

MEMORANDUM

To: Deans, Directors, Chairs
From: Ella Forbes-Chilibeck, Director of Faculty Relations
Date: 7/9/2021
Re: Sabbatical Deferral related to COVID-19

This Memorandum is in follow up to our position regarding sabbatical deferral as it relates to COVID-19. As we all know, travel and other restrictions continue under the COVID-19 Declaration of Emergency under the Emergency Management and Civil Protection Act and this may raise questions about deferral if you are scheduled for, July 1, 2021, or January 2022 sabbatical leave. We have expanded the ways in which to arrange for a deferral to address these concerns.

If this is your first FIRST deferral request, whether related to COVID-19 or for operational reasons, any request will not be unreasonably refused. Further, you shall be eligible to apply for a subsequent Sabbatical Leave to begin up to one year earlier.

You are also able to request a SECOND deferral on account of COVID-19 impacts. However, the second deferral request will not be automatically approved. The second deferral request is subject to your Dean and Vice Provost approval. Consistent with Clause 14 of the Sabbatical Article of the UWOPA Collective Agreement, you will only be able to begin your subsequent Sabbatical leave up to one year earlier, and not more than that.