



January 10, 2018

File: 2122.N0006-3

**TO: ALL UNW/PSAC MEMBERS AT NUNA CONTRACTING LTD**

**RE: RATIFICATION OF TENTATIVE AGREEMENT**

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A tentative agreement on behalf of UNW/PSAC members working for Nuna Contracting Ltd was reached on January 10, 2018. The new agreement is for eighteen months, and will expire on September 30, 2018.

As you will see, this short agreement effectively rolls over the existing agreement in recognition of the impending award of the Main Construction Management (MCM) contract at the Giant Mine Remediation Project. As a result, you will not see many changes.

Unless otherwise specified, the proposed changes would become effective the date the new collective agreement is ratified. Current collective agreement articles or clauses not mentioned in the attached document would be renewed without change.

The exact changes to the collective agreement are attached. The most important changes are:

**1. Economic increases:**

April 1, 2017	2%
April 1, 2018	1%

**2. Safety Boot Allowance:**

Every employee who is required to wear CSA-approved safety boots will be reimbursed up to a maximum of \$200 once every twenty-four months. Employees will be required to leave these boots at the worksite.

### 3. Pay Stubs

Employees will no longer receive pay statements by mail, but will have electronic access to them. Any employee may request assistance from the employer to obtain and print their pay stub.

### 4. Benefits Plan

We have agreed to language which more clearly reflects the existing benefits plan. The employer has agreed to provide information sessions in the near future to educate employees on the benefits plan and your entitlements.

### 5. Leave Requests

We have added language to clarify what may happen with respect to the benefits plan if an employee requests leave under Article 21.04. We agreed to this change primarily to remind employees and that they have the right to request additional leave under the collective agreement, with a reasonable expectation that it will be approved.

These are not all of the changes that we have agreed to, so please review the attached document for all of the details before you vote on this agreement.

Your bargaining team of Alex Mikus, Mardie Graham and Daniel Kinsella, PSAC Negotiator, unanimously recommend acceptance of this tentative agreement.

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

The **Ratification Vote Meeting** has been scheduled for:

Date: Thursday, January 10, 2018  
Time: 2:30 pm  
Location: Giant Mine Site Office Building

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: Todd Parsons, President, Union of Northern Workers  
National Board of Directors  
Directors' Team  
Liam McCarthy, Coordinator, Negotiations Section  
Susan O'Reilly, A/Coordinator, Representation Section  
Jonathan Choquette, A/Coordinator, Communications Section  
David-Alexandre Leblanc, Sr Research Officer, Negotiations Section  
Negotiations Section  
Patricia Harewood, Legal Officer  
Margaret Barry, Administrative Assistant to Legal Officer  
Holmann Richard, Regional Coordinator – North  
Kim Bailey, Regional Representative  
Micheline Labelle-Jackman, Supervisor, Membership Administration  
Dale Robinson, Strike Mobilization Project Officer  
Ratification Kit Binder (Negotiations Section)