

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE
GOVERNMENT OF THE NORTHWEST TERRITORIES
AND
THE UNION OF NORTHERN WORKERS**

The parties agree this Memorandum will come into effect upon signing and form part of the Collective Agreement which commences April 1, 2012 and replaces the Memorandum at page 184 of that Agreement.

1. The provisions of this Memorandum shall apply to:
 - trainees participating in a formal training program with a comprehensive training plan and paid in accordance with paragraph 3 of this Memorandum; and
 - trainers identified in a trainee's comprehensive training plan.
2. Comprehensive training plans must include:
 - Specific identified learning objectives;
 - Learning activities appropriate for the development of identified learning objectives;
 - A time frame for the development of the specified learning objectives;
 - Evaluation to substantiate successful accomplishment of the specific learning objectives; and
 - Name and position title of the trainers and the period of time each will be supporting the trainee.
3. Trainees' rates of pay will be based on a percentage of step one of the appropriate pay rate as follows:

Three Year Training Program

Year 1	70%
Year 2	75%
Year 3	80%

Two Year Training Program

Year 1	75%
Year 2	80%

One year Training Program

Year 1	80%
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4. The Union shall approve a standard training plan template to be used by the Employer for all trainees. Upon the Union's request, the Employer will provide a copy of any trainee's training plan.
5. The Employer agrees to provide trainers who are identified in the trainee's training plan with a trainer allowance. The Employer will pay an allowance of six-thousand dollars (\$6000.00) a year per training plan. This amount will be paid on a pro-rated basis to the trainer based upon the length of time they are assigned training duties under the training plan over a twelve (12) month period.



Todd Parsons
President, Union of Northern Workers

Date

July 17, 2014



Nicole MacNeil
A/ Director, Labour Relations

Date

July 21/14