



CITY OF YELLOWKNIFE

**BY-LAW NO. 5091**

**BP 123**

A BY-LAW of the Council of the Municipal Corporation of the City of Yellowknife in the Northwest Territories, to authorize the Collective Agreement between the City of Yellowknife and the Public Service Alliance of Canada Local X0345 expiring December 31, 2027.

PURSUANT TO section 48 of the *Cities, Towns and Villages Act*, S.N.W.T. 2003, c.22 which provides that Council may by by-law establish terms and conditions of employees of the City of Yellowknife, including remuneration, benefits, hours of work, and manner of appointment, promotion, discipline and dismissal.

WHEREAS Memorandum of Settlement with the Public Service Alliance of Canada Local X0345 was reached on September 6, 2024 and endorsed by the negotiating teams for the City and the Union.

NOW, THEREFORE, THE COUNCIL OF THE MUNICIPAL CORPORATION OF THE CITY OF YELLOWKNIFE, in regular sessions duly assembled, enacts as follows:

1. This by-law may be cited as the "PSAC Local X0345 Collective Agreement Adopting By-law".
2. The Collective Bargaining Agreement with the Public Service Alliance of Canada Local X0345 for the period of January 1, 2024 to December 31, 2027 is hereby adopted by this by-law. This Agreement is based on the 2022-2023 Collective Agreement as modified by the September 6, 2024 Memorandum of Settlement attached as Appendix "A" and forming part of this by-law.

**REPEALS**

3. By-law Number 5066 is hereby repealed.

**EFFECT**

4. That this by-law shall come into effect upon receiving Third Reading and otherwise meets the requirements of Section 75 of the *Cities, Towns and Villages Act*.

Read a First time this 16 day of SEPTEMBER, A.D. 2024.

T. Polley  
 Mayor

[Signature]  
 City Manager

Read a Second Time this 16 day of SEPTEMBER, A.D. 2024.

T. Polley  
 Mayor

[Signature]  
 City Manager

Read a Third Time and Finally Passed this 16 day of SEPTEMBER, A.D., 2024.

T. Polley  
 Mayor

[Signature]  
 City Manager

I hereby certify that this by-law has been made in accordance with the requirements of the *Cities, Towns and Villages Act* and the by-laws of the Municipal Corporation of the City of Yellowknife.

[Signature]  
 City Manager





CITY OF YELLOWKNIFE

**BY-LAW NO. 5091**

**Schedule A**

COLLECTIVE AGREEMENT BETWEEN THE  
CITY OF YELLOWKNIFE AND  
THE PUBLIC SERVICE ALLIANCE OF CANADA  
LOCAL X0345

EXPIRY DATE:  
DECEMBER 31, 2027

MEMORANDUM OF SETTLEMENT

between

THE CITY OF YELLOWKNIFE  
(the Employer)

and

PUBLIC SERVICE ALLIANCE OF CANADA  
(the Union)

The Bargaining Committees of the Employer and the Union have reached a tentative Collective Agreement.

The Bargaining Committees of the Employer and the Union agree to unanimously recommend the tentative Collective Agreement to their principals for acceptance.

The tentative Collective Agreement is the Collective Agreement between the Employer and the Union expiring December 31, 2023 with the changes set out in this Memorandum of Settlement, as well as the items previously agreed upon and set out in the interim sign-offs dated January 12, 2024 and August 29, 2024.

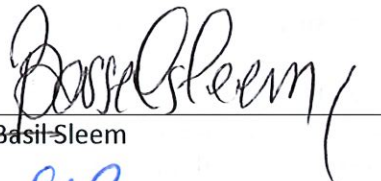
The Bargaining Committees agree that all changes take effect as of the date of ratification of the Collective Agreement, unless another date is specified.

DATED in Yellowknife, Northwest Territories, September 6, 2024


For the Employer

For Union

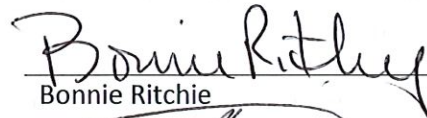
  
Stacey Mahe

  
Basil Sleem

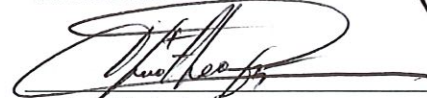
  
Grant White

  
Geraldine Penney

  
Chris Greencorn

  
Bonnie Ritchie

  
Michelle Thériault

  
Djimy Théodore

  
Keith Sulzer

  
Frances Baroutoglou

2.01(j)(iii) a casual part-time employee – means a person scheduled in a **casual part-time position** for less than 20 hours per week and/or a person employed for work which is not regularly scheduled. **Where a casual part-time employee holds more than one casual part-time position, the employee may be scheduled to a maximum of 30 hours per week, provided that the employee is not scheduled for 20 hours or more in any one position, and provided that the employee has indicated that they wish to be scheduled for 20 or more hours. An employee can withdraw their consent to be scheduled more than 20 hours per week prior to the next scheduling period.**

2.01(j)(v) **subject to 44.02**, a casual full-time employee means a person employed for the standard day, week or month for up to a ~~four (4)~~ **five (5)** month period. ~~Casual full-time employees who are employed for more than four (4) months shall become term employees.~~

*Grouped with changes to 44.02*

#### **44.02- Casual Full-Time Employees**

- (a) Casual full-time employees' terms of employment shall not exceed four (4) months. Casual full-time employees who are employed for more than four (4) months shall become term employees.
- (b) **Notwithstanding (a) above, where the Employer requires work, within the employee's duties, to continue beyond the four (4) month term of employment, a casual full-time employee's term of employment may be extended from four (4) to five (5) months. The Employer will notify the Union when such an extension occurs.**
- (c) Notwithstanding (a) above, in exceptional or unusual circumstances, a casual full-time employee's term of employment may be extended beyond ~~four (4)~~ **five (5)** months by mutual consent between the Employer and the Union.
- (d) The Employer shall not engage a series of casual full-time employees in lieu of establishing a permanent position or filling a vacant position unless by mutual consent between the Employer and the Union.
- (e) The Employer shall not engage in the systematic release and rehire of casual full-time employees into the same positions as a means of avoiding the creation of a term position of more than five (5) ~~four (4)~~ months or a permanent position.

18.02 ~~Benchmark position descriptions are set out in the City of Yellowknife Classification/Pay Equity Standard dated June 1, 1990. The Employer currently uses the Job Evaluation Tool and Classification System implemented upon ratification of the Collective Agreement ratified [MONTH DAY], 2024.~~

21.07 **At the request of the Employee, the Employer may at its discretion approve a flexible work arrangement. Examples of flexible work arrangements may include but are not limited to:**

- (a) altered start and end times;
- (b) reduced unpaid lunch period that is one-half (1/2) hour's duration.

**21.09 Where:**

- (a) an Employee is called back to work, required to return to work while on standby, or works overtime continuous to their regularly scheduled shift; and
- (b) such work results in less than eight (8) hours of uninterrupted rest prior to the start of their next scheduled shift,

the Employer will reduce the Employee's next scheduled shift to provide eight (8) hours of uninterrupted rest prior to starting their shift, with no loss of earnings.

**21.10** Any person on standby under Article 26 shall remain available in accordance with that Article. The Employee must adhere to their obligations under Article 26 to be eligible for the rest period under clause 21.09.

**21.11** Clause 21.09 does not apply if the Employee is called to work within 3 hours of the start of the next scheduled shift.

**21.12** Clause 21.09 does not apply to Employees reporting for remote work or electronic call out.

**21.13** Upon notice from the Employer that the Employee cannot be provided the rest period set out in clause 21.09 the Employee shall report to work and will be compensated at two (2) times their base wages for all hours worked during the 8 hour rest period that fall within the next scheduled shift.

**25.01** A shift premium of two dollars and fifty cents (~~\$2.00~~ **\$2.50**) per hour shall be paid for actual hours worked between 6:00 p.m. and 6:00 a.m.

**Indigenous Cultural Leave**

**31.xx** Subject to operational requirements, employees who are First Nations, Métis or Inuit, shall be granted time off with pay up to a maximum of one (1) day per year to participate in traditional Indigenous harvesting, hunting, fishing, cultural activities or Treaty Day. Employees will provide as much notice as reasonably possible.

**32.03- Injury on duty leave**

Permanent employees shall be granted Injury-on-Duty leave with pay for such reasonable periods as may be determined by the Employer, **but not to exceed sixty (60) days**, where it is determined by the Workers' Safety and Compensation Commission that they are unable to perform their duties because of:

- (a) personal injury accidentally received in the performance of their duties and not caused by the employees' willful misconduct;
- (b) sickness, resulting from the nature of their employment; or
- (c) over-exposure to radioactivity or other hazardous conditions in the course of their employment

if the employees agree to pay the Employer any amount received by them for loss of wages in settlement of any claim they may have in respect of such injury or sickness.

#### 32.05 Parental Leave allowance

(i) Parental leave allowance payments will consist of:

- (i) Where there is a waiting period under Employment Insurance benefits for the first week, ninety-three (93%) percent of the employee's weekly rate of pay. Following that, the employee will receive for up to an additional **fifteen (15)** ~~ten (10)~~ weeks, a payment equal to the difference between ninety-three (93%) percent of the employee's weekly rate of pay and the amount of Employment Insurance benefits that the employee is entitled to under Standard Parental Benefits. During this period, the employee shall also be entitled to the monthly housing and vacation travel allowances.
- (ii) Where the employee has received Employment Insurance benefits for the full **fifteen (15)** ~~ten (10)~~ weeks and thereafter remains on leave without pay, a payment equivalent to ninety-three percent (93%) of the employee's weekly rate of pay for a final week, less any monies earned during this period, unless the employee has already received the one (1) week of allowance in Article 32.04(f)(iii) for the same child.
- (iii) Where there is no waiting period under Employment Insurance benefits, the employee will receive for up to **seventeen (17)** ~~twelve (12)~~ weeks, a payment equal to the difference between ninety-three (93%) percent of the employee's weekly rate of pay and the amount of Employment Insurance benefits the employee is entitled to under Standard Parental Benefits. During this period, the employee shall also be entitled to the monthly housing and vacation travel allowances.

#### 32.06 Casual leave

Employees shall be granted casual leave with pay to a maximum of **six (6)** ~~four (4)~~ hours per month, with each occurrence not exceeding two (2) hours and no more than four (4) occurrences per month, for the following purposes:

- (a) Health Care, Dental and School Appointments

Whenever it is necessary for employees to attend upon a medical practitioner for the employee or the employee's dependant, or attend appointments with school authorities which cannot be scheduled outside of working hours, they shall be granted casual leave with pay for these purposes.

**Where an appointment with a medical practitioner exceeds the limits set out above, an**

Employee may utilize sick leave for the excess.

The Employer may request confirmation of the appointment in advance.

(b) Paramedical Practitioner Appointments

Subject to operational requirements, up to two (2) of the six (6) hours of casual leave with pay available under this clause may be used when it is necessary for employees to attend an appointment with a registered paramedical practitioner covered under the Extended Health Care Plan, which cannot be scheduled outside of working hours.

The Employee shall provide the Employer at least 72 hours' notice in advance of an appointment under this clause. If an emergency or unusual circumstances make it impossible to provide 72 hours' notice, the Employee shall provide as much notice as possible under the circumstances.

At the request of the Employer, the Employee shall provide documentation confirming attendance at the appointment.

41.01 Where the conditions of employment require the use of safety equipment listed below, the Employer shall make the following equipment available to employees for their use while working under conditions which necessitate its use:

- (a) welding apron
- (b) welding goggles, welding gloves
- (c) dust protection masks for shop and street sweeper
- (d) eye protection masks for bench grinder
- (e) rubber apron for work with chemicals
- (f) gas masks and canisters for arena, pool and sewer and water maintenance operations
- (g) insulated gloves for steam use, Pumphouse and Water and Sewer division
- (h) ear protectors for noise, safety glasses, hard hats
- (i) **sewage footwear, Pumphouse and Water and Sewer division.**

42.01 An annual allowance of ~~three two hundred (\$300.00 \$200.00)~~ dollars will be provided to those employees who the Employer or the Workers' Safety and Compensation Commission deems to require safety footwear. This allowance shall be paid on the employee's anniversary date of employment.

51.01(a) The term of this Agreement shall be from January 1, ~~2022~~ **2024** to December 31, ~~2023~~ **2027**.

**Appendix B - LETTER OF UNDERSTANDING - 12 HOUR SHIFT AGREEMENT - EMERGENCY DISPATCHERS**

3. Shift premium is two dollars and fifty cents (~~\$2.00~~ **\$2.50**) per hour for actual hours worked between 18:00 hours and 06:00 hours. Shift premium does not apply to overtime hours.

5. Vacation Leave, Sick Leave, Special Leave and other types of leave are in accordance with Articles 29, 30, 31 and 32 of the Collective Agreement. All leave entitlements are accrued based on eight (8) hour days and all leave shall be taken in hours. For the purposes of applying Article 30.03(b), three (3) working days shall mean three (3) shifts. **For the purposes of applying Article 31.xx (Indigenous Cultural Leave) one (1) day means one (1) shift.**

APPENDIX A – PART I

*Amend list of positions as set out in the Employer’s proposal, as follows:*

| <u>Pay Grade</u> | <u>Position Title</u>  |
|------------------|--|
| 1                | Visitor Centre Counsellor*   |
| 2                | Booking Clerk*<br>Municipal Enforcement Clerk<br>Administrative Assistant (City Garage)*<br>Administrative Assistant (Solid Waste Facility)*<br>Administrative Assistant (Administration)<br>Administrative Assistant (Fire Division)  |
| 3                | Parks & Outdoor Facilities Maintainer I*<br>Indoor Facilities Maintainer*<br>Pool Maintainer II*<br>Library Assistant<br>Customer Service and Finance Officer<br>Works Maintainer*<br>Assistant Deputy Clerk<br>Homelessness Resource Coordinator<br><b>Community Services Coordinator</b> |
| 4                | Lifeguard/Instructor*<br>Water & Sewer, Maintainer I*<br>Solid Waste Facility Attendant I*<br>Finance Officer<br>Budgeting & Taxation Officer<br>Parks & Outdoor Facilities Maintainer II*<br>Storekeeper*<br>Asset Management Coordinator   |
| 5                | Procurement Officer<br>Water & Sewer, Maintainer II*<br>Solid Waste Facility Attendant II*   |

Special Events Coordinator\*  
Emergency Dispatcher\*  
Relief Emergency Dispatcher\*  
**Supervisor, Visitor Services**  
Library Technician  
Program Coordinator\*  
Geomatics Officer  
Network Support Specialist  
IT Support Specialist  
Planning Coordinator  
Grant Writer & Funding Analyst  
**Planner I**  
**Municipal Engineer I\***  
**Building Inspector I**

6      Assistant Pool Supervisor\*  
**Equipment Operator\***  
Assistant Indoor Facilities Supervisor\*  
Facilities Tradesperson Assistant\*  
**Water Treatment & Waste Water Disposal Operator/Maintainer\***  
Financial Analyst  
Economic Development Officer  
Senior Budgeting & Taxation Officer  
**Environment & Climate Coordinator**

7      **Inventory Control Supervisor\***  
Mechanic\*  
Pumphouse & Liftstation Tradesperson\*  
Heavy Duty Mechanic\*  
**Homelessness Supervisor**  
Corporate Communications Advisor  
Supervisor, Emergency Dispatch\*  
**Waste Management Planner\***  
Building Inspector II  
Planner II  
Development & Lands Officer  
**Community Engagement Advisor**

8      Supervisor, Finance & Customer Services

9      Parks & Outdoor Facilities Supervisor\*  
Pool Supervisor\*  
Facilities Tradesperson\*  
Supervisor, Indoor Facilities\*

Supervisor, Fleet\*  
Supervisor, Roads & Sidewalks\*  
Supervisor, Water & Sewer\*  
Supervisor, Solid Waste Facility\*  
Public Services Librarian  
Engineer II\*  
Engineer II, Regulatory Affairs\*

- 10      **Aquatic Center Maintenance Supervisor\***  
          **Technical Lead, Water Treatment & Wastewater Disposal\***  
          Building Inspector III  
          **Planner III**
- 11      Supervisor, Water Treatment & Wastewater Disposal\*  
          **Municipal Engineer III\***

\*Denotes positions that work forty (40) hours per week.

APPENDIX A – PART II

2024 - New Grid as presented by the City August 29, 2024 and attached to this MOS is effective upon ratification (see Memorandum of Agreement for conversion of existing employees).

Effective January 1, 2025 – 3% increase.

Effective January 1, 2026 – 3% increase.

Effective January 1, 2027 – 3% increase.

APPENDIX A – PART III  
 RATES OF PAY  
 CASUAL POSITIONS

Effective **January 1, 2024 (2.25% increase to below)**

| Position Title   | Range | Hourly Rate |
|--|-------|-------------|
| Cashier<br>Library Page  | A     | \$17.18     |
| Pool Assistant<br>Arena Assistant<br>Climbing Wall Attendant   | B     | \$22.33     |
| Day Camp Leader (P/T)  | C     | \$23.56     |
| Lifeguard/Instructor I<br>Assistant Lifeguard<br>Receptionist I  | D-C   | \$24.81     |
| Labourer<br>Day Camp Leader (F/T)<br>Booking Clerk I<br>Summer Student   | E-D   | \$26.06     |
| Special Events Assistant<br>Senior Day Camp Leader   | F E   | \$26.99     |
| Finance Clerk<br>Secretary I<br>Administrative Assistant I<br>Lifeguard/Instructor II<br>Lifeguard<br>Day Camp Coordinator<br>Customer Service Representative<br>Facilities/Fieldhouse/Pool Maintainer I | G F   | \$28.86     |

|                    |   |         |
|--------------------|---|---------|
| Planner-I          | G | \$39.43 |
| Engineer-I         |   |         |
| Engineer - Student |   |         |

|                    |   |          |
|--------------------|---|----------|
| Aquatic Instructor | H | \$40.08* |
|--------------------|---|----------|

\*No increase or retroactive pay in 2024.

Effective January 1, 2025 – 3% increase.

Effective January 1, 2026 – 3% increase.

Effective January 1, 2027 – 3% increase.

**MEMORANDUM OF AGREEMENT  
BETWEEN THE CITY OF YELLOWKNIFE AND THE PUBLIC SERVICE ALLIANCE OF CANADA  
REGARDING THE IMPLEMENTATION OF A NEW CLASSIFICATION SYSTEM**

1. **Salary Conversion:** The parties agree that during the transition to the new pay structure, all employees will be placed on the salary scale corresponding to their new job classification level, following the application of a 2.25% General Economic Increase (GEI) to their current salary (Dec 31, 2023).
  - a) Employees will be placed on the nearest step in the new pay scale that is at least equal to, but not less than, their pay after GEI application above.
  - b) Any employee whose salary, following the application of the GEI, exceeds the maximum of their new pay grade will be red circled. For greater certainty, the employee will be placed on the pay grid when the pay grid catches up to their rate of pay.
  - c) Employees new pay rates will be retroactive to January 1, 2024.
2. **Grievances:** Grievances related to the new classification system can be grieved in accordance with article 18.04 and Article 14.
3. **Career Development:** Where an employee has been red circled, Human Resources will discuss mentoring, career development and future career planning opportunities with the employee at the employee's request.

This Memorandum of Agreement expires with the Collective agreement expiring December 31, 2027.

Grid Presented August 29, 2024

| PSAC - 37.5 Hours |           |           |           |           |           |           |           |           |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Pay Grade         | Range     | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    |
| P1                | Yearly    | \$60,288  | \$61,943  | \$63,644  | \$65,391  | \$67,187  | \$69,031  | \$70,927  |
|                   | Bi Weekly | \$2,311   | \$2,374   | \$2,440   | \$2,507   | \$2,575   | \$2,646   | \$2,719   |
|                   | Weekly    | \$1,155   | \$1,187   | \$1,220   | \$1,253   | \$1,288   | \$1,323   | \$1,359   |
|                   | Hourly    | \$30.81   | \$31.66   | \$32.53   | \$33.42   | \$34.34   | \$35.28   | \$36.25   |
| P2                | Yearly    | \$66,317  | \$68,137  | \$70,008  | \$71,930  | \$73,905  | \$75,935  | \$78,019  |
|                   | Bi Weekly | \$2,542   | \$2,612   | \$2,684   | \$2,757   | \$2,833   | \$2,911   | \$2,991   |
|                   | Weekly    | \$1,271   | \$1,306   | \$1,342   | \$1,379   | \$1,416   | \$1,455   | \$1,495   |
|                   | Hourly    | \$33.89   | \$34.82   | \$35.78   | \$36.76   | \$37.77   | \$38.81   | \$39.88   |
| P3                | Yearly    | \$72,948  | \$74,951  | \$77,009  | \$79,123  | \$81,296  | \$83,528  | \$85,821  |
|                   | Bi Weekly | \$2,796   | \$2,873   | \$2,952   | \$3,033   | \$3,116   | \$3,202   | \$3,290   |
|                   | Weekly    | \$1,398   | \$1,437   | \$1,476   | \$1,516   | \$1,558   | \$1,601   | \$1,645   |
|                   | Hourly    | \$37.28   | \$38.31   | \$39.36   | \$40.44   | \$41.55   | \$42.69   | \$43.86   |
| P4                | Yearly    | \$78,419  | \$80,572  | \$82,785  | \$85,058  | \$87,393  | \$89,793  | \$92,258  |
|                   | Bi Weekly | \$3,006   | \$3,088   | \$3,173   | \$3,260   | \$3,350   | \$3,442   | \$3,536   |
|                   | Weekly    | \$1,503   | \$1,544   | \$1,587   | \$1,630   | \$1,675   | \$1,721   | \$1,768   |
|                   | Hourly    | \$40.08   | \$41.18   | \$42.31   | \$43.47   | \$44.67   | \$45.89   | \$47.15   |
| P5                | Yearly    | \$84,301  | \$86,615  | \$88,994  | \$91,437  | \$93,948  | \$96,527  | \$99,177  |
|                   | Bi Weekly | \$3,231   | \$3,320   | \$3,411   | \$3,505   | \$3,601   | \$3,700   | \$3,802   |
|                   | Weekly    | \$1,616   | \$1,660   | \$1,706   | \$1,752   | \$1,801   | \$1,850   | \$1,901   |
|                   | Hourly    | \$43.09   | \$44.27   | \$45.48   | \$46.73   | \$48.02   | \$49.33   | \$50.69   |
| P6                | Yearly    | \$89,359  | \$91,812  | \$94,333  | \$96,923  | \$99,584  | \$102,319 | \$105,128 |
|                   | Bi Weekly | \$3,425   | \$3,519   | \$3,616   | \$3,715   | \$3,817   | \$3,922   | \$4,030   |
|                   | Weekly    | \$1,713   | \$1,760   | \$1,808   | \$1,858   | \$1,909   | \$1,961   | \$2,015   |
|                   | Hourly    | \$45.67   | \$46.92   | \$48.21   | \$49.54   | \$50.90   | \$52.29   | \$53.73   |
| P7                | Yearly    | \$93,827  | \$96,403  | \$99,050  | \$101,769 | \$104,564 | \$107,435 | \$110,384 |
|                   | Bi Weekly | \$3,597   | \$3,695   | \$3,797   | \$3,901   | \$4,008   | \$4,118   | \$4,231   |
|                   | Weekly    | \$1,798   | \$1,848   | \$1,898   | \$1,951   | \$2,004   | \$2,059   | \$2,116   |
|                   | Hourly    | \$47.95   | \$49.27   | \$50.62   | \$52.01   | \$53.44   | \$54.91   | \$56.42   |
| P8                | Yearly    | \$98,518  | \$101,223 | \$104,002 | \$106,858 | \$109,792 | \$112,806 | \$115,904 |
|                   | Bi Weekly | \$3,776   | \$3,880   | \$3,987   | \$4,096   | \$4,209   | \$4,324   | \$4,443   |
|                   | Weekly    | \$1,888   | \$1,940   | \$1,993   | \$2,048   | \$2,104   | \$2,162   | \$2,221   |
|                   | Hourly    | \$50.35   | \$51.73   | \$53.15   | \$54.61   | \$56.11   | \$57.65   | \$59.24   |
| P9                | Yearly    | \$103,444 | \$106,284 | \$109,202 | \$112,201 | \$115,281 | \$118,447 | \$121,699 |
|                   | Bi Weekly | \$3,965   | \$4,074   | \$4,186   | \$4,301   | \$4,419   | \$4,540   | \$4,665   |
|                   | Weekly    | \$1,983   | \$2,037   | \$2,093   | \$2,150   | \$2,209   | \$2,270   | \$2,332   |
|                   | Hourly    | \$52.87   | \$54.32   | \$55.81   | \$57.34   | \$58.92   | \$60.54   | \$62.20   |
| P10               | Yearly    | \$108,616 | \$111,598 | \$114,662 | \$117,811 | \$121,045 | \$124,369 | \$127,784 |
|                   | Bi Weekly | \$4,163   | \$4,278   | \$4,395   | \$4,516   | \$4,640   | \$4,767   | \$4,898   |
|                   | Weekly    | \$2,082   | \$2,139   | \$2,198   | \$2,258   | \$2,320   | \$2,384   | \$2,449   |
|                   | Hourly    | \$55.51   | \$57.04   | \$58.60   | \$60.21   | \$61.87   | \$63.56   | \$65.31   |
| P11               | Yearly    | \$114,047 | \$117,178 | \$120,396 | \$123,701 | \$127,098 | \$130,587 | \$134,173 |
|                   | Bi Weekly | \$4,372   | \$4,492   | \$4,615   | \$4,742   | \$4,872   | \$5,006   | \$5,143   |
|                   | Weekly    | \$2,186   | \$2,246   | \$2,307   | \$2,371   | \$2,436   | \$2,503   | \$2,572   |
|                   | Hourly    | \$58.29   | \$59.89   | \$61.53   | \$63.22   | \$64.96   | \$66.74   | \$68.57   |

| PSAC - 40 Hours |           |           |           |           |           |           |           |           |
|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Pay Grade       | Range     | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    |
| P1              | Yearly    | \$64,307  | \$66,073  | \$67,887  | \$69,751  | \$71,666  | \$73,633  | \$75,655  |
|                 | Bi Weekly | \$2,465   | \$2,533   | \$2,602   | \$2,674   | \$2,747   | \$2,823   | \$2,900   |
|                 | Weekly    | \$1,233   | \$1,266   | \$1,301   | \$1,337   | \$1,374   | \$1,411   | \$1,450   |
|                 | Hourly    | \$30.81   | \$31.66   | \$32.53   | \$33.42   | \$34.34   | \$35.28   | \$36.25   |
| P2              | Yearly    | \$70,738  | \$72,680  | \$74,675  | \$76,726  | \$78,832  | \$80,997  | \$83,221  |
|                 | Bi Weekly | \$2,712   | \$2,786   | \$2,862   | \$2,941   | \$3,022   | \$3,105   | \$3,190   |
|                 | Weekly    | \$1,356   | \$1,393   | \$1,431   | \$1,471   | \$1,511   | \$1,552   | \$1,595   |
|                 | Hourly    | \$33.89   | \$34.82   | \$35.78   | \$36.76   | \$37.77   | \$38.81   | \$39.88   |
| P3              | Yearly    | \$77,811  | \$79,948  | \$82,143  | \$84,398  | \$86,716  | \$89,096  | \$91,543  |
|                 | Bi Weekly | \$2,983   | \$3,065   | \$3,149   | \$3,235   | \$3,324   | \$3,415   | \$3,509   |
|                 | Weekly    | \$1,491   | \$1,532   | \$1,574   | \$1,618   | \$1,662   | \$1,708   | \$1,755   |
|                 | Hourly    | \$37.28   | \$38.31   | \$39.36   | \$40.44   | \$41.55   | \$42.69   | \$43.86   |
| P4              | Yearly    | \$83,647  | \$85,944  | \$88,304  | \$90,728  | \$93,219  | \$95,779  | \$98,409  |
|                 | Bi Weekly | \$3,206   | \$3,294   | \$3,385   | \$3,478   | \$3,573   | \$3,671   | \$3,772   |
|                 | Weekly    | \$1,603   | \$1,647   | \$1,692   | \$1,739   | \$1,787   | \$1,836   | \$1,886   |
|                 | Hourly    | \$40.08   | \$41.18   | \$42.31   | \$43.47   | \$44.67   | \$45.89   | \$47.15   |
| P5              | Yearly    | \$89,921  | \$92,390  | \$94,926  | \$97,533  | \$100,211 | \$102,962 | \$105,789 |
|                 | Bi Weekly | \$3,447   | \$3,541   | \$3,639   | \$3,739   | \$3,841   | \$3,947   | \$4,055   |
|                 | Weekly    | \$1,723   | \$1,771   | \$1,819   | \$1,869   | \$1,921   | \$1,973   | \$2,028   |
|                 | Hourly    | \$43.09   | \$44.27   | \$45.48   | \$46.73   | \$48.02   | \$49.33   | \$50.69   |
| P6              | Yearly    | \$95,316  | \$97,933  | \$100,622 | \$103,385 | \$106,223 | \$109,140 | \$112,136 |
|                 | Bi Weekly | \$3,654   | \$3,754   | \$3,857   | \$3,963   | \$4,072   | \$4,184   | \$4,298   |
|                 | Weekly    | \$1,827   | \$1,877   | \$1,929   | \$1,981   | \$2,036   | \$2,092   | \$2,149   |
|                 | Hourly    | \$45.67   | \$46.92   | \$48.21   | \$49.54   | \$50.90   | \$52.29   | \$53.73   |
| P7              | Yearly    | \$100,082 | \$102,830 | \$105,653 | \$108,554 | \$111,534 | \$114,597 | \$117,743 |
|                 | Bi Weekly | \$3,836   | \$3,942   | \$4,050   | \$4,161   | \$4,275   | \$4,393   | \$4,513   |
|                 | Weekly    | \$1,918   | \$1,971   | \$2,025   | \$2,081   | \$2,138   | \$2,196   | \$2,257   |
|                 | Hourly    | \$47.95   | \$49.27   | \$50.62   | \$52.01   | \$53.44   | \$54.91   | \$56.42   |
| P8              | Yearly    | \$105,086 | \$107,971 | \$110,936 | \$113,982 | \$117,111 | \$120,327 | \$123,630 |
|                 | Bi Weekly | \$4,028   | \$4,139   | \$4,252   | \$4,369   | \$4,489   | \$4,612   | \$4,739   |
|                 | Weekly    | \$2,014   | \$2,069   | \$2,126   | \$2,185   | \$2,245   | \$2,306   | \$2,369   |
|                 | Hourly    | \$50.35   | \$51.73   | \$53.15   | \$54.61   | \$56.11   | \$57.65   | \$59.24   |
| P9              | Yearly    | \$110,340 | \$113,370 | \$116,483 | \$119,681 | \$122,967 | \$126,343 | \$129,812 |
|                 | Bi Weekly | \$4,230   | \$4,346   | \$4,465   | \$4,588   | \$4,714   | \$4,843   | \$4,976   |
|                 | Weekly    | \$2,115   | \$2,173   | \$2,232   | \$2,294   | \$2,357   | \$2,421   | \$2,488   |
|                 | Hourly    | \$52.87   | \$54.32   | \$55.81   | \$57.34   | \$58.92   | \$60.54   | \$62.20   |
| P10             | Yearly    | \$115,857 | \$119,038 | \$122,307 | \$125,665 | \$129,115 | \$132,660 | \$136,303 |
|                 | Bi Weekly | \$4,441   | \$4,563   | \$4,688   | \$4,817   | \$4,949   | \$5,085   | \$5,225   |
|                 | Weekly    | \$2,221   | \$2,281   | \$2,344   | \$2,408   | \$2,475   | \$2,543   | \$2,612   |
|                 | Hourly    | \$55.51   | \$57.04   | \$58.60   | \$60.21   | \$61.87   | \$63.56   | \$65.31   |
| P11             | Yearly    | \$121,650 | \$124,990 | \$128,422 | \$131,948 | \$135,571 | \$139,293 | \$143,118 |
|                 | Bi Weekly | \$4,663   | \$4,791   | \$4,923   | \$5,058   | \$5,197   | \$5,339   | \$5,486   |
|                 | Weekly    | \$2,332   | \$2,396   | \$2,461   | \$2,529   | \$2,598   | \$2,670   | \$2,743   |
|                 | Hourly    | \$58.29   | \$59.89   | \$61.53   | \$63.22   | \$64.96   | \$66.74   | \$68.57   |

**THE CITY OF YELLOWKNIFE  
AND  
THE PUBLIC SERVICE ALLIANCE OF CANADA**

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AGREED ARTICLES - INTERIM SIGN OFF

JAN 9-11, 2024

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**FOR THE EMPLOYER**

  
Chris Greencorn, Director- Public Works  
and Engineering

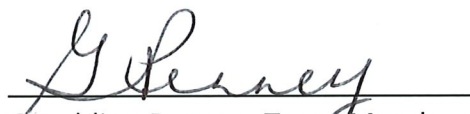
  
Stacey Mahe, Chief Human Resources  
Officer

  
Grant White, Director- Community Services

  
Keith Sulzer, Negotiator

**FOR THE UNION**

  
Thomas Gagnon-van Leeuwen, Team  
Member

  
Geraldine Penney, Team Member

  
Bonnie Ritchey, Team Member

  
Frances Baroutoglou, Negotiator

Execution date: January 12, 2024

The Bargaining Committees of the Employer and the Union have reached agreement on the following amendments to the collective agreement between the Parties expiring December 31, 2023.

The Bargaining Committees agree that all changes take effect as of the date of ratification of the Collective Agreement.

## **Agreed Articles**

### **Article 2- Definitions and Interpretations**

2.01 (m) Immediate Family' means ~~father, mother~~ **parent**, step-parent, ~~brother, sister~~ **sibling**, spouse (including common-law), child or ward, child of common-law partner, step-child or foster-child residing with the employee, ~~father-in-law, mother-in-law~~ **parent-in-law**, grandparent, grandchild of an employee or a relative permanently residing in the employee's household or with whom the employee permanently resides.

### **Article 5- Human Rights**

5.01 The Employer, the Union and the Employees agree that there shall be no discrimination, interference, restriction or coercion exercised or practiced with respect to any employee by reason of race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, disability, sex, sexual orientation, gender identity **or expression**, marital status, family status, family affiliation, political belief, political association, social condition, conviction that is subject to a pardon or record suspension, **any other grounds set out in the Northwest Territories Human Rights Act**, union membership or activity, or for exercising their rights under this Agreement.

5.02 Nothing in this Article deprives the Employer of the right to employ **or promote** persons of any particular race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, disability, sex, sexual orientation, gender identity **or expression**, marital status, family status, family affiliation, political belief, political association, social condition, conviction that is subject to a pardon or record suspension, **or any other grounds set out in the Northwest Territories Human Rights Act**, in preference to other persons where such preference is based upon a bona fide occupational qualification necessary to the normal operation of the City **or where such preference is part of a program that has as its object the amelioration of conditions of disadvantaged individuals or groups.**

### **Article 22- Overtime**

22.01 An employee is entitled to overtime compensation for each completed period of fifteen (15) minutes of **authorized** overtime worked at the rate of time and one-half (1 ½), except as provided in sub-section (a), (b), ~~and (c)~~, **and (d).**

~~29.02 Permanent employees may not receive vacation leave with pay or Vacation Travel Time prior to the completion of their initial probationary period. If vacation leave has been approved by the~~

~~Employee's manager and the Employee's initial probationary period has been extended under Article 16.05, the Employee shall be entitled to take such vacation.~~ **During the initial probationary period permanent and term employees shall be eligible to request vacation leave with pay to a maximum of the vacation leave earned prior to the first day of leave.**

## **Article 31- Special Leave**

### Bereavement Leave

#### 31.03 (b)

An employee is entitled to leave with pay, up to a maximum of two (2) days, in the event of the death of the employee's ~~son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunt, uncle, niece or nephew:~~

- (i) child-in-law**
- (ii) sibling-in-law**
- (iii) parent's sibling (such as aunt or uncle)**
- (iv) sibling's child or spouse's sibling's child (such as niece or nephew)**

#### 31.05 Leave for Birth or Adoption

An employee shall be granted special leave with pay up to a maximum of ~~three (3)~~ **five (5)** working days on the birth or adoption of a child. This leave may be divided into two parts and taken on separate days.

## **Article 44 Seasonal, Casual, Part-time and Term Employees**

### 44.04

~~(e) Term employees may not receive vacation leave with pay prior to six (6) months of employment. If a term employee is subsequently hired into a permanent position, provided their employment has not been broken by a period of more than ten (10) consecutive days and provided the term was at least six months, Article 29.02 shall not apply.~~

Appendix C- Delete

**THE CITY OF YELLOWKNIFE  
AND  
THE PUBLIC SERVICE ALLIANCE OF CANADA**

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AGREED ARTICLES – INTERIM SIGN OFF

March 26-28, 2024

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**FOR THE EMPLOYER**

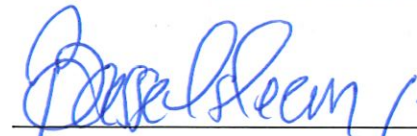
  
\_\_\_\_\_  
Chris Greencorn, Director- Public Works  
and Engineering

  
\_\_\_\_\_  
Stacey Mahe, Chief Human Resources  
Officer

  
\_\_\_\_\_  
Grant White, Director- Community Services

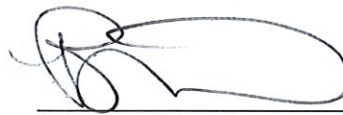
  
\_\_\_\_\_  
Keith Sulzer, Negotiator

**FOR THE UNION**

  
\_\_\_\_\_  
Bassel Sleem, Team Member

  
\_\_\_\_\_  
Geraldine Penney, Team Member

  
\_\_\_\_\_  
Bonnie Ritchey, Team Member

  
\_\_\_\_\_  
Frances Baroutoglou, Negotiator

Execution date: August 29, 2024

The Bargaining Committees of the Employer and the Union have reached agreement on the following amendments to the collective agreement between the Parties expiring December 31, 2023.

The Bargaining Committees agree that all changes take effect as of the date of ratification of the Collective Agreement.

## **Agreed Articles**

### **New**

**21.03** With respect to employees' working schedules under Article 21.02, the Employer shall prepare any Overtime Averaging Order application required under the *Employment Standards Act* and shall provide it to the Union for signature. The Union shall sign and return the Overtime Averaging Order application within thirty (30) days of receipt from the Employer.

## **ARTICLE 27**

**27.06** An Employee may elect to have severance paid as:

- i) a lump sum; or
- ii) a lump sum transferred to RRSP.

NEW

## **ARTICLE 30**

**30.08**

NEW (c) If such permanent employee does not have an adequate amount of sick leave to make use of this clause, they may choose to use any paid bereavement leave under 31.03(a) that they would be entitled to for that immediate family member in the event of their death. Employees can only use paid bereavement leave once for each immediate family member up to the maximum number of days allowed in Article 31.03(a) regardless of whether the time is taken before or after that immediate family member's death.

32.09 **Family Violence** ~~Domestic Violence~~ Leave

AMEND

32.09 **Family Violence** ~~Domestic Violence~~ Leave

a) The Employer recognizes that employees or their dependent child may face situations of violence or abuse in their personal life that may affect their attendance and performance at work.

b) Employees experiencing ~~domestic~~ **family** violence or employees with a child experiencing ~~domestic~~ **family** violence shall be granted leave with pay up to five (5) days per fiscal **calendar** year to attend appointments with professionals, legal proceedings, and engage in any other necessary activities to support their health, safety and security.

~~c) This leave may be taken as consecutive or single days or as a fraction of a day, with request for approval being sought as soon as is reasonable.~~

~~c) Leave in excess of five (5) days per fiscal **calendar** year shall~~ may be granted without pay for the purposes of this Article ~~clause~~, up to a maximum of five (5) additional days per fiscal **calendar** year.

**d) Leave under paragraphs (b) and (c) may be taken as consecutive or single days or as a fraction of a day, with request for approval being sought as soon as is reasonable.**

**e) Employees shall also be entitled to up to fifteen weeks of unpaid family violence leave. Such leave may be taken in separate periods but each period must be of not less than one week's duration, with request for approval being sought in writing as soon as is reasonable and practical in the circumstances.**

**f) There shall be no carryover of unused **Family** ~~Domestic Violence~~ Leave from one fiscal **calendar** year to the next.**

**g) An employee shall not be entitled to **Family** ~~Domestic~~ Violence Leave if the ~~domestic~~ **family** violence is committed by the employee.**