

# Collective Agreement – Transit

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## SCHEDULE “A”

Position	Salary Range
Transit Maintenance Person	6
Bus Driver	9
Handybus Driver	9
Dispatcher	10

### Schedule “A” Pay Schedules – Permanent Employees Only

#### September 1, 2009 to February 28, 2010

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$21.97	\$23.26	\$24.55	\$25.85
Hourly	9	\$25.22	\$26.69	\$28.18	\$29.67
Hourly	10	\$26.49	\$28.05	\$29.61	\$31.16

#### March 1, 2010 to August 31, 2010

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$22.19	\$23.50	\$24.79	\$26.11
Hourly	9	\$25.47	\$26.96	\$28.46	\$29.97
Hourly	10	\$26.76	\$28.33	\$29.91	\$31.48

#### September 1, 2010 to February 28, 2011

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$22.41	\$23.73	\$25.04	\$26.37
Hourly	9	\$25.73	\$27.23	\$28.74	\$30.27
Hourly	10	\$27.02	\$28.62	\$30.21	\$31.79

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## Schedule “A” Pay Schedules

### Permanent Employees Only

(Continued)

#### March 1, 2011 to August 31, 2011

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$22.63	\$23.97	\$25.29	\$26.63
Hourly	9	\$25.99	\$27.50	\$29.03	\$30.57
Hourly	10	\$27.30	\$28.90	\$30.51	\$32.11

#### September 1, 2011 to August 31, 2012

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$23.14	\$24.51	\$25.86	\$27.23
Hourly	9	\$26.57	\$28.12	\$29.68	\$31.26
Hourly	10	\$27.91	\$29.55	\$31.19	\$32.83

#### September 1, 2012 to August 31, 2013

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$23.78	\$25.18	\$26.57	\$27.98
Hourly	9	\$27.30	\$28.89	\$30.50	\$32.12
Hourly	10	\$28.68	\$30.36	\$32.05	\$33.73

A Bus Driver will receive a \$1.00 per hour premium for all hours worked while orienting others in accordance with section 14.06.

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## Schedule “A” Pay Schedules – Casual Employees Only

### September 1, 2009 to February 28, 2010

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$21.21	\$22.44	\$23.70	\$24.95
Hourly	9	\$24.34	\$25.77	\$27.20	\$28.63
Hourly	10	\$25.55	\$27.06	\$28.57	\$30.08

### Schedule A - Pay Schedule

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$21.42	\$22.66	\$23.94	\$25.19
Hourly	9	\$24.58	\$26.03	\$27.47	\$28.91
Hourly	10	\$25.81	\$27.33	\$28.86	\$30.38

### September 1, 2010 to February 28, 2011

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$21.63	\$22.89	\$24.18	\$25.45
Hourly	9	\$24.83	\$26.29	\$27.75	\$29.20
Hourly	10	\$26.07	\$27.60	\$29.15	\$30.68

### March 1, 2011 to August 31, 2011

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$21.85	\$23.12	\$24.42	\$25.70
Hourly	9	\$25.07	\$26.55	\$28.03	\$29.50
Hourly	10	\$26.33	\$27.88	\$29.44	\$30.99

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## Schedule “A” Pay Schedules

### Casual Employees Only

(Continued)

#### September 1, 2011 to August 31, 2012

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$22.34	\$23.64	\$24.97	\$26.28
Hourly	9	\$25.64	\$27.15	\$28.66	\$30.16
Hourly	10	\$26.92	\$28.50	\$30.10	\$31.69

#### September 1, 2012 to August 31, 2013

		Step 1	Step 2	Step 3	Step 4
	Range	85%	90%	95%	100%
Hourly	6	\$22.95	\$24.29	\$25.65	\$27.00
Hourly	9	\$26.34	\$27.90	\$29.44	\$30.99
Hourly	10	\$27.66	\$29.29	\$30.93	\$32.56

A Bus Driver will receive a \$1.00 per hour premium for all hours worked while orienting others in accordance with section 14.06.

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## Schedule “A” Pay Schedules – Driver Trainee Only (80% of Driver Rate)

### September 1, 2009 to February 28, 2010

	Range	Permanent 80%	Casual 80%
Hourly	9	\$23.74	\$22.90

### March 1, 2010 to August 31, 2010

	Range	Permanent 80%	Casual 80%
Hourly	9	\$23.98	\$23.13

### September 1, 2010 to February 28, 2011

	Range	Permanent 80%	Casual 80%
Hourly	9	\$24.21	\$23.36

### March 1, 2011 to August 31, 2011

	Range	Permanent 80%	Casual 80%
Hourly	9	\$24.46	\$23.60

### September 1, 2011 to August 31, 2012

	Range	Permanent 80%	Casual 80%
Hourly	9	\$25.01	\$24.13

### September 1, 2012 to August 31, 2013

	Range	Permanent 80%	Casual 80%
Hourly	9	\$25.70	\$24.79



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## LETTER OF UNDERSTANDING #1

RE: Casual Employees

BY AND BETWEEN: THE CITY OF WHITEHORSE  
AND: PUBLIC SERVICE ALLIANCE OF CANADA,  
LOCAL Y022

Pursuant to the terms of the collective agreement between the above-mentioned parties, it is agreed that:

The number of casual employees may exceed the number of spare drivers between June 1<sup>st</sup> and September 15<sup>th</sup> and the Whitehorse Christmas School break of each year in order to cover permanent driver vacation time. Prior to the use of casual employees such work will be offered to available spare drivers first.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 15<sup>th</sup> day of February, 2011.

CITY OF WHITEHORSE	PSAC, LOCAL Y022
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

# Collective Agreement – Transit

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## Letter of Understanding #2

**Re: Benefit Package Consultation**

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,  
LOCAL Y022

Pursuant to the terms of the Collective Agreement between the above mentioned parties signed the 12th day of December 2008, it is agreed that, prior to the employer soliciting tenders from benefit carriers, the employer shall create an employee committee to review the terms of reference, on which Y022 agrees to participate.

Further, prior to the awarding of a bid on the Benefits Package, the review team shall review the bids and provide a recommendation to the employer on the preferred package.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 12<sup>th</sup> day of December 2008.

The parties hereto renewed this letter of understanding by affixing the signatures of the officers designated in that behalf on the 15<sup>th</sup> day of February 2011.

CITY OF WHITEHORSE	PSAC, LOCAL Y022
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

# Collective Agreement – Transit

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## Letter of Understanding #3

**Re: Pay Notes for conversion to the new grid resulting from the Job Evaluation review effective August 31, 2009**

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y022

### Clauses applicable to Y022:

- A.01 (1) The rates of pay for the conversion are applicable on September 1, 2009.  
(2) Economic increases will be applied on September 1, 2009, immediately after the conversion.

### Conversion rules for permanent and term employees whose maximum salary increases

- A.02 Upon conversion, employees on staff as of the signing of this collective agreement shall receive an adjustment equal to a 5% increase over the salary that the employee was receiving immediately prior to September 1, 2009. This adjustment does not include the economic increase that will be applied immediately thereafter.
- A.03 Notwithstanding A.02 above, adjustments will not result in an employee being placed lower than Step 1 or higher than Step 4 of the new range.
- A.04 Employees that are not yet at their maximum salary after the adjustment paid under A.02 shall continue to receive subsequent movements through their range on their increment date. If an employee's salary is on an exact step of the range, this increase shall be to the next step on their range. If an employee is between steps on the range, and a 5% increase keeps the employee between the same steps on the range, this increase shall be the greater of 5% or up to the next step on the range. If such an increase results in a salary that is higher than the Step 4 salary, the employee will be placed at Step 4 of his/her range.

### Conversion rules for permanent and term employees whose maximum salary decreases

- A.05 An employee, whose position is reclassified downward (i.e. has a lower job rate after reclassification) shall receive incremental rate increases and negotiated salary increases on the same basis as if they had not been reclassified.

### For employees whose position range remains unchanged

Employees shall remain at the step and range they were at immediately prior to September 1, 2009 and continue to receive increment adjustments through the range, as well as negotiated increases.

### Appeals

- A.06 Employees who have not already met the September 2010 appeals deadline, shall have the right to submit an appeal of their job evaluation rating as per

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section 6 of the job evaluation system manual, dated December 2009. Notwithstanding Section 6.3.1, employees shall have the right to submit an appeal within thirty (30) days of ratification of the collective agreement.

Employees who have already met the September 2010 appeals deadline, shall have the right to submit a Stage 2 appeal of their job evaluation rating as per section 6 of the job evaluation system manual, dated December 2009. Notwithstanding Section 6.3.1, employees shall have the right to submit an appeal within thirty (30) days of ratification of the collective agreement.

## **Clauses applicable to permanent and term Y023 employees only:**

- A.07 Step 1-4 employees who are placed on the grid lower than Step 4 shall retain their current increment date for the purposes of moving to the next increment or for movement through their range as per A.04.
- A.08 Pre-conversion Step 4 only employees, who are on staff at the date of signing of this collective agreement, shall all have the common anniversary date of September 1 commencing in 2010 for the purposes of moving to the next increment or for movement through their range as per A.04.

## **Clauses applicable to permanent Y022 employees only:**

- A.09 Employees who are on staff at the date of signing of this collective agreement shall all have the common anniversary date of September 1 commencing in 2010 for the purposes of moving to the next increment or for movement through their range as per A.04.
- A.10 The following clauses from the Y023 contract shall be included under Article 8: 9.13 (a), (b), (d), (e), (f), (j), (k) and (l).

## **Casual employees**

Casual grid for Y023 and Y022 shall be the Y023 permanent grid minus RRSP in salary(3.5%).

From date of ratification of CA casual employees will receive the applicable rate of pay for the position as per the casual grid and Y023 clauses 9.13 (a) and (b) – this applies to Y022 and Y023.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 15<sup>th</sup> day of February, 2011.

CITY OF WHITEHORSE	PSAC, LOCAL Y022
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

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## Letter of Understanding #4

**Re: Single Step Grand-mothering – Acting Pay for pre-conversion single step employees resulting from conversion to the new pay grid following the Job Evaluation Review effective August 31, 2009**

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y022

The below positions are identified as pre-conversion single step positions:

Bus Driver, Transit Dispatcher, Transit Maintenance Person

The following employees are grandmothers in the following pre-conversion single step positions:

Last Name	First Name	Job Title
Sakaluk	Ed	Transit Maintenance Person
Malo	Cheri	Transit Dispatcher
Nielsen	Lene	Bus Driver
Squire	Art	Bus Driver
Artemenko	Nannce	Bus Driver
Nienhuys	Dita	Bus Driver
Karhut	Hank	Bus Driver
Rose	Gordon	Bus Driver
Banks	Adrienne	Bus Driver
Saswirsky	Steven	Bus Driver
Hewitt	Darryl	Bus Driver
Mahoney	John	Bus Driver
Benoni	Bruno	Bus Driver
Levesque	Roland	Bus Driver
Brost	Karen	Bus Driver
Taggart	Jacqueline	Bus Driver
Whittaker	Lorne	Bus Driver
Harris	Annette	Bus Driver
Meier	Janice	Bus Driver
Halickman	Oliver	Bus Driver (Spare)
Brown	Larry	Bus Driver (Spare)
Baissant	Joel	Bus Driver (Spare)
Hubbard	Ken	Bus Driver (Spare)
Van Kimmernaede	Michelle	Bus Driver (Spare)
Walsh	Jolene	Bus Driver (Spare)
Dittmar	Karl	Bus Driver (Spare)

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## Letter of Understanding #4 (Continued)

### Acting Pay

If an employee is assigned to a position classification paying a higher job rate than her classified job rate, such an employee shall be paid the job rate for all time worked in such higher paying classification. If an employee works any portion of a shift at a higher job rate than her classified job rate, then she shall be paid the job rate for all hours worked during that shift.

### Acting Statutory Holiday Pay

If an employee is assigned to an acting capacity and provided an employee has actually worked in this acting capacity the last shift prior to a statutory holiday and the first shift thereafter, she shall be paid the acting rate for the statutory holiday.

### Acting Standby Pay

If the employee in the acting capacity is on standby for one (1) full calendar week, her standby pay will be paid at the acting rate.

If an employee in an acting capacity takes any paid leave during the time she is scheduled to be in the acting capacity, her rate of pay for the paid leave shall be at his regular rate of pay.

**The above conditions apply to these employees only if they remain in their above-mentioned positions. Should they move to another position which was previously Step 4 only, LOU #3 would apply.**

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 15<sup>th</sup> day of February, 2011.

CITY OF WHITEHORSE	PSAC, LOCAL Y022
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

# Collective Agreement – Transit

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## Letter of Understanding # 5

**Re: New employees hired into pre-conversion single step positions  
Acting pay for employees hired post-ratification of contract effective  
September 1, 2009, in pre-conversion single step positions (pre-conversion  
refers to the Job Evaluation Review of August 31, 2009)**

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y022

The below positions are identified as pre-conversion single step positions:

Bus Driver, Transit Dispatcher, Transit Maintenance Person

### Acting Pay

Employees in the above positions who are temporarily assigned to a classification having a higher salary range shall receive an increase to the same step in the salary range for the new classification, for all time worked in such higher paying classification. If an employee works any portion of a shift at a higher wage rate or salary than her classified wage rate or salary, then she shall be paid the higher wage rate or salary for all hours worked during that shift.

### Acting Statutory Holiday Pay

If an employee is assigned to an acting capacity and provided an employee has actually worked in this acting capacity the last shift prior to a statutory holiday and the first shift thereafter, she shall be paid the acting rate for the statutory holiday.

### Acting Standby Pay

If the employee in the acting capacity is on standby for one (1) full calendar week, her standby pay will be paid at the acting rate.

If an employee in an acting capacity takes any paid leave during the time she is scheduled to be in the acting capacity, her rate of pay for the paid leave shall be at his regular rate of pay.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 15<sup>th</sup> day of February, 2011.

CITY OF WHITEHORSE	PSAC, LOCAL Y022
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative