

CUASA proposal
Date:

20.1 Leave of Absence Without Pay

(a) With the exception of leave of absence for compassionate reasons, at least six (6) months prior to the beginning of the leave of absence without pay, a faculty employee must submit a written statement to the appropriate dean describing in detail the nature and location of the activities to be undertaken during the leave period. If no detailed statement is provided or if the dean is dissatisfied with the statement s/he, in consultation with the department, may seek a revision of the statement; if no satisfactory revisions of the statement are forthcoming, the Dean may recommend to the President that the leave be denied. **The Dean shall not unreasonably deny a leave of absence without pay.**

20.5(c) A tenured member who returns from Long Term Disability (LTD) shall have their category, status, and rank restored within the academic unit to which they were appointed prior to being on LTD. Should the academic unit no longer exist the employer shall provide an equivalent appointment to a unit which is most closely associated with the discipline of the member. Any such appointment shall be in the category, status, and rank the member previously held prior to being on LTD.

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21.1 (b) As an alternative to a full-year sabbatical under 21.1(a) above, a tenured or confirmed employee may elect to take a six-month sabbatical after three years of full-time on-campus service at Carleton. Such a sabbatical shall start on either July 1st or January 1st ~~at the discretion of the employer~~. The conditions of Article 21.1(d) shall apply.

~~(e)~~

~~In the event that the faculty employee is entitled to a sabbatical but has not been granted tenure, the sabbatical to which a faculty employee is entitled shall be delayed until tenure is granted. Notwithstanding Article 21.4(e), in the event that a faculty employee accumulates more than six (6) years service prior to achieving tenure, all such years of service in excess of six (6) years accumulated prior to achieving tenure, all such years of service in excess of six (6) years accumulated prior to achieving tenure may be carried over towards the employee's next sabbatical.~~

(d) Except as provided in Article 13.5(c), an employee on leave of absence shall be entitled but not required to maintain membership in the benefits plan from time to time in force, provided the plans so permit and that the employee pays the total cost involved. **Employees contemplating opting out of membership in the benefit plans while on leave of absence must have a scheduled appointment with CUASA prior to signing any benefit consent forms.**

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20.6 Compassionate Leave

It is recognized that certain circumstances may arise in the employee's personal or family life which may require his/her absence from the University for a limited period of time. Notification of such absence shall be made before departure, whenever possible, to the appropriate Dean or University Librarian who ~~may~~ **shall** authorize leave with pay. Normally such leave shall not exceed ~~five (5)~~ **ten (10)** working days. ~~Such authorization shall not be unreasonably withheld.~~