

[See also Article G.4.7.]

4. Any and all superior provisions contained in the Previous Collective Agreement shall remain part of the Collective Agreement.

Local Provisions:

5. In the event that an employee suffers bereavement of a ward, they shall be granted a leave of absence by the Board for up to a total of five (5) teaching days, for such immediate family member and shall suffer no loss of salary or accrued sick leave by reason of such absence.
6. Upon application, a leave of five (5) days in excess of the five (5) days approved in Article G.4.1 or G.4.5 may be granted with pay, without pay, or at Teacher-Teaching-on-Call cost.
7. Upon application, leave may be granted with pay, without pay, or at Teacher-Teaching-on-Call cost to attend the funeral of a friend or relative who is not a member of the immediate family. See also Article G.4.3 for unpaid leave.
8. Approval of leave under Article G.4.5, G.4.6 and G.4.7 shall not be unreasonably denied.

Note: Refer also to G.22 Compassionate Care/Bereavement Leave.

G.5: UNPAID DISCRETIONARY LEAVE

1.
 - a. An employee shall be entitled to a minimum of three (3) days of unpaid discretionary leave each year.
 - b. The leave will be subject to the educational requirements of the district and the availability of a replacement. The leave must be approved by the superintendent or designate. The request shall not be unreasonably denied.
2. The leave will be in addition to any paid discretionary leave provided in local provisions.
3. The combination of this provision with any other same provision shall not exceed three (3) days.

Implementation:

1. *Any and all superior provisions contained in the Previous Collective Agreement shall remain part of the Collective Agreement. The combination of this provision with any other same or superior provision shall not exceed three (3) days.*

2. *The provisions of this article establish a minimum level of entitlement for unpaid discretionary leaves for all employees. Where the minimum level of entitlement has already been met through any previous provisions relating to discretionary leaves, an employee shall receive no additional entitlement.*

Note: See also Article G.25 Discretionary Day.

G.6: LEAVE FOR UNION BUSINESS

Note: Article G.6.1.b applies for the purposes of Article A.10 only. PCA Articles G.6.1.a and G.6.2-G.6.10 are not applicable in School District No. 37 (Delta). See Article G.32 *Union Leave*.

1. b. 'Full employ' means the employer will continue to pay the full salary, benefits, pensions contributions and all other contributions they would receive as if they were not on leave. In addition, the member shall continue to be entitled to all benefits and rights under the Collective Agreement, at the cost of the employer where such costs are identified by the Collective Agreement.

G.7: TTOCs CONDUCTING UNION BUSINESS

1. Where a Teacher Teaching on Call (TTOC) is authorized by the local union or BCTF to conduct union business during the work week, the TTOC shall be paid by the employer according to the Collective Agreement.
2. Upon receipt, the union will reimburse the employer the salary and benefit costs associated with the time spent conducting union business.
3. Time spent conducting union business will not be considered a break in service with respect to payment on scale.
4. Time spent conducting union business will be recognized for the purpose of seniority and experience recognition up to a maximum of 40 days per school year.

G.8: TTOCs – CONDUCTING UNION BUSINESS NEGOTIATING TEAM

Time spent conducting union business on a local or provincial negotiating team will be recognized for the purpose of seniority and experience recognition.

G.9: TEMPORARY PRINCIPAL / VICE-PRINCIPAL LEAVE

1. A teacher shall be granted leave upon request to accept a position if the teacher is:
 - a. replacing a Principal or Vice-Principal in the school district who is on leave or has departed unexpectedly; and,