**Article 21:**

Paid Holidays

21.01 Statutory and Annual Holidays

Employees shall be given the following paid holidays:

January 1

Family Day

Good Friday

Victoria Day

Canada Day

Civic Holiday

Labour Day

Thanksgiving Day

December 24

December 25

December 26

December 31

and all other days proclaimed as statutory holidays by the Federal, Provincial and/or Municipal governments, or the Employer and any other day that is listed as a holiday in the Wilfrid Laurier University calendar, and when the University premises are declared closed by the President.

In addition there will be 3 floating days that will be designated annually that will normally fall within the Christmas Break.

21.02 Holidays during Vacation

When any of the holidays defined in Article 21.01 fall during an Employee’s vacation period, the Employee shall receive an additional day of vacation.

21.03 The Employer recognizes that an Employee may, for religious reasons, wish to observe religious holidays other than or in addition to those listed in 21.01. In such cases the Employee shall notify the employer at least one week in advance of their intention to observe those religious holidays. The Employee shall be entitled to one paid holiday, a maximum of 2 times per year. If additional days are required, Employees may use accumulated vacation or lieu time, to observe such holidays.

The above Article is tentatively agreed to by the Parties.

Dated at Waterloo, Ontario this day of \_ , 2018.

CUPE 1281 WLUFA Sub-unit Wilfrid Laurier University Faculty Association

Bargaining Committee Bargaining Committee

per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ per \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Chief Negotiator Chief Negotiator