

Leave Information

The charts below summarize the leaves available to members in our local. Refer to Section G of our local [Collective Agreement](#), talk to your School Based Staff Representative, or contact the NDTA office to speak with a Released Officer.

Leave Name	Paid	# of Days	Information
Sick <i>Collective Agreement Article G.20</i>	Yes	Up to 120 days per year	Provided to members who are unable to work due to illness or injury. Medical Leaves would fall under this category and could involve Salary Indemnity. 1.0 FTE Teachers accumulate 15 days a year, and other FTE's would accumulate at a pro-rated amount.
Family Illness <i>Collective Agreement Article G.25</i>	Yes	Three days per year	For members to look after an ill family member (spouse, children, parents, siblings, stepparents, parents-in-law, anyone in the household living as part of the family) The Superintendent may approve an additional 2 days (Paid or unpaid) on written request of teacher.
Bereavement <i>Collective Agreement Article G.4</i>	Yes	5 days per bereavement 2 days for travel to a funeral, if not local	For members upon death of a member of their immediate family (spouse, children, parents, siblings, stepparents, parents-in-law, anyone in the household living as part of the family). Additional unpaid days shall not be unreasonably denied.
Cultural leave for Aboriginal Employees <i>Collective Agreement Article G.11</i>	Yes	5 days per year	For members of Indigenous Identity. Cultural activities include individual, small group, family, and organization-hosted activities. These activities include, but are not limited to: harvesting plants or animals; food preservation and distribution; travel to and maintenance of a culturally significant site; providing service to an elder; mentorships; cultural exchanges; learning, practicing, rehearsing or performing singing, drumming or dancing; creation of materials such as baskets, ties, beadwork, art, tools, clothing, and shelter; events, ceremonies, pow wows, storytelling, feasts, memorials, and rites of passage; etc.
Jury Duty/ Court Leave <i>Collective Agreement Article G.24</i>	Yes	Varies	For members, in temporary or continuing contract, that have been selected for Jury Duty.

Partially Paid Leaves

Leave Name	Paid	# of Days	Information
Discretionary	Semi	Up to 4 days a year	For members to take a day for unexpected things that come up. Pay: Your daily rate minus the average cost of a TTOC. If you make less than the average cost of a TTOC you will not receive any pay but will not be deducted any additional amount of the cost of your TTOC.
Self-Funded Leave Plan <i>Collective Agreement Article G.31</i>	By you	Up to 1 year	Apply on ADS under eForms, "Self-Funded Leave Plan Application". On the eForm you will indicate the portion of salary to be held-back (up to 33/1 3 %), and schedule for taking the leave (after up to five years in the plan). Must pay 100% of benefit premiums while on leave. If leave is for one year or less, you will return to your previous position (or one closely related to previous position)
Leave of Absence Incentive Plan <i>Collective Agreement Article G.32</i>	20%	Up to 1 year	For qualifying members to take a year off with a drastic reduction of wage. Must be continuing and on maximum step of basic scale. Receive 20% of annual salary in two instalments. Apply by December 15 prior to the school year that the leave would commence. Contingent on finding a qualified replacement. Grant six per year; can only participate in this place once while an employee.

Employment Insurance/Employment Standards Act/Maternity/Parental Leaves

Leaves listed below require you to apply with Employment Insurance for financial benefits

Leave Name	Paid	# of Days	Information
Short Term Maternity <i>Collective Agreement Article G.30</i>	Top Up of EI	16 weeks	For members who have given birth. Employer pays 100% of salary for first week and then tops EI benefits to 100% for 15 weeks. Please refer to FAQ sheet on website for more information on this leave.
Non-Birth Parent Leave <i>Collective Agreement Article G.26</i>	Yes	2 Days per child	For members that will be supporting the parent that gave birth. Additional 3 days paid for the Non-Birth Parent to take care of other children and there is no one else available to take care of them. * This language is gendered within the collective agreement, and the employer has shown no interest in changing this language to incorporate the diversity of families. *
Extended Maternity- Parental- Adoption <i>Collective Agreement Article G.30 or G.27</i>	EI Paid	Up to 30 School Months	For members to take time off to take care of their new addition to their family. Can be split between two parents but must be declared to EI when applying. Benefits: 100% paid by the employee EI Benefits can be spread over 12 or 18 months but must be indicated when applying with EI.
Critical Illness <i>Collective Agreement Article G.3</i>	EI Paid	Varies	Provided to members that have a family member with a serious injury or medical needs.
Compassionate Care <i>Collective Agreement Article G.2</i>	EI Paid	Up to 8 weeks First week, 100% employer Weeks 2-8 are top up to EI amount to 100% by employer	To care for a member of immediate family member (spouse, children, parents, siblings, stepparents, parents-in-law, anyone in the household living as part of the family) Benefits continue, employer will pay pension contributions that the employee buys back. Seniority continues to accrue. Return to prior position (or comparable position)

Leaves listed above require you to apply with Employment Insurance for financial benefits

Unpaid Leaves

Leave Name	Paid	# of Days	Information
Family Responsibility <i>Collective Agreement Article G.3</i>	No	Up to 5 days per year	For members to look after an ill family member Spouse, children, parents, siblings, stepparents, parents-in-law, anyone in the household living as part of the family
Discretionary (unpaid)	No	Up to 3 Days per year	For members to take a day for things that come up in members lives.
Long Term Leave <i>Collective Agreement Article G.28</i>	No	Up to 1 year	For a semester or a school year. Apply by March 1 or 90 days prior to commencement. No guarantee to return to a specific location/assignment
Personal Leave <i>Collective Agreement Article G.22.4</i>	No	Varies	For reasons other than those in Collective Agreement. Requires approval from Admin; not unreasonably withheld.

* For more information, please review Section G of the [Collective Agreement](#) and talk to your School Based Staff Representative, or contact the NDTA office.