**4.9 Union Member Leave**

A leave of absence may be permitted to members of the unit to participate in union projects or internships. Such leave shall be at the discretion of management. The Union shall reimburse the City for salary and associated benefits. ~~The typical duration of these~~ **Such** leaves shall be ~~for one to four~~ **up to twelve** weeks, **or longer by mutual agreement between the City and the Union**.