

5-14.00 SPECIAL LEAVE

- 5-14.01 In accordance with the provisions of clause 5-14.01 of the provincial entente, the distribution of the eight (8) days of special leave shall be as defined in clause 5-14.02 of the local agreement.
- 5-14.02 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 spouse, child or child of spouse living under the same roof, father, mother, brother, sister, seven (7) consecutive days including the day of the funeral.
 - b) In the event of the death of parents-in-law, grandmother, grandfather, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandson, granddaughter; five (5) consecutive days, beginning on the day of the death or the day after the death;
 - c) The marriage of the father, mother, brother, sister, son, daughter or child of spouse living under the same roof; two (2) consecutive working days;
 - d) The taking of the veil, ordination, taking of perpetual vows of the child, brother or sister of the teacher, the day of the event;
 - e) The marriage 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 Hoshanah and Yom Kippur;
 - ii) a teacher of the Christian Church who follows the Julian Calendar in order to celebrate Christmas Day and Good Friday
 - iii) for those following the Gregorian Calendar in order to celebrate the Feast of the Annunciation and Good Friday
 - iv) for 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) The school administration of a school may grant up to a total of three (3) working days for the following:
 - i) serious illness in the immediate family excluding parental leave in clause 5-13.30 of the provincial entente in the immediate family;
 - ii) parental leave following the use of the six (6) moneystackable days as in clause 5-13.30 of the provincial entente;
 - iii) personal business which cannot be conducted outside of normal school hours;
 - iv) one day for travel beyond two hundred (200) km for teachers in Val d'Or, Noranda or Temiscaming for medical, dental or paramedical appointment upon presentation of proof.
- 5-14.03 Furthermore, the board shall, on request, allow a teacher to be absent without loss of salary during the time when:
- a) the teacher must sit for official entrance or achievement examinations at an educational institution recognized by the MELS;
 - b) the teacher must act in a court of Justice as a juror or a witness in a judicial proceeding;
 - c) the teacher by order of the Municipal or Provincial Health Bureau, is placed in quarantine as a result of a contagious disease affecting a person living in the same dwelling;
 - d) the teacher, at the specific request of the board, must undergo a medical examination in addition to that required in accordance with the law.
- 5-14.04 Notwithstanding the provisions of clause 5-14.02 of the local agreement, the board may also allow a teacher to be absent without loss of salary for extensions to clause 5-14.02 a) through g) inclusive of the local agreement and for any reason not provided for in this article and which it deems valid.