

**COLLECTIVE AGREEMENT**  
**BETWEEN**  
**YUKON COLLEGE**  
**AND**  
**THE PUBLIC SERVICE ALLIANCE OF CANADA**

**Term of Agreement**  
**July 1, 2010 to June 30, 2013**

## TABLE OF CONTENTS

<b>GENERAL/INTRODUCTION.....</b>	<b>5</b>
ARTICLE 1 - PURPOSE OF AGREEMENT .....	5
ARTICLE 2 - APPLICATION.....	5
ARTICLE 3 - INTERPRETATION AND DEFINITIONS.....	5
ARTICLE 4 - STATE SECURITY AND LEGISLATION.....	9
<b>JOB SECURITY AND LAYOFF .....</b>	<b>10</b>
ARTICLE 5 - JOB SECURITY .....	10
ARTICLE 6 - NOTICE OF LAY-OFF .....	10
ARTICLE 7 - LAY-OFF, SENIORITY AND RECALL.....	10
ARTICLE 8 - TECHNOLOGICAL CHANGE .....	12
<b>EMPLOYER RIGHTS AND RESPONSIBILITIES.....</b>	<b>13</b>
ARTICLE 9 - MANAGEMENT RIGHTS AND RESPONSIBILITIES.....	13
ARTICLE 10 - STATEMENT OF DUTIES.....	14
ARTICLE 11 - DISCIPLINE .....	14
ARTICLE 12 - PROCESSING OF GRIEVANCES.....	15
ARTICLE 13 - TIME-OFF FOR GRIEVANCE PROCESS .....	18
ARTICLE 14 - COMPETITION APPEAL AND STAFFING PROCESS.....	19
<b>UNION BUSINESS .....</b>	<b>21</b>
ARTICLE 15 - UNION RECOGNITION .....	21
ARTICLE 16 - SCOPE OF THE BARGAINING UNIT .....	22
ARTICLE 17 - UNION SECURITY.....	22
ARTICLE 18 - APPOINTMENT OF REPRESENTATIVES.....	23
ARTICLE 19 - TIME OFF FOR REPRESENTATIVES AND ALLIANCE BUSINESS .....	24
ARTICLE 20 - LEAVE OF ABSENCE FOR ELECTED UNION EXECUTIVES .....	26
ARTICLE 21 - INFORMATION ON EMPLOYEE STATUS.....	27
ARTICLE 22 - PROVISIONS OF BULLETIN BOARD SPACE .....	28
ARTICLE 23 - PICKET LINES .....	28
<b>CLASSIFICATION.....</b>	<b>28</b>
ARTICLE 24 - CLASSIFICATION.....	28
ARTICLE 25 - HOURS OF WORK .....	29
ARTICLE 26 - PAY ADMINISTRATION .....	35
ARTICLE 27 - DAYLIGHT SAVINGS TIME .....	40
ARTICLE 28 - JOB SHARING .....	40
ARTICLE 29 - OVERTIME PAY .....	40
ARTICLE 30 - PREMIUM PAY .....	42
ARTICLE 31 - SEVERANCE PAY .....	44
ARTICLE 32 - TRAVEL TIME .....	45
ARTICLE 33 - YNTEP FACULTY ADVISORS' ALLOWANCE .....	47
ARTICLE 34 - DESIGNATED PAID HOLIDAYS .....	47

<b>LEAVE .....</b>	<b>49</b>
ARTICLE 35 - LEAVE- GENERAL .....	49
ARTICLE 36 - VACATION LEAVE .....	49
ARTICLE 37 - CHRISTMAS BREAK .....	52
ARTICLE 38 - SICK LEAVE .....	53
ARTICLE 39 - EDUCATION LEAVE.....	55
ARTICLE 40 - SPECIAL LEAVE.....	55
ARTICLE 41 - PREPAID LEAVE .....	58
ARTICLE 42 - LEAVE - OTHER .....	60
<b>OTHER BENEFITS.....</b>	<b>69</b>
ARTICLE 43 - MEDICARE, L.T.D., HEALTH AND GROUP INSURANCE PREMIUMS .....	69
ARTICLE 44 - DENTAL CARE PROGRAM.....	70
ARTICLE 45 - STAFF DEVELOPMENT AND TRAINING .....	70
ARTICLE 46 - IN-SERVICE.....	71
ARTICLE 47 - TRAVEL ASSISTANCE.....	71
ARTICLE 48 - COMMUNITY ALLOWANCE .....	71
ARTICLE 49 - REMOVAL EXPENSES .....	72
ARTICLE 50 - STAFF ACCOMMODATION .....	72
ARTICLE 51 - TRAVEL BONUS FOR EMPLOYEES OUTSIDE OF WHITEHORSE .....	73
ARTICLE 52 - SAFETY FOOTWEAR ALLOWANCE .....	73
ARTICLE 53 - UNIFORMS .....	73
<b>PART-TIME EMPLOYEES .....</b>	<b>74</b>
ARTICLE 54 - PART-TIME EMPLOYEES:.....	74
<b>WORKING CONDITIONS.....</b>	<b>76</b>
ARTICLE 55 - SAFETY AND HEALTH.....	76
ARTICLE 56 - DISCRIMINATION .....	78
ARTICLE 57 - HARASSMENT .....	78
ARTICLE 58 – INVASION OF PRIVACY.....	79
ARTICLE 59 – ACADEMIC FREEDOMS AND RESPONSIBILITIES.....	79
<b>JOINT CONSULTATION.....</b>	<b>81</b>
ARTICLE 60 - JOINT CONSULTATION.....	81
ARTICLE 61 - ADVISORY SELECTION COMMITTEES .....	82
<b>COPYRIGHT.....</b>	<b>83</b>
ARTICLE 62 - COPYRIGHT .....	83
<b>DURATION AND RENEWAL.....</b>	<b>84</b>
ARTICLE 63 - RE-OPENER.....	84
ARTICLE 64 - DURATION AND RENEWAL .....	84

<b>LETTERS OF UNDERSTANDING .....</b>	<b>85</b>
JOB SECURITY .....	86
INTEREST FREE LOANS FOR ADVANCED DEGREES .....	86
THIRD PARTY FUNDING ARRANGEMENTS.....	86
ARBITRATORS.....	87
SHORTAGES.....	87
YUKON COLLEGE PENSION PLAN .....	88
JOINT BENEFITS COMMITTEE .....	88
CAFETERIA SUMMER STAFFING .....	88
LIBRARY WEEKEND PREMIUM.....	89
COMPASSIONATE LEAVE TRANSFER .....	89
SPECIAL LEAVE.....	90
<b>YUKON COLLEGE PAY GRIDS.....</b>	<b>91</b>
PAY GRID JULY 2010 – JUNE 2011.....	91
PAY GRID JULY 2011 – JUNE 2012.....	91
PAY GRID JULY 2012 – JUNE 2013.....	92
<b>APPENDIX A .....</b>	<b>93</b>
MEMORANDUM REGARDING JOINT CLASSIFICATION FINAL REPORT .....	93
<b>APPENDIX B .....</b>	<b>95</b>
CODE OF ETHICS.....	96
<b>ALPHABETICAL INDEX .....</b>	<b>99</b>