

**Joint Administration Dispute Resolution Committee  
c/o Registrar's Office  
Suite 300, 700 West Pender Street  
Vancouver, BC V6C 1G8**

**Telephone: (604) 895-5062; Fax: (604) 895-5069**

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Interpretation Bulletin #3

Re: Additional Union Leave Without Pay – Article 3.6.3 – Common Agreement

As a result of a request for clarification of Article 3.6.3 of the Common Agreement, JADRC makes the following interpretation:

1. The Union (bargaining unit) can buy additional release time above that currently paid for by the employer.
2. The release time will be purchased at replacement costs. Replacement costs will be the cost for the individual who is carrying out the duties of the individual released.

JADRC will remain seized to assist local parties with the implementation of this Article if necessary.