



Vacation and leaves

FACILITIES TENTATIVE AGREEMENT

Updates improve leave provisions & language brought up-to-date with changes to the Employment Standards Act (ESA).

Vacation

- Greater flexibility in annual vacation scheduling by holding back 37.5 hours to schedule at later date (prorated for part-time workers)
- One additional day of vacation after 30 years of continuous service

Special Leave

Many members have trouble accessing a provision of Special Leave, which covers household or domestic emergencies, including illness or injury of an immediate family member.

A working group will review the language and develop a joint interpretation document to minimize disputes.

Sexual and domestic violence leave

Changes clarify how to access sexual and domestic violence leave and ensure a minimum of five paid days. And now, five special leave days may also be taken, bringing the combined total to ten paid days.

More highlights

- New statutory holiday on September 30 – the National Day for Truth and Reconciliation
- Eliminating maternity “claw back” provisions for benefits and vacation accumulation when employees don’t return within six months following their leave
- Updating leave provision with more inclusive definitions of family members
- Expanding paid leave for Indigenous workers for culturally significant ceremonies and celebrations, and an expanded understanding of immediate family consistent with Indigenous cultural practices for the purposes of bereavement leave
- Increased the parental leave supplemental benefit to 12 weekly payments
- Casual and part-time employees have access to at least as many sick days as provided under the Employment Standards Act

**Read the complete
comprehensive report**

The HEU Provincial Executive and the FBA Bargaining Committee recommend you **VOTE YES** to the tentative agreement.

Online voting happens from 8 a.m. Oct. 5 - 8 p.m. Oct. 12 Pacific time

