

Employer Proposal  
Without Prejudice  
ALL UNITS – U1 (10.09) U2 (10.08)  
August 17, 2023

**EMPLOYER'S NON-ECONOMIC PROPOSALS  
ALL UNITS**

Unit 1 – 10.09  
Unit 2 – 10.08  
Unit 3 – 10.04 (language not included)

**VACATION PAY**

All members of the bargaining unit shall be entitled to an additional percentage of their salary as vacation pay. For those employees who have less than five years of cumulative service, vacation pay shall be 4%. For those who have five or more cumulative years of service vacation pay shall be 6%. Vacation pay shall be calculated, identified separately, and included as part of an employee's regular monthly salary payment ~~unless the employee requests in writing at the time they are appointed that their vacation pay be included in the last regular monthly salary payment.~~