

SABBATICAL LEAVE

1. With the exception of Compassionate Leave, Court Leave, Pregnancy and Parental/Adoption Leave and Sick Leave, at least two years of full-time continuous service shall elap.rq0.3ETQq0.00000912 0 8.6 612 792 reW*nBT/F 12 Tf1 0 0 1 27

7.1.1 In the event the Member is granted a Sabbatical Leave, the provisions in this Article shall apply to the Member during the period of the Sabbatical Leave. The provisions of this Article shall not apply to the Member during the period of the Sabbatical Leave.

7.1.2 A Member who has been granted a Sabbatical Leave may, at the Member's discretion, proceed on Sick Leave on the approved date and for the approved period, except by the written consent of the Member and the Dean.

7.1.3 If a Member becomes disabled while on Sabbatical Leave, and if the Sabbatical Leave cannot be completed, the Member may, at the Member's discretion, elect to go on Sick Leave and the provisions of Clause 6.3 of the Article *Income Security* shall apply, including the deferral of the balance of the Sabbatical Leave if more than three months are remaining.

16. A Member granted a Sabbatical Leave may request a Moving Expense Reimbursement and/or a Research Grant, in lieu of a portion of their salary, while on Sabbatical Leave in accordance with Clauses 52-52.4 in the Article *Compensation and Benefits*.

17. Members on Sabbatical Leave are not eligible for consideration for Promotion during the period of the Sabbatical Leave. If a Member is subsequently considered for Promotion.

17.1 Notwithstanding the provisions of Clause 17 of this Article, a Member may be considered for Promotion during a Sabbatical Leave as long as the Member undertakes to be available to participate in the process (for exa

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Annual Performance Evaluation a Member may opt to be deemed to have an Alternative Workload in which the balance of Teaching relative to Research is increased to take into account activities pertinent to the Member's Responsibilities as a supervisor or chief advisor of graduate students. Such option shall be requested in the application for the Sabbatical Leave.

21. If a Member has made prior agreement with the Dean to receive the same assessment as in the year prior to the Sabbatical Leave, then the Member is not required to submit an Annual Report.
22. If a Member on Sabbatical Leave plans to remain at the University for the majority of the Leave, the Member shall retain their assigned office and any assigned laboratory space, pursuant to Clause 4 of the Article *Working Conditions*.
23. If a Member on Sabbatical Leave has responsibility for graduate students and/or an active laboratory, and that Member plans to be off campus for the majority of the Leave, then the Member shall make arrangements for the supervision of graduate students and for compliance with safety regulations.
24. The Association agrees to recognize and enforce agreements respecting Sabbatical Leave credit between the Employer and a faculty member who is not a Member of the faculty Bargaining Unit, upon return of the faculty member to the Bargaining Unit.