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 clarity 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 for Study Leave Eligibility Purposes

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

be

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

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 Faculty 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

1.

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

7.

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.

_____
Name:
For Simon Fraser University

_____
Name:
For Simon Fraser University Faculty
Association