

Collective Agreement

LETTER OF UNDERSTANDING #1

RE: Heavy Equipment Operator 2 - Class 1 Driver's Licence

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to the terms of the Collective Agreement between the above mentioned parties signed the 15th day of February, 2011 it is agreed that the following employees presently classified as Heavy Equipment Operator 2 shall be exempt from the requirement to hold a valid Yukon Class 1 Driver's Licence as a requirement of the job.

Rick Jackson

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #2

Temporary to Seasonal Transition

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Seniority for Seasonal Employees shall be calculated for time worked from date of hire.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #3

RE: Overtime, Permanent Part Time Aquatic Team Leaders and Instructor/Lifeguard 1's

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Permanent Part Time Aquatic Team Leaders and Instructor/Lifeguard 1's shall only be compensated for overtime at the rate of time and one-half for all hours worked in excess of seven hours in one work day or 35 hours in one work week.

Notwithstanding the preceding provision, Permanent Part Time Aquatic Team Leaders and Instructor/Lifeguard 1's who are scheduled to work five days in one work week and who are requested to work additional hours on their scheduled days off shall be compensated for overtime at the rate of time and one-half for all hours worked on that day. Any hours worked on the employee's second scheduled day off will be compensated at the double time rate.

Employees requested to work additional hours on their scheduled days off shall have the right to refuse such hours.

No Employees shall be regularly scheduled to work in excess of five days in one work week.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #4

Premium for Instructor Lifeguard 1

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

The Parties agree that an Instructor Lifeguard 1 who possesses one of the following certificates will be paid one range higher at the same step of the Collective Agreement while instructing any course, certification or exam requiring this certification:

Sears "I Can Swim" Teacher Course Conductor
Lifesaving Instructor Trainer
National Lifeguard Service Instructor/ Examiner
Standard First Aid/CPR Instructor
Aqua Fitness Instructor (BCRPA, CALA or equivalent certified)

Employees will be paid at this rate for preparation, evaluation and follow-up related to these advanced courses, re-certifications and exams, with prior approval of the Aquatic **Leadhand** or his/her designate. This extra payment for the above will be reviewed annually with meaningful consultation with the Pool employees and the Union.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #5

RE: Benefit Package Consultation

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to the terms of the Collective Agreement between the above mentioned parties signed the 13th day of August, 2002, 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 Y023 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 affixed their signatures by the officers designated in that behalf on the 13th day of August, 2002.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING # 6

Article 2.02 – Permanent Employee

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to the terms of the Collective Agreement between the above mentioned parties signed the twenty fourth day of October, 2002, it is agreed that no permanent position will incur a designation change to a seasonal position during the life of this Agreement.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the twenty fourth day of October, 2002.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #7

RE: Grand Fathering Shifts for Bylaw Services Constables Bonnie Howell

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to the terms of the Collective Agreement between the above-mentioned parties, it is agreed that Bylaw Services Constable Bonnie Howell shall not be required to work regular scheduled weekly shifts that include weekends or statutory holidays. In the event of operational requirements either or both Constables may be scheduled to work weekends and statutory holidays within the hours of 0900 to 1800.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on September 4th, 2009.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #8

RE: Transition from the Confidential Exclusion group to PSAC Local Y023

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to the terms of the Collective Agreement between the above mentioned parties signed the 17th day of January, 2003, it is agreed that the following employees:

Sheila Dodd	Blaine Rapp
Victor Hopkins-LeCheminant	Sabine Schweiger
	Freda Smith

will be grand fathered with the following benefits:

As at December 31, 2002, and as per article 16 section 145 of the Confidential Exclusion Bylaw 2000-04, these employees have the following severance entitlement in hours of pay accrued and protected:

Sheila Dodd – 140 hours	Blaine Rapp – 560 hours
Victor Hopkins-LeCheminant – 280 hours	Sabine Schweiger – 140 hours
	Freda Smith – 245 hours

thereafter, severance pay will be calculated and paid as per the PSAC Local Y023 Collective Agreement.

Vacation accrual schedule and carry forwards as per article 7 sections 54 and 55 respectively of the Confidential Exclusion Bylaw 2000-04 shall apply.

Union dues shall be payable from January 1, 2003 forward.

Access to all other benefits of the Collective Agreement shall commence September 1, 2002.

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Collective Agreement

Letter of Understanding #8 Continued:

Each benefit will remain grand fathered until it is determined that it is no longer superior to the related benefit in the Y023 Collective Agreement.

Seniority for each grand fathered employee will be calculated from the original date of hire at the City of Whitehorse.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the 17th day of January, 2003.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING #9

RE: The provision of orthodontic procedures coverage

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Employees shall receive orthodontic procedures coverage subject to section 14.04 but at the same level as that contained in the Management and Confidential Exclusion Employees' Dental Plan as at October 2, 2006.

This orthodontic coverage is: 50 % of eligible expenses up to a lifetime maximum of \$1500.00 for each insured person.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the 8th day of January 2011.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING # 10

RE: Labour/ Management Discussion on Flexible Work Hours

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

Pursuant to Article 34, the parties agree to place Flexible Work Hours on the agenda of the first Labour/ Management meeting scheduled following ratification. The discussion will consider whether it is feasible to introduce daily varied hours of work (flexible work hours) without resulting in additional costs/premiums, interrupting the delivery of City services or otherwise reducing the resources necessary to meet operational requirements.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 6th day of October 2010.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING # 11

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 Y023

Clauses applicable to Y023:

A.01 The rates of pay for the conversion are applicable on September 1, 2009.

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.

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Collective Agreement

Letter of Understanding #11 Continued

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 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.

Casual employees

Casual grid for Y023 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).

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Collective Agreement

Letter of Understanding #11 Continued

Temporary employees

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

Temporary employees who are on an active assignment on the date of CA ratification will not receive a reduction in pay prior to the end of their assignment. Conversely if they are eligible for an increase they shall receive it effective on the last date of hire.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the 8th day of January 2011.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

The below employees are grandfathered in the following pre-conversion Step 4 only positions:

Last Name	First Name	Job Title
Avano-Nesgaard	Miscal	Aquatic Team Leader
Francis	Michael	Aquatic Team Leader
Lewis	Sarah	Aquatic Team Leader
Wallis	Cathryn	Aquatic Team Leader
Gartner	Steve	Building Maint Electrician
Servatius	Ronald	Building Maint Electrician
Qually	Stuart	Building Maint Mechanic 2
Redmond	Mike	Building Maint Supervisor
Ecker	David	Building Maint Tradesperson
Kazakoff	Wayne	Building Maint Tradesperson
Braun	Darren	Crew Leader - General Mtce & Playgrounds
Fox	Richard	Equipment Maint Supervisor
Armour	Gail	Facility Attendant
Fraser	Kevin	Facility Attendant
Hanson	Jacob	Facility Attendant
Kiess	Vance	Facility Attendant
Dahl	William	Facility Operator
Geske	Siegfried	Facility Operator
Kent	Terrence	Facility Operator
Landry	Patrick	Facility Operator
Gobeil	Alexander	Facility Park Attendant
Raymond	Jeremy	Facility Park Attendant
Row	Liz	Facility Park Attendant
Chambers	Lauraine	Facility Parks Attendant & Crew Leader Cemetery (summer)
Rolls	Denis	Facility Parks Attendant & Crew Leader Grounds (summer)
Campbell	Vern	Heavy Duty Equip Mech/Wldr
Egglestone	Trent	Heavy Duty Equip Mech/Wldr
Horoscoe	Kerry	Heavy Duty Equip Mech/Wldr
Macdonald	Joseph	Heavy Duty Equip Mech/Wldr
McEwan	Kelly	Heavy Duty Equip Mech/Wldr
Michaud	Joseph	Heavy Duty Equip Mech/Wldr
Smith	Mack	Heavy Duty Equip Mech/Wldr
Griffin	Steve	Heavy Duty Equip Mech/Wldr
Bouvier	Darrell	Heavy Equip Operator 1
Bruce	William	Heavy Equip Operator 1
Hill	Alan	Heavy Equip Operator 1
Jim	Wayne	Heavy Equip Operator 1
Marchewa	John	Heavy Equip Operator 1

Collective Agreement

Matechuk	Arkell	Heavy Equip Operator 1
Pilsworth	Heather	Heavy Equip Operator 1
Smith	Damien	Heavy Equip Operator 1
Stubbs	Don	Heavy Equip Operator 1
Billy	Darrel	Heavy Equip Operator 2
Edzerza	James	Heavy Equip Operator 2
Hill	Peter	Heavy Equip Operator 2
Huber	Brian	Heavy Equip Operator 2
Iles	Amy	Heavy Equip Operator 2
Jackson	Richard	Heavy Equip Operator 2
Miller	Trevor	Heavy Equip Operator 2
Pumphrey	Paul	Heavy Equip Operator 2
West	James	Heavy Equip Operator 2
Durell	Kye	Instructor Lifeguard 1
Kaminecki	Eliot	Instructor Lifeguard 1
MacDonald	Natasha	Instructor Lifeguard 1
Nakamura	Dean	Instructor Lifeguard 1
Oates	Kailee	Instructor Lifeguard 1
Organ	Kathryn	Instructor Lifeguard 1
Patrick	Kelly	Instructor Lifeguard 1
Quarton	Jonathan	Instructor Lifeguard 1
Ruddy	Jack	Instructor Lifeguard 1
Brault	Vanessa	Labourer - Maint & Safety
Benn	Willy	Labourer - Public Works
Birss	David	Labourer - Public Works
Carey	Wendel	Labourer - Public Works
Deforrest	Terry	Labourer - Public Works
Luschyk	Donna	Labourer - Public Works
Ponsioen	Pat	Labourer - Public Works
Quock	Robert	Labourer - Public Works
Collins	Kim	Labourer - Public Works
Wiens	Gerald	Labourer - Public Works & Concrete Mtce Person (summer)
Heynen	Ralph	Operation Maint Person 3
McLachlan	Michael	Operations Maint Person 2
Mills	Arthur	Operations Maint Person 2
Lowrey	Scott	Outdoor Rink Maint Person & Parks Irrigation Specialist (summer)
Dowden	Dwayne	Packer Operator
Schamber	Troy	Packer Operator
Forsgren	Keith	Parks Gen Maint Person
Berriman	Sydney	Parks Maintenance Person
Mussnug	Gerry	Parks Maintenance Person

Collective Agreement

Lohnes	Wayne	Parks Water Truck Operator
Albisser	David	Public Works Technologist 2
Jordan	Daniel	Public Works Technologist 2
Leigh	Richard	Sign Shop Maint Person
Henderson	Wayne	Systems Maintenance Person 1
Lanigan	Kelly	Systems Maintenance Person 1
Wagner	Byron	Systems Maintenance Person 1
Iceton	Mark	Systems Maintenance Person 2
Stoker	Real	Systems Maintenance Person 2
Piket	Tom	Traffic Control Supervisor
Johnstone	Derek	Transportation Leadhand
Nolan	Garth	Transportation Leadhand
Smith	Gordon	Transportation Supervisor
Thom	Greg	Utility Elect Control Person
Oates	Jamie	Utility Electrical Person
Ospina	Alejandro	Utility Electrical Person
Greenwood	Jim	Utility Mechanical Person
Cromarty	Dean	Utility Mechanical Person
Carlick	William	Utility Stations Supervisor
Vainio	Mark	Utility Systems Supervisor
Bernier	Edward	Water Meter Maint Person 1

Acting Pay

If an employee is assigned to a position classification paying a higher job rate than his 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 his classified job rate, then he 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, he shall be paid the acting rate for the statutory holiday.

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Collective Agreement

Letter of Understanding #12 Continued

Acting Standby Pay

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

If an employee in an acting capacity takes any paid leave during the time he is scheduled to be in the acting capacity, his 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, the other LOU would apply.

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the 8th day of January 2011.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING # 13

New Employees Hired into Pre-conversion Step 4 only Positions

RE: Acting Pay for employees hired post ratification of contract effective September 1, 2009, in pre-conversion Step 4 only positions (pre-conversion refers to JE Review of August 31, 2009)

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

The below positions are identified as pre-conversion Step 4 only positions:

Position Name	Position Name
Building Maintenance Electrician	Labourer (Parks & Recreation Dept)
Building Maintenance Mechanic II	Operations Maintenance Person 2
Building Maintenance Supervisor	Utility Mechanical Person
Building Maintenance Tradesperson	Operations Maintenance Person 3
Challenge Labourer	Outdoor Rinks Maintenance Person
Concrete Maintenance Person	Packer Operator
Crew Leader- Cemetery	Parks General Maintenance Person
Crew Leader – Grounds	Parks Maintenance Person
Crew Leader - General Maintenance & Playgrounds	Parks Irrigation Person
Utility Electrical Person AND Utility Electrical Controls Person	Parks Water Truck Operator
Utility Electrical Person	Parks Water Truck Operator
Equipment Maintenance Supervisor	Public Works Technologist II
Facility Attendant	Shipyards Park Labourer
Facility Operator	Sign Shop Maintenance Person
Facility Parks Attendant	Systems Maintenance Person 1
Heavy Duty Equipment Mechanic/Welder	Systems Maintenance Person 2
Heavy Equipment Operator 1	Traffic Control Supervisor
Heavy Equipment Operator 2	Transportation Leadhand
Instructor Lifeguard 1	Transportation Supervisor

Collective Agreement

Aquatic Team Leader	Utility Stations Supervisor
Labourer(Public Works)	Utility Systems Supervisor
Labourer (Maint. & Safety)	Water Meter Maintenance Person 1

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 his classified wage rate or salary, then he 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, he 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, his standby pay will be paid at the acting rate.

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

IN WITNESS WHEREOF the parties hereto affixed their signatures by the officers designated in that behalf on the 8th day of January 2011.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative

Collective Agreement

LETTER OF UNDERSTANDING # 14

RE: Accumulative Service-Temporary Employees

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA,
LOCAL Y023

The parties agree that the following language be added to Appendix "A", Temporary Employees

Article 9 – Salaries, Wages and Classifications

Effective January 18, 2011, an employee in a temporary position shall receive an increment after having reached 52 weeks of cumulative service in the same pay band, provided no break in service is greater than six months. Accumulation of weeks begins January 18, 2011.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on the 8th day of January 2011.

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

CITY OF WHITEHORSE	PSAC, LOCAL Y023
Dennis Shewfelt, City Manager	Jim Brohman, Regional Representative