

## LEAVE WITH OR WITHOUT PAY FOR ASSOCIATION BUSINESS OR FOR OTHER ACTIVITIES UNDER THE PSLRA

Nature of Union Business	Type of Union-related Leave	Article no.	Arbitral Award?
For <b>adjudication</b> , lawyer who is a party, representative or witness called by a lawyer who is a party	Leave with pay where operational requirements permit	11.03	Yes
For <b>applications for certification, representations and interventions with respect to applications for certification</b> , lawyer witness called by the PSLRB or where operational requirements permit, lawyer witness called by a lawyer or the Association	Leave with pay	11.01(3)	Yes
For <b>applications for certification, representations and interventions</b> with respect to applications for certification, lawyer who represents or who makes personal representations	Leave without pay where operational requirements permit	11.01(2)	Yes
For <b>Association Executive Council Meetings and Conventions</b>	Leave without pay where operational requirements permit	11.08	No
For carrying out <b>function as a Representative on Employer's premises</b>	Leave with pay where operational requirements permit	7.04	Yes
For certain <b>PSLRB complaints</b> , complainant or lawyers acting on behalf of a complainant	Leave with pay where operational requirements permit	11.01(1)	Yes
For <b>contract negotiations meetings</b>	Leave without pay where operational requirements permit	11.05	No
For <b>grievance investigations</b> , the lawyer and representative will be given, for the purposes of discussing the grievance in relation to a presentation	Reasonable leave with pay when the discussion takes place in the HQ area of such lawyer and leave without pay when it takes place outside the HQ area of such lawyer	11.04(3)	No
For <b>meetings during the grievance process</b> , where a lawyer wishes to represent a grievor	Leave with pay to the representative when the meeting is held in the HQ of such lawyer and leave without pay when the meeting is held outside the HQ area of such lawyer	11.04(2)	Yes
For <b>meetings during the grievance process</b> , where Employer originates a meeting with a lawyer who has presented the grievance	Leave with pay when the meeting is held in the HQ are of such lawyer, and "on duty" status when the meeting is held outside the HQ are of such lawyer	11.04(1)(a)	Yes

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For <b>meetings during the grievance process</b> , where lawyer who has presented a grievance seeks to meet with the Employer	Leave with pay when the meeting is held in the HQ are of such lawyer, and leave without pay when the meeting is held outside the HQ are of such lawyer	11.04(1)(b)	Yes
For <b>meetings between the Association and management</b>	Leave with pay where operational requirements permit	11.07	No
For <b>preparatory contract negotiations</b>	Leave without pay where operational requirements permit	11.06	No
For <b>Representatives' training courses</b> concerning Employer-lawyer relations sponsored by the Employer	Leave with pay where operational requirements permit	11.09(2)	No
For <b>Representatives' training courses</b> offered by the Association	Leave without pay where operational requirements permit	11.09(1)	No
Lawyer called a s a witness by <b>Arbitration Board, Public Interest Commission and Alternate Dispute Resolution Process</b> and where operational requirements permit, lawyer called a s a witness by the Association	Leave with pay	11.02(2)	Yes
Lawyer representing the Association before an <b>Arbitration Board, Public Interest Commission and Alternate Dispute Resolution Hearings</b>	Leave with pay where operational requirements permit	11.02(1)	Yes