

**Canadian Union of Public Employees Local 1975 (CUPE 1975) and
University of Saskatchewan Collective Bargaining
EMPLOYER PROPOSAL
September 14, 2018**

CURRENT LANGUAGE	EMPLOYER PROPOSAL
<p data-bbox="159 506 472 531">17.1 Rate of Accumulation</p> <p data-bbox="253 575 786 1136">For the purposes of vacation accumulation only, service is defined as all employment with the university. During the first five (5) years of service, an employee will accumulate fifteen (15) days vacation for every year of service. At the end of five (5) years of service, an employee will commence earning vacation leave at the rate of twenty (20) days per year. At the end of seventeen (17) years of service, an employee will commence earning vacation at the rate of twenty-five (25) days per year. At the end of twenty-three (23) years of service, an employee will commence earning vacation at the rate of thirty (30) days per year.</p> <p data-bbox="253 1180 699 1278">Full-time employees will accumulate vacation on an hours per month basis equivalent to the following:</p>	<p data-bbox="813 506 1127 531">17.1 Rate of Accumulation</p> <p data-bbox="907 575 1468 1100">For the purposes of vacation accumulation only, service is defined as all employment with the university. During the first five (5) years of service, an employee will accumulate fifteen (15) days vacation for every year of service. At the end of five (5) years of service, an employee will commence earning vacation leave at the rate of twenty (20) days per year. At the end of seventeen (17) fourteen (14) years of service, an employee will commence earning vacation at the rate of twenty-five (25) days per year. At the end of twenty-three (23) twenty-two (22) years of service, an employee will commence earning vacation at the rate of thirty (30) days per year.</p> <p data-bbox="907 1144 1468 1243">Full-time employees will accumulate vacation on an hours per month basis equivalent to the following:</p> <p data-bbox="907 1287 1468 1419">Full-time employees will accumulate vacation semi-monthly and accrual amounts will vary based on the hours worked within the pay period.</p> <p data-bbox="907 1463 1468 1528">Part-time employees will accumulate vacation on a pro-rate basis.</p>

Where regular Weekly Hours Are	Hours per Month Based On:				Where regular Weekly Hours Are	Hours per Month Based On:			
	15 days per year	20 days per year	25 days per year	30 days per year		15 days per year	20 days per year	25 days per year	30 days per year
35	8.75 hrs	11.67 hrs	14.58 hrs	17.50 hrs	35	8.75 hrs	11.67 hrs	14.58 hrs	17.50 hrs
38	9.50 hrs	12.67 hrs	15.83 hrs	19.00 hrs	38	9.50 hrs	12.67 hrs	15.83 hrs	19.00 hrs

Part-time employees will accumulate vacation on a pro-rate basis:

Where an employee commences employment on other than the first day of the month or terminates employment on other than the last day of the month, the employee's vacation accrual shall be pro-rated based upon the hours worked in the month.

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