



June 23, 2017

File: 2122.81.02-3

TO: ALL NEU/PSAC MEMBERS AT QULLIQ ENERGY CORPORATION

RE: RATIFICATION OF TENTATIVE AGREEMENT

A tentative agreement on behalf of NEU/PSAC members working for Qulliq Energy Corporation was reached on June 23, 2017. The new agreement is for four years, and will expire on December 31, 2020.

Unless otherwise specified, the proposed changes would become effective the date the new collective agreement is ratified. Current collective agreement articles or clauses not mentioned in the attached document would be renewed without change.

The Union and management have agreed on a number of changes to the collective agreement. These improvements and changes were achieved with no concessions on existing collective agreement rights.

The exact changes to the collective agreement are attached. Some of the most important changes are:

1. Economic increases:

January 1, 2017	2.0%
January 1, 2018	1.0%
January 1, 2019	1.0%
January 1, 2020	2.0%

2. Special Leave:

We have made significant improvements to the Special Leave article, including:

- Employees will earn five days of Special Leave credits per year instead of four
- Employees can use one day per year of Special Leave at their discretion, with advance notice

- Clearer language on using Special Leave for sick family members has been added
- Employees may use Special Leave credits for marriage
- Special Leave credits may be advanced if necessary

3. Increased Vacation Leave Credit Bank:

Employees will be able to bank 35 days of vacation leave credits, instead of 30

4. Increased Compensatory Time Bank:

Employees will be able to bank 25 days of compensatory leave, instead of 21

5. Personal Protective Clothing Allowance:

The safety boot allowance has been combined with the Personal Protective Clothing Allowance for a total of \$1300 per year, which applies to all identified employees who require personal protective clothing

6. New Language on Remote Assistance Compensation:

Language on the compensation of employees who are required to provide services by telephone or electronic communications has been added, providing more clarity and certainty

7. Maternity and Parental Leave Changes:

This language has been changed to reflect recent changes to the waiting period for Employment Insurance benefits for Maternity and Parental Leave (the level of benefits has not changed)

These are not all of the changes that we have agreed to, so please review the attached document for all of the details before you vote on this agreement.

Your bargaining team of Craig Similak; Jenine Bodner; Chris Molloy; Lance Summers; Bill Fennell, NEU President; Marija Babic, PSAC Regional Representative; Daniel Kinsella, PSAC Negotiator, unanimously recommend acceptance of this tentative agreement.

If a majority of those voting ratifies this tentative agreement, then your bargaining team will sign a new collective agreement with Qulliq Energy Corporation.

Ratification Vote Meetings will be scheduled soon for Baker Lake, Cambridge Bay and Rankin Inlet. Ratification information packages and ballots will be mailed to QEC members in all other communities.

Every member will have the opportunity to vote on this tentative agreement. Other meetings, conference calls and information sessions may be arranged. More information will be sent as soon as arrangements are finalized.

The Ratification Vote for Iqaluit members has been scheduled for the upcoming Local meeting:

Date: Monday, June 26, 2017

Time: 4 pm

Location: Nunavut Employees Union Boardroom, Building #165

The Bargaining Team and a representative from the PSAC will be at the meeting to explain the changes and answer any questions before the vote. Members from other communities who are participating by telephone at that meeting may be interested in listening to the presentation, but will only be able to vote when they receive their ballots by mail, or at their community's ratification meeting.

In solidarity,



Bill Fennell
President
Nunavut Employees Union



Jack Bourassa
Regional Executive Vice-president
PSAC North

Cc: National Board of Directors
Directors' Team
Liam McCarthy, Coordinator, Negotiations Section
Susan O'Reilly, A/Coordinator, Representation
Jonathan Choquette, A/Coordinator, Communications Section
David-Alexandre Leblanc, Senior Research Officer, Negotiations
Negotiations Section
Patricia Harewood, Legal Officer
Margaret Barry, Administrative Assistant to Legal Officer
Holmann Richard, Regional Coordinator – North
Micheline Labelle-Jackman, Supervisor, Membership Administration
Dale Robinson, Strike Mobilization Project Officer
Ratification Kit Binder (Negotiations Section)