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HAVAKTIT IHUIGUHUTIT

PIDJUTIKHAA

1. Una pitquyauhimayut naunaikhiyut hapkuat havaktit ihuiguhutit atuqtakhainik hailiyut uuktuqtugaluat havaakhanik havaakhaqhiuktunit.

PIDJUTIKHAINUT

2. Una pitquyauhimayut inungnut pittaaktunut akigaktuklugit Kavamangat Nunavut (GN) tikkuqaqtauuyut uvaluunniit havaaniktitauyumik pitaaqtut atingit maliqalugit ukuat *Havaktikhanik Naunaiyautit Ihumaliutqitutikkut Maliruagakhat* (Maliruagakhat):
 - a) GN-kuni havakti angiktaungitut uuktuutiinik havaaktikharhiurutit.
 - b) Nunataaqatauhimayut atani Nunavunmi Nunataarutit Angigutaanut (NLCA) angiktaungitut uuktuutiinik havaaktikharhiurutit.
3. Una pitquyauhimayut turrangangittuq ilaayunut Nunavunmi Ilihaiyit Katimayiit pilaittut akigaktuklugit atani umani Maliruagakhat.

KANGIKHIDJUTIT

4. **Union-miittut Havaktikhaqhiuqti Ihumaliutqitutit Katimayiit** tuhaayiuyukhat ihumaliutqitutit havaakhanik havaakhaqhiuktunit union-miittut havaakhat. Katimayiit ilaayunut ilaqaqtut hapkuninga Nunavunmi Havaktiit Ikayuqtinginni (NEU) Angayuqqanguyuuq uvaluunniit tikkuqaqtauhimayumik, una Tuklia Ministap munaqhiyuq *Kavamatkuni havaktunut Maligaq* (PSA) uvaluunniit tikkuqaqtauhimayumik, atauhirmik angiqhimayumik inungmik katimayiit ikhivautalik.
5. **Union-mingittut Havaktikhaqhiuqti Ihumaliutqitutit Katimayiit** katimayinghukhimayut tuhaayukhat ihumaliutqitutit havaakhanut havaktikhaqhiurutinut union-mingittut havaakhanut. Katimayiit ilaayunut ilaqaqtut hapkuninga Tuklia Ministap munaqhiyuq *Kavamatkuni havaktunut Maligaq* (PSA) uvaluunniit tikkuqaqtauhimayumik unalu malrungnik inungnik uvanga Tuklia Ministap angiqhimayainit titirakhimayunit, atauhiq tikkuqaqtauhimayuuq katimayiit ikhivautalik.
6. **Takutqikhaitquiyyut** pittaaktuuq inuk tunihiyuuq ihuiguuunmik atani umani Maliruagakhat.
7. **Uuktuqtuuq** tamna inuk uuktuqhimayuuq havaakhamik umani havaanut uuktuqpaktut.



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8. **Ihumagiyauyuq Tikkuqaqtauyukhamik** tamna inuk havaakhamut apiqhuutainit anginikhauyut naunaiyautait havaanut uuktuqtunit taimaitumik havakhamik tuniyauyuq havaariyumagumiuk.
9. **Naunaiyaiyuuyut Havaakhaqhiuqtunit** katimayiyuyut Inuit naunaiyaiyuuyut havaakhamut iniutanik ilaqaqtut pingahunik ilaayunik ilaqaqtukhat havaktikhaqhiuktut havaakhamik atannguyanik (uvaluunniit himmautikhanik) Havaktikhaqhiuqti munaqhiyuq uminga havaktikhaqhiuqtimik.
10. **Tuklia Ministap angiqhimayainit titirakhimayunit** tamna titirakhimayut ayuittut inungnik piyakhanut talvani Havaktikhanik Naunaiyautit Ihumaliutqikkiutikkut Maliruagakhat, s. 3(1)(b) ikhivattaaktut umani Union-mingittut Havaktikhaqhiuqtit Ihuiguhuktunut Katimayit.

ILUANIITTUT

11. Takutqikhaitquiyut piyunnautiqaqgittuq ihuaguhungitkumik hapkuninga tikkuaqtauhimayunik:
 - a) ihuakhautikhanik ihuaqhaqnialuunniit tadjat atuqtut havaakhaq;
 - b) atauhiq pidjutauyuq inuuhianut tikkuaqtauyup unalu tikkuaqtaunia havanganit qulvatqiyaungitumut;
 - c) tikkuaqtaunia hapkunanga naunaiqtauyut pittaaqtut atingit atani umani section 11 umani PSA;
 - d) tikkuaqtaunia piittumik havaakhamut uuktuutaitumik atani ilangani 12 umani PSA;
 - e) tikkuaqtaunia inuup talvunga ayuiqhaktukhanut havaakhamut uvaluunniit havaakhamut inikhikpat ayuiqhahaktamingnut havaakhamut pinahuarunmik uvaluunniit allamik kavamatkuni ayuiqhahaktumik pinahuarutimik;
 - f) akikitqiyamut havaaniktitauyuq atani ilangani 22(1)(c) umani PSA;
 - g) utiutanut havaktip havaguikhimanirminit atani ilangani 29(2) umani PSA; uvaluunniit
 - h) havaakhamik ilihaiyi naunaiktauhimayumik umani ilangani 55(1) umani PSA.
12. Ihuigiyaukpat havaakhamik tikkuaqtauyumik uvaluunniit imatut ittut havaktiyuyut pittaaktut atingit havaktikhaknik tuniyauyukhat Tuklianit munaqhiyumik talvani PSA upautilunik inungmit uvaluunniit qaritauyakkut titiqitauluni ihuaqtaumut titiqivikhanut titiraqtauhimayut ilaliutihimayumi Appendix A qingiyaupluni titiqitauhimayuq.



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13. Una Takutqikhaitquiut ihuiguhuktukhaungittuq pigumi imatut piyarirumi ihuiguhutimik umani tikkuaqtaugumi hivuani maliruagakhat uvaluunniit havaktunut angirutikhamut.
14. Ihuiguhut titiraqtauhimayukhaq uvani titiraqtakhami nanaiyaullayuuq talvani ilaliutihimayuuq Appendix B.
15. Ihuiguhut naunaiyaktauyangani, ihuiguhut piyauhimayukhaq taffumanga Tuklia Ministap munaqhiyumik PSA ihuaqtumik havagvianit titiraqtauhimayut talvani ilaliutihimayuuq Appendix A qangiktinagit iniqtauvikhait qanurinniaktut taffumanga Takutqikhaitquiut tuhaqtitaukpat umani tuniyaungitpat umani havaakhamik:
 - a) Havaakhamik uukuqtuq tuhaqtitaukpat umani tuniyaungitpat umani havaakhamik inungmit uvaluunniit hivayaqtaupluni, ihuiguhutanik titiraqhimayuuq piyauyukhaq hitamani ubluni umani ubluani tuhaqtitaunirminit;
 - b) Havaakhamik uukuqtuq tuhaqtitaukpat umani tuniyaungitpat umani havaakhamik qaritauyakkut titiqitauluni, piyauyukhaq qulit havagviit ubluni umani ubluani tuhaqtitaunirminit; uvaluunniit
 - c) Havaakhamik uukuqtuq tuhaqtitaukpat umani tuniyaungitpat umani havaakhamik titiraqarvikkut tuyuqtaukpat, qaritauyakkut titiqitauluni, piyauyukhaq fuatit ubluni umani ubluani tuhaqtitaunirminit; uvaluunniit.
16. Kinguani ihuiguhut tikitpat naunaiktaukpat pittaaktuq ihuaqtumik havagvingmit, the ihumagiyayuuq tikkuaqtauyukhamik tuhaqtitayut havaakhaq tuniyayuuq inungmut uttaqiyut qanurinihanik ihuiguhuktuqaaqata.
17. Tuyuqtaukpata ihuiguhutit tikkuaqtauyumut union-qaqtunut havaakhamik, ilaayut umani Unionized Havaktikhaqhiuqtit Ihuiguhuktunut Katimayit tuhaqtitauniaqtut qilamik tuniyaulutiklu hapkuninga tuhaqtakhanik:
 - a) atianik umani Takutqikhaitquiut(s);
 - b) havaakhamik nampaa, havagviat, avikturniani, unalu havaakhap nampaa; unalu
 - c) atianik umani ihumagiyayup tikkuaqtauyukhamik.
18. Tuyuqtaugumik ihuiguhutimik tikkuaqtauyumik talvunga union-mingittut tikkuaqtauyumik, ilaayutlu Tuklia Ministap angiqhimayainit titirakhimayunit hivayaqtauniaktut Union-mingittut Havaktikhaqhiuqti Ihumaliutqiquitit Katimayit tuhaqtitaulutik ihuiguhutimik. Katimayit ilaayut tuniyauniaktut tuhaktakhamik titiraqtauhimayuuq talvani 17-mi qulani.
19. Naalaktauvikhainik ubluit, ubluqhiutaniklu nayuqtaniklu ihuiguhutinut ihuaqhaqtauvaktut apiqhuqhurit ihuiguhuktut katimayit ilaayut. Una



Takutqikhaitquiyut naunaikhiyuq piniakhimayaminik upautiyumapluni naalaktukhanut tuhaqtitauniaktuq naalaktukhat ubluanik, ubluqhiutanut naunaiktaukpat, nayugakhaniklu.

20. Aulapkaiyi, Havaktukhaqhiuqti Havaktiliriyyit uvaluunniit ihuaqtumik Aulapkaiyi Avikturniani Aulapkaiyit tuhaqtiniakta havaktukhaqhiuqti tutqikhaiyi unalu Takutqikhaitquiyut titirakhimayumik umani Havaktikhaqhiuqti Ihumaliutqiqutit Katimayiit ihumaliurutanik. Havaktukhaqhiuqti tutqikhaiyi tuhaqtiniaktat ihumagiyauyuq tikkuaqtauyukhamik umani ihumaliurutanik qanuriliurutikhaniklu.
21. Havaktikhaqhiuqti Ihumaliutqiqutit Katimayiit ihumaliukhunguyut atauhirmik amigaitqiyaniukuunniit ihumaliurutanik:
 - a) taimaaqtitlugu tikkuaqtauyuq havaakhamut imatutlu tililugit nutaamik uuktuutikhamik havaakhamik iliyauyukhamik atuqlugit hivuliq havaakhamut naunaiyautit, takupkaidjutikhanik, Naunaiyaiyuyut Havaakhaqhiuqtunit unalu kutinik aturuminaqtunik naunaiyaitikhanik pitquyauhimayunut;
 - b) taimaaqtitlugu tikkuaqtauyuq havaakhamut imatutlu tililugit nutaamik uuktuutikhamik havaakhamik pitquyauyut kinguani naunaiyaiyuyut havaakhaqhiuqtunit uvaluunniit aturuminaqtunik naunaiyaitikhanik pitquyauhimayunut;
 - c) taimaaqtitlugu tikkuaqtauyuq havaakhamut imatutlu tililugit uuktuutikhamik havaakhamik atuqtauyukhanik pitquyaulutik talvanga ihuitumik atuqtauyukhanit piyaukpata;
 - d) taimaaqtitlugu tikkuaqtauyuq , pitqulugu tikkuaqtauyugaluq unalu uuktuqtuq apikhuqtauffakluni havaktikhaqhiurutikhamnik, allangatqiyaniq apiqhuutikhanik atuqlutik, piyangini allamit ihuiguhuktukhaitumik uminga uuktuqtumit;
 - e) naunaiklugu tikkuaqtauhimayuyut tunilugullu una uuktuqtuq unalu, piyariaqaqqat, inungnik iliyauyunik pittaaktunut atinginik talvani havaakhamik ihivriuktauffaktukhanut naunairiangani ilaupkaktaungitunik umani uuktuqtuq iliyauyunik pittaaktunut atinginik havaktauyut kinguani havaakhamik uvaluunniit naunaiktauhimayunik umani uuktuqtuq talvani iliyauyunik pittaaktunut atinginik;
 - f) pitqulugit tamna havaakhamik, apiqhuqtauyut uvaluunniit naunayaffaaqulugit uvaluunniit atuqtaulutikhivuani titirakhimayut ukuat (a)-mit (e)-mut havaktaulutik havaktikhaqhiuktimit havaktimit unalu Naunaiyaiyuyut Havaakhaqhiuqtunitthat ilaungittuq hivulikpaami havaakhamik uuktuutikhami;
 - g) naunaiklugu tikkuaqtauhimayuyut unalu, piyuminaqqat , hanayaudjutikhait pitaaktut atingit allangagaluaktitugit uvani



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havaakhamik uaktuutikhat uvaluunniit titiqat Katimayiit ihuarikpadjuk
tamna allangagaluaktitlugit ihuirutaingitpat uktuqtumut.

22. Ihumaliurutaat Havaktikhaqhiuqti Ihumaliutqiqutit Katimayiit kinguliuyuq
ihuigiyaulimaittuqlu.

ATANNGUQTUIYUNUT

23. *Kavamatkuni Havaktunut Maligaq*

24. *Havaktikhanik Naunaiyautit Ihumaliutqikkiutikkut Maliruagakhat*

UQAQVIKHAT

25. Naunaikhittiarumaguvit naunairyuumirumaguvitluuniit, uqaqatigitjavat:

Aulapkaiyi Havaktukhaqhiuqti Havaktiliriyyit
Department of Finance
Iqaluit, Nunavut
867-975-6222

