

GOVERNMENT OF NUNAVUT (GN) BARGAINING UPDATE TO DECEMBER 2018

The current Government of Nunavut Collective Agreement (CA) expired on September 30, 2018. A Bargaining Conference was held in early October to review the submissions and proposals put forth by GN NEU Members. At that meeting, the Bargaining Conference Delegates (elected by their fellow NEU Members) voted a Bargaining Team to represent all GN Members during the bargaining process. The Bargaining Team is met in early December to finalize the submissions and proposals reviewed at the Bargaining Conference in October.

The NEU is waiting to hear from GN representatives so that dates can be set to begin the bargaining process. Please check www.neu.ca or your email for updates regarding the GN CA Bargaining Process.

The NEU Executive would like to thank all Members who have participated in the process so far by either putting forth a submission or proposal, voting for/nominating the Bargaining Conference Delegates, being a Delegate and/or for accepting the responsibility of being a Member of the Bargaining Team (see below right).

**The Nunavut
Employees Union
(NEU) Working for those
that make
Nunavut work**

**Building #165, Nipisa Street
PO Box 869
Iqaluit NU X0A 0H0
phone: 867.979.4209
fax: 867.979.4522
toll free: 877.243.4424**

Nunavut Employees Union



Syndicat des employé-e-s du Nunavut

This publication is produced by the Nunavut Employees Union (NEU) for the purpose of informing NEU Members with news, updates and/or other items related to their NEU Membership. This publication does not seek to offer legal or other advice. NEU Members with specific inquires or concerns related to their employment or workplaces are encouraged to contact the NEU as soon as they can.

The Holidays Season is Coming Soon:

First, with that in mind, the NEU would like to wish you a safe and happy holiday wherever you find yourself.

If you are planning a trip, do not forget to check www.neu.ca for information on NEU Member discounts with Avis Canada (car rentals), Delta Hotels and flights with Calm Air and Canadian North.

Visit www.neu.ca, select "Members" from the top of the page and then "Benefits for Members" from the drop-down box.

NEU Offices will be closed from Monday December 24, 2018 until the morning of Wednesday January 2, 2019.

We are aware that issues may arise over the holidays, so closer to the closure dates, information will be posted to www.neu.ca to allow Members to contact a Service Officer in case of an emergency situation during the holidays.

The NEU and Facebook: The NEU has a Facebook page (which we mentioned in the previous newsletter). What we did not mention is that Local 003 ([nunavut employees union local 003](#)) Local 005 ([neu local-five](#)) for GN Members in Baffin both have Facebook pages of their own.

For all Members living in Gjoa Haven (Local 002) a Facebook page is coming soon for this Local.

Watch your emails from communications@neu.ca for the launch date.

YOUR GN BARGAINING TEAM:

The NEU would like to thank the following Members for accepting the responsibility of forming the GN Bargaining Team: Simon Doiron (Rankin Inlet); Linda Hunter (Gjoa Haven); Ruth Kaluraq (Baker Lake); Jennifer Pearce (Iqaluit); Abraham Qammaniq (Hall Beach); and Rick Roberts (Iqaluit). In case any of these Members are unavailable when the dates are set, the following Members were elected as alternates (in order of votes received): Noel Collins (Iqaluit); Paul Piqiqnak (Gjoa Haven); John Vander Velde (Iqaluit); Donald Moors (Arviat) and Joshua Doyle (Cambridge Bay).



Page 1 of 2

THE IMPORTANCE OF WORKPLACE HEALTH AND SAFETY TO YOU



Note: GN and Qulliq Energy Corporation (QEC) employees

fall under Territorial jurisdiction for workplace health and safety. The points below are taken from the Canadian Labour Code and apply to municipal workers in Nunavut.

No one knows a workplace better than the people who work in it, so Part II of the Canada Labour Code gives the workplace parties - the employees and employers - a strong role in identifying and resolving health and safety concerns. The provisions of the Code are designed to strengthen employers' and employees' self-reliance in dealing with occupational health and safety issues and thereby making workplaces safer.

As an employee, you have a key role to play in preventing work-related injuries and diseases. First, you have to be careful and take the necessary precautions to ensure your own health and safety and that of any colleagues who may be affected by your work or activities.

⇒you enjoy rights under the Code: the right to know, the right to participate and the right to refuse dangerous work.

⇒In addition, you are given the right to have access to government or employer reports related to the health and safety of employees through your policy health and safety committee, workplace health and safety committee or health and safety representative.

Source: www.canada.ca

The words *workplace health and safety* are something you will often see in newspaper articles or other media reports.

Unfortunately, you often see these words after an accident or an injury has occurred in a workplace. At the NEU, we use these words as a preventative term.

That is why we encourage all NEU Members to participate in health and safety committees at their workplaces.

Health and safety committees are about the *health and safety* of yourself and your co-workers.

In Nunavut, employers are required to establish a Committee "at a work site where 20 or more workers work or are likely to work for more than 90 days." Further, "if fewer than 20 workers work at a work site and there is no Committee, each employer shall designate not less than one worker as the occupational health and safety representative for the workers."*

These regulations are established with your benefit in mind and are designed to make sure that employees have a say in workplace health and safety.

However, regulations can

sometimes be viewed as mere words or terms and 'not my problem or concern'.

We encourage all Members to find out more about their Committee or Representative(s). In finding out more, if you discover that Committees or positions are not fully 'staffed' we would ask you to step up in the name of your safety and the safety of your co-workers.

Speak to your manager or human resources department/ representative to see how you can make sure that your workplace is actively healthy and safe.

You have the right - and perhaps the duty - to inquire about workplace health and safety at your workplace.

If you have any issues in finding information or how you can participate, please contact the NEU immediately.

This is not about your employer, this is about your safety and the safety of your co-workers. Safety matters are about you.

*Source: Workers' Safety & Compensation Committee (WSCC) Codes of Practice: Northwest Territories & Nunavut www.wsccl.nt.ca

Workplace Health and Safety Matters: Whether it is because they care about their employees, or being cynical, their bottom lines, health and safety matters to employers. Workplace injuries and associated losses in productivity and absences are in nobody's interest, especially the injured worker. In Nunavut and the NWT there was a seven percent decrease in the time-loss injury rate between 2013 to 2015 and the rate reported in 2016 (University of Regina). The NEU is asking Members to do their part in ensuring that this stat continues its downward trend by participating in workplace health and safety where they work. If safety matters to employers, it needs to matter to NEU Members as well.

