



# Academic Bargaining 2024

## Union responses to College Proposal – M10

### Article 15

Presented by:

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

To:

The College Employer Council  
(on behalf of the Colleges of Applied Arts and  
Technology)

**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.

**Union does not agree.**

**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 Union has already given our response to M2 and do not believe that the changes put forward by the CEC to Article 11.03 are necessary.

As such, we similarly argue that these changes are unnecessary.