

465 EMPLOYEE TIME OFF FOR UNION NEGOTIATION ACTIVITIES

Section 1. Statutory: Pursuant to Minnesota Stat. § 179A.07, Subd. 6, the School District will provide reasonable time off to employees who are elected officers or appointed representatives of a Union to conduct the duties of the exclusive representative in connection with negotiations, mediation or arbitration activities between the School District and the Union. Except as otherwise provided in this policy, such time off will be without pay.

Section 2. Avoid Interruption of Services: To the extent practicable, the School District shall endeavor to schedule meetings with employee organizations at off hours so as not to interfere with the employee work schedule.

Section 3. Attendance: When it is necessary to conduct negotiation, mediation or arbitration activities during working hours, the School District shall permit one employee of the appropriate unit, as determined by the union, to be in attendance at such session without loss of pay. If more than one employee attends such meetings, such employee will receive a deduction in wages for lost time.

Section 4. Request for Leave: An employee seeking either paid or unpaid absence pursuant to this policy shall make timely written request to the School District for such leave.