

CAUSE ADVISORY

Legitimate LEAVE vs. ABSENTEEISM

Canalino & CFS Staff, Faculty, & Administration:

The Union has been informed that Canalino staff and faculty have received emails characterizing their **LEAVE** as "unacceptable" and/or **absenteeism**. (*see example email below*) Unfortunately, these terms, "unacceptable" or "**absenteeism**," have been used incorrectly and fail to accurately describe the legitimate leave taken by Canalino staff and faculty.

The Union understands the confusion and concern that said emails seed, whether said confusion is intentional or not.

So, we're here to clarify:

- 1.) There is nothing inappropriate or unacceptable about taking your contractually entitled **LEAVE**.
- 2.) Taking your contractually protected **LEAVE is not Absenteeism**.

ab·sen·tee·ism

/ˌabsənˈtēˌizəm/

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Learn to pronounce

noun

1. the practice of regularly staying away from work or school without good reason.
"high levels of absenteeism caused by low job motivation"

2.) You are entitled to take **LEAVE**, as a right of employment in the CUSD. In fact, the **LEAVE** you do not use in a given year is accumulated for your future use.

3.) To access your contractually earned **LEAVE**, you needn't apologize, curtsy, or take actions beyond simply registering the absence / substitute request. This is done using the routine system designated by the CUSD (i.e. "FRONTLINE").

CAUSE Leadership is confident that Canalino employees may continue taking **LEAVE** as they are permitted. To help you become more familiar with your **LEAVE** options, we have attached the **CERTIFICATED Collective Bargaining Agreement (CBA)**. CAUSE encourages you to review, **Article 13 : LEAVE PROVISIONS**, to better familiarize yourselves with your legitimate **LEAVE** options.

Feel free to contact us with any questions or concerns.

In Unity,

~ CAUSE Leadership

*** C.A.U.S.E. - Yes We Can ! ***