



## News release

### Negotiations between the Government of Nunavut and the Nunavut Employees Union break off

**IQALUIT, Nunavut (April 19, 2001)** - The Government of Nunavut is disappointed that the Nunavut Employees Union (NEU) chose to break off negotiations for a new collective agreement and initiate strike action.

“The union had asked for mediation and talks were scheduled for April 4 to April 8, but the NEU walked away from the table on Friday, April 6,” Chair of the Financial Management Board Kelvin Ng said. “They had originally agreed to wait until the mediator issued his report before initiating any job action. On Sunday, April 15, the NEU advised the Government of Nunavut of strike action to take effect on Wednesday, April 18. The mediator’s report was issued at noon on April 18 and did not include any recommendations.”

In summary, in preparing its final offer, the Government of Nunavut developed a proposal that is fair to its employees, provides for equity amongst its communities and promotes the Bathurst mandate goals. To that end the government included in its offer: increases in salaries, enhancements to the language allowance, significant increases in the northern allowance, support for health care and expanded parental leave. Given the many challenges in balancing the important priorities of other programs within the government, the cost of the offer was developed in a fiscally responsible manner. The following are some of the details of the government’s position.

The salary offer, over 3 years, provides both the employees and the government with stability. It is a fair wage offer comparable with and, in some cases, exceeding settlements in other jurisdictions across Canada. On an accumulated basis the salary offer represents approximately a 9.27% increase over the life of the agreement.

In support of language and culture the government has proposed a 25% increase in the language allowance thereby promoting the goal of having Inuktitut or Inuinnaqtun as the working languages of the government.

The Nunavut Northern Allowance formula includes a transportation allowance equal to the cost of four trips for each employee from that employee’s community to a southern destination (Edmonton for the Kitikmeot region, Winnipeg for the Kivalliq and Montreal/Ottawa for the Baffin communities). Implementation of this new Nunavut Northern Allowance would result in increased allowance payments of between 15% and 59% for all union employees, depending upon the employee’s community of residence.

The financial offer amounts to approximately \$19.4M or 19.4% over the 3 years while union demands amount to approximately \$66.5M or 66.5%.

“It remains our vision to work with the Nunavut Employees Union to finalize a made-in-Nunavut collective agreement,” Minister Ng said.

## FACT SHEET

### COMPARISON OF GOVERNMENT OF NUNAVUT OFFER AND NUNAVUT EMPLOYEES UNION DEMANDS

**Salaries and Allowances**  
**Operational Improvements, Language and Training**  
**Nunavut Northern Allowance**  
**Severance Liability**  
**Parental Leave**  
  
**Totals**

over 36 months		
GN Offer	NEU Demands	Difference
\$M	\$M	\$M
\$9.3	\$14.7	\$5.4
\$2.7	\$6.2	\$3.5
\$4.2	\$10.8	\$6.6
\$0.0	\$22.8	\$22.8
\$3.2	\$12.0	\$8.8
<b>\$19.4</b>	<b>\$66.5</b>	<b>\$47.1</b>

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