



File: T0007-03

November 6, 2025

TO: ALL PSAC MEMBERS at Teegatha'Oh Zheh

RE: Ratification of a Tentative Agreement

The Bargaining Committee of the Union is pleased to report we had reached a tentative deal July 22, 2025. While the employer made a commitment back in July to a tentative agreement; it was subject to being able to secure longer term funding for the organization and for the staff as well. We look forward to reviewing this tentative agreement with you November 6 at 5 pm.

Where? 100-2285 2nd Ave, Whitehorse - Lucy Jackson Room - Union Office

When? 5.00 pm

If ratified, the tentative agreement will be in effect April 1, 2025, and will expire March 31, 2028.

Economic Items

A new health spending account of \$300 per employee has been added to the benefits article. This amount will be paid for by the employer and will not have any impact on your benefit premiums.

The team has agreed to wage improvements that combine lump sum market adjustments and general economic increases. The market adjustments of .25 cents per hour will be added in years one and two.

In year one, after the addition of the market adjustment the employer will apply an economic increase of 4%. In year two, after the addition of the market adjustment, the employer will apply an economic increase of 2%. In year three, there will be no lump sum adjustment, but a general economic increase of 2% will be applied.

The wage table can be found on page six and wages will be retroactive to April 1, 2025.

Other Improvements



A new introduction has been added to the agreement that recognizes Union and Employer responsibilities for reconciliation.

Improved bereavement leave provisions include an additional day for bereavement leave, from 4 days to 5. Additional leave of up to three days for the purposes of travel related to bereavement has also been agreed to.

A new article on learning, training and development, the introduction of a health care spending account paid for by the employer to supplement their benefit plan.

A number of editorial changes have also been agreed to which you will find starting on page seven. Please review the attached document carefully prior to casting your ballot.

Your bargaining team, comprised of:

Guillaume Descoteaux
Gail Luffman
Erna Post

Unanimously recommend acceptance of this tentative agreement.

In Solidarity,

Josée-Anne Spirito, REVP North

cc: Justin Lemphers, President, YEU
Aaron Manton, Regional Political Action and Communications Officer
North Negotiations Section
Dan Fisher, Director, Representation and Legal Services Branch
Francois Picard, Regional Coordinator, North
Barb Fayant, Regional Representative
Reine Zamat, Supervisor, Membership Administration
Megan Whitworth, Administrative Assistant, Membership Administration
ROB National Mobilization
Chantal Wilson, Member Information Officer
Louise Casselman, Social Justice Fund Officer
Laura Avalos, Social Justice Fund Advisor



NEW

This Collective Agreement has been negotiated on the lands that have been inhabited by First Nations people since time immemorial.

The Parties to this Collective Agreement recognize the ongoing consequences of settler colonialism, and the responsibilities they have to correct injustices imposed on Indigenous peoples, cultures and lands.

The Parties are committed to seek opportunities to partner and support Indigenous communities and peoples.

**Article 25
Bereavement Leave**

- 25.01 (a) An employee shall be entitled to up to ~~four (4)~~ **five (5)** days leave without loss of pay upon bereavement related to the death of an employee's family member, (and within 13 months of the death), or imminent bereavement and, within a period of twenty-four (24) months from the date of the death, for the purpose of attending a potlatch related to the death.

Bereavement leave days need not be taken consecutively provided the maximum of ~~four (4)~~ **five (5)** days is not exceeded in relation to this provision for the death of the same person.

- (b) **In addition, the employee may be granted up to three (3) working days leave with pay for the purpose of travel related to the death where distances so warrant.**
- (c) **If, during a period of scheduled vacation or compensatory leave, an employee is bereaved under this clause, the employee shall be granted bereavement leave with pay and the compensatory or vacation leave credits shall be restored accordingly.**



Article 46
Group Benefit Plan

Yukon Bonus

- 46.03 Regular full-time employees shall receive the Yukon Bonus of \$2,400 on the first anniversary of their employment and on each anniversary date thereafter. **The bonus shall be paid to the employee no later than two pay periods from the anniversary date.**

Health Care Spending Account

- 46.04 The Employer will establish and fund an annual supplementary Health Care Spending Account in the amount of three hundred dollars (\$300) per year for each employee enrolled in the group benefit plan. The HSA will be introduced 2025 and thereafter will be annually credited in January each subsequent year. The amount can be utilized on behalf of the employee or their dependents at the employee's discretion. Any unused annual allotments cannot be carried over.

NEW
Learning and Professional Development

- .01 The Employer and the Union recognize that professional development is of central importance to employees and Teegatha'Oh Zheh. The parties have shared interests and responsibilities in ensuring equitable access to training opportunities in order to maintain high quality professional services.
- .02 The parties agree to maximize opportunities for learning and Professional Development will remain a standing agenda item of the Labour Management Committee.
- .03 The Employer will make a reasonable effort to provide each full-time employee the opportunity to attend at least one learning opportunity per year for the purpose of development or enhancement of knowledge, skills, and abilities related to either the work performed or promotional or lateral opportunities.



- .04 Development refers to an activity which is likely to be of assistance to the individual in furthering their career development and to the organization in achieving its goals. The following activities shall be deemed to be a part of career development:**
- (a) An online or in person course or program given by the Employer;**
 - (b) a course or a program offered by a recognized academic institution or regulatory body;**
 - (c) a seminar, conference, project or session in a specialized field directly related to the employee's work or organizational objectives.**
- .05 The Employer will determine and communicate which offerings are mandatory (regulatory, safety, current job specific) versus optional (for career or professional development). The Employer will endeavour to provide employees with as much notice as possible in advance of mandatory training and will endeavour to ensure that mandatory training will be scheduled during working hours.**

Article 48
Duration

48.01 The term of this Agreement shall be from the April 1, 2025 to March 31, 2028.

LOU 1 Renew
LOU 2 Renew
LOU 3 Delete



Schedule A

Schedule A - Rates of Pay						
Pay Increments	Current	2025/2026 Market Adjustment (.25)	2025/2026 Economic increase (4%)	2026/2027 Market Adjustment (.25)	2026/2027 Economic increase (2%)	2027/2028 Economic increase (2%)
Program Assistant						
Level 1	\$29.55	\$29.80	\$30.99	\$31.24	\$31.87	\$32.50
Level 2	\$30.36	\$30.61	\$31.83	\$32.08	\$32.73	\$33.38
Level 3	\$31.17	\$31.42	\$32.68	\$32.93	\$33.59	\$34.26
Support Worker						
Level 1	\$27.01	\$27.26	\$28.35	\$28.60	\$29.17	\$29.76
Level 2	\$27.73	\$27.98	\$29.10	\$29.35	\$29.94	\$30.53
Level 3	\$28.51	\$28.76	\$29.91	\$30.16	\$30.76	\$31.38



Collective Agreement Edits:

Article 9 – Discrimination and Accommodation

Clause 9.03

Replace “with respected to” with respect to.

Clause 9.04:

...shall make reasonable efforts to find alternate employment within its employ for an employee who becomes unable to carry out their normal work functions as a result of a physical or mental disability, unless the accommodation would result in undue hardship to the Employer.

Article 12 – Union Representation at Hearings

Clause 12.01

Replace “employee who se presence” with employee whose presence.

Article 13 – Union Dues and Terminology

Replace all instances of “the Alliance” and “PSAC” with “the Union”, except where the legal entity name is specifically required.

Article 17 – Designated Paid Holidays

Clause 17.06

Renumber Clause 17.04 to Clause 17.05.

Clauses 17.09 and 17.10

An employee required to work on a designated paid holiday shall be compensated at a rate of one and one-half (1.5x) their regular hourly rate for all hours worked, **in addition to** their regular holiday pay. Alternatively, by mutual agreement, the employee may receive their regular pay and a paid day off in lieu.

Article 20 – Personal Leave

Replace all references to “sick leave” with personal leave to ensure consistency with the existing structure and intent of the article.

Article 27 – Workers’ Compensation

Issue: Outdated legislation and board references

Corrections:

- Replace “Workers’ Compensation Act” with “Workers’ Safety and Compensation Act (WSCA)”
- Replace all instances of “WCHSB” with “WSCB”

Applies to Clauses 27.01 through 27.05.



Article 29 – Scheduling and Hours of Work

Clause 29.08

Reference to “Clause 30.03” should be “Clause 29.03”.

Clause 29.14

Correction: Replace “one hundred and sixty (16)” with “one hundred and sixty (160)”.

Article 36 – Performance Reviews

Correction: Replace “in questions” with “in question”.

Article 39 – Workplace Safety

Clauses 39.05 and 39.06

Duplicate – delete 39.06

Article 42 – Occupational Health and Safety

Update - replace “Occupational Health and Safety Act” with “Workers’ Safety and Compensation Act (WSCA)” to reflect the current legislation.