

Bereavement leave is not just for attending funerals

In the last round of bargaining, the CEU proposed that the title of Article 45, "Funeral Leave" be changed to reflect its true purpose, which is to provide you time to grieve the death of a close relative. As a result, this article is now called "Bereavement Leave". You do not have to attend the funeral of your close relative to qualify for this leave. The article requires only that your leave request be as a result of the death of a "close relative".

How many days bereavement leave am I entitled to?

You may take bereavement leave with pay "for any necessary period of absence not exceeding five (5) working days occasioned by the death of a close relative". The article also states that the leave will not normally exceed three working days unless you have to leave the locality where you reside.



What if that isn't enough time?

If you need more time than the three or five days paid leave, the article states that permission to take additional leave without pay "will not unreasonably be withheld".

How is close relative defined?

The article lists all the family members considered close relatives to qualify for this leave. The list is broad and includes, for example, parents-in-law, brother-in-law, and sister-in-law. In the last round of bargaining, the CEU negotiated an expansion to the list. As a result, two new groups, grandchild and step-grandchild, are included.

"Close relative" also includes a person "who has acted in loco parentis [in a parental capacity]" and "any other relative who has been living under the same roof as the employee".

Can I get leave to attend the funeral of a close friend or special person in my life?

The article also gives managers the discretion to grant leaves of absence without pay to you when you wish to attend a funeral of an individual with whom you have had a special relationship.