



COLLEGE
EMPLOYER
COUNCIL

CONSEIL DES
EMPLOYEURS
DES COLLÈGES

Academic Bargaining 2024

Non-Monetary College Proposal – M10

Article 15



Presented by:

The College Employer Council

(on behalf of the Colleges of Applied Arts and
Technology)

To:

The Ontario Public Service Employees Union
(for CAAT Academic Employees)

July 30, 2024

Article 15

VACATIONS

Amend 15.01 A

15.01 A A full-time employee who has completed ~~one full academic year's~~ **ten (10) months of** service with the College shall be entitled to a vacation of two months as scheduled by the College. A full-time employee may request and, with the approval of the College, may have a vacation that is scheduled in periods other than a contiguous two-month block.

A full-time employee who has completed less than ~~one full academic year's~~ **ten (10) ten months of** service with the College shall be entitled to a two month vacation period and **but** shall be paid ~~the remainder of the employee's prorated annual salary~~ **accrued vacation pay based on actual service at the time vacation is taken.**

The request of the employee shall be in writing and a copy provided to the Union Local President. Where the employee requests a vacation in other than a contiguous two month block, the employee shall be entitled to forty-three (43) weekdays of vacation not including any holidays as set out in Article 16.

The balance of Article 15 remains unchanged

This proposal is contingent upon our proposed changes in article 11.03 contained in CEC's M2 proposal.

The CEC reserves the right to add to or to modify these proposals during the course of bargaining.