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Qulliq Energy Corporation
Société d'énergie Qulliq
Qulliq Airuyaktuqtunik Ikumatjuit



News Release

For Immediate Release:

Qulliq Energy Corporation and Nunavut Employees Union sign new collective agreement

Iqaluit, Nunavut (December 9, 2022) – Qulliq Energy Corporation (QEC) and the Nunavut Employees Union (NEU) signed a new collective agreement today.

The four-year agreement provides a total salary increase of nine per cent by 2024. It also includes several changes to leave provisions, operational enhancements, and retroactive pay to employees who were with the corporation as of the ratification date, September 29, 2022. The Nunavut Northern Allowance amount per community will be the same as in the current Government of Nunavut (GN) and NEU collective agreement.

“The NEU was pleased to present a fair deal to our members working for QEC,” said NEU President Jason Rochon. “I would like to personally thank the members of the NEU Bargaining Team for the hard work that led to a deal that was ratified by their co-workers.”

“I would like to acknowledge the diligent efforts of the Nunavut Employees Union and QEC who successfully reached an agreement, honouring the union’s advocacy for their members and the hard work of the corporation’s workforce,” said Craig Simailak, Minister responsible for QEC. “The new contract represents fairer benefits for Nunavummiut who work tirelessly to deliver a critical service to our territory.”

The NEU represents over 160 employees at QEC including, but not limited to, plant operators, powerline technicians, power systems electricians, heavy equipment technicians and billing clerks. The new agreement is in effect from January 1, 2021, to December 31, 2024.

“Qulliq Energy Corporation (QEC) employees are crucial to Nunavut,” said Acting Minister of Human Resources Lorne Kusugak. “We value the work they do to ensure the homes of Nunavummiut remain lit and warm. This agreement shows QEC is committed to its employees. It will help ensure QEC is optimally structured, staffed and supported to deliver on our priorities under the Katujjiluta mandate.”

“We continuously strive to offer better wages and benefits to employees,” said Rick Hunt, QEC’s President and CEO. “Through the implementation of renewed strategies, and by promoting and upholding a respectful work environment, we hope to continue to be an attractive place of employment.”

The previous agreement expired on December 31, 2020.

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Quick Facts:

- Four-year agreement with the following increases:
 - January 1, 2021 – 1.5 per cent.
 - January 1, 2022 – 1.5 per cent.
 - January 1, 2023 – 2 per cent.
 - January 1, 2024 – 4 per cent.
- \$1,000 signing bonus to NEU members.
- New Inuit Cultural Leave with two days paid for an employee to engage in Inuit cultural pursuits, including but not limited to hunting, fishing or harvesting.
- New Family Abuse Leave with five days paid and five unpaid to support employees to take time to address their health, safety, and security.
- Increase of acting pay from 5 per cent to 10 per cent.
- Improved provision on combining leaves. Employees can now use their full or partial vacation credits in combination with other leaves.
- Special Leave will now accumulate at a new and improved rate per hour matching the GN collective agreement.
- Special Leave will now be granted to an employee escorting a member of their immediate family for non-elective medical evacuation.
- Modified Special Leave with pay for up to five days where a member of the immediate family residing outside the employee's community of residence becomes seriously ill and the employee is required to care for that family member.
- Increased provision when working a holiday. Employees may now request to receive:
 - The pay they normally would have received had they not worked the holiday;
 - Eight hours in their Statutory Leave bank as a lieu day; and
 - An additional eight hours in their Overtime bank.

- New holiday shutdown (for the length of the agreement, unless renewed):
 - All full time indeterminate, term or casual employees, except for employees in an essential service capacity as designated by the employer, will receive four days of leave with pay between Christmas Eve and New Year's Day.
 - Leave under this shutdown will count as time worked and is pensionable.
- Improved Protective Clothing Subsidy.

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