

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

**September 1, 2017 to August 31, 2021**

**LETTER OF UNDERSTANDING # 20**

**BY AND BETWEEN:**

**THE CITY OF WHITEHORSE**

**AND**

**PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y023**

Re: Change to the hourly rates for Range 1, Step 1 in Schedule “A”

**WHEREAS:**

The Parties signed Collective Agreement (“the Agreement”) on September 5, 2018, and it expires on August 31, 2021.

Article 9.01 of the Agreement provides that all employees shall be paid in accordance with Schedule “A”.

Pages 69 to 74 of Schedule “A” is called *Schedule “A” – Pay Schedules*. It lists the position classifications and hourly rates for permanent, temporary and casual employees. It also assigns monetary increases for each step of each classification level (1-16) for the period September 1, 2017 to August 31, 2021.

The hourly rate for range 1, step 1 for permanent employees beginning September 1, 2020, until August 31, 2021, is \$13.33 (page 70 of Schedule “A”). Similarly, page 74 of Schedule “A” shows the hourly rate for range 1, of step 1 for temporary and casual employees beginning September 1, 2020, and July 1, 2021, as, respectively, \$13.20 and \$13.33.

Section 17 of the *Employment Standards Act* (“the Act”) requires employers to pay to employees a rate that is not less than the minimum wage established by the Employment Standards Board.

As of April 1, 2020, the minimum wage in Yukon is \$13.71. This is set out in O.I.C. 2020/35 under the Act, which also provides that “effective April 1, 2021, and on April 1 of each subsequent year, the minimum ... wage is increased by the annual increase ... in the Consumer Price Index for Whitehorse maintained by Statistics Canada.”

THE PARTIES AGREE:

All hourly rates in Schedule "A" must be at least at the minimum wage as required by and established under the Act.


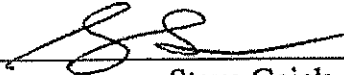
The hourly rates for the range 1 positions (step 1) in Schedule "A" at pages 70 and 74 are below Yukon's current minimum wage of \$13.71.

Therefore, Schedule "A" is amended by deleting the references to \$13.20 and \$13.33 on pages 70 and 74 and replacing them with \$13.71.

Furthermore, in anticipation that the minimum wage will increase on April 1, 2021, and every April 1 thereafter, the hourly rate for range 1, step 1 will always be the same as the minimum wage.

Finally, range 1, steps 2, 3 and 4 may be amended as necessary to reflect the correct percentages and the intention of the parties.

Signed on the 5th day of January, 2021

City of Whitehorse	PSAC, Local Y023
	
Linda Rapp City Manager	Steve Geick President