

# Ontario

## Part-Time, Non-Union Colleagues

### Current Policy

Vacation earnings are automatically paid to part-time colleagues in January following the end of each calendar year.

- Payment is calculated based on a percentage of total gross eligible earnings as shown in the table below.
- Payments meet or exceed legislated minimums.

Years of Service	Zehrs Superstore Pharmacy	Store Support Loblaws Superstore National Wholesale DCs Pharmacy	Fortinos Pharmacy
1 – 4	4%	4%	4%
5 - 9	6%	4%	6%
10 - 14	8%	4%	6%
15 - 19	9.62%	4%	6%
20+	11.54%	4%	6%