at a rate equivalent to eighty percent (80%) of the journeyperson rate.
 - d) in the third year of the apprenticeship program, at a rate equivalent to ninety percent (90%) of the journeyperson rate.
 - e) the Employer will pay the Apprentice while attending trade courses their current hourly rate of pay, however, the Apprentice will reimburse the Employer for any salary allowances received from the Territorial Government and the Federal Government or any other allowances in lieu of salary.
1. Successful apprentices who are offered a position within their community of enrolment upon completion of their apprenticeship program shall return to the Corporation and remain in the Corporation's employ for the period of one (1) year.

Should the Employee fail to complete this return service commitment, the Corporation may recover allowances paid to the Apprentice while attending apprenticeship courses, travel expenses to attend apprenticeship courses, living away from home allowances as well as book and other fees.

2. Successful apprentices who are offered a position outside of their community of enrolment upon completion of their apprenticeship program shall not be subject to the return service commitment highlighted in paragraph 1 above should they not be willing to relocate or accept the position offered. If the successful apprentice accepts the offered position, they shall be subject to the return service commitment.

Appendix E – Categories of Employees

Amend eligibility of Relief and Casual employees for Protective Clothing subsidy

Paragraph 2(b) – strike out

- (b) Relief employees will be entitled to the provisions of the Collective Agreement from their first day of employment, with the following exceptions:
- Article 13.03 and 13.04 – Leave General
 - Article 14 – Vacation Leave
 - Article 15 – Designated Paid Holidays
 - Article 17 – Special Leave
 - Article 18.07 – Travel Expenses – Illness of Employee or Dependent
 - Article 19 – Other Types of Leave and Paid Time Off
 - Article 20 – Severance Pay
 - Article 21.11 (c) – banking of lieu time
 - Article 28 – Lay-off
 - Article 29 – Probationary Period
 - Article 35.05 Joint Consultation
 - Article 32 – Insurance Plans
 - ~~Article 41 – Protective Clothing Subsidy~~
 - Article 46 – Job Evaluation Appeal
 - Appendix A-1 – Continuous Service Bonus
 - Appendix C – Rates of Pay for Apprentices

Paragraph 3(d) – strike out

- (d) Short Term Casual employees will be entitled to the provisions of the Collective Agreement with the following exceptions:
- 2.01 (c) “Continuous Service”
 - Article 13.03– Leave General
 - Article 14 – Vacation Leave
 - Article 19.07 – Travel Expenses – Illness of Employee or Dependent
 - Article 19.09 – Maternity Leave
 - Article 19.10 – Parental Leave without Pay
 - Article 19.13 – Deferred Salary Leave
 - Article 28 – Lay-off
 - Article 29 – Probationary Period
 - Article 32 – Insurance Plans
 - Article 34 – Employee Performance Review and Employee Files
 - Article 35.05 – Joint Consultation
 - ~~Article 41 – Protective Clothing Subsidy~~
 - Article 46 - Job Evaluation Appeal
 - Appendix A-1 – Continuous Service Bonus
 - Appendix C – Rates of Pay for Apprentices

LOU 1 Journeyperson: Lead Hand Allowance

Amend

1. Whenever a Journeyperson is not under direct supervision and is:
 - (a) working outside their headquarters worksite, and is part of a crew of two or more Journeypersons; or
 - (b) is working as part of a crew of four or more employees in their headquarters area (regardless of the number of such crews which may be working), the Employer shall designate one of the Journeyperson positions as Lead Hand.
2. The Lead Hand shall be paid an allowance **equivalent to 4.3% of the employee's straight time rate** for all hours worked.
3. For the purpose of clarity, no lead hand allowance is payable in respect of meter reading functions.

LOU 3 – Transportation to and from Work in Iqaluit

delete

LOU 7 – Social Justice Fund

amend

The Employer shall contribute one cent per hour worked to the PSAC Social Justice Fund and such contribution will be made for all hours worked by each employee in the bargaining unit. Contributions to the fund will be made quarterly, in the middle of the month immediately following completion of each calendar quarter year, and such contributions remitted to the PSAC National office. Contributions to the fund are to be utilized strictly for the purposes specified in the **Articles of Continuance** ~~Letter Patent~~ of the PSAC Social Justice Fund.

MOU 10 – Holiday Shutdown

Amend

During the life of this Memorandum, entitlement under Article 19.12 Winter Bonus Days is suspended.

All full time indeterminate, term or casual employees, except for employees employed in an Essential Service capacity as designated by the Employer, shall receive four (4) days of leave with

pay between Christmas Eve (December 24th) and New Year's Day on days which are not designated paid holidays or a day in lieu of a designated paid holiday falling on an employee's day of rest;

Such days shall be designated by the Employer as "Shutdown" days.

Where Christmas Eve (December 24th) falls on a Saturday or Sunday, the Friday immediately before Christmas Eve (December 24th) shall be one of the four (4) shutdown days;

Leave under this shutdown shall count as time worked and is pensionable;

If an Employee is designated to work on a Shutdown day, they shall be paid at straight time rates for regular hours and shall be granted equivalent leave with pay. Such leave shall be placed in the Statutory Leave bank as of January 1st of the following year and such banked time with pay will be liquidated in accordance with Article 14.06(c).

This Memorandum expires at 11:59:59 pm on December 31st, ~~2024~~, **2028** unless specifically renewed.

NEW Letter – Daily Vehicle Plug in Allowance

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.

Appendix "A"

Effective January 1, 2025:	12% (already issued per MOU)
Effective January 1, 2026:	2%
Effective January 1, 2027:	2%
Effective January 1, 2028:	2%

Appendix A1 – Continuous Service Bonus

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

*changes effective for CSB paid in 2026

Appendix A2 – Annual Location Allowance

The parties agree that the following language in Appendix A2 of the Collective Agreement remains in effect:

If during the term of this Agreement, the Government of Nunavut and the Nunavut Employees Union negotiate changes to the Nunavut Northern Allowance amounts in the Collective Agreement between the Government of Nunavut and the Nunavut Employees Union, the Location Allowance amounts in this Agreement will change.

The changes to the Location Allowances in this Agreement shall be the same and shall take effect on the same date as the changes in the Collective Agreement between the Government of Nunavut and the Nunavut Employees Union.

New rates:

Communities	Northern Allowance	Effective Jan. 1, 2026 (+2%)	Effective Jan. 1, 2027 (+3%)
Arviat	\$ 22,178	\$ 22,622	\$ 23,300
Baker Lake	\$ 24,281	\$ 24,767	\$ 25,510
Chesterfield Inlet	\$ 23,516	\$ 23,986	\$ 24,706
Coral Harbour	\$ 24,747	\$ 25,242	\$ 25,999
Rankin Inlet	\$ 18,517	\$ 18,887	\$ 19,454
Nauyasat	\$ 24,317	\$ 24,803	\$ 25,547
Whale Cove	\$ 21,564	\$ 21,995	\$ 22,655
Arctic Bay	\$ 29,922	\$ 30,520	\$ 31,436
Kinngait	\$ 24,192	\$ 24,676	\$ 25,416
Clyde River	\$ 28,169	\$ 28,732	\$ 29,594
Grise Fiord	\$ 43,588	\$ 44,460	\$ 45,794
Sanirajak	\$ 25,453	\$ 25,962	\$ 26,741
Igloodik	\$ 26,437	\$ 26,966	\$ 27,775
Iqaluit	\$ 16,008	\$ 16,328	\$ 16,818
Kimmirut	\$ 23,047	\$ 23,508	\$ 24,213
Pangnirtung	\$ 24,054	\$ 24,535	\$ 25,271
Pond Inlet	\$ 28,577	\$ 29,149	\$ 30,023
Qikiqtarjuaq	\$ 25,143	\$ 25,646	\$ 26,415
Resolute Bay	\$ 33,043	\$ 33,704	\$ 34,715
Sanikiluaq	\$ 23,673	\$ 24,146	\$ 24,871
Cambridge Bay	\$ 20,891	\$ 21,309	\$ 21,948
Gjoa Haven	\$ 26,345	\$ 26,872	\$ 27,678
Kugaaruk	\$ 27,465	\$ 28,014	\$ 28,855
Kugluktuk	\$ 22,042	\$ 22,483	\$ 23,157
Taloyoak	\$ 30,424	\$ 31,032	\$ 31,963

General changes

The parties agree to change “fiscal year” to “calendar year” throughout the agreement.

SIGNOFF SHEET #1

Article 2 – Interpretation and Definitions

2.01(q)(ii) – amend

“weekly rate of pay” means ~~and~~ an employee’s daily rate of pay multiplied by five (5);

article 15 – designated paid holidays

15.01 (xx) – add and consequential re-lettering

(xx) National Day for Truth and Reconciliation

article 18 – sick leave

18.07 (b)(iii) and (f) – amend spelling

“~~dependent~~” “dependant”

Article 19 – other types of leave and paid time off

19.01(b)(i) – amend

in or under the authority of a court of justice ~~or before a grand jury~~

19.02 – amend

An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Employer where it is determined by the territorial Workers’ Compensation Board that they are is unable to perform their duties because of:

SIGNOFF SHEET #2

ARTICLE 31 – SAFETY AND HEALTH

31.01-31.11 – amend

31.01 The Employer shall continue to make all reasonable provisions for the occupational safety and health of employees, including the appointment of ~~safety officers~~ **Joint Occupational Health and Safety Committee (JOHSC) members**, who shall retain their existing duties and powers. The Employer will entertain suggestions on the subject from the Union and the parties shall undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

31.02

- (a) The Employer and the Union agree to continue existing ~~health and safety committees~~ **Joint Occupational Health and Safety Committee** . The Employer shall, for each ~~work place~~ **workplace** controlled by the Employer at which twenty (20) or more employees are normally employed, ~~establish a safety and health committee~~ **ensure that there are** consisting of at least two (2) persons, one (1) of whom is an employee or ~~on the JOHSC~~, where the committee consists of more than two (2) persons, at least half (1/2) of whom are employees who:
 - (i) do not exercise managerial functions; and
 - (ii) have been selected by the Union.
- (b) The following provisions will apply to the ~~health and safety committees~~ **JOHSC:**
 - (i) Powers of Committee
 - A ~~safety and health committee~~ JOHSC:**
 - (a) shall receive, consider and expeditiously dispose of complaints relating to the safety and health of the employees represented by the ~~JOHSC committee~~;
 - (b) shall maintain records pertaining to the disposition of complaints relating to the safety and health of the employees represented by the ~~JOHSC committee~~;

- (c) shall co-operate with any occupational health service established to serve the ~~workplace~~ **workplace**;
- (d) may establish and promote safety and health programs for the education of the employees represented by the **JOHSC committee**;
- (e) shall participate in all inquiries and investigations pertaining to occupational safety and health including such consultations as may be necessary with persons who are professionally or technically qualified to advise the committee on such matters;
- (f) may develop, establish and maintain programs, measures and procedures for the protection or improvement of the safety and health of employees;
- (g) shall monitor on a regular basis programs, measures and procedures related to the safety and health of employees;
- (h) shall ensure that adequate records are kept on work ~~incidents~~ **accidents**, injuries and health hazards and shall monitor data relating to such ~~accidents~~ **incidents**, injuries and hazards on a regular basis;
- (i) shall co-operate with ~~safety officers~~ **Workers' Safety and Compensation Commission (WSCC) Safety Officers**;
- (j) may request from an employer such information as the **JOHSC committee** considers necessary to identify existing or potential hazards with respect to materials, processes or equipment in the ~~work place~~ **workplace**; and
- (k) shall have full access to all government and employer reports relating to the safety and health of the employees represented by the **JOHSC committee** but shall not have access to the medical or **disciplinary** records of any person except with the consent of that person.

(ii) Records

~~The JOHSC A safety and health committee~~ shall keep accurate records of all matters that come before it pursuant to subsection (i) and shall keep minutes of its meetings and shall make such minutes and records available to a safety officer on their request.

(iii) Meetings of Committee

~~A safety and health committee~~ **The JOHSC** shall meet during regular working hours ~~at least once each month~~ **quarterly** and, where meetings are required on an urgent basis as a result of an

emergency or other special circumstance, the committee shall meet as required whether or not during regular working hours.

(iv) Payment of Wages

A member of **JOHSC** is entitled to such time from their work as is necessary to attend meetings or to carry out any other functions as a member of the **JOHSC** committee, and any time spent by the member while carrying out any of their functions as a member of the **JOHSC** committee shall, for the purpose of calculating wages owing to them, be deemed to have been spent at their work.

(v) Limitation of Liability

No member of a ~~the **JOHSC** safety and health committee~~ is personally liable for anything done or omitted to be done by them in good faith under the purported authority of this section or any regulations made under this section.

(vi) The Employer shall post and keep posted the names and work locations of all the members of the ~~**JOHSC** safety and health committee~~ established for the ~~work place~~ workplace controlled by the Employer in a conspicuous place or places where they are likely to come to the attention of employees.

(vii) The Corporation shall respond to written recommendations made by ~~the **JOHSC** a safety and health committee~~. The Corporation's response shall be in writing and shall be made not later than ninety (90) days after the ~~**JOHSC's** safety and health committee's~~ recommendations have been received.

(c) The Employer and the Union agree to continue appointments of existing safety and health representatives.

(i) The Employer shall, for each ~~work place~~ workplace controlled by the Employer at which five or more employees are normally employed and for which no safety and health committee has been established, appoint the person selected pursuant to subsection (ii) as the safety and health representative for that work place.

(ii) The employees at a work place referred to in subsection (i) who do not exercise managerial functions shall, or, where those employees are represented by a trade union, the trade union shall, in consultation with any employees who are not so represented, select from among those employees a person to be appointed as the safety and health representative of that work place and shall advise the Employer in writing of the name of the person so selected.

- (d) The following provisions will apply to the safety and health representatives:
- (i) Powers of representative
A safety and health representative:
 - (a) shall receive, consider and expeditiously dispose of complaints relating to the safety and health of the employees represented by the representative;
 - (b) shall participate in all inquiries and investigations pertaining to occupational safety and health, including such consultations as may be necessary with persons who are professionally technically qualified to advise the representative on such matters;
 - (c) shall monitor on a regular basis, programs, measures and procedures related to the safety and health of employees;
 - (d) shall ensure that adequate records are kept on work ~~incidents accidents~~, injuries and health hazards, and shall monitor data relating to such ~~incidents accidents~~, injuries and hazards on a regular basis;
 - (e) may request from the Employer such information as the representative considers necessary to identify existing or potential hazards with respect to materials, processes or equipment in the work place; and
 - (f) shall have full access to all government and employer reports relating to safety and health of the employees represented by the representative, but shall not have access to the medical or **disciplinary** records of any person except with the consent of that person.
 - (ii) Payment of Wages
A safety and health representative is entitled to such time from work as is necessary to attend meetings or to carry out any other function as a safety and health representative of the ~~committee~~ **JOHSC** and any time spent by the safety and health representative while carrying out their functions as a safety and health representative of the committee shall, for the purpose of calculating wages owing to them, be deemed to have been spent at work.
 - (iii) Limitation of Liability
No safety and health representative is personally liable for anything done or omitted to be done by them in good faith under the purported authority of this section.

(iv) Posting of Name and Work Location

An Employer shall post and keep posted, in a conspicuous place or places where it is likely to come to the attention of employees, the name and work location of the safety and health representative appointed for the work place controlled by the Employer.

- 31.03 The Employer shall make every reasonable effort to refrain from assigning unnecessary outside work to an employee when extremely adverse outside weather conditions prevail.
- 31.04 For the purpose of the foregoing section, unnecessary work shall be taken to mean not requiring immediate attention to duties requiring outside work relating to the construction, maintenance, installation, repair of power and plant facilities, sewage and water treatment facilities, the postponement of which could result in or might cause hazards or danger to the Employer's facilities or hazards, dangers, or discomfort to users of the Employer's services.
- 31.05 The Employer and the Union agree to encourage the employees to work in a safe manner and the employees shall observe the safety and health rules and practices established by the Employer. Employees failing to abide by safety rules and regulations may be subject to disciplinary action.
- 31.06 Where the Employer requires an employee to undergo a specific medical, hearing or vision examination by a designated qualified medical practitioner, the examination will be conducted at no expense to the employee. The employee shall, upon written request be able to obtain results of all specific medical, hearing or vision examinations conducted. Employees shall authorize that the requested specific medical, hearing or vision examination information be supplied to the Employer with the understanding that such information shall be maintained in a confidential manner in the ~~Personnel Department~~ **Human Resources and Health Safety and Environment Department**. Employees shall not refuse to take such medical, hearing or vision examinations.
- 31.07 Employees shall as soon as practical report all personal injuries and/or **incidents** ~~accidents~~, which occur on the job, to their immediate or designated supervisor. As deemed necessary, such **incidents** ~~accidents~~ shall be jointly investigated by one member from management and one employee. Where practical, such members shall be from ~~joint health and safety committees~~ **the JOHSC**.
- 31.08 Employees who are required to attend first aid and safety training courses shall be granted time off with pay for such training. The Employer shall pay for such course fees and tuition.

31.09 Transportation of Injured Workers

The Employer shall provide, at no expense to the employee, appropriate transportation to the nearest physician or medical facility and from there to their home or place of work depending on the decision of the attending physician, when such services are immediately required for an employee as a result of injury or serious ailment occurring in the work place.

31.10 Right to Refuse Unsafe Dangerous Work

An employee shall have the right to refuse to work in a dangerous situation.

- (a) "Danger" means any hazard or condition that could reasonably be expected to cause injury or illness to an employee, or other persons exposed thereto, before the hazard or condition can be corrected.
- (b) An employee may refuse to do any particular act or series of acts at work which they have reasonable grounds to believe are dangerous to their health or safety, or the health and safety of any other employee, at the place of employment, until sufficient steps have been taken to satisfy them otherwise, or until the Health, Safety and Environment Representative, or their designate, has investigated the matter and advised them otherwise.
- (c) The Employer shall not assign another employee to do the work assignment until a Union member and an Employer member of the safety committee have investigated the situation and deemed it to be safe.

31.11 The Right to Know

The Employer shall identify in writing new or presently used chemicals, substances or equipment present in the work area including hazards, precautions and antidotes or procedures to be followed following exposure.

SIGNED ON THIS 24th DAY OF SEPTEMBER 2025

On behalf of QEC

On behalf of PSAC

