

## **Union of Northern Workers Pay Proposal**

Although the Union is presenting its wage package, it wishes to note that there are many non-monetary issues still outstanding with the Employer, and these issues will have to be addressed in future negotiation sessions.

The Union is proposing an overall economic package that contains several elements that are linked with one another. The Union will entertain a variety of combinations of annual pay increases and improvements to the collective agreement to achieve a settlement. The Union seeks a settlement that would be in line with recent public sector settlements in the Northwest Territories, such as the NWT Power Corp and the NWTTA.

Improvements the Union is seeking include, but may not be limited to:

### **Job Security**

- job protection
- term employee rollover to indeterminate status after 2 years
- no contracting out

### **Pension and Benefits**

- improvement to travel for medical and dental treatment
- retirement dental benefits

### **Quality of Life Issues**

- refillable overtime bank
- time off after call-back

### **Monetary Improvements**

- conversion of mandatory leave days from unpaid to paid
- retention bonus
- Northern Allowance

### **Duration**

The Union is proposing a 3 year collective agreement that would expire March 31, 2012.

February 27, 2009

Without Prejudice