

## 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.

## Regional Committees

There are currently 15 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.

## Collective Bargaining

**Yukon Energy:** After proceeding to arbitration this bargaining unit received the arbitrator’s award on May 10, 2021 and a three-year term was decided on. The agreement is retroactive January 1, 2020 – December 31, 2022. Highlights include wage increases of 1.75% per year, new weekend and holiday premiums, and a long service bonus cash payment after 5 years of service. Improvements were made to vacation leave, special leave, and improved language on maternity/parental leave. Starting in the next round of bargaining the mandatory arbitration will be removed and members will have the right to strike. New protections for plant operators who are scheduled for more than 10 days straight and clear protections from personal harassment. The employer will now contribute to the Social Justice Fund.

**Government of the Northwest Territories (GNWT):** A tentative agreement was reached on May 29, 2021 and ratified on August 16, 2021. This new 2-year collective agreement will have an expiry date of March 31, 2023. Economic increases include wage increases of 1.5% per year. Due to Covid allowances were made for the Northern Allowance for employees in communities that experienced decreases in the NA (they will continue to be paid the fiscal 2020-2021 rates for the duration of the agreement), time entered as sick leave or special isolation leave due to Covid will be reinstated as sick or special leave and will not draw from these banks in the future, and due to Covid employees will be entitled to carry over an additional week of Vacation Leave for each year. GNWT has agreed to match the contributions of 2 cents per hour for all hours worked by members to the Social Justice Fund. Increases were made to Compassionate / Caregiving Leave and Domestic Violence Leave. Improvements were also made to Medical Travel days and Layoff and Retention Provisions in the event of a workforce reduction.

**Hamlet of Pond Inlet:** A tentative agreement was reached on May 25, 2021 and ratified on June 17, 2021. The new 3-year Collective Agreement for this 20-member bargaining unit will have an expiry date of March 31, 2023. Economic increases include wage increases of 1.5%,2%,2.25% over the three years, increases to the Nunavut Northern Allowance of 2% in 2021 and 2% in 2022.

**Municipality of Qikiqtarjuaq:** A tentative agreement was reached on June 22, 2021 and ratified with overwhelming support on June 29, 2021. The new 2-year Collective Agreement for this 52-member bargaining unit will have an expiry date of March 31, 2022. Economic increases include wage increases of 2.75% per year and increases to the Nunavut Northern Allowance of 2% per year.

**City of Iqaluit:** A tentative agreement was reached on June 25, 2021 and ratified June 29, 2021. The new 5-year Collective Agreement for this 179-member bargaining unit will have an expiry date of December 31, 2024. Economic increases include wage increases of 0%,2%,2%,1.5%,2% for the duration of the agreement and a \$2,000.00 signing bonus for all full-time and permanent part-time members, prorated for term appointments. Improvements were also made to Language Incentives, Summer Student rates, Weekday Shift Premiums, and Standby Pay. New Domestic Violence Leave of 5 days paid and 5 days unpaid per calendar year and an expanded period of eligibility for Traditional Days: Feb. 1 – Nov. 30. Language improvements were made to Emergency Service Worker scheduling, and equity between employees with different work schedules. Casuals now convert to term positions in the Recreational Department when hired to work for more than 900 hours/calendar year.

**Hamlet of Rankin Inlet:** A tentative agreement was reached on July 2, 2021 and ratified July 7, 2021. The new 5-year Collective Agreement for this 24-member bargaining unit will have an expiry date of March 31, 2025. Economic increases were made to wages of 2.5%,2%,1.5%,1.5%,1% over the duration of the agreement.

**Village of Haines Junction:** A tentative agreement was reached on July 15, 2021 and ratified with overwhelming support on August 13, 2021. The new 2-year Collective Agreement for this 4-member bargaining unit will have an expiry date of December 31, 2023. Economic increases to wages of 1.75%,1.25% over the duration of the contract extension. Improvements were also made to reflect statutory changes to Maternity and Parental Leave.

**Nuna Logistics Partnership:** A tentative agreement was reached on July 16, 2021 and ratified with overwhelming support on July 21, 2021. The new 3-year Collective Agreement for this 37-member bargaining unit will expire March 31, 2023. Economic increases include wage increases of 1.75%,2%,2% over the three years as well as two additional days of paid bereavement leave when an employee is required to travel outside of the NWT to attend a service. Improvements were also made to reflect the Employment Standards Act of the NWT regarding Family Violence Leave. Improvements were also made to language and definitions of Harassment and Abandonment of Position and to the notice required to take Union Leave.

**Fort Simpson Housing Authority:** A tentative agreement was reached on July 21, 2021 and ratified with overwhelming support on July 22, 2021. The new 4-year Collective Agreement for this 6-member bargaining unit will expire March 31, 2023. Economic increases include wage increases of 1.75%,1.5%,1.25%,1.25% over the duration of the agreement and a new Maternity Leave Allowance equivalent to 80% salary over 9 weeks. New Bereavement Leave with pay and an additional day of leave without pay for traditional pursuits. New Domestic Violence Leave of 5 days with pay and 5 days without pay and Compassionate Care Leave increasing to 27 weeks from 8 weeks. New language requiring the employer to pay its portion of insured benefits premiums during maternal/parental leave and new language limiting the employer's ability to release and rehire casual full-time employees to avoid creating a term or permanent position.

**Salvation Army in Yellowknife:** A tentative agreement was reached on July 30, 2021 and ratified September 1, 2021 with overwhelming support. The new 3-year Collective Agreement for this 39-member bargaining unit will expire March 31, 2023. Economic increases include wage increases of 1.25%,1.75%,2% over the three years and increases to the Evening/Weekend shifts premium and Vacation Travel Assistance. A new Vacation

Entitlement Formula is in place for regular full-time employees. Improvements were made to Bereavement Leave, Personal/Family Leave, Compassionate Care Leave, Parental Leave, and Family Violence Leave was introduced in the agreement as per the NWT Employment Standards Act. A new No Contracting Out Clause was added to the agreement to prevent the employer from contracting work to outside companies. Improvements were also made to wording, definitions, and Letters of Understanding relating to Harassment, Lateral Violence in the Workplace, Practical Training/Orientation & Shadowing of Staff, Absenteeism, Improving Relief in the Workplace & Handling of Additional Workload and Short-Staffed Workplace.

## **Campaigns and Community Involvement**

**Federal Election 2021:** PSAC North focuses on key issues identified by the national survey as well as northern priorities such as food insecurity and where parties' (and candidates) stand. Through social media and our website, we encourage members to vote for candidates that will address their priorities and issues that matter to our communities. During Labour Day events, PSAC North distributed brochures and material from Elections Canada on how to register to vote.

**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:** Postcards for Northern residents to sign and send to their Premiers have been distributed, the postcards indicate their support for a Living Wage. Petitions to the governments of Nunavut, Yukon and the Northwest Territories are in place and have been circulated. PSAC North identified and communicated with MLAs who will present the petitions at their respective legislative assemblies in the three territories. See here for more details: <http://psacnorth.com/livingwagenorth-it%E2%80%99s-time-raise>

PSAC North members, supporters, allies and people from communities in Nunavut rallied behind the Living Wage campaign, thousands sent postcards to the premier and signed the petition supporting a Living Wage. Ten Members of the Nunavut Legislative Assembly presented the Living Wage petition on Tuesday, October 29, 2019. The petition, which received more than 1,500 signatures, recognizes that Nunavut has the highest cost of living in Canada and calls on the Government of Nunavut to increase the minimum wage to a Living

Wage over the next two years. See here for more details: <http://psacnorth.com/nunavut-raise-minimum-wage-living-wage>

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.

Last year, 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>

**Labour Views:** 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. The most recent Labour Views was “Take Action: Vote.” Labour Views columns are posted on PSAC North website in French and English.

**Flood Relief:** PSAC North matched YEU donation of \$1000 towards members’ efforts during the emergency flood management crisis in the Yukon Territory in July. \$2000 worth of food and supplies were handed out to volunteers who were sandbagging. Lorraine joined in-person in helping with this initiative.

#### **Website, Newsletter and Social Media:**

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

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.

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 and Instagram.

In solidarity,



Lorraine Rousseau  
Regional Executive Vice-President, North

## REVP North Itinerary Highlights May 2021 – October 2021

Date	Event	Location
May 30	Elected as REVP North at PSAC North Convention – Virtual	Yukon
May 31	AEC Update Meeting	Yukon
June 7	AEC Update Meeting	Yukon
June 7	Anti-Privatization Campaign ‘Our North’ Meeting	Yukon
June 14	AEC Meeting	Yukon
June 15	AEC Meeting	Yukon
June 16	GNWT Ratification Vote Information Session	Yukon
June 21	AEC Update Meeting	Yukon
June 22	Special NBoD Meeting	Yukon
June 25	Northern Food Insecurity Campaign Meeting	Yukon
June 29	AEC Ratification Meeting	Yukon
June 30	North Regional Staff Meeting	Yukon
June 30	Yukon Negotiations Update Meeting	Yukon
July 5	North Regional Women’s Conference Planning Meeting	Yukon
July 5	AEC Update	Yukon
July 6	NBoD Conference Call	Yukon
July 8	REVP North and North Component Presidents Meeting	Yukon
July 8	REVP North and Alternate REVP North Meeting	Yukon
July 13	Northern Food Insecurity Campaign Meeting	Yukon

July 14	REVP North and Territorial Directors Meeting	Yukon
July 15	Grievances Backlog RLSB Meeting	Yukon
July 15	Yukon Regional Women's Committee Meeting	Yukon
July 17	International Indigenous Peoples' Forum on Food Sovereignty	Yukon
July 18-21	UCTE Convention	Yukon
July 19-23	UTE Convention	Yukon
July 19	AEC Meeting	Yukon
July 19	Nunavut Regional Access Committee AGM	Yukon
July 20	AEC Meeting	Yukon
July 20	NBoD Meeting	Yukon
July 21	Grievances Backlog and Arbitration Meeting	Yukon
July 22	GNWT Ratification Vote Information Session	Yukon
July 22	REVP North and Regional Coordinator North Meeting	Yukon
July 26	AEC Update Meeting	Yukon
July 26	REVP North and Regional Coordinator North Meeting	Yukon
July 27	PSAC Finances Meeting	Yukon
July 27	PSAC North Finances Meeting	Yukon
July 29	REVP North and Regional Coordinator North Meeting	Yukon
August 3	NBoD Federal Election Oversight Committee	Yukon
August 3	North Regional Staff Meeting	Yukon
August 5	REVP North and Regional Coordinator North Meeting	Yukon

August 5	Yukon Area Council Meeting	Yukon
August 9	AEC Update Meeting	Yukon
August 10	NBoD Federal Election Oversight Committee	Yukon
August 10-12	Yukon Government Bargaining Conference	Yukon
August 11	Special NBoD Meeting	Yukon
August 17-20	UHEW Convention	Yukon
August 17	AEC Meeting	Yukon
August 17	NBoD Federal Election Oversight Committee	Yukon
August 17	North Regional Staff Meeting	Yukon
August 19	NBoD Meeting	Yukon
August 20	REVP North and Regional Coordinator North Meeting	Yukon
August 23	AEC Update Meeting	Yukon
August 23	Meeting of Area Council Chairs and Presidents	Yukon
August 24	NBoD Federal Election Oversight Committee	Yukon
August 24	Everyone Counts BBQ Whitehorse	Yukon
August 26	Government of Nunavut Meeting	Yukon
August 26	REVP North and Regional Coordinator North Meeting	Yukon
August 30	AEC Update Meeting	Yukon
August 31	NBoD Meeting	Whitehorse
August 31	NBoD Federal Election Oversight Committee	Yukon
August 31	North Regional Staff Meeting	Yukon

September 2	REVP North and Regional Coordinator North Meeting	Yukon
September 6	Labour Day in Yellowknife	Yellowknife
September 7	NBoD Federal Election Oversight Committee	Yellowknife
September 9	REVP North and Regional Coordinator North Meeting	Yukon
September 13	AEC Meeting	Yukon
September 14	AEC Meeting	Yukon
September 14	NBoD Federal Election Oversight Committee	Yukon
September 14	North Regional Staff Meeting	Yukon
September 14	North Regional Council Meeting	Yukon
September 16	REVP North and Regional Coordinator North Meeting	Yukon
September 20	AEC Update Meeting	Yukon