

## Article 40

### Article 40 - Leave - Professional

Related Articles: 11.03 (B)

#### Interpretation Guidelines:

1. This provision addresses paid leave to attend CRNBC (RNABC) or RPNABC meetings.
2. 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.
3. In other words, the Employer would need to demonstrate that they had explored multiple alternatives (that could include payment of overtime) before denying this leave request.
4. The term "without loss of pay" means the employee receives the same pay as if she/he had worked. This leave is not pro-rated for regular part-time employees, pursuant to Article 11.03 (B).

#### Additional References:

College of Registered Nurses of BC - website: [www.CRNBC.ca](http://www.CRNBC.ca)

College of Registered Psychiatric Nurses of BC - website: [www.crpnbc.ca](http://www.crpnbc.ca)