

Q_{uestion}:

My supervisor wants me to designate ten days Professional Development at the same time as I designate my vacation Days request. I have ten days that I can use as Professional Development. How do I do this and what is eligible?

A_{nswer}:

Articles 11.01 H 1, 11.01.H 2, and 11.01 H 3, which deal with Professional Development in the Collective Agreement are transcribed in full at the end of my email for your inspection.

Let's focus on the word "shall", as it is used often in all three articles. In legal terms, the word "shall" is a mandatory directive, which in layman's terms means that something *MUST* take place.

In brief:

- Professional Development Days can be taken, with consultation, during any part of the academic year, and it "shall not be unreasonably withheld." Five of the ten PD days can be consecutive working days.
- PD days have **NOTHING** to do with vacation days.
- While under the Collective Agreement you are obligated to review your intentions with your supervisor, you are under no obligation to provide detailed feedback as to what and where you completed your Professional Development.
- Unused Professional Development days cannot be carried forward to the following Academic Year. If you don't use them, you lose them.

Submitted by:

John Innanen, Chief Steward

11.01 H 1

The College shall allow each teacher at least ten working days of professional development in each academic year.

11.01 H 2

Unless otherwise agreed between the teacher and the supervisor, the allowance of ten days shall include one period of at least five consecutive working days for professional development.

11.01 H 3

The arrangements for such professional development shall be made following discussion between the supervisor and the teacher subject to agreement between the supervisor and the teacher, and such agreement shall not be unreasonably withheld.