



Bargaining Communiqué

**to PSAC / NEU / Local 7 Members Working
at the Qulliq Energy Corporation (QEC)**

No Deal!

(or "How the Grinch Stole Christmas")

December 12, 2014 – Local 007 Bargaining Team met with the Employer's bargaining committee this week with the assistance of labor mediator, Colin Taylor, in an attempt to reach a deal in contract negotiations.

From the outset of bargaining earlier this year the Union has been fighting back against the Employer who has tabled concessions. This has made progress in reaching a deal doubly difficult. The Employer has now moved off those concessions in their last offer to the Union, although the concessions are not completely gone unless a deal is reached.

The Union made significant moves in an attempt to reach a deal, and considered very carefully the counsels of the Mediator to get into a position to achieve a deal. However, the Employer did not and would not table a fair and acceptable offer. From the beginning the Employer has continued to offer wage increases significantly below market and most collective agreements.

The following are the outstanding issues:

Wages & Term: The Employer is offering a 4-year contract with the following wage increases, January 1, 2014 – 2%, January 1, 2015 – 1%, January 1, 2016 – 1%, January 1, 2017 – 2%.

This is totally unacceptable to your Bargaining Team. We need sufficient increases to offset the effects of inflation. Employees deserve fair wages.

To a fair and acceptable wage increase: **the Employer says No!**

Bereavement Leave: The Union's position is to take the existing bereavement leave and separate it from Special Leave, so when needed there will be no charge against your special leave credits. In your collective agreement you

already receive 33% less special leave credits than an employee in the Government.

We want the Employer to offer bereavement leave to employees in this most emotional and stressful period a person will go through.

To bereavement leave: **the Employer says No!**

Location Allowance: The Employer proposes to change the location allowances if and when the Nunavut Northern Allowance is changed in the Government of Nunavut collective agreement with the NEU. However, in the unlikely event that a community allowance is reduced, we want existing employees to be protected from a reduction (i.e. they would be red-circled.) The Employer would not address our concern.

To protecting affected employees: **the Employer says No!**

Contracting Out: The Union has major concerns that the Employer does not advise or consult the Union on contracting out which affects its employees. The Union proposed to simply add one word to require the Employer to “**meaningfully** consult with the Union.”

To positive labor relations / meaningful consultations: **the Employer says No!**

Policy on Credit for Prior Experience: To ensure at least some measure of transparency and consistency when newly hired or promoted employees are placed on the pay grid, the Union proposed that the Employer develop a policy to cover this matter.

To transparency and consistency: **the Employer says No!**

While the Union remains open to receiving a fair and acceptable offer from the Employer, it seems clear to get a deal Action is Needed. A Strategy Committee will be meeting to consult on action to be taken. Brian Lockwood, President Local 007, from the Bargaining Team, as well as Bill Fennell, President of the NEU, will be on the Strategy Committee.

Please note: the current contract expired December 31, 2013, but its provisions still remain in effect at this time.

Please watch for further announcements!

In Solidarity,
Local 007 Bargaining Team:

Brian Lockwood, President Local 007
Lisa Kirk, Secretary/Treasurer Local 007
André Otokiak, Committee Member
Darren Penney, Committee Member

Bill Fennell, President, NEU
Doug Workman, Consultant
Stephen Bedingfield, Negotiator