

Collective Agreement – P.S.A.C. – Local Y023

September 1, 2017 to August 31, 2021

LETTER OF UNDERSTANDING # 21

BY AND BETWEEN:

THE CITY OF WHITEHORSE

AND

**PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y023 AND THE YUKON
EMPLOYEES' UNION**

Re: Parks Crew Leader positions

BACKGROUND

With the addition of new Permanent Full-Time Parks Maintenance Person positions, some Seasonal Crew Leaders wish to apply for full-time employment without giving up their seasonal Crew Leader duties. The City cannot currently support a transition from Seasonal to Permanent Full-Time for the Crew Leader positions. The Seasonal Parks Crew Leader positions include:

- 026 Crew Leader, Cemetery
- 028 Crew Leader, Grounds
- 210 Crew Leader, Irrigation
- 211 Crew Leader, Trails


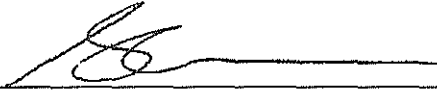
THE PARTIES AGREE:

- As Seasonal Crew Leader positions vacate due to attrition, they will not be re-posted as seasonal positions. Instead, they will be posted season-to-season as Temporary positions.
- With the approval of their supervisor, existing permanent employees may apply on Temporary Crew Leader positions and, if successful, will retain the right to return to their permanent position at the end of the season.
- Notwithstanding Appendix "A", while working in a Temporary role a Permanent

employee will continue to receive all the benefits and provisions from their substantive permanent role.

- In accordance with article 9.12 (b), existing employees taking a Temporary role as a Crew Leader will be given opportunity to negotiate the appropriate starting wage. Existing employees who have already performed Crew Leader duties will be provided a starting wage no lower than their previous wage as Crew Leader when negotiating their starting wage as Temporary Crew Leader
- Notwithstanding article 2.02 (d), Temporary positions in Parks shall have a maximum duration of two seasons. Employees may apply for, and be appointed to, multiple back-to-back temporary roles.
- No current Seasonal Crew Leaders will be pressured to give up their seasonal employment as a result of this Letter.

Signed on the 24th day of February 2021

City of Whitehorse	PSAC, Yukon Employees' Union
	
Linda Rapp, City Manager	Steve Geick, President