



February 24, 2023

TO: All PSAC/UNW Members at the Town of Fort Smith

RE: Ratification of Tentative Agreement

A tentative agreement on behalf of PSAC/UNW members has been reached on February 17, 2023. If ratified, this three-year Collective Agreement would expire December 31, 2025.

The Union and Management have agreed on changes to the Collective Agreement. The most important changes are:

ECONOMIC INCREASES

The tentative agreement provides for rates of pay to increase as follows:

- January 1, 2023 3.00%
- January 1, 2024 2.75%
- January 1, 2025 2.75%

3% increase to the Northern Allowance Jan 1, 2023.

Casuals will receive 6% in lieu of vacation leave, increased from 4%.

OTHER CHANGES

- Increase shift premium from \$1.50 and \$1.55 to \$1.90/hour
- Work on a designated paid holiday to be compensated at 1.5X for the first 4 hours and 2X thereafter on top of regular pay.

LEAVE

Special Leave

- 1 additional day of special leave a year for a total of 6.
- bank up to 30 days, up from 25.

Other leave

Bank of 8 days that can be used for:

- Participation in various sporting events
- Traditional indigenous hunting, fishing, harvesting and cultural events by indigenous members or members with indigenous immediate family

- Up to 3 days can be used for religious or cultural holidays that are not included in this agreement

Winter leave is converted to 3 Vacation Travel Days that can be taken once a year when the equivalent days of leave are used.

Wellness days

- Increased to 3 days that can be used from sick or special leave banks.

Improvement to the definition of family to include foster and stepchild.

Improvements to sick leave

- Removal of a mandatory note after 3 days
- New accommodation language

Improved language for Family Violence leave, 5 days paid, 5 days unpaid and up to 15 weeks unpaid.

Education leave to include language training for official languages of the NWT and online courses.

Bilingual bonus of \$25/hour when an employee is required to use an official language of the NWT other than English.

National Day for Truth and Reconciliation added to Designated Paid Holidays.

Added fitted back rests and back support to Article 46.

Sick leave accumulation capped at 100 days.

Severance on resignation is grandfathered and will not apply to new employees, hired after the date ratification.

You will get a chance to review all the details before you vote on this agreement. Your bargaining team unanimously recommends acceptance of this tentative agreement.

The **Ratification Meeting** has been scheduled for:

Date: March 1st
 Time: 11:30 am, 12:30pm, 1:30pm, and 2:30pm
 Location: The Curling Lounge

The Bargaining Team including your negotiator will be at the meeting to explain the changes and answer any question before the vote. If a majority of those voting vote to ratify this agreement, your bargaining team will sign a new Collective Agreement with the Town.