

27 July, 2010

**New Collective Agreement Language
Bereavement**

Article 18.08

18.08 Employees will be granted bereavement leave with pay from any of their scheduled tours of duty as follows:

- a) The Leave falls within the five (5) working day period immediately following the day of death of an immediate family member and will normally not exceed five (5) working days for each occasion of bereavement.
- b) Employees may be granted paid time off, with the supervisor's approval, to attend the funeral of an individual who is not an immediate family member. Requests will not be unreasonably made or denied.
- c) When there are exceptional circumstances, additional paid time off may be granted with the supervisor's approval. Exceptional circumstances may include either extensive travel to attend a funeral and/or take more bereavement time even though the funeral is not for an immediate family member. Requests will not be unreasonably made or denied.
- d) Days on which a bereaved employee is on vacation will be counted as bereavement days in accordance with 18.08 of this article and offsetting vacation will be allowed.

Reviewed with CIF and approved Feb. 17.