

LEAVES OF ABSENCE (FNEEQ Collective Agreement 2023-2028)

	FULL-TIME PERSONAL (UNPAID LEAVE) <i>Clause 5-15.00</i>	HALF-TIME PERSONAL (UNPAID LEAVE) <i>Clause 5-16.00</i>	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 ALLOW ACCESS TO ECHELON 18 <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 a second, 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 a semester or a full year <u>Year</u> : Min. workload 0.4 ETC & Max. workload 0.9 ETC <u>Semester</u> : Max. workload 0.8 ETC	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
EXPERIENCE	None	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 contributions NO years of service credited Optional buy back: Teacher assumes cost of both employer and teacher contributions	Contributions on salary earned Credited for years of service as per contribution Optional buy back for unpaid portion of leave: Teacher assumes cost of both employer and teacher contributions	Contributions on salary earned Credited for years of service as per contribution Optional buy back for unpaid portion of leave: Teacher assumes cost of both employer and teacher contributions	Contributions on salary earned Credited for years of service as if working full-time during the duration of the leave.	Contributions on full-time salary Teacher is credited with full-time years of service	Contributions on salary earned, including paid leave portion Credited for years of service as per contribution
INSURANCE	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage	Basic Health: Mandatory if eligible and not exempted Dental: Mandatory to maintain previous coverage
ANNUAL SALARY	NONE	Half (½) annual salary	NONE (full-time leave) OR Paid by C.I. (part-time leave)	75% to 90% of salary depending on period of repayment	Prorated to your workload* *For specific questions, see the DTU	Full salary
DEADLINE	April 15 th (for leave in the next academic year)	April 15 th (Fall Semester) October 15 th (Winter Semester)	May 15 th (Fall Semester) November 15 th (Winter Semester) *For the full Winter Semester off, apply by May 15 th	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 Semester) November 15 th (Winter Semester) *For the full Winter Semester off, apply by May 15 th	May 15 th to Comité paritaire de placement.
NOTES	Cannot be refused if meet deadlines Can only be taken once in career A written authorization from Labour Relations Committee (CRT) is required to engage in employment while on leave	No restrictions regarding employment	Can be full-time or part-time	On return, the teacher must work for the College for a time equal to the duration of leave granted		On return, teacher must work for the College for a time equal to the duration of leave granted