

**GOVERNMENT OF THE NORTHWEST TERRITORIES**

**RESPONSE**

**COLLECTIVE BARGAINING**

**With**

**THE UNION OF NORTHERN WORKERS**

***At the start of the fourth round of bargaining we felt it would be helpful to summarizing where we are in terms of all the remaining GNWT and UNW proposals. Below is the GNWT's understanding of the current status of each of the outstanding proposals, including those proposals where the UNW has reserved and not yet provided specific language.***

2.01 (m)(v) Relief Definition

*The UNW has not provided a response to the GNWT proposal*

18.01 Vacation Leave

*This is a monetary proposal*

19.01 (1) Special Leave

*This is a monetary proposal*

19.02 (1) (a) Special Leave

*This is a monetary proposal*

19.05 (new) Special Leave – 5 days to use at an employee's discretion

*This is a monetary proposal*

21.04 Compassionate Care

*This is a monetary proposal*

27.01 Shift Premiums

*This is a monetary proposal*

27.02 Weekend Premiums

*This is a monetary proposal*

35 Employee Performance Review and Employee Files

*The GNWT withdraws its proposal*

38.01 Contracting Out

*This is a monetary proposal*

41 Northern Allowance

*The UNW has reserved on this Article*

42 Ultimate Removal

*The UNW has reserved on this Article*

43.01 Relocation

*The UNW has not provided a response to the GNWT proposal*

46.08 Uniform Allowance

*The UNW has reserved on this Article*

47.05 Education Leave

*The GNWT holds to its proposal*

48.01, 48.02 & 48.03 Education Leave (UNW proposals)

*These are monetary proposals*

48.02 (b) Education Leave (GNWT proposal)

*The GNWT holds to its proposal*

59 Duration and Renewal

*This is a monetary proposal*

A1 Relief Employees

*The UNW has not provided a response to the GNWT proposal*

A2.04 Correctional Officers

*This is a monetary proposal*

A4 Term Employees

*This is a monetary proposal*

A6 Social Justice Fund

*This is a monetary proposal*

A9.03 (1), A9.04 (2) (a), A9.04 (2) (c), A9.04(2)(d) College Educators

*This is a monetary proposal*

A10 Health Care Practitioners –PDI

*This is a monetary proposal*

Appendix B

*The UNW has reserved on this Article*

Ten Principles Around Workforce Reduction

*The GNWT has provided a response to the UNW proposals*

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE GOVERNMENT OF THE NORTHWEST TERRITORIES AND  
THE UNION OF NORTHERN WORKERS

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Mental Health

1. The Government of the Northwest Territories and the Union of Northern Workers recognize that the Northwest Territories, with its many and diverse cultures, has a distinct work environment which brings with it unique challenges related to mental health in the workplace. The multi-generational trauma arising out of the Residential School experience has had a lasting impact on the mental health and well-being of many of our employees; not only for the residential school survivors themselves, but their spouses, children, and families.
2. The Union and the GNWT recognize the importance of ensuring a workplace culture which promotes and improves the psychological health and safety of all employees in the workplace. The Union and the GNWT have the common interest of promoting and enhancing a working relationship consistent with the principles of mutual respect, confidentiality and cooperation.
3. The GNWT and the Union shall:
  - (a) Reinforce the development and sustainability of psychologically healthy and safe workplace environments;
  - (b) **Jointly** establish key objectives toward continual improvement of psychological health and safety in the workplace;
  - (c) Lead and influence workplace culture in a positive way;
  - (d) Engage employees to:
    - a. Be aware of the importance of psychological health and safety;
    - b. Be aware of implications of tolerating psychological health and safety hazards; and
    - c. Identify workplace needs regarding psychological health and safety
4. The GNWT shall ensure its senior managers:
  - a. Support and reinforce front-line management in the promotion of a psychologically healthy and safe workplaces;

- b. Ensure that psychological health and safety forms part of organizational decision making processes;
- 5. The Union shall ensure its officials:
  - a. Support and reinforce the promotion of a psychologically healthy and safe workplace;
  - b. Ensure that psychological health and safety forms part of organizational decision making processes;
- 6. **The parties agree that within 30 days of the ratification of the Collective Agreement effective April 1, 2016 a Committee comprised of three representatives selected by each party will be formed.**
- 7. **The Committee and its representatives are encouraged to develop a workplan to promote psychologically healthy and safe workplaces.**
- 8. **The Committee shall report to the Joint Consultation Committee under Article 56 after each meeting.**

*Following discussion with the UNW at the last negotiating session, the GNWT has made some amendments to its mental health proposal. We have created a new committee that will have responsibility for implementing the Memorandum of Understanding. This committee would report to the GNWT/UNW Joint Consultation Committee.*

*We have retained the non-prescriptive nature of the committee, providing the committee with the flexibility to consider and recommend approaches to promote psychologically safe and healthy workplaces. This flexibility is important given the unique nature of many of our northern workplaces.*