January 5, 2026

To: All Local 325 employees

RE: Vacation Posting 2026-2027

POSTING SCHEDULE:

January 5th, 2026	Monday	Posting for applications for block winter vacations.
January 19th, 2026	Monday	Deadline for applications for block winter vacations.
January 30th, 2026	Friday	Final approval and posting for block winter vacations
January 30th, 2026	Friday	Posting for application for early service vacations and normal summer vacations.
February 23rd, 2026	Monday	Deadline for applications for early service vacation and normal summer vacations.
March 16th, 2026	Monday	Final approval and posting for early service vacations and normal summer vacations.
March 16th, 2026	Monday	Posting for 3rd week of summer vacation
March 30th, 2026	Monday	Deadline for applications for 3rd week of summer vacation.
April 10th, 2026	Friday	Final approval and posting of 3rd week of summer vacation
June 26th, 2026	Friday	Posting for applications for other service weeks' vacation.
August 10th, 2026	Monday	Deadline for application for other service weeks' vacation.
August 28th, 2026	Friday	Final approval and posting of other service weeks' vacation.

OTHER ITEMS FOR CONSIDERATION:

a) Vacations, once confirmed, cannot be cancelled.

b) Block vacations are an employee's complete years vacation.

c) Block vacations must be taken in the period from September 21st, 2026, through June 11th, 2027.

d) There is a maximum limit to the number of people per week and by department (refer to page 88 of the collective agreement).

e) An employee scheduled Monday to Friday can work Saturday and Sunday prior to their vacation but cannot work until their first scheduled return to work shift (i.e. Monday, or Tuesday if Monday is a holiday).

f) An employee scheduled on maintenance WEC can work until his first scheduled vacation day, but not until his first scheduled return to work shift (i.e. Monday, or Tuesday if Monday is a holiday).

g) Warehouse, Brewing, or Packaging WEC employees returning from vacation will not be available for overtime until their scheduled return date. (i.e. Monday, Tuesday). The week prior to the scheduled Sat/Sun. vacation will be the week considered on vacation.

h) A maintenance WEC employee's 1st day of vacation will be the week ending date, except in the Maintenance department where it may be the Friday if that is the first day of their WEC.

i) Employees entitled to a 3rd summer week may only sign for one week.

j) 3rd week of summer vacation

SUMMER VACATIONS

a) Summer vacations for 2026 will be the fourteen (14) week period June 8th, 2026 - to the week ending September 12th, 2026.

b) There shall be only (2) consecutive weeks of summer vacation per employee, except in Maintenance and Warehouse where an "advanced" service week is allowed.

SERVICE VACATIONS

a) A maximum number of employees should be determined for each week so as to prevent layoffs and the hiring of extra temporary people.

b) There are two service vacation periods:

   1) April 27th, 2026 – June 6th, 2026 – 6 weeks

   2) Sept 14th, 2026 – April 24th, 2027 – 32 weeks

NOTES

a) Application for vacations will not be accepted from any employee after 1:00 p.m. on the deadline date.

b) Employees who are absent due to illness, vacation, layoff, etc., will still be responsible for submitting their applications within the specified periods.

c) Vacations will be granted by Seniority and within occupational groups where applicable.

d) Exceptions to the general posting provisions should be noted on departmental notices, for example:

   1. Because of overhauls, the weeks available for service vacations between April 27th, 2026 – June 6th, 2025, and September 14th, 2026, to April 24th, 2027, in Maintenance are subject to restrictions concerning overhauls.

   2. Brewing and Packaging service weeks will not be split, one posting only:

      (i) Period September 14, 2026, to April 24, 2027
      (ii) Post Friday, June 26, 2026, to Friday, August 10, 2026, with confirmation by Friday, August 28, 2026.