

Memorandum of Understanding – 15 CHANGES TO SABBATICAL

- A. In the previous round of bargaining the parties have moved to a credit based system for sabbaticals. In order to facilitate this change a member's accrued service time counting towards a sabbatical as provided for in the collective agreement ending June 30, 2011, will receive sabbatical credits in equal amount towards the system in place for the new agreement including any agreed upon deferrals.

Thus each half-year of credit under the old system will receive 1 credit under the new system.

- B. Members who took up duty as Chair/Director before July 1, 2011 may receive sabbatical credit for their time served as Chair/Director according to Article 6.1G of this agreement, or they may opt to take Chair/Director Administrative Leave (CDAL), under the terms of the 2008 Collective Agreement (Article 6.3), or their letter of appointment, as appropriate.