

Administrative Procedure 406

LEAVES OF ABSENCE FOR POLITICAL PURPOSES

Background

Employees have a right to campaign for and to hold political office. Accordingly, in addition to the provisions for leave in the collective agreements, requests for leaves for political reasons may be granted. In order to ensure that the best interests of students are protected, any employee that is planning to seek an elected office shall immediately inform his/her immediate supervisor and the Superintendent.

Procedures

1. For an elected municipal office:
 - 1.1 The employee will not be given time off from his/her employment duties for electioneering purposes.
 - 1.2 A maximum of seven (7) days leave of absence will be granted for a successful candidate to carry out the responsibilities of office, with a salary deduction equivalent to the daily rate for substitute teachers.
2. For an elected provincial or federal office:
 - 2.1 The employee will be granted four (4) continuous weeks off with a salary deduction equivalent to the daily rate for substitute teachers.
 - 2.2 A staff member elected to the provincial legislature or federal parliament must apply for a leave of absence without pay for the entire term of his/her office.
 - 2.3 A successful candidate must immediately relinquish any administrative and/or counselling position.
 - 2.4 Extensions of the time limits will be at the discretion of the Superintendent.

Reference: Section 33, 52, 53, 197, 204, 220, 222 Education Act
Employment Standards Code
Labour Relations act
Canada Tax Act – Section 248L
Canada Income Tax Regulation 068/2001
Collective Agreement
Local Authorities Election Act