



HIGHLIGHTS

GOVERNMENT OF NUNAVUT OFFER TO NUNAVUT EMPLOYEES UNION

Government of Nunavut - Nunavut Northern Allowance:

- Formula that is made in Nunavut and reflects community conditions
- Includes a transportation component equal to four trips for each employee from that employee's community to designated southern destination (Edmonton for the Kitikmeot region, Winnipeg for the Kivalliq and Montreal/Ottawa for the Baffin communities)
- Includes a component which is unique for each Nunavut community, taking into account costs of a Nunavut food basket, electricity, gasoline and sea/air freight
- Additional allowance based on community size (smaller the community, greater the allowance)
- Formula that is based on actual community costs
- Formula may be updated to reflect community cost changes

Monetary increases during 39-month collective agreement (April 1, 2000 to June 30, 2003)

- 3% wage increase retroactive to April 1, 2000
- 2% wage increase effective April 1, 2001
- 2.25% wage increase effective April 1, 2002
- 3% wage increase effective April 1, 2003

- Standby pay increased to \$13.50 per shift during the week and \$18.00 per shift on weekends and holidays

- Shift premium increased to \$1.20 per hour for hours from 4:00 pm to midnight and \$1.35 between midnight and 8:00 am

- Specific allowances for occupational groups were increased

- Parental leave without pay for 12 weeks introduced for employees on birth or adoption of child which may be combined with existing maternity leave benefits