News Release

For Immediate Release:

Government of Nunavut and Nunavut Employees Union Sign a New Collective Agreement

Iqaluit, Nunavut (August 8, 2022) – The Government of Nunavut and the Nunavut Employees Union (NEU) signed a new collective agreement earlier today.

The six-year agreement provides a total salary increase of nine per cent (9.31 per cent compounded). The agreement also includes an increase to Nunavut Northern Allowance (NNA), lump sum payments, greater benefits, and improved leave.

“We value our employees and the important work they do,” said Minister of Human Resources, Hon. Margaret Nakashuk. “For over two years our public service quickly adapted to a pandemic while ensuring necessary services were provided to Nunavummiut. This agreement shows the Government of Nunavut is committed to its employees. The agreement will help ensure the public service is optimally structured, staffed and supported to deliver on our priorities under the Katujjiluta mandate.”

The NEU represents more than 4,000 full-time equivalent positions including, but not limited to, social workers, health care professionals and paraprofessionals, corrections officers, wildlife officers, technicians and support staff. The term for the new agreement is from October 1, 2018 to September 30, 2024.

“The NEU is looking forward to working with the GN to make sure the new collective agreement is being implemented in a fair, reasonable and equitable fashion,” said NEU President Jason Rochon.

Quick Facts:

- Six-year agreement with a total increase of nine per cent or 9.31 per cent compounded.
    - October 1, 2018 – zero per cent.
    - October 1, 2019 – one per cent.
    - October 1, 2020 – one and a half per cent.

    - October 1, 2021 – one and a half per cent.
    - October 1, 2022 – one and a half per cent.
    - October 1, 2023 – three and a half per cent.
- Retroactive payment on all hours worked by all employees employed during the term of the agreement.
- Lump sum payment of $3500 to all indeterminate, term, and casual employees on strength within 30 days of ratification.
- Nunavut Northern Allowance (NNA):
    - Increase to 19 communities on April 1, 2022 (average increase of 13.4 per cent).
    - Lump sum payment of $1500, in addition to the $3500 lump sum payment above, to all indeterminate, term, and casual employees in the six communities seeing a freeze in the NNA.
- Family Abuse Leave will be provided to employees, allowing for up to five days paid leave and five days unpaid leave.
- Increased discretionary Special Leave days from one to two per year.
- Two paid days per year for Inuit Cultural Pursuits. This replaces the Hunting, Fishing and Harvesting Leave.
- Increased annual maximum for dental benefits from $1200 to $2000.
- Increased annual maximum for access to psychologists or social workers from $1000 to $2000.
- Certificate of illness from medical practitioners only required when there is demonstrated and reasonable reason.
- Extended parental leave.

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