

CONTRACT INTERPRETATION MANUAL

Article 40 LEAVE - PROFESSIONAL

Interpretation Guidelines

This provision addresses paid leave to attend BCCNM or NNPBC meetings.

This is an example of a discretionary leave, however when an Employer makes the decision to deny the leave, the onus shifts to them to demonstrate they “made every effort” to approve the leave.

In other words, the Employer would need to demonstrate that they had explored multiple alternatives (that could include payment of OT) before denying this leave request.

The term “without loss of pay” means the employee receives the same pay as if they had worked. This leave is not prorated for RPT employees (Article 11.03 (B)).

Footnotes

Article	40
Sub-Article	40.0
Last Update	31-03-21
Related Articles	11