



Summary of Outstanding Issues Related to Collective Bargaining Between the Government of the Northwest Territories and Union of Northern Workers

The GNWT is committed to reaching a collective agreement that meets the interests of both parties through the bargaining process. The information presented on the following page is intended to provide a summary of the outstanding major issues in the negotiations between the GNWT and Union of Northern Workers (UNW).

Full details on the GNWT and UNW proposals can be found at: <http://www.hr.gov.nt.ca/bargaining>.

A Note on the GNWT's fiscal reality

The GNWT is going through a period of stagnant revenue. Over the first three years of the 18th Assembly, revenues have declined by \$84 million. Over that same period short term debt is forecast to increase by \$56 million as spending has exceeded revenue. Accumulated short-term debt is forecast to be slightly over \$300 million at the end of 2018-19.

The UNW's monetary proposals would add an additional \$41.9 million in on-going expenditures for 2018-19. It would also, without changing GNWT's programs and services, add over \$75 million to the GNWT debt by the end of 2018-19 once retroactive payments would be made. This estimate does not include the cost related to providing the same increases to non-unionized employees, as is the typical practice.

Issue	UNW Position	GNWT Position
1. Pay Schedules	• April 1, 2016 – 3% • April 1, 2017 – 3% • April 1, 2018 – 3%	• April 1, 2016 – 0% • April 1, 2017 – 0% • April 1, 2018 – 1.0% • April 1, 2019 – 1.1%
2. Duration and Renewal	• 3 years	• 4 years
3. Northern Allowance	• Effective April 1, 2016 – new \$500 Environmental component – methodology to be discussed	• Effective April 1, 2018 – new \$250 Environmental component – methodology to be the same as applied to Cost of Living component in current Northern Allowance
4. Layoffs	• The GNWT to provide six months’ notice to UNW before any layoff, followed by consultation with UNW to discuss alternatives to reductions. • Reductions to be sought first through attrition, then early retirement, and voluntary separation. • Layoff to be in reverse order of seniority within employee’s classification in the following order: - o <i>Students</i> - o <i>Casual employees</i> - o <i>Term employees</i> - o <i>Relief employees</i> - o <i>Part-time indeterminate employees</i> - o <i>Full-time indeterminate employees</i> • Laid off employees will be on a recall list for two years and recalled in order of seniority. • No new employees shall be hired while any employees are on a recall list.	• The GNWT to enhance the already extensive layoff provisions of the collective agreement by adding a Letter of Understanding regarding Voluntary Separation in Cases of Elimination of Position to include: - o <i>Voluntary Separation- prior to notice of layoff, employees in positions contemplated for elimination will be advised of their ability to request Voluntary Separation. Voluntary Separation currently allows for severance pay based on years of continuous service.</i> - o <i>If more employees request Voluntary Separation than the number of positions contemplated for elimination, length of service will be the deciding factor in determining which employee(s) will receive Voluntary Separation.</i> - o <i>Bridging provisions for unreduced pension - An employee who receives Voluntary Separation and who is within 6 months of the termination date due to lay-off, would be eligible to seek a waiver for unreduced pension.</i> • As part of the GNWT’s fiscal strategy, there were 142 unionized positions eliminated over the past two years, resulting in 72 unionized employees receiving affected notices. Through the staff retention processes set out in the collective agreement, policies, and efforts of all involved, only 16 employees were laid off. The current system is working effectively.

Issue	UNW Position	GNWT Position
5. Term Employees	Convert term employees to indeterminate status after 24 months in any particular board, department or agency.	Convert term employees to indeterminate employment status after 36 months in the same position.
6. Contracting Out	No contracting out of bargaining unit work.	The GNWT must retain ability to contract out. In 2009 the Auditor General review of the GNWT's contracting policy said "using contracts helps the government deliver its programs and services effectively and efficiently to meet its objectives."
7. Employee Performance Review and Files	No supervisor shall enter data into the e-performance system on behalf of an employee.	A supervisor shall not add any comments on behalf of the employee, without the employee's consent.
8. Ultimate Removal	- Increase the period to relocate from 18 months from the end of employee's employment to 24 months. - Remove language limiting one ultimate removal payment per family unit.	- A period of 18 months to relocate after the ending of employment is reasonable. - The GNWT does not agree with changing the limit of one ultimate removal payment per family unit.
9. A10 - Health Care Professional Development Initiative	Include the Professional Development Initiative (PDI) program in the collective agreement at its current funding level.	The PDI program does not form part of the collective agreement and the GNWT must retain its managerial right to budget the program's funding levels.

Issue	UNW Position	GNWT Position
10. Relief Employees	• The UNW has indicated it is not interested in discussing the GNWT's proposal to amend the definition of relief employees. • The UNW has indicated it would agree to deemed termination of employment if a relief employee has not accepted work over a 3 year period, if the GNWT withdraws all of its other proposals regarding relief employees.	• The GNWT proposed amending the definition of relief employees to allow the use of relief employees across all departments. • The GNWT will consider amending its proposal to reflect the long-standing practice of employing relief employees in facilities that operate on a daily basis, once the UNW confirms its position on the GNWT's ability to continue its long-standing practice of employing casual employees scheduled to work on an as-and-when needed basis. • In response to concerns expressed by the UNW regarding the size and management of the relief employee list, the GNWT proposed deemed termination of employment if the relief employee does not accept work over 6 months period or after 12 months where no work is available. • The GNWT also proposed the ability to hire relief employees on a term basis to replace indeterminate relief employees on extended leave or to fill short term needs.

Issue	UNW Position	GNWT Position
11. Mental Health	The UNW responded to the GNWT's proposal with proposing that joint steering and technical committees be established and that the National Standard for Psychological Health and Safety in the Workplace should be implemented as the minimum standard.	- The GNWT proposed a Memorandum of Understanding that would allow the GNWT and the UNW to work together to identify and implement practices that support and promote mental health. - The GNWT proposes the establishment of an joint committee that would: <i>Identify ways of reducing and eliminating the stigma too often associated with mental health issues;</i> <i>Identify ways to better communicate the issues of mental health challenges in the workplace and existing tools available to support employees;</i> <i>Consider the unique challenges and barriers that impact mental health and services to employees of the GNWT, including the vast geographic area, small remote communities, diverse cultures and the impact of Residential School experience on survivors, their families and communities; and</i> <i>Review practices, standards, and guidelines for psychological health and safety implemented by other jurisdictions and employers and implement elements that assist in promoting psychological healthy and safe workplaces.</i>
12. Relocation & Education Leave – Return of Service	Will agree to the GNWT's proposal if it withdraws its relief employee proposals and amends its proposal to include no repayment of relocation or education leave benefits if employee is rejected on probation or is terminated.	- The GNWT proposed that employees must agree to stay in the employ of the GNWT for at least 1 year in order to receive relocation expenses on initial appointment, and must return to work with the Public Service in the NWT for a period equal to their Education Leave. - Should an employee not fulfill their return of service commitment, except for reasons of death, disability, lay-off, or rejection on probation for non-culpable reasons, they must repay the amount received on a pro-rated basis.

Issue	UNW Position	GNWT Position
13. Social Justice Fund	GNWT to make matching contribution of 2 cents per hour for all hours worked.	While the UNW's work related to their Social Justice Fund supports important projects, the GNWT believes that on-going incremental funding initiatives should be to the benefit of NWT residents.

Note: The above summarizes the major outstanding collective bargaining issues. In material distributed by the UNW an additional issue was identified as unresolved. The GNWT believes the parties have agreed on this matter:

- The GNWT has agreed that for College Educators there will be overtime at 1.5 for any hours in excess of 1000 hours a year for Adult Educators and that there will be an increase in Professional Development from \$750 per year to \$1500 per year.