

## Letter of Agreement 5: Faculty Leaves

Whereas there is a need to clarify how to calculate partial years of service for study leave eligibility;

Whereas the parties wish to clarify how to classify semesters spent on leave in terms of Research or Teaching Semesters; and

Whereas the parties have reached agreement on these matters, and will incorporate these agreements into the Agreement in the next round of bargaining;

THEREFORE the parties agree as follows:

Calculation of Partial Years of Service  
Effective September 1, 2016, calculation of years of service that result in a fraction will be rounded up to the next semester of a year of service. For

2.1 – 2.33 years	2 years + 1 semester
2.34 – 2.66 years	2 years + 2 semesters
2.67 years or more	3 years

### Classification of Semesters as Teaching or Research When on Leave

#### T, T, R Rotation/Pattern

A faculty member's usual T,T,R rotation/pattern will not normally be affected by a leave, subject to Article 27.15. Article 46.18 is not intended to require a change of rotation, and it is also acceptable for a Research Equity member to return from a

faculty member's T,T,R rotation (subject to Article 27.15).

3. If a faculty member returns from a study leave to a Research Semester, they

[REDACTED]

1.

[REDACTED]

will be expected to deal with the balance issue as part of the biennial review process as per Article 27.18.

*Sick Leave, Parental Leave, Compassionate Care*

4. Effective as of the end of the faculty member's last study leave, full or partial

[REDACTED]

[REDACTED]

7. [REDACTED]

2. A faculty member's balance point may shift as a result of an unpaid leave.
3. Unpaid Leaves do not count towards accumulation of years of service for study leave.

Agreed this 21 day of Feb, 2018.



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Name:  
For Simon Fraser University



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Name:  
For Simon Fraser University Faculty  
Association