

# Bereavement Leave

<b>FACT</b>	<b>Collective Agreement Article(s)</b>
<p><b>Parent Spouse/ Partner Child Partner/ Spouse's child</b></p>	<p>Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for up to <b>four (4)</b> consecutive scheduled working days off without loss of regular pay from regularly scheduled hours within the nine (9) calendar day period commencing four (4) calendar days prior to the day of the funeral for a parent, spouse, child or spouse's child. "Spouse" for the purposes of bereavement leave will include a partner of the same sex.</p> <p>Eg. If the Funeral is on a Friday the 4 consecutive shifts could fall (Tues-Friday) or (W to F + M) or (Th, F, M, T) if you have the weekend off. They must be consecutive and fall within the 9 day window of time unless there is a delay in the service and/or burial - see below.</p> <p>** M T W Th <b>F</b> S Su M T**</p>
<p><b>sister, brother, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law grandparent of spouse.</b></p>	<p>Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for up to three <b>(3) consecutive scheduled working days</b> off without loss of regular pay from regularly scheduled hours within the seven (7) calendar day period commencing three (3) calendar days prior to the day of the funeral of a member of her other immediate family.</p> <p>Immediate family, for the purposes of this Section, shall mean sister, brother, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law and grandparent of spouse.</p> <p>Eg. If the Funeral is on a Friday the 3 consecutive shifts could fall (Wednesday-Friday) or (Th, F + M) or (F, M, T) if you have the weekend off. They must be consecutive and fall within the 7 day window of time unless there is a delay in the service and/or burial - see below.</p> <p>** T W Th <b>F</b> S Su M **</p>

<b>Aunt, uncle, niece, nephew</b>	An employee shall be granted one <b>(1) day bereavement leave</b> without loss of regular earnings to <b>attend the funeral, of, or a memorial service</b> (or equivalent) for her aunt, uncle, niece or nephew.
Delayed service or burial	If a burial or memorial service is not held within the seven (7) or nine (9) calendar day period referenced above, an employee can utilize one (1) day of their entitlement, as determined above, within six (6) months following the date of bereavement for the purposes of attending such burial or memorial service.
Part time Service and Seniority	A part-time employee shall receive credit for her seniority and service for such leave. For clarity, such credit shall only apply to bereavement leave with pay.
Can my leave be longer than the above? Yes	The Hospital, in its discretion, may extend such leave with or without pay. Furthermore, where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a paid bereavement leave
Bereavement while on Vacation leave	Where an employee's scheduled vacation is interrupted due to bereavement, the employee will be entitled to bereavement leave in accordance with this Article. The portion of the employee's vacation which is deemed to be bereavement leave under the above provisions will not be charged to the employee's vacation credits provided the employee submits supporting evidence.