

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION NO. 4 OF 1998.

AGREEMENT ON INTERIM MEASURES ON PAID LEAVE FOR NEGOTIATORS

1. The parties to the Public Service Co-ordinating Bargaining Council (PSCBC) hereby resolve that they conclude the attached agreement on interim measures on paid leave for negotiators.
2. The agreement binds the employer and employees who are members of trade unions represented in the PSCBC.
3. If a party disputes the interpretation or application of this agreement, it shall refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.
4. The agreement comes into effect on May 26, 1998.

The bottom half of the page contains several handwritten signatures and initials in black ink. There are approximately 10-12 distinct marks, including full names and initials, scattered across the lower portion of the document. Some are more legible than others, but they appear to be signatures of the parties involved in the agreement.

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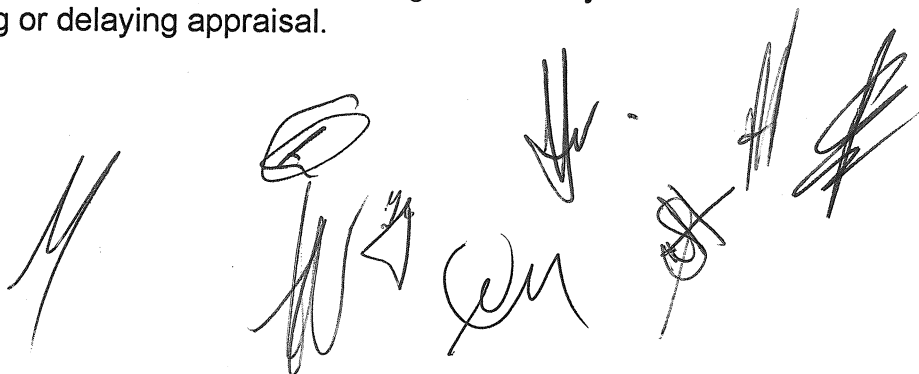
Agreement on interim measures for paid leave for negotiators

1 Principles

The employer shall give recognised employee representatives to the PSCBC paid leave to bridge the period until the agency shop agreement comes into force.

2 Paid leave for employee representatives to the PSCBC

- 2.1 This agreement applies only to a negotiator who
- (a) represents a union admitted to the PSCBC under Section 6 of the PSCBC Constitution;
 - (b) does not represent a union that belongs to the Education Labour Relations Council;
 - (c) is authorised by her or his union as part of the union's official representation, as provided under Section 7.2 of the PSCBC Constitution; and
 - (d) is a government employee.
- 2.2 The employer shall grant paid leave to an eligible employee from the date the PSCBC adopts this agreement.
- 2.3 The employer shall grant an eligible employee paid leave until the sooner of
- (a) three months from the date on which the PSCBC adopts this agreement, or
 - (b) the date the PSCBC distributes funds received under the agency shop agreement to unions represented in the PSCBC.
- 2.4 As far as possible, the employer shall ensure that a negotiator who takes leave under this agreement shall suffer no disadvantage to her or his career. To that end, a negotiator who takes leave under this agreement and her or his executing authority shall conclude an agreement that specifies, as a minimum,
- (a) the grade and position the employee will have on returning from leave, which shall be the same or better than the one the employee currently holds, and
 - (b) arrangements for performance appraisal while the employee is on leave. These arrangements may include waiving or delaying appraisal.

A series of handwritten signatures in black ink, arranged horizontally at the bottom of the page. There are approximately seven distinct signatures, some appearing to be initials or stylized names.