

OSSTF Limestone District 27

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To: Teachers' Bargaining Unit
From: John Vince, District and Teachers' Bargaining Unit President
Re: **Personal Days**
Date: October 3, 2013

Dear Members,

In our new Agreement, in addition to eleven (11) sick days, we are provided with five (5) days of leave for reasons other than personal illness. These "Personal Days" are actually two different leaves: "Personal Leave" and "Family Leave". In the new Agreement, you may take a TOTAL of 5 of these days in various combinations as needed. For example, you may take 3 Family Leave days and 2 Personal Leave days. Or, you could take 4 Family Leave days and 1 Personal Leave day.

On the current form for requesting them, the Board has grouped these days together. We are working with the Board to clarify this and separate them because they are quite different!

Family Leave in our Collective Agreement (Article 26.3) is defined as:

"Family leave, with pay, to a total of 5 days per school year, may be granted in the case of a family emergency, or the serious illness of a family member. Such leave may be granted at the discretion of the principal."

This leave requires **only** the discretion of your principal. Please contact the District Office immediately and speak with Joan Jardin or me if you are denied this leave.

Personal Leave in our Collective Agreement (Article 26.1) is defined as:

"Personal leave with pay, to a total of 5 days per school year may be granted for reasons which are unavoidable or extraordinary. Such leave shall be granted at the discretion of the Principal, in consultation with the designated supervisory officer..."

The Principal and Supervisory officer grants this leave.

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The wording in the Article is significant and states the Personal Leave is to be granted for “unavoidable or extraordinary” events. There are many situations where a member wants the specific details of the reason to be confidential. You are NOT obligated to disclose your specific reasons for the personal leave. You DO have an obligation to tell the principal the general nature of the leave so that they are satisfied that it is “unavoidable or extraordinary”; for example “family issue” or “legal”

Past bargaining teams have worked hard to get the language on Personal Leave the way it appears in the Collective Agreement. It is up to your own professional judgement to determine whether an event is “unavoidable or extraordinary”. You, the members have not abused the use of these days, in fact, many of you rarely use them. It is important that when we need them, they are granted.

Please contact us if you are overly questioned on the reasons for Personal Leave OR if you are denied Personal Leave and we will investigate.

Yours in Solidarity,

John