

Article 34: Political Leave and Court Leave

Political Leave

34.01 Upon written request to the Dean, the Employer shall grant a member leave without pay to seek nomination as a candidate, to be a candidate, and to hold political office in municipal, provincial or federal government.

- a) The member shall make every attempt to give the longest possible notice for such leave and shall actively cooperate in arrangements to ensure the uninterrupted work of the unit.
- b) In the case of a tenured member, leave shall be granted for a maximum period of ten (10) years.

In the case of an untenured member, leave shall be granted for a maximum period of five (5) years.

Upon expiration of the above-mentioned time limit, the employee is presumed to have resigned if she or he has not returned full-time to the University.

- c) Members on political leave normally will be replaced in their unit by a full-time appointment.
- d) Members on political leave shall maintain their research and scholarly activity.
- e) Any member elected to municipal office is entitled to either partial leave with prorated pay or full leave without pay from the date of taking office. The leave may be partial or complete depending on the requirements of the member's elected responsibilities.
- f) The leave shall be granted for a specific term ending either May 31 or August 31, and may be renewed.
- g) Upon returning to the University, the tenured member's service shall be counted up to the date the leave commenced. In the case of partial leave, service time shall be prorated.
- h) Untenured members shall automatically have probationary contracts ending May 31 of the year following their return.

Years of service prior to political leave shall not count towards mandatory consideration for tenure, unless the leave is for less than one (1) year.

- i) A faculty member who wishes to resume full-time appointment earlier than agreed shall provide written notice of intent to the Dean at least one (1) academic term prior to the date at which the full-time appointment is to be resumed. Librarians shall give six (6) month's notice to the Dean. Early resumption of a full-time appointment shall be at the discretion of the Employer.

- j) The member shall vacate her or his office for the duration of any period of political leave, upon election to office. A member on partial leave shall retain her or his office, but may be required to share it.
- k) The member on full leave, upon request, may continue to participate in the benefit plans of the University, should these plans so permit, on condition that the member pay both the member's and the Employer's contributions.

34.02 Court Leave

Paid leave shall be granted to any member required to be a witness or juror by anybody in Canada with powers of subpoena. The member shall notify the academic unit head/Assistant Director or appropriate administrator for librarian positions located outside the Library immediately upon receipt of notification that the member shall be required to attend court, and present a copy of the summons or subpoena. The member shall remit to the Employer all compensation received from the court other than amounts received for traveling or living expenses.