

Holidays

IN BRIEF



FPSES

During each year, the employee is entitled to working days of paid vacation according to their seniority as of June 1:

Number of years of seniority on June 1st	Number of working days of paid vacation
One (1) year and less than fifteen (15) years	20 working days
15 years	21 working days
16 years	22 working days
17 years	23 working days
18 years	24 working days
19 years	25 working days

The employee, who has less than one (1) year of seniority on June 1, shall be entitled to one and two third (1 2/3) day of vacation per month of seniority.

The period during which vacation is acquired shall be from June 1 to May 31 of each year.

The choice of vacation

Within each service, the employees shall proceed to choose the dates of their vacation between April 1 and May 1 of each year. The choice of vacation is based on seniority.

(Clause 7-7.02)

The vacation shall be taken, in whole or in part, but whenever possible in periods of at least one (1) week at a time. (Clause 7-7.03)

Vacation dates may only be changed after an agreement between the employee and the College and after consultation with the Union if the request for modification of the employee's vacation dates is made by the College. (Clause 7-7.02, para. 2)

Paid holiday for the temporary or replacement employee

Before 6 months of service, the employee is entitled to 8% of the gross salary earned for purposes of vacation with pay.

(Clause 2-3.04, last paragraph)

After 6 months of service, the employee benefits from all vacation provisions.

(Articles 7-6.00 and 7-7.00)

Priority for assuming family responsibilities

Employees assuming family responsibilities as defined by the Labour Standards Act shall benefit from priority over five (5) days of vacation, this also by order of seniority. In such cases, the employee shall be required, upon request, to give the College a document attesting to these obligations. (Clause 7-7.02)

When vacation choices are refused

The dates chosen shall be submitted for approval to the College, which shall take into account the choice of the employees subject to the needs of the service. (Clause 7-7.02, para. 2)

Jurisprudence related to the refusal of vacation choices has established the following principles:

The refusal of a vacation choice should not be an arbitrary, unreasonable or abusive decision;

The refusal based on the needs of the service, should be understood to involve a situation where it would be especially difficult if not impossible for the College to discharge the services it must provide;

The decision to refuse should be based on real needs and real demands;

A vacation choice should not be refused for the reason that the employee will have to be replaced. In this case, the College must be able to prove that the cost associated with replacing the employee in order to meet the needs of the College and its effects are significant enough to justify the refusal.

The right to vacation during a voluntary reduction working time reduction program

An employee shall be entitled to vacations, provided for in article 7-6.00, as if they were not participating in the Program. The vacation of the employee shall be taken according to the number of regular working hours, as if they were not participating in the program.

(Clause 7-19.08)

Inability to take scheduled vacations

Should an employee be unable to take their vacation because of sickness or accident, maternity or adoption leave, work accident or occupational illness, having occurred before the beginning of their vacation, they may postpone their vacation period to a later date. The choice of the new vacation period shall be made according to the provisions set forth in clause 7-7.02.

(Clause 7-7.02, para.5)

Hospitalization during a vacation period

In the case of an employee (with medical certificate) being hospitalized during their vacation, they may transfer the equivalent of the time being hospitalized to a subsequent date and, as the case may be, the period of disability following the hospitalization.

(Clause 7-7.02, para. 4)

