

**TENTATIVELY AGREED**  
**ARTICLE XX – VACATION**

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 All Employees shall be entitled to vacation time and vacation pay in accordance with the *Employment Standards Act, 2000*.

XX.02 Except for Community Advisors, Employees shall receive vacation pay as a percentage of earnings paid with each pay.

XX.03 Community Advisor Stipends are inclusive of statutory vacation pay.

**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