

Regional Committees

There are currently 13 out of 24 regional committees operating in our region. PSAC North continues to be committed to recruiting committee members, strengthening the work of the committees, and ensuring consistency across the territories. Covid-19 restrictions have understandably made having ‘normal’ committee meetings more difficult during these challenging times. Access to adequate internet connections, needed for Skype or online meetings, is unfortunately unavailable for many members across the North.

Political Action and Mobilization

Phoenix: We continue to keep members updated on the Phoenix issue by sharing PSAC National communications material on social media and website.

CEIU Visit to Iqaluit: Canada Employment and Immigration Union (CEIU) National President Eddy Bourque, National Vice President (Women’s Issues, Western Region) Lynda MacLellan National Vice President (Alberta, Northwest Territories and Nunavut) Sabino Spagnuolo visited PSAC Regional Office in Iqaluit during their tour in Nunavut (April 11- 14). The tour included meetings with PSAC North REVP Lorraine Rousseau and regional staff, as well as members in the North.

PSAC North and CEIU organized a site visit to members working at Service Canada in Iqaluit with a message of thanks: ‘you’ve always been here for Canada, and we’re here for you.’ The tour also included a visit to Qajuqturvik Community Food Centre, to learn more about the work of the centre that serves individuals and families facing food insecurity in Iqaluit amid skyrocketing food prices and delivered a donation of \$500 from CEIU to the food centre. PSAC North team is pleased to be working closely with CEIU to represent members and address issues and concerns that affect communities in the North.

CEIU President, VPs and Lorraine Rousseau attended a press conference and budget related announcements in Iqaluit. Following the press conference on April 12, Lorraine Rousseau met the Honourable Daniel Vandal and the Honourable Dennis Glen Patterson, Senator, for introductions and brief conversation.

PSAC North Leadership and Education Summit, Whitehorse: The PSAC North team organized and hosted their first in person Leadership and Education Summit at the Kwanlin Dün Cultural Centre in Whitehorse (April 20-22). This event served as an opportunity for the resident northern component presidents and vice presidents to connect with one another, PSAC North REVP Lorraine Rousseau, guests and PSAC national and regional staff, and had meaningful discussions about issues that matter to members and their communities.

A very important element of this summit was a workshop on decolonization, facilitated by the Yukon Federation of Labour President on the first day of the summit. The PSAC North team, participants and guests were honoured to have Elder Betsy Jackson open and commence the event and share her experience and insights on education.

Among participants were Union of Northern Workers President Gayla Thunstrom, Yukon Employees Union President Steve Geick and Vice Presidents Tony Thomas and Justin Lemphers, and Nunavut Employees Union

President Jason Rochon. PSAC National President Chris Aylward and USJE President David Neufeld and RVP Nicole Gibson joined the three-day summit. PSAC North and National staff facilitated workshops and discussions about topics that matter to the membership such as education strategy, representation, arbitration, recruitment, and more.

Thank you to all staff and participants who made this event a success. The PSAC North team looks forward to future events and discussions that help better serve members and keep northern components connected—we're stronger together.

Collective Bargaining

Hamlet of Arctic Bay: A tentative agreement was reached on March 17, 2022 and ratified with overwhelming support on March 18, 2022. The new collective agreement for this 17-member bargaining unit will expire on December 31, 2023. Economic increases of 1%Retroactive for 2017, 1.25%Retroactive for 2018, 1.5%Retroactive for 2019, 1.5%Retroactive for 2020, 2%Retroactive for 2021 and 2%Retroactive for 2022. Effective January 1, 2022, the Northern Allowance shall be \$25,453 per year (previously \$7,843 per year) and employees can request to receive 50% of the Northern Allowance in one lump sum payable on March 31 after it has been earned. Highlights include an increase to Special Leave credits, the addition of Nunavut Day to the list of Paid Holidays, increases to meal and incidental expenses for duty travel, and updated prohibited grounds of discrimination in the Human Rights article.

Northern Safety Network Yukon: A tentative agreement was reached on March 3, 2022 and ratified with overwhelming support on March 25, 2022. The new collective agreement for this 4-member bargaining unit will expire on December 31, 2025. Economic increases of 2%, 2%, 1.5%, and 1.5%, and no concessions. Highlights include updated language regarding harassment, discrimination and workplace violence, seniority, layoff and recall; leave periods for Maternity, Parental and Adoption were updated to reflect expanded leave provisions set out in current legislation.

Hamlet of Pangnirtung: A tentative agreement was reached on April 22, 2022 and ratified on April 25, 2022. The new collective agreement for this 37-member bargaining unit will expire on March 31, 2024. Economic increases of 1.5%, 1.75%, 2% and 2%. Highlights include a new plug-in vehicle allowance to offset the cost of power for employees required to take an employer vehicle home during the winter, an increase to the allowance for work safety clothing to \$650 from \$500, new Parental leave salary top-up, increase to Compassionate Care leave, new Domestic Violence leave, Special Leave Credits for medical escort and the addition of the National Day for Truth and Reconciliation to the list of paid holidays.

Government of Nunavut: A tentative agreement was reached on February 26, 2022. If ratified the new collective agreement will expire on September 30, 2024. This 6-year agreement will have a compounded Economic increase of 9.31% (0% for 2018, 1% for 2019, 1.5% for 2020, 1.5% for 2021, 1.5% for 2022 and 3.5% for 2023); a lump sum payment of \$3,500 will be made to all indeterminate, term and casual employees within 30 days of ratification. Nunavut Northern Allowance will increase to 19 communities on April 1, 2022 with an average increase of 13.4%; a lump sum payment of \$1,500, in addition to the \$3,500 lump sum payment above, to all indeterminate, term and casual employees in the six communities seeing a freeze in the NNA during the life of this agreement (equivalent to an average increase of 6.4%). Increases were also made to health benefits for dental from \$1,200 to \$2,000 and for psychologists/social workers from \$1,000 to \$2,000. New Family Abuse leave, improved Special leave, improved Sick leave provisions, improved Management Rights language and

language around Workplace Accommodation, and broadened provisions on Hunting, Fishing and Harvesting Leave.

Offshore Recruiting Services Inc. (ORSI): A tentative agreement was reached and ratified on April 11, 2022; following the prior tentative agreement being rejected by the membership and the parties subsequently engaging in a mediation with the help of the Labour Board during the Winter of 2021-2022 to try and reach a new deal. The new 3-year collective agreement for this 41-member bargaining unit will expire on March 31, 2024. Economic increases of 2.5%/year for 3 years retroactively starting in 2021. Highlights include the Northern Living Allowance, the Winter Utility Allowance & the Vacation Travel Assistance being adjusted annually based on the Consumer Price Index for NWT (Yellowknife) for the previous year. All supervisors currently receiving pay at Level 13 yet listed as Level 12 in the Pay Grid will see their pay at Level 13 red circled (protected) in the collective agreement and also subjected to the economic increases from the tentative deal. The meal allowance at camp which was previously enshrined in an ORSI policy at \$60.00 a day for camp workers has now been added to the new agreement and the amount is raised to \$70.00 a day if the camp does not have a functional kitchen. Other changes include a Letter of Understanding on a Pension Plan study, 28 weeks of Compassionate Care leave without pay, updated Maternity leave and Child Care leave, Sick leave accumulated at a rate of one (1) day per month where the employee has received at least 10 days of pay, editing of the collective agreement to become gender neutral throughout, and expanded definition of discrimination in the agreement under Human Rights.

Kikitak Housing: A tentative agreement was reached on April 14, 2022. If ratified the new collective agreement will expire on September 30, 2024. The 3-year agreement will have economic increases of 1.25%, 1.5%, and 1.5%. Other monetary improvements include the addition of Oil Burner Mechanic and Carpenter positions to the Schedule A - Rates of Pay, the Employer shall schedule one (1) paid day per fiscal year as Inuit Qaujimagatuqangit (IQ) day - this day will be set aside for activities to promote the principles of Traditional Inuit Knowledge and winter bonus days are now paid days. Highlights include a new MOU on the upcoming changes to the Nunavut Labour Standards Act in regard to enacting new Family Violence leave, extended Maternity leave and extended Compassionate Care leave, and all new employees or newly promoted employees (including casuals) shall receive mandatory training prior to exercising their job functions independently.

Rankin Inlet Housing Association: A tentative agreement was reached on March 17, 2022. If ratified the new collective agreement will expire on March 31, 2025. The 6-year collective agreement will have economic increases of 1.25%, 1.25%, 1.25%, 1.5%, 1.5% and 1.5% covering the period of 2019-2024.

Campaigns and Community Involvement

Day of Mourning: Lorraine Rousseau attended Day of Mourning event in Ottawa organized by the Ottawa and District Labour Council and shared a video message with PSAC National Capital Region REVP Alex Silas. PSAC North shared photos and videos from Day of Mourning events across the North organized by Northern Territories Federation of Labour and Yukon Federation of Labour.

Illunata Campaign: Earlier this year, PSAC North and National launched a campaign that addresses food insecurity in Nunavut. PSAC North is actively mobilizing for this campaign and has spoken to potential allies and supporters across the North. <https://www.illunnata.ca/>

Labour Views: The PSAC North REVP writes monthly columns (Labour Views) published in the Yellowknifer. PSAC North’s Labour Views tackle issues that matter to our members and their communities.” Labour Views columns are posted on PSAC North website in French and English.

Universal Pharmacare: Nearly one million Canadians give up food and heat, so they can afford medications. At PSAC North, we joined the call to support the Universal Pharmacare campaign, calling on the government to take the next steps to implement the program. We are actively promoting the campaign by sharing Canadian Labour Congress petition, raising awareness and reaching out to the public through media.

Child Care Campaign: Our office remains active in ensuring that universal Child Care service is provided throughout the North. We are working to find partners in the North who will support lobbying the territorial and federal governments to come up with a plan that will help cut Child Care costs for working Northern families. The time for affordable, Universal Child Care is Now.

Healthy Apple: We continue to work with communities to adopt the Healthy Apple campaign and support food banks in need. Because food prices across the North continue to rise, PSAC North is leading this ongoing campaign to ensure that food banks are equipped to meet the needs of families including sending food donation bags and supplies for the Healthy Apple campaign to local foodbanks.

Moose Hide Campaign: This ongoing campaign encourages Indigenous and non-Indigenous Men to stand up against violence towards women and children. PSAC North continues to be a strong proponent of the Moose Hide Campaign, garnering more signatures of support and distributing Moose Hide patches to visitors to our office.

Living Wage Campaign: While the campaign in Nunavut was welcomed with great support and success, we continue to promote it in Yukon and the NWT. Currently, our office is working on revitalizing the campaign with new branding material. We look forward to continuing to work with community partners in pressuring our northern governments to better support our low-income workers.

Northern Anti-Privatization Campaign: PSAC Members in the North are standing up for their jobs and the services they provide in the face of continued privatization and outsourcing. PSAC North and PSAC National have launched an advertising campaign to raise awareness about the problem of privatization, including job loss, negative impact on communities, reduction in service quality, and long-term financial implications for families; we will put pressure on the government and stand up for workers affected by privatization.

In 2020, we launched “**Our North, Our Future**” campaign including social media and other online ads that reached to thousands encouraged the public to visit PSAC North website and sign the pledge to protect public services in the North. Radio ads focused on the importance of protecting public services in the North and directed audience to the website. <http://psacnorth.com/OurNorthOurFuture>

Website, Newsletter and Social Media:

PSAC North Website and Social Media: The PSAC North website is now bilingual: English and French. Our team is currently investigating the possibility of introducing Inuktitut.

We have also added more resources and tools to the PSAC North website for our members to stay connected, involved and engaged. We continue to maintain and grow our social media presence on Twitter, Facebook,

Instagram and YouTube. The REVP North’s video messages are reaching out to thousands in the North addressing issues that matter to members and their communities. Amongst social media tools, PSAC North content receives more engagement on Facebook. Analytics reports are available upon request.

PSAC North is now on TikTok, hoping to have presence at young workers’ environments across the North.

PSAC North Newsletter: PSAC North distributes a newsletter, which is a venue for our members to stay connected and receive updates regarding campaigns and community involvement. Between one issue and the other, we send out updates and information to members on issues and campaigns that matter to them. With the pandemic, our communication has become more frequent with messages dedicated to providing information and resources to members.

Voices from the North:

PSAC North launched the “Voices from the North” blog page— a space dedicated to promoting committee events, union work, social justice actions, updates, and campaigns. Members’ submissions appear on this page: <https://psacnorth.com/topics/blog/> and will be highlighted on the homepage and shared on social media. This is an opportunity to connect with members and the public.

In solidarity,



Lorraine Rousseau
Regional Executive Vice-President, North

**REVP North Itinerary Highlights
February 2022 – May 2022**

Date	Event	Location
February 1	REVP North and Regional Coordinator North Meeting	Yukon
February 1	Pan North Communications Meeting	Yukon
February 2	PSAC North and NEU Meeting	Yukon
February 2	Government of Nunavut Bargaining Campaign Meeting	Yukon
February 3-18	Holidays	Yukon
February 22	REVP North and Regional Coordinator North Meeting	Yukon
February 22	PSAC Black History Month Event	Yukon
February 23	North Region All-Staff Meeting	Yukon
February 24	REVP North and Regional Coordinator North Meeting	Yukon
February 25-26	PSAC Ontario Regional Council Meeting	Yukon
February 28	YEU Collective Bargaining Team Meeting	Yukon
February 28	AEC Meeting	Yukon
February 28	NWT Women's Committee Meeting	Yukon
March 1	REVP North and Regional Coordinator North Meeting	Yukon
March 1	Pan North Communications Meeting	Yukon
March 3	REVP North and Regional Coordinator North Meeting	Yukon
March 3	NBoD National Triennial Convention Meeting	Yukon
March 3	REVP North and North Component Presidents Meeting	Yukon
March 3	Oppression Prevention Bureau	Yukon

Date	Event	Location
March 7-11	Constitution Resolutions Pre-Convention Committee	Yukon
March 7	ORSI Meeting	Yukon
March 8	REVP North and CEIU Meeting	Yukon
March 8	REVP North and Regional Coordinator North Meeting	Yukon
March 9	PSAC North and National Conventions Meeting	Yukon
March 9	North Region All-Staff Meeting	Yukon
March 10	REVP North and Regional Coordinator North Meeting	Yukon
March 11	REVP North and USJE David Neufeld Meeting	Yukon
March 14	REVP North and North Component Presidents Meeting	Yukon
March 14-16	Constitution Resolutions Pre-Convention Committee	Yukon
March 21	AEC Meeting	Yukon
March 21	Locals and Stewards Development Portfolio Meeting	Yukon
March 21	Black Class-Action Lawsuit Panel	Yukon
March 22	REVP North and North Component Presidents Meeting	Yukon
March 23	North Region All-Staff Meeting	Yukon
March 24	Special NBoD Meeting	Yukon
March 28-29	AEC Meetings	Ottawa
March 28	Locals and Stewards Development Portfolio Meeting	Ottawa
March 31	NBoD Meeting Training	Yukon
April 4	Locals and Stewards Development Portfolio Meeting	Yukon
April 6	North Region All-Staff Meeting	Yukon

Date	Event	Location
April 10-14	REVP North and CEIU Mobilization Iqaluit	Iqaluit
April 11	Locals and Stewards Development Portfolio Meeting	Iqaluit
April 11	REVP North and CEIU Service Canada Site Visit	Iqaluit
April 11	PSAC North Standing Education Committee Meeting	Iqaluit
April 11	ORSI Ratification Vote	Iqaluit
April 12	QEC Meeting	Iqaluit
April 12	CEIU General Membership Meeting	Iqaluit
April 12	National Panel on Fair Wages	Iqaluit
April 13	REVP North and CEIU Visit to Qajuqturvik Food Centre	Iqaluit
April 14	Day of Action Lobbying with CEIU	Iqaluit
April 20-22	PSAC North Leadership & Education Summit	Whitehorse
April 22	Treasury Board Mobilization Plan Meeting	Whitehorse
April 25-26	AEC Meetings	Ottawa
April 26	RSCC Yukon Government	Ottawa
April 27	Locals and Stewards Development Portfolio Meeting	Ottawa
April 28	Day of Mourning Event	Ottawa
April 29	Forum 699 Decision Meeting	Ottawa
May 1	Locals and Stewards Development Portfolio Meeting	Yukon
May 3-4	Arctic Canadian Diamond Company Bargaining Meeting	Calgary
May 9-10	AEC Meetings	Yukon
May 9	NBoD Special Meeting	Yukon

Date	Event	Location
May 10	PSAC North Regional Council Meeting	Yukon
May 13	NBoD Representation Committee Meeting	Yukon
May 16	AEC Meeting	Yukon
May 16	Locals and Stewards Development Portfolio Meeting	Yukon
May 18	North Region All-Staff Meeting	Yukon
May 19	REVP North and Component Presidents Meeting	Yukon
May 24-June 3	PSAC National Triennial Convention	Yukon