

We are looking to enhance our bereavement policy. Currently we allow 3 days of paid bereavement leave for a spouse or child and 2 days of paid bereavement for a sibling or parent (including those related by marriage). I was hoping other members would be willing to share their bereavement policy.

Our bereavement policy allows just one paid day off for immediate family.

Family Member	40-hr. Week Employees	20-39 hr. Week Employees
Spouse/Child (includes step-child)	up to	up to
Mother/Father (includes step-parents)	3 days	1.5 days
Sister/Brother (includes step-sister/brother)		
Father/Mother-in-law	up to	up to
Brother-in-law/sister-in-law	1 day	½ day
Employee/Spouse's Grandparents/Grandchild		

we also have three days for immediate family members.

Funeral Leave

In case of necessary absence due to death in the family, employees shall have one (1), two (2) or three (3) days off, whichever is necessary for the following relationships: Wife, husband, child/step-child, parent/step-parent, sibling/step-sibling, mother-in-law, father-in-law or grandchild/step-grandchild. Brother-in-law and sister-in-law, grandmother and grandfather, one (1) day only. Funeral leave pay for employees shall be their regular rate. Number of day's absence necessary to be determined by the employee and his or her immediate supervisor.

We give three days off for spouse, parent/inlaw, sibling/inlaw, child, grandchild and one day for grandparent.

Per our union contract

SECTION 14 - DEATH IN FAMILY LEAVE

14.1 In the event of the death of the employees father, mother, wife, husband, child, sister or brother, the employee shall be given and receive two (2) days leave of absence with full pay.

14.2 In the event of the death of the employees father-in-law, mother-in-law, brother-in-law or sister-in-law the employee shall be given one (1) day leave of absence with full pay.

Such leave shall begin on day of death and end on the day of the funeral and shall not apply to any day falling within or on a vacation, layoff, holiday, a weekend or during any other absence from employment. In order to be eligible for pay, as provided above, employees may be required to furnish evidence satisfactory to the Employer that they attended the funeral.

We allow 3 days for the death of a spouse or child. We allow 2 days for the death of a parent, grandparent, sibling, and in-laws to the same degree.

Funeral Leave

If a full-time or flexible full-time employee owner must be absent because of a death in his or her immediate family, the employee owner is responsible for notifying his/her supervisor as soon as possible. Immediate family is defined as the employee owner's legal and current spouse, parent, brother, sister or child, including those who are "grand", "step", "half", "foster" and "in-law".

The employee owner will be paid regular compensation for the time he/she is absent from his/her regular work schedule through the day after the funeral (if needed to travel) to a maximum of 3 days from the date of death. With the death of a child or spouse, additional paid days may be given by the supervisor for the period after the funeral.

For memorial services held at a later date, for example after cremation, the employee owner may be granted up to 3 days paid leave in place of, but not in addition to time off at the time of death.

Employee owners who are on unpaid leave, not actively working, or not receiving other benefits pay (sick, vacation, floating holiday) are not eligible for funeral pay.

Here you go>>> right out of the handbook...

Funeral (Bereavement) Leave

Full-time employees are granted the following (prorated if less than full time):

- Up to three paid workdays, per occurrence, to attend the funeral and take care of personal matters related to the death of a member for your immediate family (parent, spouse, step-parent or child, spouse's parent, child, stepchild, brother, sister, or domestic partner- as defined by (name of) County.
- Up to two paid days for grandchild, and grandparents.
- Up to one paid day for brother or sister-in law, great grandparents, aunts and uncles.

If an employee experiences the loss of an extended family member that is not represented above, please discuss with the President.

Funeral/Bereavement Leave

It is the policy of the company to grant paid funeral/bereavement leave to eligible employees. Full and part-time employees may take up to 24 hours of scheduled work time off with management approval for the death in the immediate family. Immediate family (also includes step relationships) is considered to be mother, mother-in-law, father, father-in-law, brother, sister, son, daughter or spouse. Employees will be paid up to eight hours of scheduled work time of leave due to the death of an employee's grandparent or grandchild. Part-time employees leave will be prorated.

In the event of death in the immediate family (including and limited to father, mother, stepfather, stepmother, husband, wife, son, daughter, father-in-law and mother-in-law of a regular employee), he/she shall be granted three (3) days of shift pay to attend the funeral or to attend to compelling personal matters arising out of such death and the loss of a working shift is incurred.

Two (2) days shall be granted under the above conditions in the event of the death of a brother or sister.

One (1) day shall be granted under the above conditions in the event of the death of employee's grandparents or grandchildren or spouses grandparents. One (1) day for brother-in-law or sister-in-law of employee. (An employee's brother's or sister's spouse and an employee's spouse's brother or sister).

We allow paid bereavement up to 3 days for the following immediate family members:

- Spouse / Domestic partner
- Children
- Siblings
- Parents
- Grandparents
- Grandchildren
- "in-laws" or "step" relationships and equivalent domestic partner relationships are also included

We have no limits on the amount of bereavement one coworker can have each time. Coworkers wishing to take more than 3 days may do so using Paid Time Off benefits. In extenuating circumstances, we fund extended bereavement through our Catastrophic PTO Sharing program, which allows up to 7 additional days of time off to be donated from other coworkers. In addition to the time off, the company also responds to family deaths by sending an arrangement to the service or a memorial donation to the requested organization on behalf of all our coworkers.

We allow three days of paid leave for immediate family which includes spouse, child, brother, sister, parents, inlaws, and grandparents.

Spouse/Children (including step-children)	4 days
Parents (including in-laws)	3 days
Brother/Sisters (including in-laws)	2 days
Grandparent/Grandchildren (including in-laws)	1 day
Associates Aunt/Uncle (associate's only)	1 day

We offer 3 days bereavement pay for any immediate family member (child, sibling, spouse or parent)

In the unfortunate event of a death in the immediate family, full-time and part-time employees are eligible for time off with pay for up to three (3) days. These three days are to be taken within a six (6) day window surrounding the death, and may be split.

Additional unpaid time off may be permitted with approval from your supervisor and designated Human Resources Representative.

For purposes of this policy, "immediate family" means the employee's spouse or significant other, child, step-child, parents (including in-laws), step-parents, siblings, step-siblings, grandparents, grandparents-in-law, great-grandparents, great-grandparents in-law, grandchildren, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, and significant other recognized by a civil union (Civil Union in Illinois only). For other funerals, the employee may use their paid time off. The employee must always consult with their supervisor to arrange time off for funeral attendance.

In addition to the aforementioned bereavement leave policy, eligible employees of _____ located within the state of Illinois are entitled to a maximum of 10 work days of unpaid bereavement time following the death of a child. Employees may be entitled to up to 6 weeks of unpaid bereavement leave in the event of the death of more than one child during a twelve-month period.

"Child" means an employee's son or daughter who is a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis.

The time may be used to attend the funeral or alternative to a funeral, make arrangements necessitated by the death, or to grieve the death of the child(ren). The leave must be completed within 60 days after the date the employee receives notice of the death of the child(ren).

Eligible employees are defined as those who would otherwise be eligible under the definition of the Family and Medical Leave Act. Child bereavement leave may not be taken in addition to unpaid leave permitted under the Family and Medical Leave Act and may not exceed total time allowed under FMLA.

Bereavement – Leave of up to three (3) workdays with pay will be granted in the event of a death in the immediate family. For this purpose, immediate family is defined as spouse, child, sibling or parent. Leave of one (1) workday with pay will be granted in the event of a death of an employee's grandparent or grandchild, or a spouse's child, sibling or parent. An employee must notify his or her manager of the need for leave. For nonexempt employees, the manager must indicate bereavement days on the Punch Detail Report. Proof of death may be required.

We just changed ours as of 01/18

For full-time, perm ees:

Spouse/child=5 week days off with pay

mother/father/brother/sister/mother-in-law/father-in-law/sister-in-law/or brother-in-law= 3 week days off with pay

Grandparent/grandchild=2 week days off with pay

proof of death/service required upon request

temp/partime/probationary employee:

Same number of days, but unpaid

3 days paid leave for death of a member of your immediate family (parent, spouse, spouse's parent, child, step child, brother or sister.) One day of paid funeral leave will be granted in the case of death of your or your spouse's grandparent or spouse's sibling, or any member of your extended family living in your home.

3 days paid for Spouse, child, brother, sister and parents

1 day paid for brother, sister and parent - in - laws.

Our policy is 5 paid days for Mother/Father/Siblings/Children/. 1 day for any other relative.

In the event of the death of a member of an employee's immediate family, or an immediate family member of your spouse, you will be permitted up to three (3) days off with pay. Immediate family is defined as a parent, stepparent, grandparent, brother, sister, natural and stepchildren, adopted children, grandchild, or spouse.

We only allow two days for bereavement leave

We offer paid leave for the day of the funeral and the two days preceding for the death of "immediate family".

Immediate family is parents, siblings, spouse, children, grandparents, grandchildren, mother in-law, father in-law, step parents, step siblings, step children.

It's an old policy (over 40 years) and may need some re-looking at!

"We know the death of a family member is a time when employees wish to be with their families. If the employee is a full-time employee and loses a close relative, he or she will be allowed paid time off of up to 2 days to assist in attending to his or her obligations and commitments. For the purposes of this policy, a close relative includes a spouse, domestic partner, child, parent, sibling or any other relation required by applicable law. Paid leave days only may be taken on regularly scheduled, consecutive workdays following the day of death. Employees must inform their Supervisors prior to commencing bereavement leave. In administering this policy, [Company] may require verification of death.

Bereavement pay is calculated based on the base pay rate at the time of absence. Approval of bereavement leave will occur in the absence of unusual operating requirements. Employees may, with their supervisors' approval, use any available paid leave for additional time off as necessary.

NOTE: One day bereavement time is also paid for the employee's grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law and daughter-in-law."

You are entitled to take up to three days with pay to attend a funeral and take care of personal matters related to the death of a member of your immediate family (parent, spouse, spouse's parent, child, step child, brother or sister.) One day of paid funeral leave will be granted in the case of the death of your or your spouse's grandparent or spouse's sibling, or any member of your extended family living in your home. Only Benefit Eligible employees are eligible for paid funeral leave.

Funeral Leave

Employees may take up to two days paid funeral leave to attend the funeral of a direct family member. An additional day may be taken if the services are held outside of the Indianapolis area. A direct family member is defined as a spouse, child, parent, sibling, grandchild or grandparent.

We've expanded our "immediate family" definition in recent years. It now includes: spouse, common-law spouse, child, parent, brother, sister, mother-in-law, father-in-law, grandparent, great-grandparent or grandchild.

We allow 2 days of paid bereavement for immediate family members.

That includes mother, father, mother-in-law, father-in-law, siblings, children, grandparent, grandchild.

Here is our policy. I updated it a few years ago. I had an employee put in for bereavement pay for a former step-parent (from about 18 years before). Therefore I added the "current" wording. I realize that a former step-parent still may be in a person's life, but didn't feel like that was in the spirit of the bereavement leave.

Employees are allowed to use PTO or take time off unpaid for family members or others that are outside of the bereavement policy.

Bereavement Leave

Full time employees will be allowed up to three (3) days of paid leave in the event of the death of a member of the immediate family (spouse, child/current step-child, parent/current step-parent, sibling/current step-sibling, mother/father-in-law); and one (1) day for grandparents. No bereavement days for brother-in-law or sister-in-law. While we recognize that this often may be an unforeseen event, we expect you to keep in contact with your supervisor as soon as you know you will need the time off. This time off will not go into calculations for overtime for work performed in that work week.

Part time employees and seasonal employees are not eligible for bereavement pay. Full time employees are not eligible for bereavement pay in their first 60 days of employment.
