

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. 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.

Site visits: We recognize that reaching out to members is important, and thus, site visits are activities that REVP office takes part in and/or organizes. With support from PSAC Regional Office in Whitehorse, REVP Lorraine Rousseau travelled to Dawson City on August 15- 17 to meet members. On September 6, Lorraine joined USJE National President David Neufeld, Regional Vice President Valda Behrens and NWT Territorial Director Samuel Bourget to visit members working for RCMP in Behchokò.

Collective Bargaining

Government of Nunavut: A tentative agreement was reached on February 26, 2022 and ratified on July 11, 2022. The new collective agreement for this 3,697-member bargaining unit 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.

Kikitak Housing: A tentative agreement was reached on April 14, 2022 and ratified on May 13, 2022. The new collective agreement for this 21-member bargaining unit 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 Qaujimatjuqangit (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 and ratified on March 23, 2022. The new collective agreement for this 20-member bargaining unit 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.

City of Whitehorse: A tentative agreement was reached on May 3, 2022 and ratified on May 15, 2022. The new collective agreement for this 41-member bargaining unit will expire on August 31, 2026. The 5-year collective agreement will have economic increases of 2.1%, 2.1%, 2.1%, 2.25%, 2.5% covering the period of 2021- 2025. Other monetary improvements include a signing bonus of 2.25% for permanent employees, a letter of understanding to work towards the implementation of a pension plan during the lifetime of the agreement, and increases to compassionate, sick and compensatory leave.

Klondike Visitors Association: A tentative agreement was reached on May 17, 2022 and ratified on May 22, 2022. The new collective agreement for this 27-member bargaining unit will expire on April 30, 2026. The 4-year collective agreement includes a complete upgrade to all positions on the wage grid containing increases from 7.6% and upward for the first year and increases of 2.25%-3% or based on the Cost of Living Adjustment based on the Consumer Price Index for the duration of the agreement. Members will now advance through grid levels based on hours worked and are not restricted to a single advancement per season.

Yukon New Democratic Party Caucus: A tentative agreement was reached on June 15, 2022 and ratified on June 16, 2022. The new collective agreement for this 6-member bargaining unit will expire on March 31, 2025. The 3-year collective agreement will have economic increases of 2.25% per year or the economic increase between PSAC/YG, whichever is greater. Compassionate leave has been updated to reflect the expanded leave provisions in legislation and the period of leave for birth or adoption of a child has been increased to five days for those not accessing maternity, parental or adoption leave.

Hall Beach Housing Association (Sanirajak): A tentative agreement was reached on June 29, 2022 and ratified on June 30, 2022. The new collective agreement for this 11-member bargaining unit will expire on September 30, 2024. The 3-year collective agreement will have economic increases of 1.25%, 1.5%, 1.5% along with a restructuring of the hourly rates for some positions, a new premium for casual employees, new position of Finance Officer and Summer Student. Other changes include: the addition of the National Day for Truth and Reconciliation to the list of designated paid holidays, inclusion of son-in-law and daughter-in-law in the definition of immediate family members for leave related to bereavement, illness and care, and a new Indigenous Language Bonus of \$500.00 per year for positions requiring English and Inuktitut. Compassionate Care Leave increased from 8 weeks to 27 weeks and a new Family Abuse Leave of 5 paid and 5 unpaid days.

Teega Tha 'Oh Zheh: A tentative agreement was reached on July 13, 2022 and ratified on July 28, 2022. The new collective agreement for this 24-member bargaining unit will expire on March 31, 2025. The 3-year collective agreement will have economic increases a 75cents/hour market adjustment for the first 2 years followed by the application of a 2% wage increase for all 3 years. Leave improvements include expansion of bereavement leave to include potlatches and the definition of family has been broadened, the inclusion of Family Violence Leave, new Traditional Leave for Indigenous workers and employees will now be entitled to 20 days of vacation leave after 5 years of service. Other benefits improvements include an increase in employer RRSP contributions from \$1,200 to \$1,500 annually and an increase to the Yukon Bonus from \$2,242 to \$2,400 annually.

Municipality of Kimmirut: A tentative agreement was reached on August 11, 2022 and ratified on August 12, 2022. The new collective agreement for this 32-member bargaining unit will expire on March 31, 2024. The 3-

year agreement will have economic increases of 2% for year 1 including a \$500 signing bonus for all Full-time workers and a \$250 signing bonus for all Part-time workers, 2% in year 2 and 1.75% in year 3. Other economic benefits include a new bilingual bonus of \$1,500 per year for bilingual designated positions, and improvement to Acting Pay after 5 days in Acting position. Non-economic gains include new leave for Family Abuse and the National Day of Truth and Reconciliation, extended parental leave and improvements to compassionate care leave now 27 weeks instead of 8 weeks.

Campaigns and Community Involvement

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/>

Still Thirsty for Justice: REVP office promotes Still Thirsty for Justice campaign. With the help of regional staff, members and volunteers many participants in Labour Day activities had a chance to learn more about the campaign and shared their stories with us.

Labour Day: PSAC North supported and promoted Labour Day events across the North. PSAC North REVP Lorraine Rousseau joined volunteers during Labour Day event, helping out and having conversations about PSAC North and National campaigns.

Keepers of the Water: PSAC North REVP office donated to Keepers of the Water: www.keepersofthewater.ca. The donation of \$ 250.00 goes towards enabling Keepers of the Water to send a participant to COP 27. We're exploring ways to collaborate with Keepers of the Water to promote water justice campaigns in the North.

Pride: PSAC North supported and promoted Pride events across the North. REVP Lorraine Rousseau joined the Pride Parade in Whitehorse on August 20, distributed flags to participants and shared information on the work of our union. Lorraine joined AEC officers during the Pride Parade in Ottawa on August 28.

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.

Guaranteed Basic Income: Our office works with allies to advocate for Basic Income in the North, and across Canada. Currently, we're planning and organizing a virtual event on Basic Income that will be followed by an action. More to come in the next report.

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.

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,

A handwritten signature in blue ink, appearing to be 'LR', with a long horizontal flourish extending to the right.

Lorraine Rousseau
Regional Executive Vice-President, North

REVP North Itinerary Highlights
June 2022 – September 2022

Date	Event	Location
May 24-June 3	PSAC National Triennial Convention	Yukon
June 1	North Region All-Staff Meeting	Yukon
June 2	Arctic Canadian Diamond Company Meeting	Yukon
June 4-8	Government of Nunavut Ratification Votes	Nunavut
June 7	Yukon Women’s Committee Special AGM	Nunavut
June 8	REVP North and North Component Presidents Meeting	Ottawa
June 8	Expansion of NEBS to the Yukon Meeting	Ottawa
June 13	AEC Meeting	Ottawa
June 14-17	NBoD Meetings	Ottawa
June 14-17	YEU Virtual Strategic Planning Meetings	Ottawa
June 27	Locals and Stewards Development Portfolio Meeting	Ottawa
June 28	National Panel: Supporting Indigenous Workers in Bargaining	Ottawa
July 1-8	Government of Nunavut Virtual Ratification Votes	Yellowknife
July 1-9	NTFL and NWT Mobilization	Yellowknife
July 6	North Region All-Staff Meeting	Yellowknife
July 9-13	Government of Nunavut Ratification Votes	Nunavut
July 11	Locals and Stewards Development Portfolio Meeting	Nunavut
July 18	AEC Meeting	Yellowknife
July 19-21	UNW GNWT Bargaining Conference	Yellowknife

July 25	Locals and Stewards Development Portfolio Meeting	Yukon
July 26	Basic Income Meeting	Yukon
July 27	AEC Meeting	Yukon
July 28	REVP North and Regional Coordinator North Meeting	Yukon
August 4	REVP North and Regional Coordinator North Meeting	Yukon
August 5	NBoD Meeting	Yukon
August 8	Locals and Stewards Development Portfolio Meeting	Yukon
August 9	RSCC Iqaluit Housing Association	Yukon
August 10	REVP North and North Component Presidents Meeting	Yukon
August 11	REVP North and Regional Coordinator North Meeting	Yukon
August 12	Regional Education Plan Review Meeting	Yukon
August 15-17	Dawson City Mobilization	Dawson City
August 17	AEC Meeting	Dawson City
August 18	REVP North and Regional Coordinator North Meeting	Yukon
August 22	AEC Meeting	Yukon
August 22	RSCC Hamlet of Kugluktuk	Yukon
August 23	Illunata Campaign Meeting	Yukon
August 23	Basic Income Panel Meeting	Yukon
August 23	NEBS Meeting	Yukon
August 25	REVP North and Regional Coordinator North Meeting	Ottawa
August 26-29	AEC Retreat	Gatineau
August 28	Ottawa Pride Parade	Ottawa

August 30-31	NBoD Meetings	Ottawa
September 1	REVP North and Regional Coordinator North Meeting	Ottawa
September 1	RSCC Yukon Arts Centre	Ottawa
September 2	RSCC Iqaluit Housing Association	Ottawa
September 2	RSCC Yukon Arts Centre	Ottawa
September 5	Labour Day BBQ	Yellowknife
September 6-9	USJE Mobilization	Yellowknife
September 6	RSCC Municipality of Kingait	Yellowknife
September 7	YFL Executive Meeting	Yellowknife
September 8	Basic Income Panel Meeting	Yellowknife
September 9	Housing Mobilization Meeting	Yellowknife
September 12	Yukon Mobilization Summit	Whitehorse
September 13	PSAC North Regional Council Meeting	Yukon
September 15	REVP North and Regional Coordinator North Meeting	Yukon
September 19-20	AEC Meetings	Yukon
September 22	REVP North and Regional Coordinator North Meeting	Yukon
September 29	REVP North and Regional Coordinator North Meeting	Yukon