

Collective Agreement

APPENDIX "A"

P.S.A.C. LOCAL Y023

Seasonal Employees

Seasonal Employees shall be entitled to the same provisions of the collective agreement as permanent employees, but shall be pro-rated based on a full calendar year, except as follows:

Article 11 – Annual Vacations

A Seasonal employee shall receive vacation pay at the accrual rates listed in article 11.01. Years of continuous service as outlined in 11.01 shall be calculated on a pro-rated basis; i.e., if an employee works six months per year for a period of six years, they would move to 10%.

Article 12 – Illness

A Seasonal employee shall accrue such leave credits at the rate of one day per month for each month in which the employee receives an equivalent of two standard work weeks of pay. This sick leave provision is to be construed as an insurance and not as a benefit that would be paid to the employee if not used.

Article 14 – Benefits

Seasonal Employees may carry the benefit package throughout the year. The Employer's share of the benefit premium shall only be paid during periods of work.

Temporary Employees

Temporary Employees shall be entitled to the same provisions of the Collective Agreement as permanent employees except as follows:

Article 9 – Salaries, Wages & Classification

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 the date of ratification.

Article 10 – General Holidays

A Temporary Employee shall receive statutory holidays as set out in this agreement provided they have worked a minimum of five shifts prior to the statutory holiday.

Article 11 – Annual Vacation

A Temporary Employee shall receive vacation pay at the rate of 6% of gross pay at each pay period.

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Article 12 – Illness

A Temporary Employee shall accrue such leave credits at the rate of one day per month for each month in which the employee receives an equivalent of two standard work weeks of pay. This sick leave provision is to be construed as an insurance and not as a benefit that would be paid to the employee if not used.

Article 13 – Leave of Absence

13.02 Marriage Leave

13.06 Maternity Leave

13.07 Parental Leave

Article 14 – Medical and Group Insurance

Article 15 – RRSP

Article 16 – Yukon Bonus

Article 17 – Long Service Bonus

Article 22 – Severance

Casual Employees

Casual Employees shall be entitled to the same provisions of the Collective Agreement as permanent employees except as follows:

Article 10 – General Holidays

A Casual Employee shall receive statutory holidays as set out in this agreement provided they have worked a minimum of five shifts prior to the statutory holiday.

Article 11 – Annual Vacation

A Casual Employee shall receive vacation pay at the rate of 4% of gross earnings at each pay period.

Article 12 – Illness

Article 13 – Leave of Absence

Article 14 – Medical and Group Insurance

Article 15 – RRSP

Article 16 – Yukon Bonus

Article 17 – Long Service Bonus

Article 21 – Seniority

Article 22 – Severance

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Part-Time Employees

Part-time Employees shall be pro-rated based on full-time equivalency.

Article 10 – General Holidays

Part-time Employees shall be compensated for statutory holidays in accordance with their Employee Status. The number of hours to be paid shall be established by averaging the regular number of hours worked and number of hours of paid leave taken during the employees previous 10 scheduled days of work.

Article 12 – Illness

The leave with pay provided in this article shall be provided to part-time employees on the same basis as that provided to full-time employees of the same employee status, but shall be earned at the same proportion that a part-time employee's normal hours of work bear to the normal hours of work of full-time employees in the same classification.

That is, if a part-time employee works 50% of the regular full-time hours, the part-time employee receives 50% of full-time sick leave accumulation.

Part-time employees are eligible for the provisions of Article 12 if it applies to their Employee Status and if they meet the basic eligibility criteria of the carrier.