

Bereavement Current Policy:

When a death occurs in an employee's immediate family the employee will receive up to three (3) days of bereavement leave based on their straight time earnings. Immediate family is defined as:

Mother, Father, Spouse, Child, Siblings, Grandparents, Step Parent, Step Child,
One day may be granted to attend the funeral for the following extended family:
Mother or Father in Law, Brother or Sister in Law, Grandchild, Guardian, Aunt,
Uncle, Niece, Nephew

Bereavement pay will not be paid for time for which you receive time off under some other policy such as holiday, vacation, sick days, or an employee's normal day off.

Bereavement Proposed Policy:

BEREAVEMENT DAYS

Section 1: When a death occurs in an employee's immediate family (mother, father, spouse, children, brother, sister, mother-in-law, father-in-law, step-parent, grandparent, step-child, brother-in-law, sister-in-law, grandchild, or guardian), the employee will receive up to three (3) paid days of bereavement leave based on their straight time earnings per hour.

Section 2: Bereavement pay will not be paid for time for which you receive time off under some other policy such as holiday, vacation, sick days or personal days.

Section 3: The three (3) days will consist of one of the following:

- a. The day before the funeral, the day of the funeral and the day after the funeral.
- b. The day of the funeral and the two days following the funeral.
- c. The two (2) days preceding the funeral and the day of the funeral.

Section 4: In either instance if one or both of your days off fall during the three (3) day period, your day off will not be compensated for, nor will you be able to take additional days with pay other than the three (3) methods stated above.