



Issue #4: November 17, 2023

## Leave for Bereavement, Personal Problems, Emergencies

### *Clauses 30.09 and 30.10 in your Collective Agreement*

Life happens. From time to time, we all find ourselves facing personal problems and emergencies, or grieving the loss of a loved one. In your Collective Agreement, under Clauses 30.09 (Bereavement) and 30.10 (Personal Problems and Emergencies), you are entitled to time off as necessary. The leave you are given is discussed with your Chairperson, Head, Director, Chief Librarian or Dean.

In the event of a death or critical illness in your immediate family, or similar circumstances, compassionate leave can be arranged. Requests for leave with salary and benefits will not be unreasonably denied. Further unpaid leave shall also not be unreasonably denied.

If you need time to address personal problems or emergencies, attend medical and dental appointments, take care of a sick child, deal with unscheduled daycare closures or move your residence, requests for time off with salary and benefits will not be unreasonably denied. In the event of an emergency, your Chairperson, Director, Head, Chief Librarian or Dean will make arrangements for rescheduling.

Read the full clause [here](#), it's on page 115 of your Collective Agreement.