



December 21, 2017

File: 2122.10.18-3

TO: ALL PSAC/NEU MEMBERS AT THE IQALUIT HOUSING AUTHORITY
RE: BARGAINING UPDATE – TENTATIVE AGREEMENT REACHED

A tentative agreement on behalf of PSAC/NEU members working for the Iqaluit Housing Authority was reached on December 21, 2017. The new agreement is for three years, and will expire on June 30, 2020.

This letter is being provided as an update to what has been going on this week at the bargaining table. You will receive more information at the ratification vote meeting to be held after the holidays.

This was a difficult negotiation. There were no easy choices.

The employer was unwavering in telling us that the Housing Authority continues to face significant funding difficulties.

While your bargaining team listened to those concerns from the employer, we were determined to protect the financial security of our members.

In the end your bargaining team concluded that the tentative agreement you will be voting on was the best deal possible at this time.

This is why your bargaining team is recommending ratification of this tentative agreement.

Unless otherwise specified, the proposed changes would become effective the date the new collective agreement is ratified.

As you will see, the Union and management have agreed on a number of changes to the collective agreement. The most important changes are:

1. Economic increases:

July 1, 2017	1.25%
July 1, 2018	1.25%
July 1, 2019	1.5%

2. Vacation Travel Assistance (VTA)

Vacation Travel Assistance will be set at \$2300 for each employee, spouse or partner, and dependent (up to two dependents). While some receipts for travel will still be required with your VTA application, employees who chose to use their VTA to travel on the land will no longer be treated differently from people who travel by air. In addition, employees will no longer be required to prove that their spouse does not receive a similar benefit from employment elsewhere.

3. Settlement Allowance

Settlement Allowance will be increased to \$7500 per year.

4. Housing & Utilities Allowance

The Housing & Utilities Allowances will be increased for the first time since 2005, by a total of \$50 per month.

5. Standby Pay

Standby Pay will be increased by \$3 per day, to \$24 on weekdays, \$34 on Saturdays and \$42 on Sundays and holidays.

6. Maternity and Parental Leave

This language has been changed to reflect the most recent changes to Employment Insurance benefits for Maternity and Parental Leave, including the choice of taking a combined total of 18 months of maternity and parental leave instead of 12.

7. Compensatory Leave

Employees will be able to bank up to fifteen (15) days of compensatory leave (lieu time), up from 10 days. Importantly, this leave bank will be refillable as time as used, and may be carried over to the following year.

These are not all of the changes that we have agreed to, and you will get a chance to review the final document you will receive for all of the details before you vote on this agreement.

Your bargaining team of Chris Elliot, Ina Tikivik and Daniel Kinsella, PSAC Negotiator, unanimously recommend acceptance of this tentative agreement.

If a majority of those voting ratifies this tentative agreement, your bargaining team will sign a new collective agreement with the Iqaluit Housing Authority. All Union members are encouraged to attend the ratification meeting and vote.

The Ratification Vote Meeting will be scheduled after the new year to ensure that as many members as possible will be able to vote.

The Bargaining Team and a representative from the PSAC will be at the meeting to explain the changes and answer any questions before the vote.

In solidarity,

Jack Bourassa, REVP North

Cc: Bill Fennell, President, Nunavut Employees Union
Holmann Richard, Regional Coordinator – North
Marija Babic, Regional Representative - Iqaluit