

The Board of Trustees recognizes the benefits of ECACS teachers providing professional guidance and leadership to the membership in the Alberta Teachers' Association and Park Plains East Local No. 31.

Procedures

1. The Superintendent will consider a written request for leave for union business for a teacher employed with East Central Alberta Catholic Schools.
 - 1.1 The Superintendent, at his/her discretion, may grant short-term leaves to a maximum of five (5) school days in total per school year subject to operational considerations (i.e. the suitability and availability of a competent replacement and minimal disruption to the instructional program). Occasional leaves of absence for Alberta Teachers' Association business may be granted, without loss of salary and benefits provided that the Board is reimbursed for the cost of a substitute for each day of such leave. Payment for release time is due within 30 days of invoice.
 - 1.2 Long-term leave of more than five (5) school days in a school year may be granted subject to the availability of a competent replacement and the educational needs of the Division. The ATA shall reimburse the Board for one hundred per cent (100%) of salary, benefits, pension contributions and all other costs within 30 days of invoice from the employer.
 - 1.2.1 Upon return from long-term leave for union business, the employee may be assigned to the same position or, when the position is no longer available, a similar position.
2. The employer and employees who are members of the ATA Local No. 31 shall continue to be entitled to all benefits and rights under the *Collective Agreement*. For example:
 - 2.1 Where teacher representatives are requested by the Board to meet on union-management matters during instructional time, the teacher representative(s) will be released from all duties with no loss of pay.
 - 2.2 With regard to grievance or arbitration proceedings, each party to the difference shall bear the expense of its respective nominee to the arbitration board. The two parties shall share the expenses of the chairperson.

New March 2014