

## Union Proposal – October 16, 2018

### ARTICLE 23 EDUCATION LEAVE WITHOUT PAY AND CAREER DEVELOPMENT

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Amend as follows:

**Clause 23.01 to 23.12 inclusively apply only to the employees in the Education (ED) Group and Educational Support (EU) Group**

#### Education Leave

**23.04** Education leave shall be granted to the maximum possible number of employees who make application for such leave, but in any case shall be not less than one per cent (1%) of the total number of person-years in the respective sub-group as determined on April 1 of each year.

**The criteria for selection, as well as the method of communication, shall be determined by the Employer and the appropriate Alliance representatives at the appropriate Consultation Committee provided for in Article 35. Subsequent to the determination of the criteria for selection and method of communication, all applications for education leave shall be reviewed by both parties at the appropriate consultation committee. The employee will be advised in writing on or before May 1 whether his or her application has been approved or rejected.**

~~The criteria for selection proposed by the Employer, as well as the method of communication, are submitted to the appropriate Alliance representative for consultation purposes, as provided for in Article 35. Subsequent to such consultation, the Employer chooses the selection of criteria and method of communication, which will be used and provides a copy of these to the appropriate Alliance representative.~~

~~All applications for education leave will be reviewed by the Employer, and a list of the applications received, indicating the names of the applicants to whom the Employer grants the leave, shall be provided to the appropriate Alliance representative. The employee will then be advised in writing on or before May 1 whether his or her application has been accepted or rejected.~~

#### **23.10 Professional Development**

- a. Professional development refers to an activity which in the opinion of the Employer, is likely to be of assistance to the individual in furthering his or her professional development and to the organization in achieving its goals. The following activities shall be deemed to be part of professional development:

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- i. a course given by the Employer;
  - ii. a course, including correspondence and online courses, offered by a recognized academic institution;
  - iii. a research program carried out in a recognized institution;
  - iv. a symposium, seminar, conference, convention or study session in a specialized field directly related to the employee's work.
- b. The Employer shall communicate to employees the process for accessing the learning opportunities identified in paragraph 23.10(a).
- c. Where an employee has submitted an application for professional development leave in one of the activities described in paragraph 23.10(a) above and has been selected by the Employer, the employee shall continue to receive his or her normal salary plus any allowances that apply, in addition to any increments to which the employee may be entitled. The employee shall receive no pay under Articles 27 and 48 during time spent on professional development leave provided for in this clause.
- d. Employees taking professional development training shall be reimbursed for all reasonable **expenses related to travel and attendance at the events.** ~~travel and other expenses incurred by them which the Employer may deem appropriate.~~
- e. Once the Employer has selected an employee for professional development leave, according to subparagraphs 23.10(a)(ii), (iii), (iv) above, the Employer shall consult with the employee to determine the institution where the work or study program concerned will be undertaken and the duration of the program.
- f. **The Employer agrees that professional development days shall be used primarily for academic initiatives rather than departmental initiatives, and agrees to use no more than one (1) professional development day per year for departmental training purposes.**

### 23.11 Examination leave

Leave of absence with pay ~~may~~ **shall** be granted to an employee for the purpose of writing an examination which takes place during the employee's scheduled hours of work. Such leave of absence will be granted only when the course of study is directly related to the employee's duties or will improve his or her professional qualifications.

**Clauses 23.13 to 23.16 inclusively apply only to the employees of the Library Science (LS) Group.**

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### 23.13 Education Leave

- a. An employee ~~may~~ **shall** be granted education leave without pay for varying periods up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for additional or special studies in some field of education in which special preparation is needed to enable the employee to fill his or her present role more adequately, or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.

### 23.14 Attendance at a conference and conventions

- a. In order that each employee shall have the opportunity for an exchange of knowledge and experience with his or her professional colleagues, the employee shall have the right to apply to attend a reasonable number of conferences or conventions, **in Canada or abroad**, related to his or her field of specialization. The Employer ~~may~~ **shall** grant leave with pay and reasonable expenses, including registration fees, to attend such gatherings, subject to budgetary and operational constraints as determined by the Employer.
- b. An employee who attends a conference or convention at the request of the Employer to represent the interests of the Employer shall be deemed to be on duty and, as required, on travel status.
- c. An employee invited to participate in a conference or convention in an official capacity, such as to present a formal address or to give a course related to his or her field of employment, ~~may~~ **shall** be granted leave with pay for this purpose and **shall** ~~may~~, in addition, be reimbursed for his or her payment of registration fees and reasonable travel expenses.
- d. An employee shall not be entitled to any compensation under Article 27 and 48 in respect of hours he or she is in attendance at or travelling to or from a conference or convention, under the provisions of this clause, except as ~~may be provided in paragraph 23.16(b).~~

### 23.15 Professional development

- e. An employee on professional development, under this clause, ~~may~~ **shall** be reimbursed for reasonable **expenses related to travel and attendance at the events.** ~~expenses and such other additional expenses as the Employer deems appropriate.~~

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### 23.16 Examination leave

Leave of absence with pay to write examinations ~~may~~ **shall** be granted by the Employer to an employee who is not on educational leave. Such leave will be granted only when, in the opinion of the Employer, the course of study is directly related to the employee's duties or will improve his or her qualifications