

LEAVES OF ABSENCE (Collective Agreement FNEEQ 2015-2020)

	FULL-TIME PERSONAL (UNPAID LEAVE) <i>Clause 5-15.00</i>	HALF-TIME PERSONAL (UNPAID LEAVE) <i>Clause 5-16.00</i>	FULL-TIME/PART-TIME (UNPAID) PROFESSIONAL DEVELOPMENT LEAVE <i>Clause 7-3.00</i>	SABBATICAL LEAVE (ANTICIPATED OR DEFERRED SALARY) <i>Clause 5-12.00</i>	VOLUNTARY WORKLOAD REDUCTION PROGRAM <i>Clause 5-14.00</i>	MASTER'S LEAVE & LEAVE TO ACHIEVE LEVEL 18 SCHOLARITY <i>Clause 7-6.00</i>
ELIGIBILITY	Full-time workload (year of leave) + Three (3) years' seniority OR two (2) full-time annual contracts	Full-time workload (year of leave) + Three (3) years' seniority OR two (2) full-time annual contracts	No prerequisite	Permanence	Full-time workload (year of leave) + Three (3) years' seniority	No prerequisite
DURATION	One (1) year Possibility of renewal for one (1) additional consecutive year	Half (½) annual workload (in CI) in one (1) semester OR spread over two (2) semesters in same teaching year	From one (1) semester up to two (2) years	Six (6) months OR One (1) year (Repayment over 2 to 5 years)	Workload reduction spread over one term or a full year Year : Min.workload 0.4 ETC & Max. workload 0.9 ETC Term: Max workload 0.8ETC	Dependant on length of educational project; can be full time or part time, one to 4 semesters (continuation is conditional on success)
SENIORITY	Seniority accumulated during year one (1) No seniority accumulation during year two (2)	Full seniority accumulated for years one (1) and (2) Half (½) year seniority accumulated for subsequent years	Seniority accumulated for full duration of leave	Seniority accumulated for full duration of leave	Seniority accumulated for full duration of leave	Seniority accumulated for full duration of leave
ACCUMULATION OF EXPERIENCE	Pertinent work experience recognized	One half (½) year of work experience plus any pertinent work experience	Experience accumulated for full duration of leave	Experience accumulated for full duration of leave	Experience accumulated for full duration of leave	Experience accumulated for full duration of leave
PENSION	NO pension contribution unless teacher assumes full cost	College contributes to pension plan for half (½) year Teacher assumes full cost of remaining half (½) year	Teacher assumes the full cost of pension plan for the time that he is away	College continues to contribute to the pension plan throughout leave	College continues to contribute to the pension plan throughout the participation in program	College continues to contribute to the pension plan throughout leave
BASIC HEALTH INSURANCE	YES (Mandatory) Teacher assumes full cost	YES (Mandatory) Teacher assumes full cost	YES (Mandatory) Teacher assumes full cost	YES (Mandatory) Teacher assumes full cost	YES (Mandatory) Teacher assumes full cost	YES (Mandatory) Teacher assumes full cost
INSURANCE (LIFE, DENTAL)	YES Teacher assumes full costs	YES Teacher assumes full costs	YES Teacher assumes full costs	YES Teacher assumes full costs	YES Teacher assumes full costs	YES Teacher assumes full costs
ANNUAL SALARY	NONE	Half (½) annual salary	NONE (full-time leave) OR prorated to C.I. (part-time leave)	75% to 90% of salary depending on period of repayment	One semester: 50% salary. Spread over year: prorated to C.I.	Full salary
APPLICATION DEADLINE	April 15 th (for leave in the next academic year)	April 15 th (Fall Term) October 15 th (Winter Term)	Reasonable advance notice College request: April 15 th (Fall Term) October 15 th (Winter Term)	No date specified In the case of anticipated salary (departure in the Fall semester) the college request is April 15 th	May 15 th (Fall term) November 15 th (Winter term)	May 15 to Comité paritaire de placement.
ADDITIONAL NOTES	A written authorization from the Labour Relations Committee (CRT) is required in order to engage in employment while on leave	-College approval required (cannot be denied without reasonable grounds) -No restrictions regarding employment.		The professor can withdraw from the deferred or anticipated leave plan (relevant reimbursements apply)	College cannot refuse a request other than in specific situations of pedagogical or recruitment nature.	The teacher must work a time equal to the amount of leave granted