

# Bulletin

## Leaves



The Bulletin is a publication provided to Members to address issues of interest that may have an impact on Members' academic lives.

In our current *Collective Agreement*, Members are entitled to various kinds of leaves. While some leaves are planned (e.g., study, sabbatical, administrative), most leaves are unplanned by their very nature – sick, pregnancy, adoptive and paternity, jury duty – and often do not align with academic term timeframes.

There have been discussions between University administrators and individuals about return to work expectations following unplanned leaves. Expectations about owing teaching credit from the leave are sometimes discussed. On a return from a leave (e.g., pregnancy leave) no teaching credit is owed back to the University for the time on leave. Further, when a Member returns to work during the term following a leave and is available and ready for work, if the University administration determines that they will not put the Member into the class, lab, clinical setting, field, etc., the Member does not owe any teaching credit to the University. If asked to do so, please contact StFXAUT representation.

Our *Collective Agreement* (see [www.stfxaut.ca](http://www.stfxaut.ca)) includes details about the various leaves by Article and by Member Section as follows:

Section One – All Members: Article 1.9 Pregnancy, Adoptive, Parental, and Paternity Leave (p. 23-29); Article 1.10 Bereavement Leave (p. 29); Article 1.11 Study Leave (p. 30); Article 1.12 Leave for Political Candidates (p. 32); Article 1.13 Jury Duty (p. 33)

Section Two - Faculty: Article 2.4.1 Sabbatical Leave (p. 105); Article 2.4.2 Administrative Leave (p. 109); Article 2.4.3 Leaves of Absences (p. 109); Article 2.4.4 Sick Leave (p. 111); Article 2.4.5 Compassionate Leave (p. 112).

Section Three - Librarians: Article 3.4.1 Sabbatical Leaves (p. 177); Article 3.4.2 Administrative Leave (p. 181); and Article 3.4.3 Leaves of Absences (p. 181).

Sections Four – Nurse Educator, Five – Lab Instructors, Six – Coady Program Teaching Staff, Seven – Extension Program Staff, Eight – Learning Skills Instructor and LOU - Dietetic Educator (June 13, 2018): Appendix 1 (p. 252) Article 1.10 Sick Leave and Article 1.13 Leaves of Absences.

Section Six - Coady Program Teaching Staff: Article 6.7.1 Research Leave (p. 227) (see LOU – March 12, 2018).

In Section Seven - Extension Program Staff: Article 7.7.1 Research Leave (p. 238) (see LOU – March 12, 2018).