

## 5-14.00 SPECIAL LEAVES (*Local Arrangement*)

**5-14.01** For the events mentioned in clause 5-14.02 of the provincial entente the board shall grant each full-time teacher a maximum of eight (8) noncumulative nonredeemable working days each year without loss of salary, supplements, or premiums for regional disparities.

**5-14.02** In accordance with clause 5-14.02 of the provincial entente the board and the union agree to replace the provisions of clause 5-14.02 of the provincial entente by the following:

- a) In the event of the death of the teacher's spouse, child, or spouse's child if the child is living under the same roof, father, mother brother, sister: a maximum of seven (7) consecutive days, working days or not, commencing on the date of death<sup>2</sup> or including the day of the commemorative service, at the option of the teacher. If the teacher takes the leave commencing on the date of the death, the teacher may keep only one (1) of these days to attend the burial or the commemorative service;

in the event of the death of the teacher's spouse's minor child not living under the same roof: a maximum of three (3) consecutive days, working days or not, commencing on the date of death<sup>1</sup> or including the day of the commemorative service, at the option of the teacher. If the teacher takes the leave commencing on the date of the death, the teacher may keep only one (1) of these days to attend the burial or the commemorative service;

the second paragraph must allow the teacher to benefit from a minimum leave of two (2) workdays without loss of salary, supplements or premiums for regional disparities as prescribed in the Act respecting labour standards (CQLR, chapter N-1.1);

- b) in the event of the death of the teacher's parents-in-law, grandfather, grandmother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandson, or granddaughter: five (5) consecutive days, working days or not, commencing on the date of death or the day after the death or including the day of the commemorative service, at the option of the teacher. If the teacher takes the leave commencing on the date of the death, the teacher may keep only one (1) of these days to attend the burial or the commemorative service;

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<sup>2</sup> The obligation to take the leave commencing on the date of death does not apply to the teacher who has ended his or her workday. In such a case, the leave commences on the day following the date of death.

the granting of this leave is conditional upon whether marriage or family ties still exist. For this reason, the leave shall be refused in the event of the dissolution of the marriage by divorce or annulment, the dissolution of the civil union by court judgement or notarized joint declaration or in the case where the definition of spouse no longer applies, except if the dissolution of one of the relationships (marriage, civil union or definition of spouse) is due to the death of the teacher's spouse.

- c) The marriage or civil union of the father, mother, brother, sister, son, daughter, or spouse's child living under the same roof; two (2) consecutive working days.
- d) The taking of the habit, ordination, taking of perpetual vows of the child, brother or sister of the teacher, the day of the event.
- e) The wedding or the civil union of the teacher, an annual maximum of seven (7) consecutive working days; beginning or concluding within three (3) days of the event.
- f) The Baptism or Brith of a child, the day of the event.
- g) Three (3) working days to cover any other event considered as an Act of God (disaster, fire, flood, etc.), which obliges the teacher to be absent from work and on which the board and the union agree to grant permission for absence without loss of salary
- h) An annual maximum of three (3) days for the following religious holidays:
  - i) for a teacher of the Jewish faith to celebrate Rosh Hosannah and Yom Kippur;
  - ii) a teacher of the Christian Church who follows the Julian Calendar to celebrate Christmas Day and Good Friday;
  - iii) for those following the Gregorian Calendar to celebrate the Feast of the Annunciation and Good Friday;
  - iv) or any teacher professing the faith of Islam, Hinduism, or Bah'ai to celebrate religious holidays.
- i) An annual maximum of one (1) day for change of domicile within one week of change of domicile.
- j) An annual three (3) working days for the following:
  - i) Serious illness of the relatives: the teacher's spouse, the child, father, mother, brother, sister, and grandparents of the teacher or the teacher's spouse as well as those person's spouses, their children and their children's spouse;
  - ii) parental leave following the use of the sick-leave days credited in paragraphs a), b) and c) of clause 5-10.26;  
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- iii) personal business which cannot be conducted outside of normal school hours;
- iv) one (1) day for travel beyond two hundred (200) km for teachers for medical, dental, or paramedical appointment upon presentation of proof;
- v) the teacher shall be entitled to one (1) day without loss of salary, supplements, or premiums for regional disparities, in addition to the number of days indicated in paragraph a) and b) of clause 5-14.02, if the funeral or the burial takes place at a distance greater than 300 kilometers from the teacher's residence.
- vi) in the case where a person referred to in paragraph a) and b) of this clause is receiving end-of-life care and medical assistance in dying as defined in the Act respecting end-of-life care (CQLR, chapter S-32.0001), the teacher who submits a request shall be entitled to a leave as of the day preceding the death, provided the teacher works on that day. In this case, the teacher shall so notify the board in writing as soon as possible.

**5-14.03** Furthermore, the board shall, on request, allow a teacher to be absent without loss of salary, supplements, or premiums for regional disparities during the time when:

- a) the teacher must sit for official entrance or achievement examinations at an educational institution recognized by The Ministère de l'Éducation;
- b) the teacher must serve in a court of law as a juror or a witness in a case in which he or she is not a party;
- c) the teacher by order of the community health department, is placed under quarantine in his or dwelling because of a contagious disease affecting a person living in the same dwelling;
- d) the teacher, at the specific request of the board, undergoes a medical examination.

**5-14.04** The board may also allow a teacher to be absent without loss of salary, supplements, or premiums for regional disparities for any other reason not mentioned in this article and which it deems valid.