



COLLECTIVE AGREEMENT

Between the

**YUKON ARTS CENTRE CORPORATION
(hereinafter "the Employer")**

And the

**PUBLIC SERVICE ALLIANCE OF CANADA
(hereinafter "the Union")**

April 1st, 2009 – March 31st, 2012



Table of Contents

Article 1	Purpose of Agreement	1
Article 2	Definitions	1
Article 3	Application	2
Article 4	Union Recognition	2
Article 5	Union Security	3
Article 6	Appointment of Union Representatives	4
Article 7	Time Off For Union Business	4
Article 8	Information	6
Article 9	Bulletin Board Space	7
Article 10	Job Security	7
Article 11	No Discrimination	8
Article 12	Workplace Harassment	8
Article 13	Positions and Hours of Work	9
Article 14	Statement of Duties	14
Article 15	Overtime	15
Article 16	Transportation and Meals	17
Article 17	Pay Administration	17
Article 18	General Holidays	18
Article 19	Probationary Employees	18
Article 20	Seniority	19
Article 21	Job Performance Evaluation	20
Article 22	Promotions and Transfers	20
Article 23	Acting Assignments	21
Article 24	Staff Training and Development	22
Article 25	Discipline	22
Article 26	Grievance Procedure	24
Article 27	Safety and Health	26
Article 28	Vacation Leave	29
Article 29	Bereavement Leave	31
Article 30	Sick Leave/Family Illness Leave	31
Article 31	Court Leave	32
Article 32	Injury on Duty Leave	33
Article 33	Maternity Leave	34
Article 34	Partner Support Leave	35
Article 35	Compassionate Care Leave Without Pay	36
Article 36	Prepaid Leave	36
Article 37	Leave of Absence	38
Article 38	Lay-Off	39
Article 39	Management Relations Committee	40
Article 40	No Strikes or Lockout	40
Article 41	Management Rights	41
Article 42	Registered Retirement Savings Plan	41
Article 43	Required Dress	41
Article 44	Northern Travel Allowance	42
Article 45	Group Benefits Plan/Self Directed Benefits Plan	42
Article 46	Social Justice Fund	43
Article 47	Duration, Renewal and Retroactivity	43
	Letter of Understanding "1" Return to Work Program	45
	Schedule "A" Minimum Rates of Pay	46