



**NORTHWEST TERRITORIES
LEGISLATIVE ASSEMBLY**

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The Honourable **Samuel Gargan**, Speaker

MEMBERS PRESENT

Honourable Goo Arlooktoo, Mr. Barnabas, Honourable Charles Dent, Mr. Enuaraq, Mr. Erasmus, Mr. Evaloarjuk, Honourable Sam Gargan, Mrs. Groenewegen, Mr. Henry, Honourable Stephen Kakfwi, Mr. Krutko, Mr. Miltenberger, Honourable Don Morin, Honourable Kelvin Ng, Mr. Ningark, Mr. O'Brien, Mr. Ootes, Mr. Picco, Mr. Rabesca, Mr. Roland, Mr. Steen, Honourable Manikot Thompson, Honourable John Todd.

ITEM 1: PRAYER

Oh, God, may your spirit and guidance be in us as we work for the benefit of all our people, for peace and justice in our land and for the constant recognition of the dignity and aspirations of those whom we serve. Amen.

SPEAKER (Hon. Samuel Gargan):

Good afternoon. Welcome back to the Legislative Assembly. I ask Members to join me in sending our prayers to the community of Cape Dorset. On May 16th, respected elder Kovianaktuliaq Parr died in a fatal hunting accident. He was 68. It appears Mr. Parr decided to go hunting after seeing four people heading out to the ice floe. These men were not aware that Mr. Parr was coming to join them. It is common practice for older hunters to join hunting parties taking off from a floe edge. It has been noted that blowing snow-covered cracks in the ice along the ice floe. The crack Mr. Parr fell into was not far from shore which is usually a common sense trail at this time of year. It may be a comfort to those he leaves behind to know that Mr. Parr died doing what he loved best, hunting. I would like to offer condolences to the friends and family of Mr. Parr, on behalf of Minister Goo Arlooktoo, who was a close friend.

Mr. Parr will also be well remembered as one of the artists who created the original mace of the Government of the Northwest Territories. It is gratifying to know that Mr. Parr had the chance to see the completed mace when he, and the other surviving artists, came to view their creation at a mace ceremony at the Legislative Assembly last summer. It was a pleasure and an honour to have met Mr. Parr during both the Yellowknife and Cape Dorset mace ceremonies.

It should be noted that during this sitting the Pages used will be from across the north. Starting this week, the Pages will be made up of cadets. This year, NWT cadets will reach two significant milestones. This fall the army squadrons of Fort Smith and Inuvik will be celebrating their 35th anniversary, while the air squadrons of Iqaluit and Yellowknife will mark their 25th anniversary. I am sure all Members will join me in offering our congratulations to cadets past and present, for the superb work they have accomplished over these years and wish them good luck in the years to come. I would also like to remind Members of my challenge for them to join me, tomorrow afternoon, in a shooting competition against the cadets.

Again, I welcome Members back to the Legislature. I am sure we will have a productive and beneficial session.

--Applause

Orders of the day. Item 2, Ministers' statements. Mr. Premier.

ITEM 2: MINISTERS' STATEMENTS

Minister's Statement 88-13(5): Minister Absent From the House

HON. DON MORIN:

Thank you, Mr. Speaker, I wish to advise the Members that the Honourable Jim Antoine will be absent from the House today and tomorrow to attend the meeting of Federal/Provincial/Territorial Ministers of Aboriginal Affairs and National Aboriginal Leaders in Quebec City. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you, Mr. Premier. Ministers' statements. Mr. Todd.

Minister's Statement 89-13(5): GNWT's Final Settlement Offer to the Union of Northern Workers

HON. JOHN TODD:

Thank you, Mr. Speaker. Mr. Speaker, the negotiations between the Government of the Northwest Territories (GNWT) and the Union of Northern Workers (UNW) concluded on May 8, 1998 with the parties at an impasse. The GNWT has tabled a final settlement offer and invited the UNW to

take the offer to its membership and let the members decide whether or not to accept it.

The UNW has taken the position that they will not negotiate rates of pay to implement the Hay Job Evaluation System and to settle the Pay Equity Complaint. The Public Service Alliance of Canada (PSAC) negotiator from Ottawa said that he was instructed not to talk about pay equity at the bargaining table and they would not be taking the final settlement offer to the members.

During the last round of bargaining, the UNW proposed that the job evaluation process be referred to binding arbitration and that a southern arbitrator be selected to tell us whether or not the point ratings are bias free. This proposal was geared to take the implementation of the new job evaluation system off the bargaining table and move it to another legal process that would be in addition to the legal processes already in place. I believe, Mr. Speaker, that the UNW and its pay equity experts can review the evaluation process for themselves to decide whether the point ratings are bias free and do not require a southern arbitrator to do this. The GNWT and the UNW had signed off an agreement to do this at the second round of collective bargaining, but unfortunately, although the UNW had agreed to the review process, they chose not to attend.

Page 1300

At the last round of bargaining, the GNWT once again invited the UNW to participate in a joint review process. This offer was made because the only way the UNW can satisfy itself that the job evaluation process is bias free is by gaining an understanding of it. The UNW declined this offer.

The GNWT cannot sign an agreement that renews rates of pay knowing that there is a pay equity problem. It would be irresponsible for the GNWT to sign a collective agreement that then gives the UNW the opportunity to sue the GNWT for more money because there is a pay equity problem. The parties who were at collective bargaining created the pay equity problem. The parties at collective bargaining must resolve the problem. The GNWT negotiated as far as it could on all other outstanding issues. Many significant concessions were made by the negotiators to address employee and UNW issues.

Mr. Speaker, I would like to table the GNWT's final settlement offer. I believe you will agree that the offer is fair and there is absolutely no downside risk to

employees and the UNW in the way that the new job evaluation system is to be implemented. Employees see only pay increases. No employee will see a decrease in pay. The offer provides pay equity payments that go beyond what the GNWT is legally obligated to pay.

The final settlement offer includes:

- A 2 percent to 31 percent wage increase in the first year;
- A 2 percent wage increase in the second year;
- Up to 5 percent annually in performance increments or bonus;
- \$421 to \$4,096 in Northern Allowance increases for employees outside of Yellowknife;
- An additional \$500 lump sum Northern Allowance amount in each year for all employees;
- \$790 to \$33,199 in pay equity payments;
- Five mandatory leave days for continuous employees on the same basis as non-continuous employees;
- School year hours of work for dental therapists; and
- Many other significant improvements in benefits, rights and protection for employees such as shift premium increases for shift workers, a study on how to improve child care and a pro-active prevention strategy to deal with workplace conflict issues.

I believe employees should be given an opportunity to vote and I am confident the package would be accepted. The final settlement offer is generous and gives everyone more money, achieves pay equity and allows the GNWT to modernize its job evaluation system with absolutely no downside risk to any employee. It provides an environment of certainty for employees during the transition to two new public services on April 1, 1999.

Mr. Speaker, the matter is now between the UNW and its members who are our employees and our constituents. If employees are concerned with the impasse, they should talk to the UNW who is their legal bargaining agent. It is time for employees to make their stand on the issue known. They can do this by demanding a ratification vote. This would give them the opportunity to either support the UNW's strategy to use a long drawn out legal process to

resolve pay equity or they can accept the final settlement offer and require the UNW to sign off a collective agreement and to work with the GNWT and employees to look for ways to improve the system and ensure pay equity is maintained in the future. Thank you, Mr. Speaker.

--Applause

MR. SPEAKER:

Thank you, Mr. Todd. Ministers' statements. Mr. Todd.

Minister's Statement 90-13(5): GNWT Legal Position on Pay Equity

HON. JOHN TODD:

Thank you, Mr. Speaker. Mr. Speaker, as you are aware on March 28, 1989 the Public Service Alliance of Canada (PSAC) filed a complaint with the Canadian Human Rights Commission (Commission) on behalf of the Union of Northern Workers (UNW) alleging that the GNWT did not provide its Public Service employees with equal pay for work of equal value contrary to Sections 7, 10 and 11 of the Canadian Human Rights Act.

The GNWT presently has an application before the federal court challenging the decision of the Commission to request the appointment of a Human Rights Tribunal to inquire into the Section 7 and 11 portions of the complaint while continuing to investigate the Section 10 portion of the complaint. It is expected that this application will be heard in the fall.

Mr. Speaker, on March 17, 1998 Justice Muldoon of the federal court, in a decision in a pay equity case involving Bell Canada, said the following:

That the method of comparing wages of employees in female dominated jobs with employees in male dominated jobs presently being used by the Commission is illegal.

That it is bad faith for a union to negotiate a collective agreement and then file a pay equity complaint against the employer.

That unions have a responsibility for lost wages due to pay inequities in collective agreements they negotiate.

In light of this decision, the GNWT is in the process of amending its present federal court application to ask to have the complaint filed against the GNWT dismissed or alternatively to have the UNW held jointly responsible for any award made by a Human Rights Tribunal. On March 23, 1998, Justice McGillis of the federal court, in another decision in a pay equity case involving Bell Canada, said that Human Rights Tribunals, appointed under the Canadian Human Rights Act, lacked the requisite level of independence. Because of this federal court decision, the Human Rights Tribunal appointed to hear the complaint filed against the GNWT, has been adjourned indefinitely.

Mr. Speaker, the GNWT's preference is still a negotiated

Page 1301

solution to the pay equity complaint filed against the GNWT. The GNWT and I, as Finance Minister, stand by its final settlement offer to the UNW, which as you know includes the introduction of a bias-free job evaluation system, as a fair and reasonable settlement to the pay equity complaint. Thank you, Mr. Speaker.

--Applause

MR. SPEAKER:

Thank you, Mr. Todd. Ministers' statements. Ms. Thompson.

Minister's Statement 91-13(5): Enterprise Settlement Corporation Inspection Report

HON. MANITOK THOMPSON:

Thank you, Mr. Speaker. Mr. Speaker, later today I will be tabling the Inspection Report for the Enterprise Settlement Corporation.

--Applause

Thank you. On March 2 to 6, 1998, the Department of Municipal and Community Affairs conducted an inspection of the Enterprise Settlement Corporation. As a result of the inspection, numerous violations of legislation were found. There were 25 specific violations of the Settlements Act; Enterprise Settlement Corporation Continuation Order; Cities, Towns and Villages Act; Local Authorities Elections Act; Conflict of Interest Act and the Civil Emergency Measures Act.

Mr. Speaker, copies of the Inspection Report were distributed to the residents of Enterprise by the Settlement Administrator, Mr. Ian McCrea, earlier today. I will be going to Enterprise next week to hold a public meeting and to discuss the next steps with the residents. Thank you, Mr. Speaker.

--Applause

MR. SPEAKER:

Thank you, Ms. Thompson. Ministers' statements. Item 3, Members' statements. Mr. Enuaraq.

ITEM 3: MEMBERS' STATEMENTS

Member's Statement 366-13(5): Municipal Senior Administration Officers

MR. ENUARAQ:

Thank you, Mr. Speaker. I would like to take this opportunity to properly acknowledge the hard work being done by Senior Administrative Officers or SAOs, and especially those in my communities of Broughton Island, Clyde River and Pangnirtung. They function as best as they can with a minimal amount of qualified support staff. Mr. Speaker, with limited resources, they get the job done.

For those of you who may not know what SAOs do, let me briefly describe their responsibilities for you. All municipal officers and politicians, like ourselves, are responsible to the residents and to the GNWT for delivering and administering programs locally. The SAO is the key person in municipal management. He or she provides and coordinates the administrative, financial and management services for the municipality.

In many of the more remote communities, the SAO is responsible for all of these important functions. Most northern communities are very small and it is very difficult to find enough staff locally who are qualified to help the SAO to complete financial or managerial duties. It is sometimes more difficult to get people to come to the communities to take over those positions. Many times the SAOs have to rely on the Department of Municipal and Community Affairs regional or headquarters staff to help him or her fulfil their responsibilities. In most cases, the SAO will complete all required duties themselves with very little support. As a result, they do not have enough time to spend with their families or time to properly rest. The shortage of support staff available to help the SAO at

the regional and headquarters levels makes the task even more difficult.

Mr. Speaker, I would like to say that the job of the SAO is very stressful and I wish to once again acknowledge their hard work. Thank you.

MR. SPEAKER:

Thank you, Mr. Enuaraq. Members' statements. Mr. Miltenberger.

Member's Statement 367-13(5): Western Territory Division Related Issues

MR. MILTENBERGER:

Thank you, Mr. Speaker. Like many of my colleagues in the last number of weeks I have had an opportunity to spend time in my constituency. There are many issues swirling about the community both of a territorial and community nature. Things like division, the constitution, what is going to happen with NTPC, the number of MLAs and pay equity.

The fundamental issue that has been there since I have been elected and continues to be there is that of the economy, the economy at the community level and at the territorial level, jobs, bread and butter issues and employment. The sense I have received very clearly from my constituents as members of the new Western Territory is, they want to know what the plan is in the west for the new Western Territory. They want us to make some decisions and get on with things. Decide on a name, whatever that will be. Let us put some of these issues to rest. How many MLAs are we going to have? Let us deal with it and get on with it. They want to be able to concentrate on other more fundamental issues.

Page 1302

There is some concern, I must confess, about NTPC and what is going to happen. Should it be a joint corporation or should it be split? The few comments I have heard about the number of MLAs were mainly negative and that we do not need more MLAs. Let us put the money to better use like education, housing and health.

--Applause

The comments I have heard about pay equity and the offers that are on the table now from the government, which I will speak to later in the week, were fairly straightforward. Give us a chance to vote on it and

we will tell you what we think. I cannot argue with that common sense approach. Mr. Speaker, as we move toward division, we have many issues before us, but my constituents have made it clear they want to know what the blue print is for the west, what is the plan and to make sure we have a strong economic foundation to move ahead. Thank you very much.

--Applause

MR. SPEAKER:

Members' statements. Mr. Roland.

Member's Statement 368-13(5): Concerns of Inuvik Constituents

MR. ROLAND:

Thank you, Mr. Speaker. Mr. Speaker, I have enjoyed this past break in session as I was able to spend almost a whole month at home in Inuvik. It is always good to be home and spend time with family and friends. I had a chance to drop by many organizations to introduce my new constituency assistant and to welcome them to visit my office anytime. It was also a pleasure to attend various functions such as the Aurora College Spring Convocation, the weekly Elders Luncheon at the Ingamo Hall Friendship Centre and even a town council meeting while I was at home. I have been busy assisting with constituents concerns at the office and I have also held two public meetings.

The following concerns were raised in my community. One was an issue with youth, core funding for the facility in the Inuvik community. Additional funding is required for the Transition House Society in Inuvik as well, which is a regional facility. Pay equity also was raised at my constituency meetings. As well as the Public/Private Partnerships. There has also been discussion with the Constitutional Working Group about when they are going to come around and do their community tours. The escorts travel for elders who are on medical travel was an issue that has been raised in my community of Inuvik. There are also a number of other issues, but I will take time during this reconvening of the Fifth Session to bring up a number of other issues such as recognizing different constituents who have worked hard to be recognized in the community and I will do so at another time. I will be bringing all these issues to the appropriate Ministers at the appropriate times. Thank you.

--Applause

MR. SPEAKER:

Thank you, Mr. Roland. Members' statements. Mr. Barnabas.

Member's Statement 369-13(5): Concerns of High Arctic Constituents

MR. BARNABAS:

Thank you, Mr. Speaker. Mr. Speaker, I will speak in Inuktitut. (Translation) Thank you, Mr. Speaker. Good afternoon. I would like to welcome my fellow colleagues back to the House. The former Member Ludy Pudluk used to say that he does not like meeting in the summer time and I also feel the same way. I would like to extend my gratitude to the people of Grise Fiord. They expressed some concerns about pay equity and the lack of office space. Those were the concerns expressed by the people of Grise Fiord.

There has been another sad event in my community, there has been a person who passed away, which of course is not a very happy event, but the people of Grise Fiord have tried to make my stay there happy. Thank you, Mr. Speaker. (Translation ends)

--Applause

MR. SPEAKER:

Thank you, Mr. Barnabas. Members' statements. Mr. Rabesca.

Member's Statement 370-13(5): Rae-Edzo Municipal Funding Negotiations

MR. RABESCA:

Thank you, Mr. Speaker. Today as we all know is the first day of our spring session. I would like to welcome my colleagues back to this House. I hope everyone has had a very restful and enjoyable visit to their home, families and communities.

As you may recall, prior to closing the last sitting I pushed to get the Department of MACA to recognize that Rae-Edzo is a unique community and does not fall within the typical Municipal Funding Formula. Today, I would like to inform this House as well as thank the Minister of MACA for recognizing the unique situation Rae-Edzo is in. This, of course, is just a start in rectifying the total problems that have occurred and I hope that work will continue through the normal funding review process.

As in all funding formulas of this type, one will never make everyone happy. However, by assisting my community, at least we are not the lowest funded with the largest population, as was the case before we started this exercise. I, again, would like to welcome my colleagues back to this Chamber and thank Ms. Thompson for her assistance to the community of Rae-Edzo. Thank you, Mr. Speaker.

--Applause

MR. SPEAKER:

Thank you, Mr. Rabesca. Members' statements. Mr. Ootes.

Member's Statement 371-13(5): UNW Collective Bargaining Negotiations

MR. OOTES:

Thank you, Mr. Speaker. Welcome back and welcome back Members. Many government employees were demonstrating outside the Legislative Building here today and they were here for one reason and one reason only, to

Page 1303

demonstrate their displeasure with the current state of their contract negotiations, negotiations that are now at a standstill. As legislators and leaders, we have choices. We can either encourage this unproductive staring contest, we can demand that the government and union get back to the bargaining table or we can try and come up with an alternative course of action.

The pay equity dispute between the government and the Union of Northern Workers has been going on now for more than a decade with a result that the government now has to pay a significant sum of money to settle this matter at a time when we can least afford it and the longer we wait, the more it is going to cost. Let us settle it. How, of course, is the nub of the question. The stumbling blocks are the job classification system and pay equity with the union demanding these issues not be part of the final contract settlement and the government stating it will be sued or possibly could be sued if these issues are not settled within the current contract. We need to settle this dispute once and for all for the sake of all northerners so we can enter division without a decade of financial baggage and bad feelings behind us.

One of the biggest stumbling blocks, it seems to me, is the amount offered and asked for in the pay equity

issue. Any settlement reached, of course, has to be fair to our workers and it has to be affordable for the government. So how do we reach such a deal? What if we looked at a compromise, like the one proposed to me by one of my constituents, a pay equity package whereby each side compromises its financial offer and demand. Such a compromised financial package could then be paid out in instalments with interest, somewhat like the government is doing with the P3 process, a business process. Maybe a mortgaging system is the only way out of this situation. There are many questions I would like to ask publicly in this forum, both from the government and the union, but our system constrains me to only address questions to the Minister in this forum. I will be doing so later today. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you, Mr. Ootes. Members' statements. Mr. Krutko.

Member's Statement 372-13(5): Concerns of Mackenzie Delta Constituents

MR. KRUTKO:

Thank you, Mr. Speaker. Welcome back colleagues. I would like to take this opportunity in this current session to express a variety of issues and concerns that occurred in my recent visit to my constituency. Some of the issues relate to issues I have addressed before in this House. They are just problems in regard to the education system, the whole area of housing delivery and the area of health care, especially in the Mackenzie Delta riding.

Another issue that came to light was the whole problem with youth, youth initiatives and youth programs. The Tl'oondih Healing Program was one of the issues I had to deal with and the whole area of community transfers. There is the issue of related job creation opportunities in my riding, which are very few, if not, nil.

Other major concerns, my riding has, are in relation to the priorities of this government, especially when it comes to the health and well-being of my constituents, in relation to the whole water problem, which is still a problem in Fort McPherson and also has been raised as a concern in Aklavik. This issue, I thought was a priority of this government, but yet I will stand here again and again and raise it time and time again. I was approached by union members on the

whole question of pay equity and exactly how this schedule came about. With that, I will be raising these concerns and issues in this session. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you, Mr. Krutko. Members' statements. Mrs. Groenewegen.

Member's Statement 373-13(5): Enterprise Settlement Corporation Inspection

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. Welcome back. Mr. Speaker, I represent two communities in my riding, Hay River and Enterprise. The community of Enterprise is a settlement, population 86, approximately 40 kilometres south of Hay River. Enterprise was incorporated as a settlement some ten years ago. Since that time, they have evolved to where they have such community infrastructure as a community hall, fire hall, volunteer fire department, three settlement employees and a budget of more than \$250,000 annually. Like any evolving community, Enterprise has had its share of growing pains. Taking responsibility for programs and services through resources transferred by the GNWT is a significant undertaking.

In March of this year, partially due to a request from some community members and partly because it is MACA's responsibility, an inspection was conducted in Enterprise. Community leaders understood that operational deficiencies which might be identified would be addressed with the assistance and guidance of MACA employees. The people of Enterprise were shocked by the appointment of an administrator on April 7th. The Settlement Act does provide that the Minister may, by order, declare a settlement corporation to be under the control of a settlement administrator under a list of set conditions. The appointment of an administrator deems the elected council is retired.

The people of Enterprise feel that their democratic rights have been infringed upon and have raised numerous questions which they have asked me to pursue. Subsequent to the order to appoint a settlement administrator, community leaders met with the deputy minister in Enterprise. They were advised that the community inspection had revealed approximately 23 infractions of the Settlement Act. It was the position of the Minister and the department at

that time that the precise nature of the infractions should not be disclosed because of the negative impact that it would have on the community. Most community members are of a different opinion. They feel that they have a right to know what the infractions were and this should be made public. They feel the Settlement Act should contain a provision for a formal intermediate process or a step for resolving operational problems.

I had a meeting with the residents of Enterprise one week ago. They asked me, as their elected representative, to convey their concerns over recent events in their community and I committed to do that. The five areas which summarize the

Page 1304

concerns raised at the meeting are:

1. They would like answers to the letters and questions put to the Minister and the department subsequent to the order that was delivered.
2. They would like the report of the 25 infractions made public.
3. They would like the deficiencies in the Settlements Act for dealing with a situation like theirs to be brought up and be addressed.

Mr. Speaker, I seek unanimous consent to conclude my statement.

MR. SPEAKER:

The Member for Hay River is seeking unanimous consent to conclude her statement. Do we have any nays? There are no nays. Mrs. Groenewegen, you have unanimous consent.

MRS. GROENEWEGEN:

Thank you, Mr. Speaker.

4. They would also like their SAO to be returned to her position in the capacity of a trainee to take advantage of the administrator's knowledge and experience while he is in their community.

5. They would also like and have asked for confirmation that Cabinet was aware and have supported the order prior to it being invoked and how this action could be reconciled in view of this government's commitment to community empowerment and the effect this decision has had on

the collective and individual rights of the people of Enterprise.

Mr. Speaker, I will have further questions regarding this matter for the Minister at the appropriate time. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you. Members' statements. Mr. Erasmus.

Member's Statement 374-13(5): Concerns of Yellowknife North Constituents

MR. ERASMUS:

Thank you, Mr. Speaker. Before I get started, I would like to welcome all the MLAs back to Yellowknife. I would like to remind you to feel free to spend lots of money in our fair city. I know you will spend a lot more if you have accommodations here than you would have if you were in Hay River or Fort Smith, as my colleague from Fort Smith reminds me.

During our break from the House, I talked to a lot of my constituents and they raised a lot of issues, about which I will be making statements and asking questions. Obviously, they were very happy when it was announced that the diamond sorting facility would be built in Yellowknife. They also had a lot of problems and issues they would like to see resolved. For instance, the pay equity and contract negotiations issue is something all people would like to see resolved. Many people have mentioned they were displeased with the fact that Yellowknife is being used as a base for the Northern Allowance, while it is not the cheapest community to live in. There was also a lot of discussion about education and people are very displeased with the student/teacher ratio and the fact that we have the highest ratio in Canada. They would like to see this go down. In the area of adult education, people are quite concerned. We have a very poorly educated population and people would like to see that changed for the adults. There is concern about the constitution. They would like to see this happening in the west. Many people mentioned the fact that there are very poor youth treatment facilities and would also like to see this addressed. There are quite a few problems that are arising from the income support and the way it is being implemented.

Finally, Mr. Speaker, in the area of aboriginal and treaty rights, I have attended several meetings where this was brought up and the government is not really

recognizing or living up to agreements on treaty and aboriginal rights. As I said, I will be making statements and asking questions in these areas and others, as well, during the course of this session. Thank you.

MR. SPEAKER:

Thank you. Members' statements. Mr. Arlooktoo.

Member's Statement 375-13(5): Concerns Regarding the State of the Carving Industry

HON. GOO ARLOOKTOO:

(Translation) Thank you, Mr. Speaker. First of all, I thank you on behalf of my constituency for the kind words you expressed about the passing of Kovianaktuliaq Parr. I will ensure they are passed on to the family immediately.

If you ask why this is such a critical issue and why should we, Members of the Legislative Assembly and government, be concerned about it; the answer is simple. I view the carving industry as the largest employer or the top income provider for the majority of my constituents. Many families have depended on carving sales to pay bills, buy food and to buy hunting equipment and supplies to support subsistence lifestyles. I believe and have been pushing for action on the part of buyers, producers and government to cooperate to see if there are areas that we could work together on to help improve the conditions of this industry. This could be in marketing strategies, finding new buyers, quality and quantity control and issues regarding material availability. There is also the complex issue of reducing the dependence on carvings, finding other forms of employment and dealing with the fact that not everyone can support their families on a carving income alone.

Recently, I have been working with all parties, in particular the Minister of RWED, to move the work on this issue along. We

Page 1305

hope to distribute, to interested parties, options and possible strategies in the next week. Your support would be appreciated. (Translation ends)

That concludes my statement. I do have further information that I will pass on to other Members of the House at another time.

MR. SPEAKER:

Thank you. Members' statements. Mr. Ng.

Member's Statement 376-13(5): Recognition of Cadet Master Corporal Melanie Puglik

HON. KELVIN NG:

Thank you, Mr. Speaker. Welcome back to you and my honourable colleagues. I would like to take this opportunity in my Member's statement, Mr. Speaker, to recognize a young lady from Cambridge Bay, who happens to be sitting to your left. Her position and name are Master Corporal Melanie Puglik of the army cadets. She has the honour of representing her community on behalf of her fellow cadets and acting as a page for us this week. Welcome to the Assembly.

--Applause

MR. SPEAKER:

Thank you. Members' statements. Mr. Henry.

Member's Statement 377-13(5): Commissioning of the HMCS Yellowknife

MR. HENRY:

Thank you, Mr. Speaker. Welcome back to my colleagues. Welcome back to Yellowknife. I also, Mr. Speaker, had the opportunity to have discussions with many constituents, and I believe they have concerns and issues related to job creation, P3 projects, employee concerns, pay equity, division of the Northwest Territories and formula financing concerns for particularly the west.

One that I would like to talk about in particular, Mr. Speaker, is that I had the opportunity, on April 18th, to attend the commissioning of the HMCS Yellowknife in Victoria, British Columbia. There were many Yellowknifers and northerners in attendance for that event, including many former northern residents now living in southern Canada. Among those in attendance were the honourable Ministers Antoine and Kakfwi representing this government who presented gifts to the Captain of this vessel. Minister Antoine presented Captain Bancroft with a plaque which consisted of a NWT license plate and registration documents. Mr. Speaker, this gift was very unique. The license plate, numbered MM706, is an actual naval designation number. What is very unique is the fact that this license plate number is actually registered in the Department of Transportation system as a motor vehicle. The NWT

can also be identified as the only jurisdiction anywhere having a war ship registered on their motor vehicle system. On behalf of the Government of the Northwest Territories, Minister Kakfwi presented HMCS Yellowknife's Captain Bancroft with a beautiful muskox blanket. I understand it gets rather cold in the evenings aboard ship. Minister Kakfwi also presented a stuffed raven which is, as you know, the mascot for Yellowknife. I learned that this particular raven was found dead in the streets, and Minister Kakfwi took it upon himself to have the raven stuffed and presented to the Captain.

Mr. Speaker, I would like to acknowledge these two Ministers on the manner in which they carried out their duties on behalf of this government. It was with pleasure and with pride that I was able to observe the admiration of the gathered crowd for the professionalism and wit of both Ministers. We can sometimes take for granted our own government Ministers and senior officials, but when we have had the opportunity, such as I had, to stand back and observe, we can certainly appreciate the calibre of leadership we sometimes take for granted that we have in our own back yard. I would ask that my fellow Members join me in a gesture of gratitude to those two Ministers for a job well done at the commissioning of the HMCS Yellowknife. Thank you, Mr. Chairman.

--Applause

MR. SPEAKER:

Members' statements. Mr. Picco.

Member's Statement 378-13(5): Passing of Fred Coman

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, on March 27th, the north lost one of its most benevolent and community-oriented citizens. Mr. Fred Coman was a father, a businessman and community activist. He devoted much time to contributing to the well-being of Iqaluit and Nunavut residents. Fred came north in 1962. He worked first for a company called East Coast Carriers. Later he branched out into owning and operating a theatre, restaurant, cartage business and carving store. Fred was a successful entrepreneur but never lost sight of the community and its people.

I recall several meetings with the Honourable John Todd and other members of the Nunatsiqa Liberal

Party when Fred would crack a joke or provided insight that put us on the right track. He was an excellent campaign organizer and a friend.

Mr. Speaker, on behalf of the people of Iqaluit, I am sure this House joins with me in expressing our good wishes and condolences to Fred's wife, Olannie; his son, Henry, and daughter, Heather, on their loss. He will be missed. Thank you, Mr. Speaker.

--Applause

Page 1306

MR. SPEAKER: Thank you, Mr. Picco. Members' statements. Item 4, Returns to oral questions. Mr. Arlooktoo.

ITEM 4: RETURNS TO ORAL QUESTIONS

Return To Oral Question 367-13(5): Mortgage Life Insurance for Clients

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. I have a return to an oral question asked by Mr. Miltenberger on February 18, 1998, regarding mortgage life insurance for clients. This is a very important issue. The corporation, through client counselling for the Expanded Down Payment Assistance Program encourages everyone with a bank mortgage to carry mortgage protection insurance. The purchase of this insurance is also encouraged by the lending institutions themselves.

Purchasing mortgage protection insurance will ensure that the mortgage is paid out in the event of the unfortunate death of either party who signed the mortgage.

Under the Expanded Down Payment Assistance Program itself the corporation does not require mortgage insurance for its portion because our assistance is provided as an upfront grant or as a forgivable loan. In either case, an untimely death of an individual under the program will not require any adjustment to the forgiveness as long as the family can continue to live in the home and meet their bank mortgage. If they had purchased mortgage insurance, they will not have to make any further payments to the bank.

The corporation has considered setting up its own Mortgage Insurance Fund paid for by fees charged to program clients. However, the payments would end

up being too high in order to set up a fund large enough to pay out mortgages.

An option being pursued in the case of a death of a major income earner is to allow clients to access additional corporation support to bring down their bank mortgage payments to a level which would be affordable or to pay out their bank mortgage in full and convert the client to another program.

Mr. Speaker, the corporation is developing final recommendations on this important matter for my review by the end of March, 1998.

MR. SPEAKER:

Thank you. Returns to oral questions. Mr. Ng.

Return To Oral Question 105-13(5): Strategy for Family Planning

HON. KELVIN NG:

Thank you, Mr. Speaker. I have two new returns to oral questions, firstly asked by Mr. Picco on January 26, 1998 on strategy for family planning. The residents of the NWT make their own decisions about the size and timing of their families. However, the government does have a number of services which help people make their own choices about having children.

Through the schools' health curriculum, young people learn more about making choices and the responsibilities that come with those choices. The program includes developing self esteem, having the confidence to make decisions, and knowing and understanding the consequences of actions. The Department of Health and Social Services acts as a resource to the Department of Education, Culture and Employment on the health curriculum.

Through the health and social services boards, there is support in a number of ways for community residents. Family planning is part of the Well Women yearly visit in an informal way, dependent on each woman's individual needs. Formalized counselling is part of post natal care to ensure women make clear choices about when or if they want to have more children.

Individual communities and regions have had promotional campaigns about sexually transmitted disease control and family planning. The department has some promotional education materials available for residents and health and social service centres.

Some people make a very conscious decision to avoid pregnancy for a number of reasons. The community health centres have condoms, birth control pills, Depo Provera and other preventative methods available free of charge.

Having a child is a huge responsibility. It affects lifestyles, disposable income, almost every aspect of a person's life. While the government has not developed a plan to encourage a lower rate of population growth, there are a number of programs in place to make sure that, as much as possible, children are born to parents who want those children at a time in the parents' lives when they want the responsibility of the child.

Return To Oral Question 171-13(5): Breast Cancer Screening Programs

Mr. Speaker, return to an oral question asked by Mr. Ootes on February 2, 1998 on breast cancer screening programs, the department utilizes two prevention techniques. Primary prevention refers to interventions that will prevent the development of the disease. Known modifiable risk factors include diet, alcohol consumption and cigarette smoking.

The department has been actively involved in promoting the preservation of traditional diets and regular consumption of traditional foods. Fact sheets have been prepared and made available to all health centres and regional health promotion staff. EpiNorth, the departmental epidemiological newsletter, regularly includes information on this topic.

Tobacco smoke is also a strong risk factor for the development of breast cancer. The department actively encourages and supports its regional boards to target smoking as the most

Page 1307

important health risk factor.

Secondary prevention focuses on finding the disease at the earliest possible stage and effectively treating it before it has caused illness or to prevent any further spread and threat to the overall health of the individual.

Screening against breast cancer, in appropriate populations, allows the disease to be found at an earlier stage when treatment is more likely to result in a cure. The components of a comprehensive breast cancer screening program include: 1) teaching all women breast self examination; 2) annual

examination of the breasts by a trained health professional and 3) screening mammography, a special X-ray, for women in selected risk groups where benefits of mammography have been documented to offset the risks.

The department has, or is doing, the following secondary prevention initiatives:

- Breast cancer screening is incorporated into nursing practice standards for all health centres.
- Training for teaching breast self-examination and for performing clinical examinations of the breast have been provided through the Advanced Nursing Skills Inservice Program (ANSIP) since the beginning of the program.
- Resource materials and teaching tools to boards.
- Support was provided in 1990 for Stanton to develop its mammography service.
- Interim guidelines for mammography screening were provided to all boards and health professionals in 1995.
- Revised screening guidelines were submitted to the department in November, 1997, and distributed to all boards as well as the NWTMA in December. A workshop has been planned for March 13th, which will involve representatives from the various boards, as well as departmental staff to discuss implementation of these guidelines.

NWT breast cancer rates are still lower than elsewhere in Canada. The cancer registry reports no one having breast cancer from any of the Dogrib communities. Breast cancer in Inuit women over 50 also remains rare. It is important that we focus on primary prevention to maintain these rates at the lowest possible level for all coming generations. Thank you.

MR. SPEAKER:

Thank you. Returns to oral question. Item 5, recognition of visitors in the gallery. Mr. Enuaraq.

ITEM 5: RECOGNITION OF VISITORS IN THE GALLERY

MR. ENUARAQ:

Thank you, Mr. Speaker. Today, I would like to recognize two professional artists, Bob Kussy and Billy Merkosak. Thank you.

--Applause

MR. SPEAKER:

Thank you. Recognition of visitors in the gallery. Mr. Evaloarjuk.

MR. EVALOARJUK:

(Translation) Thank you, Mr. Speaker. I would like to recognize a person from Pond Inlet. William Merkosak, who is a good carver, is here. I would like people to recognize him. Thank you. (Translation ends)

--Applause

MR. SPEAKER:

Recognition of visitors in the gallery. Mr. Roland.

MR. ROLAND:

Thank you, Mr. Speaker. Mr. Speaker, I would like to recognize Janine Gordon, my constituency assistant, who runs the office in Inuvik and is down familiarizing herself with the operation of the Legislative Assembly.

--Applause

MR. SPEAKER:

Thank you. Recognition of visitors in the gallery. Mr. Krutko.

MR. KRUTKO:

Thank you, Mr. Speaker. At this time, I would like to welcome back to the House Ms. Pat Thomas with the NWTTA. Welcome back, Pat.

--Applause

MR. SPEAKER:

Recognition of visitors in the gallery. Mr. Steen.

MR. STEEN:

Thank you, Mr. Speaker. Mr. Speaker, I would like to recognize one of my constituents from Tuktoyaktuk, an employee of Gruben's Transport, Mr. John Norberg Jr.

--Applause

MR. SPEAKER:

Thank you. Recognition of visitors in the gallery. Mr. Picco.

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, I would like to, at this time, recognize Mr. John Quirke, who is the new Clerk of the Nunavut Legislative Assembly and a resident of Iqaluit.

--Applause

MR. SPEAKER:

Recognition of visitors in the gallery. Mr. Henry.

MR. HENRY:

Thank you, Mr. Speaker. It gives me pleasure to

Page 1308

recognize Mrs. Kelly Kaylo, who is the regional manager for Canadian North Airlines. Thank you.

--Applause

MR. SPEAKER:

Thank you. Recognition of visitors in the gallery. Mr. O'Brien.

MR. O'BRIEN:

Thank you, Mr. Speaker. I would like to recognize our trusty reporter who is always on duty, not always printing what we like but shooting straight from the hip, Mr. Jeff Colburn from News North.

--Applause

MR. SPEAKER:

Recognition of visitors in the gallery. Before we go on to Item 6, oral questions, Minister Todd made mention in his statement that there is an application related to the pay equity issue which is still before the courts. I believe that is what he said. I am not sure whether or not it would be in order for Members to be asking questions since under our rules, it is very clear that Members must not ask questions to seek an opinion on matters that are before the courts.

I have asked our law clerk to give me an opinion on that. I would like to have it before we proceed with question period. I understand Members are going to be asking and I do not want to make a mistake of going ahead with a question if it is subject to the sub judice convention.

We will take a break.

--Break

MR. SPEAKER:

I would like to apologize, first of all, to the Members for a delay in question period. I felt very uncomfortable on whether or not we should proceed if we anticipate that there will be questions asked on pay equity. I wanted to be sure I am fair to the Members and also fair to the government who would be receiving the questions. There was a ruling made by Speaker Ballantyne in September, 1992, and I just want to say a few things on it as to what he said regarding civil cases.

The purpose of the sub judice convention is twofold: to protect the interested parties from prejudice and to maintain a separation and mutual respect between the legislative and judicial branches of government.

The rule as it applies to civil matters, particularly those pending before a quasi-judicial tribunal, in this case it is the Human Rights Commission, is less clear and hence the sub judice convention becomes more difficult to apply. Beauchesne's Parliamentary Rules and Forms, 6th edition, citation 507(1), notes "that no settled practice has been developed in relation to civil cases, as the convention has been applied in some cases but not to others." Thus, the application of this ill-defined convention, as it is applied to civil matters, is left to the relevant Speaker.

We will allow questions to be asked in this case. I will also be relying on our law clerk, if we feel that the question is out of order, the Members will be told. Item 6, oral questions. Mr. Picco.

ITEM 6: ORAL QUESTIONS

Question 490-13(5): Collective Bargaining Negotiations

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, my question is for the Minister of Finance concerning the collective bargaining process. Mr. Speaker, with the current

impasse in the collective bargaining with the UNW, will the Minister of Finance now remove pay equity from the negotiating table? Thank you, Mr. Speaker.

MR. SPEAKER:

Minister of Finance, Mr. Todd.

Return To Question 490-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

Thank you, Mr. Speaker. As I said many times in this House and as I alluded to in my earlier Minister's statement, we are not prepared, at this time, to remove pay equity because if we did and we signed a collective agreement knowing there were pay inequities, we would be in a position to be sued by the UNW. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Picco.

Supplementary To Question 490-13(5): Collective Bargaining Negotiations

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, can the Minister in this House, categorically state and confirm that the new job classification system as proposed and introduced by the GNWT, formulated by Hay Associates, is in actuality gender neutral and bias free? Can the Minister categorically tell us now that is the case?

MR. SPEAKER:

Mr. Todd.

Further Return To Question 490-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

Mr. Speaker. I believe to the best of our ability it is. We have, I believe, evaluated somewhere in the region of 5,000 jobs. We have indicated on a number of occasions that there may be some slippage out there. I have asked that clearly in a letter to the UNW, what their concerns are. We will try to address them in a reasonable manner. I am confident that the Hay Associates Job Evaluation Plan is fair and bias free. There may be one or two isolated cases that

require re-examination. We have offered that up on a consistent basis and I offer it up again today. We have indicated we could do that with a joint committee made up of ourselves and the UNW. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Picco.

Supplementary To Question 490-13(5): Collective Bargaining Negotiations

Page 1309

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, the next step on the negotiating round would be mediation. Will the GNWT be moving to the next step of mediation of the collective agreement negotiations today? Thank you, Mr. Speaker.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 490-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

I would have liked to have gotten an agreement from the UNW that the proposal we placed with them was one they could take to the membership. If they choose to go to mediation, I do not have a problem with that. Thank you.

MR. SPEAKER:

Thank you. Final supplementary, Mr. Picco.

Supplementary To Question 490-13(5): Collective Bargaining Negotiations

MR. PICCO:

Thank you, Mr. Speaker. Mr. Speaker, the UNW has, time and time again, stated that the job information which has been evaluated is not complete, current or bias free. Has Mr. Todd the ability to table in this House any information so we can see it, so the people, the public at large, can see that the information being provided by the GNWT is current; has been fairly evaluated and, indeed, is bias free? Thank you.

MR. SPEAKER:

There were two questions, Mr. Todd.

Further Return To Question 490-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

If my honourable colleague is asking me if I am prepared to table the work that was done by the Hay Associates Job Evaluation Plan, I do not think that is a problem. I will check with Mr. Voytilla. Provided we are not causing any undue stress or breach to individual employees, I will be only too happy to table it in the House. Thank you.

MR. SPEAKER:

Thank you. Oral questions. Mr. Ootes.

Question 491-13(5): Job Evaluation Systems

MR. OOTES:

Thank you, Mr. Speaker. My questions are also pertaining to the collective agreement negotiations. I spoke on this earlier today. In doing my work, in searching how this situation got to this point, I was left with a number of questions generated by previous materials, including some letters that I have received. In the early 1990s, a joint equal pay study was done called JEPS and this study examined current job classifications and wage levels within the GNWT to provide the data necessary to resolve the complaint. The final report was signed in 1992, with both the GNWT and the UNW agreeing that the data produced by the joint equal pay study will enable the parties to resolve the issue of equal pay for work of equal value. Subsequent to that the Willis system was developed. However, the territorial government abandoned the Willis system report, even though they had agreed with it. My first question is, why did the government abandon the Willis report?

MR. SPEAKER:

Minister of Finance, Mr. Todd.

Return To Question 491-13(5): Job Evaluation Systems

HON. JOHN TODD:

Mr. Speaker, I do not believe I was the Minister at the time and I am not trying to fluff off that it was under previous governments. So I will take that question as notice because I am not aware of the details of that. I

was not in the government at the time and will report back to my honourable colleague. Thank you.

MR. SPEAKER:

Question is taken as notice. Oral questions. Mr. Henry.

Question 492-13(5): Collective Bargaining Negotiations

MR. HENRY:

Thank you, Mr. Speaker. My question today is to the Minister of Finance and is also on the question of collective bargaining and pay equity. Mr. Speaker, I had the opportunity, as all Members did, to have some conversations with some of our employees at the front of the Legislative Assembly Building today. I would like to suggest that was a peaceable and democratic demonstration of people's rights and to get their message across. I suggest it was very peaceable and I think there was only one individual who was a little boisterous and I would point out, Mr. Speaker, that individual was not an employee of the Government of the Northwest Territories and I, certainly for one, expect more of the employees of the Government of the Northwest Territories. My question to the Minister is, what message did he get from that meeting that was outside the Legislative Assembly Building today? Thank you, Mr. Speaker.

MR. SPEAKER:

The Minister of Finance, Mr. Todd.

Return To Question 492-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

First of all, I thought maybe the boisterous person he was talking about was myself...

--Laughter

HON. JOHN TODD:

...but the message I received was that people are not particularly pleased with the events that are unfolding. I respect the fact that the UNW and people who are not happy with government policy, decisions we make, have a right to lobby out there and I respect that and I hope that they will respect that I have an obligation and responsibility to the territories as a whole and I am trying to find, I thought through

negotiations, a reasonable compromise that we can all live with. I guess the message from that group was that we are not happy and we want you to fix it. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Henry.

Supplementary To Question 492-13(5): Collective Bargaining Negotiations

MR. HENRY:

Thank you, Mr. Speaker. I think the Minister responsible for FMBS very well described the global feeling and that was an answer I expected from him. I think there was an

Page 1310

issue there, a strong issue, and it has been mentioned before by some of my colleagues, that there was a strong message out there today that the UNW wished to have the issue of pay equity separated from the contract negotiations. My question to the Minister is, will the Minister commit to getting back with the UNW at the table? I am not asking the Minister to remove it at this time from the table. I am not asking him to separate it. I am asking for the Minister's commitment on behalf of his government to commit to putting his side back to the table to discuss it. As long as people are not talking, they cannot resolve problems. My question is, will the Minister commit to putting his representatives back to the table to discuss with the UNW, nothing in particular, but at least to get back to the table? Thank you.

MR. SPEAKER:

Mr. Todd.

Further Return To Oral Question 492-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

Thank you, Mr. Speaker. I tried to demonstrate today that I was prepared to listen, as I have been ever since I got elected. If the UNW wishes to come back to the table to discuss the final offer, the door is open, not closed. I am willing to say that today we are prepared to come to the table, but we have placed the final offer, I have to qualify it, on the table. I would say to my honourable colleague that the door is not closed, but there is very little room at this time to

manoeuvre in terms as where we are with the final agreement. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Henry.

Supplementary To Question 492-13(5): Collective Bargaining Negotiations

MR. HENRY:

Thank you, Mr. Speaker. I thank the Minister for that. What I am after is just to get people back talking. They can decide what they are going to talk about when they get there. The Minister has also, and I will respect your ruling, Mr. Speaker, on the cases that are before the court...the Minister, Mr. Todd, in his Minister's statement today did mention, and I quote, "In light of the decision, the GNWT is in the process of amending its present federal court application to ask to have the complaint filed against the GNWT dismissed or alternatively to have the UNW held jointly responsible for any award made by the Human Rights Tribunal." My question to the Minister is, will the Minister commit at least until after the initial meeting to put that process of amending on hold until he has at least had one opportunity to sit down with the UNW to see where talks may go? Thank you, Mr. Speaker.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 492-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

I do not think it would be appropriate for me to do that at this time. I want to remind everybody that I am advised that if we sign a collective agreement knowing that there is now a pay equity problem, then we leave ourselves vulnerable to a suit by the UNW. We need to come to a resolution on the pay equity situation, along with the collective agreement, that is fair and equitable to our employees. I believe we have done that. I have already said it and there may be the odd glitch within the job evaluation system. When you deal with 5,000 employees and 5,000 re-evaluations of jobs there is going to be some growing pains in this issue. I do not think it is appropriate that we delay this. I think we need to proceed. We need to get the message across that we are trying, that this is a fair and reasonable offer. If we are going to go

back to the bargaining table, I have no problem with that. If we are going to go to arbitration or mediator, I have no problem with that. Ultimately what I really want is the ability for the UNW/GNWT to come to an agreement. If they cannot, put it out to the membership to allow them to vote on it. Thank you.

MR. SPEAKER:

Oral questions. Final supplementary, Mr. Henry.

Supplementary To Question 492-13(5): Collective Bargaining Negotiations

MR. HENRY:

Mr. Speaker, I would ask the Minister of Finance again in a gesture of conciliation if he would, and I quote, "put on hold the process of amending it." I am not asking him to wipe it off and not proceed with it at a later date if he chooses, but to just put it on hold until he has an opportunity to sit down with the UNW to see where this discussion may go. Thank you, Mr. Speaker.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 492-13(5): Collective Bargaining Negotiations

HON. JOHN TODD:

Well, my honourable colleague is making an assumption that the UNW wants to come back to the table. I do not know that right now. Both parties have come to an impasse, unfortunately. The UNW has gone from the table. We are away from the table. I have offered up today, publicly, that we are prepared to go back to the table. I do not know what the other parties will say though. It would be inappropriate of me to make any kind of comment as to what direction we would take on that until I know whether the UNW is prepared to come to the table. Thank you.

MR. SPEAKER:

Oral questions. Mr. O'Brien.

Question 493-13(5): Nunavut Decentralized Government Model

MR. O'BRIEN:

Thank you, Mr. Speaker. Mr. Speaker, my question is to the Minister responsible for Nunavut Transition, Mr. Arlooktoo. It is regarding the decentralized model as it relates to Footprints 2. Mr. Speaker, a number of my constituents are concerned and some are confused about the jobs that have been earmarked for my communities of Arviat and Baker Lake. There have been recent rumours and speculation that the model has been somewhat changed. My question to the Minister is, has the GNWT agreed to any modifications, deviations that relate to the decentralized model? Thank you.

Page 1311

MR. SPEAKER:

The Deputy Premier, Mr. Arlooktoo.

Return To Question 493-13(5): Nunavut
Decentralized Government Model

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. There are a couple of things that we need to recognize when we talk about division and decentralization; that is, we need to deal with some factors that will require us to work harder in some areas than in others. Decentralization is an important aspect and important principle of division. One of the critical things we are dealing with right now is assessing the capacity of the Nunavut government and trying to ensure that programs and services continue without disruption and also, that the four critical areas or basic functions of government are there, the justice system, the Executive, the legislative and the financial parts of government. Those are the areas that we are concentrating on right now. As I said, decentralization is an important principle, but a bit further back from those critical areas that I mentioned.

Where the jobs will go in division and decentralization is the responsibility of the Interim Commissioner. The GNWT stands by its commitment to decentralization and we are very much heavily involved with work that is going on between our deputies and the Nunavut deputies, who have just come out of some very important meetings in Iqaluit last week. That would be my comment. We are still committed to decentralization, but at this point in time assessing capacity and making sure the programs continue is very much the number one priority right now.

MR. SPEAKER:

Oral questions. Supplementary, Mr. O'Brien.

Supplementary To Question 493-13(5): Nunavut
Decentralized Government Model

MR. O'BRIEN:

Thank you, Mr. Speaker. Mr. Speaker, the jobs that I refer to that are earmarked for my two communities at this point in time, I think they number approximately 80. There are a number of people who have left the community to seek work in some of the other communities to get some experience to take jobs in the hope that when these new jobs are transferred to, for example, Arviat; they will be in a position to take these jobs on. The speculation now is that they are hoping to be transferred back to in their home community may not happen.

I think we have a responsibility to advise the community as soon as possible if there has been any change or deviation from what has been agreed to. My question, Mr. Speaker, is, who has the responsibility to make any changes to the decentralized model? Is it not the three signatories: the feds, the GNWT and NTI? Is that the facts, Mr. Speaker?

MR. SPEAKER:

Mr. Arlooktoo.

Further Return To Question 493-13(5): Nunavut
Decentralized Government Model

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. As I said earlier, the decentralization and movement of jobs from Iqaluit and from Yellowknife to the subregional centres such as Arviat, Pangnirtung, Cape Dorset, one of my communities, are important aspects. I have to be honest and tell you that is the least of our problems right now. The number one priority is to make sure the government is up and functioning. We are well on our way to make sure that happens. We have some difficult challenges that we are tackling. Things like recruiting, housing for staff and infrastructure are challenging us right now.

The jobs that are earmarked in Footprints 1 and 2 to the decentralized communities are still there. They are still there in the plans. If I can speak as an MLA just for a moment, representing a community that has been chosen as one of the subregional offices, I am

very concerned and want to make sure those jobs are moved to that community. In the meantime we have to make sure the new government is functioning properly and that the basic elements of government are there. In a very short period of time we are coming very close to an election. As I understand it, the writ will be issued the 1st of January with an election on February 15th or so. I can appreciate the Member's concern and I will relay that to the Interim Commissioner, who we are working closely with. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. O'Brien.

Supplementary To Question 493-13(5): Nunavut Decentralized Government Model

MR. O'BRIEN:

Thank you, Mr. Speaker. Mr. Speaker, as a point of clarification, I appreciate what the Minister is saying and the complexities of trying to put everything together in time for April 1, 1999. My question again to the Minister is, can the residents of my communities and the other communities that will be affected, for example jobs that are supposed to be transferred from one region or community to another, both parties deserve to know what is happening, where they stand, are they going to be moving? As well, the host community should know what is happening in their case. Is the Minister stating, at this point in time, that there have been no changes to the decentralized model and what has been identified is still the same as of this day? Thank you.

MR. SPEAKER:

Mr. Arlooktoo.

Further Return To Question 493-13(5): Nunavut Decentralized Government Model

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. The Member does have an important point in that the communities and our residents deserve to know. That is the very strong message that I was giving to the Interim Commissioner during the last Nunavut Leaders meeting. I know they are working on an information campaign and that we will be knowing more shortly.

One of the things that is a factor is that the deputies for the Nunavut government have just been hired in

the last few weeks. They are just setting up their offices. They are just assessing what their capacity is and will be in the next few months. They do require some time to see how they are going to do the job that we have mandated them to do. I am told by July, when we have the next Nunavut Leaders meeting,

Page 1312

somewhere in the Keewatin, I believe, we will have a much better idea to be told when jobs will be moved to the communities, how much work the Nunavut government will be able to do and how much they will contract out to individuals, businesses or governments such as the GNWT. I believe by the middle of July we will have a much better idea. I will relay the Member's concern to the appropriate parties.

MR. SPEAKER:

Thank you. Oral questions. Final supplementary, Mr. O'Brien.

Supplementary To Question 493-13(5): Nunavut Decentralized Government Model

MR. O'BRIEN:

Thank you, Mr. Speaker. From the comments the honourable Minister has made, I think it is clear, or we can assume, and I hope we are correct on this, the proposed decentralized model is the same as what is proposed in Footprints 2. There have been no changes. Thank you.

MR. SPEAKER:

Mr. Arlooktoo.

Further Return To Question 493-13(5): Nunavut Decentralized Government Model

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. There have been no official changes. The new deputy ministers that have the enormous and very challenging tasks of making it a reality are working on that right now. The one thing we did suggest to them, the Interim Commissioner and I, when we met with them last week in Iqaluit is that we will be supportive of them, that we will encourage them to find new ideas and be creative. We will be flexible in the way they do their job in trying to set up the new government. The answer is yes. The plan in Footprints 2 stays the same. How it is implemented is what is being worked on right now.

MR. SPEAKER:

Oral questions. Mr. Miltenberger.

Question 494-13(5): Transfer of DIAND Positions to the NWT

MR. MILTENBERGER:

Thank you, Mr. Speaker. My question is directed to the Premier. It is in regard to the move of DIAND positions from Ottawa to the north. That particular issue has been of particular concern to this Assembly for a number of months, if not years, since the start of the 13th Assembly. Recently there was an announcement that in fact up to 140 jobs were being considered to be moved north, specifically the press release said to Yellowknife. I subsequently wrote to the Premier and to Minister Stewart asking clarification and pointing out there are many other communities that have paid dearly in terms of balancing the budget and deficit reduction; for instance, Fort Smith, Inuvik and I might even add Hay River. My question to the Minister is, will there in fact be consideration given on any federal jobs moved North to ensure there is an equitable distribution where it is appropriate so that these kinds of federal positions are shared across the Western Territory and recognize that it is not just Yellowknife that, in fact, has paid a terrible price? Thank you.

MR. SPEAKER:

Mr. Premier.

Return To Question 494-13(5): Transfer of DIAND Positions to the NWT

HON. DON MORIN:

Thank you, Mr. Speaker. I know that a lot of the communities in the Northwest Territories have been downsizing with the deficit elimination that we have accomplished, not only our regional centres but our smaller centres like Lutselk'e, Deline, all over the North. They have had to handle the reductions the government has had. It was good news that the federal government, due to a consultation and consultant report, identified 140 jobs to move north. Just because federal jobs are moving north, no one should assume those jobs will only be moved to Yellowknife. All communities should have fair access to those jobs, and it is up to us as a government to work with the communities to ensure they can attract some of those people into their communities as well. We are committed to doing that, as a government, to

make sure that people in the Northwest Territories get treated equally and we never, ever end up like the Yukon Territory that is vast and the majority of the population lives in the capital of Whitehorse. Thank you.

MR. SPEAKER:

Thank you. Oral questions. Supplementary, Mr. Miltenberger.

Supplementary To Question 494-13(5): Transfer of DIAND Positions to the NWT

MR. MILTENBERGER:

Thank you, Mr. Speaker. I would like to thank the Premier and colleague from the South Slave and the fine community of Fort Resolution for the response. Thank you. Mr. Speaker, this is a very serious matter, and the Members from Yellowknife are making light of it which is unfortunate. Could the Premier indicate the process that is going to be considered, in fact, to take this balanced and fairer look at how these positions may be apportioned out and how we would approach the federal government to ensure it is done in the best possible way for all territorial residents in the west? Thank you.

MR. SPEAKER:

Mr. Morin.

Further Return To Question 494-13(5): Transfer of DIAND Positions to the NWT

HON. DON MORIN:

Thank you, Mr. Speaker. We should not count our chickens before the eggs are hatched, I believe the saying is. To my knowledge, the federal government only has the consultant's report so far. We have not gotten into the process of which process we would use to evaluate where those jobs would go. It is a good question, and we should be doing that fairly quickly as a government. I will make a commitment to the Member that we will develop a process and work with the federal government to make sure there is fair distribution of those jobs to northern communities. For example, it makes a lot of sense to have the fisheries' industry in our fishing capital of the Northwest Territories, Hay River. It may make sense to have some in Yellowknife. It may make sense to have some in Fort Smith, Inuvik, Deline, Fort Resolution, I do not know. I know that once we can identify clearly what those jobs are, then we should

have a process so that we can make sure they do not all go to one community.

Page 1313

Thank you.

MR. SPEAKER:

Oral questions. Mrs. Groenewegen.

Question 495-13(5): Enterprise Council Dismissal

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. I was just enjoying the Premier's response so much that I lost my questions here. Mr. Speaker, my questions today are for the Minister of Municipal and Community Affairs. In my Member's statement today, I related some of the concerns raised by my constituents in the community of Enterprise. My first question was going to be, is the Minister making the report of the infractions public, but she has already announced in the House today that she plans to do that, and I want to applaud her for that decision. I also would like to thank her for her commitment to meet with Enterprise in the near future, in the next week or so. In the meantime, Enterprise residents are wanting to know if they have somehow received unusual treatment. My first question is, how often has this discretionary power been used in dealing with communities in the past? Thank you, Mr. Speaker.

MR. SPEAKER:

Minister responsible for Municipal and Community Affairs, Ms. Thompson.

Return To Question 495-13(5): Enterprise Council Dismissal

HON. MANITOK THOMPSON:

Thank you, Mr. Speaker. There was a case in Iqaluit about four years ago in the last government. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mrs. Groenewegen.

Supplementary To Question 495-13(5): Enterprise Council Dismissal

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. Have infractions such as the ones that were identified in Enterprise been routinely identified in other communities during the course of inspections that take place by MACA from time to time? Thank you, Mr. Speaker.

MR. SPEAKER:

Ms. Thompson

Further Return To Question 495-13(5): Enterprise Council Dismissal

HON. MANITOK THOMPSON:

I am sorry, Mr. Speaker. Can the Member please clarify her question or give me an example? Thank you.

MR. SPEAKER:

Mrs. Groenewegen, your supplementary again.

Supplementary To Question 495-13(5): Enterprise Council Dismissal

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. My question is, the nature of the issues and concerns and the infractions raised in Enterprise, are they unusual or do they appear from time to time with respect to community inspections?

MR. SPEAKER:

Ms. Thompson.

Further Return To Question 495-13(5): Enterprise Council Dismissal

HON. MANITOK THOMPSON:

Thank you, Mr. Speaker. I would like to thank the Member for the clarification. We do, under our mandate with the municipal councils in the communities, monitoring and evaluations. When we suggest a plan of action to a community, we get a very positive response by a lot of communities. With some communities, it is more difficult. I do not have all of the reports of all the communities across the territories. This is not unusual. We do monitoring and evaluation from time to time with the communities. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mrs. Groenewegen.

Supplementary To Question 495-13(5): Enterprise Council Dismissal

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. If I understand the Minister, the situation which happened in Enterprise is not all that uncommon, but perhaps what was a concern was the response to those concerns by the community. My next question is, what other options were available to the Minister under the Settlements Act, in relation to dealing with the situation in Enterprise? I believe the act says that the Minister may appoint an administrator. What other options or courses of action might have been taken by the department?

MR. SPEAKER:

Ms. Thompson.

Further Return To Question 495-13(5): Enterprise Council Dismissal

HON. MANITOK THOMPSON:

Thank you, Mr. Speaker. Actually, that was the only option I had up to the time I made the decision because of all the assistance we provided to the community over the last ten years in providing assistance to the community in workshops and other administrative duties that we did with the community. That was my only option at the end of the inspection. Thank you, Mr. Speaker.

MR. SPEAKER:

Oral questions. Final supplementary, Mrs. Groenewegen.

Supplementary To Question 495-13(5): Enterprise Council Dismissal

MRS. GROENEWEGEN:

Thank you, Mr. Speaker. One of the points that was made by the community was that the elections had just taken place and, in fact, it was a new community council. On the subject of elections, the appointment of the administrator, I have noticed, is effective to coincide with the next planned date for municipal elections in December. I know the administrator is still in the process of assessing the

remedies, but is there a possibility that elections to reinstate a duly elected council could take place sooner than December if the issues can be addressed sooner? Thank you, Mr. Speaker.

MR. SPEAKER:

Ms. Thompson.

Further Return To Question 495-13(5): Enterprise Council Dismissal

HON. MANITOK THOMPSON:

Thank you, Mr. Speaker. I will consider it, but at this time, I am not thinking about it. The administrator that is in place has been in place just for a short time, and we have a lot of work to do in the community with workshops and other educational public education that will be available to the residents through the administrator. At this time, I am not thinking about it, but I will consider it. Thank you, Mr. Speaker.

MR. SPEAKER:

Oral questions. Mr. Erasmus.

Question 496-13(5): Hay Job Evaluation System

MR. ERASMUS:

Thank you, Mr. Speaker. My questions are in the area of the Hay Job Evaluation System. I had intended to ask whether the Minister of Finance would be willing to go back to the bargaining table. He has already agreed to do that, so I would like to thank him for that. As I say, my questions are in the area of the Hay Job Evaluation System. There seems to be an indication that perhaps the new Hay Job Evaluation is not gender neutral. Has the union indicated, at any time, that the Hay Job Evaluation System itself is gender neutral?

MR. SPEAKER:

Minister of Finance, Mr. Todd.

Return To Question 496-13(5): Hay Job Evaluation System

HON. JOHN TODD:

My understanding is that there was considerable discussion with the UNW that actually goes back to 1996 or 1997, both with the President, Ms. Jackie Simpson and some others, where they indicated that

they were prepared to work with us on the Hay Plan Job Evaluation System which, by the way, we have used in the territories for close to 20 years in our management team and is used right across Canada in a variety of both municipal, provincial and private sector areas. I would not want to say unequivocally today that they put it in writing or did they say they agreed or disagreed whether it was gender neutral, et cetera. I do not think that would be fair to them until I double check with my staff. Certainly, there was a willingness, from what I have seen, in the notes and the discussion that we have undertaken, to work with us on the Hay Plan Job Evaluation System and was, up until sometime in late 1998, I think, when the PSAC people came into the picture. I believe I did indicate in my speech earlier today that the PSAC had said they were not prepared to negotiate this deal. In fairness to the UNW and to its leadership, I should check and see whether or not they have actually agreed or disagreed that the Hay Plan, which I believe and we believe, is gender neutral, but in fact they concurred with that. I would prefer to take it that way. Thank you.

MR. SPEAKER:

Thank you. Oral questions. Supplementary, Mr. Erasmus.

Supplementary To Question 496-13(5): Hay Job Evaluation System

MR. ERASMUS:

Thank you, Mr. Speaker. One of the concerns that has been expressed to me is the fact that the Hay Job consultants were not aware that they were supposed to be implementing a gender neutral evaluation system. Would the Minister indicate to us whether the terms of reference included implementing a gender neutral evaluated system? Thank you.

MR. SPEAKER:

Thank you. Mr. Todd.

Further Return To Question 496-13(5): Hay Job Evaluation System

HON. JOHN TODD:

This is why we brought the Hay Plan Associates group in to re-evaluate all the job evaluations to reach a bias-free gender neutral position. As I have said, I think we have achieved that in the majority of cases. There may be the odd isolated case where there are

still some concerns, and we have already indicated we are prepared to work with the union in trying to resolve some of these isolated cases when they bring them forward. I think there has been a concerted effort on our part to try and reach an appropriate agreement on this evaluation system and on the fact that we have a gender free workplace now, with some of its glitches. There is no question about that. I am prepared to admit that. We need to work toward resolving, as I said, the few isolated cases where there are some concerns and get on with putting some money into the hands of our employees and having a workplace that is reasonably content and moving on.

MR. SPEAKER:

Thank you. Oral questions. Supplementary, Mr. Erasmus.

Supplementary To Question 496-13(5): Hay Job Evaluation System

MR. ERASMUS:

Thank you, Mr. Speaker. Another concern that has been expressed to me is that not all the factors in the Hay Job Evaluation System are actually used to evaluate the benchmark positions in the north and that, rather, there was a shortened or modified version which was used. Would the Minister be kind enough to elaborate on this please?

MR. SPEAKER:

Mr. Todd.

Further Return To Question 496-13(5): Hay Job Evaluation System

HON. JOHN TODD:

Thank you, Mr. Speaker. I was trying to get my notes so that I make sure I have the correct answer for my honourable colleague. I wonder if he could repeat the question, so I can understand and answer it fully? Thank you.

MR. SPEAKER:

Oral questions. Final supplementary, Mr. Erasmus.

Supplementary To Question 496-13(5): Hay Job Evaluation System

MR. ERASMUS:

Thank you, Mr. Speaker. The Minister asked

Page 1315

for clarification as he was looking for his notes. In that sense what I had asked was, in the area of job evaluation, there has been a concern expressed that not all the factors were used to evaluate benchmark positions and rather, there was a modified Hay Plan version used in the north. I was asking the Minister to please elaborate on this issue. Was there actually a modified version used to evaluate benchmark positions or was the full process used? Thank you.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 496-13(5): Hay Job Evaluation System

HON. JOHN TODD:

Thank you, Mr. Speaker. I was not looking for my notes. I have them and was just trying to get the right one so I could give my honourable colleague the correct answer. I know this is an important issue. I will take the question as notice because I do not have the answer here today, Mr. Speaker.

MR. SPEAKER:

The question is being taken as notice. Oral questions. Mr. Roland.

Question 497-13(5): Public/Private Partnerships Workshop

MR. ROLAND:

Thank you, Mr. Speaker. Mr. Speaker, my question at this time will be directed to the Minister of Finance on the issue of P3, Public/Private Partnerships. It is a fairly important issue in the community I represent. They are saying that a couple of the larger projects; for example, the Inuvik Hospital, has been designated as a P3 project. I would like to know if the Minister is aware that there were workshops provided down in Yellowknife and, I believe, in Hay River. I would like to know if the Minister would see to it that a workshop would happen in the community of Inuvik? Thank you.

MR. SPEAKER:

The Minister of Finance, Mr. Todd.

Return To Question 497-13(5): Public/Private Partnerships Workshop

HON. JOHN TODD:

Thank you, Mr. Speaker. We would only be too happy to run a workshop, as we have in other communities, with respect to this important creative initiative of this government and the P3. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Roland.

Supplementary To Question 497-13(5): Public/Private Partnerships Workshop

MR. ROLAND:

Thank you, Mr. Speaker. Can the Minister tell us or give us a time line, hopefully shortly after the session breaks? Is that possible? Early June, mid-June? Thank you.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 497-13(5): Public/Private Partnership Workshop

HON. JOHN TODD:

Yes, Mr. Speaker, we will do it as soon as we can. As I said, it is an important issue and as my honourable colleague knows he has a number of important capital initiatives in his town which are in great need of economic activity. We would be only too happy to work with the private sector and everybody else in Inuvik in giving them an in-depth overview of the P3 and they could participate in this exciting new policy of this government.

MR. SPEAKER:

Oral questions. Mr. Enuaraq.

Question 498-13(5): Teachers' Resignations in the Baffin Region

MR. ENUARAQ:

(Translation) Thank you, Mr. Speaker. My question today is directed to the Minister of Education, Culture and Employment, the Honourable Charles Dent. My question is, in regard to teachers who have resigned, there are about 20 teachers in the Baffin region who

will not be returning to their positions as teachers in the Baffin region. Will these resigned teachers be replaced? There are about 20 teachers who have resigned from their positions. Thank you, Mr. Speaker. (Translation ends)

MR. SPEAKER:

The Minister of Education, Culture and Employment, Mr. Dent.

Return To Question 498-13(5): Teachers' Resignations in the Baffin Region

HON. CHARLES DENT:

Thank you, Mr. Speaker. I am not aware of the numbers of teachers who may have resigned in any of the regions across the territories right now. I would expect that the Baffin Divisional Education Council will have a recruitment plan and teachers will be replaced before the start of the next school year. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you. Oral questions. Mr. Barnabas.

Question 499-13(5): Education Boards' Hardship Program

MR. BARNABAS:

Thank you, Mr. Speaker. Mr. Speaker, I would like to follow up with the same question as my colleague. Mr. Speaker, there are some casual employees who are hired by the education boards and they are resigning because of the lack of pay that has been paid out in the increments for accommodation. What I would like to know is, there used to be a hardship program with the education boards. I wonder if that was eliminated? Thank you, Mr. Speaker.

MR. SPEAKER:

The Minister of Education, Culture and Employment, Mr. Dent.

Return To Question 499-13(5): Education Boards' Hardship Program

HON. CHARLES DENT:

Thank you, Mr. Speaker. Mr. Speaker, I am not aware of any program called the hardship program. I will

have to look into that, so I will take the question as notice.

MR. SPEAKER:

The question is taken as notice. Oral questions. Mr. Ootes.

Page 1316

Question 500-13(5): Hay Job Evaluation System

MR. OOTES:

Thank you, Mr. Speaker. I would like to ask the Minister of Finance and Chairman of the Financial Management Board a further question regarding the negotiations with the union. The union maintains that the Hay Plan is not gender neutral and does not meet the minimum standards of the Canadian Human Rights Act. It has offered to put the question to an impartial panel of experts which they would choose, along with the government. That panel would consist of three experts: one, the employer nominee; another, the union nominee and an independent chairperson. They have even offered to make the panel's decision binding. The point I am making is, if the government is so sure of its position, why not take the union up on its offer and let the experts decide if this plan is, in fact, a gender neutral setting, settling this once and for all. Could the Minister explain why he will not put this to a panel of experts?

MR. SPEAKER:

The Minister of Finance, Mr. Todd.

Return To Question 500-13(5): Hay Job Evaluation System

HON. JOHN TODD:

Mr. Speaker, I was fundamentally of the belief that northerners should solve northern problems. I just want to take you through some of the events that lead up to where we are today. On February 8, 1997, the UNW was given notice, in person, of the GNWT's intention to implement the Hay Plan Evaluation. On March 4, 1997, the president and others participated in a two-day training session in Hay River on the Hay Plan Evaluation. On August 8, 1997, a letter was sent to all employees and an opinion survey for the pay philosophy for the new plan evaluation system. On October 15, 1997, the UNW president was hand delivered the formal notice to commence collective bargaining and included advancing the rights of

women in the NWT by finding a pay equity solution. We tabled our opening proposal on February 3, 1998, including a proposal for implementing a new job evaluation system and we communicated the process of the point rating system to the managers and employees on February 16, 1998. On March 8, 1998, the UNW signed an agreement to do a joint review of the job evaluation system and process used to satisfy itself that the points rating is bias-free. The UNW, on March 30th, did not show up for an agreed five-day meeting to review the system and process with the GNWT bargaining committee. They tabled a final agreement on May 8th. The point I am trying to make here, Mr. Speaker, is we have gone to inordinate efforts to work with our partners in the process, the UNW, to reach a resolution. They choose not to participate for a variety of reasons which are unknown to me. Northerners should be making northern decisions. There is a bargaining process that is in place that should accomplish this and at this time I fundamentally believe that is where it belongs. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Ootes.

Supplementary To Question 500-13(5): Hay Job Evaluation System

MR. OOTES:

Thank you, Mr. Speaker. If one of the arguments is that northerners should settle this, the union is agreeable to a nominee and the government would be agreeable to a nominee, so it leaves the position of chairman. They could be northerners. Would that satisfy the Minister if they were northerners, including the chairperson?

MR. SPEAKER:

Mr. Todd.

Further Return To Question 500-13(5): Hay Job Evaluation System

HON. JOHN TODD:

Mr. Speaker, the position of this government is clear. We have to negotiate an agreement with the two parties. The GNWT has a responsibility and obligation to implement a pay equity and bias-free gender workplace, which we believe we are doing. We have offered to the union, in a joint union committee and government committee, to work through some of the

minor issues we have with respect to this. I see no requirement at this stage of the game for a third party to be involved in evaluating this situation. This should be evaluated by the partners in the process, GNWT and the UNW. The answer is no.

MR. SPEAKER:

Oral questions. Supplementary, Mr. Ootes.

Supplementary To Question 500-13(5): Hay Job Evaluation System

MR. OOTES:

Thank you, Mr. Speaker. On a different question, but still pertaining to the collective bargaining, of course, the Minister has pointed out that it is of concern that if they separate the pay equity issue and the employee evaluation, take it out of the bargaining, that there is a potential for the government to possibly be sued. Could the Minister tell us if he actually has a legal opinion in hand to state that it leaves the government open to a possible suit? Thank you.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 500-13(5): Hay Job Evaluation System

HON. JOHN TODD:

It is important to point out once again that I think it was Justice Muldoon and some others who indicated that the pay equity situation was a joint responsibility of the employer and the UNW because they negotiate agreements. I do not have, today, with me my legal opinion on whether or not we would be sued. I am advised that is an option that is available to the UNW. The UNW has as much responsibility as the government does for the pay equity situation that we are in today, in accordance with the decision rendered by Justice Muldoon on March 17, 1998. Thank you.

MR. SPEAKER:

Oral questions. Final supplementary, Mr. Ootes.

Supplementary To Question 500-13(5): Hay Job Evaluation System

MR. OOTES:

Thank you, Mr. Speaker. Further to the JEPS plan that was followed by the Hay Plan, I understand that the government initiated the Hay Plan last fall. Could the Minister tell us if the union agreed to using the Hay Plan as a potential method to resolve the pay equity and job evaluation dispute? Thank you.

Page 1317

MR. SPEAKER:

Mr. Todd.

Further Return To Question 500-13(5): Hay Job Evaluation System

HON. JOHN TODD:

Thank you, Mr. Speaker. I believe in my response to the first question, I thought I answered that but I will try it again on February 8, 1997, the UNW president was given notice in person of the GNWT's intention to implement the Hay Plan during the evaluation system at collective bargaining. That was on February 8, 1997. The UNW president and others participated in a two-day training session on the Hay Plan job evaluation system on March 4, 1997. A letter was sent to all employees on August 8, 1997. On October 15, 1997, the UNW president was hand delivered a formal notice to commence collective bargaining. The notice included an appeal to the UNW to advance the rights of women in the NWT by planning a pay equity solution that is financially responsible and fair. On February 3, 1998, the GNWT tabled its opening proposal at the collective bargaining, which included a proposal for implementing the new job evaluation system and second, the pay equity complaint. On March 8, 1998, the UNW signed an agreement to do a joint review of the job evaluation system and process to satisfy itself that the point readings are bias free. The UNW, on March 3rd, did not turn up to the meeting. Prior to that, there were no communications with the UNW that they were opposed to the Hay Plan job evaluation system. Thank you.

MR. SPEAKER:

Oral questions. Mr. Krutko.

Question 501-13(5): Collective Bargaining Settlement Offer

MR. KRUTKO:

Thank you, Mr. Speaker. Mr. Speaker, my question is to the Minister of Finance, Mr. Todd. It is in regard to the final settlement offer. I have been asked several questions by government employees in my riding, especially in Aklavik and McPherson with regard to the negotiations and how it is going to affect them. My question to the Minister is, has there been an attempt made to do a critique on how the negotiation package will affect the individuals or employees in the smaller ridings such as mine?

MR. SPEAKER:

The Minister of Finance, Mr. Todd.

Return To Question 501-13(5): Collective Bargaining Settlement Offer

HON. JOHN TODD:

If my honourable colleague is asking, have we done a job by job evaluation into what the fiscal impact is in terms of the increase, we have done that. I believe we have provided that to all the Members of the House in the package that I sent to them earlier last week. If that is the question, yes, we have done that. Thank you.

MR. SPEAKER:

Thank you. Oral questions. Supplementary, Mr. Krutko.

Supplementary To Question 501-13(5): Collective Bargaining Settlement Offer

MR. KRUTKO:

Thank you, Mr. Speaker. In regard to the way the evaluation was done, in regard to how the effects of the job evaluation system which is in place now in the different communities and in regard to how the new final settlement offer will affect the different communities - I am talking about employees such as the ones who work at the old folks home or employees, basically, who are at the smaller scale where they do not see themselves in the picture or the critique that has been done to date - will all the employees in the small communities be taken into account and shown exactly how the offer will affect each and every one of them?

MR. SPEAKER:

Mr. Todd.

Further Return To Question 501-13(5): Collective Bargaining Settlement Offer

HON. JOHN TODD:

Thank you, Mr. Speaker. I appreciate my colleague's clarification of the issue. I believe he is talking, to some extent, about the concern raised previously by Mr. Erasmus with respect to the benchmarks and the positions we took to evaluate that. We are in the process right now of talking to our staff and our management team who are talking to our individual employees who have some concerns with respect to the job evaluation system. Look, we know that 68 percent are going to get an increase in the job evaluation system. That means that 32 percent are not. So, that 32 percent are going to be concerned. There may be some concern with those who actually are going to see an improvement and increase in their position. We are trying to address the issues on a one to one basis with the employees, through our management team, in relationship to some of the changes that have been made and some of the concerns that have been raised. For example, in some of the communities on the janitorial side, I know there have been some concerns there. We have to address these. I said in earlier discussion, we did the 5,000 job positions. I am not saying today that it is a perfect world. What I am saying is there are going to be some glitches, and we are going to try to work these through. I want constructive, well laid-out debate on where the areas of contention are, and we will deal with it. We have asked the UNW to work with us and to give us the kind of detailed concerns they have with respect to the job evaluation process. I have said in writing, which I am prepared to table in this House, I have instructed my staff to work with the UNW to try to reach an appropriate compromise where we can. It is not going to be a perfect world, but the door is open. We are trying to work these problems that we have through. I would suggest to you again that it is understandable that some employees out there are not going to be happy with it given that some, in fact, although they see no cash reduction, there is a pay level reduction for about 32 percent of the employees and an increase of 68 percent. Thank you.

MR. SPEAKER:

Oral questions. Mr. O'Brien.

Question 502-13(5): Arviat Health Centre Construction

MR. O'BRIEN:

Thank you, Mr. Speaker. Mr. Speaker, I would like to direct my question to my new friend, the Minister responsible for FMBS and P3 Projects regarding the Arviat Health Centre. Mr. Speaker, as most of us know, this particular building has been bantered around and talked about for a number of years. At this point, it has been approved by Cabinet

Page 1318

and this House for construction. I would like to ask the Minister, what is the status as of today? When will the unit be started and completed? Thank you.

MR. SPEAKER:

Chairman of the Financial Management Board, Mr. Todd.

Return To Question 502-13(5): Arviat Health Centre Construction

HON. JOHN TODD:

I need all the new friends I can get, Mr. Speaker, but I really thought I was an old friend. Mr. Speaker, the P3 is an important one as I have spoken about in earlier questions by my honourable colleague from Inuvik. The Arviat Health Centre has been designated as a P3. My understanding is that it will be going to RFQ or RFP within the next two weeks through a public kind of process. I will double check with my staff as to where that lies, but I am fairly confident it is going to go out within the next two weeks with a genuine effort to try to get some of the construction moving this year for completion in the spring of 1999. Thank you.

MR. SPEAKER:

Oral questions. Supplementary, Mr. O'Brien.

Supplementary To Question 502-13(5): Arviat Health Centre Construction

MR. O'BRIEN:

Thank you, Mr. Speaker. Thank you, Mr. Todd. Mr. Speaker, a week or so ago, there were a number of individuals from Yellowknife basically going through the old centre and trying to sort out exactly what was needed. Can the Minister tell me whether there was any consideration given at this point that the new centre includes a birthing centre within the nursing station?

MR. SPEAKER:

Mr. Todd.

Further Return To Question 502-13(5): Arviat Health Centre Construction

HON. JOHN TODD:

Thank you, Mr. Speaker. I am afraid I am not aware of the detail of the terms of the program delivery that would be going into that facility. My responsibility, as you know, is to try to get the policies in place, to get the P3 moving forward. Mr. Antoine, of course, is responsible ultimately for the construction and terms of the program delivery in that facility. I am not aware of where it is going, but I will discuss it with my honourable colleague, Mr. Ng and see if I can provide an answer to you. Thank you.

MR. SPEAKER:

Thank you. Question period is over. I will allow you to conclude your question. Mr. O'Brien.

Supplementary To Question 502-13(5): Arviat Health Centre Construction

MR. O'BRIEN:

Thank you, Mr. Speaker. Mr. Speaker, would it be possible, prior to the design being completed, that the hamlet has an opportunity to review the design along with the nursing station staff to ensure that it meets their needs? Thank you.

MR. SPEAKER:

Mr. Todd.

Further Return To Question 502-13(5): Arviat Health Centre Construction

HON. JOHN TODD:

Mr. Speaker, yes. I believe there is a desire on the part of all parties here to ensure the health centre which has been a long outstanding issue in Arviat meet the requirements of that community which, as we know, has one of the fastest growing populations in not only the territories, but I think in North America. There is a desire on the part of my colleagues, Mr. Ng. and Mr. Antoine, to try to meet, where fiscally possible, the requirements of the community at large for the P3 Initiative. Thank you.

MR. SPEAKER:

Thank you. Final supplementary, Mr. O'Brien.

Supplementary To Question 502-13(5): Arviat Health Centre Construction

MR. O'BRIEN:

Thank you, Mr. Speaker, and thank you for your indulgence. I would like to thank Mr. Todd and Mr. Ng for their efforts on behalf of the community in helping to get this project underway. Thank you.

MR. SPEAKER:

Question period is over. Item 7, written questions. Item 8, returns to written questions. Mr. Clerk.

ITEM 8: RETURNS TO WRITTEN QUESTIONS

CLERK OF THE HOUSE (Mr. Hamilton):

Mr. Speaker, a corrected return to a written question, asked by Mrs. Groenewegen to the Minister of Justice concerning Victims' Services in the Northwest Territories.

Return to Written Question 7-13(5): Victims Services in the NWT

On February 17, 1998, I stated in a Return to Written Question 7-13(5) that the Department of Justice committed \$200,000 from the Community Justice budget for the 97-98 fiscal year. Toward:

1. Community-based victim services project in Rankin Inlet, Fort Smith, Iqaluit and Yellowknife; and
2. Victim support services for the people impacted by the Grollier Hall investigation.

In fact, the correct allocation was \$180,000.

Mr. Speaker, a return to written question 8-13(5), asked by Mr. Krutko, to the Minister of Health and Social Services concerning the cost for drug and alcohol treatment.

Return to Written Question 8-13(5): Costs for Drug and Alcohol Treatment

One reason for the decline in referrals from the Inuvik region is that as part of the Addiction Reform process, there has been an increased emphasis placed on treating individuals for substance abuse at the

community level, rather than the community alcohol and drug worker being used simply as a

Page 1319

referral source for treatment. Additionally, the Mental Health Program initiated in 1994 supports community-based counselling, allowing individuals to remain in their home community.

The new community assessment standards require that all clients receive precounselling in order to determine the most appropriate services. Not all individuals need in-patient treatment and individuals seeking in-patient treatment are referred out of the region only after their needs have been assessed. No one from the Inuvik region has been denied addiction treatment based on need.

As of April 1, 1997, the funds for in-patient treatment were allocated to the regional health boards. The Inuvik region received \$479,914 to offset costs that might arise because of the closure of Delta House, including greater support for mental health services.

Later today I will be tabling a document which outlines the number of people sent outside of the Inuvik region for treatment.

MR. SPEAKER:

Thank you. Item 9, replies to opening address. Item 10, petitions. Item 11, reports of standing and special committees. Item 12, reports of committees on the review of bills. Item 13, tabling of documents. Mr. Todd.

ITEM 13: TABLING OF DOCUMENTS

Tabled Document 77-13(5): Final Settlement Offer for a Collective Agreement with the Union of Northern Workers

HON. JOHN TODD:

Thank you, Mr. Speaker. I wish to table the following document entitled Final Settlement Offer for a Collective Agreement with the Union of Northern Workers. Thank you.

MR. SPEAKER:

Thank you. Tabling of documents. Ms. Thompson.

Tabled Document 78-13(5): Final Inspection Report for the Enterprise Settlement Corporation for the

Period Ending March 6, 1998 Conducted During the Week of March 2-6, 1998

HON. MANITOK THOMPSON:

Mr. Speaker, I wish to table the following document entitled Final Inspection Report for the Enterprise Settlement Corporation for the Period Ending March 6, 1998 Conducted During the Week of March 2 - 6, 1998. Thank you, Mr. Speaker.

MR. SPEAKER:

Thank you. Tabling of documents. Mr. Arlooktoo.

Tabled Document 79-13(5): Letter from Bison Security Group Re: Polygraph Examination

HON. GOO ARLOOKTOO:

Thank you, Mr. Speaker. I have the pleasure of tabling two documents. One is a report from the Bison Security Group, which is a result of the polygraph test they undertook on myself in April, 1998.

Tabled Document 80-13(5): Forensic Examination Report from Questioned Document Investigations

The other is a report from Questioned Document Investigations on the forensic examination report that they conducted regarding an anonymous note to Jane. Thank you.

MR. SPEAKER:

Thank you. Tabling of documents. Mr. Ng.

Tabled Document 81-13(5): Cost for Drug and Alcohol Treatment

HON. KELVIN NG:

Mr. Speaker, I wish to table the following document entitled Cost for Drug and Alcohol Treatment. Thank you.

MR. SPEAKER:

Thank you. Tabling of documents. Mr. Clerk.

Tabled Document 82-13(5): Response to Petitions 1-13(5) and 2-13(5)

CLERK OF THE HOUSE (Mr. Hamilton):

Mr. Speaker, pursuant to Rule 42(10), I wish to table the following responses to petitions: Petition 2-13(5)

presented by Mr. Evaloarjuk and responded to by the Minister of Health and Social Services. Petition 1-13(5) presented by Mr. Arlooktoo and responded to by the Minister of Municipal and Community Affairs.

MR. SPEAKER:

Thank you. Tabling of documents. Item 14, notices of motion. Item 15, notices of motions for first reading of bills. Mr. Todd.

ITEM 15: NOTICES OF MOTIONS FOR FIRST READING OF BILLS

BILL 16-13(5): An Act to Amend the Income Tax Act, No. 2

HON. JOHN TODD:

Thank you, Mr. Speaker. I give notice that on May 22, 1998, I will move that Bill 16, An Act to Amend the Income Tax Act, No. 2, be read for the first time. Thank you, Mr. Speaker.

MR. SPEAKER:

Notices of motion for first reading of bills. Item 16, motions. Item 17, first reading of bills. Item 18, second reading of bills. Item 19, consideration in committee of the whole of bills and other matters. Item 20, report of committee of the whole. Item 21, third reading of bills. Item 22, orders of the day. Mr. Clerk.

ITEM 22: ORDERS OF THE DAY

CLERK OF THE HOUSE (Mr. Hamilton):

Mr. Speaker, there is a meeting of the Western Caucus immediately after adjournment today. At 9:00 tomorrow morning of the Standing Committee on Social Programs and at 11:00 a.m. of the Ordinary Members' Caucus.

Orders of the day for Thursday, May 21, 1998:

1. Prayer
2. Ministers' Statements

Page 1320

3. Members' Statements
4. Returns to Oral Questions
5. Recognition of Visitors in the Gallery

6. Oral Questions
7. Written Questions
8. Returns to Written Questions
9. Replies to Opening Address
10. Petitions
11. Reports of Standing and Special Committees
12. Reports of Committees on the Review of Bills
13. Tabling of Documents
14. Notices of Motion
15. Notices of Motions for First Reading of Bills
16. Motions
17. First Reading of Bills
 - Bill 5, An Act to Amend the Financial Administration Act, No. 2
18. Second Reading of Bills
19. Consideration in Committee of the Whole of Bills and Other Matters
20. Report of Committee of the Whole
21. Third Reading of Bills
22. Orders of the Day

MR. SPEAKER:

Thank you. This House stands adjourned to May 21, 1998 at 1:30 p.m.

--ADJOURNMENT