

The UNIVERSITY of WESTERN ONTARIO
POLICIES and PROCEDURES

9.16 POLITICAL CANDIDACY

Classification: Personnel -
Robarts Clinical Trials - Eligible
Staff

Effective Date: 01JUL08

Supersedes: (New)

POLICY

- 1.00 Full-time members of the staff should be as free as all members of society to enter public life. There is an obligation upon the University as an institution to ensure that no impediments are placed in the way of a member of the staff desiring to enter public life.
- 2.00 A full-time member of the staff who becomes a candidate for public office shall so inform Robarts Clinical Trials Management. On the recommendation of Robarts Clinical Trials Management, through the Associate Vice-President Human Resources, the President may grant leave under the conditions set out below.
- 3.00 A full-time member of staff shall be entitled to Leave of Absence with full salary during a campaign for election upon the following bases:
 - (a) for election to the Parliament of Canada: leave for the equivalent of one month;
 - (b) for election to a Provincial Legislature: leave for the equivalent of one month;
 - (c) for election as Mayor of the City of London, or the equivalent office, or the London Board of Control or Board of Education: leave for the equivalent of ten days;
 - (d) for election to a Municipal or Township Council: leave for the equivalent of five days.
- 4.00 During a campaign for election to public office, a member of staff shall speak and write as a private citizen and not as a representative of the University.
- 5.00 Where a member of staff is elected, he/she shall be granted leave of absence upon the following bases:
 - (a) Parliament of Canada: full-time leave of absence without salary for a period up to five years;
 - (b) Provincial Legislature: full-time leave of absence without salary for a period up to five years;
 - (c) Mayor of the City of London, or the equivalent office: full-time leave of absence without salary for a period of one term of office.
 - (d) Municipal or Township Council, Board of Education, or London Board of Control: leave of absence for attendance at sittings of the Council or Board, subject to a pro rata reduction in salary if his/her responsibilities as a member of staff cannot be maintained.
- 6.00 Where a member of staff holds a key management position and has been granted full-time leave of absence under the provisions of Section 5.00(a), (b), or (c) above, he/she shall resign from his/her management position, although he/she shall be entitled to maintain his/her classification.
- 7.00 Where a member of staff continues to serve in public office after the expiry of his/her full-time leave, he/she shall be deemed to have resigned his/her University post.
- 8.00 Upon return to work, the staff member is to return to the same position and salary. If the same position no longer exists, the staff member will be placed in a comparable position in terms of work setting, responsibility and salary within the unit.
- 9.00 Arrangements for a member of staff to receive part-time leave of absence may be renewed indefinitely, so long as his/her responsibilities as a member of staff can be effectively maintained.
- 10.00 A staff member who is on leave shall be apprised at the earliest opportunity of any changes in Robarts Clinical Trials that have a direct impact upon the staff member's position.