**Sample Article #1 (from PA Collective Agreement)**

**54.01 Domestic Violence Leave**

For the purpose of this article, domestic violence is considered to be any form of abuse or neglect that an employee or an employee’s child experiences from a family member, or from someone with whom the employee has or had an intimate relationship.

1. The parties recognize that employees may be subject to domestic violence in their personal life that could affect their attendance at work.
2. Upon request, an employee who is subject to domestic violence or who is the parent of a dependent child who is subject to domestic violence shall be granted domestic violence leave in order to enable the employee, in respect of such violence:
   1. to seek care and/or support for themselves or their child in respect of a physical or psychological injury or disability;
   2. to obtain services from an organization which provides services for individuals who are subject to domestic violence;
   3. to obtain professional counselling;
   4. to relocate temporarily or permanently; or
   5. to seek legal or law enforcement assistance or to prepare for or participate in any civil or criminal legal proceeding.
3. The total domestic violence leave with pay which may be granted under this article shall not exceed seventy-five (75) hours in a fiscal year.
4. Unless otherwise informed by the Employer, a statement signed by the employee stating that they meet the conditions of this article shall, when delivered to the Employer, be considered as meeting the requirements of this article.
5. Notwithstanding clauses 54.01(b) and 54.01(c), an employee is not entitled to domestic violence leave if the employee is charged with an offence related to that act or if it is probable, considering the circumstances, that the employee committed that act.

**Sample Article #2 (From PA Collective Agreement)**

**Article 53: leave with or without pay for other reasons**

53.01 At its discretion, the Employer may grant:

1. leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty; such leave shall not be unreasonably withheld;
2. leave with or without pay for purposes other than those specified in this agreement.
3. This collective agreement provision establishes a right to:

1. It is a right of:

* employee(s);
* employer;
* Alliance.

1. For the right to take effect, the following **conditions** must be satisfied:



1. If the above conditions are satisfied, the following **obligations** must be met:



The **intention of the parties** might be described as:



**Aids to interpretation** might include: