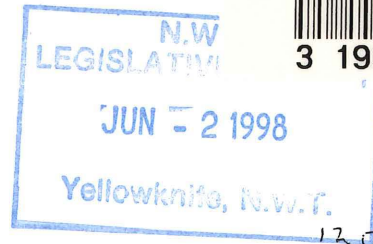


May 7, 1998

Member of the Legislative Assembly of the  
Northwest Territories.  
Yellowknife NT.



Dear Sir,

**Re : Pay Equity and the Hay Plan Classification System.**

You are my Member in the Assembly, and as such I am writing to ask you to represent the interests of our several thousand Government employees, of which I am one.

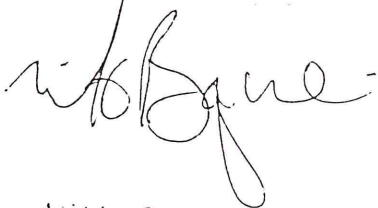
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Respectfully submitted.



Mike Bourque

May 7, 1998

Member of the Legislative Assembly of the  
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Yellowknife NT.

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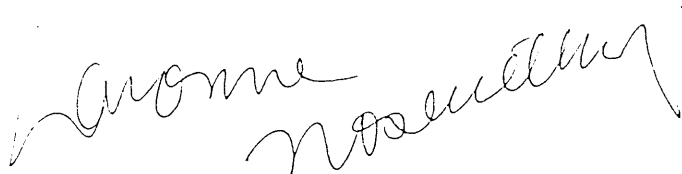
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Laverne Noseworthy

May 7, 1998

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Yellowknife NT.

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Anna O'Neill

May 7, 1998

Member of the Legislative Assembly of the  
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Yellowknife NT.

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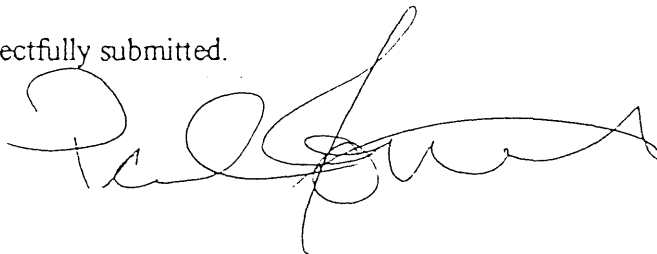
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Paul Jones

May 7, 1998

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Yellowknife NT.

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*Gilberto Bansi*  
*Correctional Officer I,*

May 7, 1998

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Yellowknife NT.

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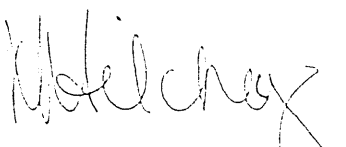
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Michelle Hilchey

May 7, 1998

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Yellowknife NT.

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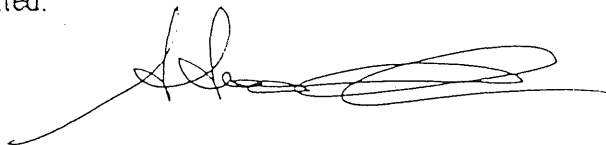
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Stan Mercredi

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Yellowknife NT.

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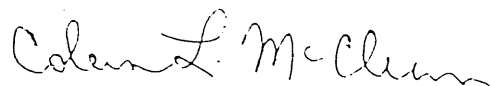
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Colleen McClean



May 7, 1998

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Marci Bulloch

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Yellowknife NT.

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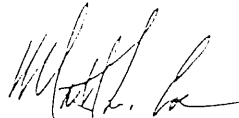
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May 7, 1998

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Yellowknife NT.

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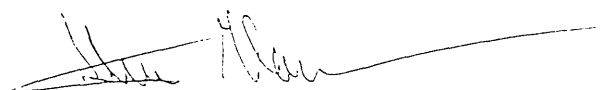
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May 7, 1998

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Yellowknife NT.

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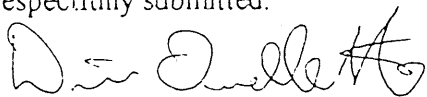
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DION ERIC OUELLETTE

May 7, 1998

Member of the Legislative Assembly of the  
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Yellowknife NT.

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*D Paul*

*217 FAIRCHILD CRESC*

*Yellowknife*

May 7, 1998

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Yellowknife NT.

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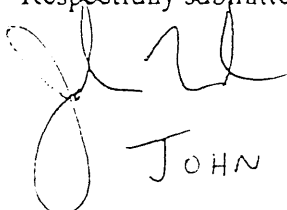
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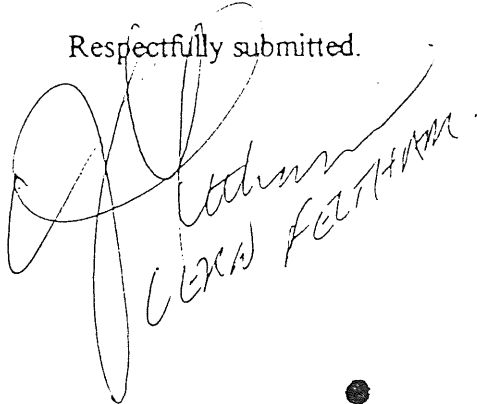
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May 7, 1998

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We now understand that the \$40,000,000.00 that he promised, has been reduced to only \$9,000,000.00, and before this issue is settled, he will most likely try to take that back. All we ask is HONESTY, Pay those affected what is legally owed to them, Pay it Now.

Respectfully submitted.



Ted Zagorac

May 7, 1998

Member of the Legislative Assembly of the  
Northwest Territories.  
Yellowknife NT.

Dear Sir,

Re : Pay Equity and the Hay Plan Classification System.

You are my Member in the Assembly, and as such I am writing to ask you to represent the interests of our several thousand Government employees, of which I am one.

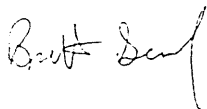
As you must know, the Joint Equal Pay System was conducted over nine years ago by Willis and Associates, and it found that the Classification System was discriminating against some workers. (Joint) in this case was the Union of Northern Workers and the Government of the Northwest Territories. The Government of that day, agreed that there was discrimination and purchased the Willis Classification System to correct the problem.

Some time later the Government reversed its stand and decided that, the corrective measures that the system showed were required, were too expensive, and instead they embarked on a legal battle to AVOID the payment to the workers facing discrimination. This battle has cost the GNWT several millions of dollars.

Today Mr. Todd is still trying to short change those employees, he is deliberately trying to tie Classification (the new, and revised to suit GNWT, Hay Plan) and the nine year old JEPS pay equity with our current Collective Bargaining - and that is WRONG. He is deliberately trying to confuse our people, but we can see through his trickery, and ask you to stand up and question his principles and reasons for his recent newspaper ads and public appearances on this issue.

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Respectfully submitted.



Brett Scarf

May 1998

Dear Mr. Seamus Henry, MLA.

I am a constituent living in your riding. Over the past days I have become increasingly disturbed by your government's position at the collective bargaining table. As I understand it, the GNWT is refusing to continue to bargain with the Union of Northern Workers unless the Union agrees to a settlement of the long-standing pay equity complaint. As well, I understand that the actual settlement being offered may be questionable from a legal perspective. I believe it is grossly unfair to many women and men who have been suffering pay discrimination based on their gender.

I encourage you to take whatever action is necessary to cause the Government of the Northwest Territories to *de-link* from the current collective bargaining process the settlement of the outstanding pay equity complaint. That complaint has been properly launched and is currently in process in accordance with the *Canadian Human Rights Act*. That's the forum in which it is best resolved.

Secondly I am also concerned about the ongoing dispute concerning the fairness of the job evaluation system your government has tabled. From my perspective, the Union's offer to be bound by the decision of an impartial panel of experts is fair and reasonable. I ask you to take whatever action is necessary to cause the GNWT to refer - to such an impartial arbitration panel - the matter of the gender neutrality of the job evaluation system that is being proposed in the collective bargaining process. The "Yes it is, No it isn't" bickering that has been going on surely must be ended.

I think it's time for the GNWT to start to bargain in good faith with a view to achieving a collective agreement with its employees. At this point in time, it seems clear that the GNWT is trying to settle a number of largely unrelated problems by using the collective bargaining process improperly.

As my representative I am asking you to do what you can to ensure this dispute comes to a close. These last few years have been very difficult for the public service and have resulted in a downgrading of the services Northerners receive. I am asking you to urge the government to solve these problems in the proper order, and in the proper forum. Please stop the abuse of the collective bargaining process.

Thank for your assistance in settling this matter.

Sincerely,

Inaue Oosterling  
Financial  
Reconciliation Clerk