

**Memorandum of Agreement #12**

**Between**

**Kawartha Pine Ridge District School Board**

**And**

**The Canadian Union of Public Employees and its Local 5555**

**Vacation pay for Employees who work less than twelve (12) months – Art. L16.08**

Whereas the Board and the Union are party to a collective agreement for the period September 1, 2014 to August 31, 2017;

And whereas Article 16.08 states: Vacation for entitlement for employees who work less than twelve (12) months will be paid on each pay according to the following schedule.

Note: Percentages will be adjusted for employees eligible for salary continuance during Christmas and Mid-Winter Recess Periods in accordance with art. L10.06 c).

Less than one (1) year of service as of July 1	4% of wages
After one (1) year of service as of July 1	4% of wages
After three (3) years of service as of July 1 (3 – 8 years)	6% of wages
After nine (9) years of service as of July 1 (9 – 15 years)	8% of wages
After sixteen (16) years of service as of July 1	10% of wages
+ 1 additional day per year or .4% per year thereafter until 21 yrs	
16 yrs            10%	
17 yrs            10.4%	
18 yrs            10.8%	
19 yrs            11.2%	
20 yrs            11.6%	
21 yrs            12%	

The Board and the Union agree that a set number of days, will be counted for salary continuance; three (3) days for the Christmas Recess Period and five (5) days for the Mid-Winter Recess Period, for a total of eight (8) days.

The vacation percentage as listed in the table above will be recalculated to reflect the eight (8) day salary continuance. The adjusted percentages are listed in the table below.

For employees with less than one (1) year seniority, salary continuance will be paid proportionate to their vacation earned.

**Clerical vacation - 10 month**

	Days vacation	260 days %	216 days	days of vac	less 8 shifts	Percent Added
1 yr	10	4%	0.830769	8.31	0.31	0.14%
3 yr	15	6.00%	0.830769	12.46	4.46	2.07%
9 yr	20	8.00%	0.830769	16.62	8.62	3.99%
16 yr	25	10.00%	0.830769	20.77	12.77	5.91%
17 yr	26	10.40%	0.830769	21.6	13.60	6.30%
18 yr	27	10.80%	0.830769	22.43	14.43	6.68%
19 yr	28	11.20%	0.830769	23.26	15.26	7.07%
20 yr	29	11.60%	0.830769	24.09	16.09	7.45%
21 yr	30	12.00%	0.830769	24.92	16.92	7.83%

**EA/CYW and ECE Vacation**

	Days vacation	260 days %	206 days	days of vac	less 8 shifts	Percent Added
1 yr	10	4%	0.792308	7.92	-0.08	0.00%
3 yr	15	6.00%	0.792308	11.88	3.88	1.89%
9 yr	20	8.00%	0.792308	15.85	7.85	3.81%
16 yr	25	10.00%	0.792308	19.81	11.81	5.73%
17 yr	26	10.40%	0.792308	20.6	12.60	6.12%
18 yr	27	10.80%	0.792308	21.39	13.39	6.50%
19 yr	28	11.20%	0.792308	22.18	14.18	6.89%
20 yr	29	11.60%	0.792308	22.98	14.98	7.27%
21 yr	30	12.00%	0.792308	23.77	15.77	7.65%

Dated at Peterborough, Ontario this 17th day of December 2016.

**Kawartha Pine Ridge District School Board**

**The Canadian Union of Public Employees, Local 5555**

*Cathy Abrata*

*Ron Maguire*

*[Signature]*

*[Signature]*