

## Article 41

### Article 41 - Leave - Public Office

Related Articles: 11.04 (C), 18.05, 37

#### Interpretation Guidelines:

1. This is an example of a non-discretionary leave with clear and objective conditions.
2. A regular employee is entitled to an unpaid leave of absence if she/he meets the following conditions:
  - a) The employee must be nominated to run for public office; and
  - b) Once nominated the employee must run for public office.
3. The unpaid LOA covers the entire period of time required to run for public office as well as the term of office if the employee is elected.
4. The Employer must grant the unpaid leave of absence required by employees.
5. The employee must comply with the notice requirements in Article 37.02 when requesting the LOA and the provisions of Article 37 apply for duration of the leave taken. See contract interpretation guidelines at Article 37 in this manual for further information.
6. While this provision does not apply to a casual employee, they may be unavailable for work for periods of time [See Article 11.04 (C)]. Casual employees who run and are elected to public office should advise their Employer in writing of the expected length of unavailability.
7. Employees returning to work after an extended leave for serving in public office should receive orientation upon their return.