



December 14, 2017

File: 2122.12.01-3

**TO: ALL PSAC/NEU MEMBERS AT THE CITY OF IQALUIT**

**RE: RATIFICATION OF TENTATIVE AGREEMENT**

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A tentative agreement on behalf of PSAC/NEU members working for the Municipal Corporation of Iqaluit was reached on December 13, 2017. The new agreement is for four years, and will expire on December 31, 2019. As you know, the current agreement expired on December 31, 2015, nearly two years ago.

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.

This was a long, hard-fought negotiation. There were no easy fixes.

You will recall from the letter you received in March 2016 with your paystub that the employer was looking for a huge number of concessions and major cuts to the pay and benefits of union members in every level and position, including casuals.

You will also remember that we burned those letters outside City Hall.

The employer told us that they needed these concessions because of the fiscal difficulties the City was facing.

While your bargaining team tried to listen to those concerns from the employer, we were far more determined to protect the financial security of our members – all of our members, including the lowest paid casual members who faced the highest cuts to their wages and benefits.

Your bargaining team pushed back at every step. In the end – at the last minute of federal mediation, and following an emergency meeting of City Council – your bargaining team concluded that the tentative agreement you are voting on was the best deal possible at this time.

The financial state the City of Iqaluit forced your bargaining team to make difficult choices. The employer made it clear that too many of our members would suffer through layoffs or pay cuts if we could not make some compromises. The challenge for your bargaining team was to push back against each and every concession and achieve the best result possible by remaining strong, and focussing on the interests of every one of our members. Their successful fight to preserve the Housing & Settlement Allowance is just one example.

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

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

**1. Economic increases:**

January 1, 2018	1.5%
January 1, 2019	2.5%

There are no retroactive economic increases for 2016 and 2017.

**2. Vacation Travel Assistance (VTA)**

Vacation Travel Assistance will decrease to \$2000 (from \$2200) for each employee, spouse or partner, and dependent (up to three dependents). All other conditions will remain the same. However, new employees hired after the date of ratification will be eligible for only one VTA and Vacation Travel Time per year.

**3. Ultimate Removal Assistance**

Ultimate Removal Assistance under Article 42 will remain unchanged for all employees on strength as of the date of ratification.

However, new employees hired after the date of ratification will receive an allowance of \$2000 for an employee with no dependents, and \$5000 for an employee with dependents, plus airfare, after two years of continuous employment.

#### **4. Relocation Assistance on Initial Appointment**

New employees hired after the date of ratification will receive an allowance of \$2000 for an employee with no dependents, and \$5000 for an employee with dependents, plus airfare.

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 Susan Avery, Robert Brouillet, Kyle Nowlan, Tracey Oram 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 City of Iqaluit. All Union members are encouraged to attend the meeting and vote.

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

Date: Thursday, December 14, 2017  
Time: 5 pm and 7 pm  
Location: Anglican Parish Hall

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  
National Board of Directors  
Directors' Team  
Liam McCarthy, Coordinator, Negotiations Section

Susan O'Reilly, 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  
Marija Babic, Regional Representative - Iqaluit  
Micheline Labelle-Jackman, Supervisor, Membership Administration  
Dale Robinson, Strike Mobilization Project Officer  
Ratification Kit Binder (Negotiations Section)