



Bargaining Proposal—2019

Proposal Number: U126
Date: August 30, 2019 Time: 11:00am

ARTICLE G. INTIMATE PARTNER VIOLENCE LEAVE

1. A leave with pay of up to ~~ten (10)~~ **five (5)** days per year shall be granted to a teacher when they, their child, or dependent experience violence from the teacher’s intimate partner. Such days may be taken intermittently or in one continuous period.
2. Upon request an additional leave without pay of up to sixteen (16) weeks shall be granted. Such leave may be taken intermittently or in one continuous period.
 - a. The employee’s benefit plan coverage will continue for the duration of this leave on the same basis as if the employee were not on leave.
 - b. The employer shall pay, according to the Pension Plan regulations, the employer portion of the pension contribution where the employee elects to buy back or contribute to pensionable service for part or all of the duration of this leave.
 - c. Seniority shall continue to accrue during the period of this leave.
 - d. An employee who returns to work following a leave granted under this article shall be placed in the position the employee held prior to the leave, or in a comparable one, if the position no longer exists.

Any and all superior provisions contained in the previous Collective Agreement shall remain part of the Collective Agreement.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA