

# UNION LEAVE

## 1. Union leave under the collective agreement

**Subject to operational requirements, you can get leave with pay for:**

- Your grievance hearing in front of the FPSLRB (or other adjudication)
- Representing another member in front of the FPSLRB (or other adjudication)
- Being called as a witness in front of the FPSLRB (or other adjudication)
- Participating in alternative dispute resolution, either as the complainant or a witness
- Meetings with management
- Meetings with a member you are representing on a grievance. With pay in your headquarters area, without pay if outside headquarters area.
- Grievor meeting with the employer at the employer's request. Representative gets with pay in headquarters area, without pay if outside headquarters area.
- Grievor meeting with the employer at grievor's request. Both grievor and representative with pay in headquarters area, without pay if outside.
- Leave without pay: Collective bargaining (and prep time), BoD and Conventions (PSAC and CIU), training related to union duties.

## 2. Tips to secure leave

- Talk to your Director and provide her/him with a clear understanding of your needs.
- Provide different options, if possible, when requesting union leave. Make it harder for the employer to say "no".
- Be aware of any "off-the-books" agreements in your Branch, for ex. time-for-time leave for union business.
- Be flexible when asking for union leave that is not provided in the collective agreement.
- Try to convince management that your union work benefits them.