

**TENTATIVELY AGREED**  
**ARTICLE XX – PUBLIC HOLIDAYS AND PUBLIC HOLIDAY PAY**

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

**XX.01** The Employer shall recognize public holidays as per the *Employment Standards Act, 2000, S.O. 2000, c. 41* (the "ESA"). As of the date of ratification, the ESA recognizes the following nine (9) public holidays:

New Year's Day  
Family Day  
Good Friday  
Victoria Day  
Canada Day  
Labour Day  
Thanksgiving Day  
Christmas Day  
Boxing Day

**XX.02 Public Holiday Pay (Not applicable to Community Advisors)**

If an Employee is not required to work on a public holiday, they will receive public holiday pay, if applicable, in accordance with the *Employment Standards Act*.

If an Employee is required to work on a public holiday, they will receive:

- (a) pay for the hours worked on that day at 1½ times their regular hourly rate; and
- (b) public holiday pay, if applicable, in accordance with the *Employment Standards Act*.

**XX.03 Work Assignments on Public Holidays (Not applicable to Community Advisors)**

- (a) The Employer will schedule work during Public Holidays as needed. An Employee must have approval in writing from their Supervisor prior to working on a Public Holiday.
- (b) The Employer will ask for an expression of interest from those who wish to work and will assign work as needed to meet operational needs based on seniority.
- (c) In instances where there is insufficient expression of interest, work will be assigned on a rotational basis.

**For the Union:**

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Mitchell Lupa  
President, CUPE Local 3906

Date

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Caleb Smolenaars  
Lead Steward, CUPE Local 3906

Date

**For the University:**

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Maggie Pooran  
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Date

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Chris Eley  
Acting Director, Housing & Conference Services & Chair, University Bargaining Team

Date