

	<p>The Nunavut Employees Union (NEU) Working for those that make Nunavut work</p> <p>Building #165, Nipisa Street PO Box 869 Iqaluit NU X0A 0H0 phone: 867.979.4209 fax: 867.979.4522 toll free: 877.243.4424</p>
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PUBLIC SERVICE ALLIANCE OF CANADA (PSAC) NEWS

The NEU Executive would like to extend their congratulations to Chris Aylward, National President and Magali Picard National Executive Vice-President - both of whom were elected to their respective positions at the PSAC National Triennial Convention this past May.

The other 'good news' that came out of the PSAC Triennial Convention is a reduction in union dues for the next three years. For the average PSAC Member this will result in approximately an \$0.80 drop in monthly dues. This number is based on the average salary of a PSAC Member. Because NEU salaries are among the highest average salaries in the PSAC this amount may be slightly higher for NEU Members. While this seems like a small amount, it is rare for Union dues to be reduced and is an attestation to how efficiently the PSAC is run.

The NEU is a component of the PSAC which gives the NEU and its Members access to greater resources (for more information, visit psacunion.ca).

Facebook: The NEU has a Facebook page on which we post updates, news and information that matter to our Members. However, it is important to note that not all "union business" is appropriate or suitable for posting, so we encourage you to visit www.neu.ca to see what is happening at your Union that impacts you.

In Local (NEU) News: Paul Puqiqnak was elected President of the recently reorganized Local 002 which represents all NEU Members in Gjoa Haven (except for Professional Nurses, Conservation Officers, Family Service Social Workers and Supervisors and those working for the QEC). Visit www.neu.ca "Contact/Local Officers" to see which Local you belong to.

A MESSAGE FROM WILLIAM FENNELL—NEU PRESIDENT

This newsletter is your newsletter. So, if you have any suggestions or information that you would like to see shared with your fellow NEU Members, please email our Communications Officer at the email at the bottom of this page. We are looking for news, ideas or features (see page two for this edition's feature on workplace harassment) or anything else you would like to put forth. The NEU is *your* Union and we work for you so we want your input. *Working for those that make Nunavut work* is more than a tag-line. You can also email me directly at bill@neu.ca with suggestions or concerns.

Bargaining Update: If you work for the Government of Nunavut, (GN) please watch your email for Bargaining Updates. The NEU will be holding a Bargaining Conference as the current Collective Agreement that governs GN Members expires this coming September. The Conference will take place during the first week of October and will review all the submissions and proposals put forth by GN NEU Members.

Speaking of Emails: If you are not receiving this newsletter by email, please make sure that we have your personal/home email. Email communications@neu.ca with the email you would like us to use. We cannot email this newsletter to a work email and there are other emails that we send out that are not appropriate to email to Members at work. So it is always better that we have your personal/home email on file.

neu.ca: We encourage NEU Members to visit our website on a regular basis to keep up with information that may be important to you. For example, if your Local is entering, or starting to prepare for a Collective Bargaining process that will result in a new Collective Agreement we will post updates that communicate important information for impacted Members. Also, all Collective Agreements are available under the "[Resources for Activists/Collective Agreements](#)" tabs from the home page along with other valuable resources.

This publication is produced by the Nunavut Employees Union (NEU) for the purpose of informing NEU Members with news, updates and/or other items related to their NEU Membership. This publication does not seek to offer legal or other advice. NEU Members with specific inquires or concerns related to their employment or workplaces are encouraged to contact the NEU as soon as they are able.



I THINK I AM BEING HARASSED:

- ⇒ If you believe that you have been harassed, you are encouraged to make it known to the other person as soon as possible in an attempt to resolve the problem. The earlier the problem is addressed and discussed, the better the chance of it being resolved and the inappropriate behaviour stopped.
- ⇒ If the problem is not resolved, or if you feel you cannot speak directly to the other person, you should notify your supervisor, or the manager at the next level.
- ⇒ Keep a record of what happened during the incident (s) where you feel you were being harassed or bullied.
- ⇒ Contact the NEU as soon as possible. Your Service Officer or Shop Stewart can help you address the situation, and provide you with guidance, and if need be, inform you of any applicable deadlines or timelines to file a formal complaint or grievance.
- ⇒ Your Collective Agreement outlines the process of filing a complaint and any applicable timelines. Visit www.neu.ca for the Collective Agreement the governs your workplace.

WHAT IS THE DEFINITION OF WORKPLACE HARASSMENT?

Under the Government of Canada's Policy on Harassment Prevention and Resolution, harassment is defined as: "improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that

the individual knew or ought reasonably to have known would cause offence or harm."

It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat.

It also includes harassment within the meaning of the Canadian Human Rights Act (i.e. based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and pardoned conviction).

More specifically, harassment is normally a series of incidents but can be one severe incident which

has a lasting impact on the individual.

Essentially, the definition of harassment means that more than one act or event is needed in order to constitute harassment and that taken individually, this act or event need not constitute harassment.

It is the repetition that generates the harassment. In other words, harassment consists of repeated and persistent behaviours towards an individual to torment, undermine, frustrate or provoke a reaction from that person.

It is a behaviour that with persistence, pressures, frightens, intimidates or incapacitates another person. Each behaviour viewed individually may seem inoffensive; it is the synergy and repetitive characteristic of the behaviours that produce harmful effects.

However, one single incident can constitute harassment when it is demonstrated that it is severe and has a significant and lasting impact on the complainant.

Source: www.canada.ca

NO PERSON SHOULD FEEL HARASSED OR BULLIED

The NEU feels strongly that every Member deserves to work in an environment that is based on Inuuqatigiitsiarniq ("respecting others, relationships and caring for people"). The NEU works with all employers where our Members work to strive for this core Inuit value.

The NEU is also there for our Members when this value is ignored or absent from a workplace. If you feel that you are being harassed, bullied or otherwise mistreated, please call the NEU so that we can help you sort through the situation or incident.

