**Standard Individual Grievance Wording- 699 Leave With Pay**

**Details of Grievance:**

I grieve the Employer’s refusal to grant me “699 leave” with pay, requested on \_\_\_\_\_\_\_\_\_ **(*request date*)** and denied on \_\_\_\_\_\_\_\_ **(*refusal date*)**, when I was unable to work regular hours due to childcare responsibilities related to COVID-19.

**(*If you are under the Program and Administrative Services (PA)* *collective agreement, insert:*)**

This is a violation of Article 53.01 - leave with or without pay for other reasons and Article 19 - no discrimination of the collective agreement; section 7 of the *Canadian Human Rights Act*; and all other relevant articles.

**(*If you are under the Operational Services (SV)* *collective agreement, insert:*)**

This is a violation of Article 56.01 - leave with or without pay for other reasons and Article 19 - no discrimination of the collective agreement; section 7 of the *Canadian Human Rights Act*; and all other relevant articles.

**(*If you are under the Technical Services (TC)* *collective agreement, insert:*)**

This is a violation of Article 55.01 - leave with or without pay for other reasons and Article 19 - no discrimination of the collective agreement; section 7 of the *Canadian Human Rights Act*; and all other relevant articles.

**(*If you are under the Education and Library Science (EB)* *collective agreement, insert:*)**

This is a violation of Article 22.16 - leave with or without pay for other reasons and Article 16 - no discrimination of the collective agreement; section 7 of the *Canadian Human Rights Act*; and all other relevant articles.

***(For all other FPSLRA units:)***

This is a violation of **[*insert collective agreement article*]** - leave with or without pay for other reasons and **[*insert collective agreement article*]** - no discrimination of the collective agreement; section 7 of the Canadian Human Rights Act; and all other relevant articles.

**Corrective Action Requested:**

A declaration that the Employer has breached the collective agreement;

That I be granted leave with pay when I am unable to work regular hours due to childcare responsibilities related to COVID-19;

That I be compensated for all losses, including lost wages and benefits, that resulted from the Employer’s refusal to grant me paid leave;

That the Employer ceases this discriminatory refusal and take measures to redress the practice and/or to prevent the same or similar refusal from occurring in the future;

That the Employer makes available to me the rights, opportunities, and privileges that are being or were denied as a result of the refusal;

That the filing of this grievance not prejudice me in any future dealings with the Employer;

That I be made whole and all other redress appropriate to the circumstances.