

# LEAVE LANGUAGE SUMMARY

## For CVTF members

(for Collective Agreement effective July 1, 2013 to June 30, 2019)

Most widely used Provincial and Local short term leave provisions from the collective agreement are summarized below. For a complete listing of all leave provisions please refer to the collective agreement. If you have any questions, contact Human Resources Manager at 250-748-0321 Ext. 221 or your local union.

	<b>Provincial Article</b>	<b>Local Article</b>
Sick Leave	G.1 – Portability of Sick Leave	G.11 – Sick leave entitlement and process for accessing sick leave.
Compassionate Care	G.2 – Compassionate Care Leave <b>(upon acceptance of EI Claim)</b> Up to 8 weeks salary top up. Contact payroll at Ext. 211 for process and eligibility.	G.13 – Compassionate Leave – up to 3 paid days for teacher’s inability to work due to danger to, injury to, or impending death of a loved one.
Family Responsibility	G.3 – Family Responsibility Leave – 5 days unpaid leave relating to care, health, or education of a child or employee’s immediate family.	G.14 – Family Emergency Leave – 1 day paid leave for an <b>unexpected illness or injury</b> to a teacher’s immediate family.
Bereavement	G.4 – Bereavement Leave – 5 days of paid leave for the death of employee’s immediate family, 2 additional paid days if required to travel the Island to attend funeral.	G.4.5 – Bereavement Leave – in addition to provincial language local language provides 3 days for the death of a foster parents, foster children and step-parents.
Discretionary	G.5 – Unpaid Discretionary Leave – 3 unpaid days subject to availability of replacement	G.15 – Discretionary Leave – upon request 3 days <b>shall be granted</b> at the average cost of a TTOC (\$294.93 for Sep. 1/16) regardless of whether a replacement is needed
Union Business	G.6 – Leave for Union Business	
TTOCs on Union Business	G.7 – TTOCs Conducting Union Business	
Unpaid Leave		G.16 – General Leave – up to 5 days of unpaid leave

Prepared by:

Roma Medves  
July 13, 2016