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Nunavut Employees Union
Nunavutmi Havaktiit Ikayurtingit
Syndicat des employé-e-s du Nunavut

Reports, Resolutions, Bylaws & Budget Explanations

10th Triennial Convention, Nunavut Employees Union

November 16-19, 2026

Reports

JASON ROCHON

NUNAVUT EMPLOYEES UNION

Union President



Leadership & Union Building:

- Chaired a panel discussion at the PSAC National Equity Conference.
- Participated in the first Nunavut Employees Union All Presidents Conference in Iqaluit.
- Led initiatives to modernize and strengthen the NEU, including:
- Launch of a new NEU logo Development
- of a new NEU website
- Participated in Labour Lobby Days to advocate for workers' rights and northern priorities.

Labour Movement Engagement:



- Attended the Canadian Labour Congress (CLC) Convention.
- Attended the PSAC North Convention.
- Attended the Union of Northern Workers (UNW) Convention.
- Attended the Northwest Territories Federation of Labour (NTFL) Convention.
- Participated in the Young Workers Conference.
- Participated in Labour Day events alongside the NTFL and CLC.

Community Advocacy & Social Justice:



- Participated in health care rallies supporting improved health services.
- Participated in the December 6 Community Walk to end violence against women.
- Supported suicide prevention initiatives in Nunavut.
- Supported Nunavut food banks and community food security efforts.
- Participated in the Day of Mourning ceremony at the Legislative Assembly, honouring workers injured or lost on the job.

Member and Community Engagement:

- Participated in a town hall in Rankin Inlet.
- Engaged members across Nunavut through meetings, forums, conferences, and workplace visits.
- Built relationships with members, community leaders, and labour organizations throughout the North



1St Vice President's report



Throughout my three-year term as 1st Vice-President, I focused on strengthening union leadership, supporting locals, addressing members workplace concerns, and maintaining effective operations within the Nunavut Employees Union. I completed the PSAC Union Leadership Development Program to strengthen my leadership capacity and to support a more informed membership.

I worked to support locals, including establishing regular virtual Teams meetings for Local Presidents, travelling to communities to support local annual general meetings, and helping organize the first ever NEU Local Presidents Conference in Iqaluit. This conference brought together Local Presidents from across Nunavut and offered an opportunity for education, networking and collaboration.



I was elected to the GN bargaining team and, along with bargaining team members from across Nunavut, we fought to achieve the best deal for our members. We bargained for an increase to the Inuktitut language incentive, an additional cultural day, increased continuous service bonuses, health and safety provisions, and much more! I presented the ratification package to members and answered questions from the membership.

My term also included representing members interests through joint consultation committee meetings with the employer, fact-finding meetings, and arbitration hearings alongside Labour Relations Advisors, members and counsel.

I also attended Healthcare Lobby Days in Ottawa to pressure government for pharmacare, push against healthcare privatization, and to fight for the protection of our healthcare workers.

Additional contributions included supporting NEU staff, participating in hiring panels for Labour Relations Advisors, Finance Clerk, and Administrative Assistant positions at NEU. I also helped bring the largest delegation in Nunavut's history to the Northern Territories Federation of Labour Triennial Convention in Yellowknife.

Overall, these efforts improved communication among locals, expanded leadership capacity, strengthened member representation, and supported continuity in NEU operations. I have helped build a stronger, more connected union, and we have charted a course for years to come!



Amanda Arsenault
1st Vice President - Nunavut Employees Union



3rd Vice-President's Report

I was acclaimed the 4th VP position as of July 2024 and acclaimed the position of 3rd VP as of 2025.

During my time as a 3rd VP, I have attended about 90 to 95% of executive meetings. Sitting on the Executive, I gave my input of the decisions that were being made during meetings; arguing whether it will benefit or not benefit our members.

I have also been helping out our members of how to fill out grievance forms, helped them to navigate the NEU website, and I have made some informational posters that has the list of the executives, LRA's and some pamphlets.

I was also part of the GN bargaining team which took couple of years to get ratified.

I also took part of NTFL convention that was held in Yellowknife in the spring of 2026.

I supported our 2nd VP with the Safe Savvy Kids initiative by attending the meetings and promoting the Safe Savvy Kids program in English and in Inuktut.

I have also attended the workplace racism course and educated some members about the course.

Eunice Laura Panigayak

Nunavut Employees Union

Paul Puqiqnak
Regional Vice President
Gjoa Haven, Taloyoak and Kugaaruk
Report

First I would like to thank you for all for coming to the 2026 NEU convention. I know it takes a lot of time away from families and for those who loves go to out camping on day trips to fish, hunt caribou, musk ox and spend time with families, I'm with you. I go out on day trips on weekends and set nets, musk ox hunt and spend time with family as well.





Thank you all to delegates for coming to this important convention and we are here on union business and please follow all guidelines that is sent to you prior to your trip to the convention.

At this convention, please take time to learn from one another, take time to listen and ask questions to candidates who are running for elected positions of Nunavut Employees Union. Most importantly connect, make friends and enjoy your trip to Iqaluit, Iqaluit has a lot to offer.

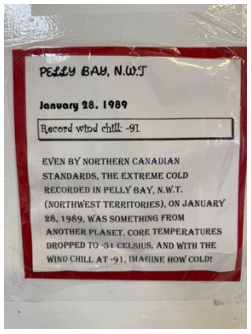
Union members from across Nunavut, some of us has joined other organizations before, some of us agreed and some of us disagreed with issues at meetings, being involved in NEU is no difference than being in any other organization. Some examples are being on Hamlet council, DEA, locals, with my experience I wanted to share with everyone, at meetings some agree and some disagree, as an executive we agreed, we disagreed, motions were made, some were against motions, some disagreed, at the end it was carried unanimously, over all we came to a consensus to best support the Nunavut Employees Union. I want you all to know we are entitled to agree or disagree.





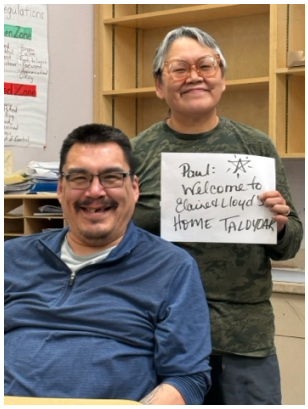
As RVP for NEU I had the privilege of representing Gjoa Haven, Kugaaruk and Taloyoak to help union members and advise on who to contact when having fact finding meetings with employers. I took time away from my workplace to represent union members who is on fact finding meetings. I want all of the delegates to know at this convention, you are entitled to have a union rep at your fact finding meetings and please don't forget that, it helps with both parties, the GN/Hamlet and housing workers and union members.





In January I travelled to Kugaaruk and Taloyoak for workplace visits and it was a great opportunity to meet and see workplaces, I was able to set up a local in the community as well.







I have also been elected to the GN bargaining team with the Nunavut Employees Union and the Government of Nunavut. I have learned a lot to be on a bargaining team, I have to share my experience, some days can be very long, I can tell union members at this convention:

- I have pushed from two days to a week of cultural pursuits, back and forth conversations has been ongoing, fishing, hunting, participating in cultural programs for our union members is our way of life in our territory, after discussions cultural pursuits went from two days to three days! Makes me feel proud that we have an extra day to go out camping, hunting, fishing, and participating in cultural pursuits.
- I also advocated for our IQ principles and values to be included collective agreement and we were told no, and again, conversation going back and forth with the GN and NEU, an agreement was made and our IQ values and principles have been added to the GN collecting agreement.

Bargaining conference have been very, very interesting, at the end we ended up having an agreement with the GN and the NEU.

During my term as RVP I have requested and made a motion for a new NEU logo! We now have a new NEU logo, thank you to communications department Meral, Executive Director Daniel for all the time into creating a new logo with NEU, the NEU logo is very nice! We have put a lot of time and effort to this, thank you again everyone!

As RVP I have attended National Equity Conference in Winnipeg and got to meet union activist across Canada. During my time in Winnipeg I was nominated to sit on the National Indigenous People's Circle and got elected to represent the north. It's a great opportunity to sit on the board and learn and listen. With the valuable experience I have, I have learned with NEU, I will bring to NIPC, National Indigenous People's Circle.





Since being involved with the NEU as RVP I had the opportunity to attend PSAC Convention in Iqaluit and Whitehorse. I was able to elect our PSAC North president and I want Josee-Anne Spirito to keep up the good work, Josee-Anne is doing a great job representing the north. I also got to connect and learn from other cultures, it was an honor to meet union activists from across our three territories Nunavut, Northwest Territories and Yukon.



It has been an experience and an honour to represent union members across the territory of Nunavut within the Nunavut Employees Union. Thank you union members for supporting me as your RVP.

Resolutions

RESOLUTION 1

TITLE: LOCAL DUES
ORIGINATOR: NEU EXECUTIVE

BECAUSE these proposed changes to the bylaws better represent existing practice for members' dues

NEU WILL Amend By-law 6 as follows:

Section 1

1. The dues paid by each member and deductee of the Union shall be comprised of a) PSAC dues~~,~~ and b) Union dues~~, and c) Local dues as determined by the Local~~. PSAC dues shall be determined at the PSAC Triennial Convention. Union dues shall be established by a majority vote of accredited delegates at the Union Convention.

~~Section 2~~
~~Local dues rebates shall be calculated based on the number of members in good standing of the Local.~~

RESOLUTION 2

TITLE: WORKER MEMORIAL
ORIGINATOR: NEU EXECUTIVE

BECAUSE there is a fallen worker memorial in almost every province across Canada, there are no memorial sites for fallen workers in the three territories.

AND

BECAUSE Canada has numerous memorials dedicated to fallen workers that reflect the country's commitment to honoring those who have lost their lives due to work-related incidents. These memorials serve as a reminder of the sacrifices made by workers and a call to action for continued efforts to prevent workplace injuries and fatalities.

PSAC NORTH WILL develop a political campaign advocating for the establishment of worker memorials in each of Canada’s three territories.

RESOLUTION 3

TITLE: STREAMLINING BYLAWS GOVERNING LOCALS
ORIGINATOR: NEU EXECUTIVE

BECAUSE existing by-laws referring to locals need to be streamlined

And

BECAUSE local bylaws must reflect our northern realities

And

BECAUSE the roles and responsibilities of local executive members need to be clearly stated

NEU WILL amend By-law 10 as follows:

Section 1

a) A Local shall be composed of all members in good standing of the Union ~~within a geographic area or~~ as defined by the Union Executive.

~~b)~~ Upon application and with the approval of the Union Executive, a Local may be formed ~~by thirty (30) or more members in good standing.~~

~~c)~~b) ~~Notwithstanding Section 1(b), the Union Executive may determine that a Local consisting of less than thirty (30) members in good standing~~ if it is deemed viable and in the best interests of the members ~~and establish the Local~~.

~~d)~~c) Notwithstanding any other provisions of these Bylaws, the Executive shall have the authority to redefine Locals.

Section 2

a) Locals ~~shall~~ should elect ~~not less than four~~four (4) officers, who shall be President, Vice-President, Secretary ~~Treasurer and~~ and Chief Shop Steward, to conduct its affairs. In order to be in conformance, at least two (2) officers must be elected.

~~b) The Local Executive may separate the Secretary-Treasurer positions if they choose.~~

~~c)~~b) Locals may elect or appoint Shop Stewards.

~~d) Members-at-Large will have voting rights and their attendance will count towards forming a quorum.~~

Section 3

A Local Executive shall normally meet monthly, but in any event not less than four (4) times in a calendar year and minutes ~~or~~ of ~~proceedings of~~ all meetings shall be recorded.

Section 4

~~a)~~ Each Local shall hold an annual general meeting ~~in the month of November~~ for the purpose of receiving annual reports from its officers and considering such business and holding such elections as required by these and the Local Bylaws. ~~Where the Local Executive deems it impractical to hold the annual general meeting in November, the meeting may, upon the approval of the Union President, be held at another time.~~

~~b) Each Local shall hold at least two meetings of the membership in a calendar year, one of which shall be the annual general meeting, and the minutes or proceedings of all membership meetings shall be recorded.~~

Section 5

Each Local shall make available minutes of meetings, notices of election and other communications to its members. The minutes ~~or~~ of ~~proceedings of~~ all meetings shall be forwarded to the Union within a reasonable period.

Section 6

Locals shall adopt Bylaws for the conduct of its affairs and such Local Bylaws shall not conflict with the provisions of these Bylaws or the PSAC Constitution. A copy of all Local Bylaws and amendments shall be forwarded to the Union immediately following their approval by the Local.

~~Section 7~~

~~A Local may designate any one of its elected officers as a full-time paid officer of the Local. Before assuming the full-time office, such person shall first obtain leave of absence without pay from the employer to perform such duties. The Local shall be responsible for all costs associated with designating and maintaining a full-time paid officer of the Local.~~

Section ~~8~~7

~~Where Locals deal directly with employer representatives concerning the interests of their own members, each Local shall provide a quarterly report to the Union of~~

~~all joint consultation activities under its jurisdiction.~~ No agreement shall be entered into with an employer without the express approval of the Union.

~~Section 9~~

~~When the Union President is notified or becomes aware that a Local is not carrying out its responsibilities, the Regional Vice-President responsible for that Local shall be instructed to conduct an immediate investigation and submit a report to the Union Executive. The Executive shall consider any action so recommended, including a recommendation to dissolve or suspend the Local.~~

~~Section 10~~

~~Where a recommendation is made to dissolve or suspend a Local, the Union Executive shall have the authority to determine if administration or trusteeship procedures will be used to address the problems identified by the investigation and to a) appoint one (1) administrator to assist the Local Executive to recover; or b) appoint no fewer than two (2) trustees with responsibility to manage the Local's affairs and, if appropriate, to bring about the reinstatement of the Local with minimum delays.~~

Section ~~11~~8

Unless a satisfactory reason is given, a Local ~~shall~~ may remove from office any Local officer who has missed three consecutive Local Executive meetings. An officer so removed may appeal this removal to the Union Executive.

Section ~~12~~9

All capital asset purchases under $2000 must be approved at a Local meeting of the membership. Capital asset purchases over $2000 must have the written consent of the NEU Executive before proposing to the Local membership for approval.

Section 10

Local Presidents shall:

a) preside at Local Executive and membership meetings;
b) ensure that the Local Executive carries out the directives and policies established by the members at an annual general meeting and the Union, in accordance with these Bylaws; and

c) inform the Union of their Local activities in a timely and appropriate manner.

Section 11

The Local Vice-Presidents shall:

a) perform the duties of the Local President in the event of the absence or upon the resignation or incapacity of that officer or upon the delegation of such duties by the Local President;

b) attend all meetings of their Local Executive and membership meetings; and

c) perform such other duties as directed by their Local Executive.

Section 12

Local Chief Shop Stewards shall:

a) ensure a steward network is established in their Local;

b) coordinate the activities of the Local's Shop Stewards;

c) when necessary, hold monthly meetings with Local Shop Stewards, but at least three per year;

d) report at Local meetings on all Local Shop Steward activities; and

~~a)~~e) perform other tasks as assigned by the Local.

Section 13

Local Secretary-Treasurers shall:

a) have signing authority and keep accurate records of all meetings of their respective Local;

b) be responsible for keeping proper files of documents, financial records, and all correspondence relating to their Local;

~~a)~~c) report on Local financial matters at Local Executive and membership meetings.

RESOLUTION 4

TITLE: LOCAL EXECUTIVES ROLES AND RESPONSIBILITIES
ORIGINATOR: NEU EXECUTIVE

BECAUSE local executive roles and responsibilities are proposed to be moved to bylaw 10

NEU WILL amend By-law 11 as follows:

~~Section 8~~

~~Local Presidents shall:~~

~~a) preside at Local Executive and membership meetings;~~
~~b) ensure that the Local Executive carries out the directives and policies established by the members at an annual general meeting and the Union, in accordance with these Bylaws; and~~
~~c) inform their Regional Vice-President of their Local activities in a timely and appropriate manner.~~

~~Section 9~~

~~The Local Vice-Presidents shall:~~
~~a) perform the duties of the Local President in the event of the absence or upon the resignation or incapacity of that officer or upon the delegation of such duties by the Local President;~~
~~b) attend all meetings of their Local Executive and membership meetings; and~~
~~c) perform such other duties as directed by their Local Executive.~~

~~Section 10~~

~~Local Chief Shop Stewards shall:~~

~~b) ensure a steward network is established in their Local;~~
~~c) coordinate the activities of the Local's Shop Stewards;~~
~~d) when necessary, hold monthly meetings with Local Shop Stewards, but at least three per year;~~
~~e) report at Local meetings on all Local Shop Steward activities; and~~
~~f) perform other tasks as assigned by the Local.~~

~~Section 11~~
~~Local Secretary-Treasurers shall:~~

~~have signing authority and keep accurate records of all meetings of their respective Local;~~
~~be responsible for keeping proper files of documents, financial records, and all correspondence relating to their Local;~~
~~report on Local financial matters at Local Executive and membership meetings.~~

RESOLUTION 5

TITLE: ELECTIONS OF LOCAL EXECUTIVES
ORIGINATOR: NEU EXECUTIVE

BECAUSE there is a need for greater continuity in local executives

And

BECAUSE there is great need for better succession planning

And

BECAUSE shop stewards do not have clearly defined areas of responsibility

NEU WILL amend By-law 12 as follows:

Section 7

a) For Executive Officers, the elections shall proceed in the following order: President, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President.
b) For Regional Officers, the elections shall proceed in the following order: Regional Vice-President, alternate Regional Vice-President.
c) For Local Officers, elections shall proceed in the following order: President, Vice-President, Secretary-Treasurer. Local elections shall also elect a Chief Shop Steward and may elect in the following order: an alternate Vice-President, an alternate Secretary-Treasurer and an alternate Chief Shop Steward. Local President and local Secretary will be elected for two (2) year terms. Local Vice President and local Chief Shop Steward will be elected for two (2) year tearms. These terms will alternate between the elections of the local President and local Secretary on even years, and local Vice President and local Chief Shop Steward on odd years.

Section 10

The following oath of office shall be administered to all officers as soon as possible following their election:

I,_____, having been elected or appointed an officer of the Nunavut Employees Union, a Component of the Public Service Alliance of Canada, do solemnly declare that during my term of office, I shall faithfully carry out the duties of such office. I will uphold the dignity of the Union and respect all confidences pertaining to the affairs of the Union and the PSAC that are brought to my attention, and will promptly deliver to the local or the union, all monies, records, and all other

property of the union at the close of my term in office.~~.~~

The names and addresses of Executive and Local officers and a signed copy of the oath of office shall be forwarded to and retained by the Union immediately upon assumption of office.

Section 11

In the event of a vacancy in the office of the President of a Local, the vacancy shall be filled by the Vice-President. In the event of a vacancy of the Vice-President, Secretary-Treasurer, or Chief Shop Steward the office shall automatically be assumed by the alternate for that position. In the event further vacancies in the positions of either the Vice-President, Secretary- Treasurer or Chief Shop Steward, or no alternates were elected, the Local executive or Union Executive may appoint a successor ~~shall be appointed~~ from the members ~~at large from~~of the Local. ~~In the event that no successor is available the successor shall be elected by a membership vote.~~

Section 12

Shop Stewards may be elected by a simple majority of members in good standing or may be appointed by the Local Executive. Shop Stewards shall hold office for an indeterminate period. ~~A simple majority of the members represented by the Shop Steward may at any time revoke the mandate of the Shop Steward and choose a replacement in accordance with these Bylaws.~~

~~Section 13~~

~~The names and addresses of Executive and Local officers and a signed copy of the oath of office shall be forwarded to and retained by the Union immediately upon assumption of office.~~

RESOLUTION 6

TITLE: JURISDICTIONAL ISSUES
ORIGINATOR: NEU EXECUTIVE

BECAUSE some locals choose to manage their own finances, there is a need for accountability and structure

And

BECAUSE for most locals there is limited access to banking services and volunteers to manage finances

And

BECAUSE NEU wants to ensure locals can easily access funds to conduct local activities

NEU WILL amend By-law 14 as follows:

Section 6

Locals who manage their finances shall approve at least three (3) signing officers; the Secretary-Treasurer and one (1) other, normally the President, shall sign all cheques. No disbursements shall be made without prior authorization of the Local Executive, or as directed by its membership.

Locals whose finances are managed by the Union will follow procedures outlined by regulations established under these bylaws.

Section 7

The Secretary-Treasurer of ~~the Local~~Locals who manage their finances shall submit a financial statement to all membership meetings.

Section 8

a) Locals who manage their finances shall submit to the Union Executive ~~quarterly~~ annual statements of Local finances. The Union shall make no remittance of dues rebate until such statements have been received. ~~Rebates shall be due and payable quarterly.~~
b) For the purposes of this section, the statements prepared by the Local Secretary- Treasurer shall be reviewed and signed by any three members in good standing of the Local not holding office in the Local ~~affected~~.
~~c) Any Local may apply for and, subject to the approval of the Union~~

~~Executive, may be granted an advance against the future dues of the Local.~~

Section 9

No Local shall enter into any ~~fiscal~~ monetary contractual understanding or agreement without prior approval of the Union Executive.

Section 10

All financial records of the Union and its Locals shall be maintained in ~~an approved manner, as advised by the Union Executive in the case of each Local and otherwise by the Union-appointed auditors~~accordance with regulations established under these bylaws.

Section 11

The Union ~~or a Local~~ may:

a) enter into association or affiliation with organizations with similar objects and purposes as the Union and to pay dues to such organizations; and

~~b)~~ invest ~~all~~ monies of the Union in accordance with regulations established under these bylaws.~~securities that trustees are permitted to invest in under the Trustees Act.~~

RESOLUTION 7

TITLE: JURISDICTIONAL ISSUES
ORIGINATOR: NEU EXECUTIVE

BECAUSE the creation of community-based locals has eliminated jurisdictional issues

NEU WILL amend By-law 16 as follows:

~~Section 1~~

~~Jurisdictional disputes between Locals shall be referred to the Union Executive and its decision shall be binding on all Locals concerned. In such matters, the Locals concerned shall have the right to appeal to Convention.~~

RESOLUTION 8

TITLE: FULL-TIME PAID 1ST VICE-PRESIDENT
ORIGINATOR: NEU EXECUTIVE

BECAUSE the Locals of the NEU have made local development a priority; and

BECAUSE local development will involve a strong political component; and

BECAUSE of the central location of NEU support staff who may best support these efforts;

NEU will have the First Vice-President be a full-time paid position to be based in the Nunavut Capital region, whose pay will be set at Step 6 of four (4) Government of Nunavut pay bands below the set rate for NEU President or their substantive salary, whichever is higher.

NEU will also ensure that the successful candidate fills the position immediately following the Convention at which they are elected, with relocation to and housing in the Nunavut Capital Region being provided.

(By-law 10, Section 2 & Regulation 11 - Officers Pay)

RESOLUTION 9

TITLE: LOCAL PRESIDENTS MEETING
ORIGINATOR: NEU EXECUTIVE

BECAUSE local Presidents are the workplace leaders of our grass-roots organization;

AND

BECAUSE active engagement with local presidents allows for greater input from the communities they represent

NEU will have local presidents attend an in-person meeting in the Nunavut Capital Region annually.

(New By-law 13 Conferences)

RESOLUTION 10

TITLE: ALTERNATE VICE-PRESIDENTS
ORIGINATOR: NEU EXECUTIVE

BECAUSE there is occasional turn-over in the executive;

AND

BECAUSE the current method for filling vacancies is cumbersome

NEU will elect at convention a 1st, 2nd and 3rd alternate vice-president, who, in order of precedence, will assume vacant positions on the executive as required.

(Bylaw 10 - Duties of Officers, By-law 11 - Election of Officers, Regulation 5 - Union Officer Vacancies)

RESOLUTION 11

TITLE: DELEGATE ENTITLEMENT
ORIGINATOR: NEU EXECUTIVE

BECAUSE NEU is committed to greater input and active participation from the communities;

AND

BECAUSE the triennial convention is the supreme governing body of the organization in which direct representation and involvement from the communities is essential

NEU WILL change the structure of delegate entitlements with allotments as follows:

- between 1-200 members in good standing – two (2) delegates
- 201-300 members in good standing – three (3) delegates
- 301-400 members in good standing – four (4) delegates
- 401-500 members in good standing – five (5) delegates
- More than 500 members in good standing – six (6) delegates

(By-law 12 Conventions; Section 5)

RESOLUTION 12

TITLE: EQUITY CONFERENCE
ORIGINATOR: NEU EXECUTIVE

BECAUSE of the growing diversity of the membership of NEU;

AND

BECAUSE of the need for meaningful engagement and opportunity among union members from equity seeking groups, and to grow our union

NEU WILL hold, in the next three-year election cycle, a conference to celebrate, educate and mobilize a diversity of under-represented groups, including, but not limited to; Inuit, indigenous, youth, women, racialized workers, 2SLGBTQIA+, access.

RESOLUTION 13

TITLE: EXECUTIVE MEETING ATTENDANCE
ORIGINATOR: NEU EXECUTIVE

BECAUSE the NEU executive is responsible for the on-going governance of the organisation;

AND

BECAUSE the composition of the executive is reflective of the membership in this member driven organization

NEU WILL ensure that members of the executive attend all executive meetings, other than in situations where their absence is justified. Three (3) unjustified absences will result in removal from the executive.

By-law 8, Executive

RESOLUTION 14

TITLE: CASUAL EMPLOYMENT WITH THE GN
ORIGINATOR: NEU LOCAL N0005

BECAUSE Casual Workers are used instead of Terms with the Territorial government;

AND

BECAUSE casual employment does not offer benefits and job security;

AND

BECAUSE not changing a casual to a term after one contract causes members stress and precarious employment

NEU WILL dedicate resources to make sure that the GN is not delaying the change of members' employment status.

NEU WILL ALSO work with Employers in Labour Management forums to find solutions to speed up the process of converting casuals to terms.

NEU WILL ALSO make every reasonable effort to discourage casual employment from being part of collective agreements.

NEU WILL ALSO make every reasonable effort to strengthen casual employment language in the collective agreements in Nunavut.

RESOLUTION 15

TITLE: CASUAL AND TERM EMPLOYMENT WITH THE GN
ORIGINATOR: NEU LOCAL N0005

BECAUSE Term Employment is precarious employment with limited job security;

AND

BECAUSE term employment should only be used to meet temporary business needs;

AND

BECAUSE Indeterminate positions offer members permanent roles offering long-term stability and full benefits;

AND

BECAUSE the Nunavut Human Resource Manual allows for term employment to be changed to indeterminate if a supervisor requests a change 30 days prior to the end of term.

NEU WILL dedicate resources to have discussion with the GN on creating a policy to convert terms to indeterminate that would also apply to the boards and agencies of the GN whose hiring is conducted pursuant to the Public Service Act.

NEU WILL ALSO work with Employers in Labour Management to talk about term employment so that the union knows the number of term employees.

NEU WILL ALSO make every reasonable effort to strengthen term employment language in the collective agreements in Nunavut.

RESOLUTION 16

TITLE: CASUAL AND TERM EMPLOYMENT WITH THE GN
ORIGINATOR: NEU LOCAL N0005

BECAUSE Casual Workers are used instead of Terms with the Territorial government;

AND

BECAUSE casual employment should be used only for short-term situations;

AND

BECAUSE casual employment does not offer job security;

AND

BECAUSE casual employment does not offer benefits that permanent employment is afforded;

AND

BECAUSE casual employment often is offered to young workers

NEU WILL make every reasonable effort to discourage casual employment to be part of collective agreements.

NEU WILL ALSO work with Employers in Labour Management forums to discourage the use of casual employees.

NEU WILL ALSO will form a working group to address the concerns of casual workers.

RESOLUTION 17

TITLE: DUTIES OF ELECTED OFFICERS
ORIGINATOR: NEU LOCAL N0005

BECAUSE By-law 11, Duties of Officers outlines what the position of each officer shall perform;

AND

BECAUSE section 2 does not include what the role of the 2nd Vice-President is when the President and the 1st Vice-President are both away from NEU Headquarters

NEU WILL add an additional sub-section to explain that the 2nd Vice-President with perform the duties of the President or Vice-President in their absence until they return to the NEU Headquarters.

RESOLUTION 18

TITLE: COMMUNICATION WITH LOCALS
ORIGINATOR: NEU LOCAL N0005

BECAUSE the Union (Nunavut Employees Union) is composed of Locals situated in regions of Nunavut;

AND

BECAUSE minutes and proceedings of the NEU executive shall be distributed to all locals (By-law 9 section 5);

AND

BECAUSE decisions and directions taken by the NEU should be known to the locals in a timely matter

NEU WILL dedicate resources to have and to facilitate better and more timely communication with the local executives.

NEU WILL ALSO work with locals to make sure that their concerns or problems have a forum for the local representatives to have open dialogue and receive options and solutions in a reasonable time period.

RESOLUTION 19

TITLE: LOCAL EXECUTIVE INFORMAL TRAINING
ORIGINATOR: NEU LOCAL N0005

BECAUSE new executive members are faced with significant friction with their individual union responsibilities and the union structure;

AND

BECAUSE new executive members lack adequate direction;

AND

BECAUSE new executive members may accidentally violate rules and expected performance;

AND

BECAUSE new executive members lack adequate knowledge of grievances and rights

NEU WILL dedicate resources to ensure that each executive member is enrolled in a buddy / mentorship program. where new executive members are paired with a veteran NEU executive for the first 30 days to review expectations, responsibilities etc.

NEU WILL ALSO ensure that a formal structure is in place for a smooth handoff and the files, templates, and correspondence on a shared secure drive are accessible to all officers.

NEU WILL ALSO provide an educational 60-day planning session for new local executives on operational alignment and conflict management. This session will ensure that at least 3 core goals are set for the year.

RESOLUTION 20

TITLE: INTRODUCTION OF THE UNION
ORIGINATOR: NEU LOCAL N0005

BECAUSE it is beneficial for all parties to maintain a harmonious and beneficial relation between the Employer and the Union (Nunavut Employees Union);

AND

BECAUSE language in collective agreements (i.e. GN Article 9.06) allows for a representative of the Union to meet with new employees in the employee's community and to make a presentation up to 60 minutes;

AND

BECAUSE these meeting allow for Employees to be granted leave with pay to attend these meetings;

AND

BECAUSE these meetings allow for adequate space to be provided by the Employer when requested by the Union representatives.

NEU WILL produce an educational session that can be used by Union representatives in the workplace and used virtually when needed.

NEU WILL ALSO assist a Union representative to present these sessions.

NEU WILL ALSO make a tentative schedule to provide to the Employer when these sessions will be presented i.e. the 2nd Monday of every month.

RESOLUTION 21

TITLE: ARTIFICIAL INTELLIGENCE
ORIGINATOR: NEU LOCAL N0005

BECAUSE AI is available and being used in the workplace;

AND

BECAUSE the workplace must be safe, secure and trustworthy;

AND

BECAUSE the Union (Nunavut Employees Union) must create awareness with the membership;

AND

BECAUSE technology is changing at a rapid pace

NEU WILL produce a policy for the use of AI technology that is compliant with privacy laws and will not discriminate against members.

NEU WILL ALSO inform members of the policy when completed.

NEU WILL ALSO provide notice to members when the use of AI will significantly affect the work of the union.

NEU WILL ALSO ensure that AI — when integrated into work processes — is in conformance with occupational health and safety standards.

NEU WILL ALSO that AI technologies are used in a manner that respects workers' rights and promotes fair and equitable practices within the union environment.

RESOLUTION 22

TITLE: INUKTUT LANGUAGES
ORIGINATOR: NEU LOCAL N0005

BECAUSE Inuktitut and Inuinnaqtun, known as Inuktut, are the Inuit languages of Nunavut;

AND

BECAUSE there is the Inuit Language Protection Act aimed at protecting, promoting, and revitalizing the Inuit language in Nunavut;

AND

BECAUSE the language foundation is necessary to a sustainable future for the Inuit;

AND

BECAUSE the primary goal of the Act is to increase the numbers who can speak and read the language fluently;

AND

BECAUSE living in Nunavut we should be using the language daily in services and communication within the Union and in society.

NEU WILL produce a policy to support the use of Inuktut for executive and members of NEU.

NEU WILL ALSO ensure the policy includes the resources for language training, communication and translation.

NEU WILL ALSO make sure that the NEU budget includes a line item to support these initiatives.

NEU WILL ALSO endeavour to promote at every opportunity the importance of Inuktut language, cultures and traditions.

RESOLUTION 23

TITLE: PSYCHOLOGICAL HEALTH AND SAFETY IN THE WORKPLACE
ORIGINATOR: NEU LOCAL N0005

BECAUSE Psychological health comprises workers' ability to think, feel, and behave in a manner that enables them to perform effectively in their work environments, their personal lives, and in society at large;

AND

BECAUSE improving psychological safety in a work setting involves taking precautions to avert injury or danger to employee psychological health that is within the influence and responsibility of an employer;

AND

BECAUSE A psychologically healthy and safe workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts;

AND

BECAUSE NEU can play a crucial role in ensuring workplace safety by advocating for better Health and Safety standards.

NEU WILL promote at every opportunity, with Employers, to use the Canadian Standard for Psychological Health and Safety in the Workplace that defines 13 psychosocial factors that can affect mental health in the workplace.

NEU WILL ALSO introduce the Standard as a topic at consultation meetings with the Employer to use the standard that specifies requirements for a documented and systematic approach to develop and sustain psychologically healthy and safe workplaces.

NEU WILL ALSO keep this as a priority and have a process to monitor accountability with the Employer on this subject.

RESOLUTION 24

TITLE: LUNCH AND LEARNS
ORIGINATOR: NEU LOCAL N0005

BECAUSE education is the foundation and the future of our union;

AND

BECAUSE learning together allows members to connect and grow together;

AND

BECAUSE bringing members together to share information and ideas and helps to build our movement;

AND

BECAUSE the informal format of a lunch and learn allows members to meet in a friendly setting that can spark collaboration and generate ideas that might not otherwise happen

NEU WILL help in developing hybrid sessions for locals to use to meet with members of their local.

NEU WILL ALSO consider courses around Mental health awareness and burnout prevention and/or Work-Life Balance and/or Health and Safety and/or Understanding Your Collective Agreement and/or Respect Workplaces.

NEU WILL ALSO provide the resources to have these courses starting to be available by February of 2027.

RESOLUTION 25

TITLE: ENVIRONMENTAL CLEAN-UPS
ORIGINATOR: NEU LOCAL N0005

BECAUSE members value the land and their communities;

AND

BECAUSE clean spaces encourage public use and discourage future littering;

AND

BECAUSE bringing members together to share information and ideas and helps to build our movement;

AND

BECAUSE cleared river and water banks protect wildlife and every bit of trash removed improves safety and appearance, raising the quality of life for everyone

NEU WILL help in promoting community cleanups annually where members come together to clean and improve public spaces.

NEU WILL ALSO consider the right dates and time of year for maximizing participation in the communities.

NEU WILL ALSO help with supplies and snacks and refreshments for volunteers as well as certificates of appreciation for volunteers.

NEU WILL ALSO assemble a core planning team to promote these activities such as communication to help locals to hold these events in their communities.

RESOLUTION 26

TITLE: EXECUTIVE PLANNING AND TRAINING SESSION
ORIGINATOR: NEU LOCAL N0005

BECAUSE Members Elected to the National Executive come from different communities and types of jobs;

AND

BECAUSE these sessions will provide essential guidance and support to ensure new executives are well prepared for their roles;

AND

BECAUSE these sessions focus on applying up-to-date knowledge;

AND

BECAUSE these sessions will contribute to the overall effectiveness and success of new union executives in their roles, ultimately benefiting the union and its members

NEU WILL hold a planning and training session within the first three months post-convention.

NEU WILL ALSO ensure the component President forms an Ad Hoc Planning Committee that their role of this committee is strictly to develop a plan for the training session, for achieving this Priority.

NEU WILL ALSO ensure this planning and training session is attended by incoming National and Regionally elected Officers with the assistance of staff.

NEU WILL ALSO develop a similar training session available for local executives.

RESOLUTION 27

TITLE: CREATION OF A GRIEVANCE PROCESSING DATABASE
ORIGINATOR: NEU EXECUTIVE

BECAUSE processing of grievances is a shared responsibility between local, component, and union;

AND

BECAUSE the current backlog for adjudication of higher-level grievances can exceed two years;

AND

BECAUSE increased turnover is a reality of modern staffing and there is significant risk of knowledge and data loss during handover between Shop Stewards and component staff

NEU WILL advance a resolution to PSAC National Triennial Convention proposing that PSAC create a grievance tracking database and document repository with an online member portal for all grievances under its jurisdiction.

NEU WILL ALSO examine the feasibility of participating in the proposed grievance database, or create its own database, as circumstantially appropriate.

RESOLUTION 28

TITLE: MEMBERSHIP RIGHTS: EXTENDING ELIGIBILITY FOR ELECTION AND DELEGATION TO MEMBERS ON PARENTAL AND COMPASSIONATE LEAVE
ORIGINATOR: NEU EXECUTIVE

BECAUSE human rights have evolved and expanded since Section 5 of the PSAC Constitution was last amended;

AND

BECAUSE family status is recognized as prohibited grounds of discrimination under human rights legislation federally, in Nunavut, and in other jurisdictions in Canada;

AND

BECAUSE PSAC has adopted an expansive definition of human rights and has taken leadership positions to protect members from discrimination based on family status

NEU WILL advance a resolution to PSAC National Triennial convention to amend Regulation 5(B) of the PSAC Constitution dealing with Membership Rights to remove Section 4, Sub-Section (2)(h) from prohibition, and therefore to expand eligibility for elected office and delegation to PSAC conventions and conferences to non dues-paying members in good standing temporarily on maternity, parental, adoption, or family and compassionate care leave.

RESOLUTION 29

TITLE: MANDATORY TRAINING FOR ALL JOHSC MEMBERS
ORIGINATOR: NEU EXECUTIVE

BECAUSE many jurisdictions across Canada require mandatory training for all Joint Occupational Health and Safety Committee members;

AND

BECAUSE only the co-chairpersons of the Joint Occupational Health and Safety Committee (JOHSC) are required to receive training respecting the duties and functions of the Committee;

AND

BECAUSE mandatory training for all committee members would help build foundational knowledge of JOHSC roles, legal responsibilities, hazard recognition, and workplace inspection procedures

NEU WILL work with PSAC to develop a political campaign advocating for mandatory training of all Joint Occupational Health and Safety Committee members where it is not currently required by regulation.

Bylaws

BYLAWS

NUNAVUT EMPLOYEES UNION

of the Public Service Alliance of Canada

Adopted: October 1998
Amended: October 2002, February 2006, October 2008, October 2011, October 2014, October 2017, October 2021, November 2023

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BYLAW 1 - Interpretation

The following definitions shall apply where used in these Bylaws:

a) MAY: is to be construed as permissive.

b) SHALL: is to be construed as imperative.

c) PSAC: means the Public Service Alliance of Canada.

d) UNION: shall be construed to mean the Component called the "Nunavut Employees Union" of the Public Service Alliance of Canada.

e) BYLAWS: means the rules that regulate the operation of the Union which have been approved by a two-thirds majority vote of delegates present at a Union Convention. Resolutions presented to Convention for approval may amend, rescind, replace, add to, or delete portions from existing Bylaws.

f) REGULATIONS: means the administrative processes that form part of the Bylaws and have been approved by the Executive.

g) POLICIES: means the legal and administrative processes approved by the Executive.

Section 2

Nothing in these Bylaws shall conflict with the PSAC Constitution.

BYLAW 2 – Name, Headquarters and Seal

Section 1

This union, a Component of the Public Service Alliance of Canada, shall be known as the Nunavut Employees Union.

Section 2

The Union shall have its headquarters in the City of Iqaluit, Nunavut, Canada.

Section 3

The Seal of the Union shall bear the words “Nunavut Employees Union” and shall be in the custody of the President.

BYLAW 3 - Objectives

Section 1

a) To unite all members of the PSAC over which this Union has jurisdiction into a single union capable of acting on their behalf.
b) To support fully the PSAC in the furtherance of its constitutional responsibility for the improvement and protection of wages, working conditions, salaries and other terms of employment of all PSAC members.
c) To obtain through democratic means for all members the best possible standards of wages, salaries and other conditions of employment, and to protect the interests, rights and privileges of all such workers.
d) To subscribe unconditionally to the aims and objects outlined in the PSAC Constitution.
e) To engage in educational, political, economic and other activities to advance and protect the economic and social conditions of members and other working people.

BYLAW 4 – Membership

Membership is open to all workers who fall under the jurisdiction of and who are not excluded from membership in the Union.

Section 1 – Regular Membership

A member in good standing is a worker who:

a) signifies a desire to become a member by signing an application;
b) has been accepted for membership in the Union;
c) has not been suspended or expelled; and
d) pays dues as defined by the PSAC Constitution and these Bylaws.

Section 2 – Associate Membership

a) An associate member is an employee of the Union or its Local who applies and is accepted for membership, or a former member of the Union who is temporarily subject to confidential exclusion.
b) An associate member must pay fees equivalent to the dues of a member.
c) Associate members are not entitled to vote at meetings nor to be elected to office but shall be entitled to all other rights and privileges of membership.
d) Associate membership shall only be granted by the approval of the Executive.

Section 3 – Honorary Membership for Retired Members

Through application by a Local to the Union President and with the approval of the Executive, a member who has retired may be granted honorary membership for outstanding service to the Union or to the PSAC. Honorary members shall not be required to pay dues and shall not be entitled to vote at meetings or to hold office in the Union or the PSAC but shall be entitled to all other rights and privileges of membership. Honorary membership shall be suspended for any period of time that an honorary member is a worker in a bargaining unit represented by the Union or the PSAC.

Section 4 – Life Membership

A life membership may be awarded at the discretion of the Union Executive to any member who, through personal and devoted efforts in the affairs of the Union has performed exemplary services for the membership. Unless a life member is a worker in a bargaining unit represented by the Union or PSAC, a life member shall not be required to pay dues and shall not be entitled to vote at a meeting or to hold office in the Union or the PSAC. The Union President shall invite nominations from Locals for life membership awards.

Section 5 – PSAC Associate, Honorary and Life Memberships

Through application by Locals to the Union, or upon the initiative of the Union Executive, the Union may recommend to the PSAC that PSAC associate, honorary or life memberships be granted under the provisions of the PSAC Constitution Section 4(10).

Section 6

With the concurrence of the PSAC and with the exception of associate, honorary and life memberships, all members shall be issued with an identification card as evidence of their membership in the Union.

BYLAW 5 – Membership Rights and Responsibilities

Section 1

Upon being granted membership in the PSAC and this Union and for the term of such membership, each member of this Union is deemed to:

a) have agreed to abide by and to be bound by the provisions of these Bylaws and the PSAC Constitution; and
b) have appointed NEU and PSAC as their agents in negotiations with their employer.

Section 2

Every member, except where explicitly stated otherwise, is entitled:

a) to be represented by the Union;
b) to participate in the activities of the Union;
c) to consider and vote on the ratification of tentative agreements reached with their employer through collective bargaining;
d) to be free from any act or omission on the part of the Union or other members that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital or family status, criminal record, physical or mental disability, sexual orientation, gender identity or expression, language, political belief, social and economic class, employer, or other ground as determined by the Executive;
e) to be free from harassment, both within the Union and in the workplace, on the basis of any of the grounds referred to in Sub-Section d);
f) to be nominated for and hold office in the Union subject to any qualifications stipulated elsewhere in these Bylaws or the PSAC Constitution; and
g) to participate in Union business at any level, and to participate in the election of delegates to Conventions in accordance with the provisions of these Bylaws and the PSAC Constitution.

BYLAW 6 – Membership Dues

Section 1

The dues paid by each member and deductee of the Union shall be comprised of a) PSAC dues, and b) Union dues, and c) Local dues as determined by the Local. PSAC dues shall be determined at the PSAC Triennial Convention. Union dues shall be established by a majority vote of accredited delegates at the Union Convention.

Section 2

Local dues rebates shall be calculated based on the number of members in good standing of the Local.

BYLAW 7 – Form of Organization

Section 1

The Union shall be composed of Locals as established by the Executive pursuant to these Bylaws.

Section 2

The Executive shall have the authority to allow the formation of Locals and to determine reporting responsibilities.

BYLAW 8 – Executive

Section 1

The Executive is responsible for administering and carrying out the affairs and objects of the Union. Between Conventions, all Executive powers of the Union consistent with these Bylaws shall be vested in the Executive. All acts of the Executive on behalf of the Union may be subject to review by Convention.

Section 2

All members of the Executive shall be required to be members in good standing of the Union.

Section 3

The Executive shall be composed of:

a) a full-time paid President;
b) a First Vice-President;
c) a Second Vice-President;
d) a Third Vice-President;
e) a Fourth Vice-President.

Section 4

A quorum of the Executive shall be the President and a majority of the other members of the Executive.

Section 5

The Executive shall hold meetings at least quarterly at the call of the President or at any other time if requested by a majority of the members of the Executive. Minutes or proceedings of all meetings shall be recorded. Minutes shall be distributed to all Locals.

Section 6

The Executive shall have the power to make such policies as are necessary for the proper conduct of the business of the Union, provided such policies do not conflict with the provisions of these Bylaws.

Section 7

a) The Executive shall have authority to hire or dismiss employees of the Union.
b) Terms and conditions of employment, other than salaries for full-time elected or appointed officers and staff, shall be similar to the terms and conditions of employment in the Government of Nunavut unless negotiated with the recognized bargaining agents;
c) The salaries of full-time elected officers of the Union shall be established by Convention; and
d) The salaries of appointed officers and staff shall be established by the Executive, or as negotiated with the recognized bargaining agents.

Section 8

The Executive shall have the authority to establish any committee necessary for the conduct of the affairs of the Union. The President shall be an *ex-officio* member of any committee so formed.

Section 9

Standing Committees of the Executive:

a) An Executive member shall be the Chair and the Executive may appoint up to three (3) members in good standing.
b) Members appointed by the Executive from the membership shall formalize their acceptance by signing the oath of office.
c) The Standing Committees of the Executive shall be an Administration Committee, a Finance Committee, a Membership Committee, an Education Committee, a Human Rights Committee, and a Health and Safety Committee.

Section 10

The Administration Committee shall be chaired by the President. The Finance Committee shall be chaired by the First Vice-President. Committee members of these two committees shall be Executive members.

Section 11

Except as otherwise provided in these Bylaws, the Executive may determine any matter by a referendum.

BYLAW 9 – Locals

Section 1

a) A Local shall be composed of all members in good standing of the Union within a geographic area or as defined by the Union Executive.
b) Upon application and with the approval of the Union Executive, a Local may be formed by thirty (30) or more members in good standing.
c) Notwithstanding Section 1(b), the Union Executive may determine that a Local consisting of less than thirty (30) members in good standing is viable and in the best interests of the members and establish the Local.
d) Notwithstanding any other provisions of these Bylaws, the Executive shall have the authority to redefine Locals.

Section 2

a) Locals shall elect not less than four (4) officers, who shall be President, Vice-President, Secretary-Treasurer and Chief Shop Steward, to conduct its affairs.
b) The Local Executive may separate the Secretary-Treasurer positions if they choose.
c) Locals may elect or appoint Shop Stewards.
d) Members-at-Large will have voting rights and their attendance will count towards forming a quorum.

Section 3

A Local Executive shall normally meet monthly, but in any event not less than four (4) times in a calendar year and minutes or proceedings of all meetings shall be recorded.

Section 4

a) Each Local shall hold an annual general meeting in the month of November for the purpose of receiving annual reports from its officers and considering such business and holding such elections as required by

these and the Local Bylaws. Where the Local Executive deems it impractical to hold the annual general meeting in November, the meeting may, upon the approval of the Union President, be held at another time.

b) Each Local shall hold at least two meetings of the membership in a calendar year, one of which shall be the annual general meeting, and the minutes or proceedings of all membership meetings shall be recorded.

Section 5

Each Local shall make available minutes of meetings, notices of election and other communications to its members. The minutes or proceedings of all meetings shall be forwarded to the Union within a reasonable period.

Section 6

Locals shall adopt Bylaws for the conduct of its affairs and such Local Bylaws shall not conflict with the provisions of these Bylaws or the PSAC Constitution. A copy of all Local Bylaws and amendments shall be forwarded to the Union immediately following their approval by the Local.

Section 7

A Local may designate any one of its elected officers as a full-time paid officer of the Local. Before assuming the full-time office, such person shall first obtain leave of absence without pay from the employer to perform such duties. The Local shall be responsible for all costs associated with designating and maintaining a full-time paid officer of the Local.

Section 8

Where Locals deal directly with employer representatives concerning the interests of their own members, each Local shall provide a quarterly report to the Union of all joint consultation activities under its jurisdiction. No agreement shall be entered into with an employer without the express approval of the Union.

Section 9

When the Union President is notified or becomes aware that a Local is not carrying out its responsibilities, the Vice-President responsible for that Local shall be instructed to conduct an immediate investigation and submit a report to the Union Executive. The Executive shall consider any action so recommended, including a recommendation to dissolve or suspend the Local.

Section 10

Where a recommendation is made to dissolve or suspend a Local, the Union Executive shall have the authority to determine if administration or trusteeship procedures will be used to address the problems identified by the investigation and to a) appoint one (1) administrator to assist the Local Executive to recover; or b) appoint no fewer than two (2) trustees with responsibility to manage the Local's affairs and, if appropriate, to bring about the reinstatement of the Local with minimum delays.

Section 11

Unless a satisfactory reason is given, a Local shall remove from office any Local officer who has missed three consecutive Local Executive meetings. An officer so removed may appeal this removal to the Union Executive.

Section 12

All capital asset purchases under $2000 must be approved at a Local meeting of the membership. Capital asset purchases over $2000 must have the written consent of the NEU Executive before proposing to the Local membership for approval.

BYLAW 10 – Duties of Officers

Section 1

The President of the Union shall:

a) be a full-time paid officer;
b) live in the Nunavut Capital Region;
c) function as the chief executive officer of the NEU and, as such, supervise the affairs of the NEU and sign all official documents;
d) represent the Union on the National Board of Directors of the PSAC as required by the PSAC Constitution;
e) preside at all meetings of the Union Executive;
f) preside at all sessions of the Union Convention;
g) interpret these Bylaws, Regulations and policies for the administration and management of the Union; the interpretation shall be conclusive and in full force and effect unless reversed by the Union Executive or a Union Convention;
h) ensure that the Union Executive carries out the directives and policies established by the PSAC and NEU Triennial Conventions, in accordance with the authorities of each as provided by these Bylaws;
i) call a meeting of the Union Executive at least quarterly or upon request by a majority of the Executive;
j) report on activities in writing to meetings of the Union Executive;
k) report in writing to the Union Convention on the activities of the Union Executive and such other Executive committees as formed by the Executive;
l) submit in writing to the Union Convention such recommendations as the Executive deems necessary to carry out the aims and objectives of the Union and the PSAC;
m) act as chair of the Board of Directors of NEU Holdings Corporation;
n) be the chief spokesperson for the NEU in dealings with the media, the public, and with the heads of departments and agencies that fall within the jurisdiction of the NEU;
o) have the authority to attend any Local meeting and to examine the records and accounts of any Local; and
p) perform such other duties as directed by the Union Executive.

Section 2

The First Vice-President shall:

a) perform the duties of the President in their absence, or replace the President upon the resignation or incapacity of the President;
b) pre-approve the leave and overtime requests of the President;
c) chair the standing Finance Committee of the Union Executive;
d) follow and assist the President in implementing the decisions taken by the Union Executive and the NEU and PSAC conventions;
e) attend all meetings of the Union Executive;
f) attend all sessions of the Union Convention;
g) act as a member of the Board of Directors of NEU Holdings Corporation;
h) file a written report of all activities and recommendations made to the Union Executive one month prior to the Union Convention; and
i) perform such other duties and portfolios as may be assigned by the President or the Union Executive.

Section 3

The Second Vice-President shall:

a) replace the First Vice-President in case of resignation or incapacity;
b) follow and assist the President in implementing the decisions taken by the Union Executive and the NEU and PSAC conventions;
c) attend all meetings of the Union Executive;
d) attend all sessions of the Union Convention;
e) act as a member of the Board of Directors of NEU Holdings Corporation;
f) file a written report of all activities and recommendations made to the Union Executive one month prior to the Union Convention; and
g) perform such other duties and portfolios as may be assigned by the President or the Union Executive.

Section 4

The Third Vice-President shall:

a) replace the Second Vice-President in case of resignation or incapacity;
b) follow and assist the President in implementing the decisions taken by the Union Executive and the NEU and PSAC conventions;
c) attend all meetings of the Union Executive;
d) attend all sessions of the Union Convention;
e) act as a member of the Board of Directors of NEU Holdings Corporation;
f) file a written report of all activities and recommendations made to the Union Executive one month prior to the Union Convention; and
g) perform such other duties and portfolios as may be assigned by the President or the Union Executive.

Section 5

The Fourth Vice-President shall:

a) replace the Third Vice-President in case of resignation or incapacity;
b) follow and assist the President in implementing the decisions taken by the Union Executive and the NEU and PSAC conventions;
c) attend all meetings of the Union Executive;
d) attend all sessions of the Union Convention;
e) act as a member of the Board of Directors of NEU Holdings Corporation;
f) file a written report of all activities and recommendations made to the Union Executive one month prior to the Union Convention; and
g) perform such other duties and portfolios as may be assigned by the President or the Union Executive.

Section 6

Local Presidents shall:

a) preside at Local Executive and membership meetings;
b) ensure that the Local Executive carries out the directives and policies established by the members at an annual general meeting and the Union, in accordance with these Bylaws; and

c) inform the Vice-President responsible for the Local of their Local activities in a timely and appropriate manner.

Section 7

The Local Vice-Presidents shall:

a) perform the duties of the Local President in the event of the absence or upon the resignation or incapacity of that officer or upon the delegation of such duties by the Local President;
b) attend all meetings of their Local Executive and membership meetings; and
c) perform such other duties as directed by their Local Executive.

Section 8

Local Chief Shop Stewards shall:

a) ensure a steward network is established in their Local;
b) coordinate the activities of the Local's Shop Stewards;
c) when necessary, hold monthly meetings with Local Shop Stewards, but at least three per year;
d) report at Local meetings on all Local Shop Steward activities; and
e) perform other tasks as assigned by the Local.

Section 9

Local Secretary-Treasurers shall:

a) have signing authority and keep accurate records of all meetings of their respective Local;
b) be responsible for keeping proper files of documents, financial records, and all correspondence relating to their Local;
c) report on Local financial matters at Local Executive and membership meetings.

Section 10

All officers of the Union shall deal promptly and appropriately with matters submitted to them by the membership or by an officer of the Union or PSAC.

Section 11

Immediately upon vacating office, all officers of the Union shall deliver to their successors or the Union all documents, funds, or other property of the Union in their possession or control.

BYLAW 11 – Election of Officers

Section 1

The following conditions shall apply to election of Union Officers:

a) all elections shall be conducted by secret ballot and decided by a simple majority of the votes cast;
b) proxy voting shall not be permitted;
c) where there are more than two (2) candidates for office, the candidate receiving the fewest number of votes shall be dropped from the first ballot whenever a clear majority of the votes cast is not accorded any candidate. This procedure shall continue on each succeeding ballot for the position until a candidate receives the necessary majority.

Section 2

a) The President, First Vice-President, Second Vice-President, Third Vice-President and Fourth Vice-President shall be nominated and elected at each Union Convention and must be accredited delegates to Convention.
b) Candidates are entitled to receive a copy of the list of registered delegates and observers from the Union prior to the convention once they have agreed in writing to stand for office and been nominated and seconded by at least two (2) registered delegates.

Section 3

a) In the event of a vacancy in the office of the President, the vacancy shall be filled by the First Vice-President. The Second Vice-President shall automatically become First Vice-President. The other Vice-Presidents shall move up in order in accordance with Bylaw 11.
b) In the event further vacancies in the positions of Vice-Presidents occur, the successors shall be elected in order by the accredited delegates to the previous Convention.

Section 4

Officers of Locals shall be elected annually by the members in good standing of their respective Local:

a) at a Local membership meeting; or
b) where the respective Local Executive believe it is advisable to do so, by a secret ballot sent to the members in good standing. In order to be a candidate, a member must agree in writing to stand for office and be nominated by at least two (2) members in good standing of the respective Local.

Section 5

Members of the Union Executive, except for the position of President, may also be eligible for election to Local office if the Local has fewer than one hundred (100) members in good standing.

Section 6

a) For Executive Officers, the elections shall proceed in the following order: President, First Vice-President, Second Vice-President, Third Vice-President, Fourth Vice-President.
b) For Local Officers, elections shall proceed in the following order: President, Vice-President, Secretary-Treasurer. Local elections shall also elect a Chief Shop Steward and may elect in the following order: an alternate Vice-President, an alternate Secretary-Treasurer and an alternate Chief Shop Steward.

Section 7

Members in good standing who are nominated for Local office and who are absent from the general meeting shall be allowed to let their name stand for election to the said office provided they submit a letter to the Local Executive indicating that they agree to stand for the office.

Section 8

All officers of the Union and its Locals shall take office immediately upon their election or appointment to office and taking or signing the oath of office.

Section 9

The following oath of office shall be administered to all officers as soon as possible following their election:

> I,_____, having been elected or appointed an officer of the Nunavut Employees Union, a Component of the Public Service Alliance of Canada, do solemnly declare that during my term of office, I shall faithfully carry out the duties of such office. I will uphold the dignity of the Union and respect all confidences pertaining to the affairs of the Union and the PSAC that are brought to my attention.

Section 10

In the event of a vacancy in the office of the President of a Local, the vacancy shall be filled by the Vice-President. In the event of a vacancy of the Vice-President, Secretary-Treasurer, or Chief Shop Steward the office shall automatically be assumed by the alternate for that position. In the event further vacancies in the positions of either the Vice-President, Secretary-Treasurer or Chief Shop Steward, or no alternates were elected, the successor shall be appointed from the members at large from the Local. In the event that no successor is available the successor shall be elected by a membership vote.

Section 11

Shop Stewards may be elected by a simple majority of members in good standing or may be appointed by the Local Executive. Shop Stewards shall hold office for an indeterminate period. A simple majority of the members represented by the Shop Steward may at any time revoke the mandate of the Shop Steward and choose a replacement in accordance with these Bylaws.

Section 12

The names and addresses of Executive and Local officers and a signed copy of the oath of office shall be forwarded to and retained by the Union immediately upon assumption of office.

BYLAW 12 – Conventions

Section 1

The supreme governing body of the Union is Convention. Convention shall be composed of the Executive of the Union and accredited delegates from Locals duly elected in accordance with these Bylaws. Convention shall establish the Bylaws of the Union.

Section 2

At least nine (9) months before the date of the Convention, the official Convention Call shall be issued.

Section 3

Each accredited delegate present at the Convention shall be entitled to one (1) vote on each question and proxy votes shall not be permitted.

Section 4

Subject to available space, members in good standing shall have the right to attend Convention at their own expense as observers. Locals shall have the right to send observers to Convention at the expense of the respective Local. Observers shall not have the right to vote or to participate in debate.

Section 5

At least three (3) months prior to the opening date of the Convention, each Local may elect from among its members a total of:

a) for Locals with 1-75 signed members – 1 delegate
b) for Locals with 76-175 signed members – 2 delegates
c) for Locals with 176-300 signed members – 3 delegates
d) for Locals with 301-450 signed members – 4 delegates
e) for locals with 451-600 signed members – 5 delegates
f) for locals with 601-750 signed members – 6 delegates
g) for locals with 751-900 signed members – 7 delegates

h) for locals with 901-1000 signed members – 8 delegates
i) for locals with more than 1000 signed members – 9 delegates.

Any new Local established within 12 months of Convention Call may be given approval by the Executive to send the number of delegates permitted according to the number of signed members.

Section 6

a) Each Local entitled to elect delegates to Convention shall conduct a secret ballot among its members for election of delegates and alternates to Convention. In order to be a candidate, a member must be a member in good standing of the Union and must agree in writing to stand for election and be nominated by at least two (2) other members in good standing from their Local. The candidates receiving the highest number of votes shall be the delegates to Convention and the alternates will be selected from the remaining candidates in descending order; or
b) A Local may, when it is deemed appropriate by the Local Executive, appoint alternates to Convention.
c) Members shall be allowed to let their name stand for election as a delegate or alternate provided that:
    i. they are nominated in writing by two members from their Local and sign the statement on the nomination form indicating their willingness to stand for election; and
    ii. they have been a member of the Union for at least thirty (30) days prior to election.

Section 7

Immediately following election of delegates to Convention, the Local shall submit to the Union the names of the Local accredited delegates and alternates on a credential form supplied by the Union.

Section 8

In the event that any of the accredited delegates is unable to attend the Convention, the position(s) shall be filled by an alternate delegate. Elections for alternate delegates must take place no later than two (2) days before the opening of the Convention.

Section 9

a) All resolutions from Locals shall be received no later than sixty (60) days prior to the opening of Convention. Six members in good standing from an inactive Local may submit a resolution for Convention. The six members will have the appropriate affixed signature to the resolution and the name and telephone number of the contact person who can provide clarification.

b) All resolutions from the Executive shall be received by the Union no later than sixty (60) days prior to the opening of Convention.

c) Late resolutions to Convention shall be received by the Union no later than two 2) days prior to the opening of Convention. No late resolutions shall deal with amendments to these Bylaws. Unless a two-thirds (2/3) majority of accredited delegates voting at Convention agree to place them elsewhere on the agenda, late resolutions shall be the last order of business.

d) Emergency resolutions shall be presented to the Convention Chair, who shall determine whether the resolution deals with a situation that was not known at the time of the original deadline for the submission of resolutions. The assembled delegates will be asked to vote on the acceptance of the emergency resolution. If accepted by a simple majority, the resolution will be referred to the appropriate Convention Committee.

Section 10

a) Prior to the opening of Convention, the Executive shall appoint from among accredited delegates such committees as may be necessary for the conduct of the business of the Convention. Delegates shall be advised of their committee assignment by the Executive at least ten (10) days prior to the opening of Convention and shall be supplied with an official copy of the agenda proposed by the Executive.

b) The Convention Agenda shall include a resolutions book containing copies of all resolutions and other matters to be brought before the Convention.

Section 11

All matters and resolutions not dealt with by the Convention shall be referred to the Executive who will consider and act upon such unfinished business before the conclusion of the second regular meeting of the Executive following the Convention. The disposition of all Convention matters and resolutions by the Executive shall be prepared and presented for approval at the next Convention. This report to Convention shall include reasons for all decisions and vote results, if any, taken on each matter.

Section 12

a) A Special Convention shall be called at the request of a two-thirds (2/3) majority of the Executive or at the request of a majority of the Locals of the Union.
b) The time and place of the Special Convention shall be decided by the Executive, but the time shall be within four (4) months of the request referred to in Sub-Section (a).
c) A Special Convention shall deal with only the matters for which it was called unless a two-thirds (2/3) majority of accredited delegates vote to consider other matters of an urgent or necessary nature.

Section 13

Following the election of officers, delegates of the Union to the PSAC Triennial Convention shall be elected from accredited delegates in attendance at the Union Convention in accordance with the requirements of the PSAC Constitution.

Section 14

The Executive shall be considered as being in session throughout the period of the Convention, and its members shall have the rights and privileges due accredited delegates, including the right to vote.

Section 15

Resolutions to amend, rescind, replace, add to, or delete portions from these Bylaws shall be approved by:

a) a two-thirds (2/3) vote at a Union Convention; or
b) between Union Conventions, if ordered by a two-thirds (2/3) vote of the Union Executive, a majority vote of the membership in a referendum, provided that fifty percent (50%) of the membership vote in the referendum.

Section 16

Convention shall adopt rules of order to govern its proceedings.

Section 17

Resolutions and PSAC constitutional amendments submitted and received by the Union by the deadline shall be circulated to all Locals thirty (30) days prior to the opening of Convention.

BYLAW 13 – Finances

Section 1

The financial records of the Union shall be audited annually by a certified accountant approved by the Union Executive. Immediately upon completion of the annual audit, a copy of the audited financial statements shall be forwarded to the PSAC and to each Local and member of the Executive.

Section 2

The signing authorities of the Union shall be the President, First Vice-President, Second Vice President, and Executive Director**.** Other Executive members residing in Iqaluit may be appointed by the Executive as signing authorities. All financial documents including cheques shall be signed by any two of the above.

Section 3

The signing officers of the Union shall be bonded in an amount as determined by the Union Executive.

Section 4

The fiscal year of the Union shall be the calendar year.

Section 5

All financial records of the Union and its Locals shall be retained by the Union for the legal period prescribed by the Income Tax Act.

Section 6

Locals shall approve at least three (3) signing officers; the Secretary-Treasurer and one (1) other, normally the President, shall sign all cheques. No disbursements shall be made without prior authorization of the Local Executive, or as directed by its membership.

Section 7

The Secretary-Treasurer of the Local shall submit a financial statement to all membership meetings.

Section 8

a) Locals shall submit to the Union Executive quarterly statements of Local finances. The Union shall make no remittance of dues rebate until such statements have been received. Rebates shall be due and payable quarterly.
b) For the purposes of this section, the statements prepared by the Local Secretary- Treasurer shall be reviewed and signed by any three members in good standing of the Local not holding office in the Local affected.
c) Any Local may apply for and, subject to the approval of the Union Executive, may be granted an advance against the future dues of the Local.

Section 9

No Local shall enter into any fiscal contractual understanding or agreement without prior approval of the Union Executive.

Section 10

All financial records of the Union and its Locals shall be maintained in an approved manner, as advised by the Union Executive in the case of each Local and otherwise by the Union-appointed auditors.

Section 11

The Union or a Local may:

a) enter into association or affiliation with organizations with similar objects and purposes as the Union and to pay dues to such organizations; and
b) invest all monies of the Union in securities that trustees are permitted to invest in under the Trustees Act.

BYLAW 14 – Discipline

Section 1

The Locals and the Union Executive shall have the authority to discipline any member in accordance with the PSAC Constitution and PSAC Regulation 19.

Section 2

It is an offence for a member to violate any provision of these Bylaws or any Local Bylaws.

Section 3

a) A two-thirds (2/3) majority of those voting at the Union Executive shall have the authority to remove from office any officer who has contravened any provision of these Bylaws or the PSAC Constitution.
b) A Local of this Union shall have the right to remove from office any Local Officer for contravening a provision of the Local Bylaws, these Bylaws or the PSAC Constitution.
c) A member who has been found guilty of an offence may:
    i. be liable to a fine not exceeding five hundred dollars ($500) payable to the Union; and/or
    ii. be recommended by the Union for suspension for a period not exceeding five (5) years or expulsion from membership by the PSAC; and/or
    iii. receive other such lesser penalty as is deemed appropriate.

Section 4

Union members who may be requested to represent management across the table from the Union should declare a conflict. Any Union member who participates in contract negotiations representing management and who acts contrary to Union values and the interests of NEU members may be subject to disciplinary action of:

a) a recommendation to the PSAC for a maximum of five (5) years membership suspension; and/or
b) a maximum five thousand dollar ($5000) fine payable to the Union.

BYLAW 15 – General

Section 1

Jurisdictional disputes between Locals shall be referred to the Union Executive and its decision shall be binding on all Locals concerned. In such matters, the Locals concerned shall have the right to appeal to Convention.

Section 2

Unless otherwise expressly provided by these Bylaws, all decisions requiring a vote shall be decided by a simple majority.

Section 3

Unless otherwise expressly provided by these Bylaws, the PSAC Rules of Order shall apply at all meetings of the Union.

Section 4

The Union shall issue such publications as are necessary to keep its members informed on matters of concern to them. The Union Executive shall determine the format of such publications.

Section 5

Copies of these Bylaws and the PSAC Constitution shall be available to all members upon request.

Section 6

Subject-matter files shall be established and maintained by the Union and its Locals for periods established by the Union Executive.

2027-2029

BUDGET EXPLANATIONS

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Nunavut Employees Union
Nunavutmi Havaktiit Ikayurtingit
Syndicat des employé-e-s du Nunavut

REVENUE

1.Dues

Revenue produced from the monies received from PSAC for dues collected from represented deductees.

The number of deductees recommended is 5,000 per year at a dues rate of .8199%.

The Committee recommends yearly amounts of:

2027	$3,900,000
2028	$3,950,000
2029	$4,000,000

Rationale:

Calculations were made taking into consideration changes to the PSAC future dues calculations. Members economic increases over 3 years were also taken into consideration.

2.Interest Revenue

Monies received as a result interest on investments, interest on bank accounts, and 4% interest on loan to Holdings.

The Committee recommends $625,000 per year.

Rationale:

Partly based on historical data. Over the last year, a new Investment portfolio has been created in accordance with the NEU Investment Policy. The fact that the markets can fluctuate was taken into consideration.

3.Rent Revenue

Monies received from staff for rental units that do not belong to NEU Holdings.

The Committee recommends $90,000 per year.

Rationale:

Based on factual data. NEU rents units from Nunastar and Northview, that are then rented out to staff.

EXPENSES

4.Collective Bargaining

Expenses to support collective bargaining and strike activities. It may include such costs as meeting room rentals, interpretation, travel and other expenses

The Committee recommends $20,000 per year.

Rationale:

Based on historical data.

5. Communications

Expenses related to communications, such as advertising, graphic design, web design, etc.

The Committee recommends $40,000 per year.

Rationale: Based on historical data.

6. Conferences - NEU

Conference costs incurred by members for per diem, travel, simultaneous translation, hotel, salary compensation, meeting room rentals, refreshments, and family care. It also includes costs for meeting rooms, interpretation and other conference expenses.

Expenses incurred by Staff while in attendance at such events are charged to line item Staff Travel and Expenses.

Expenses incurred by President are charged to line item President Expenses.

The Committee recommends $225,000 per year.

Rationale:

Based on cost of Local Presidents' Conference. The amounts include Local Presidents having a meeting in Iqaluit once per year.

7. Conferences and Conventions – PSAC

Costs incurred by non-funded members for per diem, travel, hotel, compensation, family care, and registration for PSAC Conferences and Conventions. It also includes costs for caucus rooms, simultaneous translation, and refreshments.

The Committee recommends $10,000 per year.

Rationale:

Based on historical data.

8. Donations

Monies donated to various organizations, in accordance with the NEU Donations Policy passed by the Executive.

The Committee recommends $40,000 per year.

Rationale:

Based on historical data.

9. Dues Rebates to Locals

Amount set aside by NEU for locals to conduct their business. This amount is pooled and can be accessed by locals to hold events and meetings for the benefit of their local union.

The Committee recommends $120,000 per year.

Rationale:

This amount is based on 5,000 members at $2.00 per month per deductee.

10. Member Engagement Events

Costs incurred for the organizing of events to engage members, such as the Labour Day BBQ, Canada Day, Christmas parade, Pride event and others.

The Committee recommends $20,000 per year.

Rationale:

Based on historical data.

11. Member Training and Education

Expenditures incurred in providing training for members which is not normally provided by the PSAC, or to support increased participation in PSAC education activities.

The Committee recommends $10,000 per year.

Rationale:

Based on historical data.

PSAC is responsible for providing education courses to members.

12. Non-Recurring Membership Services

A one-time expenditure incurred to service members that is not expected to recur.

The Committee recommends $5,000 per year.

Rationale:

This amount should be sufficient to deal with unexpected one-time expenditures.

13.Promotional Items

Expenditures incurred on such items as apparel, pens, pencils, pins and other sundry items, to promote NEU identity, solidarity, union pride and sense of belonging.

The Committee recommends $70,000 per year.

Rationale:

This amount is based on historical data.

14.Translation

Expenditures incurred when written translations to and from Inuktitut, Inuinnaqtun, English and French are required.

The Committee recommends $30,000 per year.

Rationale:

This amount is based on historical data.

15. Employee Benefits

An expenditure incurred by the Component for the employer portions of benefit plans for paid staff. Includes the cost of employment as required by law, (CPP, EI, WSCC, Nunavut Payroll Tax). Includes all costs associated to benefits as negotiated in the Staff Collective Agreement. Such benefits include the employer's contribution to the staff pension plan, extended health benefits, vision care, plan, dental benefits, life insurance and long term disability insurance. The total costs of all benefits, both negotiated and legislated is approximately 40% of salaries paid.

The Committee recommends $640,000 per year.

Rationale:

The cost of all benefits is approximately 40% of base salaries.

16.Provision for Severance Pay

An amount set aside for expenditures which may be incurred because of staff departures, requiring a severance payment be made. This covers future liability.

The Committee recommends $15,000 per year.

Rationale:

The Component needs to maintain the level of the fund such that the liability meets the requirement of the Staff Collective Agreement. The requirement is usually to pay one week salary per year of service at current salary for each staff.

17.Salaries Regular

Remuneration paid to all staff in accordance with negotiated collective agreement and employment contracts.

The Committee recommends $1,600,000 per year.

Rationale: This amount is based on current staff complement and allows for growth.

18. Staff Recruitment and Training

Expenditures incurred due to filling a vacant staff position, onboarding and ongoing staff training (including travel for staff training).

The Committee recommends $25,000 per year.

Rationale:

This amount is based on historical data.

19.Staff Travel and Expenses

Expenditures incurred by staff to perform their designated responsibilities away from the regular workplace. It includes travel, accommodation, and per diem in accordance with Component policies and the Staff Collective Agreement.

It also includes expenditures incurred by staff to perform their designated responsibilities in their regular workplace in Iqaluit.

The Committee recommends $300,000 per year.

Rationale:

This amount is based on historical data. Staff are asked and required to be more present in the communities.

20. Executive Expense and Travel

Expenditures incurred by NEU Executive members (excluding the President) to conduct union business including visiting Locals and communities in Nunavut. Includes loss of salary, travel costs, per diem, family care and other costs approved by the NEU Executive or as assigned by the President or Executive.

It also includes the costs of cell phones, internet service and technical equipment allowances.

The Committee recommends $80,000 per year.

Rationale:

This amount is based on historical and reflects the changes to the NEU bylaws passed at the 2023 Convention.

21. Executive Meetings

Expenditures incurred for NEU Executive meetings required by the bylaws, and any special meetings, including conference calls. Costs covered include travel, accommodation, per diem, meeting room rentals, simultaneous translation when required, family care, salary compensation and conference calls.

Expenses incurred by President are charged to line Item President Expenses.

The Committee recommends $125,000 per year.

Rationale:

This amount is based on historical and reflects the changes to the NEU bylaws passed at the 2023 Convention.

22.NEU President Expense

Expenditures incurred by the Component President in the performance of their duties. Includes salary, benefits and travel.

All expenditures related to the Component President are charged to this line item.

The Committee recommends yearly amounts of:

2027	$300,000
2028	$305,000
2029	$310,000

Rationale:

This amount is based on historical data.

The President’s salary is paid at Band 22 Step 6 of the NEU/GN Collective Agreement. Other benefits will be paid in accordance with the updated Regulation 11 Paid Elected Officers.

23.Depreciation Expense

Cost of Capital Assets (Vehicles, Equipment and Furniture, and Computer Equipment).

The Component amortizes (depreciates) using the declining balance method as follows:

Office Vehicle	30% declining balance
Equipment and Furniture	20% declining balance
Computer Equipment	30% declining balance

One-half of the annual rate of depreciation is taken in the year of acquisition.

The Committee recommends $30,000 per year.

Rationale:

This amount is based on historical data.

24.General Office Expenses

Expenditures incurred for office maintenance, maintenance of office equipment and furniture, rental of office equipment, stationery and supplies, postage and shipping, and bank charges.

The Committee recommends $100,000 per year.

Rationale:

This amount is based on historical data.

25.Insurance

Expenditures incurred to secure various insurance contracts for the Component office, Equipment, and Executive.

Such contracts include vehicle insurance, theft insurance and officers insurance.

The Committee recommends $30,000 per year.

Rationale:

This amount is based on historical data.

26.Professional Fees

Expenditures incurred for the purpose of auditing the Component's annual financial statements and any legal services or professional services.

The Committee recommends $250,000 per year.

Rationale:

This amount is based on historical data.

27.Rent Expenses

Monies paid for staff rental units.

The Committee recommends $210,000 per year.

Rationale:

Based on factual data. NEU rents units from Nunastar and Northview that are rented out to staff.

28.NEU Triennial Convention

Convention costs incurred by members for per diem, travel, hotel, salary compensation, meeting room rentals, simultaneous translation, refreshments, and family care.

Expenses incurred by Staff while in attendance at such events are charged to the line item Staff Travel and Expenses.

Expenses incurred by President are charged to line item President Expenses.

The Committee recommends $150,000 per year.

Rationale:

Based on historical data. The total projected cost is $450,000.