

LETTER OF UNDERSTANDING  
WITHOUT PREJUDICE OR PRECEDENT

BETWEEN:

THE UNIVERSITY OF TORONTO (the "University")

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 3902, UNIT 3 (the "Union")

VACATION PAY

1. Article 21.01: Wages will be amended as follows:

- References to four percent (4%) vacation pay shall be amended to six percent (6%) vacation pay for employees holding the rank and/or status of Sessional Lecturer I – Long Term, Sessional Lecturer II, Sessional Lecturer III, Writing Instructor 2, or Writing Instructor 2 (priority).
- A new clause 21:01(j) will be added as follows:

**(j) Six Percent (6%) Vacation Pay for Sessional Instructional Assistants and Faculty of Music – Other Music Professionals**

*Notwithstanding 21:01 (e) and (i), for Sessional Instructional Assistants and Faculty of Music - Other Music Professionals who meet the following criteria, their rate of pay shall include an additional six percent (6%) **vacation pay** instead of four percent (4%) **vacation pay**:*

- They have been employed **either**:*
  - *as a Sessional Instructional Assistant in the same Department for a **consecutive** period of five (5) years; or*
  - *as a Other Music Professional in the same Department for a **consecutive** period of five (5) years;*

AND

- There has not been a break **or breaks** in employment that **independently or cumulatively** exceed one academic term **within a single academic year**;*

**AND**

- They are employed in the same position and in the same Department as identified in subsection i., above, in the academic term immediately following any break in employment, regardless of whether the subsequent academic term occurs in the same or different academic year.***

For the purposes of this Article, an "academic term" shall be defined as a four (4) month period.

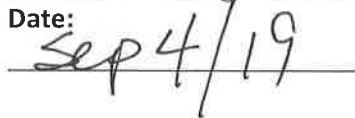
For clarity, in the event any of the foregoing conditions cease to be satisfied, a Sessional Instructional Assistant or a Faculty of Music – Other Music Professional shall receive four percent (4%) vacation pay, regardless of whether they had previously received six percent (6%).

2. Where an employee who is otherwise eligible to receive six percent (6%) vacation pay and is on an approved leave of absence, it is agreed and understood that the duration of such leave shall not be considered to be a break in **employment** and shall not disentitle the employee from receiving six percent (6%) vacation pay.
3. It is hereby agreed and understood that employees classified as a Sessional Lecturer I and/or Writing Instructor I shall not be eligible to receive six percent (6%) vacation pay.

For the University:



Date:



For the Union:



Date :

