

**Leaves, Entitlements, Vacation and Professional Development
April 2021**

General Points

- One continues to accrue seniority on any approved leave.
- Normally, for up to 5 years following an unpaid leave, one can buyback pensionable service by paying both halves of employee/employer contributions.
- One continues to accrue increment progression, regularization progression, benefit entitlement, and PD entitlement on any paid leave.
- See Collective Agreement Appendix III A and III B for more details re benefits and benefits while on leave
- Check Articles indicated in Collective Agreement for further details and/or connect with union office for clarifications

Type			Article #	Comment
Personal Leave	Unpaid	≤ 1 yr.	8.10	Any length, essentially automatic up to two years total. One can continue selected benefits at their own cost.
Maternity Leave & Parental Leave for Regulars	Unpaid + EI + Supplemental Benefit	To 78 weeks	8.14	Mixture of contractual and statutory rights. Please check carefully and connect with union for any questions. Also check regarding benefit continuance. Supplemental benefit + EI benefit is set at 85% to 100% of prior salary level.
Parental Leave	Paid	To 3 days	8.14.2.5	For birth of spouse's child, taken from sick leave bank.
Maternity/Parental Leave for Terms	Unpaid	To 78 weeks	Appendix XX	A type of "virtual" leave wherein one can accrue seniority and regularization for appointments they would have been able to accept. Also EI benefit.
Adoption Leave for Regulars	Unpaid + EI + Supplemental Benefit	To 78 Weeks	8.15	Mixture of contractual and statutory rights. Please check carefully and connect with union for any questions. Also check regarding benefit continuance. Supplemental benefit + EI benefit is set at 85% to 100% of prior salary level.
Parental Leave for Adoptive Parent	Paid	To 3 days	8.15.5	For time of adoption, from sick leave bank.
Adoption Leave For Terms	Unpaid	To 78 Weeks	App XX	A type of "virtual" leave wherein one can accrue seniority and regularization for appointments they would have been able to accept. Also EI benefit.

Supplemental Employment Benefit	Entitlement		8.16	For regulars, it is added to EI benefit to take compensation to between 85-100% of pre-leave period salary in order to reach the level set for that period of one's leave.
Additional Leave	Unpaid	To 12 Months	8.17	May follow statutory maternity, parental or adoption leave periods.
Sick "Leave"	Paid	Capped	7.9	Earned entitlement if have worked at ½ time or more "Sick leave bank" accrued at 1.5 pro-rata days per month, up to 261 days. Medical note needed after 5 days
Sick "Leave" For Family Illness	Paid	3 days of sick "lv" per year	8.5.2	Taken from one's sick leave bank
Family Illness Leave	Paid	5 days per year	8.5.1	Not from sick leave bank, and additional leave may be approved
Short Term Disability	Insurance Benefit	Up to one year	7.10	If quite ill and sick leave exhausted, must qualify with insurance company. Capped at 70% of salary to max \$800/week. Not taxable as premiums are member paid. All pension contributions covered.
Long Term Disability	Insurance Benefit	To age 65	7.11	After STD expires. Capped at 70% of salary to max \$4300/mo. Taxable as employer pays premiums. All pension contributions covered.
Compassionate Care Leave	Unpaid + EI benefit	To 27 weeks	8.6	For care of a "gravely ill family member." Benefits continue. College to pay its half of any "pension buyback."
Funeral Leave	Paid	1 day	8.7	For attendance at a funeral
Bereavement Leave	Paid	To 5 days	8.8	For death of "immediate family member" but others may be considered.
Retirement Preparation Leave	Unpaid + Stipend		8.12	Suspended for 2019-2022 Agreement. No current access to this leave.
Renewal Leave	Unpaid + Stipend	Six months to 1 year	8.19	Capped at 2 FTE per year. \$1200 per month stipend. Purpose is renewal. Most benefits continue. Can choose to continue STD or LTD premiums.

Professional Competence Leave	Unpaid + Stipend	Six months to 1 year	8.20	Capped at 3 FTE per year. \$1200 per month stipend. Purpose to “maintain currency and professional competence” in field. Most benefits continue. Can choose to continue STD or LTD premiums.
Education Leave	Paid at 70% of salary	To one year	8.4	Quota of 2.75 FTE per year. Adjudicated by committee. Required return to service following leave
Professional Development: “instructor-initiated” duty	Paid as Assigned Duty	20 or 15 days	6.6	Not a leave. Part of all regulars’ workload for 20 days as long as not on unpaid leave for more than two months. For terms half-time or more working 7 months, accrue 15 days, working 8 months accrue 20 days. Normally applied for and taken within fiscal, can only be carried over for one month. Eligible for special support funding upon application.
Jury Duty / Court Appearance	Paid	Varies	8.9	With Benefits for length of Jury service or to appear in court as a witness. Any allowances from court to be paid back to college.
Cultural Leave for Aboriginal Faculty	Paid	To 3 Days	8.11	To attend cultural events
Political Leave	Unpaid	Varies	8.13	Up to 2 months to run for office. Upon election up to two consecutive terms in office.
Association Business	Paid	Varies	3.6	To perform union duties, to represent members or the union in meetings. Union to reimburse costs as per Collective Agreement
Vacation for Regulars	Paid	To 44 days	7.4	Periods of unpaid leave reduce entitlement. Vacation is pro-rated for part-time regulars
Vacation for Terms	Through pay rate	Off-contract	7.5	Vacation is built into term pay rates so that annual salary is achieved upon average of 201 (10 months) duty days per year.
Statutory Holidays	Paid/Pre-Paid	12days	7.6	All covered for regulars. All built into rate of pay for terms.
Christmas	Paid/Pre-Paid	Avg 4 days	7.7	All covered for regulars. All built into rate of pay for terms