

COLLECTIVE AGREEMENT

BETWEEN

GOVERNMENT OF YUKON

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

EFFECTIVE JANUARY 1, 2010 TO DECEMBER 31, 2012

NUMERICAL INDEX

Article	Subject	Page
1.	Purpose of Agreement.....	1
2.	Interpretation and Definitions.....	1
3.	Application	6
4.	State Security and Legislation	6
5.	Discrimination	6
6.	Harassment	7
7.	Job Security	8
8.	Management Rights.....	9
9.	Union Rights	9
10.	Appointment of Representatives.....	9
11.	Time Off for Representatives and Alliance Business.....	10
12.	Check Off.....	15
13.	Information.....	16
14.	Provisions of Bulletin Board Space.....	17
15.	Hours of Work.....	18
16.	Overtime	44
17.	Pay Administration.....	48
18.	Premium Pay	56
19.	Severance Pay	62
20.	Designated Paid Holidays.....	63
21.	Notice of Lay-Off.....	65
22.	Leave - General.....	65
23.	Vacation Leave	66
24.	Special Leave	69
25.	Sick Leave	71
26.	Leave - Other.....	74
27.	Discipline	85
28.	Processing of Grievances.....	86

NUMERICAL INDEX

Article	Subject	Page
29.	Statement of Duties	90
30.	Contracting Out.....	90
31.	Removal Expenses.....	90
32.	Safety and Health	91
33.	Yukon Bonus	93
34.	Joint Consultation	94
35.	Tool Replacement and Allowance	95
36.	Clothing and Protective Equipment	97
37.	Damage to Personal Property	98
38.	Community Allowance	98
39.	Cash Gratuity.....	100
40.	Extended Health Care and Long Term Disability.....	100
41.	Dental Care Program.....	101
42.	Travel Bonus for Regular Employees Outside of Whitehorse	101
43.	Deferred Salary Leave Plan.....	102
44.	Part-Time Employees	102
45.	Apprentices.....	107
46.	Competition Appeal Process	109
47.	Public Service Commission Courses.....	111
48.	Career Development.....	111
49.	Technological Change.....	112
50.	Registration of Registered Nurses.....	112
51.	Mileage and Meal Allowances	113
52.	Right to Refuse to Cross a Legal Picket Line.....	113
53.	Auxiliary Employees	114
54.	Release of Auxiliary Employees.....	123
55.	Premium Payment to On-Call Employees.....	126

NUMERICAL INDEX

Article	Subject	Page
56.	Change in Employment Status.....	126
57.	Re-Opener of Agreement.....	127
58.	Duration and Renewal.....	127
	Appendix "A" - Hours of Work	128
	Appendix "B" , "C" & "D" - Hours of Work.....	129
	Appendix "E", & "F" - Hours of Work	130
	Appendix "G" – Memorandum of Understanding – Northern Affairs Program	131
	Appendix "H" – Hours of Work	138
	Application of Rates	139
	Master Pay Grids	140
	Letters of Understanding Index	147

ALPHA INDEX

Subject	Article	Page
Access to In-Service Competitions	54.05	124
Accrued Unused Comp Leave	23.03	67
Acting Assignments - Pay Administration	17.09	52
Additional Payment - Seasonal Employees	54.06	125
Adoption Leave (Parental Leave)	26.04	81
Allowances: Licensed Practical Nurse Supervisory	18.06	60
Clothing & Protective Equipment	36	97
Community	38	98
Dangerous Goods Handling Ticket	18.08	60
First Aid Ticket	18.08	60
Meal	16.07	45
Tool Replacement & Allowance	35	95
Anniversary Date	17.12	55
Appendix "A" - Hours of Work		128
Appendix "B", "C" & "D", - Hours of Work		129
Appendix "E" & "F" - Hours of Work		130
Appendix "G" - Devolution Memorandum of Understanding		131
Appendix "H" - Hourly Rated Employees		138
Application	3	6
Appointment of Representatives	10	9
Apprentices	45	107
Auxiliary Employees	53	114
Benefits for Part-time Employees who Job Share	44.11	106
Bereavement Leave	24.02	69
Boot Allowance	36.02	98
Bulletin Board Space	14	17
Bullying	6.02(a)	7
Call Back Pay	18.01	56
Call Back Pay - Part-Time Employees	44.07	105
Camp Workers – Remote Premium	38.03	99
Career Development	48	111
Cash Gratuity ³⁹	100	
Cash Gratuity – NAP Indeterminate	Appendix G	132
Cash Gratuity - Auxiliary Employees	53.08	122
Casual Leave	26.05	84
Change in Employment Status	56.01(2)(c)	126
Change in Shift Schedule to Accommodate Training	15.03(d)	20
Check Off	12	15
Classification Redress – NAP Indeterminate	Appendix G	131
Clothing & Protective Equipment	36	97
Community Allowance	38	98
Commuting Assistance – Cassiar Weigh Station	18.11	62
Compensatory Leave in Lieu of Overtime Payment	16.06	45
Competition Appeal Process	46	109
Compressed Work Week	15.04	21
Conservation Officer Differential	18.07	60
Contracting Out	30	90
Court Leave	26.01	74

ALPHA INDEX

Subject	Article	Page
Coveralls - Employees in Highway & Public Works	36.03	98
Damage to Personal Property	37	98
Dangerous Goods Handling Certificate Allowance	18.08	60
Daylight Saving Time	Letter of Understanding D	149
Definitions and Interpretation	2	1
Dental Care Program	41	101
Designated Paid Holidays	20	63
Designated Paid Holiday - Part-Time Employees	44.06	104
Discipline	27	85
Discrimination	5	6
Duration and Renewal	58	127
Economic Increases – Devolved Employees	17.15	56
Education Leave	26.06	84
Employee Performance Review	17.11	53
Employee Performance Review - Auxiliary Employees	53.01	114
Extended Health Care and Long Term Disability	40	100
First Aid Ticket Allowance	18.08	60
Flex Time	15.05	21
Grandfathering of Devolving Seasonal Indeterminate	Appendix G	131
Grievances - Processing of	28	86
Harassment	6	7
Harassment Timelines	6.15	8
Harassment Training	6.13	8
Health & Safety	32	91
Heavy Equipment Operator Shifts	15.08	24
Heavy Equipment Operator Trainees	45.02	108
Heavy Equipment Operator Training Program	Letter of Understanding C	149
Herschel Island	15.20	37
Hours of Work	15	18
Hours of Work - NAP Indeterminate	Appendix G	131
Hours of Work - No Guarantee	15.09	24
Hours of Work - On-call Employees	15.10	24
Hours of Work - Rotating Shifts - Part-time Employees	44.02/03	103
Hours of Work - see Appendices A to F		128-139
Information	13	16
Injury on Duty Leave	26.02	76
Interpretation and Definitions	2	1
Job Security	7	8
Joint Consultation	34	94
Lay Off - Notice Of	21	65
Lay-off - Regular Employees	19.01	62
Leave: Adoption	26.04	84
Casual	26.05	84
Compensatory	16.06	45
Court	26.01	74
Education	26.06	84
General	22	65
Injury on Duty	26.02	76

ALPHA INDEX

Subject	Article	Page
Long Service	23.02 (3)	67
Long Service - Auxiliary Employees	53.04 (4)	118
Maternity	26.03	77
Other	26	74
Paternity (Parental Leave)	26.04	81
Sick	25	71
Sick - Auxiliary Employees	53.06	119
Sick - Part-time Employees	44.10	106
Special	24	69
Special	Letter "A"	148
Special - Auxiliary Employees	53.05	119
Special - Part-time Employees	44.10	106
Vacation	23	66
Vacation – NAP Indeterminate	Appendix G	131
Vacation - Auxiliary Employees	53.04	117
Vacation - Part-time Employees	44.09	105
Leave of Absence for Elected President & Vice-President	11.11	13
Letters of Understanding		
“A” Special Leave – Pilot Program		148
“B” Staff Accommodation		148
“C” Heavy Equipment Operator Training Program		149
“D” Daylight Saving Time		149
“E” Maintenance of Medicare Premium Cost Sharing		150
“F” Community Retention Allowances for Regional Social Workers		150
“G” Extended Health Care Plan		150
“H” Wildland Fire Employees – Export Travel		151
“I” Violence in the Workplace		152
“J” Bargaining Unit First Line Supervisors and Managers Involved in the Grievance Process		152
“K” On-Call and Term Positions		152
“L” (Intentionally Left Blank)		153
“M” (Intentionally Left Blank)		153
“N” (Intentionally Left Blank)		153
“O” Registered Nurses’ Market Adjustment Allowance		153
“O-1” RN Retention Allowance and Primary Health Care Nurse Recruitment and Retention Allowance		154
“P” Hours of Work – Registered Nurse Float Position – Whitehorse Continuing Care		155
“Q” Community Nurse Retention Allowance		156
“R” Reinforcement Auxiliary On-Call Employees Pilot Program		156
“S” Use of Auxiliary On-call Employees		158
“T” Joint Committee RE: 12-Hour Shift Employees		158
“U” Fish and Wildlife Staff; Conservation Staff; Park Interpretive Staff		158
“V” Pay Increases		159

ALPHA INDEX

Subject	Article	Page
Licensing Fee- Licensed Practical Nurses	50.01(4)	113
Long-Term Acting Assignments	17	52
Management Rights	8	9
Market Supplement	17.08	51
Master Pay Grid Effective		140
Maternity Leave	26.03	77
Meal Allowance	16.07	45
Meal Breaks	15.11 (b)	25
Merit Increases - see Employee Performance Review		
Mileage and Meal Allowances - Rates	51	113
New Occupational Groups and Levels	17.14	56
Normal Work Schedule	15.03	20
Notice of Lay-Off	21	65
Notice of Temporary Release, Seasonal Employees	54.07	125
Off-duty Status	54.03	123
On-call Employees - Hours of Work	15.10	24
On-call Employees - Overtime	16.09	46
On-call Employees - Premium Payment	55	126
On-call Employees - Replacing - Pay Administration	17.01 (b)	48
Overtime	16	44
Overtime - Part-time Employees	44.05	103
Overtime & Call Back Pay - Part-time Employees	44.08	105
Paid Meals	15.11 (c)	25
Parental Leave	26.04	81
Part-Time Employees	44	102
Parts Inventory Controller	Appendix A	128
Parts Inventory Controller	Appendix H	138
Pay Administration	17	48
Pay Administration – NAP Indeterminate	Appendix G	131
Pay Days	17.02	49
Pay - Part-time Employees	44.01	102
Performance Increments - see Employee Performance Review		
Permanent Release - Auxiliary Employees	54.01	123
Permanent Release - Inactivity - Auxiliary Employees	53.03	116
Preference for Recall	54.04	124
Premium Pay	18	56
Premium Payment to On-Call Employees	55	126
Probation - Rejection on	19.07	63
Probation - Rejection on - Auxiliary Employees	53.03 (7)	117
Probationary Period - Pay Administration	17.10	53
Processing of Grievances	28	86
Promotion - Pay Administration	17.04	50
Provisions of Bulletin Board Space	14	17
Public Service Commission Courses	47	111
Purpose of Agreement	1	1
Ratification of Collective Agreement	58	127
Recall, Preference for	54.04	124

ALPHA INDEX

Subject	Article	Page
Reclassification - Pay Administration	17.07	50
Registration of Registered Nurses	50	112
Religious Holy Days	26.07	85
Rejection on Probation	19.07	63
Release of Auxiliary Employees	54	123
Remote Premium	38.03	99
Removal Expenses	31	90
Re-Opener of Agreement	57	127
Reporting Pay	18.02	57
Resignation	19.05	63
Resignation - Auxiliary Employees	53.03 (5)	117
Rest Periods	15.11 (a)	25
Retirement	19.06	63
Retirement - Auxiliary Employees	53.03(6)	117
Retroactive Benefits	17.13	56
Right to Refuse to Cross a Legal Picket Line	52	113
Safety Footwear Allowance	36.02	98
Safety and Health	32	91
Severance Pay	19	62
Severance Pay – NAP Indeterminate	Appendix G	132
Severance Pay - Auxiliary Employees	53.03	116
Severance Pay – Substantive position	19.09	63
Shift - Heavy Equipment Operator	15.08	24
Shift Premium	18.04	59
Shift - Rotating	15.06	22
Shift, Rotating - Part-time Employees	44.02/03	103
Shift Work	15.06	22
Sick Leave	25	71
Sick Leave – NAP Indeterminate	Appendix G	131
Sick Leave - Auxiliary Employees	53.06	119
Sick Leave - Part-time Employees	44.10	106
Special Leave	24	69
Special Leave - Auxiliary Employees	53.05	119
Special Leave - Part-time Employees	44.10	106
Special Leave Pilot Program	24	69
Special Leave Pilot Program	Letter of Understanding “A”	148
Staff Accommodation	Letter of Understanding B	148
Stand-by Pay	18.03	58
State Security and Legislation	4	6
Statement of Duties	29	90
Substantive Position	2.01(bb)	6
Summary for NAP Indeterminate	Appendix G	131
Technological Change	49	112
Temporary Release, Notice of - Seasonal Employees	54.07	125
Temporary Release - Seasonal Employees	54.02	123
Time Off for Representatives and Alliance Business	11	10
Tool Replacement and Allowance	35	95
Transfer - Pay Administration	17.05	50

ALPHA INDEX

Subject	Article	Page
Transgender Identity	5.01	6
Travel Bonus - Part-time Employees	44.13	106
Travel Bonus - Regular Employees	42	101
Travel Bonus - Seasonal Employees	53.09	122
Travel Time	18.09	60
Underfill - Pay Administration	17.06	50
Union Rights	9	9
Vacation Entitlement - Auxiliary Employees	53.04	117
Vacation Leave	23	66
Vacation Leave - Part-time Employees	44.09	105
Wash Up Time	15.11	25
Weekend Premium	18.05	60
Wildland Fire Employees – Export Travel	Letter of Understanding H	151
Yukon Bonus	33	93
Yukon Bonus - Auxiliary Employees	53.07	121
Yukon Bonus - Part-time Employees	44.12	106

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Administrative Clerk, Copper Ridge	Hours of Work	15.14(11)	29
Airport Firefighter & Captain	Rate of Pay	2.01(x)(iv)	5
Airport Firefighter & Captain	Hours of Work	15.22	39
Airport Firefighter & Captain	Overtime	16.10	48
Airport Firefighter & Captain	Designated Paid Holidays	20.09	65
Airport Firefighter & Captain	Vacation Leave	23.02 (2)	67
Airport Firefighter & Captain	Long Service Leave	23.02 (3)(d)	67
Airport Firefighter & Captain	Special Leave	24.01(3)	69
Airport Firefighter & Captain	Sick Leave	25.01(2)	71
Airports Crew Foreman (Watson Lake)	Tool Replacement & Allowance	35	95
Airport Security Guard	Hours of Work	15.30	42
Airport Supervisor	Hours of Work	Appendix A	128
Apprentice	Terms & Conditions	45.01	107
Apprentice	Tool Replacement & Allowance	35	96
Apprentice, Automotive Mechanic	Pay Schedule	45.01(e)(i)	107
Apprentice, Carpenter	Pay Schedule	45.01(e)(i)	107
Apprentice, Heavy Equipment Mechanic	Pay Schedule	45.01(e)(i)	107
Apprentice, Industrial Mechanic	Pay Schedule	45.01(e)(i)	107
Apprentice, Partsperson	Pay Schedule	45.01(e)(ii)	107
Apprentice, Welder	Pay Schedule	45.01(e)(ii)	107
Archives Reference Assistant	Hours of Work	Appendix E	130
Assistant Biologist	Hours of Work	15.19	36
Assistant Interpreter	Hours of Work	15.19	37
Assistant Liquor Store Manager	Hours of Work	Appendix E	130
Automotive Mechanic	Hours of Work	Appendix A	128
Automotive Mechanic	Hours of Work	Appendix H	138
Automotive Mechanic	Tool Replacement & Allowance	35	95
Automotive Mechanic Apprentice	Pay Schedule	45.01(e)(i)	107
Automotive Mechanic Foreperson	Hours of Work	Appendix A	128
Automotive Mechanic Foreperson	Hours of Work	Appendix H	138
Automotive Mechanic Foreperson	Tool Replacement & Allowance	35	95
Beringia Centre Interpretive Guides	Hours of Work	15.26	41
Beringia Centre Interpretive Guides	Overtime	16.09(a)(iii)(2)	47
Beringia Centre Interpretive Guides	Pay	17.02(d)	49
Biologist	Hours of Work	15.19	39
Building Engineer	Hours of Work	15.32	43
Building Engineer	Hours of Work	Appendix B	129
Building Engineer	Hours of Work	Appendix H	138
Building Engineer	Tool Replacement & Allowance	35	95
Building Maintenance Foreman	Tool Replacement & Allowance	35	95
Building Maintenance Worker	Hours of Work	Appendix A	128
Building Maintenance Worker	Hours of Work	Appendix H	138
Building Operator	Hours of Work	Appendix A	128
Building Operator	Hours of Work	Appendix H	138
Carpenter	Hours of Work	Appendix A	128
Carpenter	Hours of Work	Appendix H	138
Carpenter	Tool Replacement & Allowance	35	95
Carpenter Apprentice	Pay Schedule	45.01(e)(i)	107
Case Manager	Reinforcement Auxiliary	Letter R	156
Chief Building Engineer	Hours of Work	Appendix B	129
Circulation Supervisor	Hours of Work	Appendix E	130
Clerical – School Staff	Compensatory leave	16.06(d)	45
Clerical – School Staff	Overtime	44.05(c)(i)	104

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Community Health Nurse	Stand-by	18.03(7)(a)	59
Community Operations Technician	Hours of Work	Appendix E	130
Compliance Officer Employees	Hours of Work	15.13	27
Compliance Officer – Part-time	Call-back Pay	44.07	105
Compliance Officer – Part-time	Hours of Work/Rotating Shifts	44.03	103
Conservation Officer	Differential	18.07	60
Conservation Officer	Hours of Work	15.21	39
Cook I	Hours of Work	Appendix F	130
Cook II	Hours of Work	Appendix F	130
Cook (Residence)	Hours of Work	Appendix F	130
Cook II/Supervisor	Hours of Work	Appendix B	129
Cook – Corrections	Shift Rotation	15.12(3)	26
Cook – Whitehorse Continuing Care	Hours of Work	15.15	30
Cook – McDonald Lodge	Hours of Work	15.15(2)(c)	31
Cook – Shelter	Hours of Work	15.16(3)	33
Cook - Student Residence	Stand-by Pay	18.03	58
Cook (Youth Services or McDonald Lodge)	Hours of Work	Appendix B	129
Cook, Assistant, YOF	Hours of Work	15.16(4)	34
Cook Supervisor, YOF	Hours of Work	15.16(4)	34
Coordinator Reference Services	Hours of Work	Appendix E	130
Corrections Employee	Paid Meals	15.11(c)	25
Corrections Nurse	Hours of Work	15.12	25
Corrections Officer	Shift Rotation	15.12(1)	26
Corrections Officer	Reinforcement Auxiliaries	Letter "R"	156
Counselor – Alcohol & Drug Services	Hours of Work	15.19	37
Court Clerks	Shift Premium	18.04(c)	60
Crew Foreman	Hours of Work	Appendix A	128
Crew Foreman	Hours of Work	Appendix H	138
Critical Care Nurse, Medevac	Interpretations & Definitions	2.01 (h)	3
Critical Care Nurse, Medevac	Premium Pay	18.01(4)	57
Critical Care Paramedic, Medevac	Interpretations & Definitions	2.01 (h)	3
Critical Care positions	Reinforcement Auxiliaries	Letter R	157
Crusher Foreman	Tool Replacement & Allowance	35	95
Custodial/Assistant Supervisor	Hours of Work	Appendix A	123
Custodial/Assistant Supervisor	Hours of Work	Appendix H	138
Custodial Building Operator	Hours of Work	Appendix A	128
Custodial Building Operator	Hours of Work	Appendix H	138
Custodial Engineer	Hours of Work	Appendix A	128
Custodial Engineer	Hours of Work	Appendix H	138
Custodial Labourer	Hours of Work	Appendix H	138
Custodial Worker	Hours of Work	Appendix A	128
Custodial Worker	Hours of Work	Appendix H	138
Custodial Worker	Tool Replacement & Allowance	35	95
Custodial Worker/Escort	Hours of Work	Appendix A	128
Custodial Worker/Escort	Hours of Work	Appendix H	138
Custodial Supervisor	Hours of Work	Appendix A	128
Custodial Supervisor	Hours of Work	Appendix H	138
Custodial Work Supervisor	Tool Replacement & Allowance	35	95
Dental Therapist	Compensatory Leave	16.06(d)	45
Deputy Fire Marshall	Hours of Work	15.19	36
Dormitory Supervisor	Paid Meals	15.11(c)	26

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Dietary Aide – Whitehorse Continuing Care	Hours of Work	15.15	30
Domestic Aide, part-time	Hours of Work	15.14(1)	28
Domestic Aide	Hours of Work	Appendix A	128
Duty Room Clerk	Hours of Work	Appendix G	131
Duty Room Supervisor	Hours of Work	Appendix G	131
Education Consultant	Hours of Work	15.25	40
Education Consultant	Performance Review	17.11(2)	54
Education Consultant	Overtime-Comp Leave	16.06(d)	45
Education Consultant - Part-time	Overtime	44.05(c)(i)	104
Electrician	Hours of Work	Appendix A	128
Electrician	Hours of Work	Appendix H	138
Electrician	Tool Replacement & Allowance	35	95
EMS Shift Work Employee	Definitions & Interpretations	2.01(h)	5
EMS Shift work employee	Call Back Pay	44.08	105
EMS Shift work employee	Designated Paid Holidays	20.08	65
EMS Shift work employee	Hours of Work	15.23	36
EMS Shift work employee	Overtime & Work on DPH	16.08	46
EMS Shift work employee (on-call)	Stand-by Pay	18.03(7)	59
EMS Shift work employee (on-call)	Overtime	16.09	46
EMS Shift work employee Medevac	Premium Pay	18.01(4)	57
Emergency Response Communications Officer	Definitions & Interpretations	2.01(h)	5
Engineer 4th Class	Hours of Work	Appendix B	129
Engineering Technician	Hours of Work	15.17	35
Environmental Protection Officer	Hours of Work	15.21	38
Equipment Maintenance Planner	Hours of Work	Appendix A	128
Equipment Maintenance Planner	Hours of Work	Appendix H	138
Family Support Worker	Hours of Work	15.28	41
Family Support Worker	Reporting Pay	18.02(2)	58
Fee Collector	Hours of Work	Appendix H	138
Ferry Worker	Hours of Work	Appendix H	138
Fire Behaviour & Enforcement Specialist	Hours of Work	Appendix G	131
Fire Inspector	Hours of Work	15.19	36
Fish & Wildlife Coordinator	Hours of Work	15.19	36
Food Services Manager	Hours of Work	15.12(3)	26
Foreman – Eagle Plains	Hours of Work	15.34	43
Foreperson – Building Engineers	Hours of Work	Appendix A	128
Foreperson – Building Engineers	Hours of Work	Appendix H	138
Gadzoosdaa Staff	Overtime – Comp Leave	16.06(d)	45
Gadzoosdaa Staff - Part-time	Overtime	44.05(c)(i)	104
Grounds Foreperson – Grounds	Hours of Work	Appendix A	128
Grounds Foreperson – Grounds	Hours of Work	Appendix H	138
Grounds Maintenance Worker	Hours of Work	Appendix A	128
Grounds Maintenance Worker	Hours of Work	Appendix H	138
Grounds Maintenance Worker Craftsperson	Hours of Work	Appendix H	138
Heating System Technician	Hours of Work	Appendix H	138
Heavy Duty Mechanic	Tool Replacement & Allowance	35	95
Heavy Equipment Mechanic	Hours of Work	Appendix A	128
Heavy Equipment Mechanic	Hours of Work	Appendix H	138
Heavy Equipment Mechanic	Tool Replacement & Allowance	35	95
Heavy Equipment Mechanic Apprentice	Pay Schedule	45.01(e)(i)	107
Heavy Equipment Mechanic Foreman	Hours of Work	Appendix A	128

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Heavy Equipment Mechanic Foreman	Hours of Work	Appendix H	138
Heavy Equipment Mechanic Foreman	Tool Replacement & Allowance	35	95
Heavy Equipment Operator	Hours of Work	15.08	24
Heavy Equipment Operator	Hours of Work	Appendix A	128
Heavy Equipment Operator	Hours of Work	Appendix H	138
Heavy Equipment Operator	Shifts	15.0824Heavy	Equipment
Operator	Tool Replacement & Allowance	35	95
Heavy Equipment Operator Trainee	Training Program	Letter "C"	149
Heavy Equipment Operator Trainee	Terms & Conditions	45.02	108
Highway Maintenance Leadhand	Hours of Work	Appendix A	128
Highway Maintenance Leadhand	Hours of Work	Appendix H	138
Heavy Equipment Operator Trainee	Training Program	Letter "C"	149
Heavy Equipment Operator Trainee	Terms & Conditions	45.02	103
Highway Camp Workers	Remote Premium	38.03	99
Highway Maintenance Leadhand	Hours of Work	Appendix A	128
Highway Maintenance Leadhand	Hours of Work	Appendix H	138
Historic Sites Labourer	Hours of Work	Appendix A	128
Historic Sites Labourer	Hours of Work	Appendix H	138
Home Care Attendant	Hours of Work	15.15(2)	30
Home Care Nurse	Reporting Pay	18.02	57
Home Care Nurse, part-time	Hours of Work	15.28	41
Home Support Worker	Hours of work	15.28	41
Home Support Worker	Reporting Pay	18.02	57
Hunter Education Coordinator	Hours of Work	15.19	36
Industrial Mechanic	Hours of Work	Appendix A	128
Industrial Mechanic	Hours of Work	Appendix H	138
Industrial Mechanic	Tool Replacement & Allowance	35	95
Industrial Mechanic, Apprentice	Pay Schedule	45.01(e)(i)	107
Info Centre Receptionist	Hours of Work	15.26	41
Info Centre Receptionist, on call	Overtime	16.09	46
Info Centre Receptionist	Pay Administration	17.02(c)	59
Info Centre Supervisor	Hours of Work	15.26	41
Info Centre Supervisor, on call	Overtime	16.09	46
Info Centre Supervisor	Pay Administration	17.02(c)	49
Intake Treatment Worker			
Alcohol & Drug Services	Hours of Work	15.19	36
Intensive Support Supervision Worker (Youth Probation)	Hours of Work	15.28	41
Interpretive Guide (Beringia Centre)	Hours of Work	15.26	41
Interpretive Guide (Beringia Centre)	Pay Administration	17.02(c)	49
Intensive Support & Supervision Worker – Youth Programs	Hours of Work	15.28	41
Interviewer (ECO)	Hours of Work	Appendix E	130
Journeyman	Tool Replacement & Allowance	35	96
Junior Project Inspector	Hours of Work	15.17	35
Labourer	Hours of Work	Appendix A	128
Labourer	Hours of Work	Appendix H	138
Labourer	Tool Replacement & Allowance	35	95
Librarian	Hours of Work	Appendix E	130
Library Assistant	Hours of Work	Appendix E	130
Library Page	Hours of Work	Appendix E	130
Library Clerk	Shift Premium	18.04	59

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Licensed Practical Nurse	Supervisory Allowance	18.06	60
Licensed Practical Nurse	Licensing Fee	50	112
Licensed Practical Nurse, ADS	Hours of Work	15.16(6)	35
Licensed Practical Nurse Children & Adults Unit	Hours of Work	15.14(7)	28
Licensed Practical Nurse, Seniors Unit Practical Nurse	Hours of Work	15.15(3)	31Licensed
Seniors Unit or Complex Care	Hours of Work	15.14(4)	28
Licensed Practical Nurse Special Care Unit	Hours of Work	15.14(5)	28
Licensed Practical Nurse, Macaulay Lodge	Hours of Work	15.15	30
Licensed Practical Nurse, Part-time	Call-Back Pay	44.07	105
Licensed Practical Nurse, Part-time	Hours of Work/Rotating Shifts	44.02	102
Liquor Inspector	Hours of Work	15.19	36
Liquor Inspector	Meal Allowance	16.07(4)	46
Liquor Inspector	Shift Premium	18.04	60
Liquor Store Cashier	Hours of Work	Appendix E	130
Liquor Store Clerk	Hours of Work	Appendix E	130
Liquor Store Employee	Days of Rest	15.02(3)	19
Liquor Store Manager	Hours of Work	Appendix E	130
Machinist	Hours of Work	Appendix A	128
Machinist	Hours of Work	Appendix H	138
Machinist	Tool Replacement & Allowance	35	95
Maintenance Person	Hours of Work	15.14(1)	27
Maintenance Person	Hour of Work	Appendix A	128
Maintenance Person	Hours of Work	Appendix H	138
Maintenance Person	Tool Replacement & Allowance	35	95
Maintenance Person, part-time	Hours of Work	15.14(1)	27
Manager, Enforcement and Compliance	Hours of Work	15.21	38
Manager, Field Operations	Differential	18.07	60
Manager, Field Operations	Hours of Work	15.21	38
Manager, Network Services	Hours of Work	15.01 (c)(i)	18
Manager Environment Education & Youth Programs	Hours of Work	15.20	37
McDonald Lodge Employee	Paid Meals	15.11(c)	25
Native Programs Coordinator	Hours of Work	Appendix E	130
Network Administrator	Hours of Work	15.01 (c)(i)	18
Network Architect	Hours of Work	15.01 (c)(i)	18
Network Operator	Hours of Work	15.01 (c)(i)	18
Network Specialist	Hours of Work	15.01 (c)(i)	18
Night Care Attendant, part-time (McDonald Lodge)	Hours of Work	15.15(2)	30
Night Custodial (McDonald Lodge)	Hours of Work	15.15(2)(d)	30
Night Custodial/Assistant Supervisor Gadzoosdaa Residence	Hours of Work	15.35	43
Night Custodial/Assistant Supervisor	Hours of Work	Appendix H	138
Nursing Home Attendant - Children & Adults Unit	Hours of Work	15.14(7)	28
Nursing Home Attendant - Complex Care	Hours of Work	15.14(8)	29
Nursing Home Attendant – Seniors Unit	Hours of Work	15.14(3)	27

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Nursing Home Attendant - Special Care Unit	Hours of Work	15.14(5)	28
Nursing Home Attendant, Macaulay Lodge	Hours of Work	15.15	30
Nursing Home Attendant, McDonald Lodge	Hours of Work	15.15(2)	30
Nursing Home Attendant, Thomson Centre	Hours of Work	15.15(3)	31
Nursing Home Attendant, Part-time	Call-Back Pay	44.07	105
Nursing Home Attendant, Part-time	Hours of Work/Rotating Shifts	44.02	103
Nursing Home Attendant	Reinforcement Auxiliaries	Letter "R"	156
Observer/Communications (Old Crow)	Hours of Work	15.27	41
Observer/Communicator Supervisor	Hours of Work	15.27	41
Occupational Therapist (Public Schools)	Overtime	16.06(d)	45
Occupational Therapist - Part-time	Overtime	44.05(c)(i)	104
Oil Burner Mechanic	Hours of Work	Appendix A	128
Oil Burner Mechanic	Hours of Work	Appendix H	138
Oil Burner Mechanic	Tool Replacement & Allowance	35	95
Operational Svcs & Labour (OS Positions)	Probationary Period	17.09	53
Operational Svcs & Labour (OS Positions)	Wash-up Time	15.11(d)	25
Outdoor Power Equipment Technician	Hours of Work	Appendix A	128
Outdoor Power Equipment Technician	Hours of Work	Appendix H	138
Painter	Hours of Work	Appendix A	128
Painter	Hours of Work	Appendix H	138
Park Attendant	Hours of Work	Appendix A	128
Park Attendant	Hours of Work	Appendix H	138
Park Development Person	Hours of Work	Appendix H	138
Park Personnel	Hours of Work	15.24	40
Park Facility Builder	Hours of Work	Appendix A	128
Park Facility Builder	Hours of Work	Appendix H	138
Park Facilities Painter	Hours of Work	15.24	40
Park Interpreter	Hours of Work	15.20	37
Park Interpreter	Hours of Work	15.20(B)(1)	38
Park Interpretive Supervisor	Hours of Work	15.19	36
Park Interpretive Staff	Hours of Work	15.19	36
Park Maintenance Person	Hours of Work	15.24	40
Park Maintenance Supervisor	Hours of Work	15.24	40
Park Maintenance Person	Hours of Work	Appendix H	138
Park Maintenance Person	Tool Replacement & Allowance	35	95
Park Maintenance Personnel	Pay Administration	17.02(c)	49
Park Officer	Hours of Work	15.19	36
Park Officer Supervisor	Hours of Work	15.19	36
Park Planner	Hours of Work	15.18	35
Park Ranger	Hours of Work	15.19	36
Park Ranger	Hours of Work	15.20	37
Park Ranger, Herschel Island	Hours of Work	15.19	36
Park Ranger, Klondike	Hours of Work	15.18	35
Park Shop Labourer	Hours of Work	Appendix H	138
Park Signmaker	Hours of Work	Appendix A	128
Park Signmaker	Hours of Work	Appendix H	138
Park Signmaker	Tool Replacement & Allowance	35	95
Park Technician	Hours of Work	15.19	36
Park Rangers	Hours of Work	15.20(B)(1)	38
Parts Inventory Controller	Hours of Work	Appendix A	128

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Parts Inventory Controller	Hours of Work	Appendix H	138
Parts Person	Hours of Work	Appendix A	128
Parts Person	Hours of Work	Appendix H	138
Parts Person	Tool Replacement & Allowance	35	95
Parts Person, Apprentice	Pay Schedule	45.01(e)(i)	107
Physiotherapist - Part-time	Overtime	44.05(c)(i)	104
Physiotherapist (School Program)	Overtime	16.06 (d)	45
Planning & Science Supervisor	Hours of Work	Appendix G	135
Plumber	Hours of Work	Appendix A	128
Plumber	Hours of Work	Appendix H	138
Plumber	Tool Replacement & Allowance	35	95
Primary Care Paramedic	Interpretations & Definitions	2.01(h)	3
Primary Care Paramedic	Premium Pay	18.01(4)	57
Primary Care Paramedic	Premium Pay	18.03(7)	59
Primary Care Paramedic	Reinforcement Auxiliaries	Letter R	157
Primary Care Paramedic, Medevac	Interpretations & Definitions	2.01 (h)	3
Primary Care Paramedic, Medevac	Premium Pay	18.01(4)	57
Primary Care Paramedic, Medevac	Premium Pay	18.03(7)	59
Primary Care Paramedic, Medevac	Shift Work	15.06(3)	22
Primary Health Care Nurse	Comp Time	16.09 (d)	47
Primary Health Care Nurse	Premium Pay	18.03(7)	57
Primary Health Care Nurse	Days of Rest	15.02(5)	19
Primary Health Care Nurse	Premium Pay	18.01(4)	57
Primary Health Care Nurse	Shift Work	15.06(3)	22
Primary Health Care Nurse-in-Charge	Compensatory Time	16.09(d)	47
Primary Health Care Nurse-in-Charge	Days of Rest	15.02(5)	19
Primary Health Care Nurse-in-Charge	Premium Pay	18.01(4)	57
Primary Health Care Nurse-in-Charge	Shift Work	15.06(3)	22
Program Facilitator	Overtime	16.11	48
Project Inspector	Hours of Work	15.17	35
Project Supervisor (ECO)	Hours of Work	Appendix E	130
Psychiatric Nurse, WCC	Hours of Work	Appendix B	129
Recovery Unit Attendant	Hours of Work	15.16	35
Recovery Unit Attendant, Part-time	Call-Back Pay	44.07	105
Recovery Unit Attendant, Part-time	Hours of Work/Rotating Shifts	44.02	103
Recreation Therapist	Hours of Work	Appendix E	130
Regional Airport Supervisor	Hours of Work	Appendix A	128
Regional Superintendent (Parks)	Hours of Work	15.18	35
Registered Nurse	Registration	50	112
Registered Nurse Children & Adults Unit	Hours of Work	15.14(6)	28
Registered Nurse, Complex Care	Hours of Work	15.14(8)	28
Registered Nurse, Macaulay Lodge	Hours of Work	15.15(1)	30
Registered Nurse, Thomson Centre	Hours of Work	15.15(3)	30
Registered Nurse, Seniors Unit	Hours of Work	15.14(3)	27
Registered Nurse, Special Care Unit	Hours of Work	15.14(5)	28
Relief Assistant Residence Supervisor	Stand-by Pay	18.03	58
Residence Supervisor	Hours of Work	Appendix F	138
Residential Care Worker	Reinforcement Auxiliary	Letter R	156
Restoration Carpenter	Hours of Work	Appendix H	138
Restoration Craftsperson	Hours of Work	Appendix H	138

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>	
Restorative Community Conference Coordinator	Hours of Work		15.28	41
Road Crew – Eagle Plains	Hours of Work		15.34	43
Road Foreman	Hours of Work		Appendix A	128
Road Foreman	Hours of Work		Appendix H	138
Road Foreman	Tool Replacement & Allowance		35	95
Road Maintenance Employee	Hours of Work		15.01	18
Rodperson/Chainperson	Hours of Work		Appendix A	128
Rodperson/Chainperson	Hours of Work		Appendix H	138
Ross River Ferry Worker	Hours of Work		Appendix H	138
Scheduling Clerk, Copper Ridge	Hours of Work		15.14(11)	29
Secretarial – School Staff - Part-time	Overtime		44.05(c)(i)	104
Security Guard	Acting Pay		17.09	52
Security Guard	Hours of Work		15.01(b)	18
Senior Corrections Officer	Hours of Work		15.1226Senior	Custodial
Building Operator	Hours of Work		Appendix A	128
Senior Custodial Building Operator	Hours of Work		Appendix H	138
Senior Custodial Worker	Hours of Work		Appendix A	128
Senior Custodial Worker	Hours of Work		Appendix H	138
Senior Network Operator	Hours of Work		15.01(c)(i)	18
Senior Park Ranger (Klondike)	Hours of Work		15.18	35
Senior Park Ranger (Herschel)	Hours of Work		15.19	36
Senior Residential Attendant	Hours of Work		15.16	33
Sign Painter	Tool Replacement & Allowance		35	95
Sign Painter's Assistant	Hours of Work		Appendix A	128
Sign Painter's Assistant	Hours of Work		Appendix H	138
Sign Painter's Assistant	Tool Replacement & Allowance		35	95
Sign Shop Supervisor	Hours of Work		Appendix A	128
Sign Shop Supervisor	Hours of Work		Appendix H	138
Site Planner	Hours of Work		15.18	35
Small Game Technician	Hours of Work		15.19	36
Social Worker	Hours of Work		15.18	35
Soil Technician	Hours of Work		15.17	35
Special Services Officer	Hours of Work		15.21	38
Speech & Language Consultant (Public Schools)	Overtime		16.06(d)	45
Speech & Language Consultant - Part-time	Overtime		44.05(c)(i)	104
Spray Painter	Tool Replacement & Allowance		35	95
Supervisor , Treatment Services, ADS	Hours of Work		15.19	36
Supervisor (Information Centre)	Hours of Work		15.26	41
Supervisor (Information Centre)	Pay Administration		17.02	49
Supervisor, Whitehorse Stations	Definitions & Interpretations		2.01(h)	5
Supervisor, Whitehorse Stations	Standby		18.03(7)	59
Supported Independent Living Worker	Hours of Work		15.28	41
Survey Crew Chief	Hours of Work		15.17	35
Systems Programmer	Hours of Work		15.01	18
Team Lead Medevac	Definitions & Interpretations		2.01(h)	5
Technical Specialist (Carpentry)	Hours of Work		Appendix A	128
Technical Specialist (Carpentry)	Hours of Work		Appendix H	138
Technical Specialist (Electrical)	Hours of Work		Appendix A	128

JOB TITLES INDEX

<u>Job Title</u>	<u>Subject</u>	<u>Article</u>	<u>Page</u>
Technical Specialist (Electrical)	Hours of Work	Appendix H	138
Technical Specialist (Mechanical)	Hours of Work	Appendix A	128
Technical Specialist (Mechanical)	Hours of Work	Appendix H	138
Tire Specialist/Warehouseperson	Hours of Work	Appendix A	128
Tire Specialist/Warehouseperson	Hours of Work	Appendix H	138
Tool Crib Attendant	Hours of Work	Appendix A	128
Tool Crib Attendant	Hours of Work	Appendix H	138
Trades Foreperson – Carpentry/Painting	Hours of Work	Appendix A	128
Trades Foreperson – Carpentry/Painting	Hours of Work	Appendix H	138
Trades Foreperson – Electrical	Hours of Work	Appendix A	128
Trades Foreperson – Electrical	Hours of Work	Appendix H	138
Trades Foreperson – Mechanical	Hours of Work	Appendix A	128
Trades Foreperson – Mechanical	Hours of Work	Appendix H	138
Trades (TR) Positions	Tool Replacement & Allowance	35	95
Trades (TR) Positions	Wash-up Time	15.11(d)	25
Transportation Foreman	Hours of Work	Appendix H	138
Transportation Foreman	Tool Replacement & Allowance	35	95
Truck Driver	Tool Replacement & Allowance	35	95
Vegetation Ecologist	Hours of Work	15.19	37
Warehouse Supervisor	Hours of Work	Appendix H	138
Welder	Hours of Work	Appendix A	123
Welder	Hours of Work	Appendix H	138
Welder	Tool Replacement & Allowance	35	95
Wildland Firefighter	Shift Work	15.06(3)	22
Wildlife Technician	Hours of Work	15.19	36
Winter Grounds Maintenance Worker	Hours of Work	Appendix A	128
Workshop Foreman	Hours of Work	Appendix A	128
Workshop Foreman	Hours of Work	Appendix H	138
Youth Programs Coordinator	Hours of Work	15.20	37
Youth Service Worker	Hours of Work	15.16 (5)	34
Youth Service Worker	Paid Meals	15.11(c)	25
Youth Service Worker	Reinforcement Auxiliary	Letter R	156