



AURORA COLLEGE  
Thebacha Campus

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MAY 26 1998  
Yellowknife, N.W.T.

DATE: May 25/98

TO: Michael Miltenberger  
CO./DEPT: G NWT  
ADDRESS: Legislative Assembly  
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FROM: Paul McAdams

PROGRAM: \_\_\_\_\_

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NUMBER OF PAGES TO FOLLOW 3 + COVER PAGE.

MESSAGE: Minutes UNW-Local 12 Minutes  
of May 14/98.

Please confirm receipt.

Thanks  
Paul

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**UNION OF NORTHER WORKERS**  
**LOCAL 12**  
**MINUTES**  
May 14, 1998

Present:

Paul McAdams – President  
Maureen Johnston – Regional Vice President  
Brenda Gauthier – Secretary/Treasurer  
Bob Langevin - 1st Vice President  
Kerry Robinson  
Alban Soucy  
Arnald Labrentz  
Stewart McKay  
Colin Kipling  
Margaret Sapkos  
Darlene Powder  
Patty Elliot  
Grant Pazuik

Collective Agreement – Maureen Johnston

At present there is no agreement to sign the Collective Agreement between the Union of Northern Workers and the Government of the Northwest Territory. Will have to apply for mediation but to date no one has done this. There will be a strike mandate vote before a strike.

Government presented the following on Friday:

2% - 31% allowance/bonus for employees. This amount will not be applicable to over time, only to regular wages. This amount is not rolled into the salary – 26 pay periods.  
5% bonus for people red circled, depending on merit, subjective.

PSAC experts have found 5 or 6 reason why the pay equity job evaluations are not acceptable.

The UNW proposed a Special Review Committee- this committee out numbers the Union 2 –1, biased to begin with, the GNWT refused.

1 Hay representative is employed by Management

1 Union representative

1 Management representative

There are some increases in the Northern Allowance. The old amount for Fort Smith is \$2,145.00 and the new amount is \$3,277.00.

The pay grid for college instructors will be removed; thus their education background will not be taken into consideration anymore.

Union of Northern Worker's position on Collective Agreement  
On May 8th the talks broke down.

- Government job evaluations reviewed and refused
- Have come to the conclusion that Government knows the system is flawed
- Committee members who did evaluation were not trained.
- Government used a modified Hay plan, UNW against this.

John Todd can ratify collective agreement and force UNW staff to accept it. If UNW signs the agreement, this would prevent them from filing any complaints. We would like this issue settled before the separation of the Territories.

#### Discussion

Member: What now?

Maureen: The UNW is not applying for mediation because this might jeopardize agreement. If the GNWT does not apply for mediation, then have to wait out time frame. If nothing comes out of mediation then go to a strike vote. If no strike mandate vote, then the Government can legislate agreement into being.

Member: Who should vote on pay equity?

Maureen: Collective Agreement has pay equity included thus will not put out to vote. If were only pay equity then would be put out to vote.

Member: This should go out to the members to vote.

Maureen: Pay equity affects people who are working, laid off, or moved out of the Territories. They do not have any say in this vote thus UNW would not sign to avoid possible law suites down the road. This is why gone to Human Rights Tribunal.

Member: The membership is starting to feel alienated from the executive. The executive in Yellowknife screwed up settlement allowance so bad and yet still want us to trust them.

Member: We are frustrated because there is no alternatives. If there is the UNW is not informing us.

Member: What is the mandate of the elected members of the UNW? Past employees or present employees, they should clarify this.

Inform membership, should go out to members for vote but should not be tied to a strike vote.

Paul : position that the GNWT will not legislate this agreement. They have nothing to gain – going to Tribunal anyway.

Bob: we can only represent present UNW members, so how could we be making decisions for people who are not even government employees anymore.  
We are voting on the package for only UNW members, request package be sent to members for vote.

Maureen: But this is what the Government wants us to do.

Paul McAdams relinquished the chair to Bob Langevin, 1st Vice President.

MOTION 98-04-14

Move that the Final Settlement offer for a Collective Agreement for the period April 1, 1998 to March 31, 2000 that was presented to the UNW on May 8, 1998 by the Financial Management Board Secretariat be presented to the full membership of the UNW for a ratification vote by the membership.

Moved by: Paul McAdams  
Seconded by: Kerry Robinson.  
Motion Carried.

Meeting adjourned at 5:04 p.m.  
Moved by: Bob Langevin.

Paul McAdams  
President: UNW-Local 12