

Quebec

Part-Time, Non-Union Colleagues

Current Policy

- Vacation reference year: **May 1 – April 30.**
- Vacation is paid as it is taken.
- Payment is calculated based on a percentage of total gross eligible earnings in the prior reference year as shown in the table below.
- Colleagues progress to the next level of entitlement in the reference year following the reference year in which the service requirement is met.
- Payments meet or exceed legislated minimums.

Years of Service	All Part-Time Colleagues
0 – 3	4% of prior year eligible earnings
4 – 7	6% of prior year eligible earnings
8 – 15	8% of prior year eligible earnings
16 - 21	10% of prior year eligible earnings
22+	12% of prior year eligible earnings