

**Collective Agreement – P.S.A.C. Local Y023  
2013 - 2017**

**LETTER OF UNDERSTANDING #12**

Re: Certification Pay

BY AND BETWEEN: THE CITY OF WHITEHORSE

AND: PUBLIC SERVICE ALLIANCE OF CANADA, LOCAL Y023

The parties agree to the following adjustments to Schedule A for the following positions:

- Operator-in-Training, Water and Wastewater
- Operator 1, Water and Wastewater
- Operator 2, Water and Wastewater


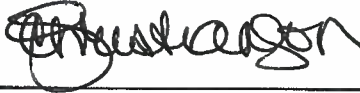
1. The above positions are eligible for certification pay as they gain certifications and experience above their current position description;
2. All employees in the above noted positions will be encouraged to proceed through to Level 3;
3. Certification pay is only paid on straight time hours;

Classification	Range	WD	WWC	WWT	Certification Pay per hour	Notes:
WWO – OIT	5	OIT	OIT	OIT	\$0.00	
		1	OIT	OIT	\$0.40*	To receive this Certification Pay per hour the certification must be in WD
		1	1	OIT	\$0.80*	Level 1 certification can be in either WWC or WWT to get this Certification Pay per Hour
WWO 1	6	1	1	1	\$0.00	Fully Certified Operator at this level
		2	1	1	\$1.50*	To receive this Certification Pay per hour the certification must be in WD
		2	2	1	\$3.00*	Level 2 certification can be in either WWC or WWT to get this Certification Pay per Hour
WWO 2	10	2	2	2	\$0.00	Fully Certified Operator at this level
		2	2	2	\$3.00*	Certification Pay per hour would be paid while the WWO 2 is gaining hours for level 3 certification. This is a retention payment for operators that we have invested time and money into training as Level 2 operators would be in high demand.
WWO 3	14	3	2	2		Fully Certified Operator at this level

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This agreement is subject to review every two years. Continuation of the certification pay proposal will require written agreement from both parties.

IN WITNESS WHEREOF the parties hereto have affixed their signatures by the officers designated in that behalf on January 21, 2015 and again on April 3, 2017 extending this LOU until the end of the current contract.

CITY OF WHITEHORSE	PSAC, Local Y023
	 for.
Linda Rapp, I/City Manager	Steve Geick, YEU President