

SOURCE	Union	
EFF.	95	05/01
TERM.	99	04/30
No. OF EMPLOYEES	55	
NOMBRE D'EMPLOYÉS	JF	

FIRST COLLECTIVE AGREEMENT

BETWEEN:

PUBLIC SERVICE ALLIANCE OF CANADA

and

KLONDIKE VISITORS ASSOCIATION

Effective May 1, 1995 to April 30, 1999

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The labour Movement and the Alliance recently lost a true Brother with the passing of Alliance Negotiator, Terry Kearney.

Members from coast to coast and throughout the north mourn the loss of a trade unionist, par excellence. Terry **was** known to hundreds of members whose interests and aspirations he represented at the bargaining table in bargaining units from the Yukon and Northwest Territories.

Terry was a true leader in the labour movement from his time in the private sector through to his involvement representing Alliance members in the public sector. In every sense of the word, we have lost "one of our own" who was dedicated to **and** respectful of working people everywhere.

This first Collective Agreement is dedicated to the memory of T. J. Kearney.

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ARTICLE 1 - PURPOSE OF AGREEMENT

- 1.01 The parties to this Agreement wish to establish, within the framework provided by law, an effective working relationship based upon the principles of mutual respect and cooperation.
- 1.02 The purposes of this Agreement are to:
- 1) settle the conditions of employment between the parties;
 - 2) develop and maintain the best possible service to clients of the Employer and promote the objectives of the Employer as set out in its Constitution, which objectives may be changed from time to time. The Employer agrees to provide the Union with copies of the proposed changes forthwith after any meeting of the Society which votes to change those objectives;
 - 3) recognize the value of joint discussion where possible relating to service delivery to clients and terms and Conditions of employment not covered by this Agreement;
 - 4) promote job satisfaction and security of employees in the bargaining unit where not inconsistent with (2).

ARTICLE 2 - DEFINITIONS

bargaining unit	- all employees described in the certificate issued on September 14, 1994 by the Canada Labour Relations Board covering employees of the Klondike Visitors Association
bargaining unit work	- work done by a member of the bargaining unit on a regular basis
classification	- one of the positions identified in Schedule A of Article 14
day	- a calendar day, unless otherwise specified
date of signing	-
Employer	- Klondike Visitors Association
employee	- a member of the bargaining unit

gender	- where the feminine gender is used it shall be considered to include the masculine gender unless any provision of the Agreement states otherwise
hours worked	- hours during which the employee is paid
partner	- the person with whom the employee lives in a conjugal relationship regardless of whether the person is of the same or opposite sex
position	- employment in a specific job classification as per Article 14, and in a specific job category as per Article 13
Union	- the Public Service Alliance of Canada and/or the Yukon Employees Union
Union Representative	an employee appointed by the Union pursuant to Article 6
Season	- the summer operating period of each calendar year commencing approximately May 1 and ending approximately September 15.

ARTICLE 3 - APPLICATION

- 3.01 The provisions of this Agreement apply to the Union, the employees, and the Employer.
- 3.02 (a) The provisions of this Agreement do not apply to Community Event Casinos.
- (b) In the event a third party determines that those individuals working the Community Event Casinos are or must be employees of the KVA, the parties shall determine whether, and if so, what terms and conditions of employment during Community Event Casinos should be established.

ARTICLE 4 - UNION RECOGNITION

- 4.01 The Employer recognizes the Union as the exclusive bargaining agent for all employees in the bargaining unit.
- 4.02 The Employer agrees that there shall be no intimidation or discrimination against any employee by reason of her membership in the Union, and the Union agrees **that** there shall be no intimidation or discrimination on its part towards any employee or the Employer.

- 4.03 The Employer agrees that, given reasonable notice to the Employer by the Union, the Union Representative may be allowed access to the work premises for the purpose of investigating a grievance or a complaint by an employee or the Union. The Union Representative will make reasonable efforts not to interfere with service to clients of the Employer.
- 4.04 Where the Union Representative enters the workplace and wishes to meet with an employee:
- (a) the Union Representative shall endeavour wherever possible, to meet with the employee after shift end or during the employee's rest break;
 - (b) if that is not possible, the Union Representative shall discreetly meet with the employee away from the hearing and sight of clients of the Employer. Prior to any meeting with the employee during working hours, the Union Representative shall first obtain the express permission of the supervisor of the employee, which permission shall not be unreasonably withheld.

ARTICLE 5 - UNION SECURITY

- 5.01 The Employer shall deduct from the wages of each employee in the bargaining unit covered by the Collective Agreement, whether or not a member of the Union, the amount of regular Union dues, and to remit the amount to the Union in accordance with Clause 5.07. Employees covered by Clause 5.02 shall be exempt from this provision.
- 5.02 An employee who is the subject of an order under Section 70(2) of the *Canada Labour Code* or who declares in an affidavit that:
- (a) she is a member of a religious organization registered under the *Income Tax Act*;
 - (b) her religious organization prevents her from joining a Union or making financial contributions to a Union: and
 - (c) she will make a contribution to a charitable organization of her choice equivalent to Union dues

shall not be subject to the provisions of **this** Article.

- 5.03 Subject to Clause 5.02 above, membership in the Union shall be a condition of employment for all employees who are first hired by the Employer after September 14, 1994.
- 5.04 The Union shall inform the Employer in writing of the authorized bi-weekly deduction to be checked off for each employee defined in Clause 5.01.

- 5.05 Deductions for Union dues shall only be made to the extent that earnings are available. Where an employee does not have sufficient earnings in any pay period to permit deductions, the Employer shall not make such deductions from subsequent salary.
- 5.06 No trade union, as defined by the *Canada Labour Code*, other than the Union, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees in the bargaining unit while the Union remains the certified bargaining agent for the employees in the bargaining unit.
- 5.07 The amounts deducted in accordance with Clause 5.01 shall be remitted to the Comptroller of the Alliance by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on her behalf.
- 5.08 The employer agrees to set out the amount of Union dues paid by each Union member on her T-4 slip.

ARTICLE 6 - APPOINTMENT OF UNION REPRESENTATIVES

- 6.01 The Employer acknowledges the right of the Union to appoint not more than four (4) employees as Union representatives.
- 6.02 The Union shall determine the jurisdiction of each Union representative having regard to the organization plan of the Employer, the distribution of employees at the workplace and the Employer's administrative structure.
- 6.03 The Union shall provide the Employer with a list of the names of its Union representatives and will inform the Employer of any revision to the list that may be made from time to time. The Employer shall provide the Union upon request with a list of employees representing the Employer at the various levels of the grievance process.

ARTICLE 7 - TIME OFF FOR UNION BUSINESS

- 7.01 A Union representative appointed under Article 6 and whose name has previously been remitted to the Employer shall not suffer any loss of pay as a result of undertaking the following responsibilities on behalf of the Union during her regularly scheduled work hours:
- (a) investigating a grievance or complaint of an urgent nature;
 - (b) meeting with management to deal with a grievance;
 - (c) attending a meeting of the Labour Management Relations Committee under Article 39, or any other meeting called by management.

- 7.02 A Union Representative shall obtain the permission of her immediate supervisor before leaving her work area to carry out any of the responsibilities listed in Clause 7.01, which permission shall not be unreasonably withheld. It shall be reasonable to withhold permission where service to clients would be adversely affected.
- 7.03 Only one Union Representative at any one time may under take any of the responsibilities listed in Clause 7.01 during work t h e, unless the Employer has specifically granted permission for more than one Union representative to do so or in order to attend at the Labour Management Relations Committee Meetings.
- 7.04 An employee shall not suffer any loss of pay as a result of
- (a) meeting with management to deal with a grievance during her regularly scheduled hours;
 - (b) appearing as a witness for the Employer at any arbitration hearing, hearing of a conciliation officer or board, or the Canada Labour Relations Board.
- 7.05 Where operational requirements permit, the Employer will grant leave without pay to a **maximum** of two **employees** for the purpose **of** attending contract negotiation meetings on behalf of the Union. This time shall be counted as time worked for all purposes besides pay if negotiations take place at a time when the employee is not otherwise on lay-off.
- 7.06 If an employee was granted leave without pay to attend the initial contract negotiation meeting on behalf of the Union, she shall, if requested, be granted leave without pay in accordance with Clause 7.05 to attend subsequent contract negotiation meetings.
- 7.07 In addition to the leave without pay described in Clause 7.05, Union representatives shall together be allowed a total of ten (10) person shifts leave without pay during each Season for the purpose of tending to Union business or attendance at conferences or seminars.
- 7.08 The Employer agrees to grant leave without pay to **an** employee who is elected president of the Union for a period of not more than three (3) years pursuant to Letter of Understanding #1.

ARTICLE 8 - INFORMATION

- 8.01 The Employer shall provide the Union with a monthly report which sets out the following information:
- (a) the names of each employee hired since the last report;
 - (b) the location and classification of each employee;

- (c) the name and new classification of any Employee who has changed classification since the last report;
 - (d) the employees terminated or laid-off.
- 8.02 When offering a person employment in the bargaining unit, the Employer shall inform the prospective employee of all the terms of Article 5 (Union Security).
- 8.03 At the time an employee commences her employment, the Employer shall inform her of the name of the Union Representative at her work place.
- 8.04 The Employer and the Union shall share the cost of printing sufficient copies of this Collective Agreement. The Collective Agreement shall be printed in the Yukon Territory, at a unionized facility if available.
- 8.05 If a letter of understanding is signed by the parties interpreting or modifying this Agreement, a copy shall be provided to each employee. The cost of copying shall be in accordance with Article 8.04.

ARTICLE 9 - BULLETIN BOARD SPACE

- 9.01 The Employer shall provide a bulletin board in the staff room of Diamond Tooth Gertie's and the Palace Grand Theatre if approved by Parks Canada, for the use of the Union for posting notices pertaining to elections, appointments, meeting dates, news items, and social/recreational affairs.
- 9.02 Any material posted on the Union bulletin boards must be authorized by the Union.

ARTICLE 10 - JOB SECURITY

- 10.01 No employee shall lose her employment or during a Season suffer a reduction in straight time hours due to contracting out of bargaining unit work.
- 10.02 Persons whose jobs are not in the bargaining unit shall not work on any bargaining unit jobs except:
- a) where other staff is unavailable
 - b) in an emergency
 - c) to cover bargaining unit employees on breaks
 - d) where there is an existing practise
- 10.03 No employee shall be required or permitted to make a written or verbal agreement which conflicts with the terms of this Agreement.

ARTICLE 11 - NO DISCRIMINATION

11.01 All employees, and the Employer are entitled to work in an environment free from discrimination on the basis of their:

- (a) ancestry, including colour and race,
- (b) national origin,
- (c) ethnic or linguistic background or origin,
- (d) religion or creed, or religious belief, religious association, or religious activity,
- (e) age,
- (f) sex, including pregnancy, and pregnancy related conditions,
- (g) sexual orientation,
- (h) physical or mental disability,
- (i) criminal charges or criminal record,
- (j) political belief, political association, or political activity,
- (k) marital or family status,
- (l) union activity or membership,
- (m) actual or presumed association with other individuals or groups whose identity or membership is determined by any of the grounds listed above.

11.02 It is discrimination to treat an employee or the Employer unfavourably because of one of the grounds set out above, unless there is reasonable cause to do so.

11.03 The Employer accepts that it has a primary responsibility to prevent and to stop discrimination on the basis of the grounds set out in Clause 11.01 in the workplace. However, each of the Union, the Employer and the employees recognize that it is their responsibility not to behave in a discriminatory manner toward fellow employees, customers of the Employer or the Employer.

11.04 Disciplinary measures or grievances arising from discriminatory conduct will be handled as quickly and as confidentially as possible. Any level of the grievance procedure may be waived by the employee or the person hearing the grievance subject to the complaint.

11.05 Special programs and employment equity programs designed to prevent or reduce disadvantage resulting from systemic discrimination are permitted. Before implementing any **such** program, the Employer will consult with the **Yukon** Human Rights Commission and the Union.

ARTICLE 12 - WORKPLACE HARASSMENT

12.01 All employees, and the Employer, are entitled to work in an environment free of workplace harassment.

- 12.02 The Employer, the employees and the Union shall not engage in workplace harassment in their dealings with each other.
- 12.03 It is the Employer's responsibility to prevent and stop workplace harassment.
- 12.04 Disciplinary measures or grievances arising from workplace harassment will be handled as quickly and confidentially as possible. Any level of the grievance procedure may be waived by the employee if the person hearing the grievance is the subject of the complaint.

ARTICLE 13 - POSITIONS

- 13.01 Employees shall be either Full-time or Part-time.

ARTICLE 14 - CLASSIFICATION AND RECLASSIFICATION

- 14.01 The Employer will give the Union thirty (30) calendar days notice of its intention to eliminate an existing classification as set out in schedule A.
- 14.02 When the Employer creates a new classification, it shall promptly notify the **Union**, and shall set a rate for the position. If the Union disagrees with the rate set by the Employer, it shall discuss the matter with the Employer, and failing an agreement, may refer the matter directly to arbitration.

ARTICLE 15 - STATEMENT OF DUTIES

- 15.01 The Employer shall develop and maintain written job descriptions for each position, and shall provide copies **of** those job descriptions to employees upon hiring, and after any change in the job description or an employee's classification. Where the Employer changes the duties of a classification, it shall promptly notify the Union of the change.
- 15.02 The fact that the job duties are set out in a job description does not mean or imply that those job duties may not be **changed**.

ARTICLE 16 - OVERTIME

- 16.01 Overtime pay shall consist of a rate of pay one and one-half times an employee's regular **pay**.
- 16.02 An employee shall receive overtime pay if the Employer requires or permits an employee to work in excess **of**

- (a) eight (8) hours in a shift, or
 - (b) forty (40) hours in a week, but excluding from this calculation hours worked in excess of eight (8) hours in a day.
- 16.03 (a) The Union and the Employer agree to allow for hours to be averaged over periods of two consecutive weeks for cashiers in the banking area of the Diamond Tooth Gertie's Casino.
- (b) The parties shall jointly apply to the Director of Employment Standards for an exemption from the provisions of Section 8 of the *Employment Standards Act*. If an exemption is granted, overtime shall only be paid for hours worked in excess of eighty (80) in two consecutive weeks in the area set out in the banking area.

ARTICLE 17 - TRANSPORTATION AND MEALS

- 17.01 Where an employee is requested by the Employer to use her personal vehicle for job-related purposes, the Employer will pay her mileage at the Yukon Territorial Government rate.
- 17.02 No employee shall be required, as a condition of employment, to own a vehicle or have access to one.
- 17.03 Where an employee is required to travel for work-related purposes, the Employer will pay her a meal and incidental allowance at the Yukon Territorial Government rate.
- 17.04 (a) Employees scheduled for work in excess of eight (8) hours in a shift or who work in excess of eight (8) hours in a shift, shall be provided with a ten (\$10) dollar food credit to be utilized during, immediately before, or immediately following the shift.
- (b) Food credits may not be used for alcoholic beverages, or be carried over to another shift. Employees scheduled for greater than eight (8) hours in a shift who voluntarily leave prior to completing eight (8) hours in a shift will not receive a food credit and if she has already utilized it, it shall be deducted from her next pay cheque.

ARTICLE 18 - PAY ADMINISTRATION

- 18.01 The wage schedule covering all employees occupying positions covered by this Collective Agreement shall be set out in Schedule "A" and shall form part of this Agreement.

- 18.02 The Employer shall either pay wages bi-weekly in accordance with Schedule "A" on every other Wednesday, or shall pay wages bi-weekly by payroll deposit. The Employer may hold back not more than five (5) days' pay.
- 18.03 Each employee who works in a month shall receive once in each month:
- (a) a statement in writing setting out the period for which the payment of wages was made;
 - (b) the number of hours for which payment is made;
 - (c) the rate of wages;
 - (d) details of the deductions made for the wages; and
 - (e) the actual **sum** being received by the employee.

ARTICLE 19 - END OF SEASON BONUS

- 19.01 All employees who have worked a minimum of 50 hours and had continuous employment to the end of the Season shall receive **an** End of Season bonus.
- 19.02 Effective the date of ratification, the End of Season bonus shall be paid based on the following formula **during** the term of this collective agreement. The number of hours worked rounded to the nearest multiple of 50 to maximum of \$400.00.
- 19.03 In the event the number of hours **is** equally between a multiple of 50, the rounding will be upward.
- 19.04 **An** employee who voluntarily leaves before the end of the Season will not receive the End of Season **Bonus**.
- 19.05 Employees absent for medical or compassionate reasons shall be eligible for the End of Season Bonus. The Employer shall make its determination whether to give approval on a fair **and** reasonable basis.

ARTICLE 20 - GENERAL HOLIDAYS

- 20.01 The following days are general holidays:
- (a) New Year's Day
 - (b) Good Friday
 - (c) Victoria Day
 - (d) Canada Day
 - (f) Labour Day
 - (g) Thanksgiving Day
 - (h) Remembrance Day
 - (i) Christmas Day

(e) Discovery Day

20.02 An employee who works on a general holiday shall be paid:

- (a) pay at the overtime rate for all hours she works on that day; and
- (b) her daily wages for the day based upon the average of her daily wages exclusive of overtime, for the week in which such general holiday occurs.

20.03 An employee who does not work on a general holiday shall receive ten (10%) percent of the employee's wages excluding vacation pay and overtime for the hours worked in the two (2) week period immediately preceding the week in which the general holiday falls.

20.04 Article 20.02 and 20.03 do not apply to **an** employee where:

- (a) a general holiday occurs during the **first thirty** (30) calendar days of an employee's employment.
- (b) where the employee was scheduled to work on the general holiday and did not report for work; or
- (c) where, without the consent of the Employer, the employee has not reported for work on either her last scheduled working day preceding or her first regular working day following the general holiday.

ARTICLE 21 - LAYOFF AND RECALL

21.01 Subject to the Early Departure List, employees shall be laid off based on the Employer's requirements and the employee's **seniority**.

21.02 (a) In the event that the employee has not applied on the Early Departure List, and the Employer decides to layoff that employee prior to the end of the Season, the Employer shall give the employee seven (7) calendar day's notice in writing or shall give the employee one week's pay based on her average weekly pay during the season.

(b) This clause shall not apply to layoff at the end of the Season or in the seven days prior to the end of the Season.

Recall

- 21.03 An employee shall advise the Employer by registered letter, or by fax, or in person at the Klondike Visitor's Association offices in Dawson City prior to the 31st day of January before a Season whether she will be available for employment during the upcoming season.
- 21.04 (a) The Notice from the employee shall set out the following:
- (i) Name
 - (ii) Address and telephone number at which the employee can be reached during the period March 1 to May 1
 - (iii) Fax contact number (if available)
 - (iv) Social Insurance Number
 - (v) Position last held in the previous season
 - (vi) Positions for which the employee is qualified
 - (vii) That nothing has occurred to effect her bondability and she has not been charged or convicted of **an** offence relevant to her employment.
- 21.05 (a) An employee who fails to notify the Employer prior to February 1 shall be deemed conclusively to have quit.
- (b) An employee who advises the Employer that she will not be available for work during the Season shall be deemed to have quit, unless she obtains the permission of the Employer for a leave of absence, or is otherwise eligible for a leave of absence pursuant to this collective agreement.
- 21.06 Employees shall be recalled at the beginning of a Season in accordance with her seniority unless otherwise agreed by the Employer and employee. Not earlier than March 1 and not later than March 31 in any year, the Employer shall notify the employee by fax (if a fax has been provided), or by double registered mail that she is being recalled to the position she occupied the previous season. The notice shall contain the rate of pay for the position and a place for acceptance.
- 21.07 (a) Employees shall indicate acceptance of recall not later than fourteen (14) calendar days after receipt of the notice. Notices sent by double registered mail shall be deemed to be received four **(4)** business days after mailing. Faxes are deemed to be received on the next business day.

- (b) An employee who fails to accept the recall within the time limit shall be conclusively deemed to have quit. An employee who accepts the recall within the time limit shall carry over any accumulated seniority from the previous Season.
 - (c) An employee who has indicated her availability for employment and who is not recalled shall be considered to be on a permanent layoff.
- 21.08 No new employees shall be hired by the Employer for positions in the bargaining unit until employees who are on permanent layoff who have indicated their desire to be recalled **as** set out in this Article have been recalled.
- 21.09 Subject only to this Collective Agreement, the Employer retains full managerial rights to hire and recall employees.
- 21.10 An employee who has completed her probation shall be eligible for recall for the following Season if she receives **an** overall rating of satisfactory good or excellent on her performance evaluation conducted pursuant to Article 24.
- 21.11 A permanent layoff means the termination of employee due to lack of work or the discontinuance of a function.
- 21.12 When it becomes necessary to layoff an employee on a permanent basis, the procedure outlined in clauses 21.01 and 21.02 will be followed excluding the Early Departure List and providing a notice or pay in lieu as specified in Article 21.02.
- 21.13 An employee subject to layoff as per clause 21.02 may displace an employee with less seniority within a former classification provided she is qualified to perform the duties of the position or would be qualified within a reasonable period of time.
- 21.14 An employee who is permanently laid off shall remain an employee for one year and shall be recalled to service if a position becomes vacant for which **she** is qualified.

ARTICLE 22 - PROBATIONARY EMPLOYEES

- 22.01 A new employee shall serve a probationary period of sixty (60) working days.
- 22.02 Unless otherwise expressly stated, a probationary employee is entitled to all the rights and benefits of **this** Agreement, including access to the grievance procedure.
- 22.03 The purpose of **the** probationary periods is to allow the Employer to assess whether the employee is able to meet the standards reasonably required by the Employer. The Employer agrees to give reasonably necessary instruction to the employee during the probationary period.

- 22.04 After the successful completion of the probationary period, the employee shall be so informed in writing.
- 22.05 Seniority shall not accrue during the probationary period, but upon successful completion of the probationary period, seniority shall be effective retroactive to the date of hire.
- 22.06 The probationary period may be extended for an additional period of up to sixty (60) days on terms agreed upon between the employee and the Employer provided those terms are not inconsistent with this Collective Agreement.
- 22.07 A probationary employee who is terminated shall not be entitled to severance pay or to notice.

ARTICLE 23 - SENIORITY

- 23.01 Seniority is defined as the number of hours of continuous service with the Employer in any position(s) in the bargaining unit.
- 23.02 Seniority terminates when an employee is:
 - (a) dismissed for cause;
 - (b) laid off for a period in excess of twelve (12) calendar months;
 - (c) quits;
 - (d) is on a medical leave of absence for a period in excess of twelve (12) calendar months unless otherwise agreed by the parties;
 - (e) is absent without leave for four **(4)** working days or more during the Season without reasonable cause; and
 - (f) fails to arrive in Dawson City for the employee's first shift in the Season without reasonable cause.
- 23.03 An employee who quits shall obtain one-half of her previously accrued seniority if she is hired back into the bargaining unit within two (2) years following the date she quit. This provision does not apply to an employee who quits before the end of the Season unless it is otherwise mutually agreed between the Employer and the employee.
- 23.04 **A** seniority list of employees, for the purpose of this Agreement, shall include all employees in the bargaining unit as of September 14, 1994. It shall also include employees hired since that date. The seniority of employees in the bargaining unit as of the date of signing this Agreement is attached as Schedule "B".

ARTICLE 24 - JOB PERFORMANCE EVALUATION

24.01 Once per year, in the month preceding the employee's layoff at the end of the Season, the Employer will conduct a performance evaluation of the employee.

24.02 The Employer will evaluate the employee on the basis of:

- (a) job understanding,
- (b) job performance,
- (c) job productivity,
- (d) dependability,
- (e) cooperation,
- (f) overall rating.

In evaluating the employee, the Employer will assess the factors as defined in Schedule "C".

24.03 The employee performance evaluation shall allow the employee to state her comments regarding the evaluation **and** any training needs.

24.04 The Employer will discuss the draft results of the performance evaluation with the employee before finalizing it. In doing so, the Employer will point out the employee's strengths and weaknesses in each area of evaluation.

25.05 (a) **A** final copy of the employee's performance evaluation shall go on the employee's personnel file, signed by the employee indicating that she has seen it.

(b) The Employer will provide a copy of the performance evaluation to the employee.

(c) **An** employee who disagrees with her performance evaluation may grieve it.

(d) **An** employee who disagrees with her performance evaluation may append an explanation to it on her personnel file.

24.06 The Employer will provide a copy **of** the performance evaluation to the employee upon request.

24.07 An employee who receives an overall assessment of unsatisfactory and who does not successfully grieve the performance evaluation prior to the commencement of the following Season shall not be eligible to work in subsequent Seasons. The parties agree to cooperate fully to have any grievance resolved (including mediation or arbitration) prior to the commencement of the next Season. The parties understand that, if this is not

possible, an arbitrator may reinstate an employee who successfully grieves anytime during the Season.

ARTICLE 25 - PROMOTIONS AND TRANSFERS

- 25.01 Where the Employer creates and wishes to fill a new position, or to fill a vacancy in an existing position, the Employer will post a notice of the position in the Employer's business office and on the bulletin board for not less than seven (7) calendar days prior to advertising the position to the general public.
- 25.02 Clause 25.01 applies to all positions of the Employer, whether in the bargaining unit or not, except the position of General Manager.
- 25.03 The notice shall specify the nature of the position, the minimum qualifications, the desired qualifications, the hours of work, period of employment during the Season and for bargaining unit positions, the wage rate.
- 25.04 The Employer agrees to fill positions within the bargaining unit from employees in the bargaining unit, if such employees apply, provided that the applicants have the requisite skill, ability and qualifications for the position. This clause does not apply to non-bargaining unit positions.
- 25.05 The Employer is entitled to choose the applicant with the greatest skill, ability and qualifications for the position from internal bargaining unit applicants who apply.
- 25.06 Seniority shall be the governing factor where two or more employees apply for a position within the bargaining unit and their skills, abilities and qualifications are relatively equal.
- 25.07 Where no applicant is qualified for the position, and there are no external applicants who are qualified, the Employer may promote or transfer an applicant who does not meet the requirements, but who may reasonably be expected to obtain the necessary qualifications prior to assuming the position, within a reasonable time thereafter.
- 25.08 Within seven (7) calendar days of an appointment under this Article, the Employer will send the name of the successful applicant to each internal bargaining unit applicant for the position and shall post it in the Employer's business office and on the bulletin board.
- 25.09 A member of the bargaining unit who is appointed to a position under this Article shall serve a trial period of sixty (60) working days beginning the first day of work in her new position. Until the end of the trial period, the employee may request or the Employer may require that the employee return to the position she occupied prior to the appointment without loss of benefits or seniority. Any other employee promoted or transferred because of the initial appointment shall also be returned to her former position.

- 25.10 A member of the bargaining unit who accepts a term position shall be returned to the position she occupied prior to taking the term position, unless the Season has ended. In the event the Season has ended, she shall be eligible to return to the position she occupied prior to taking the term position at the beginning of the next Season.

ARTICLE 26 - ACTING ASSIGNMENTS

- 26.01 An acting assignment means the assignment of an employee to a position on a temporary basis while the Employer is trying to fill the position. To be acting in a position, it is not necessary that the employee perform all the duties of that position; it is sufficient if she substantially performs the duties of the position.
- 26.02 The Employer will try to fill vacancies as quickly as possible, so that acting assignments are kept to a **minimum**.
- 26.03 An employee who is acting in a position for more than four **(4)** shifts in a row shall receive the salary for that position if it is higher than her current salary retroactive to the first shift.
- 26.04 An employee acting outside the bargaining unit who is fulfilling the acting assignment is entitled to all benefits of a bargaining unit member under this Agreement, including overtime pay.

ARTICLE 27 - STAFF TRAINING AND DEVELOPMENT

- 27.01 The Employer recognizes its responsibility to encourage development of staff skills, ability and qualifications,
- 27.02 The Employer will provide on-the-job training and related staff development opportunities as it considers necessary. Notices of relevant training opportunities will be posted on the bulletin board.
- 27.03 The Labour-Management Relations Committee shall discuss and make recommendations with regard to expenditures on staff training and development,
- 27.04 In making decisions concerning staff training and development, the Committee shall take into account the following factors:
- (a) the current **and** future needs of the Employer's services
 - (b) the benefits to clients
 - (c) the professional development requests of individual employees
 - (d) the wishes of any employee affected, and
 - (e) fairness between all employees and the Employer.

- 27.05 The Committee may develop guidelines and procedures related to staff training and development, including designating specific training opportunities as essential for specific employees.
- 27.06 Attendance at any training opportunity designated as essential after the employee is hired shall be without cost to the employee, and with pay.
- 27.07 Attendance at other training opportunities not designated as essential, shall be on such terms as are determined by the Labour-Management Relations Committee.

ARTICLE 28 - DISCIPLINE

- 28.01 A disciplinary infraction includes **an** act or conduct on the part of an employee which amounts to a breach of this Agreement or a breach of the Employer's policies in the workplace.
- 28.02 Disciplinary action means action taken by the Employer to stop or deter a disciplinary infraction, including:
- (a) a notation on the employee's personnel file
 - (b) a written warning
 - (c) specific written expectations which the employee is required to meet
 - (d) a written reprimand
 - (e) a suspension with or without pay
 - (f) a demotion, or
 - (g) a dismissal.
- 28.03 A verbal warning or suggestion for improvement does not constitute disciplinary action.
- 28.04 The Employer will take disciplinary action only where there is just cause, upon being satisfied on reasonable grounds that the employee has committed the disciplinary infraction.
- 28.05 Before beginning an investigation into a disciplinary infraction, the Employer will inform the employee of the intention to conduct an investigation where reasonable to do so.
- 28.06 Before an employee is disciplined, the Employer shall provide her with **an** opportunity to present her version of the facts to the Employer alone or **if** she requests, with a Union representative present.
- 28.07 **If** any disciplinary action is taken against an employee, the Employer will give the employee written notice of the specific disciplinary action taken, the reasons for it, and the effective date it commences.

- 28.08 A copy of any discipline shall be placed on an employee's personnel file and a copy sent to the Union.
- 28.09 Only disciplinary action documented on the employee's personnel file in accordance with this Article may be introduced as evidence at any hearing relating to disciplinary action, such as a grievance or arbitration.
- 28.10 No document, including any performance evaluation review, from the employee's personnel file may be introduced at a hearing related to disciplinary action if the employee was not aware of the document at the time of filing, or within a reasonable time thereafter.
- 28.11 The Employer will remove any notice of disciplinary action from the employee's personnel file once the employee has attained an eight (8) month working period without further disciplinary action having been taken against her.
- 28.12 An employee shall have access to her personnel file upon request and in the presence of an Employer representative, and may receive a copy of any document she wishes which relates to her.
- 28.13 If an employee consents in writing, the Union Representative may have the same rights as the employee in Clause 28.12.

ARTICLE 29 - GRIEVANCE PROCEDURE

- 29.01 The purpose of the grievance procedure is to resolve disputes that arise under this agreement in a fair and expeditious manner.
- 29.02 The Union or ~~an~~ employee may file a grievance alleging a violation of this Agreement. Only an employee may file a grievance relating to her discipline or discharge.
- 29.03 A grievance is filed when delivered in writing to the Employer by the Union or to the Union by the Employer. No particular form is necessary as long as the document indicates it is a grievance under this Article, or in some manner indicates it is a formal grievance.
- 29.04 The Manager is authorized to receive grievances on behalf of the Employer. She shall provide a receipt to the person delivering the grievance stating the date it was received.
- 29.05 Unless otherwise provided for in this Agreement, a grievance shall be filed within fourteen (14) calendar days after the cause of the grievance arose, unless the grievor is not at work during that period, in which **case** the time is extended to seven (7) calendar days after she **returns** to work. A grievance not filed in this time period either by the

Union or the employee shall be conclusively deemed to be abandoned and no further action shall be taken on it by any party.

29.06 Unless otherwise provided in this agreement, the steps of the grievance procedure shall be as follows:

- (i) The employee or the Union Representative shall discuss the grievance with the employee's Manager, or the Operations Manager, as is appropriate;
- (ii) if a satisfactory resolution is not achieved at this level, the employee or Union may file a written grievance within the time limits set out herein with the relevant Manager, or the relevant Union representative as the case may be;
- (iii) the Union representative, the General Manager or her designate and the employee shall meet not more than ten (10) calendar days after the filing of the grievance;
- (iv) if a satisfactory resolution is not achieved at this level, either party may refer the matter to arbitration.
- (v) The parties may, if they agree, refer a matter to mediation prior to arbitration pursuant to Article 29.12.

29.07 The union may consult with the employer concerning any grievance at any level of the grievance procedure.

29.08 Any time limits in the grievance procedure may be extended by the mutual consent of the parties.

29.09 When a grievance is filed during the last three (3) weeks of the season it will commence at Clause 29.06(iii) in the grievance procedure if the Union or Employer so request.

29.10 The employer shall not intimidate or threaten an employee who files or wishes to file a grievance, **lawful** exercise of the employer's rights, obligations or options under this agreement is not a violation of this clause.

29.11 **A** decision made at any level of the grievance procedure is not binding on the parties unless it is in writing, signed by the decision-maker, and delivered to the parties either by hand or by double-registered mail.

29.12 (i) Either party may make a written request for mediation within ten (10) calendar days of receiving the decision of the General Manager at 29.06.

- (ii) The Union and the employer shall determine mutually acceptable terms for hiring a mediator, including time frames for conducting the mediation. If the parties fail to agree, either party may invoke the arbitration procedure.
- (iii) The parties to this agreement may establish a list of local Yukon mediators acceptable to them, which list may be established from time to time, or when the need for a mediator arises.
- (iv) The Employer and the Union shall each pay one half of any fees or expenses related to mediation.
- (v) The parties shall provide the mediator with a time frame. If settlement is not reached within the time frame, and the parties do not agree to an extension of the time frame, then the mediator shall withdraw and either party may invoke the arbitration provisions.

If at any time during the mediation procedure either party informs the mediator that it no longer wishes to participate in the process, then the mediation shall be terminated.

Mediation attempts are settlement discussions, and any offers or counter-offers made during mediation discussions shall not be used as evidence at a later arbitration hearing. This does not include statements of fact.

29.13 Reference to Arbitration

- (i) Either the Employer or the Union may request arbitration by letter to the other party within **thirty** (30) calendar days of the failure of the **mediation of thirty** (30) calendar days from the decision of the General Manager if mediation does not take place. *JKS*
- (ii) The Employer or the Union as the case may be, shall give the other party a receipt stating the date of receiving the request for arbitration.
- (iii) Either **party** to this Agreement may refer any grievance to a mutually agreed upon Arbitrator who shall have the power to determine whether any matter is arbitrable within the terms of this Agreement. If the parties fail to agree on an Arbitration *JKS* either **party** may request the Minister of Labour for Canada to make an appointment.
- (iv) In addition to any powers contained in this Agreement, the arbitrator has all the powers granted to arbitrators under Part 1 **of** the Canada Labour Code.

- (v) The arbitrator shall hear the grievance as soon as possible, and render a decision within thirty (30) calendar days of the conclusion of the hearing. The decision, once forwarded to the parties in accordance with clause 28.13, is final and binding on each party and any employee affected by it,
- (vi) The arbitrator may determine whether a grievance is arbitrable.
- (vii) The arbitrator may amend a grievance, modify penalties, or make a ruling concerning any procedural irregularity.
- (viii) Each party shall pay one half of the fees and expenses of the arbitrator

29.14 The Employer has the same right of access to the grievance procedure except that all grievances by the Employer shall commence by being in writing and being given to the Union Representative within the appropriate time limits. All other applicable provisions of this Article apply.

ARTICLE 30 - SAFETY AND HEALTH

- 30.01 To remove any uncertainty, it is agreed that the *Yukon Occupational Health and Safety Act* applies to this Collective Agreement. The Employer and the Union agree to the appointment of a Health and Safety Committee in compliance with the *Occupational Health and Safety Act*.
- 30.02 Where the Employer requires an employee to undergo a specific medical, hearing or vision examination by a designated qualified medical practitioner, the examination will be conducted at no expense to the employee. The employee shall, upon written request, obtain results of all specific medical, hearing or vision examinations conducted.
- 30.03 Employees who are required as part of their employment to attend First Aid and Safety training courses shall be granted time off with pay for such training. The Employer shall pay for such course fees and tuition. In the event that such training takes place outside of scheduled hours of work it shall be considered time worked.

ARTICLE 31 - VACATION PAY

- 31.01 (a) All employees shall receive four **(4%)** percent of regular salary in vacation pay;
- (b) Effective May 1, 1995, an employee who completes 2400 hours of employment with the Employer shall receive six **(6%)** percent of her regular salary in vacation pay.

- (c) Effective May 1, 1996, an employee who completes 3800 hours of employment with the Employer shall receive eight (8%) percent of her regular salary in vacation pay.

31.02 Vacation pay shall be included with the bi-weekly pay.

ARTICLE 32 - BEREAVEMENT LEAVE

32.01 In the event of the death or imminent death of a member of the employee's immediate family, the employee is entitled to and shall be granted upon her request, bereavement leave with pay for up to three (3) days.

32.02 Immediate family means a partner, parent, child, including a child to whom the employee stands in the place of parent, brother, sister, father-in-law, mother-in-law, grandparent, and any relative permanently residing in the employee's household in Dawson City or with whom the employee resides in Dawson City.

32.03 Bereavement leave may be taken by the employee at one or more of the following times, provided that it is understood and agreed that not more than three (3) days shall be paid for one occurrence of death,

- (a) during the period of imminent death;
- (b) immediately following the date of death;
- (c) within a period of thirteen (13) months from the date of death for the purpose of attending a religious or traditional ceremony or event related to the death.

32.04 In the case of employees who are not working full time, pay shall be on the same basis as pay for a general holiday. This benefit shall not be available to probationary employees who shall be entitled to equivalent leave without pay.

32.05 Subject to operational requirements, an employee may be granted additional bereavement leave without pay upon request.

ARTICLE 33 - CHILD FAMILY ILLNESS LEAVE

33.01 Where an employee is required to care for a sick child family member permanently residing in her home, the Employer shall grant leave with pay for up to three (3) working days per operating Season.

- 33.02 For the purposes of this Article, a sick child family member includes one who is ill or injured, or in quarantine, or who must travel for medical purposes or attend an appointment for medical reasons.
- 33.03 The Employer may, subject to operational requirements, grant an employee additional sick child family illness leave without pay.
- 33.04 Family illness leave does not accumulate from year to year.

ARTICLE 34 - COURT LEAVE

- 34.01 **An** employee shall not suffer a loss of pay if her absence from work is due to attending court in response to a summons as a juror provided that the attendance is required for not more than fourteen **(14)** calendar days.
- 34.02 Where **an** employee is required to attend court at the behest of the Employer in connection with her job duties, she shall have such time considered as time worked and the provisions of this Collective Agreement apply to that time.
- 34.03 **An** employee who is called as a witness by the Employer at **an** arbitration hearing shall have such time considered as time worked and all provisions of this Collective Agreement apply to her attendance.
- 34.04 **An** employee who collects pay under this Article shall pay to the Employer all witness fees or jury duty fees received.

ARTICLE 35 - MATERNITY LEAVE

- 35.01 Upon giving four weeks notice of her pregnancy and expected date of the baby's birth, an employee is entitled to a leave of absence without pay, provided the employee has completed not less than one season with the Employer.
- 35.02 Maternity leave shall be for a period of up to **(18)** weeks or such longer period as the Employer and the employee agree to and may be taken at any time during the period commencing 10 weeks preceding the probable date of birth of the child and ending **26** weeks after the birth of the child.

The employee shall notify the Employer of the number of weeks she wishes to take as maternity leave.

- 35.03 (a) The Employer may, with cause, at any time within the period of six weeks preceding the probable date of birth of the child, require the employee to commence maternity leave.

- (b) Where the duties of the employee cannot reasonably be performed because of her pregnancy, the Employer may at any time, with the consent of the Director of Employment Standards, require the employee to commence her maternity leave.
- 35.04 The employee must give two months notice that she intends to return to **work** at the agreed upon date. If she does not do so, her employment is deemed to terminate on the date on which she should have notified the Employer.
- 35.05 In the event that an employee on maternity leave decides not to return to work, she shall communicate this to the Employer at the earliest possible opportunity, and her employment shall terminate on that date.
- 35.06 An employee on maternity leave shall remain a member of the bargaining unit, but shall not accrue paid benefits or seniority.
- 35.07 Where a doctor's certificate is provided indicating that the employee requires a longer period of maternity leave for health reasons, or where the employee's newborn child is suffering serious medical problems, an extension of maternity leave may be granted by the Employer for up to ten (10) weeks.
- 35.08 Upon returning to work, the employee shall resume her previous position, or a comparable position. The Employer **will** make every reasonable effort to assign her to her previous position.
- 35.09 **An** employee who is not entitled to maternity leave for the reason that she has not given four weeks notice as required by clause 35.01 may be granted maternity leave by the Employer subject to operational requirements,

ARTICLE 36 - ADOPTION LEAVE

- 36.01 An employee who adopts a child and who has worked for at least one (1) operating Season with the Employer may, subject to giving two weeks notice to the Employer, be granted leave without pay for the same period of time as for a mother pursuant to Article 35, except that such leave shall not commence earlier than one week before the expected date of the child coming to live with her for the purpose of an adoption.
- 36.02 The employee shall furnish proof of the adoption.
- 36.03 An employee must give two months notice that she intends to return to work at the agreed upon date. If she does not do so, her employment is deemed to terminate on the date on which she should have notified the Employer.

- 36.04 In the event that an employee on adoption leave decides not to return to work, she shall notify the Employer at the earliest possible date and her employment shall be deemed to terminate on that date.
- 36.05 An employee on adoption leave shall remain a member of the bargaining unit, but shall not accrue benefits of seniority.
- 36.06 Where a doctor's certificate is provided, an extension of adoption leave may be granted by the Employer for up to ten (10) weeks, subject to operational requirements.
- 36.07 Upon returning to work, the employee shall resume her previous position, or a comparable position. The Employer will make every reasonable effort to assign her to her previous position.
- 36.08 An employee who is not entitled to adoption leave for the reason that she did not give two (2) weeks notice as required by clause 36.01 may be granted adoption leave by the Employer subject to operational requirements.

ARTICLE 37 - PARTNER SUPPORT LEAVE

- 37.01 Where an employee's partner gives birth to a child or adopts a child, the employee shall receive one (1) day's leave with pay to attend the birth or to attend to the bringing of the child to its adoptive home.

ARTICLE 38 - LEAVE OF ABSENCE

- 38.01 Employees are eligible for leave without pay for a Season where they have completed four (4) continuous Seasons of employment.
- 38.02 Employees on leave without pay shall remain members of the bargaining unit, Employees shall not accrue seniority during a leave of absence.
- 38.03 Employees on a leave of absence under this Article shall confirm in writing not later than February 1st that they wish to work in the next Season. If they fail to do so without just cause they shall be deemed to have quit.
- 38.04 The letter shall either be hand delivered (and the employee shall obtain a receipt) or be mailed double registered in which case it shall be deemed to be delivered three (3) working days after mailing.
- 38.05 Upon returning from unpaid leave, the employee shall resume her previous position or a comparable position. The Employer will make every reasonable effort to assign her to her previous position.

- 38.06 The Employer shall inform employees of their obligations under this Article at the time of approving the leave of absence.

ARTICLE 39 - LABOUR - MANAGEMENT RELATIONS COMMITTEE

- 39.01 A Labour - Management Relations Committee shall be appointed consisting of an equal number of representatives, of at least two (2), from the Union and the Employer. The Committee shall meet on request of either party, and at least once per month during the operating season for the purpose of discussing all matters of mutual concern. The Committee shall have the power to make recommendations to the Union and to the Employer.
- 39.02 The Employer is responsible for preparing the agenda and ensuring that minutes are distributed as soon as possible. The parties will both sign the minutes of each meeting. Such minutes will then be posted for the information of all employees. Provision for typing of the minutes will be made by the Employer.
- 39.03 Where an employee who is a member of the Labour-Management Relations Committee is required to attend the Committee meeting during her regularly scheduled working hours, she shall be reimbursed for those hours. As much as reasonably practicable, meetings of the Committee shall be during regular operating hours.

ARTICLE 40 - NO STRIKES OR LOCKOUTS

- 40.01 The Employer agrees that it will not cause or direct any lockout of its employees during the term of this Agreement.
- 44.02 The Union agrees there will be no strike, work stoppage, or slow down during the term of this Agreement. The Union agrees that if any such action takes place, it will repudiate it forthwith and require the employees to return to work.
- 40.03 Employees covered by this Agreement shall have the right to refuse to cross a picket line. No employee shall be disciplined by the Employer for exercising the right guaranteed in **this** clause. **An** employee who is at work when a picket line goes up shall be deemed not to have crossed the picket line. Employees who refuse to cross a picket line shall not be paid for lost time.

ARTICLE 41 - MANAGEMENT RIGHTS

- 41.01 The Employer retains the right to manage all the affairs related to its business, except as specifically altered or restricted by this Collective Agreement. Without restricting the



generality of the foregoing, this includes the right to hire, fire, discipline, suspend, layoff, terminate positions, create new positions, organize and reorganize the workplace.

ARTICLE 42 - POST-RESIGNATION MEETING

42.01 **An** employee who resigns may request a meeting with the General Manager, or the Acting General Manager as the case may be to state the reasons for her resignation. If an employee requests such a meeting, the General Manager, or Acting General Manager, shall comply within ten (10) calendar days.

ARTICLE 43 - CIVIL LIABILITY

43.01 **An** employee will be insured by the Employer for professional liability for any legal action or proceeding brought against the employee, subject to:

- (a) the approval of the insurer; and
- (b) the terms and conditions specified in the professional liability insurance policy.

43.02 The employee shall immediately advise the Employer of any legal action brought against the employee or of any notification of a legal process in which the employee is involved.

ARTICLE 44 - DURATION, RENEWAL AND RETROACTIVITY

44.01 This Agreement shall be binding and remain in effect from May 1, 1995 to April 30, 1999.

44.02 Unless otherwise specified, all provisions of **this** Agreement take effect on May 1, 1995.

44.03 The provisions of this Agreement, including the provisions for processing of grievances under Article 29, shall remain in effect during the negotiations for its renewal and until a new Agreement becomes effective.

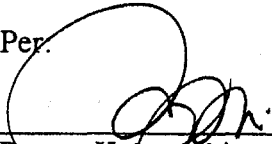
44.04 Within three (3) months preceding the termination of **this** Agreement, either party may by written notice require the other party to begin bargaining collectively with a view to the conclusion, renewal or revision of this Collective Agreement.


44.05 This Agreement may be amended by mutual consent.

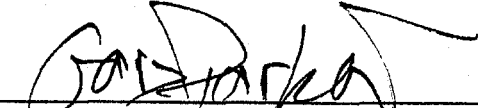
44.06 Where notice to commence collective bargaining has been given under Clause 45.04, the Employer shall not without consent by or on behalf of the employees affected, increase or decrease salaries or alter any other term or condition of employment of employees in the bargaining unit which was in force on the day on which the notice was given until a renewal or revision of the Agreement, or a new Collective Agreement, has been concluded.


SIGNED at the Town of Dawson City, in the Yukon, this 27 day of March, 1996.


KLONDIKE VISITOR'S ASSOCIATION PUBLIC SERVICE ALLIANCE OF CANADA


Per: 
Denny Kobayashi, General Manager

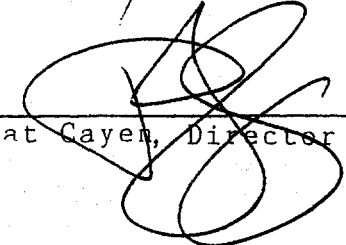
Per: 
Susan Giampetri, Executive Vice-President



Gary Parker, Operations Manager

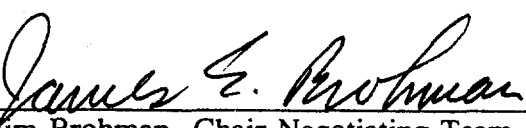

Wendy Cairns, Member


Peter Jenkins, Director


Lisa Hutton, Member


Pat Cayen, Director


Eric Stretch, Member


Jim Brohman, Chair Negotiating Team

LETTER OF UNDERSTANDING #1

Re: Leave of Absence for Elected Union President

Effective on the date of signing of this Agreement, the Employer agrees to authorize a leave of absence to one employee who is elected as President of the Yukon Employee's Union subject to the following conditions:

1. The authorized leave will be for the term of appointment designed by the Union to a maximum of three years.
2. Upon the expiry of the term of office, the employee will assume the duties of the position held by the employee prior to the leave of absence. If the employee is reelected for subsequent terms, she shall continue to be on leave. Upon completion of her term of office the employee will be guaranteed a position at the same level she held before her leave.
3. If the employee ceases to hold office, the employee will return to the position held by the employee prior to the leave of absence.
4. The Union agrees to provide the Employer with one month's written notice of the commencement and termination of this leave of absence.
5. Employees shall receive seniority during their term of office as elected union President. Such seniority shall be equivalent to that of their last operating season unless the parties agree otherwise.

Signed at the Town of the City of Dawson, in the Yukon Territory, this 27 day of March, 1996.

KLONDIKE VISITOR'S ASSOCIATION **PUBLIC SERVICE ALLIANCE OF CANADA**

Per:



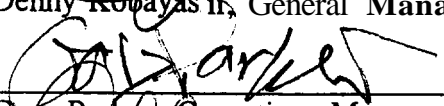
Denny Kowayak II, General Manager

Per:

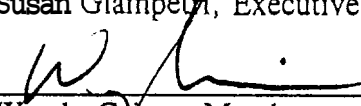


Susan Giampetti, Executive Vice-President

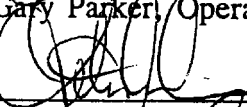
Gary Parker, Operations Manager



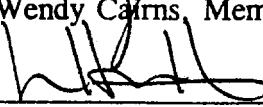
Wendy Cairns, Member



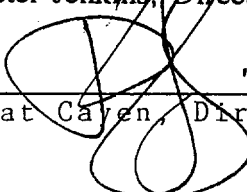
Peter Jenkins, Director



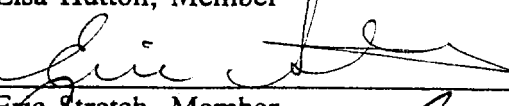
Lisa Hutton, Member



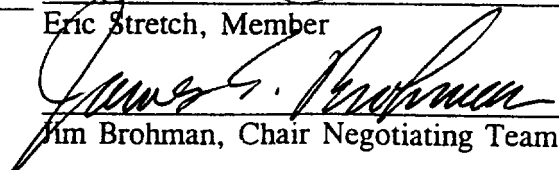
Pat Cayen, Director



Eric Stretch, Member



Jim Brohman, Chair Negotiating Team



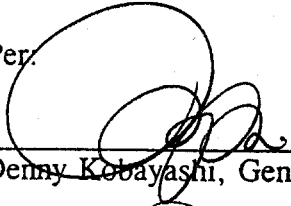
LETTER OF UNDERSTANDING #2

The Employer/(Board) agrees to appoint an employee elected by the members of the bargaining unit as an advisor to the Board under Article 7(c) of the KVA Constitution.

Signed at the Town of the **City** of Dawson, in the Yukon Territory, this 27 day of March, 1996.

KLONDIKE VISITOR'S ASSOCIATION PUBLIC SERVICE ALLIANCE OF CANADA

Per:

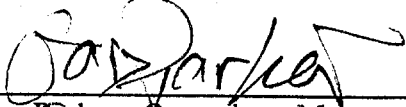


Denny Kobayashi, General Manager

Per:



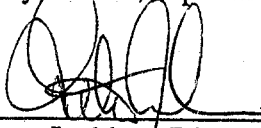
Susan Giampetri, Executive Vice-President



Gary Parker, Operations Manager



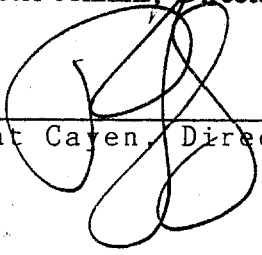
Wendy Cairns, Member



Peter Jenkins, Director



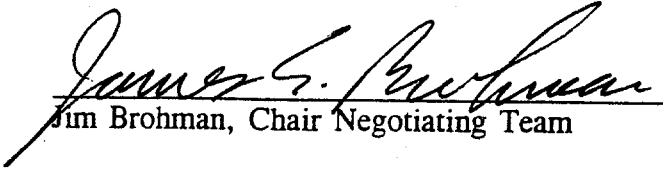
Lisa Hutton, Member



Pat Caren, Director



Eric Stretch, Member



Jim Brohman, Chair Negotiating Team

**LETTER OF UNDERSTANDING #3
EXISTING PRACTICES**

The parties agree that subject to majority approval of the Labour Management Relations Committee, or unless required by appropriate regulatory authorities, the practice in place on the date of certification (September 14, 1994) will not be altered during the term of this Agreement:

- (i) Community Event Casinos
- (ii) Tips
- (iii) Home Early List
- (iv) Shift Exchanges
- (v) Staff Drinks
- (vi) Complimentary Pop, Coffee and Juice
- (vii) Staff Betting Rules
- (viii) Shift Breaks

Signed at the Town of the City of Dawson, in the Yukon Territory, this 27 day of March, 1996.

KLONDIKE VISITOR'S ASSOCIATION PUBLIC SERVICE ALLIANCE OF CANADA

Per:

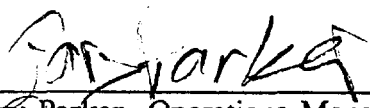

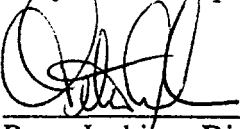



Denny Kobayashi, General Manager

Per:



Susan Giampetri, Executive Vice-president


Gary Parker, Operations Manager
Wendy Cairns, Member
Peter Jenkins, Director
Lisa Hutton, Member
Pat Caven, Director
Eric Stretch, Member
Jim Brohman, Chair Negotiating Team

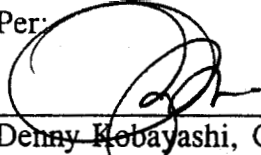
LETTER OF UNDERSTANDING #4


Re: Early Season Departure

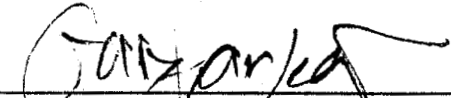
The employer will establish the early Season Departure list by the end of July each operating Season.


Signed at the Town of the City of Dawson, in the Yukon Territory, this 27 day of March, 1996.

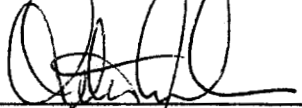
KLONDIKE VISITOR'S ASSOCIATION **PUBLIC SERVICE ALLIANCE OF CANADA**

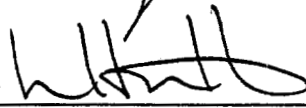
Per: 
Denny Kobayashi, General Manager

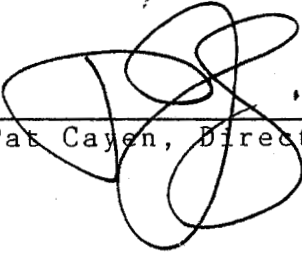
Per: 
Susan Giampetri, Executive Vice-President



Gary Parker, Operations Manager

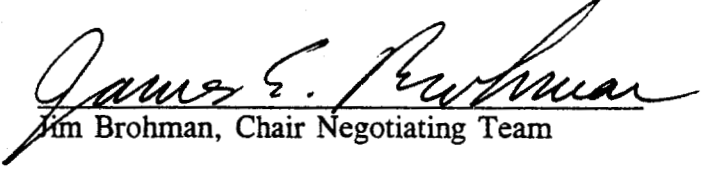

Wendy Cairns, Member


Peter Jenkins, Director


Lisa Hutton, Member


Pat Cayen, Director


Eric Stretch, Member


Jim Brohman, Chair Negotiating Team

APPENDIX "A"
PAY GRID

	EFFECTIVE MAY 1/95 (+ 4.5%)	EFFECTIVE MAY 1/96 (+ 3.0%)	EFFECTIVE MAY 1/97 (+ 3.0%)	EFFECTIVE MAY 1/98 (5.0%)
1. DEALER				
- Probation	8.46	8.71	8.97	9.42
- Level 1	8.62	8.88	9.15	9.61
- Level 2	9.41	9.69	9.98	10.48
- Level 3	9.67	9.96	10.26	10.77
- Level 4	10.19	10.50	10.82	11.36
- Level 5	10.71	11.03	11.36	11.93
Pkr/Rwh premium (training)	.20			
Pkr/Rwh premium (final)	.40			
2. BAR				
- Bartender	10.45	10.76	11.08	11.63
- Server (probation)	8.36	8.61	8.87	9.31
- Server (level 1)	8.88	9.15	9.42	9.89
- Server (level 2)	9.41	9.69	9.98	10.48
3. BANK				
- Probation	11.50	11.85	12.21	12.82
- Level 1	12.02	12.38	12.75	13.39
- Level 2	12.80	13.18	13.58	14.26
- Level 3	13.59	14.00	14.42	15.14
- Level 4	14.63	15.07	15.52	16.30
- Level 5	15.15	15.60	16.07	16.87
4. MAINTENANCE ASSISTANT				
- Probation	11.50	11.85	12.21	12.82
- Level 1	12.54	12.92	13.31	13.98
5. DOOR/SECURITY				
- Probation	11.29	11.63	11.98	12.58
- Level 1	11.50	11.85	12.21	12.82
- Level 2	12.02	12.38	12.75	13.39
6. USHERETTE				
- Probation	9.41	9.69	9.98	10.48
- Level 1	9.51	9.80	10.09	10.59
- Head Usherette	10.55	10.87	11.20	11.76
7. SLOTS				
- Probation	14.63	15.07	15.52	16.30
- Level 1	15.68	16.15	16.63	17.46
- Level 2	17.77	18.30	18.85	19.79

ATTACHMENT A

- A) Dealers, **Bank**, Door Security and **Bar** Servers shall advance from one level to the next after each Season provided the employee **has**:
 - a) worked not less than 200 hours in the prior season.
 - b) received a Performance Evaluation of satisfactory or better.
- B) **An** employee who **has** not worked 200 hours in the previous Season shall not advance until the hours in the prior Season and the present Season equal 200 hours.
- C) Employees shall only advance to Level 5 Dealer; Level 5 **Bank**; Level 2 Security/Door; Level 2 Slots, after receiving a Performance Evaluation of Good or Excellent on the prior years Performance Evaluation.
- D) Employees **will** only be eligible to advance to the top levels set out in Paragraph C after their 1995 Performance Evaluation. The advancement will **be** retroactive to May 1, 1995.

Schedule "B"

KVA Unionized Employee Seniority List as of Sept./95

	Current Department	Hire Date	Seniority
--	-----------------------	--------------	-----------

Shannon, A.	BANK	May 1984	8040
Stretch, E.	SLOTS	May 1991	6250
Dewald, S.	GAMES	May 1988	5280
Hutton, L.	GAMES	May 1988	3680
Brickner, K.	GAMES	May 1991	3200
Rose, J.	GAMES	May 1992	2800
Bliedung, H.	GAMES	May 1991	2750
Holmes, B.	GAMES	May 1990	2700
Bartholomeus, P.	GAMES	July 1990	2420
Hartley, B.	GAMES	May 1991	2400
Cairns, W.	GAMES	May 1988	2400
Iskra, L.	BANK	June 1992	2360
Shoup, P.	GAMES	June 1993	2190
Moore, D.	SECURITY	May 1993	2190
Duchnitski, M.	BAR	May 1993	2190
Caley, D.	SECURITY	May 1993	1920
Brickner, T.	BANK	May 1993	1920
Bright, S.	GAMES	May 1993	1890
MacPherson, K.	GAMES	May 1993	1800
Powter, T.	GAMES	May 1993	1590
Bilodeau, D.	GAMES	May 1994	1400
Faris, E.	USHERETTE	June 1992	1320
Dupont, M.	SECURITY	May 1994	1320
Rumsey, C.	GAMES	May 1993	1290
Drummond, C.	BANK	May 1994	1280
*B Uzal, C.	BAR	May 1991	1220
Cleland, L.	MAINTENANCE	May 1994	1220
Griffin, S.	GAMES	May 1994	1200
Brickner, R.	BAR	May 1994	1120
Braga, G.	GAMES	May 1994	1120
Ingrassia, C.	BAR	May 1994	1100
Langlois, G.	BANK	Aug 1994	1095
Kurth, S.	BAR	May 1993	1050
Campbell, D.	SECURITY	May 1994	1040
Hnetka, J.	USHERETTE	May 1993	960
Campbell, J.	GAMES	Aug. 1994	960
*B Wiebe, C.	BAR	May 1994	930
*B Mitropoulos, P.	GAMES	May 1992	915
MacLean, A.	GAMES	hug. 1994	885
Herman, T.	BANK	May 1995	770
Everitt, G.	SECURITY	May 1995	690
Leroy, P.	SECURITY	May 1995	650
*B Battersby, C.	GAMES	May 1993	640
Finley, J.	GAMES	May 1995	610
Russett, C.	BAR	May 1995	590
Russett, N.	BAR	May 1995	560
Popik, L.	BAR	May 1995	520
Seaborne, M.	SECURITY	June 1995	490
Henry, S.	GAMES	May 1995	490
Cliff, J.	GAMES	May 1995	490

Schedule "B" (con't)

KVA Unionized Employee Seniority List as of Sept./95

	Current Department	Hire Date	Seniority	
	Church, Y.	BAR	May 1995	490
	Massingham, K.	GAMES	May 1995	480
*B	Gunter, A.	GAMES	June 1993	465
	VanRumpt, T.	GAMES	May 1995	430
	Hopkins, M.	GAMES	May 1994	420
	Whetter, J.	SECURITY	July 1995	370
	Lorman, J.	GAMES	May 1995	370
	Davies, M.	SECURITY	May 1994	370
	O'Rourke, C.	USHERETTE	May 1994	360
*B	Kiernan, S.	BAR	May 1994	305
*B	Gagne, D.	BANK	May 1994	265
	Komaryk, A.	USHERETTE	May 1995	260
	Bowie, A.	USHERETTE	May 1995	240
	Terry, C.	USHERETTE	May 1995	230
	Morris, L.	GAMES	June 1995	210
	Kormendy, F.	USHERETTE	May 1995	210
*A	Nichol, K.	MAINTENANCE	May 1995	200
	Donnelly, K.	BANK	May 1995	170
*B	Hawken, K.	GAMES	June 1994	90
	Little, N.	BAR	July 1995	70
	Docken, C.	USHERETTE	May 1995	60
	Williams, S.	BAR	June 1995	20

*A Employee not returning in 1996 - seniority halved as per article 23.03 - employee must return prior to Sept.97

*B Employee did not return in 1995 - seniority halved as per article 23.03 - employee must return prior to Sept.96

EMPLOYEE PERFORMANCE EVALUATION

Name _____ Date _____

Dept. _____ Job Title _____

Check one: Annual New Employee Termination Other _____

Date of Last Review: _____ Date Employee Began Present Position: _____
 Next Scheduled Review: _____

See rating information (Part III) on reverse side of this form.	U	S	G	E	Comments
1. Job Understanding: Employee possesses a clear knowledge of the responsibilities and the task he or she must perform.					
2. Job Performance: The neatness, thoroughness and accuracy of employee's work.					
3. Job Productivity: The quality of the employee's work in terms of volume and accomplishments.					
4. Dependability: Can you rely upon this individual in terms of being on time and completion of tasks.					
5. Cooperation: The ability to work willingly with associates, subordinates, supervisors and others.					
6. Overall Rating					

7. General comments as to employee's strengths, weaknesses and action taken to improve job performance _____

Supervisor _____ Reviewing Officer _____

Date _____ Date _____

Has this report been discussed with employee? Yes
 No, if not why? _____

If yes, note employee's comments _____

Employee's Signature _____ Date Reviewed with Employee _____

Employee Performance Evaluation

Instructions

- I. **When Required:** Annual Review - to be conducted during employee's anniversary month.
- New Employee - to be reviewed within 30-60 days but no later than 6 months after hiring.
- Termination - A review will be prepared upon all terminated employees.
- Other - when an employee performs in an exceptional manner, or when performance falls below standard.
- II. **Who Will Prepare:** Employee's supervisor
- III. **Rating:**
- "E" 1. Excellent - Individual performs all tasks in an exceptional manner. Requires little or no supervision.
 - "G" 2. Good - Individual performs many tasks well, and all other tasks adequately. Requires little or no supervision.
 - "S" 3. Satisfactory - Individual performs all tasks satisfactorily. Requires normal supervision.
 - "U" 5. Unsatisfactory - Individual fails to perform many tasks, requires close and constant supervision.
- IV. **Overall Rating:** A summation, not necessarily the same as the individual's characteristics.
- V. **General Comments:** This is critical, you must, in your own words, sum **up** the individual's strengths, weaknesses, and steps to be taken to improve upon those weak areas as well as potential for increased responsibility and job promotion.
- VI. **Review:** By a person at least one level above the supervisor of the employee.
-
-

(SEE REVERSE SIDE)



LETTER OF UNDERSTANDING #1-98

1. The parties agree to the establishment of new classifications: Supervisor, Slots/Security, Box Office Clerk, Door/Host pursuant to Article 14 of the Collective Agreement for the 1998 season.
2. The parties agree to amend the Pay Grid in Appendix "A" as follows:

Add to Slots Classification Grid:

Supervisor Slots/Security

-Level 2 Slots plus an 8% supervisory increment:

$$\$19.79 \times \$1.08 = \$21.37$$

Add to Usherette Classification Grid:

Box Office Clerk

Probation \$10.48

Level 1 \$11.76

Add to Door/Security Classification Grid:

Door/Host

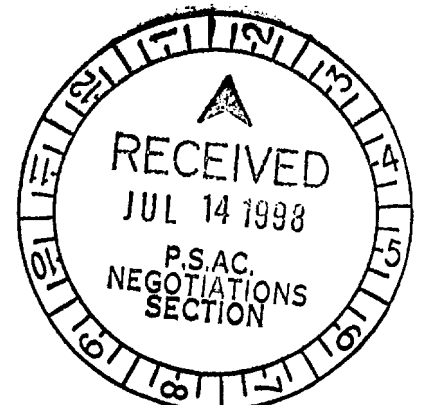
Probation \$12.58

Level 1 \$12.82

Level 2 \$13.39

3. Any member of the bargaining unit who fills the position of Supervisor Slots/Security will be returned to their previous position for the commencement of the 1999 season if this position is not continued.
4. All interim positions described above are bargaining unit positions covered by all the terms and conditions of the Collective Agreement.

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JUL 21 1998

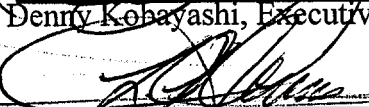


Signed at the Town of the City of Dawson, in the Yukon Territory, this 30th day of APRIL, 1998:

KLONDIKE VISITORS ASSOCIATION

Per:



Denny Kobayashi, Executive Director


Lambert Curzon, Chairman

PUBLIC SERVICE ALLIANCE OF CANADA

Per:


Jean Francois DesLauriers, Regional Executive Vice-president, P.S.A.C.


Lisa Hutton, President, Local Y018


Jim Brohman, PSAC Regional Representative

APR 30 1998
10:00 AM