

Article G.5: Unpaid Discretionary Leave

❖ Overview

This article establishes a minimum entitlement to unpaid discretionary leave for employees. It is separate and distinct from any existing paid discretionary leave provisions in your Previous Local Agreement.

Note. For the purpose of this article, discretionary leave at the cost of a TTOC is considered paid and separate from unpaid, therefore discretionary leave at the cost of a TTOC can be in a collective agreement in addition to this leave.

❖ Article G.5: Unpaid Discretionary Leave

1. a. *An employee shall be entitled to a minimum of three (3) days of unpaid discretionary leave each year.*
- b. *The leave will be subject to the educational requirements of the district and the availability of a replacement. The leave must be approved by the superintendent or designate. The request shall not be unreasonably denied.*
2. *The leave will be in addition to any paid discretionary leave provided in local provisions.*
3. *The combination of this provision with any other same provision shall not exceed three (3) days.*

Implementation:

1. *Any and all superior provisions contained in the previous collective agreement shall remain part of the collective agreement. The combination of this provision with any other same or superior provision shall not exceed three (3) days.*
2. *The provisions of this article establish a minimum level of entitlement for unpaid discretionary leaves for all employees. Where the minimum level of entitlement has already been met through any previous provisions relating to discretionary leaves, an employee shall receive no additional entitlement.*
3. *The parties will develop a schedule of districts where collective agreement articles do not already provide the same or a similar*

entitlement through previous articles and to which this new article shall apply.

❖ Explanation

G.5.1 1. a. *An employee shall be entitled to a minimum of three (3) days of unpaid discretionary leave each year.*

b. *The leave will be subject to the educational requirements of the district and the availability of a replacement. The leave must be approved by the superintendent or designate. The request shall not be unreasonably denied.*

G.5.1 allows an employee to take up to three days of unpaid discretionary leave each year. The leave must be taken in full days. Additional days of unpaid discretionary leave may be provided for if previous local language allowed for unpaid discretionary leave of more than three days.

The superintendent or designate must approve the leave. Leave requests will be granted unless there is no available replacement and/or there are operational concerns.

G.5.2 2. *The leave will be in addition to any paid discretionary leave provided in local provisions.*

G.5.2 establishes that this article is separate and distinct from any paid discretionary leave provisions. Employees can request unpaid discretionary leave in addition to any paid discretionary leave allowed for.

G.5.3 3. *The combination of this provision with any other same provision shall not exceed three (3) days.*

G.5.3 establishes that an employee is entitled to three days of unpaid discretionary leave. This provision cannot be combined with unpaid discretionary leave provisions from Previous Local Agreements to allow for leave greater than three days.

Implementation:

1. *Any and all superior provisions contained in the previous collective agreement shall remain part of the collective agreement. The combination of this provision with any other same or superior provision shall not exceed three (3) days.*

2. *The provisions of this article establish a minimum level of entitlement for unpaid discretionary leaves for all employees. Where the minimum level of entitlement has already been met through any previous provisions relating to discretionary leaves, an employee shall receive no additional entitlement.*

3. *The parties will develop a schedule of districts where collective agreement articles do not already provide the same or a similar entitlement through previous articles and to which this new article shall apply.*

The implementation notes reaffirm that employees are entitled to a minimum of three days of unpaid discretionary leave and that the combination of this article with any other same or superior provision shall not exceed three (3) days. Previous Local Agreements which contain a superior provision related to unpaid discretionary leave will retain that provision and it will not be combined with this provincial article to allow for additional entitlement.

❖ Implementation

This article was effective upon ratification of the 2011-2013 collective agreement.

❖ Relationship to Other Articles

This article ties in to previous collective agreement language on unpaid discretionary leave. The combination of this provision with any other same or similar provision shall not exceed three (3) days.

This article is not related in any way to previous collective agreement language on paid discretionary leave.