

UBC LEAVE PROVISION SUMMARY BY EMPLOYMENT GROUP

| Agreement Provision Type | Faculty/Staff Group | Relevant Article | Overview of Terms |
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| Sick Leave | Faculty | UBC Policy 62 | <ul style="list-style-type: none"> • 6 Months on approval • Pro-rated depending usage • Able to access annually • One year extension of tenure clock depending on circumstances |
| | AAPS | Article 12.3 | <ul style="list-style-type: none"> • 1.25 days per month accrual during probation • Post probation: on approval, 6 Months per illness • No-proration of time • Dependent illness allows for 5 days per year |
| | BCGEU | Article 50 | <ul style="list-style-type: none"> • 1.25 days per month accrual • Maximum 152 days accrual • Dependent illness allows for 10 days per year if employee has at least 12 days accrued |
| Maternity / Parental / Adoption Leave | Faculty | Article 6, Leaves | <ul style="list-style-type: none"> • If member meets EI eligibility, supplemental benefits available – 15 weeks mat leave • Mat leave: 17 Weeks - unpaid • Parental leave: 35 Weeks - unpaid • Timing: discretion of faculty member and reasonable notice • One year tenure clock extension |
| | AAPS | 12.5 | <ul style="list-style-type: none"> • Mat leave: 17 Weeks, unpaid • Mat leave timing: no earlier than 11 weeks before birth; notification at least 8 weeks before anticipated leave date • If member meets EI eligibility, supplemental benefits available – 17 weeks maternity leave; employee must return to work for 6 months after the leave to retain/receive benefits • Parental leave: 35 Weeks - unpaid |
| | BCGEU | 51.1 | <ul style="list-style-type: none"> • Mat leave: 17 Weeks - unpaid • Parental leave: Birth mother, 35 Weeks – unpaid; Birth Father, 37 Weeks – unpaid • If member meets EI eligibility, |

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| | | | <p>supplemental benefits available – 17 weeks maternity leave; 35 weeks parental leave</p> <ul style="list-style-type: none"> • employee must return to work for 6 months after the leave to retain/receive supplemental benefits |
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| Study/Sabbatical Leave | Faculty | Article 2, Leaves | <ul style="list-style-type: none"> • Eligibility: at least 4 years of full-time service • Salary during leave determined by years served • Terms: 12 mos, 8 mos, 6 mos • Application required 'sufficiently' ahead of the proposed leave to allow for proper evaluation and planning • Must return to UBC for at least one year |
| | AAPS | 12.2 | <ul style="list-style-type: none"> • Must directly benefit the position • Beyond basic qualifications • At least 4 years of continuing service • Max 1 year • Partially paid • Application must be at least one year before proposed leave |
| | BCGEU | 56.4 – Staff Development Leave | <ul style="list-style-type: none"> • Maximum of 20 working days each year • Approval based on mutual agreement • Paid leave unless mutually agreed otherwise |
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| Vacation Leave | Faculty | Article 8 – Leaves | <ul style="list-style-type: none"> • Guideline: one month paid vacation annually • To be arranged between faculty member and Head |
| | AAPS | Article 11 | <ul style="list-style-type: none"> • Eligibility (in years) <ul style="list-style-type: none"> 2 through 5 4 weeks (20 working days) 6 through 8 5 weeks (25 working days) 9 or more 6 weeks (30 working days) • Pro-rated based on FTE • With approval - 10 day carryover available |
| | BCGEU | Article 42 | <ul style="list-style-type: none"> • Eligibility (in years) 12 month – Regular/ongoing appointment |

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| | | | <p>1 through 6 - 20 working days 7 through 9 - 26 working days 10 through 14 - 27 working days 15 through 19 - 28 working days 20 through 24 - 29 working days 25 or more - 30 working days</p> <ul style="list-style-type: none"> • Seniority rights to be exercised within 2 weeks of receiving schedule • Must notify supervisor of carryover intent by Nov 30th • 5 day carryover for regular employees • 10 day carryover w/ manager's authorization |
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| Work Schedule | Faculty | Article 13: Workload | <ul style="list-style-type: none"> • Head assigns individual workloads • Combination of self-directed (scholarly activity) and assigned (teaching & service) • Typical or 'normal' workload will vary between disciplines and units |
| | AAPS | Article 10: Hours of Work | <ul style="list-style-type: none"> • Flexible configurations of 35 hours per week • Additional hours of work are expected and should be recognized if chronic through off-setting arrangements e.g. time off with pay |
| | BCGEU | Article 32: Hours of work and Overtime | <ul style="list-style-type: none"> • Generally, 7 hours per day and 35 hours per week; additional hours to be paid at time and a half overtime rates • Minimum 4 hours if called in on day off |