





b) to attend, on subpoena or summons, as a witness in any proceeding held:

- in or under the authority of a court of justice or before a grand jury;
- before a court, judge, justice, magistrate, or coroner;
- before the Senate or House of Commons of Canada, or a committee of the Senate or House of Commons, other than in the performance of duties of the employee's position;
- before the Executive Council or Legislative Assembly or any committee that is authorized by law to compel the attendance of witnesses before it;
- before an arbitrator, umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

Leave to Lecture in a Field of Employment

10. The Deputy Head may grant leave with pay with no charge against leave credits to an employee who is invited to give courses or lectures on matters related to the employee's field of employment or to take part in seminars or conventions pertaining and related to employment.

NTA/NEU Business

11. Where operational requirements permit, employees who are representatives of the Nunavut Teachers Association (NTA) shall be granted reasonable time off with pay to attend to association or union business.

12. Upon reasonable notification, employees who are representatives for the Nunavut Employees Union (NEU), shall be granted reasonable time off with pay to attend to association or union business.

13. Time off with pay shall be provided to NTA or NEU representatives for the following purposes:



- to attend arbitration hearings or mediations dealing with disputes or grievances on behalf of the association;
- to be a member of an association or union bargaining team during contract negotiations;
- to attend meetings between association or union and management representatives.

14. In all other circumstances, time off for NTA or NEU business is leave without pay and requires the Deputy Head's prior approval.

### Sporting Events

15. Employees are generally expected to take part in social, sport or recreational activities on their own time. Except as specified below, there are no provisions for granting leave with pay for such activities, unless the employee requests annual leave. Leave without pay may also be granted.

16. The Government actively supports and encourages participation in the following sporting events:

- Arctic Winter Games;
- Canada Summer Games;
- Canada Winter Games; and
- North American Indigenous Games.

17. Employees may be granted leave with pay with no charge against leave credits up to a maximum of eight (8) working days per year to attend preliminary trials and any one session of the Games, where operational requirements permit the employee's absence.

18. To be eligible for leave with pay, employees must be participating in the Games as:

- Athletes or others officially designated as coaches, managers or head officials
- Participants of the performing arts (e.g., musician, storyteller, actor/actress)
- Participants demonstrating traditional art or craft
- Nunavut Mission staff
- Official Committee Chairs
- Volunteers assisting in tasks assigned by officials of the Games, where





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Building *Nunavut* Together  
*Nunavut* liuqatigiingniq  
Bâtir le *Nunavut* ensemble

**Human Resources Manual**  
Directive 1312: Other Leave With Pay

- 27. Collective Agreement with the NTA  
Article 9 Time Off For Federation Business  
Article 15.01, Court Leave  
Article 15.08, Pedagogic Leave  
Article 15.11, Leave for Other Purposes
  
- 28. Senior Managers' Handbook  
Court Leave
  
- 29. Excluded Employees' Handbook  
Court Leave

**CONTACTS**

- 30. For further information or clarification, please contact:

**Director Employee Relations  
Department of Finance  
Iqaluit, Nunavut  
975-6211**

or

**Director Compensation and Benefits  
Department of Finance  
Iqaluit, Nunavut  
975-5881**