

Article 45: Vacation

45.1 All employees are entitled to vacation time or, in the case of short-term employees, vacation pay. The University recognizes the benefits of vacation time for its employees and recommends that all employees entitled to vacation time take their vacation during the period in which they become entitled to it.

Long Term Employees

45.2 Research, Teaching, and Practitioner Faculty are entitled to one month vacation per year.

45.3 Research Faculty should take their vacation in the research semester.

45.4 Teaching Faculty should take their annual vacation during the non-teaching semester. In a year without a non-teaching semester, the Chair will ensure that the Member is provided the opportunity to take their annual vacation entitlement in no less than weekly increments unless otherwise requested by the employee.

45.5 Librarians and Archivists are entitled to the following vacation per calendar year:

Years of Service	Amount of Vacation
1st-7th year	four weeks (prorated in the first year)
8th-15th year	five weeks per calendar year
16th and succeeding years	five weeks per calendar year plus one additional day of annual vacation for each additional calendar year of service beyond 15 years to a maximum of five additional days per calendar year.

45.6 Previous service as a Librarian and/or Archivist elsewhere will accrue additional vacation entitlement according to the following terms: 50% vacation credit will be earned for continuous years of employment of at least 50% of full-time immediately preceding employment at Simon Fraser University, up to a maximum entitlement of five years.

45.x Term Librarians and Archivists are entitled to four weeks annual vacation, prorated in accordance with the percentage and duration of their appointment, and to be taken within the term of their appointment.

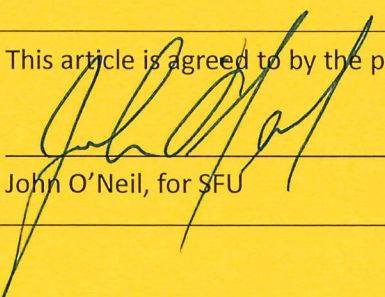
45.x.1 If the Library or Archives requires Short Term faculty to work during the entire term of their appointment, equivalent monetary compensation will be paid.

45.x.2 If the work schedule of Long Term or Recurring Limited Term Librarians and Archivists include a break between semesters, normally they will receive equivalent monetary compensation in lieu of vacation.


Term Employees

45.7 Short-term Research and Lecture Faculty are entitled to one week vacation for each semester of appointment to be taken within the term of their appointment. If an academic unit requires faculty to work during the entire term of their appointment, equivalent monetary compensation will be paid.

This article is agreed to by the parties on this 11 day of July 2019.



John O'Neil, for SFU



David Broun, for SFUFA