

Article 33: Sick Leave and Compassionate Leave

Sick Leave

33.01 The purpose of the Employer's sick leave program is to compensate for the loss of earnings of any member who is not able to perform normal duties because of sickness, or accident other than an occupational injury.

The cost of the program is defrayed entirely by the Employer.

33.02 Members who are disabled due to illness or injury are entitled to paid sick leave for periods of up to four (4) months, paid at the equivalent rate the member would have received had the member remained at work.

33.03 When disability continues for more than four (4) months, the member will be protected by the provisions of the Long Term Disability (LTD) Insurance Plan.

33.04 Successive periods of disability due to the same or related causes, and separated by a return to work of three (3) months or less, are considered to be part of the same period of disability; i.e., benefits will be paid for no more than a total of four (4) months.

33.05 Successive periods of disability that are entirely unrelated in cause also are considered to be part of the same period of disability if they are separated by a return to work of one (1) month or less.

33.06 Members receiving paid sick leave may be required to provide satisfactory medical proof of disability.

33.07 Disability periods of four (4) months or less have no effect on a member's participation in or eligibility for any other benefits under Article 41 of this agreement.

33.08 All rights and privileges of this agreement shall continue during periods of paid sick leave as per Article 33.02.

Compassionate Leave

33.09 It is recognized that certain circumstances may arise in the member's personal or family life which may require absence from the University for a limited period of time. Reasons for and notification of such absence shall be made before departure, whenever possible, to the appropriate Dean who may authorize leave with pay. Normally such leave shall not exceed five (5) days. Such authorization shall not be withheld without a valid reason.

33.10 A member who is the primary caregiver for a family member shall be entitled to a compassionate reduced-time appointment under the aegis of Article 25. Application for such a reduction in duties shall be made as soon as possible, with supporting documentation, and the normal application deadline shall not apply. Notwithstanding Articles 25.02 and 25.03, even if the reduced-time appointment is longer than two (2) years, the member shall be entitled to return to work on a full-time basis. These

reduced-time appointments shall not count towards the number allowed in Article 25.02.