

**ARTICLE 39. Leaves of Absence for Union Functions**

- A. Any employee(s) covered by this Agreement who has been officially appointed by the Union as an Officer or Delegate may be granted Leave(s) of Absence Without Pay for attendance at a Union function (i.e., conferences, safety seminars). Any employee elected by the Union as a Delegate shall be granted a Leave of Absence Without Pay for attendance at the International Convention. The aggregate of all such leave(s) shall not exceed a total of ten (10) working days per calendar year.
  
- B. A written request for such Leave(s) of Absence must be submitted to the University official or designee at least ten (10) working days prior to the effective date of the Leave. A request for such Leave(s) of Absence shall not be arbitrarily denied.