

LETTER OF UNDERSTANDING “1”

Re: Return to Work Program

The parties agree that, during the life of this collective agreement, the Labour-Management Relations Committee (LMRC) shall examine, develop and recommend a Return to Work Program for the Yukon Arts Centre, which is consistent with current human rights, workers’ compensation and related legislation, for presentation to and approval by the Executive Director and CEO. To accomplish this, either party may invite technical advisors and may support LMRC member or staff training to facilitate development or implementation of the program.

SIGNED at the City of Whitehorse, in Yukon, this 3rd day of May, 2010 A.D.

Yukon Arts Centre

Public Service Alliance of Canada

Al Cushing
Executive Director and CEO

Josh Jansen
Member

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Matt Poushinsky
Member

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Nancy Debreceni
Negotiator

Jean-François Des Lauriers
Regional Executive Vice President,

**PSAC / YUKON ARTS CENTRE CORPORATION
SCHEDULE "A" - MINIMUM RATES OF PAY**

		Effective 01 April 2009			Effective 01 April 2010 +3%			Effective 01 April 2011 +3%		
Increase>						3%			3%	
<u>Weeks</u>	<u>Hours</u>	Step 1 0 - 6 months	Step 2 6 - 30 months	Setp 3 30+ months	Step 1 0 - 6 months	Step 2 6 - 30 months	Setp 3 30+ months	Step 1 0 - 6 months	Step 2 6 - 30 months	Setp 3 30+ months
PERMANENT										
Accounts & Payroll Coordinator	52	\$ 44,948.80	\$ 47,840.00	\$ 49,920.00	\$ 46,300.80	\$ 49,275.20	\$ 51,417.60	\$ 47,694.40	\$ 50,752.00	\$ 52,956.80
	40	\$ 21.61	\$ 23.00	\$ 24.00	\$ 22.26	\$ 23.69	\$ 24.72	\$ 22.93	\$ 24.40	\$ 25.46
Marketing Coordinator	52	\$ 35,959.04	\$ 37,473.28	\$ 39,020.80	\$ 37,040.64	\$ 38,604.80	\$ 40,185.60	\$ 38,155.52	\$ 39,769.60	\$ 41,383.68
	32	\$ 21.61	\$ 22.52	\$ 23.45	\$ 22.26	\$ 23.20	\$ 24.15	\$ 22.93	\$ 23.90	\$ 24.87
Old Fire Hall Coordinator	52	\$ 38,708.80	\$ 40,289.60	\$ 41,974.40	\$ 39,873.60	\$ 41,496.00	\$ 43,243.20	\$ 41,080.00	\$ 42,744.00	\$ 44,532.80
	40	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Customer Services Coordinator	52	\$ 38,708.80	\$ 40,289.60	\$ 41,974.40	\$ 39,873.60	\$ 41,496.00	\$ 43,243.20	\$ 41,080.00	\$ 42,744.00	\$ 44,532.80
	40	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41

Assistant Curator	52	\$ 38,708.80	\$ 40,289.60	\$ 41,974.40	\$ 39,873.60	\$ 41,496.00	\$ 43,243.20	\$ 41,080.00	\$ 42,744.00	\$ 44,532.80
	40	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Venue / Theatre Technician	52	\$ 38,708.80	\$ 40,289.60	\$ 41,974.40	\$ 39,873.60	\$ 41,496.00	\$ 43,243.20	\$ 41,080.00	\$ 42,744.00	\$ 44,532.80
	40	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Front of House Manager & Volunteer Coordinator	52	\$ 29,031.60	\$ 30,217.20	\$ 31,480.80	\$ 29,905.20	\$ 31,122.00	\$ 32,432.40	\$ 30,810.00	\$ 32,058.00	\$ 33,399.60
	30	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Outreach Coordinator	52	\$ 29,031.60	\$ 30,217.20	\$ 31,480.80	\$ 29,905.20	\$ 31,122.00	\$ 32,432.40	\$ 30,810.00	\$ 32,058.00	\$ 33,399.60
	30	\$ 18.61	\$ 19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Production Assistant	52	\$ 33,280.00	\$ 35,360.00	\$ 37,440.00	\$ 34,278.40	\$ 36,420.80	\$ 38,563.20	\$ 35,297.60	\$ 37,523.20	\$ 39,728.00
	40	\$ 16.00	\$ 17.00	\$ 18.00	\$ 16.48	\$ 17.51	\$ 18.54	\$ 16.97	\$ 18.04	\$ 19.10
Culture at 2010 Coordinator	40		\$ 22,800.00			\$ 23,484.00			\$ 24,192.00	
Term position	30		\$ 19.00			\$ 19.57			\$ 20.16	

		Effective 01 April 2009			Effective 01 April 2010 +3%			Effective 01 April 2011 +3%		
						3%			3%	
Hourly		Step 1 0 - 6 months	Step 2 6 - 30 months	Step 3 30+ months	Step 1 0 - 6 months	Step 2 6 - 30 months	Setp 3 30+ months	Step 1 0 - 6 months	Step 2 6 - 30 months	Setp 3 30+ months
CASUALS										
Stage Technician (Senior)		\$17.81	\$18.72	\$ 19.68	\$ 18.34	\$ 19.28	\$ 20.27	\$ 18.89	\$ 19.86	\$ 20.88
Stage Technician		\$15.07	\$15.84	\$ 16.68	\$ 15.52	\$ 16.32	\$ 17.18	\$ 15.99	\$ 16.81	\$ 17.70
Box Office, FOH, Bar - Casual		\$15.07	\$15.84	\$ 16.68	\$ 15.52	\$ 16.32	\$ 17.18	\$ 15.99	\$ 16.81	\$ 17.70
Gallery Preparator		\$18.61	\$19.37	\$ 20.18	\$ 19.17	\$ 19.95	\$ 20.79	\$ 19.75	\$ 20.55	\$ 21.41
Gallery Casual		\$15.07	\$15.84	\$ 16.68	\$ 15.52	\$ 16.32	\$ 17.18	\$ 15.99	\$ 16.81	\$ 17.70
Intern (University Grad)		\$16.00	\$17.00		\$ 16.48	\$ 17.51	-	\$ 16.97	\$ 18.04	-
Intern (Junior - no University)		\$15.37	\$16.00		\$ 15.83	\$ 16.48	-	\$ 16.30	\$ 16.97	-

PAY NOTES :

- (1) Employees will receive a step (merit) increase on each increment date subject to satisfactory performance and having worked a minimum of ten (10) show calls in the previous six (6) months.
- (2) An employee, upon promotion, shall be placed on the grid of the new position with an increase of at least four percent (4%) unless it would result in a rate above Step III of the new position.
- (3) An employee who voluntarily takes a position at a lower rate of pay shall be placed on the grid of the new position with years of continuous employment at the Yukon Arts Centre counting towards placement (e.g. 3 years continuous employment = Step III).
- (4) No employee shall be moved up a Step unless in compliance with Schedule "A" Pay Notes.