

 The University of British Columbia Board of Governors	Policy No.: HR2
Long Title: Leave to Take Political Office	
Short Title: Political Leave Policy	

Background & Purposes:

The University recognizes that its employees may wish to exercise their rights as citizens to seek political office. The purpose of this policy is to facilitate the civic engagement of University members by setting out the circumstances under which unpaid leave may be granted to members of all employment groups for political activities and the terms of such leave.

1. Scope

- 1.1 This Policy applies to salaried employees who are employed on an on-going basis by the University (“Employees”).

2. Campaign Leave

- 2.1 An Employee who stands for election to public office will be granted a leave of absence without pay upon request provided that the leave does not create serious difficulties for the Employee’s academic or administrative unit, colleagues or students. Such leave request will not be unreasonably denied and will be granted in accordance with the provisions of the Employee’s collective agreement, handbook, or employment contract. The period of leave will not normally exceed the period between the Employee’s nomination as a candidate and the day of the election.

3. Leave During Political Office

- 3.1 Recognizing that the following positions require a full-time commitment, an Employee who holds one of these positions will be placed on a leave of absence without pay as follows:
 - 3.1.1 for a Member of the Legislative Assembly of British Columbia, from the date of election until the dissolution of the Legislature;
 - 3.1.2 for a Member of Parliament of Canada, from the date of election until the dissolution of Parliament; and

3.1.3 for a Minister of the Crown or Leader of the Opposition, from the date of appointment until the person ceases to hold such office.

3.2 An Employee who becomes an elected member of a First Nations band council, municipal or city government, a School or Parks Board, or other political office that would not normally interfere with the employee's duties and responsibilities to the University will not normally be granted leave. However, a leave of absence without pay or a reduction of normal University duties may be granted upon request in circumstances where such elected position requires a time commitment that would interfere with the Employee's normal duties and is subject to the terms of the Employee's collective agreement, handbook or employment contract and approval by the Employee's immediate supervisor. Such leave or work reduction request will not be unreasonably denied provided that it does not create serious difficulties for the Employee's academic or administrative unit, colleagues or students.

4. Conditions of Leave

4.1 After the completion of a leave for political office as provided for above, an Employee is expected to return to the University unless granted further leave pursuant to this Policy. Failure to do so will be deemed as a resignation from the University.

4.2 An Employee granted full-time leave while holding political office is deemed to have resigned if his or her absence exceeds seven continuous years or two consecutive Parliaments or Legislatures, whichever is the longer, or the maximum period permitted in his or her collective agreement, handbook, or employment contract. Any extension to the maximum period permitted in an Employee's collective agreement is to be negotiated between the parties to that collective agreement. Any extension to the maximum period permitted in an Employee's handbook or employment contract is to be approved by the Employee's immediate supervisor. (Continuous leave is defined as leave which is not interrupted by a period of more than one full year at the University.)

4.3 An Employee who accepts an appointment to the Senate of Canada is deemed to have resigned effective from the date of appointment to the Senate. However, a member of the Senate may hold an honorary faculty appointment.

4.4 During the period of leave, an Employee shall have the right to keep in force any or all employment benefits and pension, as provided for in his or her collective agreement, handbook, or employment contract and subject to any terms and conditions of each applicable employment benefit policy, benefit plan contract, or pension plan, by assuming the total cost of the monthly contributions. Maintaining benefits coverage beyond two years of leave is subject to approval by the University and the insurer or benefit plan provider. The University will not make contributions to employment benefits or pension during the period of leave, except as outlined in the applicable collective agreement, handbook, or employment contract.

4.5 An Employee returning to the University after a leave for political office does so at the same academic rank or classification that the Employee occupied when the leave was granted. Length of service attained at the time of leave is granted will be maintained and will not accrue during the period of leave, except as outlined in the applicable collective agreement, handbook, or employment contract.

4.6 Vacation entitlement and sick leave reserve do not accrue during an unpaid leave of absence.



PROCEDURES ASSOCIATED WITH THE POLITICAL LEAVE POLICY

Pursuant to the Regulatory Framework Policy, the President may approve Procedures or the amendment or repeal of Procedures. Such approvals must be reported at the next meeting of the UBC Board of Governors or as soon thereafter as practicable.

Capitalized terms used in these Procedures that are not otherwise defined herein shall have the meanings given to such terms in the accompanying Policy, being the Political Leave Policy.

1. Assignment of Responsible Executive

- 1.1 The Responsible Executive will be the Provost and Vice-President, Academic (UBC Vancouver) in relation to Employees at UBC Vancouver subject to the collective agreement between the University and the Faculty Association.
- 1.2 The Responsible Executive will be the Provost and Vice-President, Academic (UBC Okanagan) in relation to Employees at UBC Okanagan subject to the collective agreement between the University and the Faculty Association.
- 1.3 The Responsible Executive will be the Vice-President, Human Resources in relation to all Employees other than those identified in Sections 1.1 and 1.2 of these Procedures.

2. Process For Granting Leaves

- 2.1 Any request for leave must be made in writing and submitted, together with the approval of the administrative head of unit, for approval to the Responsible Executive and any other person required by the applicable collective agreement.



EXPLANATORY NOTES REGARDING THE POLITICAL LEAVE POLICY AND ASSOCIATED PROCEDURES

Issued July 2019 by the Office of the University Counsel

The OUC has prepared these Explanatory Notes to provide context and background regarding the Political Leave Policy. These Explanatory Notes do not replace or supersede the content of the Political Leave Policy and its Procedures.

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Policy Short Title:	Political Leave Policy
Policy Number:	HR2
Responsible Executive:	Provost and Vice-President, Academic (UBC Vancouver) Provost and Vice-President, Academic (UBC Okanagan) Vice-President, Human Resources
Responsible Board Committee:	Employee Relations Committee
Related Policies:	GA2 - Regulatory Framework Policy
History:	<ul style="list-style-type: none">• The Political Leave Policy was first approved by the Board of Governors in August 1971;• The Political Leave Policy was revised in April 2013;• The Procedures to the Political Leave Policy was first approved by the Board of Governors in April 2013;• The Political Leave Policy was updated in July 2019 to reflect a new policy identification system; it is currently identified as the Political Leave Policy, its long title is Leave to Take Political Office, and its number is HR2. The previous identification number for this policy was #50;• The Procedures were updated in September 2019 to reflect current position titles.
Related Legislation:	N/A