

Article 26 – Bereavement Leave

Bereavement leave is offered to provide paid time off from work for a death in the family.

Bereavement leave is offered to provide paid time off from work for a death in the family (including instances of miscarriages and fetal demise).

All full-time and part-time bargaining unit employees will be granted paid Bereavement Leave of up to three (3) schedule workdays if there has been a death in the immediate family, which do not have to be taken consecutively.

Immediate family is defined as spouse or partner, parent, step-parent, children, step-children, sibling, step-sibling, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, and corresponding relatives of a partner, or any other relative or co-habitant who was a member of the employee's household. For purposes of this section only, a "partner" is an individual, regardless of gender or gender identity, with whom the employee resides and shares an emotional commitment and common necessities of life, or to whom the employee is engaged to be married.

Up to three (3) schedule workdays of paid Bereavement Leave may also be granted at the discretion of the manager for the death of other close family members not listed in this Article.

If time beyond the paid Bereavement Leave provided in this Article is needed, including for related religious or cultural observances, the bargaining unit employee can request additional time using scheduled CTO or excused unpaid time off.

A death in a family or of a close friend can be a stressful, emotional time for the bargaining unit employee. Requests for time off under this section shall not be unreasonably denied.