

## APPENDIX B1

### NUNAVUT NORTHERN ALLOWANCE

B1.01 A Nunavut Northern Allowance will be paid to every Employee, based upon the community in which they are employed, in accordance with this article.

- (1) The annual rate of Nunavut Northern Allowance is set out in the schedule below and is calculated on the basis of a Teacher working 195 sessional days over a ten (10) month period. Teachers will be paid the Allowance in accordance with the Employer's bi-weekly pay system during the Academic Year. Payment of the Northern Allowance for the period at the end of the Academic Year will be on the same basis as normal Salary.
- (2) The Nunavut Northern Allowance for part-time Teachers, Substitute Teachers and Teachers who do not work a complete Academic Year will be pro-rated.
- (3) Indeterminate Teachers have the option to receive the Nunavut Northern Allowance as a lump sum after it has been earned. Employees who wish to receive the Nunavut Northern Allowance in this manner must notify the Employer by completing and submitting an *Application for Lump Sum Option* annually at the beginning of the Academic Year by a specified application deadline date.

All accumulations under this option will be paid out to the Employee in the first pay following the Employer's Fiscal Year end of March 31. For the remaining pays of the Academic Year the Nunavut Northern Allowance will be paid in bi-weekly amounts.

By providing a written ten (10) day notice to Payroll, the Employee may request once prior to the Fiscal Year end, to have the full amount of the Allowance accumulated up to the last payroll closest to the date of the request paid out in the Employee's biweekly pay. All further accumulations are paid out as above, following the Fiscal Year end of the Employer.

Employees who terminate and have Nunavut Northern Allowance accumulations will have the amount accumulated paid out in their final pay.

B1.02 The annual rates for Nunavut Northern Allowance (**effective July 1, 2013**) are as follows:

### NUNAVUT NORTHERN ALLOWANCE

Community	
Arctic Bay/Nanisivik	<b>\$25,453</b>
Arviat	<b>\$21,113</b>
Baker Lake	<b>\$24,381</b>
Cambridge Bay	<b>\$19,716</b>
Cape Dorset	<b>\$20,980</b>
Chesterfield Inlet	<b>\$23,147</b>
Clyde River	<b>\$22,978</b>
Coral Harbour	<b>\$23,292</b>
Gjoa Haven	<b>\$26,345</b>
Grise Fiord	<b>\$34,455</b>
Hall Beach	<b>\$23,561</b>
Igloolik	<b>\$22,579</b>
Iqaluit	<b>\$15,016</b>
Kimmitut	<b>\$19,122</b>
Kugaaruk	<b>\$26,639</b>
Kugluktuk	<b>\$22,042</b>
Pangnirtung	<b>\$19,077</b>
Pond Inlet	<b>\$24,214</b>
Qikiqtarjuaq	<b>\$22,638</b>
Rankin Inlet	<b>\$18,517</b>
Repulse Bay	<b>\$21,894</b>
Resolute Bay	<b>\$28,477</b>
Sanikiluaq	<b>\$20,293</b>
Taloyoak	<b>\$30,424</b>
Whale Cove	<b>\$21,564</b>