



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

CBB/04/07

File: 2122-32.01-3

April 25, 2007

**To: ALL EMPLOYEES OF THE GOVERNMENT OF THE YUKON  
REPRESENTED BY THE YUKON EMPLOYEES UNION/PUBLIC  
SERVICE ALLIANCE OF CANADA, MEMBERS OF LOCALS Y010,  
Y016, Y017 and Y026**

**Re: RATIFICATION OF TENTATIVE AGREEMENT**

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A tentative agreement was reached on March 28, 2007, on behalf of YEU/PSAC members who work for the Government of the Yukon. The tentative agreement, if ratified by the membership, will have an expiry date of December 31, 2009 (3 year agreement).

The highlights of improvements to the collective agreement are as follows:

Economic Increases and Monetary Gains

- 9% increase over 3 years, payable at 1.8% January 1st and 1.2% June 1st each year.
- Increase in acting pay from 4% to 5%.
- Stand-by pay increased to 2 hours pay for every 8 hours on stand-by.
- Increments for members holding acting positions for longer than one year, and credit for acting time if appointed permanently.
- Market Adjustment Allowance for Diploma Registered Nurses.
- Premium allowance for community nurse practitioners for all hours worked, including weekends, if they are the sole CNP or NPIC present at work.
- Payment of registration fees for all nurses, including AOCs.
- Market Adjustment Allowance for diploma registered nurses.
- All employees who receive work related phone calls off-hours will be paid at the overtime rate in minimal increments of 15 minutes. If the phone call requires the employee to return to work, normal call-back pay will apply.

## Other Improvements

- Pilot project to create 18 new "reinforcement workers". Essentially, 18 AOC positions will be converted to "reinforcement" positions which will provide full time hours, benefits, sick and vacation leave, and pension to employees with no fixed work schedule. The union and the employer will monitor the project and, if successful, more positions of this type may be created. These positions will be offered by competition to existing AOC employees.
- Pro-ration of severance to include all part-time service. This means employees can move to part-time work at the end of their careers without negatively affecting their severance.
- Compassionate Care leave without pay for up to 8 weeks.
- Injury on duty leave for all employees who are victims of assault outside of normal working hours for reasons relating to the performance of their job.
- Automation of the Yukon bonus. It will be automatically paid out without the need to apply every year.
- AOC employees will receive injury on duty leave based on hours worked in the previous month, regardless of whether or not they were scheduled to work when the injury occurred.
- Ambulance Attendant (Medevac) and Flight Nurses included in provision 18.01(3) of premium pay. This is moving an existing policy into the collective agreement to ensure it cannot be taken away.
- Union leave for special projects or temporary appointments
- Recognition of violence in the workplace (changes to LOU I)

The employer tabled several extensive concessions, particularly in the area of severance and sick-leave pay out (pre-retirement leave). In order to achieve the monetary increases and other improvements listed above, the following two concessions were given to the employer:

- Benefit premiums for all employees will go up from 10% to 15%. The employer will continue to pay the remaining 85% of the premium. In your paycheck, this will mean an increased deduction of about six or seven dollars a month.
- Sick leave banks continue to be carried over from year to year, but can only accumulate to a maximum of 180 days. **You will continue to be able to cash out up to 60 days at the end of your career.**

Please read the attached language carefully as it represents all of the changes to the collective agreement. Anything not mentioned above is either an operational or housekeeping change which we do not believe is either a benefit or a loss, and shouldn't have any significant effect on your existing conditions of work.


We urge you to carefully examine all changes, provided in full in this ratification kit, before you cast your vote.

Your bargaining team comprising:

Laurie Butterworth, President, YEU  
Loralee Kesler  
Steve Geick  
Kathy Burns  
Kyle Keenan  
Kevin Easton  
Sharleen Patterson  
Gaby Levesque (PSAC)  
Jim Brohman (PSAC)  
Nancy Debreceni (PSAC)

unanimously recommends acceptance of the tentative agreement.

In Solidarity,



Jean-François Des Lauriers  
Regional Executive Vice-President - North  
Public Service Alliance of Canada