



Date: 8 March 2010

To: All Full-time Faculty

Subject: PAYOUT OF EXCESS VACATION

Some of you have accumulated excess vacation. Recently, the College through a communication from the VP of Human Resources, has suggested that in addition to annual vacation, which must be exhausted annually, excess vacation must also be exhausted. The College proposes that all Academic staff develop a plan with their manager, indicating when the excess days will be taken.

If you do have excess vacation, you should be aware that there are alternatives to the College's proposal.

In particular, in the past, the College has:

- (i) Paid out excess vacation on retirement;
- (ii) Paid out excess vacation at the outset of an unpaid leave of absence; and
- (iii) Paid out excess vacation on request. (We have an email from Human Resources in which they state: "With respect to a payout of excess vacation, the College has on a few occasions paid out annual leave when the employee has a large balance.")

You have one other option. The union has consistently advised members that the college can not oblige them to take more than the 43 days of vacation as provided in the CA. Therefore, we continue to advise members who do not wish to take more than 43 days to simply say thank you, but no thanks.

If you have questions or would like to discuss this, please contact the Union Office at 7716.