



POLITICAL LEAVE POLICY

University Policy No.: HR6425
Classification: Human Resources
Approving Authority: Board of Governors
Effective Date: December/00
Supersedes: February/72
Last Editorial Change:
Mandated Review:

FACULTY MEMBERS: See Faculty Framework Agreement:
<http://web.uvic.ca/vpac/framework.htm>, effective January 1, 2001.

With regard to Faculty leaves that commenced on or before December 31, 2000, see policy below.

1. This policy applies to all University employees (except noted above).
2. It is the University's policy to grant campaign leave, upon request, to an employee who stands for election to elected public office whenever this does not create serious difficulties for the University in carrying out its responsibilities. Such leave will be granted as leave of absence without pay for up to four months. The period of leave will not normally exceed the period between the issuance of the election writ and the day of the election.
3. An employee who is elected to the Provincial Legislature will be given leave of absence without pay for the period of each year in which the Legislature is in session. Normally, such leave will be granted in four month terms coinciding with the University's academic sessions.
4. An employee who is elected to the Parliament of Canada will be given leave of absence without pay until the dissolution of Parliament.
5. Subject to Section 7, an employee who is appointed a Minister of the Crown or Leader of the Opposition will be given leave of absence without pay while holding such office.
6. An employee on leave is entitled to return to the University at the same academic rank or classification upon the expiration of any leave of absence granted.
7. The appointment of an employee granted full-time leave while holding political office will be terminated if the leave of absence exceeds seven continuous years or two consecutive Parliaments or Legislatures, whichever is the longer. (Continuous leave is defined as leave which is not interrupted by a period of more than one full year at the University.)
8. During the period of leave, an employee shall have the right to keep in force any or all of her or his personnel benefits by assuming the total cost of the monthly

contributions. The University will not make contributions to these personnel benefits during the period of leave.

9. The appointment of an employee who accepts an appointment to the Senate of Canada will be terminated with effect from the date of appointment to the Senate.
 10. An employee who becomes an elected member of a municipal, city or regional government, or a School Board, will not normally be granted special leave. Arrangements for any reduction, reassignment or rescheduling of normal University duties or responsibilities, which may include some absence without pay, must be negotiated with the responsible administrative officer and be approved by the Dean or Vice-President as appropriate.
-