

Memorandum of Agreement

between

St. Francis Xavier University (the "University")

and

Unifor Local 2102 (the "Union")

(collectively, the "Parties")

**RE: Vacation Entitlement Clarification**

Whereas the amended language on vacation entitlements in the 2024 – 2027 Collective Agreement inadvertently reduced the vacation entitlement of the Union's members who were approaching service milestones;

The Parties agree that Article 16.01 will be amended to read:

16.01 Permanent full-time and temporary full-time employees with appointments of more than twelve (12) months are entitled to vacation time. Vacation time is accrued for with each regular hour worked. ~~at a~~ The maximum accrual rate is determined by completed years of service as of May 1 of the year the vacation is credited to the vacation bank. ~~to a maximum of:~~

- (a) Less than three (3) years: eighty (80) hours per year;
- (b) At least three (3) but not more than nine (9) years: one hundred and twenty (120) hours per year;
- (c) At least ten (10) but not more than fifteen (14) years: one hundred and sixty (160) hours per year;
- (d) At least fifteen (15) years: two hundred (200) hours per year.

Further, the Parties agree that for the purposes of leave accruals, "regular hours" will include all time spent on approved paid leaves.

Signed this 22 day of October, 2025.

  
For the University

Katie Teasdale  
For the Union