

# Know Your Contract

Olds College Faculty Association

## Special Points of Interest

### Monthly Faculty Meeting

Thursday,

April 9, 2009

Lunch 11:45 a.m.

Meeting 12:05 p.m.



We Need Good  
Men & Women!

Please Consider an

OCFA

Executive

or

Committee Member

Position

Elections

May 26, 2009

PROUD

PROFESSIONAL

PERFORMANCE

## ARTICLE 29 - LEAVES OF ABSENCE- Cont.

### 29.10 **Compassionate Leave**

Compassionate leave with pay, plus necessary travelling time, shall be granted to a Member in the event of the death of a member of the Member's family or the Member's spouse's family. The Member's Chair shall determine the leave to be allowed in each case.

### 29.11 **Unassisted Leave**

All Members may be granted unpaid leave for up to two years to take educational training or for personal reasons as may be agreed to by the Member and the Board.

### 29.12 **Family Responsibilities Leave**

29.12.01 The President shall grant leave with pay under the following circumstances:

- a) Up to one-half day for an appointment to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies;
- b) Up to two consecutive days for the temporary care of a sick member of the Member's family;
- c) One day for needs directly related to the birth or to the adoption of the Member's child. This leave may be divided into two periods and granted on separate days.

29.12.02 The total leave with pay which may be granted under Article 29.12.01 shall not exceed five days in a calendar year.

## NEGOTIATING COMMITTEE POINTS OF REASONING

### **Article 29.10 Compassionate Leave**

Defines the terms of a compassionate leave with permission being granted by the Chair.

### **Article 29.11 Unassisted Leave**

Outlines the length and reasons for an unpaid leave which may be agreed upon by the Member and the Board.

### **Article 29.12 Family Responsibilities Leave**

Article 29.12.01 - Outlines the protocol for family responsibility leave if granted by the President.

Article 29.12.02 - Defines the number of paid family responsibility leave days which may be granted per calendar year.

“We cannot always build the future for our youth, but we can build our youth for the future.”

Franklin D. Roosevelt

### Your Association Needs You!!

The Olds College Faculty Association (OCFA) is the corporation consisting of Academic Staff Members that is empowered to act as a professional association on behalf of its membership as set out in Section 85 of the *Post-Secondary Learning Act* of the Province of Alberta, and as governed by the *Bylaws* of the Association.

Taken from OCFA Bylaws Article 1

### Why get involved as an OCFA Executive or Committee Member

- To promote a satisfactory working relationship between the Association and the Olds College Board of Governors.
- To act as bargaining agent for negotiating terms and conditions of employment for its membership.
- To address any matters considered by the membership to be in the best interests of Olds College and the execution of its mandate and mission.
- To promote freedom of speech and to ensure that academic freedom of Association members is maintained.
- To promote continual scholarly effort and the professional development of its members.
- To advance the standards of professional conduct (as identified in OCFA's *Code of Ethics*) for its members.
- To maintain the interests and to improve the general welfare of its membership.
- To foster academic and social fraternity among members.
- To cooperate with other organizations and bodies having similar objectives.

Taken from OCFA Bylaws Article 2

