

- Effective September 6, 2016 all current YCW incumbents will be transferred into the educational assistant employee group. Existing incumbents in YCW positions will be grandfathered in their current positions, if available. Their seniority date will be September 6, 2016.
- All incumbents will be deemed to meet the qualifications for a YCW and be grandfathered into the Educational Assistant II: sub-category Youth Care Worker position.
- YCW incumbents will be reviewed by the Human Resources Department relative to experience and be placed on the appropriate step of the Educational Assistant II hourly wage scale. The incumbents whose current hourly rate of pay exceeds the current educational assistant wage scale will have their hourly rate of pay red circled for salary purposes until the EA2 hourly rate of pay equals their current rate of pay.
- Except for temporary/term positions as specified in article 21.01, vacant YCW positions will be posted as permanent positions, but will be contingent on student enrolment and funding. If a position is eliminated, then the current layoff protocol under Article 19 of the collective agreement will be engaged.
- Postings will identify the required qualifications, specifically, Child and Youth Care Certificate. An equivalent combination of relevant education and experience may be considered.
- It is agreed between the parties that the provisions of this agreement will expire at the end of the current collective agreement, unless negotiated into a subsequent collective agreement by initiative of the Association. Failing a negotiated change, current practice with respect to YCW's will apply.
- Other than to enforce the terms of this agreement, the parties agree that this agreement is without prejudice and without precedent.